GRESB INFRASTRUCTURE

GRESB Infrastructure Asset Benchmark Report

2023

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

88 (2022) → 97 (2023)

Peer Comparison

1st

Western Europe | Fibre networks | Maintenance and operation

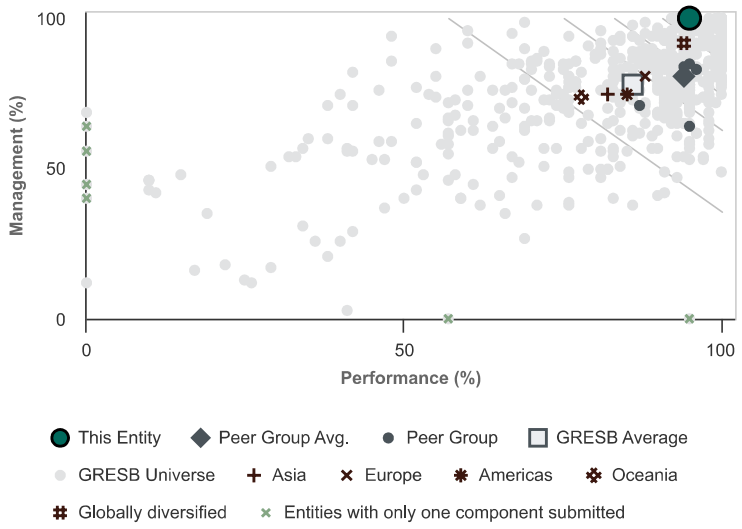
Out of 6

Nature of Ownership:	Sector:	Location:
Public entity (listed on a Stock Exchange)	Fibre networks	Germany

Rankings

52nd	**GRESB Score** — Out of 681
N/A	GRESB Score within Data Infrastructure: Data Transmission / Europe / Public
5th	**GRESB Score within Data Infrastructure: Data Transmission** — Out of 51
1st	**Management Score** — Out of 685
5th	**GRESB Score within Data Infrastructure: Data Transmission / Europe** — Out of 31
1st	**Management Score within Data Infrastructure: Data Transmission** — Out of 51
169th	**Performance Score** — Out of 683
2nd	**GRESB Score within Public** — Out of 11
13th	**Performance Score within Data Infrastructure: Data Transmission** — Out of 51

GRESB Model



97 / 100 — **GRESB Score**
GRESB Average 83 | Peer Average 89

40 / 40 — **Management Score**
GRESB Average 31 | Benchmark Average 32

57 / 60 — **Performance Score**
GRESB Average 51 | Benchmark Average 56

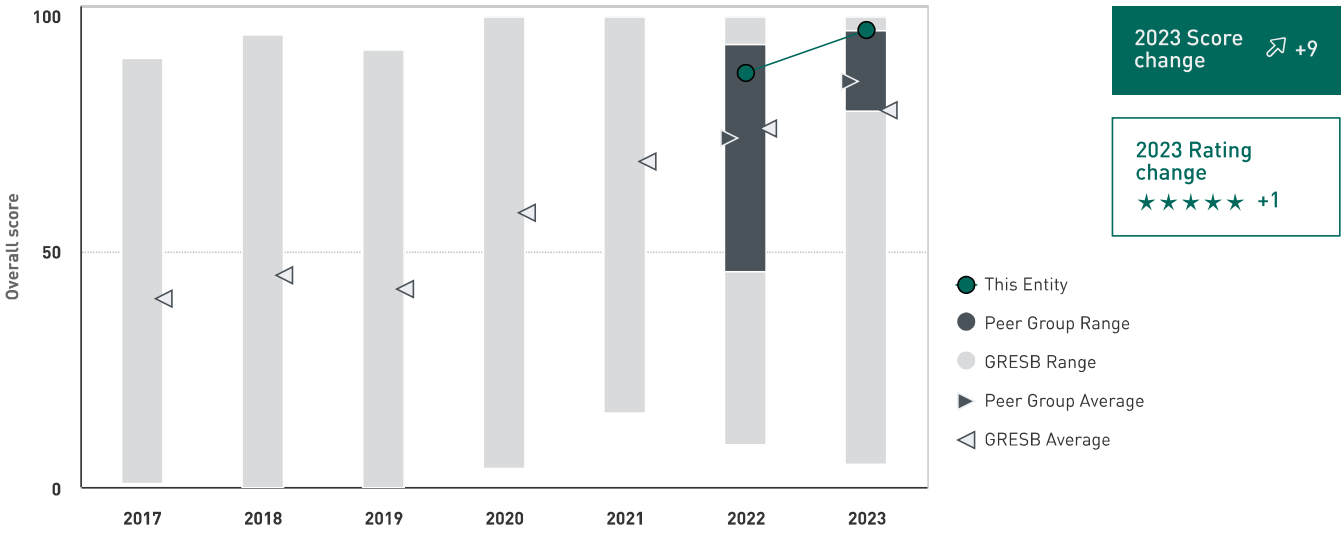
ESG Breakdown

18 / 18 — **Environmental**
GRESB Average 15 | Benchmark Average 16

55 / 55 — **Social**
GRESB Average 48 | Benchmark Average 53

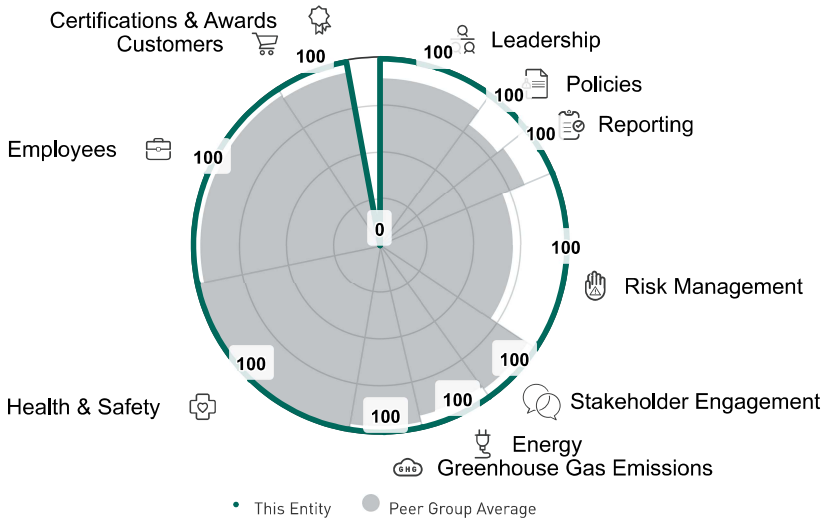
24 / 27 — **Governance**
GRESB Average 19 | Benchmark Average 20

Trend



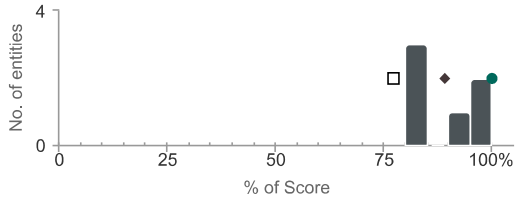
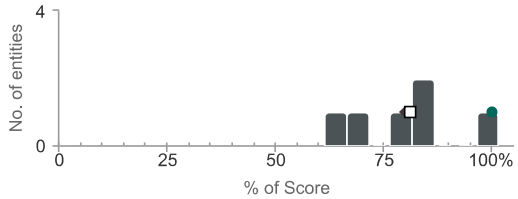
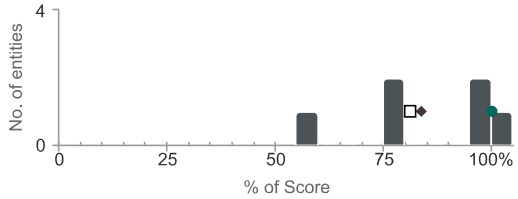
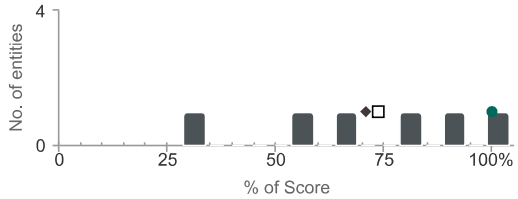
Peer group allocation
Each asset participant is assigned to a peer group, based on the entity's business activities and geographical location. To ensure participant anonymity, GRESB will only create a peer group if there is a minimum of six participants allocated to the peer group, the participant and 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.

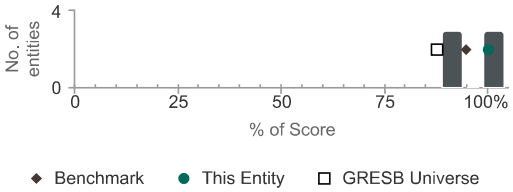
Aspect, Strengths & Opportunities



MANAGEMENT COMPONENT

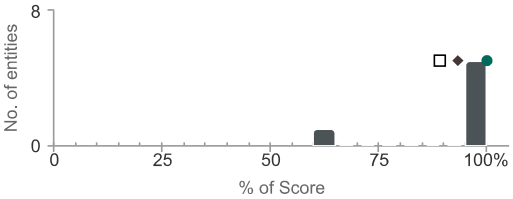
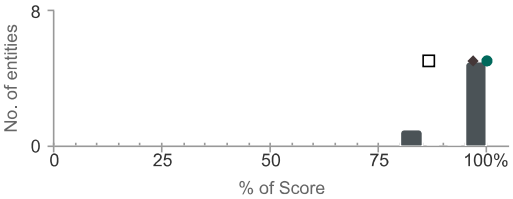
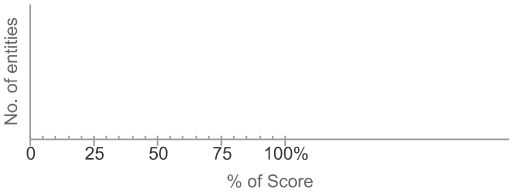
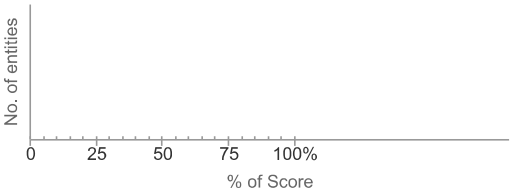
Western Europe | Fibre networks | Maintenance and operation (6 entities)

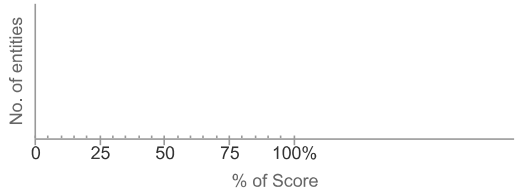
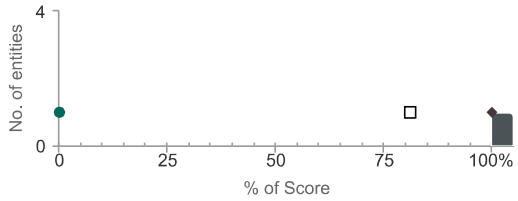
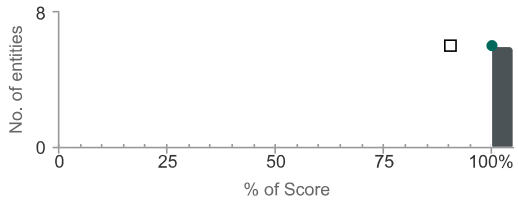
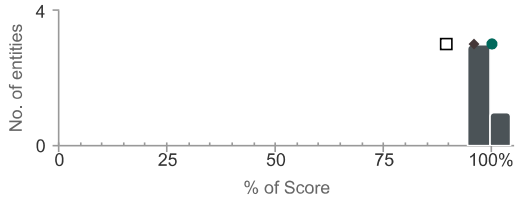
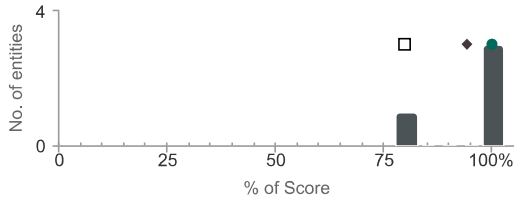
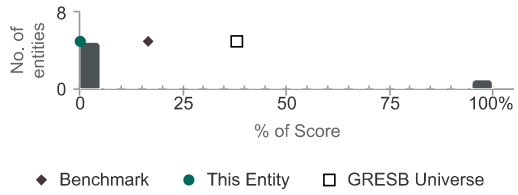
ASPECT Number of points	Weight in Component	Weight in GRESB Score	Points Obtained	Benchmark Average	Benchmark Distribution
Leadership 10 points	25%	10%	10	8.92	
Policies 4.32 points	10.8%	4.3%	4.32	3.46	
Reporting 4.28 points	10.7%	4.3%	4.28	3.58	
Risk Management 15.68 points	39.2%	15.7%	15.68	11.11	

ASPECT Number of points	Weight in Component	Weight in GRESB Score	Points Obtained	Benchmark Average	Benchmark Distribution
Stakeholder Engagement 5.72 points	14.3%	5.7%	5.72	5.42	

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		
Energy 6.35 points	10.6%	6.3%	6.35	5.93	
Greenhouse Gas Emissions 6.35 points	10.6%	6.3%	6.35	6.14	
Air Pollution 0 points	0%	0%	0	N/A	
Water 0 points	0%	0%	0	N/A	

ASPECT Number of points	Weight in Component	Weight in GRESB Score	Points Obtained	Benchmark Average	Benchmark Distribution
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	19.04	
Employees 19.04 points	31.7%	19%	19.04	18.25	
Customers 6.35 points	10.6%	6.3%	6.35	6	
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

This entity		Peer Group (6 entities)	
Sector:	Fibre networks	**Peer Group Sector:**	Fibre networks
Legal Status:	Public entity (listed on a Stock Exchange)	**Legal Status:**	
Total GAV:	$2.17 Billion	**Average GAV:**	$1.78 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%**

Tele Columbus AG

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.

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	PO1	PO2	PO3	RM1 Accreditation	
RM1 Alignment	RM2.1	RM2.2	RM2.3	CA1		
RP1	Integrated Report	Sustainability Report	Annual Report	Corporate Website	Reporting to Investors	Other Disclosure

= Accepted = Partially Accepted = Not Accepted/Duplicate = No response

Manual Validation Decisions - Excluding Accepted Answers

Evidence

Indicator	Decision	Reason(s):
RP1	Partially Accepted	Only contains actions and/or performance from one element of E, S, or G

Other Answers

Indicator	Decision	Other answer provided:
SE1	Not Accepted	CSR Directive Implementation Act (CSR-RUG, Sections 289b et seq. HGB)
SE2	Duplicate	Customers: Our end customers use hardware such as modems and digital cable TV receivers (set-top boxes) to access our services. Tele Columbus mainly rents out the requisite hardware. When the contract expires, the rented items are returned to us. As a result of this, we benefit from the opportunities of professional reprocessing. This has given rise to a recycling process that helps to reduce electronic waste. The aim is to use resources as efficiently as possible, thus reducing negative impacts on the environment.
SE2	Not Accepted	Customers: Our end customers use hardware such as modems and digital cable TV receivers (set-top boxes) to access our services. Tele Columbus mainly rents out the requisite hardware. When the contract expires, the rented items are returned to us. As a result of this, we benefit from the opportunities of professional reprocessing. This has given rise to a recycling process that helps to reduce electronic waste. The aim is to use resources as efficiently as possible, thus reducing negative impacts on the environment.

Materiality

Environmental

High relevance Medium relevance Low relevance No relevance

Issue	Entity specific materiality	Peer materiality
Air pollution	No relevance	
Biodiversity and habitat	No relevance	

Issue	Entity specific materiality	Peer materiality
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	
Net zero	Medium 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	
Diversity, Equity, and Inclusion	High 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	
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	
Board composition	Medium relevance	
Board ESG oversight	Medium relevance	
Bribery and corruption	Low relevance	
Compensation committee structure/independence	Medium relevance	
Conflicts of interest	Medium relevance	
Cybersecurity	Low relevance	
Data protection and privacy	Low relevance	
Delegating authority	Medium relevance	
Executive compensation	Medium relevance	
Fraud	Medium relevance	
Independence of board chair	Medium relevance	
Lobbying activities	Medium relevance	
Political contributions	Medium relevance	
Shareholder rights	Medium relevance	
Whistleblower protection	Medium relevance	

Management

Management

	Aspect indicator	Score Max	Score Entity (p)	Score Benchmark (p)	Strengths & Opportunities
	Leadership	**10.00p | 25%**	**10**	**8.92**	**80% 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	1.86	80% 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	2.84	2.84	0% of peers scored lower
	Policies	**4.32p | 10.8%**	**4.32**	**3.46**	**100% of peers scored lower**
PO1	Policies on environmental issues	1.44	1.44	1.18	60% of peers scored lower

	Aspect indicator	Score Max	Score Entity (p)	Score Benchmark (p)	Strengths & Opportunities
PO2	Policies on social issues	1.44	1.44	1.21	60% of peers scored lower
PO3	Policies on governance issues	1.44	1.44	1.06	80% of peers scored lower
	Reporting	**4.28p | 10.7%**	**4.28**	**3.58**	**100% of peers scored lower**
RP1	ESG reporting	2.84	2.84	2.31	80% of peers scored lower
RP2.1	ESG incident monitoring	1.44	1.44	1.27	60% 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%**	**15.68**	**11.11**	**100% of peers scored lower**
RM1	Management systems	2.64	2.64	1.77	60% of peers scored lower
RM2.1	Environmental risk assessment	2.64	2.64	1.8	60% of peers scored lower
RM2.2	Social risk assessment	2.64	2.64	1.76	80% of peers scored lower
RM2.3	Governance risk assessment	2.64	2.64	1.49	80% of peers scored lower
RM3	Resilience of strategy to climate-related risks			Not scored	
RM4.1	Transition risk identification	0.5	0.5	0.25	60% of peers scored lower
RM4.2	Transition risk impact assessment	0.5	0.5	0.25	60% of peers scored lower
RM4.3	Physical risk identification	0.5	0.5	0.42	20% of peers scored lower
RM4.4	Physical risk impact assessment	0.5	0.5	0.42	20% of peers scored lower
RM5.1	Monitoring of environmental performance	1.04	1.04	1.02	20% of peers scored lower
RM5.2	Monitoring of social performance	1.04	1.04	0.94	40% of peers scored lower
RM5.3	Monitoring of governance performance	1.04	1.04	1.01	40% of peers scored lower
	Stakeholder Engagement	**5.72p | 14.3%**	**5.72**	**5.42**	**80% of peers scored lower**
SE1	Stakeholder engagement program	2.84	2.84	2.56	60% of peers scored lower
SE2	Supply chain engagement program	1.44	1.44	1.42	40% of peers scored lower
SE3.1	Stakeholder grievance process	1.44	1.44	1.44	0% of peers scored lower
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)**
    - [x] Identification of the material ESG issues from the entity's operations — 100%
    - [x] 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%
  - [ ] General ESG commitments (multiple answers possible) — 17%
  - [ ] Formal environmental issue-specific commitments (multiple answers possible) — 33%
  - [ ] Formal social issue-specific commitments (multiple answers possible) — 0%
  - [ ] Formal governance issue-specific commitments (multiple answers possible) — 0%
  - [x] Net Zero Commitments (multiple answers possible) — 33%
    - [ ] Net Zero Asset Managers initiative: Net Zero Asset Managers Commitment — 0%
    - [ ] PAII Net Zero Asset Owner Commitment — 0%
    - [ ] Science Based Targets initiative: Net Zero Standard commitment — 17%
    - [ ] The Climate Pledge — 0%

- [ ] Transform to Net Zero 0%
- [ ] WorldGBC Net Zero Carbon Buildings Commitment 0%
- [ ] UN-convened Net-Zero Asset Owner Alliance 0%
- [ ] UNFCCC Climate Neutral Now Pledge 0%
- [x] Other 17%

  Other: 1.5 degree Celsius target of the United Nations in accordance with the Paris climate agreement of 2015

Applicable evidence

Evidence provided

https://www.telecolumbus.com/en/sustainability/
https://www.telecolumbus.com/wp-content/uploads/2022/12/2022-12-20_tc-en-net-zero-carbon_ll02.pdf

- ( ) No 50%

Additional context

[Not provided]

Objectives

LE3 Points: 2.84/2.84

ESG objectives

- (•) Yes 100%

The objectives relate to

- [x] General objectives 100%
  - [x] General sustainability 83%
  - [x] Environment 100%
  - [x] Social 100%
  - [x] Governance 100%

- [x] Issue-specific objectives — 83%
  - [x] DEI — 83%

The objectives are

- [x] Publicly available — 50%

  Applicable evidence

  Evidence provided (but not shared with investors) [ACCEPTED]

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

- [ ] Not publicly available — 50%

- [ ] No — 0%

Additional context

[Not provided]

LE4 Points: 1.44/1.44

Individual responsible for ESG

- [x] Yes — 100%
  - [x] ESG — 100%

    Select the persons responsible (multiple answers possible)

    - [x] Dedicated employee for whom sustainability is the core responsibility — 83%

      Name: Mario Gongolsky

      Job title: Senior Manager Corporate Communications & Sustainability

    - [ ] Employee for whom sustainability is among their responsibilities — 83%

    - [x] External consultant/manager — 17%

      Name of the main contact: Fed Amorosi

      Job title: Manager, Sustainability Advisory, Arcadis

    - [ ] Investment partners (co-investors/JV partners) — 67%

  - [x] Climate-related risks and opportunities — 100%

Select the persons responsible (multiple answers possible)

- [ ] Dedicated employee with core responsibility — 33%
- [x] Employee where this is among their responsibilities — 100%
  - Name: Alexander Eulitz
  - Job title: Head of Internal Audit & Risk Management
- [x] External consultant/manager — 17%
  - Name: Fed Amorosi
  - Job title: Manager, Sustainability Advisory, Arcadis
- [ ] Investment partners (co-investors/JV partners) — 67%

- [x] Diversity, Equity, and Inclusion (DEI) — 100%

Select the persons responsible (multiple answers possible)

- [x] Dedicated employee for whom DEI is the core responsibility — 50%
  - Name: Andreas Pieczonka
  - Job title: Senior Director Human Resources
- [x] Employee for whom DEI is among their responsibilities — 100%
  - Name: Tanja Linares-Palomino
  - Job title: Software Change Manager
- [ ] External consultant/manager — 0%
- [ ] Investment partners (co-investors/JV partners) — 67%

- ( ) No — 0%

Additional context

[Not provided]

LE5 Points: 1.44/1.44

ESG senior decision maker

- (•) Yes — 100%

ESG 100%

Name: Eike Walters

Job title: CFO

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

- **[67%]** Board of directors
- **[33%]** C-suite level staff/Senior management

Climate-related risks and opportunities 83%

Name: Roland Schleicher

Job title: Chief Operation Officer

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

- **[50%]** Board of directors
- **[17%]** C-suite level staff/Senior management
- **[17%]** Fund/portfolio managers
- **[17%]** No answer provided

Diversity, Equity and Inclusion (DEI) 100%

Name: Andreas Pieczonka

Job title: Senior Director Human Resources

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

- **[50%]** Board of directors
- **[50%]** C-suite level staff/Senior management

No 0%

Additional context

[Not provided]

LE6 Points: 2.84/2.84

Personnel ESG performance targets

Yes 100%

Predetermined consequences

Yes 100%

☑ Financial consequences	100%

Personnel to whom these factors apply

☐ All other employees	33%
☐ Asset managers	33%
☑ Board of directors	67%
☑ C-suite level staff/Senior management	50%
☐ Dedicated staff on ESG issues	50%
☑ ESG managers	50%
☑ External managers or service providers	17%
☐ Fund/portfolio managers	33%
☐ Investment analysts	33%
☐ Investment committee	33%
☐ Investor relations	0%
☐ Other	0%

☑ Non-financial consequences	67%

Personnel to whom these factors apply

☑ All other employees	33%
☐ Asset managers	0%
☑ Board of directors	50%
☑ C-suite level staff/Senior management	33%
☐ Dedicated staff on ESG issues	17%
☐ ESG managers	33%

☑ External managers or service providers	33%
☐ Fund/portfolio managers	0%
☐ Investment analysts	0%
☐ Investment committee	0%
☐ Investor relations	0%
☐ Other	0%

Applicable evidence

Evidence provided (but not shared with investors)	[ACCEPTED]
○ No	0%

○ No	0%

Additional context

[Not provided]

Policies

P01 Points: 1.44/1.44

Policies on environmental issues

◉ Yes	100%

Environmental issues included

☐ Air pollution	0%
☐ Biodiversity and habitat	33%
☐ Contaminated land	17%
☑ Energy	100%
☑ Greenhouse gas emissions	100%

☐ Hazardous substances	17%
☐ Light pollution	0%
☑ Material sourcing and resource efficiency	50%
☑ Net zero	50%
☐ Noise pollution	17%
☐ Physical risk	67%
☐ Waste	50%
☐ Water outflows/discharges	17%
☐ Water inflows/withdrawals	17%
☐ Other issues	0%

Applicable evidence

Evidence provided (but not shared with investors) [ACCEPTED]

○ No	0%

Additional context

[Not provided]

P02 Points: 1.44/1.44

Policies on social issues

◉ Yes	100%

Social issues included

☑ Child labor	67%
☑ Community development	100%
☑ Customer satisfaction	67%

☑ Diversity, Equity, and Inclusion	100%
☑ Employee engagement	100%
☑ Forced or compulsory labor	50%
☑ Freedom of association	50%
☐ Health and safety: community	17%
☑ Health and safety: contractors	83%
☑ Health and safety: employees	100%
☑ Health and safety: supply chain	67%
☐ Health and safety: users	0%
☑ Labor standards and working conditions	83%
☑ Local employment	33%
☑ Social enterprise partnering	33%
☑ Stakeholder relations	83%
☐ Other issues	0%

Applicable evidence

Evidence provided (but not shared with investors) [ACCEPTED]

○ No	0%

Additional context

[Not provided]

P03 Points: 1.44/1.44

Policies on governance issues

◉ Yes	100%

Governance issues included

☑ Audit committee structure/independence	33%
☑ Board composition	83%
☑ Board ESG oversight	100%
☑ Bribery and corruption	100%
☑ Compensation committee structure/independence	33%
☑ Conflicts of interest	100%
☑ Cybersecurity	83%
☑ Data protection and privacy	83%
☑ Delegating authority	83%
☑ Executive compensation	67%
☑ Fraud	83%
☑ Independence of board chair	50%
☑ Lobbying activities	67%
☑ Political contributions	83%
☑ Shareholder rights	100%
☑ Whistleblower protection	100%
☐ Other issues	0%

Applicable evidence

Evidence provided (but not shared with investors) [ACCEPTED]

○ 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

- **[67%]** Other: GHG Protocol; ISO 14064
- **[33%]** No answer provided

Third-party review

- Yes — 33%
  - Externally checked — 0%
  - Externally verified — 17%
  - Externally assured — 17%

using

- **[17%]** ISAE 3000
- **[83%]** No answer provided

- No — 33%

Applicable evidence

Evidence provided (but not shared with investors) [ACCEPTED]

Section of Annual Report 33%

Dedicated section on website 83%

Reporting level

- **[67%]** Entity
- **[17%]** Group
- **[17%]** No answer provided

Applicable evidence

Evidence provided [ACCEPTED]

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

Entity reporting to investors 100%

Frequency of reporting: Annual

Reporting level

- **[67%]** Entity
- **[33%]** Group

Aligned with third-party standard

- **[17%]** PRI Reporting Framework
- **[50%]** Other
- **[33%]** No answer provided

Third-party review

Yes 0%

No 100%

Applicable evidence

Evidence provided (but not shared with investors) [PARTIALLY ACCEPTED]

Other 17%

Tele Columbus 2022 CSR Report [ACCEPTED]

Reporting level

- **[17%]** Entity
- **[83%]** No answer provided

Aligned with third-party standard

- [17%] GRI Sustainability Reporting Guidelines
- [83%] No answer provided

Third-party review

- Yes — 0%
- No — 17%

Applicable evidence

Evidence provided (but not shared with investors) [ACCEPTED]

https://www.telecolumbus.com/wp-content/uploads/2023/06/de_tc-ag_csr-bericht-2022_2023_final1.pdf

- No — 0%

Additional context

[Not provided]

RP2.1 Points: 1.44/1.44

ESG incident monitoring

- Yes — 100%

Stakeholders

- Clients/customers — 83%
- Contractors — 83%
- Community/public — 67%
- Employees — 83%
- Investors/shareholders — 100%
- Regulators/government — 83%
- Special interest groups — 67%
- Suppliers — 83%

- [x] Other stakeholders — 17%

  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%
- [x] 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 2022.

Risk Management

RM1 Points: 2.64/2.64

Management systems

- [x] Yes — 83%
  - [x] Accreditations maintained or achieved (multiple answers possible) — 67%
    - [ ] ISO 55000/550001 — 0%
    - [ ] ISO 14001 — 33%

- [x] ISO 9001 — 50%
- [ ] OHSAS 18001/ISO 45001 — 0%
- [x] Other standard — 33%
  ISO 27001 [ACCEPTED]

Applicable evidence

Evidence provided (but not shared with investors) [ACCEPTED]

- [x] Management standards aligned with (multiple answers possible) — 67%
  - [ ] ISO 55000/550001 — 0%
  - [x] ISO 14001 — 50%
  - [ ] ISO 9001 — 17%
  - [ ] OHSAS 18001/ISO 45001 — 17%
  - [ ] ISO 26000 — 17%
  - [ ] ISO 20400 — 17%
  - [ ] ISO 50001 — 17%
  - [x] Other standard — 50%
    COSO Enterprise Risk Management Framework; TÜV IT Trusted Site Infrastructure (TSI) 4.2 Level 3 (advanced) [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: 2.64/2.64

Environmental risk assessment

Yes — 83%

Elements of risk assessment process included

- **[83%]** Risks are identified, analyzed, evaluated and treated
- **[17%]** No answer provided

Environmental issues included

Air pollution	17%
Biodiversity and habitat	17%
Contaminated land	17%
Energy	67%
Greenhouse gas emissions	67%
Hazardous substances	0%
Light pollution	17%
Material sourcing and resource efficiency	50%
Noise pollution	17%
Physical risk	33%
Waste	33%
Water outflows/discharges	17%
Water inflows/withdrawals	33%
Other	0%

Applicable evidence

Evidence provided (but not shared with investors) [ACCEPTED]

- No 17%

Additional context

[Not provided]

RM2.2 Points: 2.64/2.64

Social risk assessment

- Yes 83%

Elements of risk assessment process included

- [83%] Risks are identified, analyzed, evaluated and treated
- [17%] No answer provided

Social issues included

- [x] Child labor 50%
- [x] Community development 50%
- [x] Customer satisfaction 50%
- [x] Diversity, Equity, and Inclusion 67%
- [x] Employee engagement 83%
- [x] Forced or compulsory labor 33%
- [x] Freedom of association 33%
- [ ] Health and safety: community 17%
- [x] Health and safety: contractors 83%
- [x] Health and safety: employees 83%
- [x] Health and safety: supply chain 67%

☐ Health and safety: users	17%
☑ Labor standards and working conditions	83%
☑ Local employment	50%
☐ Social enterprise partnering	17%
☑ Stakeholder relations	67%
☐ Other	0%

Applicable evidence

Evidence provided (but not shared with investors)	[ACCEPTED]
○ No	17%

Additional context

[Not provided]

RM2.3 Points: 2.64/2.64

Governance risk assessment

◉ Yes	83%

Elements of risk assessment process included

- ◉ **[83%]** Risks are identified, analyzed, evaluated and treated
- ○ **[17%]** No answer provided

Governance issues included

☑ Audit committee structure/independence	33%
☑ Board composition	33%
☑ Board ESG oversight	50%
☑ Bribery and corruption	83%
☑ Compensation committee structure/independence	17%

☑ Conflicts of interest	83%
☑ Cybersecurity	83%
☑ Data protection and privacy	83%
☑ Delegating authority	67%
☑ Executive compensation	50%
☑ Fraud	67%
☑ Independence of board chair	17%
☑ Lobbying activities	67%
☑ Political contributions	67%
☑ Shareholder rights	67%
☑ Whistleblower protection	50%
☐ Other issues	0%

Applicable evidence

Evidence provided (but not shared with investors)	[ACCEPTED]
○ No	17%

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.

> 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 in consistent with global warming of 4.3°C by 2100 (range 3.2-5.4°C).

Use of scenario analysis

- (●) Yes — 50%
  - **Scenarios used**
    - [ ] Transition scenarios — 17%
    - [x] Physical scenarios — 50%
      - [ ] RCP2.6 — 0%
      - [x] RCP4.5 — 33%
      - [ ] RCP6.0 — 0%
      - [x] RCP8.5 — 33%
      - [ ] Other — 17%
- ( ) No — 17%
- ( ) No — 33%

Additional context

[Not provided]

RM4.1 Points: 0.5/0.5

Transition risk identification

- Yes 50%

Elements covered

- [x] Policy and legal 50%

Any risks identified

- Yes 17%

Risks are

- [ ] Increasing price of GHG emissions 0%
- [ ] Enhancing emissions-reporting obligations 0%
- [x] Mandates on and regulation of existing products and services 17%
- [ ] Exposure to litigation 0%
- [ ] Other 0%

- No 33%

- [ ] Technology 33%
- [x] Market 50%

Any risks identified

- Yes 33%

Risks are

- [x] Changing customer behavior 17%
- [ ] Uncertainty in market signals 17%
- [x] Increased cost of raw materials 17%
- [ ] Other 0%

- No 17%

- [x] Reputation 50%

Any risks identified

- Yes — 33%
  - **Risks are**
    - [x] Shifts in consumer preferences — 33%
    - [ ] Stigmatization of sector — 0%
    - [ ] Increased stakeholder concern or negative stakeholder feedback — 0%
    - [ ] Other — 0%
- No — 17%

Applicable evidence

Evidence provided (but not shared with investors)

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. Tele Columbus has a robust risk management system, taking into account the requirement of the Section 91 (2) of the German Stock Corporation Act (AktG). The risk management system consists of identification, recording, evaluation, documentation and reporting rules that are implemented uniformly throughout the Group. In its 2022 consolidated financial statement report, Telecom bus details its risk management system as provided in supporting evidence. To identify, prioritize and assess impacts of transition risks in a systematic way, Tele Columbus includes sustainability in its risk management approach. Sustainability is a risk category in the company's risk inventory with specific transition related risks included, such as policy, market and reputation risks associated to carbon emissions and decarbonization efforts, as provided in the company's risk inventory uploaded as evidence. For example, the procurement of electricity from renewable sources and intermediate products needed to further reduce climate gases may not be available at all times. For the procurement side, this is associated with increased cost risks. To prioritize these risks, Tele Columbus follows the same approach established in its risk management system by assessing the risks in terms of potential damage and probability of occurrence as referenced in the 2022 consolidated financial statement report and risk inventory provided evidence

- No — 50%

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

[Not provided]

RM4.2 Points: 0.5/0.5

Transition risk impact assessment

- Yes — 50%
  - **Elements covered**
    - [x] Policy and legal — 50%

Any material impacts to the entity

- Yes 17%

Impacts are

- [x] Increased operating costs 17%
- [x] 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 0%
- [ ] Other 0%

- No 33%

- [ ] Technology 33%
- [x] Market 50%

Any material impacts to the entity

- Yes 33%

Impacts are

- [ ] Reduced demand for goods and services due to shift in consumer preferences 0%
- [x] Increased production costs due to changing input prices and output requirements 17%
- [x] Abrupt and unexpected shifts in energy costs 17%
- [ ] Change in revenue mix and sources, resulting in decreased revenues 0%
- [ ] Re-pricing of assets 17%
- [ ] Other 0%

- No 17%

- [x] Reputation 50%

Any material impacts to the entity

Yes 33%

Impacts are

- [ ] Reduced revenue from decreased demand for goods/services 0%
- [ ] Reduced revenue from decreased production capacity 17%
- [ ] Reduced revenue from negative impacts on workforce management and planning 0%
- [ ] Reduction in capital availability 0%
- [x] Other 17%

  TV products are increasingly being replaced by streaming services. [ACCEPTED]

No 17%

Applicable evidence

Evidence provided (but not shared with investors)

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 recognized 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). Tele Columbus has a robust risk management system, taking into account the requirement of the Section 91 (2) of the German Stock Corporation Act (AktG). The risk management system consists of identification, recording, evaluation, documentation and reporting rules that are implemented uniformly throughout the Group. In its 2022 consolidated financial statement report, Tele Columbus details its risk management system as provided in supporting evidence. To identify, prioritize and assess impacts of transition risks in a systematic way, Tele Columbus includes sustainability in its risk management approach. Sustainability is a risk category in the company's risk inventory with specific transition related risks included, such as policy, market and reputation risks associated to carbon emissions and decarbonization efforts as provided in the company's risk inventory uploaded as evidence. For example, the procurement of electricity from renewable sources and intermediate products needed to further reduce climate gases may not be available at all times. For the procurement side, this is associated with increased cost risks. To prioritize these risks, Tele Columbus follows the same approach established in its risk management system by assessing the risks in terms of potential damage and probability of occurrence as referenced in the 2022 consolidated financial statement report and risk inventory provided evidence.

No 50%

Additional context

[Not provided]

RM4.3 Points: 0.5/0.5

Physical risk identification

- Yes 83%

Elements covered

- [x] Acute hazards 83%

Any acute hazards identified

- Yes 67%

Factors are

- [ ] Extratropical storm 0%
- [ ] Flash flood 50%
- [ ] Hail 0%
- [x] River flood 67%
- [x] Storm surge 50%
- [x] Tropical cyclone 17%
- [ ] Other 0%

- No 17%

- [x] Chronic stressors 83%

Any chronic stressors identified

- Yes 33%

Factors are

- [x] Drought stress 33%
- [ ] Fire weather stress 0%
- [ ] Heat stress 17%
- [ ] Precipitation stress 17%
- [x] Rising mean temperatures 17%

- [ ] Rising sea levels — 17%
- [ ] Other — 0%

- [ ] No — 50%

Applicable evidence

Evidence provided (but not shared with investors)

Physical risks prioritization process

> In 2021 and 2022, Tele Columbus worked with a consultant to perform a TCFD-aligned, quantitative scenario analysis to identify and prioritize physical risks and assess materiality to its business. The analysis evaluated present and future exposure of its facilities and assets to acute and chronic hazards from river flood, storm surge, tropical cyclone, drought stress, and rising mean temperatures. Materiality determinations for physical risks were made by calculating the Climate Value at Risk (CVaR) and the modeled annual average loss (MAAL) of each asset under different physical risk scenarios and future time horizons. The CVaR is used to score asset exposure to climate hazards and to prioritize hazards. Prioritizing physical risk is based on a quantitative assessment of the asset's exposure to climate hazards (primarily based on CVaR) and a qualitative assessment of asset adaptive capacity.

- [ ] No — 17%

Additional context

[Not provided]

RM4.4 Points: 0.5/0.5

Physical risk impact assessment

- [x] Yes — 83%

Elements covered

- [x] Direct impacts — 67%

Any material impacts to the entity

- [ ] Yes — 17%
- [x] No — 50%

- [x] Indirect impacts — 83%

Any material impacts to the entity

- [ ] Yes — 33%
- [x] No — 50%

Applicable evidence

Evidence provided (but not shared with investors)

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

> Physical climate risks are identified, reviewed, and managed through Tele Columbus's risk management program. The process for identifying, assessing and managing physical risks are integrated into this program through the physical climate risk assessment and forward looking scenario analysis used to rank and prioritize asset exposure to physical climate change hazards. Tele Columbus evaluates its physical risk mitigation measures on a regular basis. The company has an established capacity to manage present-day weather impacts through its emergency response planning, employee training and disaster recovery processes and is beginning to incorporate climate change into its disaster preparedness and resilience planning. The results of the physical risk assessment and scenario analysis were used to guide asset-specific adaptation and resilience planning efforts to help reducing asset vulnerability to damage and business interruption from current and future climate perils.

No	17%

Additional context

[Not provided]

ESG Monitoring

RM5.1 Points: 1.04/1.04

Monitoring of environmental performance

Yes	100%

Environmental issues included

Air pollution	33%
Biodiversity and habitat	33%
Contaminated land	17%
Energy	100%
Greenhouse gas emissions	100%
Hazardous substances	17%
Light pollution	0%
Material sourcing and resource efficiency	50%

☑ Noise pollution	17%
☐ Physical risk	50%
☑ Waste	83%
☐ Water outflows/discharges	17%
☑ Water inflows/withdrawals	33%
☐ Other	0%
○ No	0%

Additional context

[Not provided]

RM5.2 Points: 1.04/1.04

Monitoring of social performance

◉ Yes	100%

Social issues included

☑ Child labor	67%
☑ Community development	67%
☑ Customer satisfaction	83%
☑ Diversity, Equity, and Inclusion	83%
☑ Employee engagement	83%
☑ Forced or compulsory labor	50%
☑ Freedom of association	17%
☐ Health and safety: community	17%
☑ Health and safety: contractors	100%

☑ Health and safety: employees	100%
☑ Health and safety: supply chain	83%
☐ Health and safety: users	17%
☑ Labor standards and working conditions	67%
☑ Local employment	83%
☑ Social enterprise partnering	50%
☑ Stakeholder relations	100%
☐ Other	0%
○ No	0%

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: 1.04/1.04

Monitoring of governance performance

◉ Yes	100%

Governance issues included

☑ Audit committee structure/independence	83%
☑ Board composition	100%
☑ Board ESG oversight	100%
☑ Bribery and corruption	100%
☑ Compensation committee structure/independence	67%
☑ Conflicts of interest	100%

☑ Cybersecurity	100%
☑ Data protection and privacy	100%
☑ Delegating authority	100%
☑ Executive compensation	100%
☑ Fraud	100%
☑ Independence of board chair	83%
☑ Lobbying activities	100%
☑ Political contributions	67%
☑ Shareholder rights	100%
☑ Whistleblower protection	100%
☐ Other issues	0%
○ No	0%

Additional context

[Not provided]

Stakeholder Engagement

SE1 Points: 2.84/2.84

Stakeholder engagement program

◉ Yes	100%

Elements included

☑ Identification of stakeholders and impacted groups	100%
☑ Planning and preparation for engagement	100%

- [x] Development of action plan — 100%
- [x] Implementation of engagement plan — 100%
- [x] Program review and evaluation — 100%
- [ ] Feedback sessions with senior management team — 83%
- [x] Feedback sessions with separate teams/departments — 100%
- [ ] Focus groups — 50%
- [x] Training — 83%
- [x] Other — 17%

  CSR Directive Implementation Act (CSR-RUG, Sections 289b et seq. HGB) [NOT ACCEPTED]

Alignment with third-party standards

- (●) Yes — 50%

  –

  - (●) **[17%]** GRI Sustainability Reporting Guidelines
  - ( ) **[17%]** PRI Reporting Framework
  - ( ) **[17%]** Other
  - ( ) **[50%]** No answer provided

- ( ) No — 50%

Stakeholders included

- [x] Clients/customers — 100%
- [x] Community/public — 100%
- [x] Contractors — 100%
- [x] Investors/shareholders — 100%
- [x] Regulators/government — 100%
- [x] Special interest groups — 50%

☑ Other Suppliers	[ACCEPTED]	17%
○ No		0%

Additional context

[Not provided]

SE2 Points: 1.44/1.44

Supply chain engagement program

◉ Yes	100%

Elements of supply chain engagement program

☑ Developing or applying ESG policies	100%
☑ Planning and preparation for engagement	100%
☐ Development of action plan	83%
☑ Due diligence process	83%
☑ Implementation of engagement plan	83%
☑ Training	50%
☐ Program review and evaluation	83%
☑ Feedback sessions with stakeholders	67%

Issues covered by procurement processes

☑ Bribery and corruption	100%
☑ Business ethics	100%
☑ Child labor	100%
☐ Environmental process standards	83%
☑ Environmental product standards	100%

☑ Forced or compulsory labor		83%
☑ Human rights		100%
☐ Human health-based product standards		33%
☑ Occupational health and safety		100%
☑ Labor standards and working conditions		100%
☑ Other Customers: Our end customers use hardware such as modems and digital cable TV receivers (set-top boxes) to access our services. Tele Columbus mainly rents out the requisite hardware. When the contract expires, the rented items are returned to us. As a result of this, we benefit from the opportunities of professional reprocessing. This has given rise to a recycling process that helps to reduce electronic waste. The aim is to use resources as efficiently as possible, thus reducing negative impacts on the environment.	[DUPLICATE]	17%

External parties to whom the requirements apply

☑ Contractors		100%
☑ Suppliers		100%
☑ Supply chain (beyond tier 1 suppliers and contractors)		83%
☑ Other Customers: Our end customers use hardware such as modems and digital cable TV receivers (set-top boxes) to access our services. Tele Columbus mainly rents out the requisite hardware. When the contract expires, the rented items are returned to us. As a result of this, we benefit from the opportunities of professional reprocessing. This has given rise to a recycling process that helps to reduce electronic waste. The aim is to use resources as efficiently as possible, thus reducing negative impacts on the environment.	[NOT ACCEPTED]	17%

○ No	0%

Additional context

[Not provided]

SE3.1 Points: 1.44/1.44

Stakeholder grievance process

◉ Yes	100%

Characteristics inlcuded

☑ Accessible and easy to understand	100%
☑ Anonymous	100%
☑ Dialogue-based	100%
☑ Equitable and rights compatible	100%
☑ Improvement based	100%
☑ Legitimate and safe	100%
☑ Predictable	100%
☑ Prohibitive against retaliation	100%
☑ Transparent	100%
☐ Other	0%

Stakeholders included

☑ Clients/customers	100%
☑ Community/public	100%
☑ Contractors	100%
☑ Employees	100%
☑ Investors/shareholders	100%
☑ Regulators/government	100%
☑ Special interest groups	67%
☑ Suppliers	100%
☑ Supply chain (beyond Tier 1 suppliers and contractors)	83%
☐ Other	0%

No 0%

Additional context

[Not provided]

SE3.2 Not Scored

Stakeholder grievance monitoring

Yes 50%

Describe the grievances received during the reporting period

- [x] Number of grievances communicated 33%

  8

- [ ] Summary of grievances 33%
- [x] Summary of resolutions for grievances 50%

8

No 50%

Additional context

[Not provided]

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				

	Aspect indicator	Score Max	Score Entity (p)	Score Benchmark (p)	Strengths & Opportunities
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**	**6.14**	**20% of peers scored lower**
GH1	Reporting on greenhouse gas emissions	6.35	6.35	6.14	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		
	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**	**19.04**	**0% 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	6.35	0% 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**	**18.25**	**60% of peers scored lower**
EM1	Reporting on employee engagement	6.35	6.35	5.73	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**	**5.99**	**20% of peers scored lower**

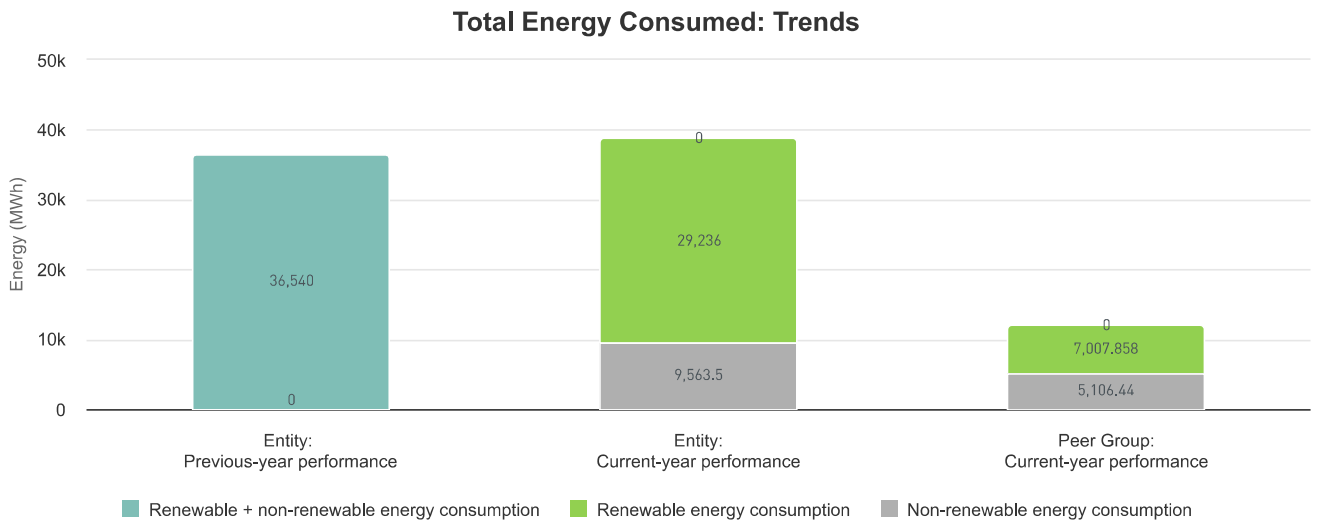
	Aspect indicator	Score Max	Score Entity (p)	Score Benchmark (p)	Strengths & Opportunities
CU1	Customer satisfaction monitoring	6.35	6.35	5.99	60% of peers scored lower
	Certifications & Awards	**2.88p | 4.8%**	**0**	**0.48**	**20% of peers scored higher**
CA1	Infrastructure certifications	2.88	0	0.48	20% of peers scored higher
CA2	Awards for ESG-related actions, performance, or achievements			Not scored	

Asset Impact

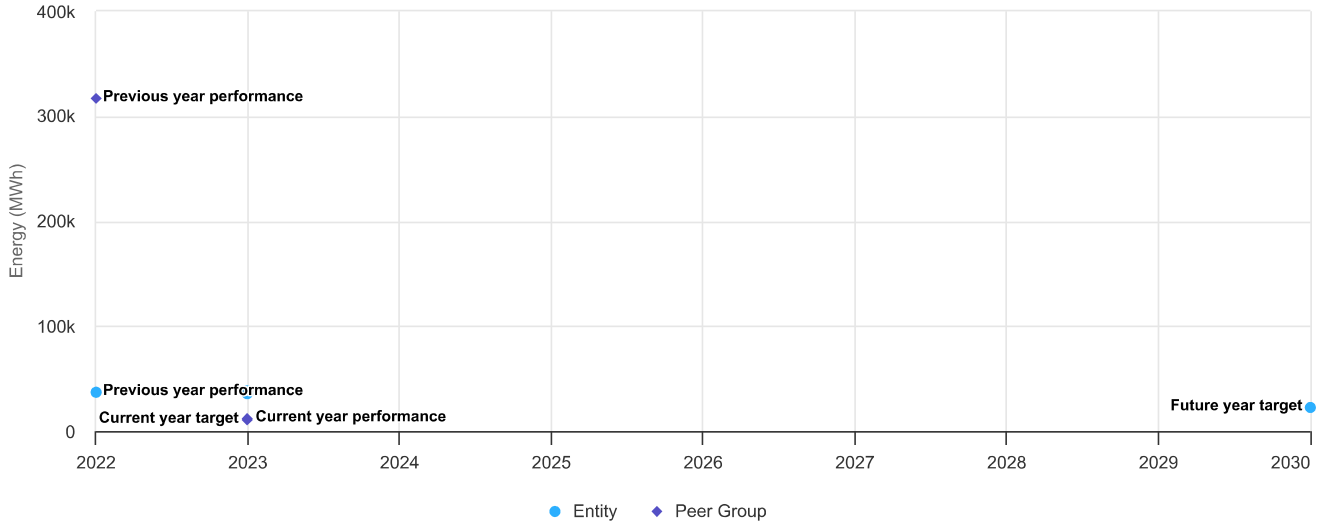
Energy

Energy consumed

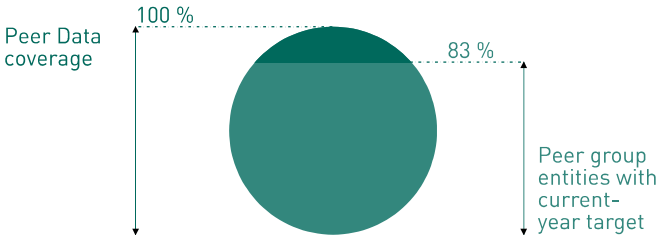
Absolute Performance and Targets



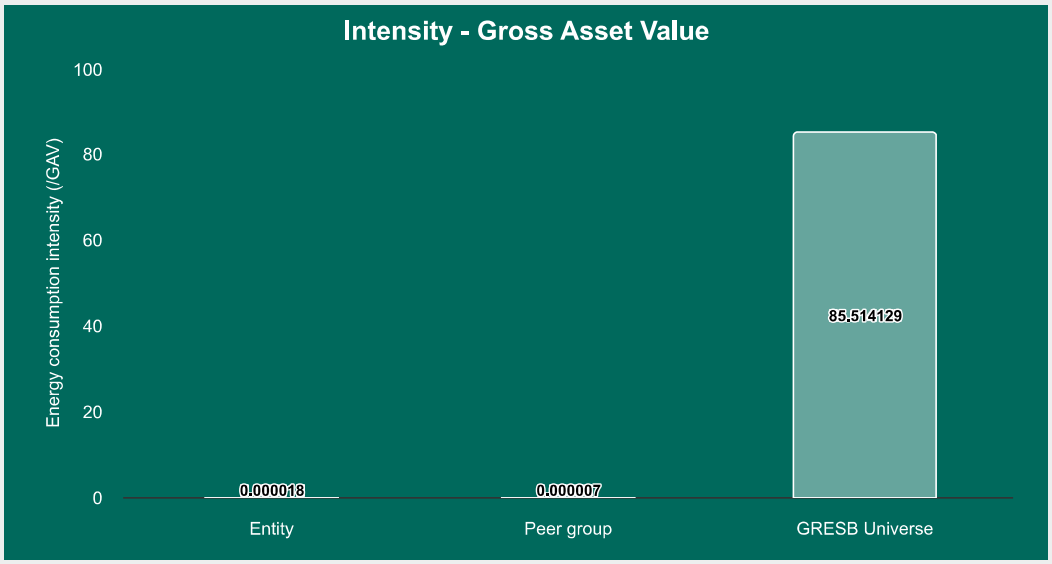
Total energy consumed: Peer Group



Peer Group Performance Targets



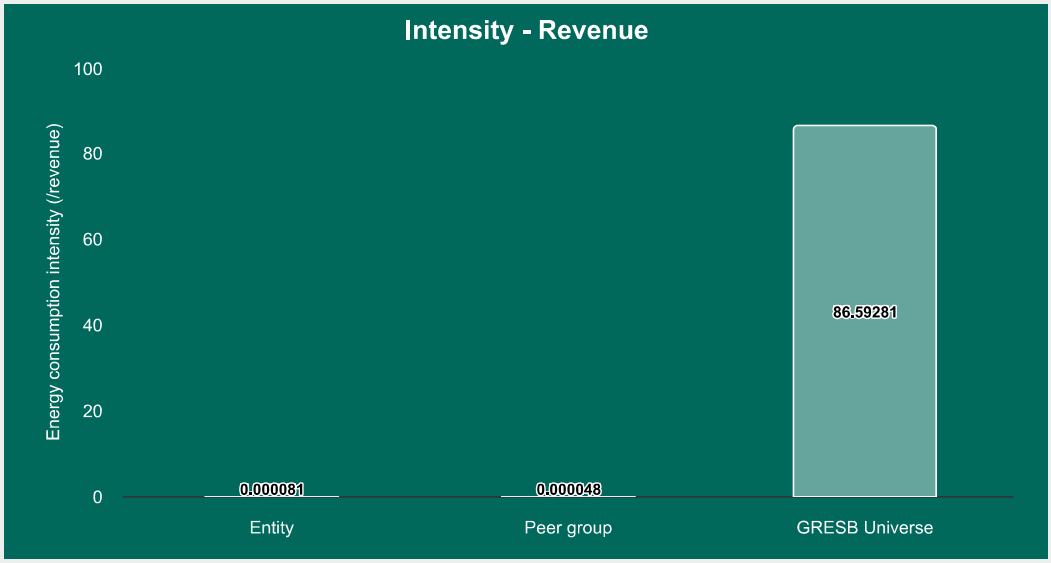
Intensity Performance



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.

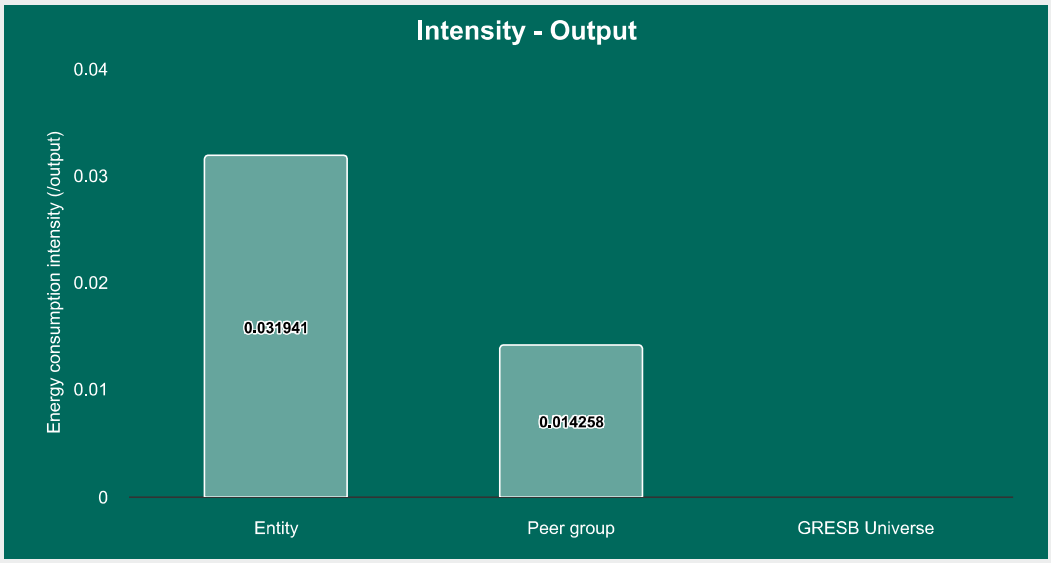
*GAV has been converted to US dollars ($) to allow for comparisons to the peer group and the wider GRESB universe.



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.



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

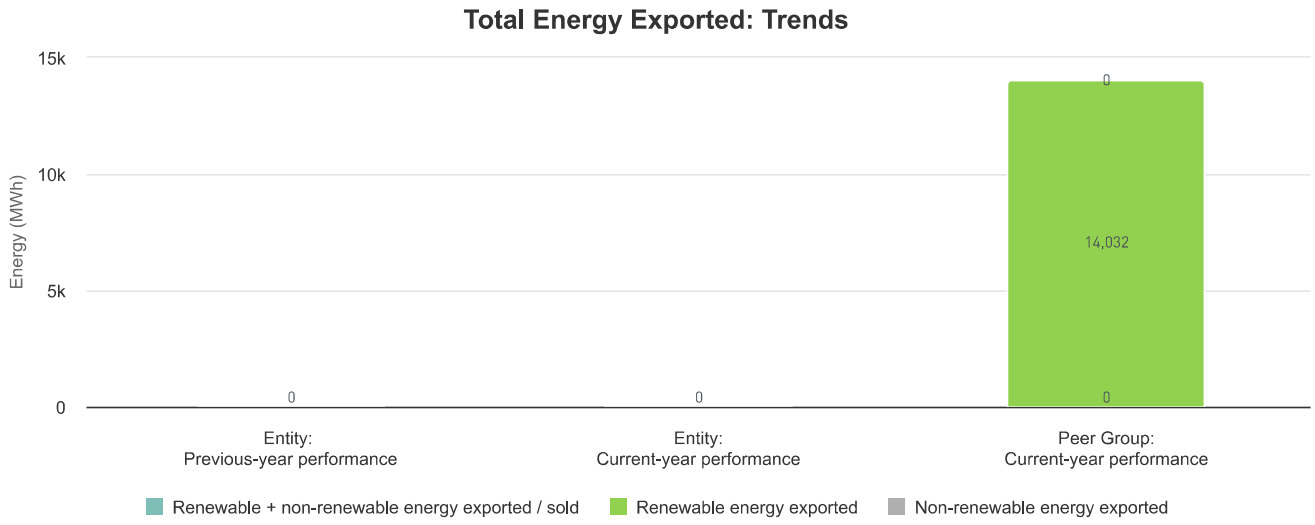
The intensity is calculated by dividing the total energy consumed by the entity by the output as provided in Output & Impact. The output metric is determined by the entity's sector.

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

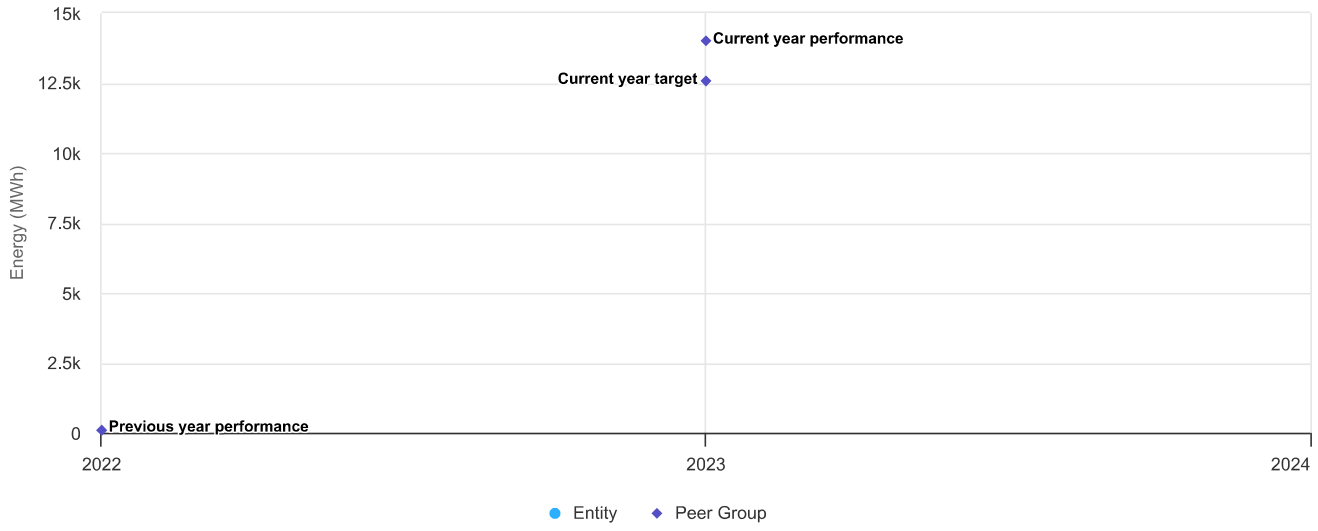
Energy

Energy exported

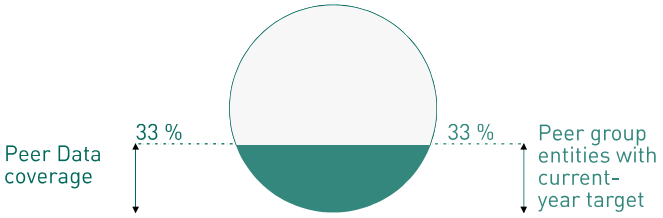
Absolute Performance and Targets



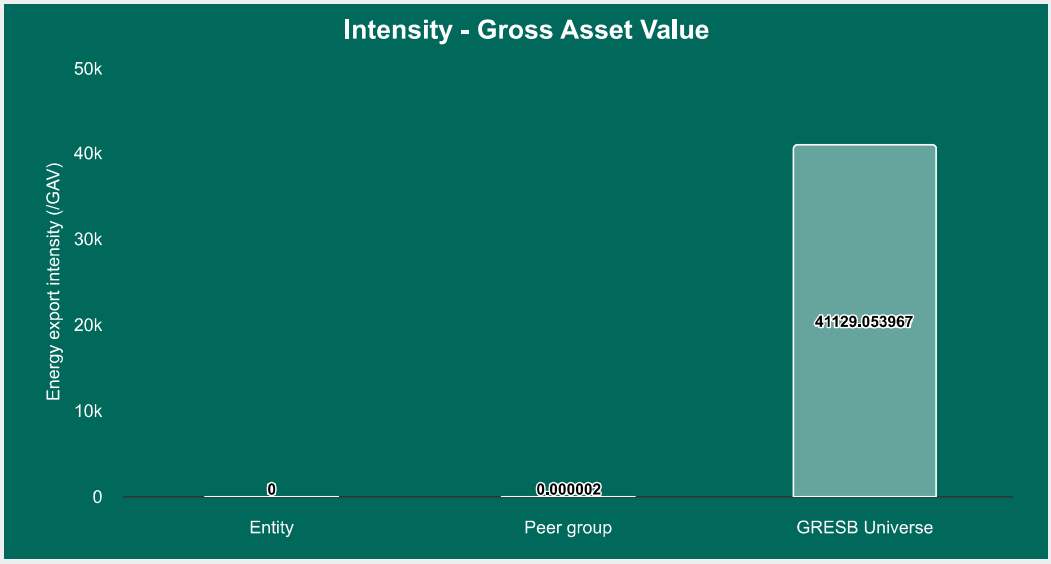
Total energy exported / sold



Peer Group Performance Targets



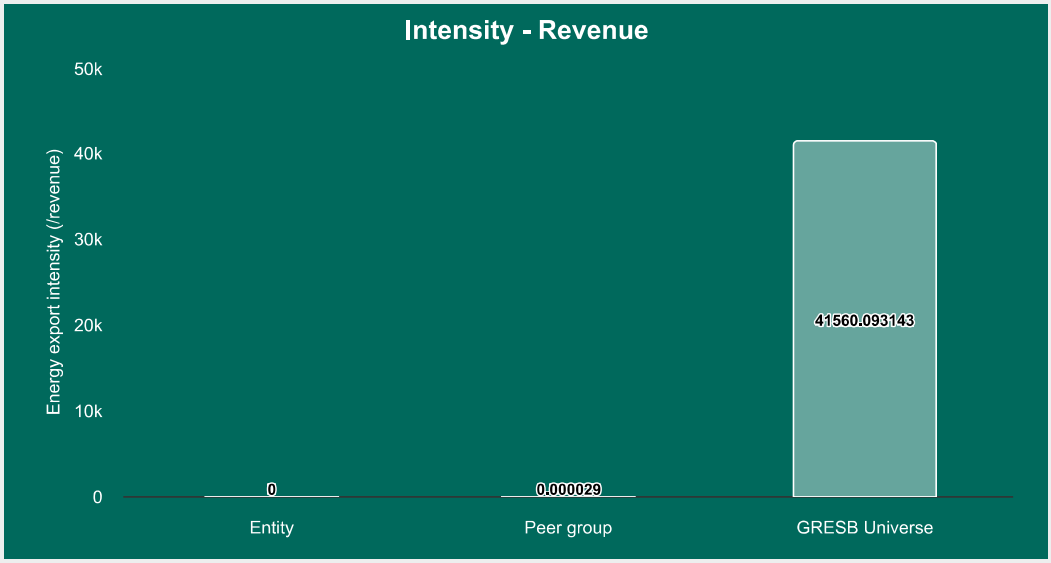
Intensity Performance



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.

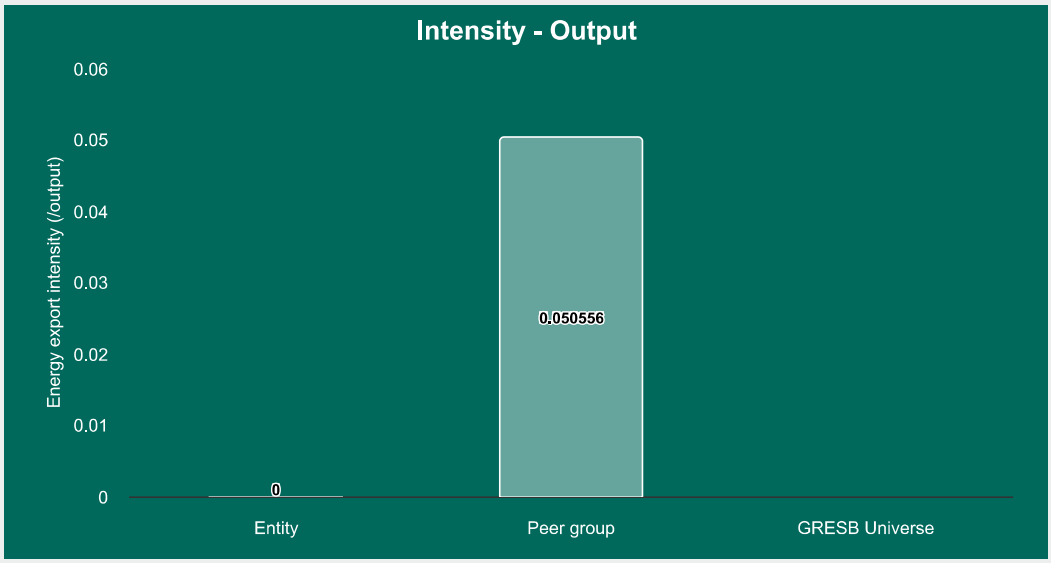
*GAV has been converted to US dollars ($) to allow for comparisons to the peer group and the wider GRESB universe.



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.



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

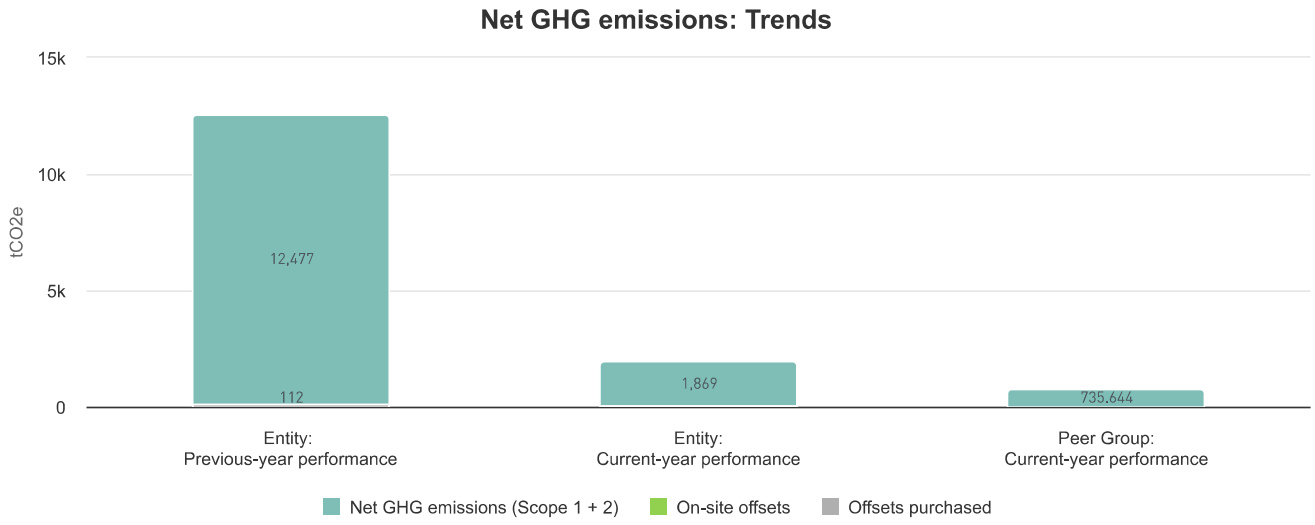
The intensity is calculated by dividing the total energy exported by the entity by the output as provided in Output & Impact. The output metric is determined by the entity's sector.

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

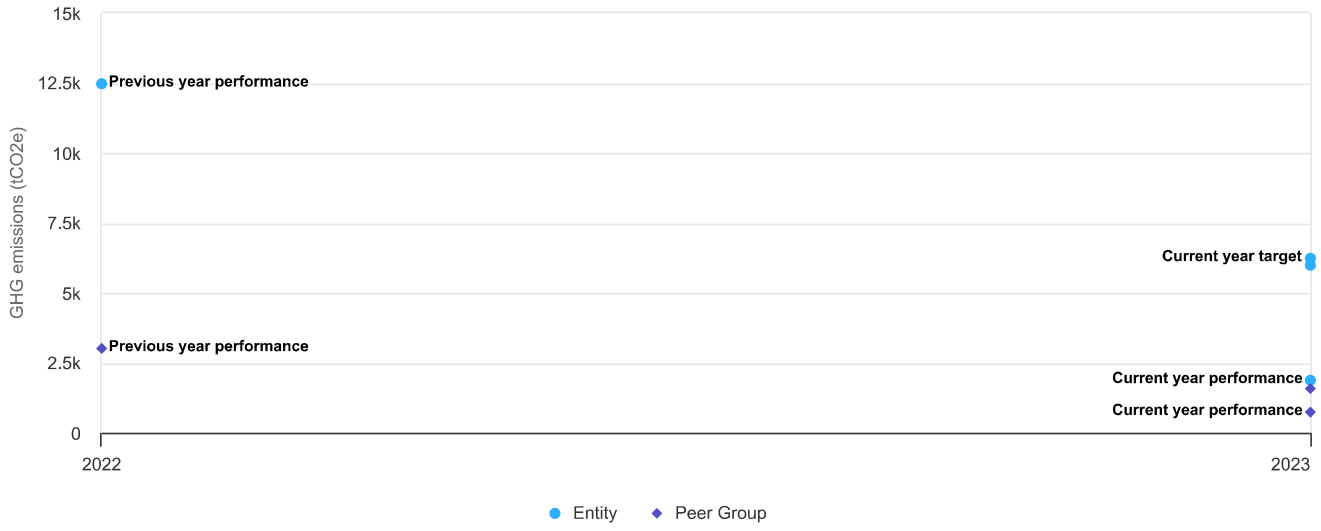
Greenhouse Gas Emissions

Net GHG emissions

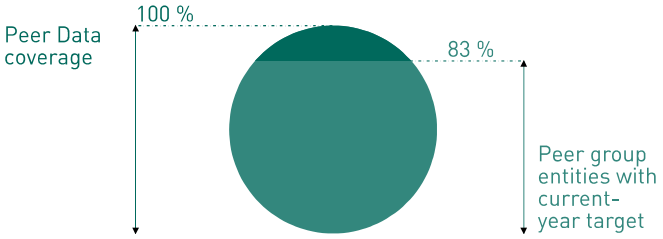
Absolute Performance and Targets



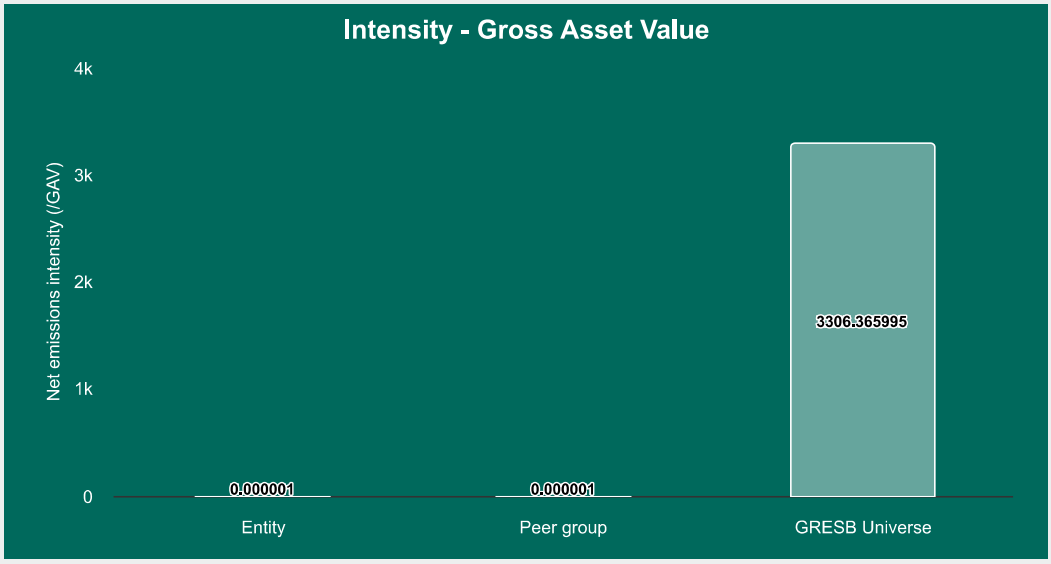
Net GHG emissions (Scope 1 + 2)



Peer Group Performance Targets



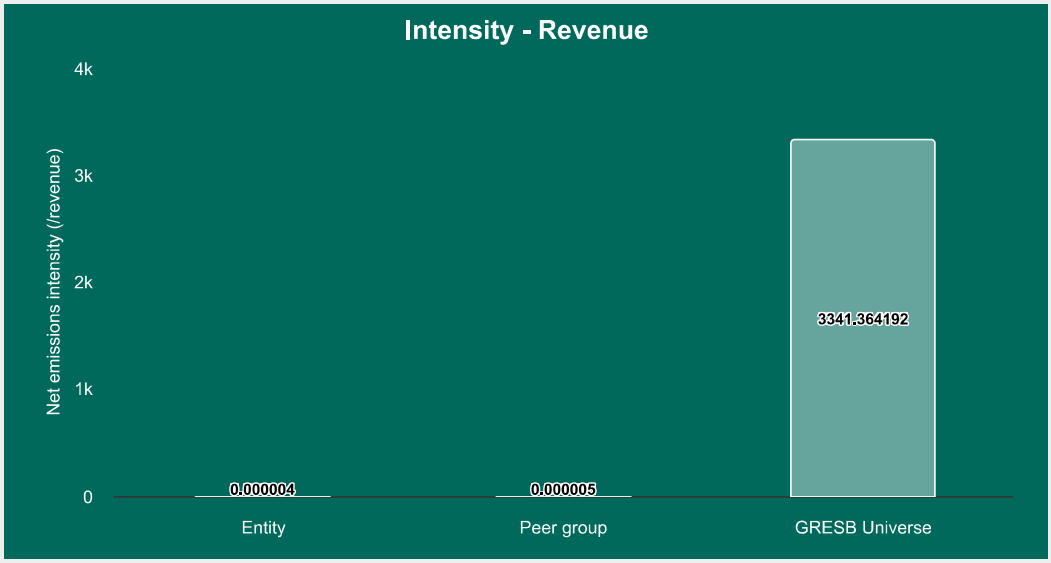
Intensity Performance



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.

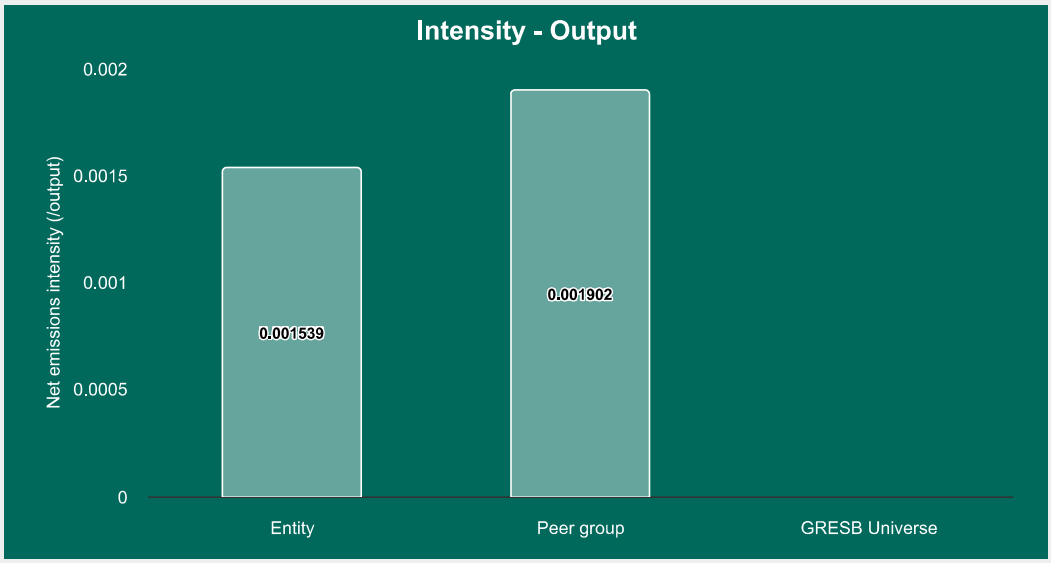
*GAV has been converted to US dollars ($) to allow for comparisons to the peer group and the wider GRESB universe.



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.



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

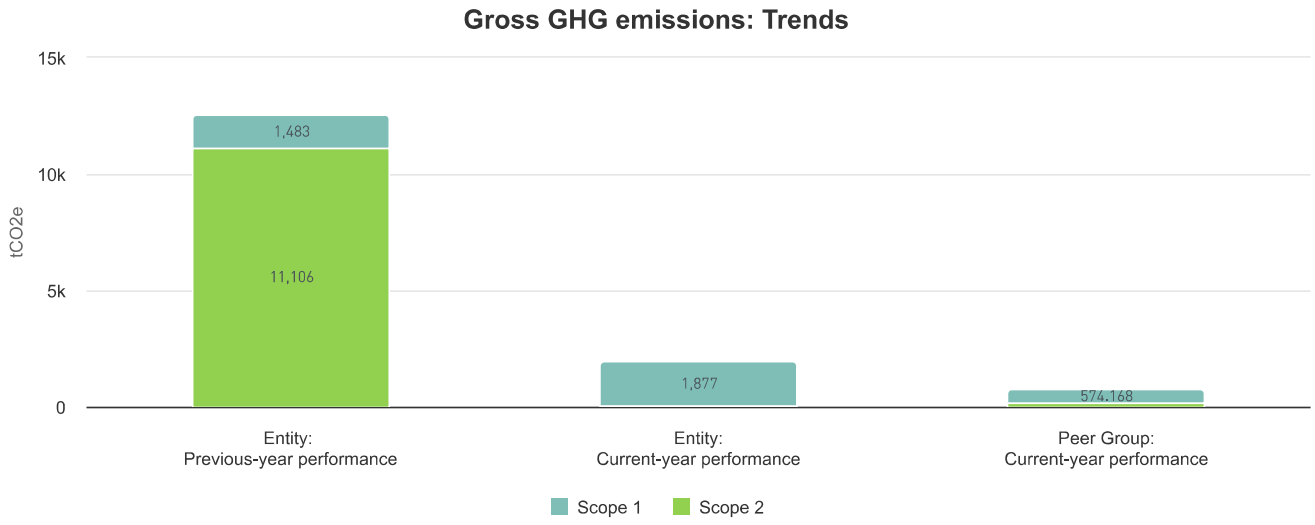
The intensity is calculated by dividing the net GHG emissions by the entity by the output as provided in Output & Impact. The output metric is determined by the entity's sector.

*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)

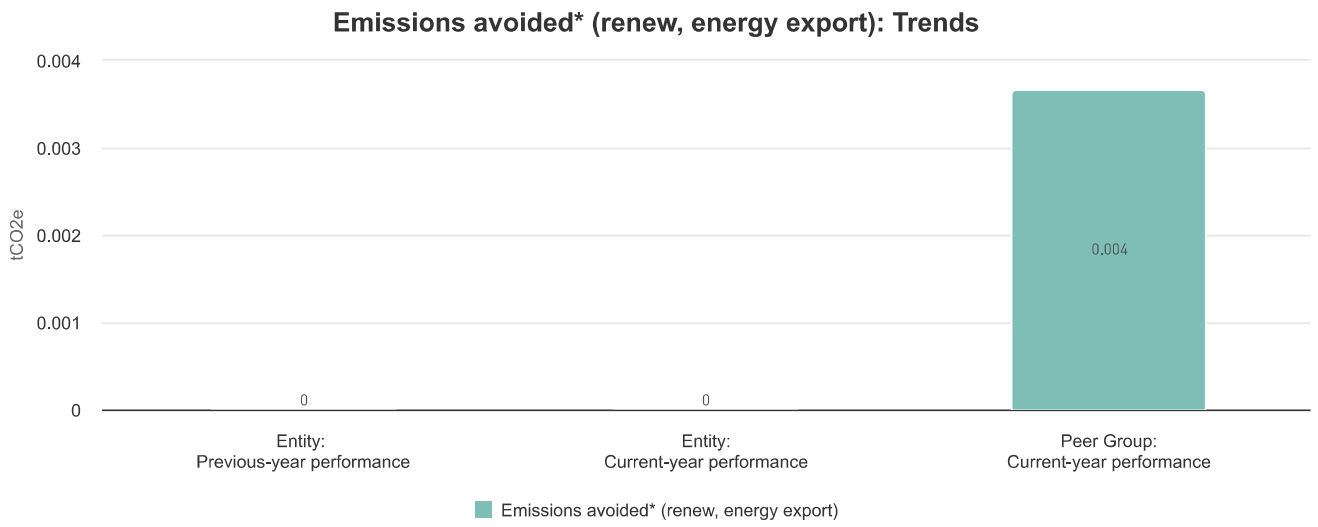
Absolute Performance and Targets



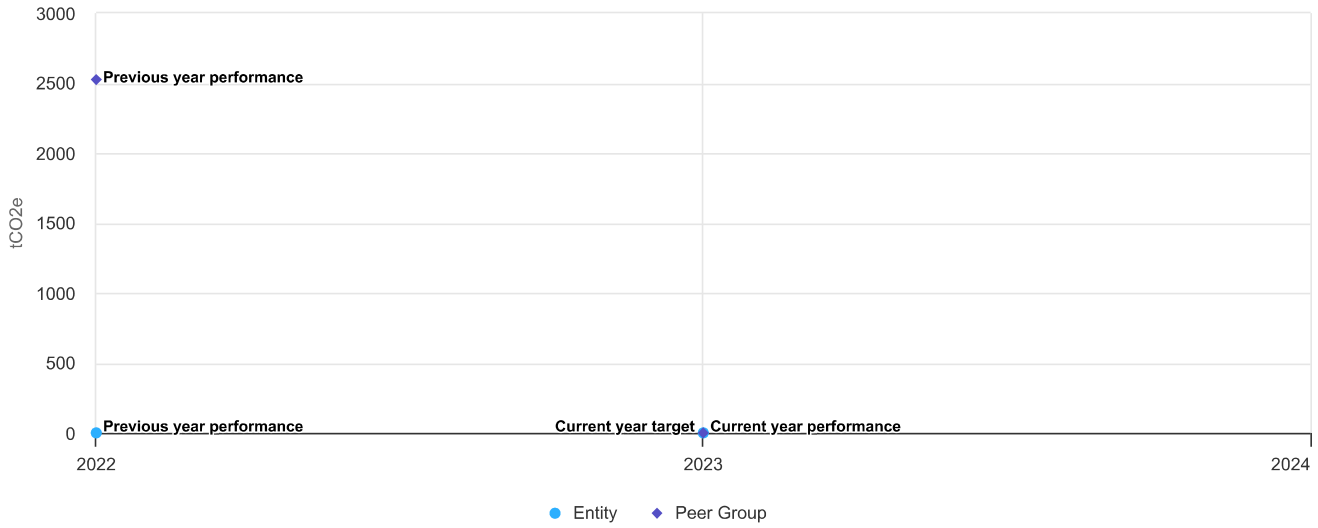
Greenhouse Gas Emissions

Emissions avoided* (renew, energy export)

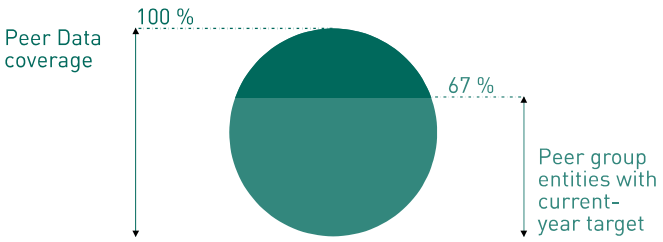
Absolute Performance and Targets



Emissions avoided* (renew, energy export)



Peer Group Performance Targets



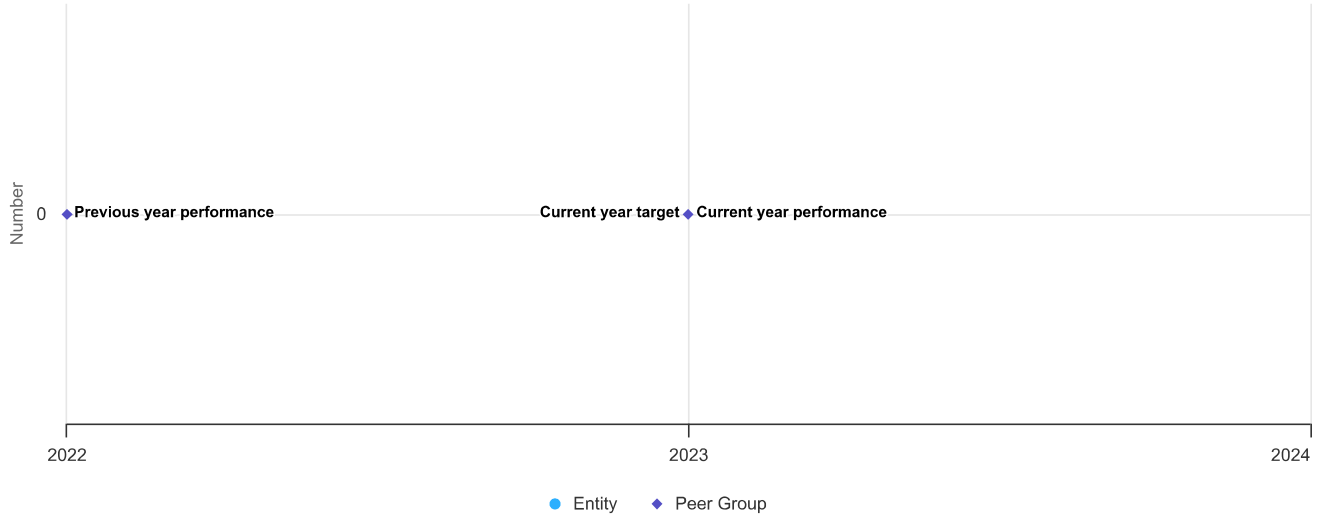
Air Pollution

Non-compliances

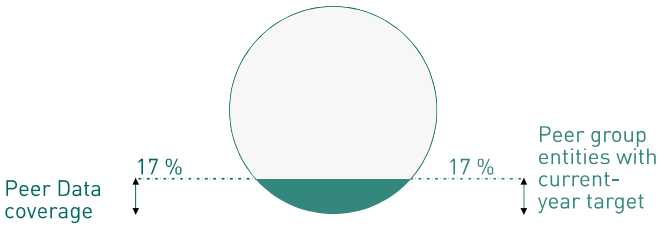
Absolute Performance and Targets

Non-compliances: Trends

Non-compliances



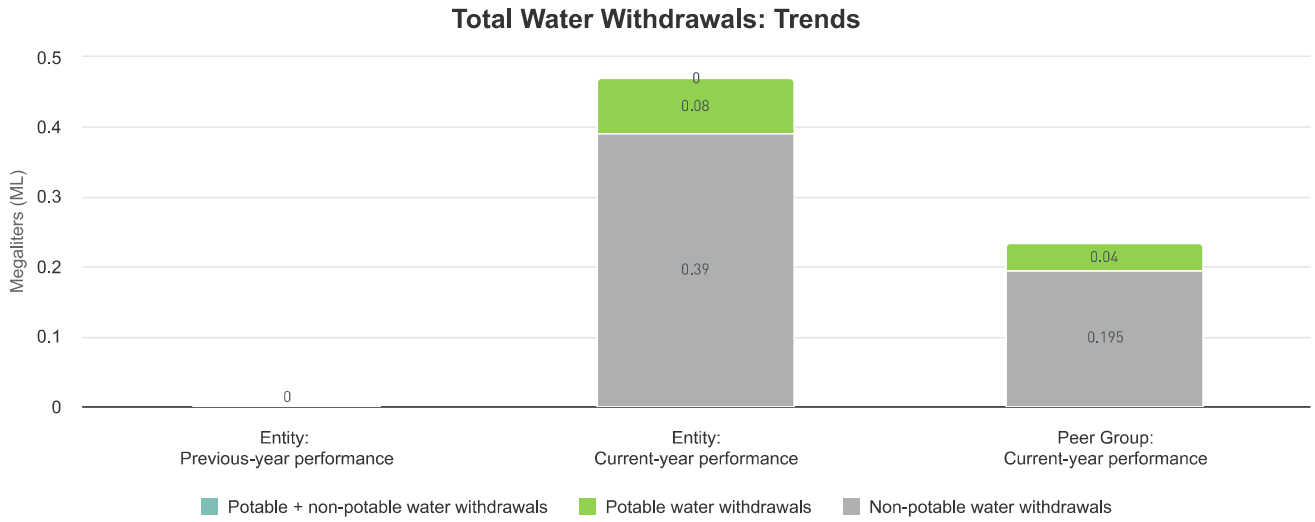
Peer Group Performance Targets



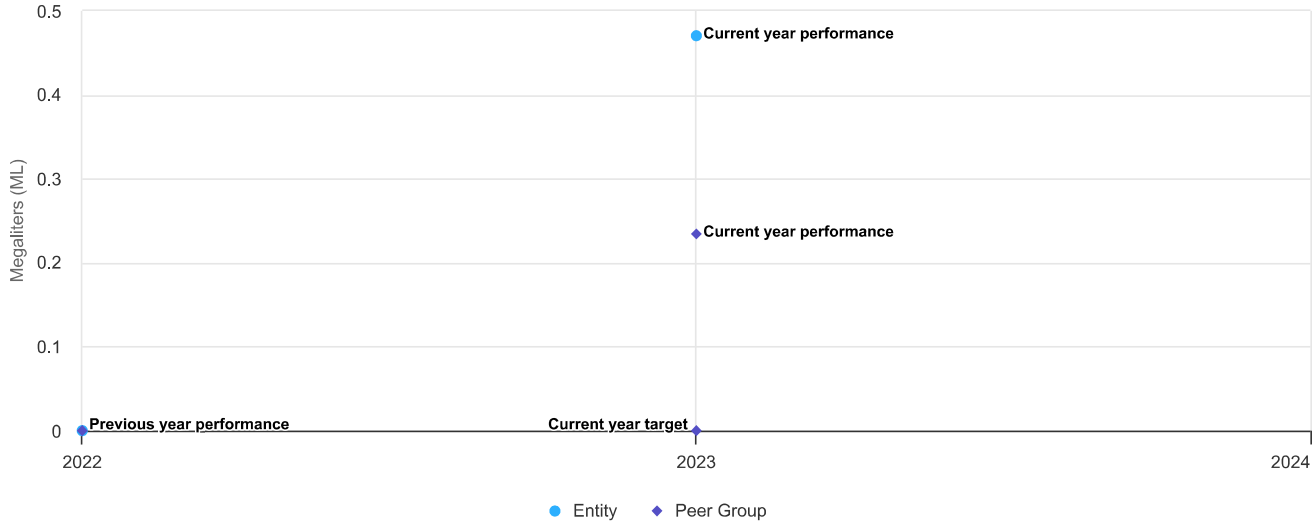
Water inflows/withdrawls

Water withdrawals

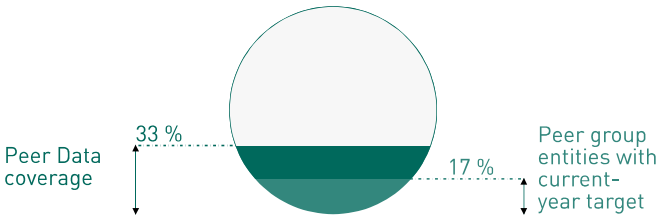
Absolute Performance and Targets



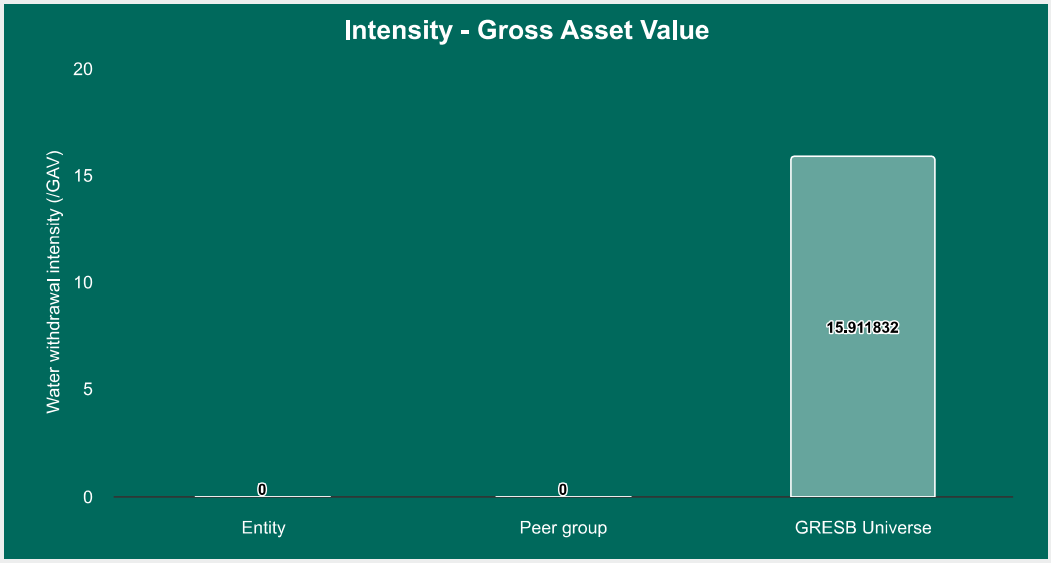
Total water withdrawals



Peer Group Performance Targets



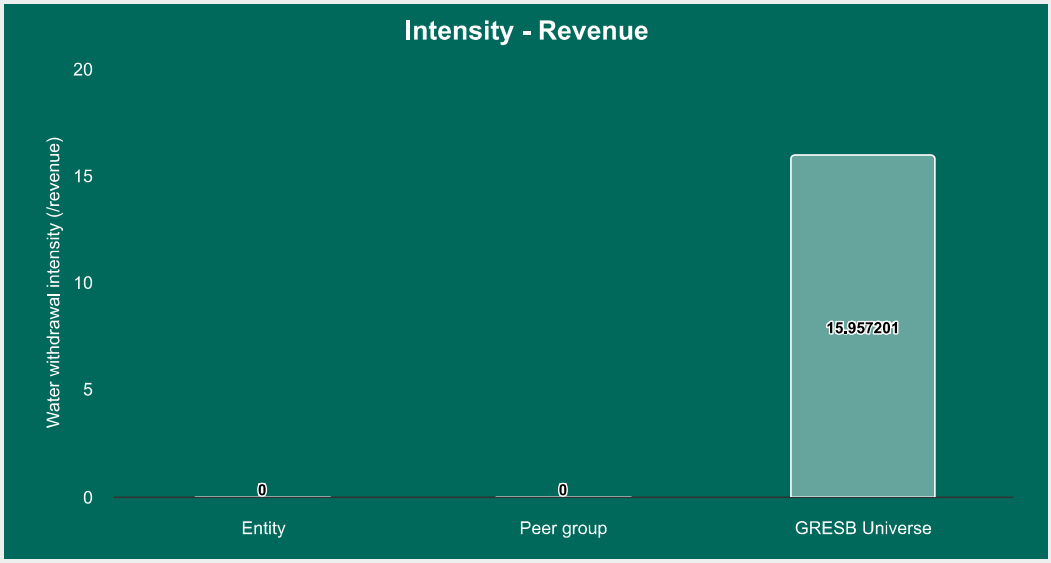
Intensity Performance



GRESB Universe● Series 1: 0.000028 Total withdrawals (ML) / Gross Asset Value (US$*)

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

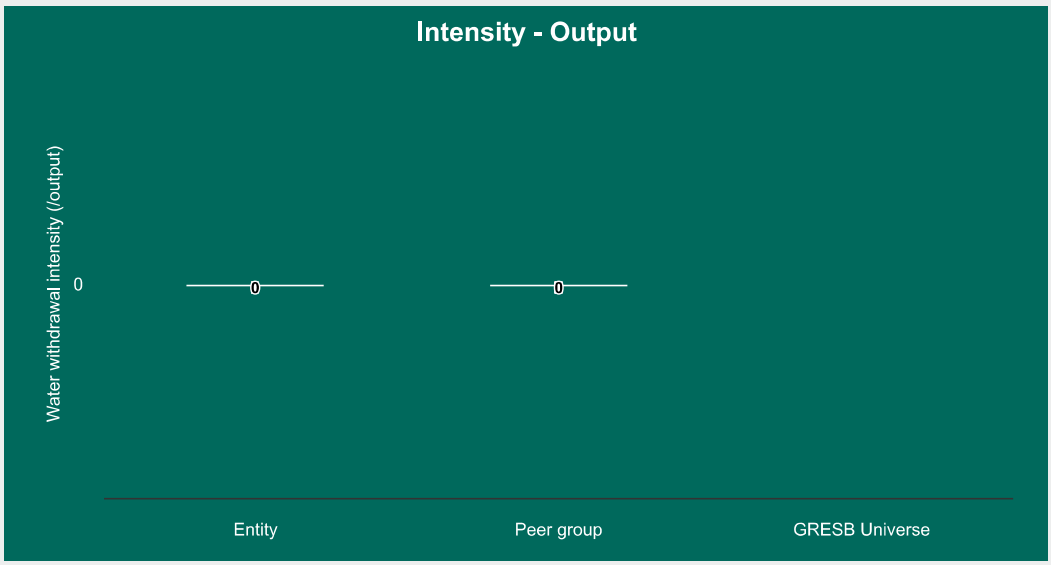
*GAV has been converted to US dollars ($) to allow for comparisons to the peer group and the wider GRESB universe.



Total withdrawals (ML) / Revenue (US$*)

The intensity is calculated by dividing the total water withdrawals 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.



Total withdrawals (ML) / Output Output metric: Energy generated

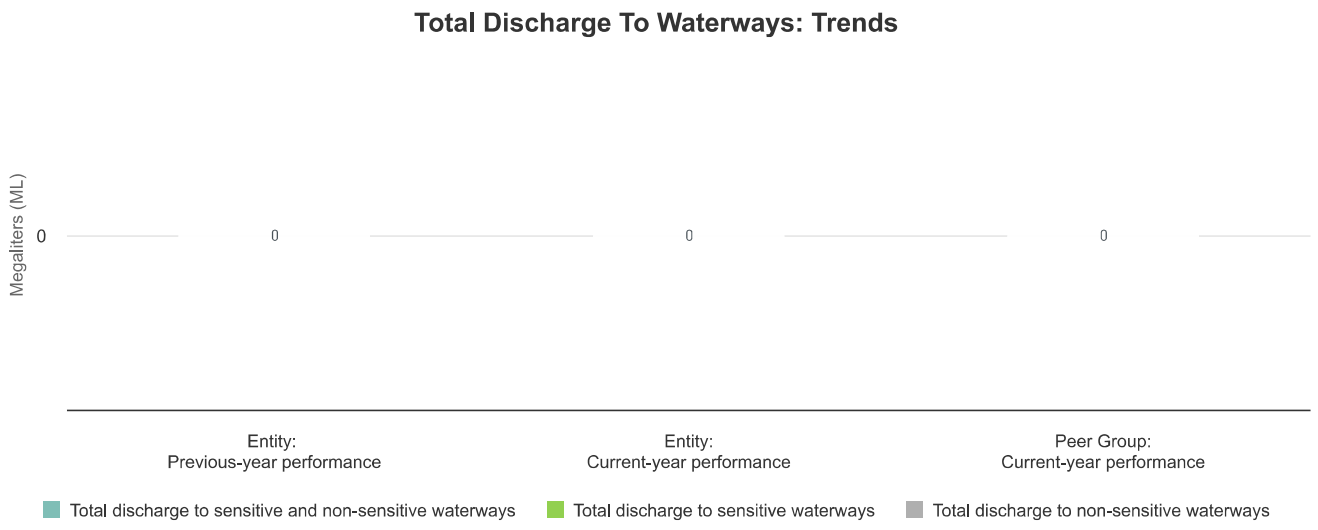
The intensity is calculated by dividing the total water withdrawals by the entity by the output as provided in Output & Impact. The output metric is determined by the entity's sector.

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

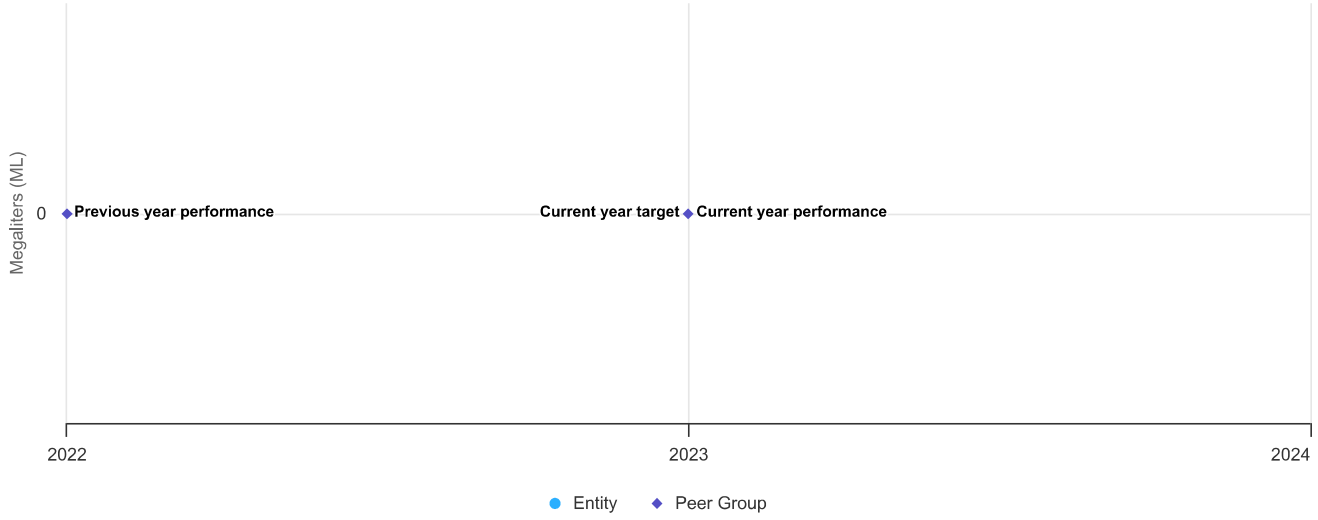
Water outflows/discharge

Total discharge to waterways

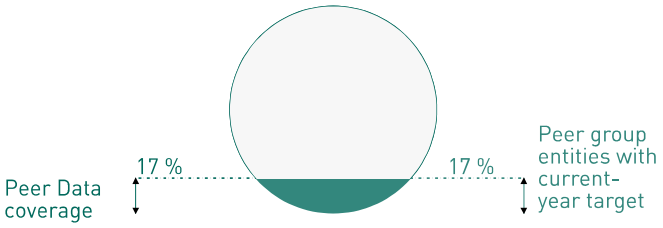
Absolute Performance and Targets



Total water discharged



Peer Group Performance Targets

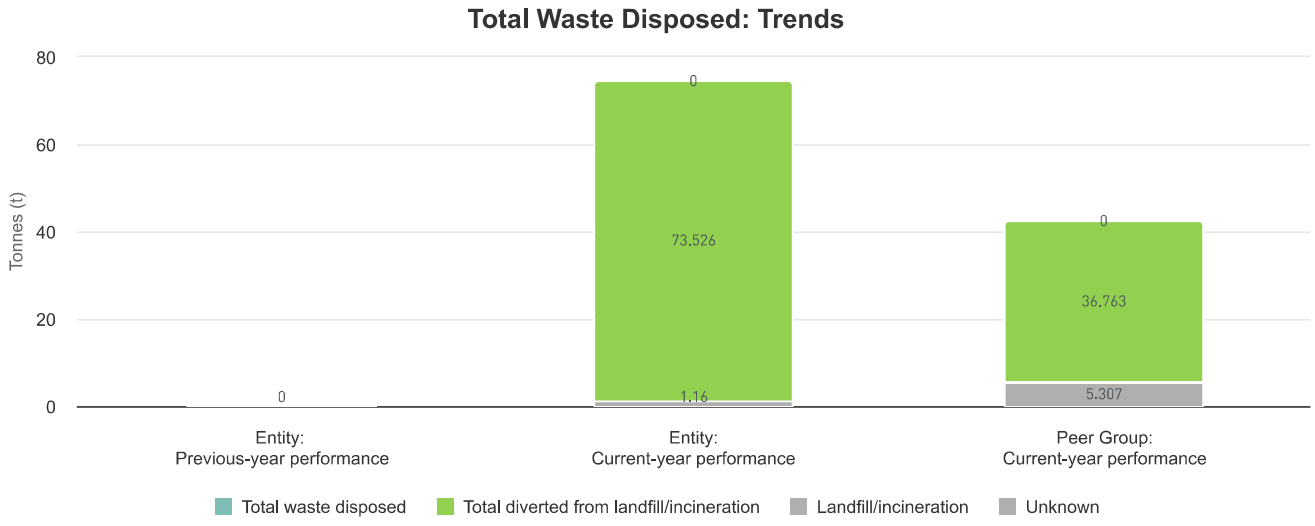


Intensity Performance

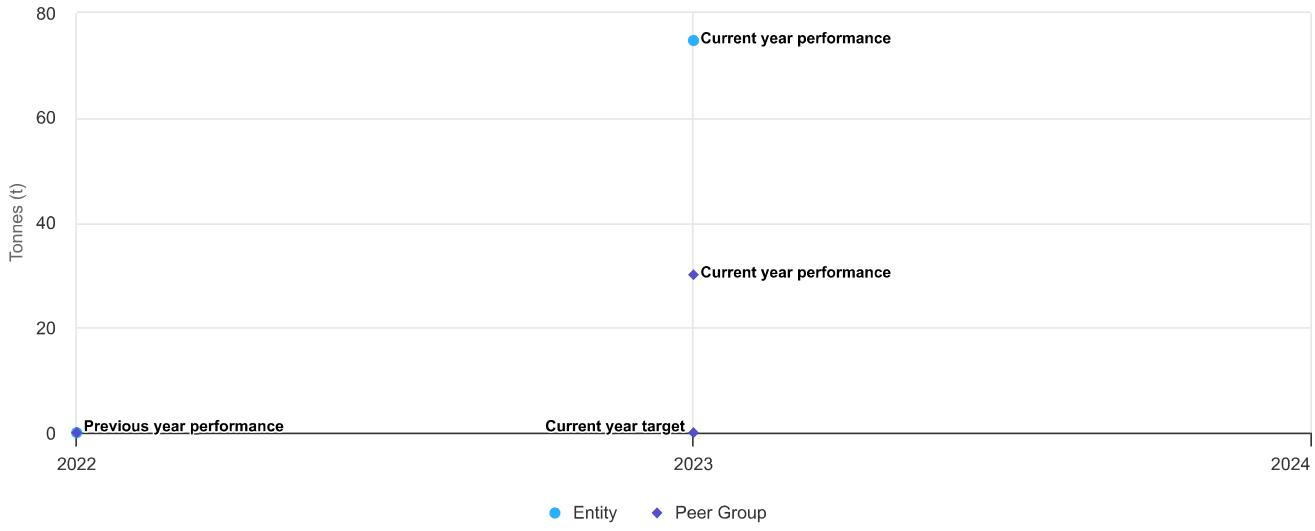
Waste

Total waste disposed

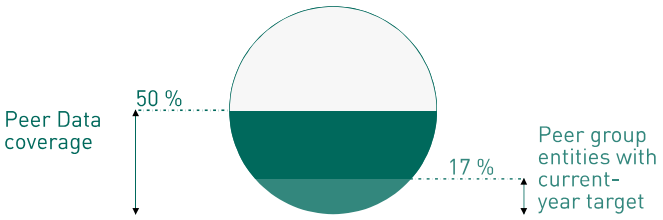
Absolute Performance and Targets



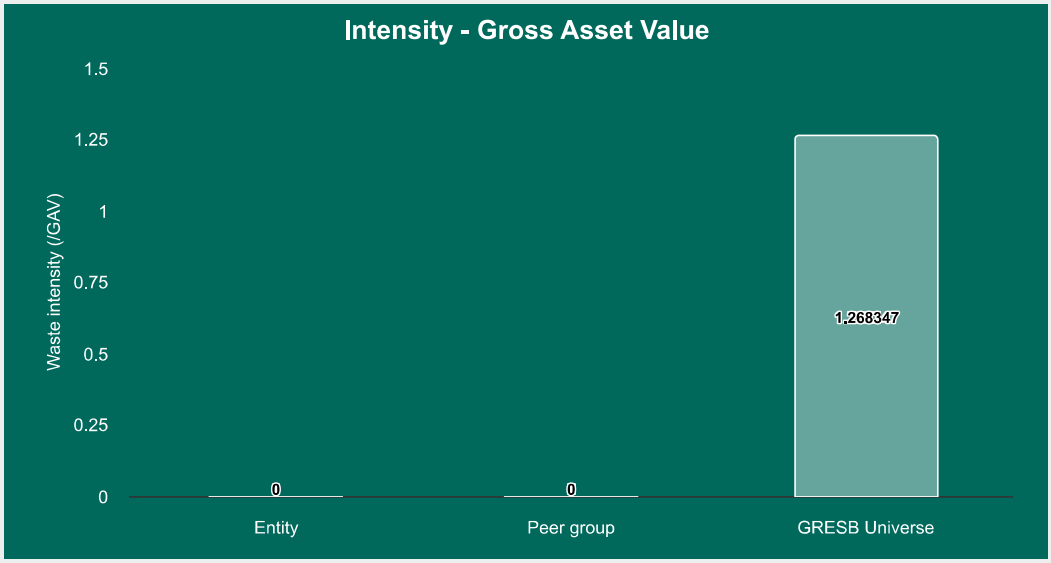
Total waste disposed



Peer Group Performance Targets



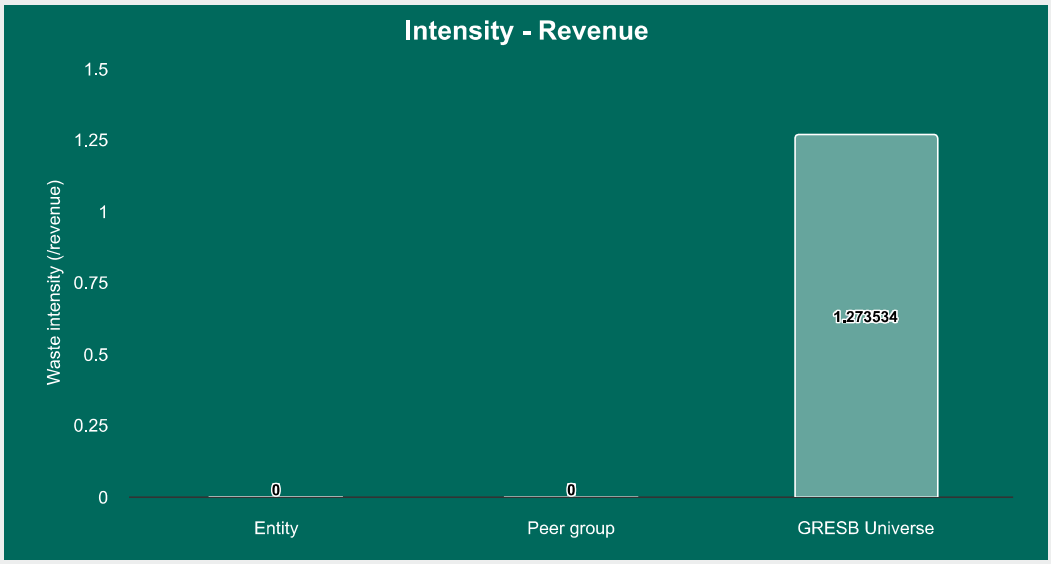
Intensity Performance



Total waste (tonnes) / Gross Asset Value (US$*)

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

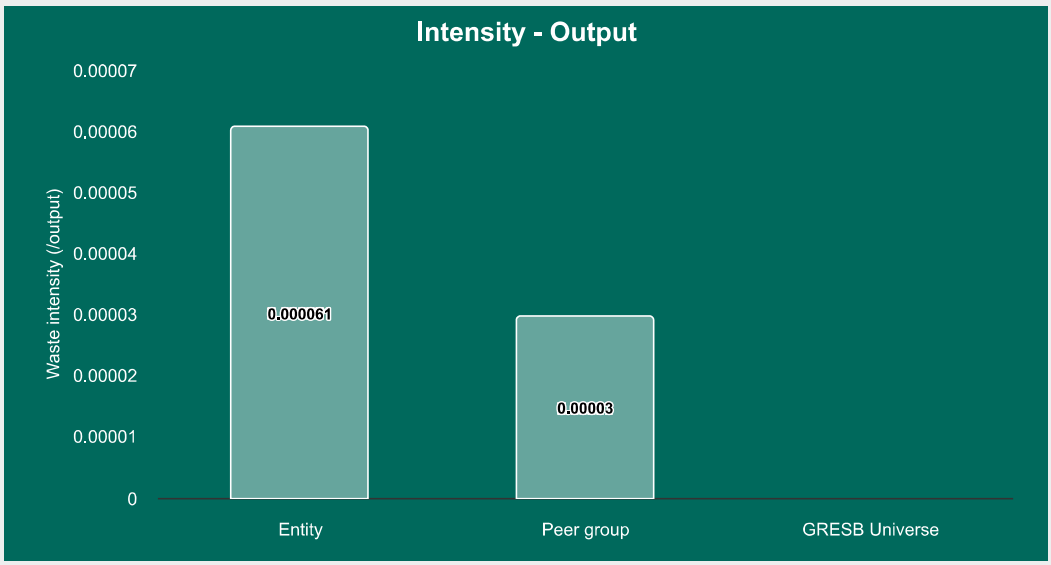
*GAV has been converted to US dollars ($) to allow for comparisons to the peer group and the wider GRESB universe.



Total waste (tonnes) / Revenue (US$*)

The intensity is calculated by dividing the total waste disposed 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.



Total waste (tonnes) / Output Output metric: Energy generated

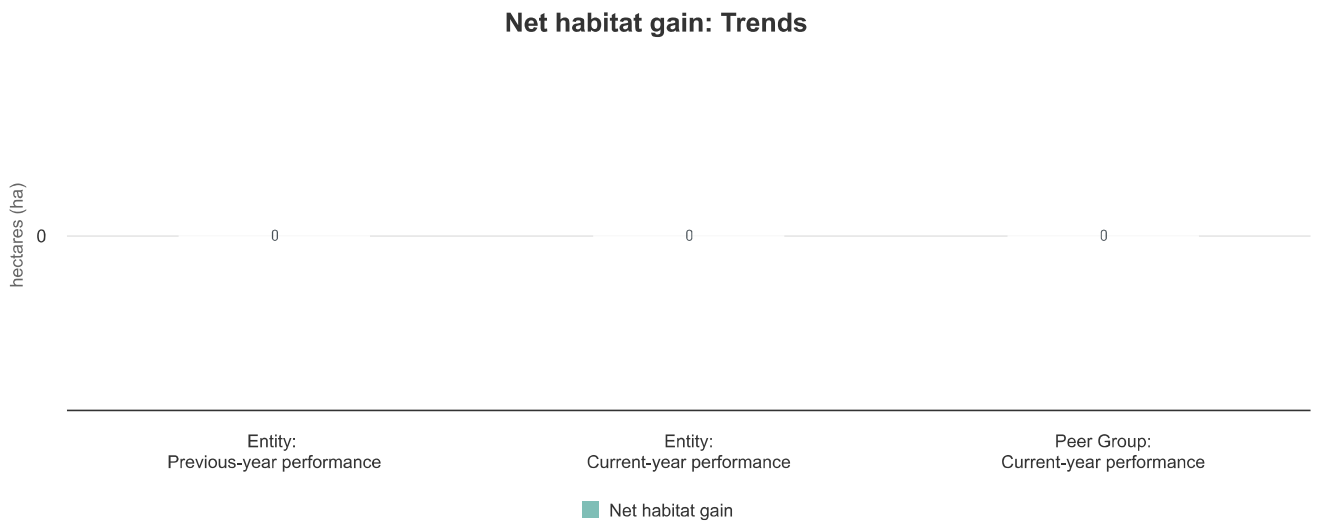
The intensity is calculated by dividing the total waste disposed by the entity by the output as provided in Output & Impact. The output metric is determined by the entity's sector.

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

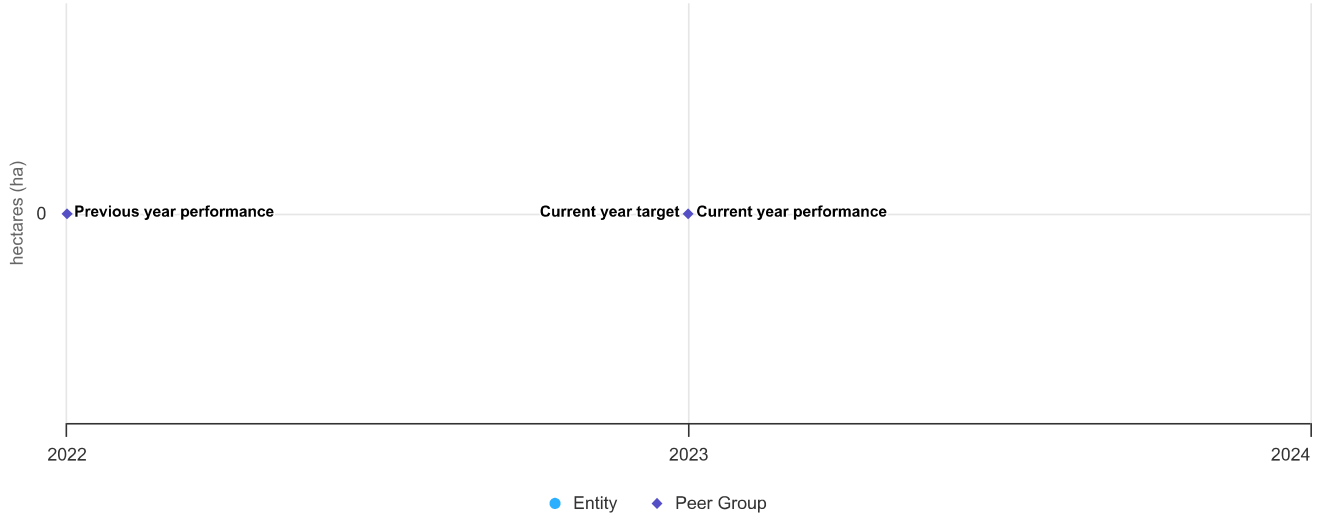
Biodiversity

Net habitat gain

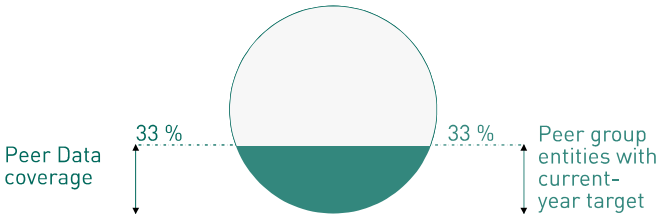
Absolute Performance and Targets



Net habitat gain



Peer Group Performance Targets

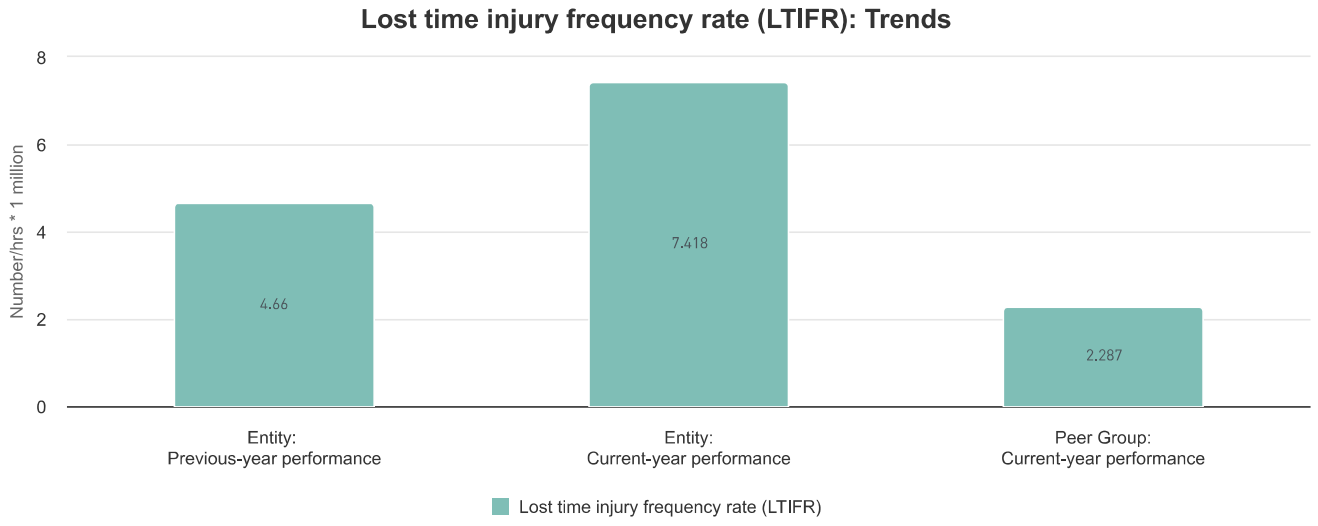


Intensity Performance

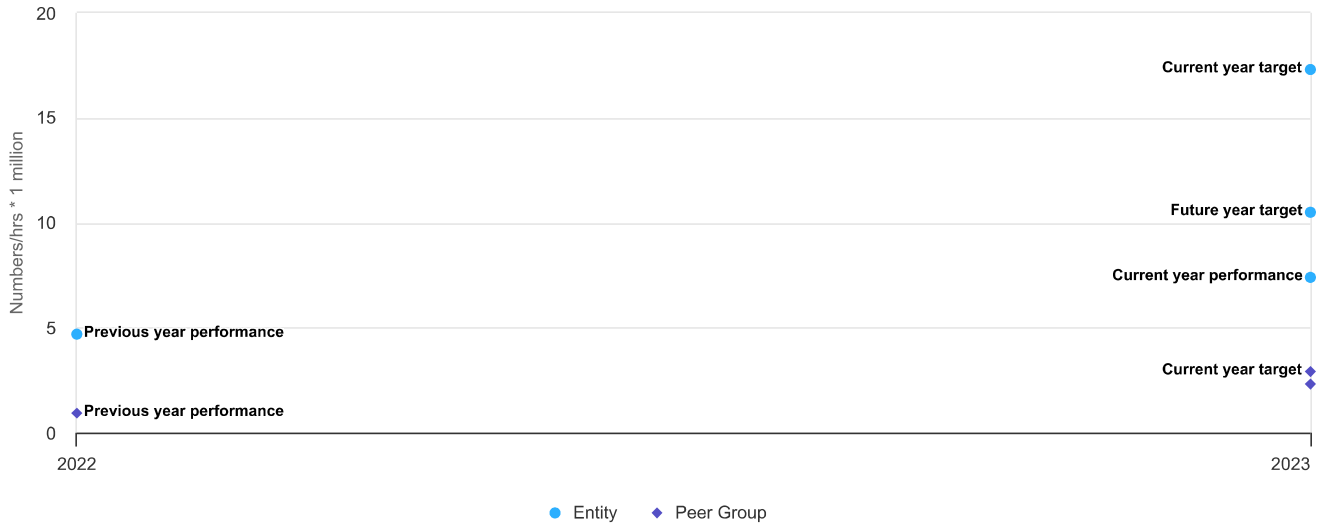
Health & Safety: Employees

Lost time injury frequency rate (LTIFR)

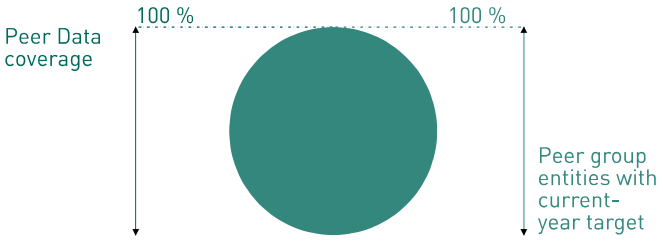
Absolute Performance and Targets



Lost time injury frequency rate (LTIFR)



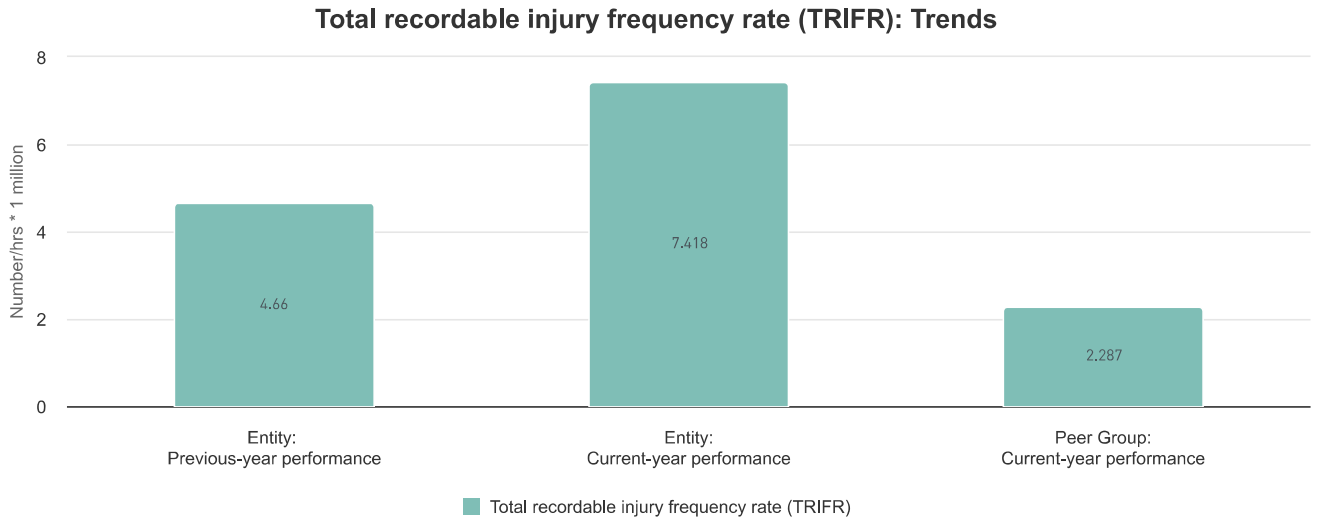
Peer Group Performance Targets



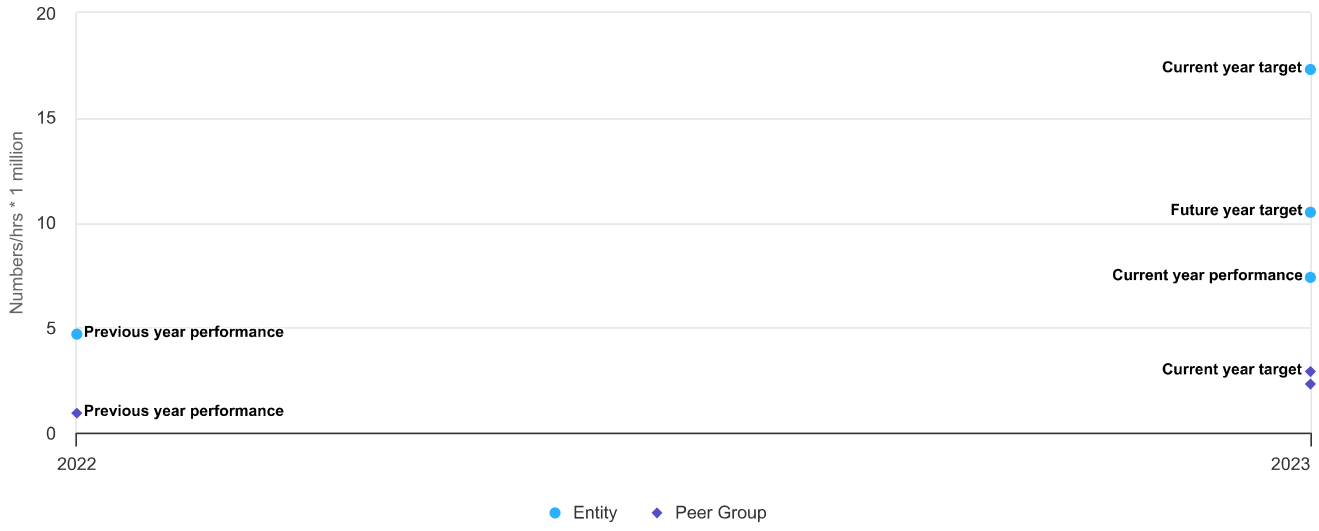
Health & Safety: Employees

Total recordable injury frequency rate (TRIFR)

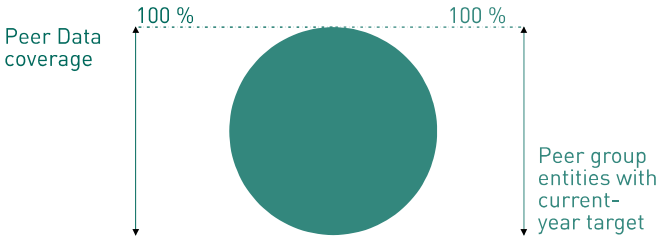
Absolute Performance and Targets



Total recordable injury frequency rate (TRIFR)



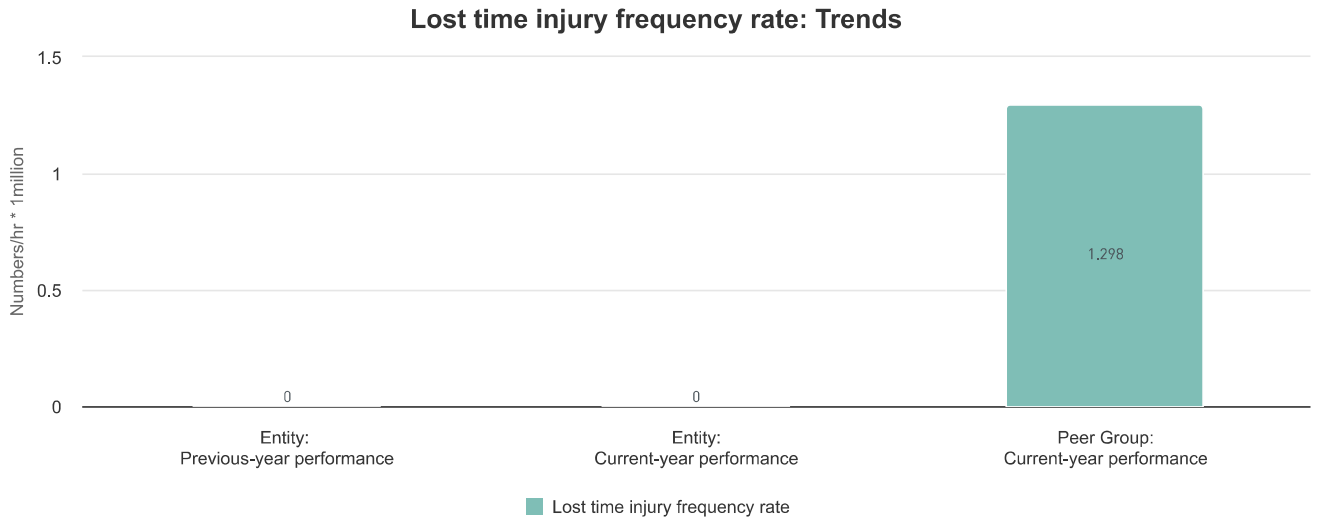
Peer Group Performance Targets



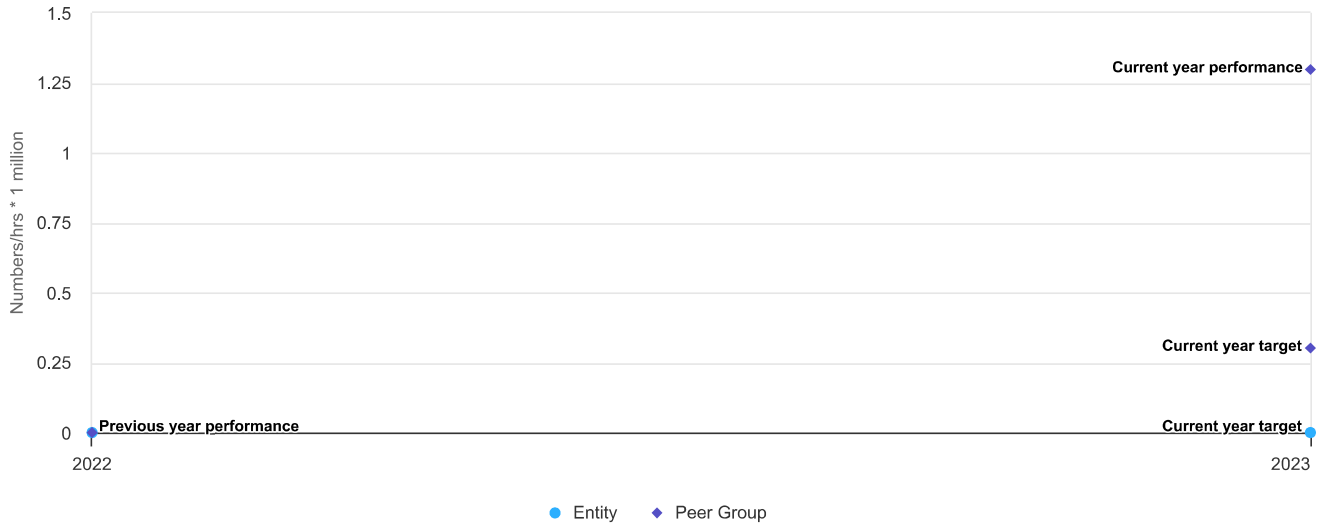
Health & Safety: Contractors

Lost time injury frequency rate

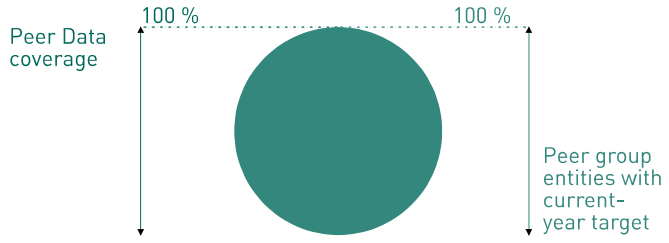
Absolute Performance and Targets



Lost time injury frequency rate



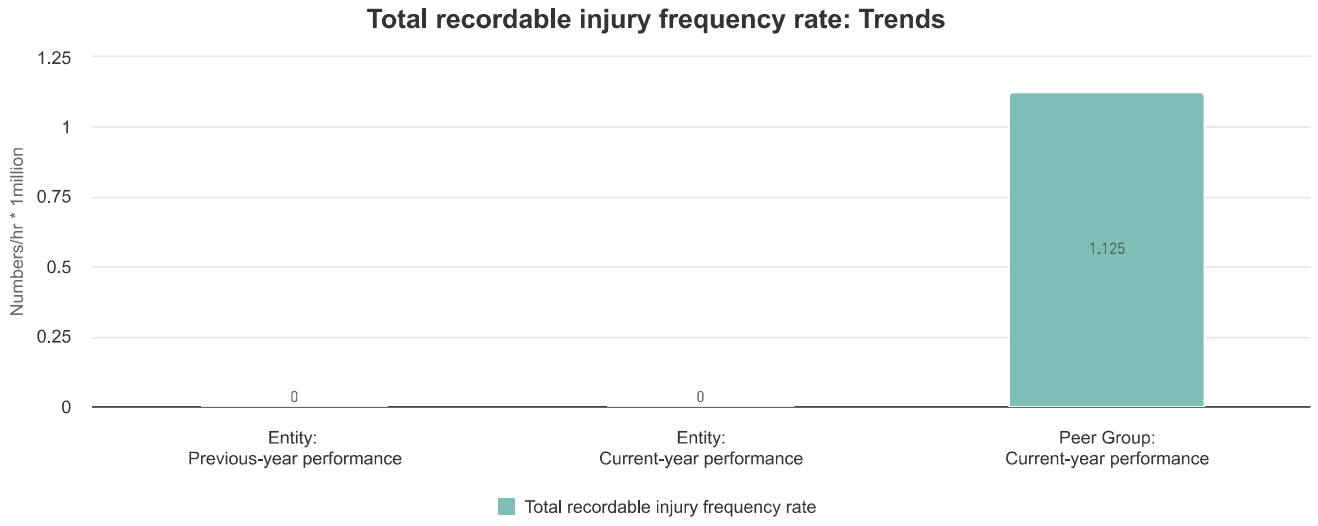
Peer Group Performance Targets



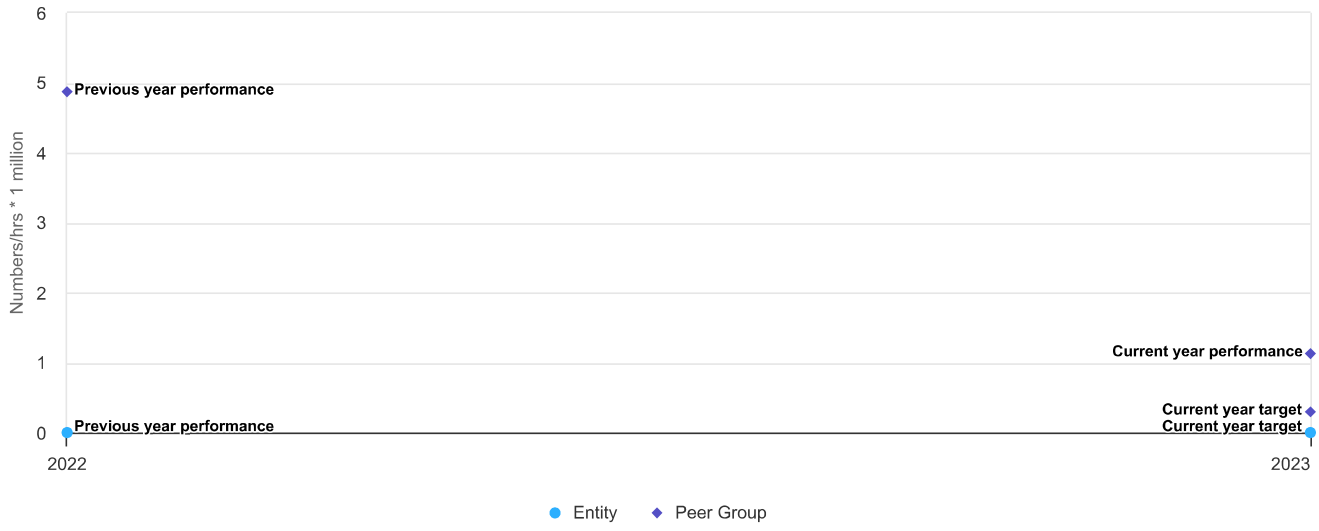
Health & Safety: Contractors

Total recordable injury frequency rate

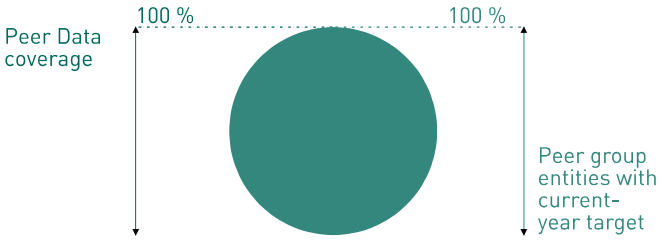
Absolute Performance and Targets



Total recordable injury frequency rate



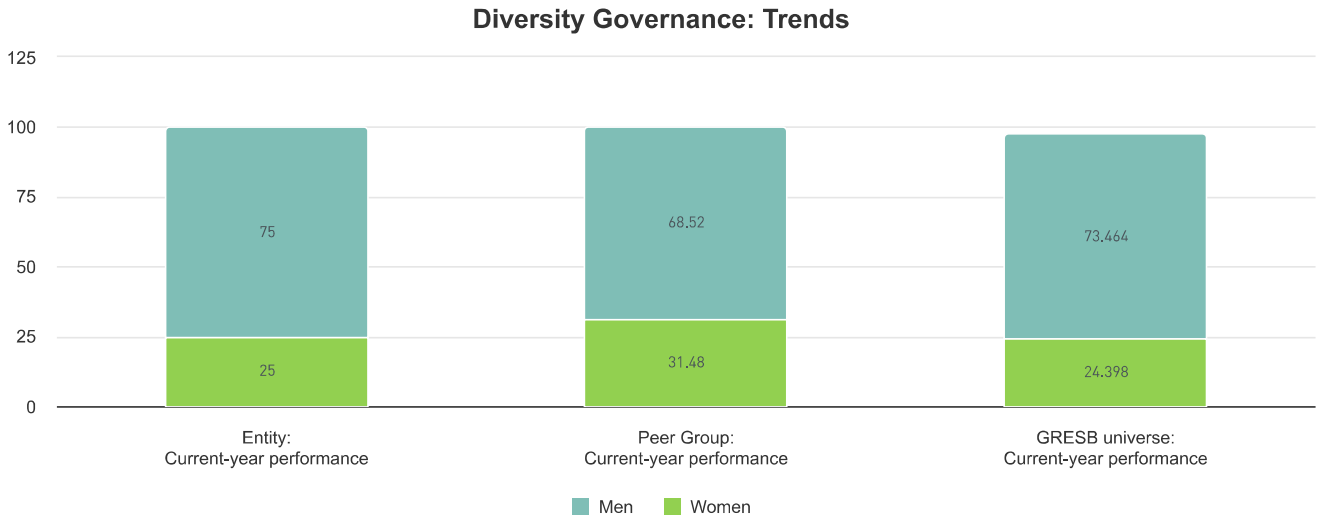
Peer Group Performance Targets



Diversity of governance bodies

Diversity Governance: Trends

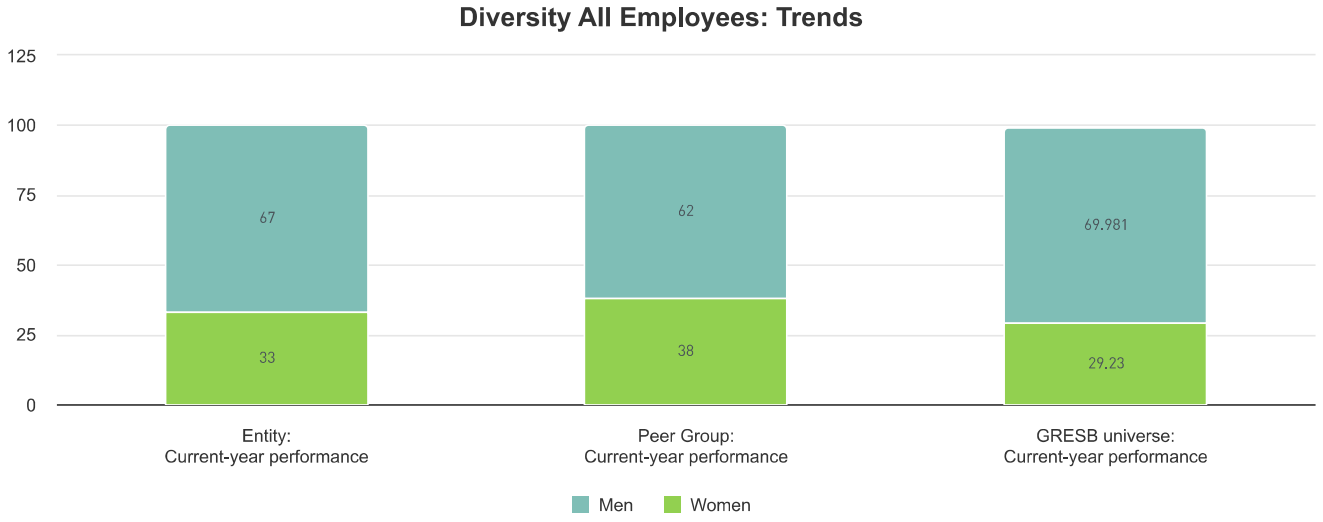
Absolute Performance and Targets



Diversity of all employees

Diversity All Employees: Trends

Absolute Performance and Targets



Implementation

IM1 Not Scored

Implementation of environmental actions

Yes 33%

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.

Issue Addressed

Energy

Category

Process efficiency

Description

Redesigning of air conditions

Incentive

Voluntary

Impact

Energy Efficiency

Monetary Impact

Unknown

Status

Implementation phase

Context

NA

No 67%

Additional context

[Not provided]

IM2 Not Scored

Implementation of social actions

Yes 33%

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 67%

Additional context

[Not provided]

IM3 Not Scored

Implementation of governance actions

Yes 33%

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 67%

Additional context

[Not provided]

Output and Impact

OI1 Not Scored

Output and impact

Metrics	Activity Metric	Units	Previous-year performance 2021	Reporting-year performance 2022	Reporting-year target 2022	Future-year target
Capacity	Bandwidth	Megabits/second	0	N/A	N/A	N/A
Output	Data Transmitted	Terabits (Tb)	1,046,971	1,214,730	N/A	N/A
Impact value	Currency	EUR	N/A	0	N/A	N/A

Mandatory cells

Output and impact intensities

Metrics	Units	Previous-year performance 2021	Reporting-year performance 2022	Reporting-year target 2022	Future-year target
Output intensity (/GAV)	Terabits (Tb)/EUR	0.0005	0.0006	N/A	N/A
Output intensity (/revenue)	Terabits (Tb)/EUR	0.0023	0.0027	N/A	N/A
Impact intensity (/GAV)	EUR/EUR	N/A	0	N/A	N/A
Impact intensity (/revenue)	EUR/EUR	N/A	0	N/A	N/A
Impact intensity (/output)	EUR/Terabits (Tb)	N/A	0	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

Capacity metric is not applicable to TeleColumbus' business, 0 is used in the place of N/A

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 2021	Reporting-year performance 2022	Reporting-year target 2022	Future-year target
Biofuels	MWh	0	0	N/A	N/A
Renewable hydrogen	MWh	0	0	N/A	N/A
Waste (non-biomass)	MWh	0	0	N/A	N/A
Renewable electricity	MWh	28,964	29,236	N/A	N/A

Metrics	Units	Previous-year performance 2021	Reporting-year performance 2022	Reporting-year target 2022	Future-year target
Renewable steam, heating and cooling	MWh	0	0	N/A	N/A
Coal	MWh	0	0	N/A	N/A
Diesel	MWh	5,331	6,852.42	N/A	N/A
LPG, butane or propane	MWh	0	0	N/A	N/A
Motor gasoline	MWh	261	145.48	N/A	N/A
Natural gas	MWh	0	209.4	N/A	N/A
Non-renewable hydrogen	MWh	0	0	N/A	N/A
other non-renewable fuel	MWh	N/A	0	N/A	N/A
Non-renewable electricity	MWh	191	101.4	N/A	N/A
Non-renewable steam, heating and cooling	MWh	1,793	2,254.8	N/A	N/A
Total energy imported / purchased	MWh	36,540	38,799.5	N/A	N/A
% Renewable energy imported / purchased	%	79.2666	75.3515	N/A	N/A
Benchmark group average (Total energy imported / purchased)	MWh	395,480.325	20,149.958	20,097.5	N/A
Benchmark group average (% Renewable energy imported / purchased)	%	45.3128	64.5788	100	N/A

Mandatory cells

No 17%

Has the entity generated energy onsite?

Yes 0%

No 100%

Has the entity exported or sold energy?

Yes 33%

No 67%

Energy consumed

Metrics	Units	Previous-year performance 2021	Reporting-year performance 2022	Reporting-year target 2022	Future-year target 2030
Renewable energy consumed	MWh	28,964	29,236	N/A	N/A
Non-renewable energy consumed	MWh	7,576	9,563.5	N/A	N/A
Total energy consumed	MWh	36,540	38,799.5	35,003	22,710

Metrics	Units	Previous-year performance 2021	Reporting-year performance 2022	Reporting-year target 2022	Future-year target 2030
% Renewable energy consumed	%	79.2666	75.3515	N/A	N/A
Benchmark group average (Total energy consumed)	MWh	316,349.5492	12,114.2983	10,098.514	N/A
Benchmark group average (% Renewable energy consumed)	%	45.3128	61.5608	66.6667	N/A

Scored cells for all other sectors

Energy intensities

Metrics	Units	Previous-year performance 2021	Reporting-year performance 2022	Reporting-year target 2022	Future-year target
Energy consumption intensity (/GAV)	MWh/EUR	0	0	N/A	N/A
Energy consumption intensity (/revenue)	MWh/EUR	0.0001	0.0001	N/A	N/A
Energy consumption intensity (/output)	MWh/Terabits (Tb)	0.0349	0.0319	N/A	N/A
Energy export intensity (/GAV)	MWh/EUR	0	0	N/A	N/A
Energy export intensity (/revenue)	MWh/EUR	0	0	N/A	N/A
Energy export intensity (/output)	MWh/Terabits (Tb)	0	0	N/A	N/A

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

- Yes — 50%
  - Externally checked — 0%
  - Externally verified — 33%
  - Externally assured — 17%

Using

- **[17%]** ISAE 3000
- **[83%]** No answer provided

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 100%

No 0%

No 0%

Additional context

2022 GRESB Assurance Statement is provided. The values reported including "0" are measured. Assurance statement rounds values to the nearest whole number.

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 2021	Reporting-year performance 2022	Reporting-year target 2022	Future-year target 2023
Emissions from combustion of fuels	tCO_2e	1,483	1,877	1,165	1,069
Process emissions	tCO_2e	0	0	N/A	N/A
Fugitive emissions	tCO_2e	0	0	N/A	N/A
Total scope 1	tCO_2e	1,483	1,877	N/A	N/A
Scope 2	tCO_2e	11,106	69	5,161	4,944
Total Scope 1 + 2	tCO_2e	12,589	1,946	N/A	N/A
Scope 3	tCO_2e	42,801.0334	46,838	N/A	N/A
Total Scope 1, 2 + 3	tCO_2e	55,390.0334	48,784	N/A	N/A
On-site offsets	tCO_2e	0	0	N/A	N/A
Offsets purchased	tCO_2e	112	77	N/A	N/A
Net GHG emissions (Scope 1 + 2)	tCO_2e	12,477	1,869	6,248	5,986
Net GHG emissions (Scope 1, 2 + 3)	tCO_2e	55,278.0334	48,707	N/A	N/A
Emissions avoided* (renew, energy export)	tCO_2e	0	0	N/A	N/A

Metrics	Units	Previous-year performance 2021	Reporting-year performance 2022	Reporting-year target 2022	Future-year target 2023
Benchmark group average (Total Scope 1 + 2)	tCO_2e	3,044.474	762.2742	532.3667	N/A
Benchmark group average (Net GHG emissions (Scope 1 + 2))	tCO_2e	3,020.074	735.6442	1,594.444	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 83%

Scope 3 greenhouse gas emissions

Metrics	Units	Previous-year performance 2021	Reporting-year performance 2022
Purchased goods and services	tCO_2e	17,934.7606	11,164
Capital goods	tCO_2e	N/A	N/A
Fuel- and energy-related activities	tCO_2e	553.7	4,343
Upstream transportation & distribution	tCO_2e	55	15
Waste generated in operations	tCO_2e	N/A	N/A
Business travel	tCO_2e	41.553	28
Employee commuting	tCO_2e	N/A	414
Upstream leased assets	tCO_2e	N/A	N/A
Downstream transportation & distribution	tCO_2e	N/A	178
Processing of sold products	tCO_2e	N/A	N/A
Use of sold products	tCO_2e	24,216.0199	30,696
End-of-life treatment of sold products	tCO_2e	N/A	N/A
Downstream leased assets	tCO_2e	N/A	N/A
Franchises	tCO_2e	N/A	N/A
Investments	tCO_2e	N/A	N/A
Total Scope 3 emissions	tCO_2e	42,801.0334	46,838
Benchmark group average (Total Scope 3 emissions)	tCO_2e	11,211.8584	31,008.426

No 17%

Greenhouse gas emissions intensities

Metrics	Units	Previous-year performance 2021	Reporting-year performance 2022	Reporting-year target 2022	Future-year target
Gross emissions intensity (/GAV)	tCO_2e/EUR	0	0	N/A	N/A
Gross emissions intensity (/revenue)	tCO_2e/EUR	0	0	N/A	N/A
Gross emissions intensity (/output)	tCO_2e/Terabits (Tb)	0.012	0.0016	N/A	N/A
Net emissions intensity (/GAV)	tCO_2e/EUR	0	0	N/A	N/A
Net emissions intensity (/revenue)	tCO_2e/EUR	0	0	N/A	N/A
Net emissions intensity (/output)	tCO_2e/Terabits (Tb)	0.0119	0.0015	N/A	N/A

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

- [33%] Location-based
- [50%] Market-based
- [17%] Mix of location-based and market-based

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

- Yes — 67%
  - Externally checked — 17%
  - Externally verified — 17%
  - Externally assured — 33%

Using

- [17%] ISO14064-3
- [17%] ISO 14064-1
- [67%] No answer provided

Applicable evidence

Evidence provided (but not shared with investors)

- No — 33%

Does the entity have a GHG emissions reduction target aligned with Net Zero?

- Yes — 100%

Target baseline year: 2020

Target end year: 2050

Select the scope of the Net Zero target:

- [ ] Scope 1+2 (location-based) — 50%
- [ ] Scope 1+2 (market-based) — 17%
- [ ] Scope 1+2 (location-based) + Scope 3 — 50%
- [x] Scope 1+2 (market-based) + Scope 3 — 33%

Is the target aligned with a Net Zero target-setting framework?

- (●) Yes — 83%
  Net Zero target-setting framework: 1.5 Degree Scenario Ambition (SBTi)
- ( ) No — 17%

Is the target science-based?

- (●) [83%] Yes
- ( ) [17%] No

Is the target validated by a third party?

- ( ) Yes — 0%
- (●) No — 100%

Does the Net Zero target include an interim target?

- (●) Yes — 50%
  Interim target: 45%
  Interim target year: 2030
- ( ) No — 50%

Is the target publicly communicated?

- (●) Yes — 83%

  Applicable evidence

  Evidence provided
  https://www.telecolumbus.com/en/sustainability/

- ( ) No — 17%

Explain the methodology used to establish the target and communicate the entity's plans/intentions to achieve it (e.g. energy efficiency, renewable energy generation and/or procurement, carbon offsets, anticipated budgets associated with decarbonizing assets, etc.) (maximum 500 words)

Targets proposed by Tele Columbus were reviewed for alignment with the Science-Based Target Initiative (SBTi) ambition. Targets are calculated based on the specific reduction opportunities identified by Tele Columbus. Our target ambition follows SBTi's absolute contraction model aligned with the 1.5C scenario. This approach requires an absolute emissions reduction of 4.2% per year on average.

No 0%

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

2022 Data Assurance Statement is provided. Fugitive emissions are not applicable due to the nature of the asset operation. Hence, the reporting year value is mentioned as "0". All other values reported including "0" are measured.

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 33%

Water inflows/withdrawals

Metrics	Units	Previous-year performance 2021	Reporting-year performance 2022	Reporting-year target 2022	Future-year target
Groundwater	Megaliters (ML)	N/A	0	N/A	N/A
Rainwater	Megaliters (ML)	N/A	0	N/A	N/A
Seawater / brackish water	Megaliters (ML)	N/A	0	N/A	N/A
Surface water	Megaliters (ML)	N/A	0	N/A	N/A
Produced water	Megaliters (ML)	N/A	0	N/A	N/A
Third-party non-potable water	Megaliters (ML)	N/A	0.39	N/A	N/A
Third-party potable water	Megaliters (ML)	N/A	0.08	N/A	N/A
Total water withdrawals	Megaliters (ML)	0	0.47	N/A	N/A
% Potable water	%	0	17.0213	N/A	N/A
Total HWS withdrawals	Megaliters (ML)	N/A	0	N/A	N/A
Benchmark group average (Third-party potable water)	Megaliters (ML)	0	0.04	0	N/A
Benchmark group average (Total water withdrawals)	Megaliters (ML)	0	0.235	0	N/A

Mandatory cells Scored cells for all other sectors

Water withdrawal intensities

Metrics	Units	Previous-year performance 2021	Reporting-year performance 2022	Reporting-year target 2022	Future-year target
Water withdrawal intensity (/GAV)	Megaliters/EUR	0	0	N/A	N/A
Water withdrawal intensity (/revenue)	Megaliters/EUR	0	0	N/A	N/A
Water withdrawal intensity (/output)	Megaliters/Terabits (Tb)	0	0	N/A	N/A

Has the entity's water withdrawal data 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 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 33%

No 0%

No 67%

Additional context

All the 0s are N/A, as per the assurance statement.

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

Yes 50%

Generation/import

Metrics	Units	Previous-year performance 2021	Reporting-year performance 2022	Reporting-year target 2022	Future-year target
Hazardous	Tonnes (t)	N/A	0	N/A	N/A
Non-hazardous	Tonnes (t)	N/A	75	N/A	N/A

Mandatory cells

Disposal/export

Metrics	Units	Previous-year performance 2021	Reporting-year performance 2022	Reporting-year target 2022	Future-year target
Re-use	Tonnes (t)	N/A	60.246	N/A	N/A
Recycling	Tonnes (t)	N/A	13.28	N/A	N/A
Composting	Tonnes (t)	N/A	0	N/A	N/A
Waste-to-energy	Tonnes (t)	N/A	0	N/A	N/A
Incineration	Tonnes (t)	N/A	0	N/A	N/A
Landfill	Tonnes (t)	N/A	1.16	N/A	N/A
Unknown	Tonnes (t)	N/A	0	N/A	N/A
Total waste disposed	Tonnes (t)	0	74.686	N/A	N/A
Total diverted from landfill/incineration	%	N/A	98.4468	N/A	N/A
Benchmark group average (Total waste disposed)	Tonnes (t)	0	30.202	0	N/A
Benchmark group average (Total diverted from landfill/incineration)	%	N/A	49.2234	50	N/A

Mandatory cells Scored cells for all other sectors

Waste intensities

Metrics	Units	Previous-year performance 2021	Reporting-year performance 2022	Reporting-year target 2022	Future-year target
Waste intensity (/GAV)	Tonnes/EUR	0	0	N/A	N/A
Waste intensity (/revenue)	Tonnes/EUR	0	0	N/A	N/A
Waste intensity (/output)	Tonnes/Terabits (Tb)	0	0.0001	N/A	N/A

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 — 33%

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 — 50%
- No — 0%
- No — 50%

Additional context

> Composting, waste to energy, incineration and unknown are not applicable due to the nature of the assets operation. Hence, the reporting year values are mentioned as "0". All other values reported including "0" are measured.

Biodiversity & Habitat

BI1 Points: 0/0

Reporting on biodiversity and habitat

- Yes — 33%
- No — 67%

Additional context

[Not provided]

Health & Safety

HS1 Points: 12.69/12.69

Reporting on health and safety performance: employees

Yes 100%

Employees

Metrics	Units	Previous-year performance 2021	Reporting-year performance 2022	Reporting-year target 2022	Future-year target
Fatalities	Number	0	0	N/A	N/A
Lost time injuries	Number	9	15	N/A	N/A
Total recordable injuries	Number	9	15	N/A	N/A
Near miss incidents	Number	0	N/A	N/A	N/A
Hours worked	Number	1,931,200	2,022,240	N/A	N/A

Mandatory cells

Employee intensities

Metrics	Units	Previous-year performance 2021	Reporting-year performance 2022	Reporting-year target 2022	Future-year target 2023
Lost time injury frequency rate (LTIFR)	Number/hrs * 1 million	4.6603	7.4175	17.3	10.5
Total recordable injury frequency rate (TRIFR)	Number/hrs * 1 million	4.6603	7.4175	17.3	10.5
Benchmark group average (Lost time injury frequency rate (LTIFR))	Number/hrs * 1 million	0.9321	2.2874	2.8833	N/A
Benchmark group average (Total recordable injury frequency rate (TRIFR))	Number/hrs * 1 million	0.9321	2.2874	2.8833	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

There is an increasing number of accidents among our field technicians. They work outdoors, in traffic areas and in house cellars. Situations in which the employer has no way of influencing ergonomics such as light, accessibility of technical cabinets, doors or stairs. This makes it difficult to prevent such accidents. 2022 GRESB Assurance Statement is provided. The values reported including "0" are measured.

HS2 Points: 6.35/6.35

Reporting on health and safety performance: contractors

Yes 100%

Contractors

Metrics	Units	Previous-year performance 2021	Reporting-year performance 2022	Reporting-year target 2022	Future-year target
Fatalities	Number	0	0	N/A	N/A
Lost time injuries	Number	0	0	N/A	N/A
Total recordable injuries	Number	0	0	N/A	N/A
Near miss incidents	Number	0	0	N/A	N/A
Hours worked	Number	110,500	90,100	N/A	N/A

Mandatory cells

Contractor intensities

Metrics	Units	Previous-year performance 2021	Reporting-year performance 2022	Reporting-year target 2022	Future-year target 2023
Lost time injury frequency rate	Numbers/hr * 1million	0	0	0	0
Total recordable injury frequency rate	Numbers/hr * 1million	0	0	0	0
Benchmark group average (Lost time injury frequency rate)	Numbers/hr * 1million	0	1.2983	0.3	N/A
Benchmark group average (Total recordable injury frequency rate)	Numbers/hr * 1million	4.8804	1.1247	0.3	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

2022 GRESB Assurance Statement is provided The values reported including "0" are measured.

HS3 Points: 0/0

Reporting on health and safety performance: users

Yes	17%
No	83%

Additional context

[Not provided]

HS4 Points: 0/0

Reporting on health and safety performance: community

Yes	0%
No	100%

Additional context

[Not provided]

Employees

EM1 Points: 6.35/6.35

Reporting on employee engagement

Yes 100%

Does the entity provide training and development for employees?

Yes 100%

Average amount spent per FTE on training and development (using the currency as given in RC1): 395

Percentage of employees who received professional training in the reporting year: 100%

Percentage of employees who received ESG-related training in the reporting year: 87%

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

- [x] Environmental issues 67%
- [x] Social issues 100%
- [x] Governance issues 83%

- [ ] No 0%

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

- [x] Yes 83%

The survey is undertaken (multiple answers possible):

- [ ] Internally 67%
- [x] By an independent third party 33%

  Percentage of employees covered: 100%

  Survey response rate: 75%

Does the survey include quantitative metrics?

- [x] Yes 83%

Metrics include:

- [x] Net Promoter Score 50%
- [ ] Overall satisfaction score 50%
- [ ] Other 33%

- [ ] 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)

- [x] 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)

    - [x] Age group distribution — 83%
    - [ ] Board tenure — 67%
    - [x] Gender pay gap — 50%
    - [x] Gender ratio — 83%
      Women: 25%
      Men: 75%
    - [ ] International background — 50%
    - [ ] Racial diversity — 33%
    - [ ] Socioeconomic background — 0%
  - Diversity of the entity's employees — 83%

    Select all diversity metrics (multiple answers possible)

    - [x] Age group distribution — 83%
      Under 30 years old: 10%
      Between 30 and 50 years old: 55%
      Over 50 years old: 35%
    - [x] Gender pay gap — 67%
      21.3%
    - [x] Gender ratio — 83%
      Women: 33%
      Men: 67%
    - [ ] International background — 33%

- [ ] Racial diversity — 33%
- [ ] Socioeconomic background — 0%

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 — 0%

- ( ) No — 17%

Additional context

[Not provided]

Customer

CU1 Points: 6.35/6.35

Customer satisfaction monitoring

- (●) Yes — 83%

The survey is undertaken (multiple answers possible):

- [ ] Internally — 33%
- [x] By an independent third party — 50%
  - Percentage of customers covered: 4%
  - Survey response rate: 19%

Does the survey include quantitative metrics?

- (●) Yes — 83%

Metrics include (multiple answers possible)

- [x] Net Promoter Score — 33%
- [x] Overall satisfaction score — 67%
- [x] Satisfaction with communication — 83%

☑ Satisfaction with responsiveness	50%
☐ Satisfaction with asset management	0%
☑ Understanding customer needs	83%
☑ Value for money	50%
☑ Other Scoring of employee availability and problem-solving skills [ACCEPTED]	33%

○ No 0%

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	0%

○ 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	50%
No	50%

Additional context

[Not provided]

GRESB Partners

Global Partners

ARCADIS
EVORA
GHD Advisory
wsp

Premier Partners

APATH RESILIENCE
CSR DESIGN
enertiv

Partners

ALBANY
ARUP
CITADEL EHS
Control Risks
DEVA
ELPS
Envint Business for Better
GreenTree
insuretek
MANTIS INNOVATION
NDY A TETRA TECH COMPANY
Position Green
POPPY
Quinn & Partners