Corporate Social Responsibility Report 2025

Contents

About this report.

With this CSR Report, Berlin-based Tele Columbus AG presents its annual sustainability report, which documents the progress made by the group of companies under the umbrella of Tele Columbus AG in implementing its sustainability strategy. The investments made by Tele Columbus AG in fiber-optic network expansion are intended to meet future bandwidth demands and ensure media diversity. To help shape this development in an environmentally sustainable and socially responsible manner, we have set clear goals in all key areas of action through our sustainability strategy. The aim of this report is to create the necessary transparency that forms the basis for dialogue with our key stakeholders.

Tele Columbus AG is the parent company of the Tele Columbus Group (hereinafter also referred to as the Tele Columbus Group). Tele Columbus AG acts as the group holding company and is the Group's ultimate administrative and holding company. Its principal shareholder is Kublai GmbH.

Tele Columbus AG, headquartered in Berlin, held 12 direct and indirect subsidiaries as of the balance sheet date

- BBcom Berlin-Brandenburgische Communikationsgesellschaft mbH, Berlin
- HLkomm Telekommunikations GmbH, Leipzig
- MDCC Magdeburg-City-Com GmbH, Magdeburg
- MEDIACOM Kabelservice GmbH, Offenbach am Main
- PYUR Sales & Service GmbH, Berlin 1)
- PYUR Vertrieb & Service GmbH, Berlin (formerly: Tele Columbus Vertriebs GmbH)
- RFC Radio-, Fernseh- u. Computertechnik GmbH, Chemnitz 1)
- Tele Columbus Glasfaser GmbH, Berlin 1)
- Tele Columbus Netz GmbH, Berlin (formerly: Tele Columbus Betriebs GmbH)
- Tele Columbus Netzwerk GmbH, Berlin (formerly: Tele Columbus Sachsen-Thüringen GmbH) 1)
- Telekom Holdings 1 S.à.r.l., Luxembourg
- Telekom Holdings 2 S.à.r.l., Luxembourg

The subsidiaries listed above are the subject of this report. In accordance with the operational control approach, MDCC Magdeburg-City-Com GmbH, Magdeburg, as well as the purely administrative units Telekom Holdings 1 S.à.r.l., Luxembourg, and Telekom Holdings 2 S.à.r.l., Luxembourg, have been excluded.

Since the delisting completed in 2021 from the segment of the regulated market with additional post-listing obligations (Prime Standard) and the subsequent relisting of the bond from Euronext Dublin to The International Stock Exchange, Guernsey, Tele Columbus AG is no longer listed on a stock exchange or capital market-oriented within the meaning of Section 264d of the German Commercial Code (HGB). Consequently, the obligation to publish a sustainability report and a non-financial consolidated report no longer applies. In this respect, this sustainability report is to be regarded as a voluntary disclosure [GRI 2-24].

Tele Columbus AG reports here in accordance with the GRI Standards for the period from January 1, 2025, to December 31, 2025, to highlight Tele Columbus AG's sustainability strategy along its value chain.

The reporting is based on a materiality analysis, which was last conducted in December 2023 and reflects the dual materiality approach under the CSRD.

A presentation of the topics identified as material can be found in Chapter 2.1.

Unless otherwise noted, the figures and information in this report are as of December 31, 2025. The ESG strategy is monitored using performance indicators to facilitate management in achieving its goals. The report's content is not subject to an external audit by an independent auditor. The report is reviewed internally by the relevant departments and approved by the Executive Board. The disclosures, calculations, and references to supporting documents are also reviewed by external auditors for participation in the GRESB sustainability ranking in accordance with ISAE 3000. No corrections are to be reported compared to the previous year. In the area of human resources, the number of employees is now reported as the annual average number ( ). [GRI 2-1 , GRI 2-3 , GRI 2-4 , GRI 2-2 , GRI 2-5 , GRI 2-14]

Business Model and Value Chain Depth.

Tele Columbus AG sees itself as a network operator providing telecommunications services to residential and business customers. In collaboration with the housing industry, the Tele Columbus Group implements modern fiber-optic broadband infrastructure as well as digital value-added services such as telemetry and tenant portals. Under the PŸUR brand, the company offers high-speed internet, telephone service, and more than 180 TV channels, as well as the PŸUR TV HD entertainment platform, which combines TV and on-demand offerings. Based on open networks, the Tele Columbus Group works with the housing industry and local governments to implement customized cooperation models for high-performance gigabit bandwidth delivery via fiber-to-the-home (FTTH). In the business customer segment, the company also provides carrier services and enterprise solutions based on its own fiber-optic network and its own data centers, which meet high security requirements. As a full-service partner for municipalities and regional utilities, the company is a key driver of fiber-optic infrastructure and broadband expansion in Germany. Our services cover all service levels, from planning and construction through passive and active network operation to product marketing and customer service. Essentially, only civil engineering and cable installation services are outsourced. The business model has not changed from the previous year. Further details on our business model can be found in the Group Management Report. [GRI 2-1 , GRI 2-6 , GRI 203-1]

Grants received in connection with broadband expansion are reported in the financial statements.[GRI 201-4]

The same applies to the tax strategy and the tax management and control framework. [GRI 207-1 , GRI 207-2]

Operational activities are limited to Germany. Further details on the scope of consolidation and other financial indicators can be found in the management report. [GRI 207-4]

Key Economic Data as of December 31, 2025	2025
Gross Asset Value (GAV) in millions	1,248.789
Revenue in millions	422.7

[GRI 201-1]

1. Our contribution to sustainable development.

Flexible, mobile working, annual employee satisfaction surveys, company medical services and weekly sports activities ensure the health and well-being of the workforce.

Our networks enable participation in educational possibilities. We offer our employees adequate opportunities for further trainings.

A diversity officer, workshops on inclusion and diversity and our goal of strengthening women in leadership positions set the course for gender equality.

We rely on green electricity and energy savings, use photovoltaics and are building up an electric vehicle fleet.

The freedom of association and assembly of our employees applies without restriction. All occupational health and safety rights are guaranteed. Compliance with minimum wages is also monitored at our service providers.

With a future-proof and resilient fiber optic infrastructure, we create the foundation for progress and innovation.

Tele Columbus is a signatory of the Diversity Charta. We have almost 40 nationalities working under one roof. We ensure a non-discriminatory working environment for all employees.

Our networks cover cities and rural areas, helping to ensure comparable living conditions. Our networks are also the key to optimising the management of sustainable projects.

Recycling instead of throwing away. At the end of the contract, the hardware is refurbished and put back into circulation.

The use of renewable energies, the economical use of water and data centres that are orientated towards the guidelines of the Sustainable Digital Infrastructure Alliance are climate protection in action.

Reducing paper use, separating and disposing of waste properly, optimising energy use and supporting nature conservation projects help to preserve habitats on land.

Tele Columbus pursues a zero-compliance strategy to prevent money laundering, corruption and illegal financial matters.

2. Tele Columbus AG's CSR Strategy.

Tele Columbus AG is committed to its responsibility for the consequences of its business activities throughout the entire value chain. Our employees take into account the impact of their decisions on the social and environmental aspects of sustainability. As part of our corporate responsibility, the effects of our business activities are to be aligned with the expectations and requirements of our customers, partners, and investors. In our CSR mission statement, we have summarized the key requirements for a sustainable orientation of our business activities.

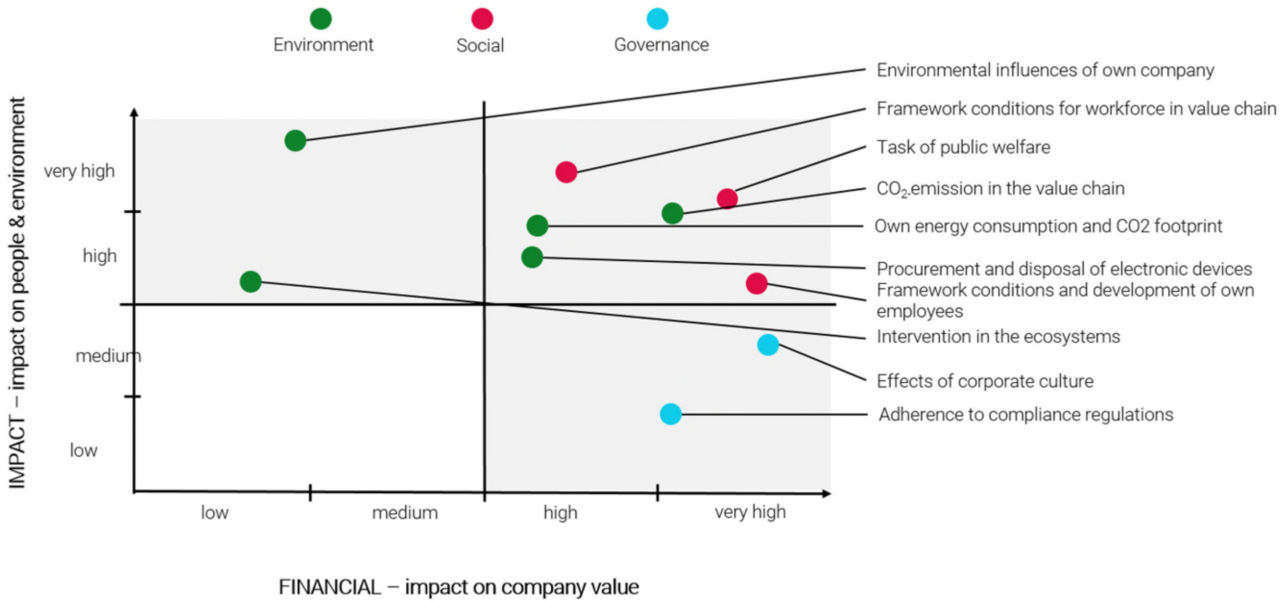
The concerns of our stakeholders were identified in a materiality analysis and reviewed on a regular basis as part of an ongoing dialogue. In 2023, a new materiality analysis was conducted with an external consulting firm.

In light of the Supply Chain Due Diligence Act passed in 2021, to which Tele Columbus will be subject starting in 2024, the prevention of human rights violations becomes a material issue for Tele Columbus by law. [GRI 2-24 , GRI 3-1 -GRI 3-2 GRI 3-3]

2.1 Material topics .

The materiality analysis was conducted in preparation for the European Corporate Sustainability Reporting Directive (CSRD) and in accordance with the European Sustainability Reporting Standards (ESRS) to determine whether the principle of double materiality identifies additional aspects that should be considered in the reporting. To date, the company's positive and negative impacts (inside-out perspective) on sustainability issues have been identified. Now, "financial materiality" (outside-in perspective) has also been assessed, including all opportunities and risks associated with sustainability issues for the company's financial position and the future viability of its business model. The results have been incorporated into this report at . A total of 98

essential topics.



relevant business transactions were examined and assessed for impact and likelihood of occurrence in a multi-stage process. The results of a survey of our stakeholders conducted at the end of 2023 were incorporated into the analysis. Since the business model has not changed, it can be assumed that the materiality analysis remains valid.

2.2 Guiding Principles .

To ensure a holistic and strategic approach to our corporate social responsibility initiatives, the Executive Board and Supervisory Board of Tele Columbus AG have adopted a sustainability strategy that includes binding targets for each area of action identified as material. In combination with the introduction of an environmental management system in accordance with EMAS—which requires compliance with applicable environmental law and other binding obligations—we align current developments in the organizational environment with the needs and expectations of affected parties.

We take responsibility for our partners: Our broadband networks help our partners in the housing industry preserve property values, ensure quality of life, and enable residents to participate in social discourse.

We take responsibility for our customers: We offer our end customers high-performance and user-friendly products. Our goal is to communicate transparently and on an equal footing with the users of our services at all times.

We take responsibility for our employees: We prioritize family-friendly working conditions, ensuring workplace safety, and supporting our employees through professional development opportunities. As a modern employer, we are committed to diversity and gender equality. We also advocate for humane working conditions within our supply chain.

We take responsibility for the environment and society: As a company, we invest in sustainable—and therefore future-proof—technologies and increasingly align our entire business operations with the careful use of natural resources.

2.3 Organization, Management, Incentive Systems .

Key strategic decisions regarding social responsibility and sustainability are made directly by the Executive Board. The Executive Board of Tele Columbus AG is also responsible for managing sustainability projects. The Chief Executive Officer bears primary responsibility for managing sustainability projects. This involvement ensures that objectives are achieved through short decision-making processes and the effective engagement of the relevant operational departments. The nomination and appointment of Executive Board members is carried out by the Supervisory Board. The members of the Supervisory Board are nominated at the recommendation of the majority shareholders and confirmed at the Annual General Meeting. Further details are governed by the Group's Rules of Procedure. The Executive Board is the highest executive body, while the Supervisory Board, as a supervisory and advisory body, oversees the Executive Board. Peer Knauer is Chairman of the Supervisory Board, which is not part of management. The assessment of the Supervisory Board's performance is the sole responsibility of the majority shareholder, Kublai GmbH. Further details on the composition of the Supervisory Board can be found on page 35.

ESG key performance indicator reporting to the Executive Board and Supervisory Board is carried out by both the Sustainability Team and the Chief Compliance Officer.

The Chief Compliance Officer supports the Supervisory Board in appropriately reviewing the sustainability reporting. [GRI 2-9 , GRI 2-10 , GRI 2-11 , GRI 2-12 GRI 2-13 , GRI 2-14].

The relevant departments are fully involved in the development of social and environmental measures at the operational level. A CSR steering committee, composed of representatives from relevant departments, meets several times a year to discuss how the achievement of sustainability goals can be promoted through operational activities. All projects are monitored using key performance indicators (KPIs). To reinforce the importance of environmental, social, and corporate governance issues, additional metrics with long-term objectives are being developed.

In 2025, the CSR Steering Committee addressed the implications of the EU Omnibus legislation regarding the

CSRD, the EU Taxonomy, and the planned EU Supply Chain Directive (CSDDD). The new ESG targets for 2030, as approved by the Executive Board and the Supervisory Board, were also discussed. Participants in the CSR Steering Committee were prepared for the upcoming initial audit for EMAS certification. Following the audit in November 2025, the CSR Steering Committee ceased its activities and transferred its responsibilities to the Environmental Management Officer and the designated environmental managers.

The topic of energy and environmental management is part of the Sustainability Initiatives launched in 2024. The following topics were addressed: preparation for the requirements of the Corporate Sustainability Reporting Directive (CSRD), implementation of the German Supply Chain Due Diligence Act (LkSG), preparations for the European Corporate Due Diligence Directive (CRDDD), preparation for the EU Taxonomy Regulation, and the Energy Efficiency Act, along with the planned EMAS certification, were consolidated into a single project. The sustainability initiatives at Tele Columbus are integrated into the Compliance Management System (CMS). The CMS is led by the Chief Compliance Officer as part of her responsibility for the areas of compliance, risk, integrity, sustainability, and people (CRISP). The Chief Compliance Officer reports to the Management Board and to the Audit Committee of the Supervisory Board.

The Supervisory Board has established principles for Executive Board compensation at Tele Columbus AG that are geared toward sustainable corporate success and take relevant stakeholder goals into account. [GRI 2-20]

Leadership quality was assessed for directors and management based on the corporate values of simplicity, performance, and humanity, with anonymous surveys also conducted among the employees they manage. The assessment results are relevant to bonuses for executives.

Sustainability goals are communicated to the entire workforce by senior management in order to firmly embed the issue within the company. An online survey of CEO-2 executives for 2025 found that 21.3% of employees are pursuing a work goal with an ESG impact. For the majority, ESG goals are also relevant to bonuses. The survey response rate was 50%, and the sample size represented 67.2% of the total workforce. [GRI 2-18 , GRI 2-19 , GRI 2-24]

2.4 ESG Strategy 2030 .

Tele Columbus AG has committed to reducing greenhouse gas emissions in accordance with the net-zero principle by 2050. This means that the amount of greenhouse gases released into the atmosphere should be exactly equal to the amount removed from the atmosphere. A corresponding statement is available on the company's website. https://www.telecolumbus.com/nachhaltigkeit/ [GRI 2-22]

ESG	2030 Target
Environment	Reduce energy consumption (according to the GHG Protocol Scope 1 & 2) by 15 percent (base year 2024)
Environment	Reduction of CO_2 intensity per terabyte transferred (according to GHG Protocol Scope 1 & 2) to zero (base year 2020)
Social	Increase the proportion of women in leadership positions (base year 2021) to 40%
Social	Reduce the accident rate per 1,000 employees to 8 or lower
Governance	By 2030, all decisions made by the Executive Board will take into account their potential impact on our ESG goals
Governance	By 2030, all relevant suppliers are to have undergone a risk assessment so that we understand all risks in our supply chain

In April 2022, the Executive Board and Supervisory Board of Tele Columbus AG agreed on a sustainability strategy extending through 2030. Each of the three pillars—Environment, Social, and Governance—is addressed with two specific goals. In 2025, the ESG targets for 2030 were adjusted. This became necessary because the corporate and management structure within the Group had changed, meaning that some targets could no longer be met. Regarding the reduction target in the energy sector, incorrect assumptions were corrected that did not fully reflect the savings trajectory during the fiber-optic rollout in the network. In the area of governance, emphasis was placed on being able to effectively monitor target achievement through key performance indicators. The new sustainability targets for 2030 were adopted by the Executive Board in September 2025 and confirmed by the Supervisory Board in October. [GRI 2-12 , GRI 2-17]

The current ESG strategy through 2030 comprises six objectives. These include a 15 percent real reduction in the organization's energy consumption (compared to the base year 2024) and climate-neutral data transmission, taking into account fuel consumption. In the social sphere, this includes increasing the proportion of women in leadership positions to 40 percent and strengthening workplace safety with the goal of an accident rate of 8 or fewer accidents per 1,000 employees. In terms of corporate governance, Tele Columbus is committed to consistently incorporating ESG criteria into executive board decisions and conducting a comprehensive risk assessment of all relevant suppliers. [GRI 2-22]

2.5 Non-financial risks .

To identify risks and opportunities at an early stage and manage them consistently, Tele Columbus employs a Group-wide risk management system.

The objective is the systematic identification and assessment of risks and opportunities, thereby enabling a proactive approach to managing them. This risk management system enables Tele Columbus to recognize unfavorable developments at an early stage, allowing the company to promptly implement countermeasures and monitor their effectiveness. Potential non-financial risks related to the impacts of the company's own business activities were assessed, as were the impacts associated with its business activities, for example in the upstream and downstream value chain. [GRI 2-24]

Detailed information on the risk management system at Tele Columbus can be found in the risk report within the Group Management Report.

2.6 Impacts of climate change .

In 2022, all climate change-related risks to our networks were subject to an external review. This included a geodata-based risk analysis of the key technical facilities in our cable networks (headends). To address these risks, a phased action plan was developed to increase the climate resilience of our networks, and some of the recommended measures were implemented. At the end of 2025, a new assessment of climate risks was initiated by externally commissioned experts ( ). The finalized risk analysis was not yet available at year-end.

Taking into account the measures already implemented, no significant risks were identified with regard to wildfires, heat waves, drought, and flooding. [GRI 201-2]

2.7 Procurement Risks .

To achieve our ESG goals, suitable framework conditions must be ensured. Electricity from renewable sources and high-performance technical components required to further reduce greenhouse gas emissions and energy consumption may not always be available. Additional risks arise from the geopolitical situation of suppliers and its impact on transport routes, as well as from regulatory frameworks that restrict free product selection for cybersecurity reasons.

2.8 Sustainability Ranking / Awards.

In 2025, Tele Columbus AG participated in an independent assessment of its sustainability performance. The Global Real Estate Sustainability Benchmark (GRESB) is an international rating system for measuring the sustainability performance of companies and funds in the real estate and infrastructure sectors. The so-called GRESB score is derived from a weighted average of eleven categories.

Such ESG scores contribute significantly to improving the comparability of companies' sustainability performance.

In the 2025 GRESB sustainability ranking, Tele Columbus took first place in the peer group of fiber-optic network operators in Western Europe.

Furthermore, Tele Columbus has received an unsolicited ESG risk assessment from Morningstar Sustainalytics.

2.9 Stakeholder Engagement .

Tele Columbus maintains close communication with all stakeholders.

The most recent stakeholder survey was conducted in 2024; the results of the survey are incorporated into the strategic priorities of our sustainability management.[GRI 2-29]

As part of sustainability assessments, Tele Columbus AG answered questions from analysts and investors that went beyond the information published in its CSR report. The Tele Columbus AG Sustainability Team participates in national and European consultation processes through industry associations.

We maintain ongoing communication with our business partners in the housing industry through our key account managers as part of contract fulfillment. Additionally, Tele Columbus maintains a housing industry advisory board that serves as a consultative body to management.

Our social media channels are designed to foster communication with business customers, end customers, potential employees, the financial sector, and policymakers. Both the Tele Columbus AG Group and our group brand PŸUR, as well as our B2B division PŸUR Business, are active on the relevant social media platforms with their own accounts.

The intranet serves as the daily hub for information and discussion among our employees. Over 350 news items and updates provided information on initiatives, projects, successes, and event highlights. These posts generated 800 comments and 13,500 interactions. Additionally, employees can use an online system to ask questions, which are answered publicly online every Monday.

Almost every week, the entire workforce met in an online meeting with a member of the Executive Board to discuss current work-related topics. Afterward, there is time for employees to ask the Executive Board questions.

The so-called PYUR komm events represent another format for exchange. On special occasions, a corporate TV broadcast takes place. The event, held before a small live audience, is streamed live online as a TV broadcast. A recording is subsequently made available for internal viewing. Here, too, an electronic option for dialogue is provided during the concluding Q&A session. In 2025, four programs were broadcast and recorded.

In 2025, the Executive Board and executives of the Tele Columbus Group participated in panel discussions at the ANGA COM trade fair in Cologne. The CEO participated in steering committees for gigabit strategies in Berlin and Brandenburg. In Brussels, he exchanged views on broadband expansion with German state premiers, participated in the TEC Telecommunication Executive Circle, and provided insights into Tele Columbus's business outlook in a highly competitive market environment in a feature article for the magazine CableVision.

An annual evaluation of executives by the workforce rounds out the dialogue with employees.

The Investor Relations department engages with shareholders, investors, capital providers, and economic and financial analysts in a variety of ways. As part of the publication of quarterly reports and the annual financial statements, a live Q&A session takes place with financial analysts, business journalists, and investors. The Annual General Meeting of Tele Columbus AG was held on July 10, 2025, as an in-person event at the Tele Columbus headquarters in Berlin.

On November 27, 2025, the majority shareholder Kublai GmbH filed a "squeeze-out petition" to prepare for the Group's conversion from a stock corporation to a limited liability company (GmbH).

The Corporate Communications department is responsible for internal and external communications, while the Investor Relations department handles financial market communications.

Tele Columbus operates an anonymous reporting portal (Rede.Frei), which is accessible via the internal website. It allows for the submission of complaints of all kinds, including reports of misconduct within our supply chain. The reporting portal is also available to employees in the same manner. The Chief Compliance Officer is responsible for this initiative. [GRI 2-26 , GRI 2-29 , GRI 207-3 , GRI 413-1]

EXTERNAL STAKEHOLDERS	Address	EXTERNAL STAKEHOLDERS	Address	EXTERNAL STAKEHOLDERS	Address
Customers		Suppliers / Partners		Financial Market	
B2B customers	Website, Email, Speech.Free	Property Landlords	Targeted outreach	Federal Gazette	Reporting, financial disclosures, meetings, financial calendar, website, investor relations team, Rede.Frei.
B2C customers	Surveys, website, email, newsletter, hotline, Rede.Frei.	Service Providers	Website, contract details, supplier code of conduct, Rede.Frei	Analysts / Investors	Reporting, financial disclosures, meetings, financial calendar, website, investor relations team, Rede.Frei.
Associations	On-demand communication	Suppliers	Website, contract details, supplier code of conduct, Rede.Frei	Investors / Shareholders	Reporting, financial disclosures, meetings, financial calendar, website, investor relations team, Rede.Frei, annual general meeting
Consumer Protection	Handling of inquiries and complaints	Third-Party Network Providers	Targeted outreach		
Chamber of Commerce and Industry and regional economic committees	Participation in coordination meetings	Software and hardware suppliers	Ongoing exchange regarding requirement profiles within the procurement process	INTERNAL STAKEHOLDERS	Engagement
Telecommunications industry associations	Membership and participation in working groups	Housing sector	Newsletter, website, Rede.Frei	Supervisory Board	Meetings, reporting
Environmental organizations		Housing Industry Advisory Board	Meetings, Website	Executive Management	Meetings, Reporting
Regulators / Legislators	Discussions on regulatory and legislative initiatives, surveys	Signal providers	Demand-driven outreach and periodic contract negotiations	Employees	Surveys, intranet, staff meetings, town hall meetings, training sessions, audits, freedom of speech.
Mayors and Local Authorities	Website, Email, Sponsorship / Donations, Rede.Frei	Cities and municipalities	Participation in expressions of interest, building permit applications	Works council	Meetings, intranet, staff meetings, town hall meetings, Rede.Frei.
Federal Ministry of Economics / Federal Ministry of Digital Affairs & Transport	Participation in surveys	Broadband initiatives	Participation in expressions of interest procedures, project work		
Parliamentary media committees	Participation in events	Radio/TV program providers	Regular contract negotiations and customer meetings		
Federal Network Agency	Website, email, reporting	Press	Press team, press releases, website, Rede.Frei		
Federal Office for Information Security	Processing of information requests, reporting of incidents	Competitors	Contact only within the scope of antitrust restrictions		
BfDI Data Protection	Reporting of incidents	External staff	HR and specialist departments, website, Rede.Frei		

3. Customers and products.

3.1 Digital Inclusion .

In addition to fast internet, telephone connections, and high-definition television for residential customers, modern fiber-optic networks also enable high-performance connectivity for businesses. The Tele Columbus Group is therefore continuously expanding the transmission capacities of existing networks and encouraging the housing industry to switch to a pure fiber-optic infrastructure. The enormous data transmission capacity of fiber-optic cables creates the foundation for high performance reserves, which will be crucial for providing broadband internet in the future. By building new and modernizing our networks with fiber optics, we are creating an essential prerequisite

Seamless transition to fiber optics

In 2025 as well, Tele Columbus saw significant growth in new internet customers, bucking the industry trend. Attractive offers for fiber-optic connections are driving demand.

for the connected regions to benefit from the transition to a digital society. Our networks serve not only metropolitan areas but also mid-sized cities and rural districts where broadband coverage has previously been inadequate. Our business division for enterprise solutions, PŸUR Business, provides municipalities and businesses with turnkey connectivity concepts based entirely on fiber optics.

Strengthening local communities and social engagement.

Our networks also ensure basic TV service for the reception of all must-carry offerings (programs mandated by law to be broadcast) and additionally provide valuable content. The term “public-value offerings” refers to those services “that make a significant contribution to the diversity of opinion and programming within Germany.” This includes local, regional, and national offerings. These may include, for example, news, reports on politics and current events, or information about local and regional matters. It also encompasses in-house productions, content produced in Europe, and accessible content. By feeding in third-party ARD programs from neighboring federal states and other local TV offerings, our distribution networks strengthen local and regional diversity of opinion, thereby creating socially important spaces for communication, even across state and national borders. [GRI 203-2]

Tele Columbus’s networks thus fulfill an essential function overall: strengthening participation in social discourse across all segments of the population and local communities. For example, Tele Columbus is a shareholder in Jena-TV and actively promotes local media diversity. At the same time, our networks play a major role in the future-critical broadband coverage in Germany.

Supporting community sports and recreational sports is part of our effort to strengthen local communities in the areas we serve. This includes soccer camps and charity soccer tournaments. We also participate in children’s festivals and neighborhood celebrations. The Events & Sponsorship Department within the Corporate Communications Division is responsible for these activities. [GRI 203-1]

Procurement also contributes to strengthening local communities and securing jobs. For example, approximately 85 percent of our procurement volume is sourced in Germany. The Procurement Department within the Finance Division is responsible for this.

The customer service call centers are located in Dresden, Leipzig, Berlin, and Bruchsal. Additional call center teams support our customer service from Greece and Spain. The Contact Center division of the Technology business unit is responsible for this. [GRI 204-1 , GRI 413-1]

3.2 Data Protection .

Tele Columbus’s data protection organization extends to all companies within the Tele Columbus Group. It applies personally to all employees and executives of the company and includes all types of data subjects (customers, employees, suppliers, etc.) within its scope.

Advice on data protection matters is the responsibility of the internal Group Data Protection Officer, who, together with his team, handles all data protection-related issues. The IT Operations department has also appointed an IT Security Officer to ensure the security of our IT systems in accordance with the latest state of the art, to detect vulnerabilities, and to quickly close any security gaps.

The goal of the Tele Columbus Group's commitment to data protection is to comply with legal requirements regarding the processing of personal data at all times, to communicate with the relevant supervisory authorities in the event of any data protection-related incidents, and to ensure that customers can exercise their data protection rights.

Given the processing of personal data and the ever-increasing complexity of IT systems, the issue of data protection is of the utmost importance to the Tele Columbus Group.

At PŸUR Business, information security is ensured in accordance with ISO 27001 and quality management in accordance with ISO 9001. Annual external audits are conducted, which are overseen by the Quality and Security Management Department. Tele Columbus's data protection organization was further expanded in 2025. A key focus was on harmonizing the level of data protection across the entire group.

European developments in the field of artificial intelligence and information security have also led to implementation requirements that will continue to receive special attention in the coming years. Data protection was taken into account from the outset in many new projects and contract designs, which improved the level of data protection for both employee and customer data.

The ongoing awareness of employees regarding the careful handling of sensitive or personal data is ensured through mandatory annual training sessions. In particular, data protection awareness is continuously improved through closer contact with the individual departments.

In 2025, the company processed a total of 1,213 data subject requests pursuant to Art. 15 et seq. of the GDPR and reported six incidents pursuant to Art. 33 of the GDPR to the competent supervisory authorities. The Tele Columbus Group received 25 inquiries from the relevant data protection supervisory authorities in 2025; in none of these cases did the supervisory authorities issue warnings or impose fines on Tele Columbus. [GRI 418-1]

3.3 Cybersecurity .

During the reporting year, technological and organizational measures to strengthen information security were further developed. These included investments in solutions to support security monitoring and to improve the detection and handling of potential security incidents. The goal of these measures is to identify risks at an early stage, respond appropriately, and continuously strengthen the resilience of the IT infrastructure. These technical advancements complement existing organizational measures and employee training programs and support a holistic approach to information security.

Security is also a top priority for our data centers. In 2025, as part of the recertification process, the TÜV NORD GROUP certified that the data center of HLkomm Telekommunikations GmbH in Leipzig meets the high security requirements of the Trusted Site Infrastructure criteria catalog “TSI.STANDARD v4.5 Level 3 (extended)” and complies with ISO EN 50600. [GRI 418-1]

3.4 Customer Satisfaction and Service Quality .

To offer its customers an excellent customer experience, Tele Columbus AG has placed increased emphasis on customer service performance and customer satisfaction. Our customer base consists of users of our network connections as well as customers from the housing industry with whom the necessary operating and supply contracts have been concluded. [GRI 2-29]

The landline products from PŸUR, the brand of Tele Columbus AG, have been awarded multiple test wins by the trade magazines “connect” and “Chip.”

Responsibility for the project to improve the customer experience lies with the Customer Base Management department and was assigned to the Chief Consumer Officer's division.

3.4 Products and Innovation .

Humanity, simplicity, and performance are the benchmarks of our daily work and actions. These three core brand values are intended to foster a holistic awareness among all employees that a product or service is more than just a matter of price and performance.

Our rates and products are designed to be transparent and can be booked individually and flexibly. With predominantly short-term promotions, we successfully acquired new customers, particularly in the internet and telephone sectors. In doing so, we increasingly focused on target-group-specific messaging via social media channels.

Over the course of the year, offers with particularly low starting prices were replaced by offers featuring a “permanently low price.” This provides consumers with greater transparency regarding costs throughout the entire contract term. Furthermore, these low prices remain in effect even after the contractually agreed minimum term has expired.

Gigabit Networks.

The Tele Columbus Group has connected approximately 2.4 million households with gigabit-capable infrastructure. The upgrades using DOCSIS 3.1 transmission technology can largely be considered complete. The number of gigabit connections, which will continue to grow in the future, will increasingly rely on fiber-optic connections extending all the way into the homes.

The network upgrades are planned and executed by the Technology and Network Development departments.

Wholesale and Open Access, Partnerships.

Through so-called wholesale agreements, products from other providers can be made available on our network. This fosters infrastructure competition between telephone lines and fiber-optic cable connections and enables provider competition on both infrastructures.

Tele Columbus’ commitment to fiber-optic expansion based on open networks lays the foundation for cooperation agreements.

4.Resources .

For Tele Columbus, environmental responsibility is a central component of sustainability management. Given the significance of greenhouse gas (GHG) emissions for the company, the topics of electricity consumption and energy procurement receive special attention. Additionally, the areas of procurement and product usage represent key factors influencing our CO_2 footprint. The calculations are based on the operational control approach. [GRI 305-1 , GRI 305-2 , GRI 305-3]

For indirect emissions, the materials used for network expansion and the purchase of hardware provided to customers were recorded. A separate calculation determines emissions resulting from the use of our products by end customers. Our CO_2 balance is based on the Greenhouse Gas Protocol. The calculation utilized available emission factors, consumption data, extrapolations, and estimates. Where figures are based on estimates, this is noted.

To use our services, end customers use hardware such as modems and digital cable TV receivers (set-top boxes). Tele Columbus primarily provides the necessary hardware on a rental basis. Upon termination of the contract, such rental devices are returned to us.

This allows us to take advantage of professional recycling opportunities. A circular system has thus been established that contributes to the prevention of electronic waste. The goal is to use resources as efficiently as possible and thereby reduce negative environmental impacts. Logistics and procurement are handled by the Facility & Logistics and Procurement departments and are reported to the Executive Board.

4.1 Electricity consumption .

Within the Tele Columbus Group, a large portion of the electrical energy is used to operate the networks and data centers. The Facility division of the Facility & Logistics department is responsible for energy procurement. Additional responsibilities lie with HLkomm Telekommunikations GmbH in Leipzig and RFC Radio-, Fernseh- und Computertechnik GmbH in Chemnitz. The CO2 data was determined based on the electricity supply contracts. For partial quantities where the electricity quality could not be verifiably confirmed, the average value from the Federal Environment Agency for 2025 was used as a basis.

The electricity supply contracts ensure the provision of certified green electricity for the entire Group. [GRI 305-1 , GRI 305-2 , GRI 305-3]

In its network expansion, Tele Columbus is increasingly relying on fiber-optic technology. Data transmission via fiber optics is considered highly energy-efficient. [GRI 302-5]

The Technology Division is responsible for the implementation of new network construction and network modernization projects. Our investments in our networks are aimed at increasing performance while further improving energy efficiency. The energy-saving benefits of fiber-optic technology will only become apparent once entire network supply sections have been fully converted to fiber-optic transmission and the existing coaxial distribution networks can be shut down in turn. For the Tele Columbus Group's network operations, 20,653 MWh (previous year: 24,091 MWh) were recorded. The decline is attributable less to fiber-optic expansion and more to the consolidation of pure TV transmission networks. Offices accounted for 1,630 MWh (previous year: 1,392 MWh). The increase is due to more intensive IT usage at office locations. The share of certified green electricity used to power our networks and properties reached 100 percent for the first time in 2025.

The business customer division PŸUR Business (HLkomm Telekommunikations GmbH, a Tele Columbus Group company based in Leipzig that specializes in IP services) operates its own fiber-optic networks and leased data centers in Berlin and Leipzig, all of which are powered entirely by green electricity. As space utilization increased, electricity demand in the data centers rose significantly. The Leipzig data center recorded 4,790 MWh, and the Berlin data center recorded 6,173 MWh. Together with the technical data center operator, PŸUR Business adheres to the principles of the Sustainable Digital Infrastructure Alliance, which includes a comprehensive roadmap for climate protection through 2030. The HLkomm network nodes now also orchestrate the fiber-optic rings of the entire Tele Columbus Group. The operation of the PŸUR Business networks and the Tele Columbus Group's network nodes required 7,245 MWh. [GRI 305-1]

In 2025, the Tele Columbus Group recorded a data transfer volume of 2.44 exabytes (previous year: 2.05 exabytes), marking a further year-over-year increase of 18.6 percent. The monthly transfer volume per Internet connection rose by 6.6 percent from 305 to 325 GB. The increase in data volume is attributable to a combination of IP customer growth and increased usage intensity.

When the cumulative electricity consumption of our networks is offset against the transferred data volume, this results in an energy consumption of 8.5 kWh per terabyte (-2.7 kWh compared to the previous year). All climate-relevant emissions (Scope 1 & 2) combined (1,976 tCO_2e) thus amount to 0.81 kg CO_2e per terabyte transferred, based on the Tele Columbus Group's networks. [GRI 302-3 , GRI 305-1 , GRI 305-2 , GRI 305-3]

Energy consumption within the organization included not only self-procured electricity for offices, network facilities, and data centers, but also fuels and energy used for heating and cooling. Total energy consumption within the organization amounted to 43,228 MWh, which corresponds to 155,621 gigajoules. Of this, 34,875 MWh, or 125,550 GJ, came from renewable energy sources, and 8,353 MWh, or 29,707 GJ, came from non-renewable energy sources.

Of the 34,875 MWh of electricity demand, an estimated 2,952 MWh is for cooling; thermal energy consumption amounted to 1,390 MWh, and 6,872 MWh was for fuels. [GRI 302-1 , GRI 302-3]

Electricity consumption in MWh	2021	2022	2023	2024	2025
Total Group excluding data centers	-	-	-	27,988	**23,913**
Total Group including data centers	29,466	28,073	30,968	35,023	**33,246**
TC Networks [1] incl. energy for self-procured cooling capacity	22,514	23,130	24,100	24,091	**20,653**
HLkomm Network, IT Systems, Technical Sites, Leipzig Data Center	5,112	4,944	5,286	5,140	**7,245**
HLkomm Network, IT Systems, Technical Sites excluding Leipzig Data Center	-	-	2,997	2,505	**2,455**
Leipzig Data Center	-	--	2,289	2,635	**4,790**
Data centers in Berlin		2,404	2,828	4,400	**6,173**
Offices (& Shops)	1,317	1,500	1,582	1,392	**1,630**

KPI	2022	2023	2024	2025
Power consumption (kWh/terabyte)	19	14.6	11.2	**8.5**
GHG intensity kg CO_2e / terabyte	1.4	1.4	1.1	**0.81**
Percentage of renewable energy	99.7	99.1	99.4	**100**

Regarding energy consumption outside the organization, energy consumption resulting from product use is a key factor. In the area of product use by end customers, 99,262 MWh of electricity was calculated for 2025. In addition, based on an extrapolation, approximately 8,200 MWh of electricity is attributed to residential distribution in the housing sector. Furthermore, 1,203 MWh for heating rental properties and 646 MWh of electricity for landlords. Energy consumption here thus totaled 109,311 MWh, which corresponds to 393,520 GJ.

To determine energy consumption outside the organization, supplier invoices, operating cost statements, and manufacturer specifications regarding the energy consumption of customer hardware were analyzed. Daily usage times for TV services were determined using the AGF Moving Image Research study in order to distinguish between operating time and standby time. [GRI 302-2]

EMAS Certification

To meet the requirements of the Energy Efficiency Act, a comprehensive environmental management system in accordance with EMAS was established and put into operation. Environmental management in accordance with ISO 14001 is an integral part of EMAS. The external auditor's statement of validity was issued at the end of the year. The environmental policy and environmental statement are published on the website. [GRI 302-4 , GRI 302-5 , GRI 303-4 , GRI 303-5 , GRI 305-1 , GRI 305-2 , GRI 305-3 , GRI 306-1]

Heating and Air Conditioning.

The energy consumption for heating buildings used by the Tele Columbus Group decreased to 1,390 MWh (previous year: 1,939 MWh). Across the various energy sources, 147.5 tCO_2e are included in the carbon footprint.

Cooling and air conditioning account for an estimated 9,839 MWh of total electricity consumption. Air conditioning systems are used in server rooms and in the network's large signal distribution centers (cable headends) to ensure operational reliability. Refrigerant losses resulting from refill quantities recorded in maintenance logs are negligible. Taking into account the refrigerants used, a CO_2 equivalent of 15 tons of CO_2e was calculated. [GRI 305-1 , GRI 305-2 , GRI 305-3 , GRI 305-4 , GRI 306-2]

4.2 Mobility.

The vehicle fleet's mileage fell to 12 million kilometers (previous year: 13.5 million). CO_2 emissions per kilometer remained constant at 162 grams. The proportion of electric vehicles increased. More than one million kilometers were traveled using at least some electric power, of which an estimated 800,000 kilometers were covered by battery electric vehicles (BEVs). Charging electric vehicles contributed 87 tons of CO_2e while the internal combustion engine fleet accounted for emissions of 1,865 tons (previous year: 2,195 tCO_2). The collection and reporting of distances traveled and fuel consumption are handled by external service providers. The collection of electricity consumption data for electric vehicles is limited to public charging stations and the company's own chargers. The extent of private charging at wall boxes could not be determined. [GRI 302-4 , GRI 305-1 , GRI 305-2 , GRI 305-3]

Rail accounted for 0.868 million passenger-kilometers (previous year: 1.88 million pkm) with 10.4 tCO_{2e} in the well-to-wheel analysis. This includes all emissions from the generation and transmission of electricity or power plants. In previous years, the resulting emissions were reported only from a tank-to-wheel perspective—that is, effectively from the locomotive's pantograph to the wheel. On the predominant electrified long-distance routes, CO_2e was reported as zero.

Scope 1 Mobility	2023	2024	2025
Cars, million km	13.5	13.8	**12**
Car tCO_{2e}	2,168	2,235[1]	**1,860**
Car gCO_{2e}/km	161	162	**162**
Airplane (million km)	0.26	0.17	**0.12**
Airplane tCO_{2e}	69	44	**25.3**
Rail, million km	1.31	1.88	**0.87**

According to Tele Columbus's travel expense policy, flights are not permitted for distances under 500 kilometers. In 2025, total flight distance continued to decline to 123,100 kilometers (previous year: 174,000 km). CO2e emissions were recorded at 25.3 tons (previous year: 44.3 tCO2e).

Calculations for rail and air travel are performed by external service providers based on BEIS/DEFRA factors, including indirect emissions.

Employees are also given the opportunity to take advantage of Jobrad's offerings. [GRI 302-4]

[1] Includes CO_2 from charging current for the first time

CO_2 emissions for hotel stays were calculated using the DEFRA database at 45.8 tons (previous year: 57.4 t CO_2e).

At Tele Columbus companies, a works agreement on remote work is in place, allowing for extensive flexibility regarding whether employees report to the office locations. In practice, the attendance rate is approximately 30 percent. As a result, only 390 tCO_2e (previous year: 421 tCO_2e) were calculated for employee commuting in 2025. In addition to the reduced number of employees, the phasing out of a mandatory attendance requirement at HLkomm's Leipzig location was a key factor in this further decline. Conversely, the Group achieved a reduction of 429 tCO_2e (previous year: 396 tCO_2e) through the mobile working agreement. The figures for employee commuting include CO2 emissions from working from home.

The calculations take into account the typical mix of transportation modes, part-time work, and employee groups that were unable to benefit from the flexibility of remote work. The assumptions regarding commuter emissions are based on the data analysis of "CO2 Footprints in Everyday Transportation," which is based on the study "Mobility in Germany" published by the Federal Environment Agency in 2020.

The Berlin office was closed at the end of 2025. The employment contracts of the Berlin colleagues were converted to work-from-home contracts.

The company has leased office space at Stresemannstraße 123, where employees can reserve a desk for use as needed. The calculations were performed by the Sustainability Team in the Corporate Communications department. [GRI 305-1 , GRI 305-3]

4.3 Hardware Recycling .

The customer hardware we deliver is returned to us at the end of the contract. To fully utilize the expected service life and thus reduce electronic waste as much as possible, the used hardware is inspected, cleaned, and returned to customer circulation. The volume of refurbished customer hardware remained stable compared to the previous year. The refurbishment rate is approximately 85 percent.

In addition to customer modems, items such as smart card modules, CI cards, remote controls, AC adapters, and connection cables were also refurbished. In 2025, 254,645 devices and components were approved for reuse (previous year: 313,557) Looking solely at cable receivers and modems, with a unit weight of about 250 to 300 grams, refurbishment prevented 17.1 tons of electronic waste. Proper material separation and disposal of 17 tons of electronic waste would have resulted in approximately 8.9 tCO_2e. Furthermore, Tele Columbus would have had to purchase over 68,000 modems and receivers, which would have resulted in an additional 5.3 tons of CO2e. In addition to the additional increase in inventory, the refurbishment of customer hardware is becoming increasingly important for ensuring delivery capability.

Reconditioned customer hardware is shipped largely using the shipping packaging that end customers used to return items to us. Devices that are no longer suitable for use in customer households are temporarily stored and, if necessary, sold to secondary recyclers or disposed of properly. No devices were sold for resale during the reporting period. [GRI 301-3 , GRI 306-3]

The Logistics team in the Facility & Logistics department is responsible for reporting group-wide figures.

High refurbishment rates cannot be achieved for the technical components in our distribution networks. Defective components are repaired by the manufacturer within the warranty period and are returned to service as

Reconditioning volumes	2023	2024	**2025**
Modems	39,899	49,219	**66,814**
DVB-C receivers	13,927	15,308	**1,605**
CI+ modules	-	37,351	**16,329**
Smart cards	9,039	8,307	**354**
Hard drives	644	3,316	**1,527**
Remote controls	2,120	1,800	**1,795**
Power supplies	32,168	48,675	**51,766**
Connection cables	88,785	149,581	**113,337**
Attachment adapters, miscellaneous	33,497	0	**1,118**
Total parts	222,641	313,557	**254,645**

spare parts. Otherwise, the service life of the technical equipment as specified by the manufacturers is utilized to the fullest extent possible. To ensure maximum reliability of supply, we do not purchase refurbished hardware. [GRI 306-1 , GRI 306-2 , GRI 305-3]

4.4 Material Purchasing .

In 2025, the Tele Columbus Group procured new hardware for its retail business. This included cable materials, construction materials, control cabinets, and network equipment. The balance sheet accounted for the resulting CO_2equivalents using the cradle-to-gate manufacturing process. The figures were largely calculated based on either manufacturer specifications or relevant studies. For network hardware, a weight-based estimate was used.

For civil engineering work performed by third-party firms, 525 tCO_2e were estimated through extrapolation. The calculation is based on the CO_2e factors from ITG Technical Report 307 (VDE Verlag).

The procurement of paper for correspondence and promotional materials was calculated at 42 tCO_2e (previous year: 92 tCO_2e).

Overall, material and hardware procurement resulted in 2,743 tCO_2e, which is only a fraction of the previous year's volume (10,718 tCO_2e). The reason is the reduction in inventory levels.

The company car fleet generally consists of leased vehicles provided to us by a service provider. At our subsidiary RFC, which handles the installation and maintenance of our networks, many vans equipped with workshop fittings are in use. Additionally, these vehicles lead the pack in annual mileage. In 2025, 17 used vehicles were purchased from leasing contracts and two new vans were acquired. Vehicle procurement was accounted for at 118.4 tons of CO_2e (cradle-to-gate). For the calculation, an expenditure-based approach of 380 $kgCO_2e$ per 1,000 euros of vehicle price was estimated. [GRI 305-3]

4.5 Logistics and Postal Services .

The transportation of all goods and capital goods received by us (upstream) generated 5.3 tCO_2 (previous year: 35.7 tCO_2), primarily due to shipping and freight forwarding costs (GHG Scope 3.4), which were reported by the Facility & Logistics department. The calculation was performed using software by the Sustainability Team. [GRI 305-3]

The transport of all goods and merchandise leaving our warehouses, as well as marketing materials and customer correspondence (downstream), contributed 175.8 tCO_2e (previous year: 203.2 tCO_2e). This also includes mail and package shipments to our customers. The CO_2e factors are derived from the parcel carrier and from a WIK study on climate-neutral postal services. The majority of the CO_2e emissions stems from parcel shipments to our end customers. Here, an emission factor was used that assumes multiple delivery attempts. [GRI 305-3]

4.6 Use of Products .

The use of our products results in energy consumption in customer households when the hardware provided by us is used. These hardware components include, in particular, routers, cable modems, Wi-Fi repeaters for telephone and internet service, as well as DVB receivers or simpler set-top boxes and CI+ modules for digital television reception.

The calculations are based on the assumption that an Internet modem is kept operational at all times. For the average daily TV viewing time per household, data from the 2025 TV and Video Report by AGF Bewegtbildforschung[2] was used. The remainder of a 24-hour period was accounted for by the standby power consumption of the various customer hardware devices. In the context of FTTH fiber-optic expansion, so-called ONTs (Optical Network Terminals) are also gaining increasing importance. They represent the transition from the network's light signals to the electrical signals that can be processed by receiving devices and internet modems. Here, we also assume constant operating power consumption. The assumed CO2 factor per

[2] https://tinyurl.com/5ancyn2x

kilowatt-hour corresponds to the average value determined by the Federal Environment Agency for the German electricity mix. [GRI 305-3]

The quantities of end devices in the field are provided by the Equipment Procurement & Logistics team. The calculations of usage time and electricity consumption are performed by the Sustainability team within Corporate Communications. Based on this, the result was 36,884 tCO_2e (previous year: 32,179 tCO_2e). The growth in activated internet connections is responsible for the recent increase. 3,027 tCO_2e were estimated for customers in the housing sector, for cases where the electricity for building distribution networks was not procured by us. [GRI 305-3]

Overall, the Tele Columbus Group's energy and GHG balance for 2025 shows several changes compared to the previous year:

- In the vehicle fleet segment, the reduction in mileage is having an impact. In addition, there is increased use of electric vehicles.
- In procurement, inventory levels were reduced, leading to a decline in procurement volume.
- The planned consolidation of pure TV distribution networks allowed for the decommissioning of electrical signal lines.
- As utilization increases, so does the electricity demand of the two data centers.

Leveraging network consolidations and the growing share of fiber optics to achieve energy savings aligns with strategic sustainability requirements. The same applies to the increase in the share of electric vehicles in the fleet. The increase in electric vehicles is estimated to account for approximately 300 MWh (1,080 GJ) of the lower energy consumption, which corresponds to about one-third of the total savings recorded. The grids' electricity demand decreased by 3,438 MWh (12,377 GJ). [GRI 302-4]

4.7 Water/Wastewater .

There is no water withdrawal for production-related consumption; rather, water use is limited to the normal consumption in office spaces. The data center in Leipzig has significant water consumption for cooling purposes, but the facility is not under the operational responsibility of the Tele Columbus Group. In this respect, water and wastewater are not material and are not reported. Additional information is provided in the EMAS environmental statement. [GRI 303-1, GRI 303-2, GRI 303-3, GRI 303-4, GRI 303-5]

4.8 Impact on ecosystems.

Our business activities do not result in any significant impairment of biodiversity.

We do not carry out cable laying work in areas that are sensitive in terms of biodiversity. All construction measures are reviewed and approved by the municipalities and local authorities. Should work be carried out in green spaces, the assessment of potential risks is the responsibility of the municipal authorities as part of the application review. Relevant guidelines or permit conditions are adhered to, and applicable construction sites are inspected and approved by the authorities upon completion. In this respect, we consider impacts on the ecosystem to be immaterial and do not report them under GRI 101.

4.9 CO_2 Balance Sheet .

The reporting is based on the guidelines of the Greenhouse Gas Protocol (GHG Protocol). Detailed emissions data can be found in the “Facts & Figures” section. All figures are rounded to whole tons of CO_2 equivalents (tCO_2e). [GRI 305-1 , GRI 305-2 , GRI 305-3]

4. Employees.

A satisfied and motivated workforce is the foundation for long-term business success.

All HR matters are managed at the Group level by the Human Resources department, which reports directly to the Executive Board. Contracts with external employees are managed by the Legal department. [GRI 2-7 , GRI 2-8]

Cooperation with the works councils and Health and Safety Management are further fundamental pillars that govern Tele Columbus's relations with its workforce.

As part of internal restructuring, the scope of consolidation for affiliated companies and subsidiaries was streamlined. The most important employers under the umbrella of Tele Columbus AG are Tele Columbus Netz GmbH, Tele Columbus Vertrieb und Service GmbH, HLkomm Telekommunikations GmbH, and RFC Radio-, Fernseh- u. Computertechnik GmbH. An overview of the scope of consolidation for all affiliated companies and subsidiaries can be found at page 3.

5.1 Tele Columbus as an Employer .

As of December 31, 2025, the Tele Columbus Group had 919.2 (previous year: 1,210.6) full-time equivalent employees. The workforce consisted of 977 (previous year: 1,289) individuals. On an annual average, 1,071.1 full-time equivalent employees were employed, distributed across 1,139 individuals.

The decline in headcount was due to a voluntary program through which job cuts were implemented in a socially responsible manner.

The Tele Columbus Group has no external employees who are not our employees. A review of work and service contracts revealed no employment relationships in which Tele Columbus exercises control over the place of work or working methods. [GRI 2-8]

With the exception of one person, all employees in management positions have their primary residence in the Federal Republic of Germany. [GRI 202-2]

As a modern employer, we offer our employees flexible options for organizing their own work schedules.

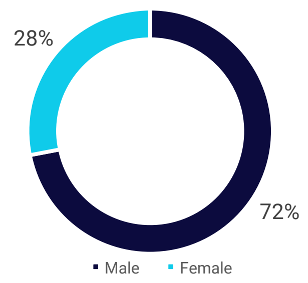
Where possible, employees in all departments generally have the option to help determine their own start and end times within company-agreed time frames. The work equipment is almost entirely designed for mobile work. Tele Columbus has reached an agreement with the works council regarding mobile work. The regulations provide for a high degree of flexibility in the arrangements between employees and supervisors. Mobile work is now the predominant form of employment within the Tele Columbus Group.

5.2 Employer Attractiveness .

Employee surveys are conducted to assess job satisfaction. The most recent survey was conducted in 2024. The survey and evaluation were conducted by an external service provider. The measures derived from this are incorporated into "Capability, Talent & People Management." These measures are managed by the Human Resources department, which reports its findings directly to the CEO. Sixty-six percent of the workforce participated in the 2024 employee survey.

In 2025, 395 employees left our company. The gender-based turnover rate was 51.3% for female employees compared to 36.2% for male employees, with female employees accounting for the majority of departures. As part of the "volunteer program", women took advantage of the employer's offer at a disproportionately high rate.

Gender Breakdown of the Workforce



	2022	2023	2024	2025
Admission	210	250	237	**98**
Withdrawals	204	241	198	**39**
Turnover rate	16.5%	19.2%	15%	**26.5%**

The gender ratio of the total workforce is now 72% male employees to 28% female employees. In previous years, the gender ratio was consistently 32% to 68%.

98 employees (previous year: 237) were hired in 2025. The gender-specific hiring rate cannot correct this gender ratio. 27% of newly hired employees were female, 73% male.

Employee turnover rose to 26.5 %.

42 employees do not hold German citizenship. We do not collect information on whether employees with German citizenship have a migrant background. [GRI 401-1]

Employee satisfaction.

Employee satisfaction and leadership quality are particularly closely intertwined. At Tele Columbus, the so-called 360-degree feedback was implemented for directors and the executive management. In this format, employees evaluate their managers anonymously. The employee evaluations are relevant to the managers' bonuses.

5.3 Personnel Development

.

During 2025, there was a reduction in the workforce. Such a measure places a burden on any organization, manifesting as declining satisfaction, uncertainty, and concerns about the future: In the future, the same work will have to be done by fewer people. This makes it all the more important to equip employees with the appropriate skills and tools to increase productivity. In addition, employees need career development opportunities so that targeted training enables them to take on new or additional responsibilities.

All Tele Columbus employees participate in annual performance reviews, during which performance goals are also established. As part of the annual goal-setting process, individual training initiatives are an integral part of the discussions between employees and their supervisors. [GRI 404-3]

In 2025, 1,335 (previous year: 1,595) participants were recorded in various elective training courses and on-the-job qualification programs. As part of the rollout of Microsoft 365 products and the development of in-house AI tools, numerous employees received targeted training. Costs for external training and continuing education are covered. Study leaves with a job guarantee may also be granted.

Training	2023	2024	2025
Courses completed	5,574	9,279	**6,209**
Hours of continuing education	14,478	15,083	**11,061**
Continuing education hours per capita per year	11.6	11.7	**11.3**

The number of continuing education and training hours decreased to 11,061 hours. The opportunity to participate in continuing education and training programs is open to all employees. For elective training courses, the participation rate among women was 31 percent. 69 percent of course participants were male. This closely reflects the gender composition of the workforce in 2025. The distribution of training hours corresponds to the participation rate.

In addition to the elective training programs, there are annual, mandatory online training modules for the entire workforce, including assessments of learning outcomes, on the topics of compliance, anti-corruption, anti-fraud, fair competition, fair supply chains, General Data Protection Regulation (GDPR), diversity and inclusion, information security, and workplace safety. [GRI 403-5 GRI 404-2]

In 2025, job-related mandatory training on anti-corruption and antitrust law was conducted for teams exposed to risk. Some of these training sessions took place in a classroom setting.

A total of 4,539 successful completion assessments were recorded for the online modules (previous year: 7,687). As a result, the workforce completed an additional 4,540 (previous year: 4,224) hours of continuing education. The gender distribution among participants in the mandatory online training corresponds to the overall workforce composition. In addition, there were 315 hours of in-person training on governance topics. With a total of 11,061 training hours, each member of the workforce had completed an average of 11.3 training hours as of the reporting date of December 31, 2025.

Compliance training is supplemented by various and, in some cases, low-threshold information resources, such as a general policy consultation hour, articles and explanatory videos on the intranet, as well as a dedicated intranet section with further information and supporting materials. The areas of AI use, diversity & inclusion, and sustainability were also highlighted in numerous intranet posts.

Mandatory training sessions reached an average of 78 percent of the target groups. Mandatory training sessions that were not completed must be made up. Make-up dates have been set for 2026. [GRI 2-24 , GRI 404-1]

Compensation Policy.

The compensation of members of the highest governance body and senior executives is subject to individual contractual arrangements. These agreements all consist of a fixed component and a variable compensation component. [GRI 2-19]

As the highest-paid individual at the company, the CEO of Tele Columbus AG earned 14.9 times the median total annual compensation of all employees in the Group.

The overall wage trend for the workforce, excluding the company's highest-paid individual, increased by approximately 4.4 percentage points year-over-year. At the same time, Executive Board compensation was frozen and remained unchanged through 2024. [GRI 2-21]

Our employees are not subject to regional collective bargaining agreements. Nevertheless, there are numerous collective agreements in place within the companies of the Tele Columbus Group that include provisions regarding working hours, IT usage, bonus components, and fringe benefits. All employees are covered by such agreements. [GRI 2-30]

Compensation is determined by the Executive Board in close consultation with the Works Council [GRI 2-20]

In principle, temporary and part-time employees have the same entitlement to benefits as permanent employees with full-time contracts. [GRI 401-2]

The Group does not employ any employees who receive only the statutory minimum wage. Compliance with applicable minimum wage regulations is reviewed regularly, at least once a year. [GRI 202-1]

Currently, no company pension plans are in place. However, there are obligations arising from defined benefit plans that are valued annually through actuarial reports in accordance with the German Commercial Code (HGB), tax balance sheet, and IFRS.

The various pension obligations are covered by different reinsurance policies, and any remaining coverage gaps are secured against default. [GRI 201-3]

In the event of organizational changes that meet the thresholds set forth in the Works Constitution Act (Section 111 BetVG), notification is provided to employee representatives as soon as such a change has become sufficiently concrete. [GRI 402-1]

5.4 Occupational Safety .

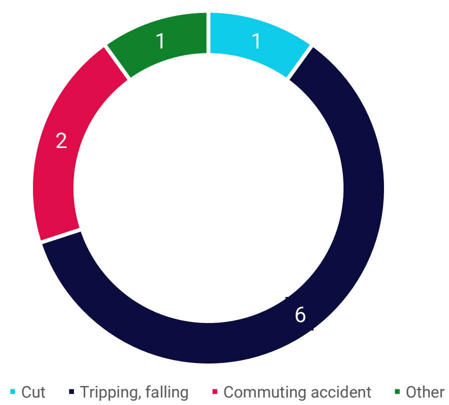
Preserving health, preventing work-related illnesses, and creating safe working conditions are the objectives of the Safety and Health Management system, which is managed by the Human Resources department. [GRI 403-1].

Where necessary, company safety officers, fire safety assistants, and first aid responders have been appointed and trained at the sites to ensure workplace safety in the interest of optimal accident prevention and the mitigation of potential fire and accident consequences. An Occupational Safety Committee (ASA) has been established at all major operating sites in accordance with Section 11, Sentence 1 of the Occupational Safety Act (ASiG). 89.1 percent of employees are covered by occupational safety and health protection measures. [GRI 403-8 , GRI 403-4 , GRI 413-1]

Occupational health services are provided by external service providers specializing in occupational health and safety. [GRI 403-3]

In 2025, the Tele Columbus Group recorded eight reportable workplace accidents. In addition, there were two commuting accidents. Looking at the number of workplace accidents per 1,000 employees[3] , the accident rate was 7.5 (industry average 15.6[4]). Annual working hours totaled 1.716 million hours. Total lost time amounted to 273 days. Four workplace accidents were classified as serious, resulting in incapacity for work lasting more than 21 days. The lost-time injury rate per million working hours (LTIRF) was 5.83 (industry average 10.0). The industry average figures within the relevant employers' liability insurance association[5] are noted in parentheses. No work-related illnesses or injuries were identified. Tele Columbus has no workers who are not our employees [GRI 403-9 , GRI 403-10]

Causes of Accidents



Tele Columbus employs 11.75 workers who are not employees over whose work and/or workplace Tele Columbus has any influence. No workplace accidents were reported. [GRI 403-1, GRI 403-3]

Measures to prevent health incidents include annual occupational safety training (§12 Occupational Safety and Health Act) for all employees, as well as the provision of an eye examination as part of occupational health care. Together with safety inspections and ergonomic workplace design, these measures are intended to minimize health risks. [GRI 403-6 , GRI 403-9]

In 2025, occupational safety training sessions were held regularly at all locations for new employees, and at many locations even on a monthly basis. Refresher courses are conducted annually online via our electronic training system. These training sessions are mandatory. The topic of "maintaining health" also plays a central role on the external platform voiio. In 2025, employees took advantage of over 2,000 consultations and training sessions on health topics, particularly regarding exercise, nutrition, physical health, and resilience. [GRI 403-5]

Other regular measures include fire drills and workplace inspections, as well as the annual electrical equipment inspection in accordance with DGUV (German Social Accident Insurance).

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[3] Dormant employment contracts were not taken into account in the calculation of the occupational accident rate. 1,000-person rate (TMQ), similar to the Recordable Injury Rate (RIR)

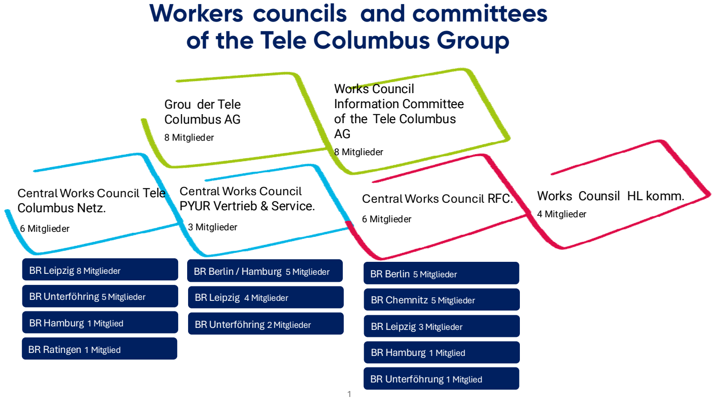
[4] BG ETEM Annual Report 2024

[5] https://www.dguv.de/de/zahlen-fakten/au-wu-geschehen/index.jsp

When awarding contracts to external service providers—primarily for assembly and civil engineering work—the relevant contracts for work and services include an obligation to comply with applicable German accident prevention regulations and the Posted Workers Act, as well as a separate agreement regarding compliance with the Minimum Wage Act. [GRI 403-2 , GRI 403-3 , GRI 403-4 , GRI 403-7]

5.5 Cooperation with employee representatives .

Tele Columbus respects the rights of employees to organize freely and to bargain collectively.



Numerous companies and locations of Tele Columbus AG have their own works councils

A Group Works Council (KBR) is a body formed in companies with several legally independent subsidiaries or operations. Its task is to represent employee interests at the Group level and to coordinate cooperation between the individual works councils of the subsidiaries. In addition, there is the Information Committee. The Group's Information Committee is an association of representatives from the four Economic Committees (WA) of the business units PYUR Sales & Service, Tele Columbus Network, HLkomm, and RFC. The members of an Economic Committee are appointed by the relevant works council. Two members from each of these Economic Committees are delegated to the Information Committee to support the Group Works Council (KBR) in economic matters and to ensure a comprehensive understanding of the Group's overall economic situation.

A new works council was elected at PYUR Vertrieb & Service GmbH Berlin in 2025. It represents the PYUR Vertrieb & Service GmbH locations in Berlin and Hamburg. Employees' freedom of association and assembly is fully guaranteed at all locations and in all subsidiaries.

5.6 Diversity and Equal Opportunity

Tele Columbus sees itself as a diverse and cosmopolitan company. Tele Columbus signed the "Diversity Charter" as early as 2008. Discrimination based on age, disability, origin, religion, ideology, gender, or sexual orientation has no place at Tele Columbus. The Group is committed to non-discriminatory behavior in our workplaces and supports diversity throughout the entire corporate organization.

Responsibility for advancing diversity, inclusion, and gender equality—as HR-related issues—lies with the Human Resources Department, which reports directly to the Executive Board. The Human Resources Department is supported in this effort by our Diversity Council.

In 2025, cases of discrimination and personal harassment could be reported to the Head of Human Resources, Compliance Management, our Diversity Officer, the Diversity Council, or via the anonymous reporting portal. In 2025, one alleged case of discrimination was reported. The internal investigation found that the claim was unsubstantiated. [GRI 2-16 , GRI 2-25 , GRI 406-1]

An assessment of the upstream value chain did not identify any increased risk of discrimination . Therefore, Tele Columbus has not currently presented an anti-discrimination policy on this matter.

Tele Columbus aims to increase the overall proportion of female employees and would like to see more women in leadership positions. This aspiration has now become a sustainability goal. By 2030, Tele Columbus will increase the proportion of women in leadership positions to 40%, more than doubling the figure from 2021.

This strategic goal has given rise to numerous measures and activities aimed at raising awareness among the entire workforce of the potential and benefits of diversity and inclusion for Tele Columbus.

The topics of inclusion and equality are available to all employees as elective training courses. For managers, targeted diversity training sessions have been added to the catalog of freely bookable training courses. In addition, the voiio platform is available to all employees. Through this platform as well, counseling services and lectures on the topic of diversity and inclusion were utilized in 2025.

In addition to the Diversity Council, the employee-led women's network "PŸUR Women" was founded. It sees itself as an independent complement to the works council, but also as a point of contact and source of ideas for the Human Resources department.

At the Leipzig location, Diversity Café events were held to provide opportunities for networking with like-minded colleagues. The topic of diversity is prominently featured on the intranet on all occasions. Whether it's International Women's Day, Future Day, or Equal Pay Day, the committees actively engage with the workforce, listen to their concerns, and discuss these issues with them.

The official position of Diversity Officer has been vacant since April 30, 2024.

Work-life balance is important to Tele Columbus. In 2025, 57 employees took parental leave. A noticeable trend is that fathers are increasingly taking parental leave as well. The breakdown of those taking parental leave was 60% female and 40% male. Twenty-three employees returned from parental leave in 2025. Twenty-six employees returning from parental leave were still working for one of our companies after 12 months, corresponding to a retention rate of 86 percent. For the Tele Columbus Group, the turnover rate of 14 percent within 12 months of returning from parental leave is highly unusual. The voluntary redundancy program is likely to have been a decisive factor here. [GRI 401-3]

Only 3.6 percent of employment relationships were fixed-term; 96.4 percent were permanent. As of December 31, 2025, the companies had a total of 94 (previous year: 142) part-time agreements, 76 percent of which were utilized primarily by female employees.

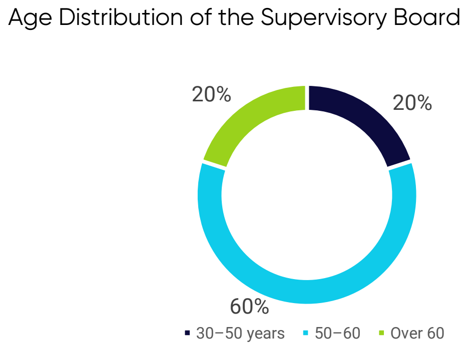
In addition to the option of mobile working, individual contractual agreements for working from home are in place with 349 employees. [GRI 2-7]

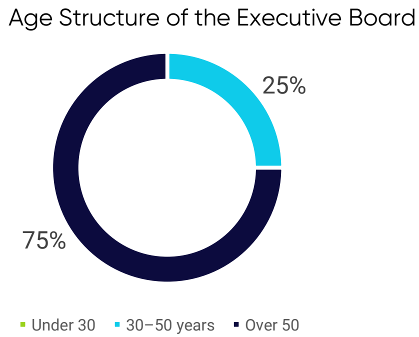
As of the reporting date, the Group had 45 employees in management positions (previous year: 53). This figure includes the Executive Board and all department heads with personnel management responsibilities. The companies within the group employ 27 trainees and students. Tele Columbus employed 38 (previous year: 39) employees with disabilities during the reporting year. The total workforce, excluding management , consists of 72 percent male employees and 28 percent female employees. 10 percent are in the under-30 age group, 54 percent are between 30 and 50 years old, and 36 percent are over 50 years old. Among the 128 employees in management roles (CEO-0 to CEO-4), male employees dominate at 67 percent, while 33 percent are female managers. 16 executives (13%, previous year: 1%) are under 30 years old. The 30-to-50 age group accounts for 51 percent of the executive team, and 36 percent are over 50. [GRI 405-1]

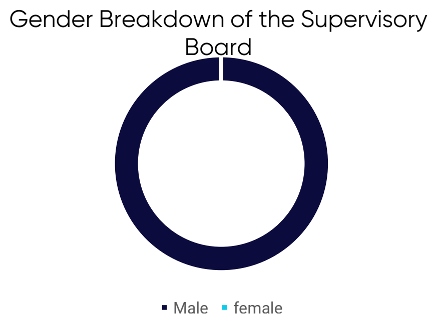
When comparing the average base compensation for each hierarchical level of male and female employees in leadership roles, women in the CEO-2 leadership level earn 93 percent, in the CEO-3 level 87 percent, and in the CEO-4 leadership level 97 percent of the average target salary. The CEO-1 level is currently vacant. As of December 31, 2025, there are no women serving on the Executive Board. Female employees without management responsibilities earn 97 percent of the average target salary.

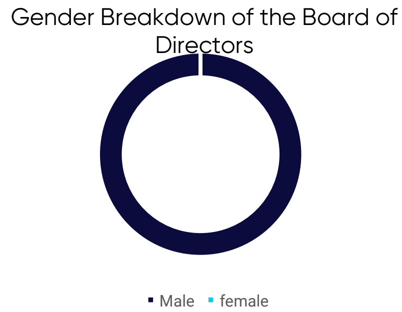
The absolute pay gap between men and women across all hierarchical levels and company locations was 18 percent. The analysis covers all major business locations. A location is considered major if it employs 21 or more people. This covers all locations from which works councils can be elected. Here, the right to co-determination is also guaranteed with regard to compensation. Assessing pay equity at individual company locations does not always yield meaningful results because, at smaller locations, men and women do not interact at the same hierarchical level. Nevertheless, a comparison of locations reveals that at the Hamburg and Leipzig sites, the pay gap for female employees—at 12 and 14 percent, respectively—is below the Group average, while women in Berlin and Unterföhring lag significantly behind, with gaps of 23.9 and 21.1 percent, respectively. [GRI 405-2]

As of the end of 2025, the five-member Supervisory Board consists entirely of men. One member is under 50 years of age, three are between 50 and 60 years old, and one is over 60 years old. [GRI 405-1]









5. Compliance Management.

Tele Columbus aims to comply with all applicable laws, regulatory requirements, and internal guidelines in order to effectively prevent fraud, bribery, and corruption in particular. Integrity, transparency, and responsible conduct form the foundation of corporate governance.

The Chief Compliance Officer reports directly to the CEO and maintains regular communication with the Supervisory Board and the Audit Committee. Together with the Legal Department, the Compliance function establishes the organizational and legal framework for the responsible management and oversight of the company in the interest of all relevant stakeholders. This includes, in particular, compliance with legal and regulatory requirements, the implementation of appropriate management and control structures, and responsible and transparent corporate governance geared toward sustainable success [GRI 2-9] (see also Section 2.3, page 8).

The Chief Compliance Officer supports employees and corporate bodies in complying with legal regulations, regulatory standards, and internal guidelines. The CCO reports quarterly to the Executive Board and the Audit Committee on the status of the compliance management system and, as needed, on an ad hoc basis regarding significant developments or incidents.

All of the company's major business locations were analyzed for potential risks related to bribery and corruption. No significant risks were identified in this process. All business locations are situated in the Federal Republic of Germany. A more extensive geographic risk assessment based on location-specific corruption risks was therefore not necessary. [GRI 205-1]

Tele Columbus continuously refines its compliance management system, guided by recognized standards such as ISO 37301 Compliance Management Systems and the IDW PS 980 auditing standard. The goal is an integrated comprehensive system that addresses material compliance risks and contributes to fulfilling the organizational and legal control obligations of the company's governing bodies. The Chief Compliance Officer is supported in this by local compliance coordinators in larger departments as well as in subsidiaries.

The Supervisory Board consists, among others, of members who were proposed by the shareholders of Kublai GmbH, the majority shareholder of Tele Columbus, and elected by the Annual General Meeting. The Supervisory Board's rules of procedure take potential conflicts of interest into account. Prior to each meeting, the Supervisory Board assesses whether conflicts of interest could arise regarding individual agenda items. In cases where conflicts of interest cannot be ruled out, the relevant Supervisory Board members did not participate in resolutions involving potential conflicts of interest or abstained from voting.

Conflicts of interest, particularly those that may arise from providing consulting services or serving in a governing body role for customers, suppliers, lenders, or other third parties, must be disclosed to the Supervisory Board. In the event of significant and non-temporary conflicts of interest, the Supervisory Board member in question must resign from office. [GRI 2-15]

Governance Structures

Tele Columbus follows the so-called Three Lines Model in the area of governance. In 2025, the further expansion of the three lines of defense and their organizational independence was advanced. This includes, in particular, the strengthening of compliance programs in risk-exposed areas as well as the independent audit function of the Internal Audit department.

The central governing body for compliance is the Compliance Committee. This committee consists of the following members: CEO, Chairman of the Group Works Council, Head of Internal Audit, Head of Human Resources, Head of Legal, and Chair: Chief Compliance Officer. The committee identifies relevant compliance risks and regularly reviews the effectiveness of the measures implemented to minimize risk. [GRI 2-25]

A Human Rights Board was established to implement the requirements of the Supply Chain Due Diligence Act. This body discusses reports of potential human rights risks, compliance violations, and challenges in implementing preventive and remedial measures.

Policy Framework

As part of the CRISP approach, corresponding guidelines and processes for prevention, detection, and response are established for all individual functional programs, such as compliance, risk management, and sustainability management. The following Group guidelines are particularly relevant to this report:

- Anti-Corruption Policy (rules on receiving and granting gifts and on dealing with public officials)
- Antitrust Law (Rules regarding dealings with third parties with respect to prohibited agreements and the exchange of information, etc.)
- Code of Conduct (Summarizes the key rules regarding conduct)
- Supplier Code of Conduct (Imposes rules on suppliers regarding corruption, data protection, human rights, and environmental standards)

All Group policies are approved by the Executive Board and the Works Council and apply to the entire Tele Columbus Group and its subsidiaries, excluding MDCC.

All Group policies are centrally managed by CRISP as part of integrity management and made available to all employees on the intranet. External documents, such as the Code of Conduct or the Supplier Code of Conduct, are also available on the homepage and in the supplier tool in their current versions. [GRI 2-23]

Group guidelines relevant to conduct on risk-exposed topics are developed as part of specialized programs and supported by corresponding processes, controls, and communication and training measures. Guidelines constitute ancillary obligations under employment contracts, which is why violations are identified by the responsible department and reported to Compliance. Violations of guidelines may result in consequences under labor law. [GRI 2-24]

Handling Conflicts of Interest and Gifts

Conflicts of interest may arise when professional and personal interests collide, for example through secondary employment or the hiring or contracting of related parties. Potential conflicts of interest must be reported to the Human Resources department so that appropriate measures can be agreed upon if necessary.

In 2025, two potential conflicts of interest were identified and reviewed. In neither case was there ultimately an actual conflict of interest. No cases of potential conflicts of interest were reported by the highest governance body. [GRI 2-15]

In accordance with the Anti-Corruption Policy, gifts exceeding defined value thresholds must be approved by the respective manager and, if necessary, by the compliance function. In 2025, a total of 74 such approvals were granted. [GRI 2-15]

Prevention, Training, and Communication

For areas with increased risk potential based on individual misconduct, appropriate control measures are implemented. These include, at a minimum, policies, information, and mandatory training. The e-learning modules cover:

- Compliance Basics
- Diversity and Inclusion
- Human Rights
- Fair Competition and Antitrust Law
- Corruption Prevention and Anti-Fraud
- Data Protection
- Cybersecurity and information security
- Occupational safety

The Anti-Corruption Policy was made available to all employees through various training and information campaigns. To ensure a high level of transparency and accessibility, all policies are published centrally on the intranet and follow a standardized structure.

New employees receive compliance training as part of the onboarding process. For roles with particularly high risk exposure, additional in-person training sessions are held, for example on the topics of corruption prevention and antitrust law. These are repeated on a two-year cycle.

In 2025, the participation rate was 78% for e-learning courses and 85% for in-person training sessions. Participation is systematically monitored; missed training sessions must be made up.

The Chief Compliance Officer is available to employees and corporate bodies for consultation on compliance issues and also regularly conducts expert presentations and department-specific discussion sessions.

The package of measures for detecting potential compliance violations was supplemented by enhanced communication efforts regarding the whistleblower procedure. The web-based whistleblower system "Rede.Frei." is available to both employees and external stakeholders and is regularly presented as part of internal communications and training sessions [GRI 2-25 , GRI 2-26 , GRI 205-2]

Training of Governing Bodies

The training rate for the Executive Board and Supervisory Board is 100% and contributes to strengthening our governance. The training sessions were conducted by the majority shareholder in accordance with U.S. compliance requirements. This annual training focuses on the management's obligations regarding corruption prevention, economic sanctions, and anti-slavery laws. In addition, the Executive Board participates in the company's internal e-learning courses (see the previous chapter for a list) and annual in-person training sessions on corruption prevention and antitrust law. [GRI 2-17]

6.1 Compliance Cases 2025 .

In 2025, 13 employees and external stakeholders contacted the compliance function directly or used the web-based whistleblower system "Rede.Frei." to report potential compliance violations or critical incidents. All reports were carefully reviewed as part of established internal investigation processes. In two cases, the reports were substantiated; appropriate measures were initiated. Two cases remained open at year-end. Reports are submitted quarterly to the Executive Board, the Group Works Council, and the Audit Committee of the Supervisory Board. [GRI 2-16]

In the 2025 reporting year, one case of discrimination was also reported. The works council was involved in accordance with internal procedural rules. The matter was investigated and, where necessary, appropriate measures were taken. [GRI 406-1]

No confirmed cases of corruption were identified during the reporting year. Likewise, no allegations, legal proceedings, or fines were brought against Tele Columbus in connection with conduct violating antitrust laws. [GRI 2-27 , GRI 205-3 , GRI 206-1]

6.2 Note on political influence.

Tele Columbus participates in legislative consultation processes upon invitation. We also maintain memberships in interest groups and industry associations. These include, for example, ANGA – Association of German Cable Network Operators, Breko – Federal Association for Broadband Communication, VATM – Association of Providers of Telecommunications and Value-Added Services, and housing industry associations. We do not make donations to political parties or party-affiliated foundations. [GRI 2-28 , GRI 415-1]

6.3 Third-Party Management and Fair Supply Chains .

As part of third-party management, targeted compliance measures have been implemented for upstream stages of the value chain. These are based in particular on the requirements of the Supply Chain Due Diligence Act. The Supply Chain Due Diligence Act has applied to the Tele Columbus Group since January 1, 2024. The resulting legal due diligence obligations have been implemented in the relevant business processes. The focus is on the protection of human rights, compliance with environmental standards, and the promotion of fair competitive conditions along the value chain. This includes, among other things, risk-based supplier assessments, integrity checks on business partners, and contractual compliance and human rights clauses.

The Supplier Code of Conduct sets out the corresponding expectations for our business partners and is publicly available on the company website. The Code is available in German and English. Employees can also view the internal Code of Conduct and a statement signed by the Executive Board regarding its significance on the intranet. [GRI 2-23]

In the Supplier Code, our contractual partners commit to complying with all applicable national and international laws, regulations, and standards relevant to their business activities. These include, in particular:

- the principles of the United Nations Global Compact
- the Universal Declaration of Human Rights
- the fundamental principles and rights at work as defined by the International Labour Organization
- international environmental agreements such as the Stockholm Convention on Persistent Organic Pollutants, the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes, and the Minamata Convention on Mercury
- international anti-corruption standards of the United Nations and the Organization for Economic Co-operation and Development.

In conjunction with our general terms and conditions of purchase and individual contractual agreements, these regulations contribute to fair working conditions and responsible procurement. The documents described here are publicly available at https://www.telecolumbus.com/unternehmen/lieferanteninformation/. [GRI 2-24]

In 2025, systematic reviews were conducted and criteria regarding environmental and social standards were assessed for contracts awarded through tenders. These reviews covered approximately 100% of all newly onboarded suppliers. [GRI 308-1, GRI 308-2, GRI 414-1]

The anti-corruption requirements of our Supplier Code were communicated to approximately 95 percent of the total 227 newly qualified suppliers during the reporting year. [GRI 205-2]

Suppliers from Germany dominate our procurement. Approximately 98% of the procurement volume is accounted for by companies based in Germany. A large portion of the materials and services procured thus originates from our own sales and network area. [GRI 204-1]

In addition to suppliers from Germany, Tele Columbus also maintains international supplier relationships both within and outside the European Union. If a country or industry risk is identified during the automated risk analysis, the respective supplier first conducts an extended self-assessment to evaluate the individual risk situation. Should risks related to the implementation of human rights be identified, additional audit or preventive measures would be initiated. Preventive measures include not only relevant contractual clauses but also audit rights. No further measures have been necessary at this time. [GRI 407-1 , GRI 408-1 , GRI 409-1]

Should reports of violations of environmental and social standards be received, these would be substantiated. Depending on the severity and current situation, countermeasures would be agreed upon with the business partner to improve the situation on site. Should the business partner prove uncooperative, we reserve the right to terminate the business relationship. The Human Rights Officer, together with the Human Rights Board, is responsible for the assessment and implementation of measures. Violations within our own business operations would be addressed immediately. In 2025, there were no substantial indications of violations of environmental or social standards among direct or indirect suppliers. [GRI 308-2 , GRI 414-2]

Supply chain monitoring is an integral part of Tele Columbus’ ESG strategy. By 2030, all relevant suppliers are to undergo a systematic risk assessment. The risk-based approach initially prioritizes the suppliers with the highest revenue. Operational responsibility for this process lies with the Procurement department.

The whistleblower system has been expanded to include the complaint procedure under the Supply Chain Due Diligence Act and is explicitly communicated to suppliers as part of the contracting process. As part of the complaint procedure, suppliers are invited to report any violations of human rights or environmental standards in the supply chain. Reports are received by the Chief Compliance Officer or the Human Rights Officer and, if necessary, forwarded to the relevant department for processing. Within one week, the reporting person receives confirmation of receipt; after three months, they are informed of the status of the investigation and the final outcome. In the reporting year 2025, no complaints regarding violations of human rights or environmental standards in the supply chain were reported to the Tele Columbus Group. [GRI 2-25]

6. Facts and figures.

EMPLOYEES	Unit	2020	2021	2022	2023	2024	2025
Total workforce	Number of full-time equivalents	1,203.8	1,243.5	1,259.2	1,287.7	1,210.6	**1,071**
Part-time employees	Number of people	103	111	128	129	142	**94**
Part-time female employees	Number of people	-	95	107	97	106	**71**
Part-time male employees	Number of people	-	16	21	32	36	**23**
Full-time employees	Number of people	-	1,041	1,042	1,064	1,095	**977**
Full-time female employees	Number of people	-	294	277	280	283	**275**
Full-time male employees	Number of people	-	747	765	784	812	**702**
Permanent employees, indefinite-term contracts	Number of employees	-	1,163	1,166	1,187	1,242	**941**
Percentage of permanent employees	in %	95.6	95.2	94.6	94.7	96.4	**96.4%**
Employees, fixed-term	Number of people	-	58	67	66	47	**35**
Percentage of employees on fixed-term contracts	in %	4.4	4.8	5.4	5.3	3.6	**3.6**
Employees with disabilities	Number of people	43	41	39	37	39	**38**
Trainees and students	Number of people	13	44	46	44	39	**37**
Percentage of women in the workforce	in %	33	33	33	32	32	**28**

CONTRIBUTORS	Unit	2020	2021	2022	2023	2024	2025
Total number of employees in management positions including Executive Board (CEO-0), Management (CEO-1), and Department Heads (CEO-2)	Number of people	52	49	52	49	53	**36**
Total pay gap between women and men: Percentage of women's average target salary compared to the average target salary for the hierarchical level (CEO-2)	in %	95.8	97.7	96.2	98.1	99.5	**93.4**
Total pay gap between women and men: Percentage of women's average target salary compared to the average target salary for the hierarchical level (CEO-3)	in %	89.6	94.4	89.5	92.4	91.1	**87.6**
Total pay gap between women and men: Percentage of women's average target salary compared to the average target salary for the hierarchical level (CEO-4)	in %	86.9	90	82.9	86.6	92.8	**96.7**
Pay gap between women and men in the rest of the workforce: Percentage of women's average target salary compared to the average target salary for that hierarchical level	in %	94.6	96.7	95.2	96.7	97.5	**96.5**
Admissions	Number	194	187	210	250	237	**98**
Withdrawals	Number	148	160	204	241	198	**395**
Turnover rate	in %	12.5	13.1	16.5	19.2	15.0	**26.5**
Employees who have taken parental leave	Number	50	60	65	48	38	**57**
Employees who returned to work and were still employed twelve months after returning to work	in %	100	100	100	100	100	**86**

HEALTH AND SAFETY	Unit	2019	2020	2021	2022	2023	2024	2025
Workplace accident rate / 1,000 employees	as a percentage	8.7	13.6	7.3	13.1	5.1	8.3	**7.5**
Days lost	Days	-	259	101	411	91	161	**272**
LTIR Absenteeism Rate (200,000 hours)	in 200,000 hours	-	1.6	0.8	1.48	0.62	1.03	**1.05**
LTIFR (1 million hours)	in 1,000 hours	-	8.1	4.1	7.4	3.1	5.15	**5.2**

EMPLOYEE REPRESENTATION	Unit	2019	2020	2021	2022	2023	2024	2025
Total works council committees	Number	-	17	17	19	18	18	**18**
Total number of works council members	Number	-	61	61	63	62	62	**59**

STAFF DEVELOPMENT	Unit	2019	2020	2021	2022	2023	2024	2025
Completed training courses	Number	3,728	7,920	5,355	17,627	6,420	9,279	**6,209**
Total continuing education hours	Number of hours	-	7,906	17,707	25,502	14,478	15,083	**11,061**
Hours of continuing education per capita per year	Number of hours	-	6.7	13.25	22.2	11.5	11.7	**11.3**
Participants in elective training courses and in-service qualification programs Multiple programs per employee are possible	Number of participants	-	-	1,530	2,948	1,514	1,595	**1,335**
Hours of continuing education Elective continuing education and in-service training programs	Number of hours	-	4,703	15,786	18,596	9,720	10,859	**6,206**
Hours of mandatory continuing education	Number of hours	-	3,203	1,921	6,906	4,458	4,224	**4,540**
Completion rate for mandatory continuing education	in %	-	88.3	76	77.3	75	79	**78**

ENVIRONMENT	Unit	2020	2021	2022	2023	2024	2025
ENERGY AND CO_2 EMISSIONS							
Percentage of electricity from renewable sources	in %	66.7	99.4	99.7	99.1	99.4	**100**[6]
Emissions from non-renewable energy sources	in tCO_2	-	69.9	43.4	126	131	**94**[7]
Product usage	tCO_2	22,840	25,193	30,696	27,475	32,179	**35,090**
Transmission losses	tCO_2	663	554	551	555	546	**742**
Refurbished Complete Units Includes: Smart cards, power supplies, connection cables, remote controls	Quantity	288,233	243,169	211,175	222,641	313,557	**254,645**
Refurbishment Rate	in %	70	70	>70	>85	>85	**>85**

ENVIRONMENT	Unit	2020	2021	2022	2023	2024	2025
MOBILITY							
Car	million km	6.73	8.02	10.6	13.5	13.8	**12.0**
Car * CO_2 from public EV charging stations is included here.	tCO_2	1,269	1,483	1,778	2,168	2,265	**1,955***
Car	gCO_2/km	188	185	176	161	162	**162**
Airplane	million km	0.32	0.16	0.11	0.26	0.17	**0.12**
Airplane	tCO_2	84	42	28	69	44.3	**25.3**
Rail	million km	0.23	0.23	0.7	1.31	1.88	**0.89**
Rail	tCO_2	0.90	-	-	0	0	**0**

[6] Public vehicle charging stations that do not supply renewable electricity continuously and were excluded

[7] Including charging electricity for the vehicle fleet

ENVIRONMENT	Unit	2020	2021	2022	2023	2024	2025
KPI							
Data volume transferred	Exabytes	0.84	1.03	1.21	1.65	2.03	**2.44**
Data volume per active connection / month	Gigabytes	138	142	155	251	305	**325**
Energy consumption	Terabytes in kWh	27.2	21.9	19	14.6	12.0	**8.5**
Scope 1+2 emissions	Terabytes in kg CO_2	8.2	1.9	1.4	1.4	1.1	**0.8**
T&D line losses Defra, UK Conversion Factors on T&D losses 2019, 2021, and 2025	tCO_2	663	560	551	555	546	**742**
GHG / $1 million in revenue	tCO_2 e					127	**140**
Energy consumption / 1 million in revenue	MWh					106.4	**102.2**

ENVIRONMENT	Unit	2020	2021	2022	2023	2024	2025
PRODUCT USE							
Total	tCO_2		25,194	34,565	31,344	36,048	**39,931**
Energy consumption from product use by customers	tCO_2	22,840	25,194	30,696	27,475	32,179	**36,884**
Energy consumption of building distribution systems in the housing sector	tCO_2	-	-	3,869	3,869	3,869	**3,047**

CO_2 Balance	Unit	2019	2020	2021	2022	2023	2024	2025
Total SCOPE 1	tCO_2	1,630	1,269	1,918	1,945	2,221	2,223	**1,886**
1.1 Heating energy Values from 2022 onward include only self-procured heating energy	tCO_2	-	-	435	68	53	30	**4**
1.1b Generators for electricity production	tCO_2	-	-	-	-	-	-	**2**
1.2a Vehicle Fleet Analysis by external service providers	tCO_2	1,630	1,269	1,483	1,877	2,168	2,193	**1,865**
1.3a Leaks	tCO_2	-	-	-	-	-	-	**15**
SCOPE 2 total market-based	tCO_2	6,190	5,623	70	43	126	131	**89**
Location-based electricity procurement	tCO_2	14,470	10,217	10,785	12,556	13,440	11,635	**12,447**
Market-based electricity procurement	tCO_2	6,190	5,623	70	43	126	131	**89**
Total SCOPE 3[8]	tCO_2	-	-	-	46,838	45,359	51,643	**44,768**
3.1. Purchased goods and services	tCO_2	-	-	-	-	-	702	**2,612**
3.2. Capital goods	tCO_2	-	-	-	-	-	13,054	**174**
3.3. Fuel- and energy-related emissions	tCO_2	-	-	-	-	-	4,762	**1,099**
3.4. Transportation and Distribution (Upstream)	tCO_2	-	-	-	-	-	36	**5**
3.5. Waste Generation at Operational Facilities	tCO_2	-	-	-	-	-	58	**35**
3.6. Business Travel	tCO_2	324	84	42	28	164	105	**71**
3.7. Employee Commuting[9]	tCO_2	-	-	-	414	405	544	**390**
3.8. Rented or leased property, plant, and equipment	tCO_2	-	-	-	-	--	-	**381**
3.9. Transportation and Distribution (Downstream)	tCO_2	-	-	-	-	-	203	**176**
3.11. Use of sold products	tCO_2	-	22,840	25,193	30,696	27,475	32,179	**35,931**
OFFSET CERTIFICATES [GRI 305-5]	tCO_2	-	-84	-112	-77	-164	0	**0**

[8] Scope 3 categories were not reported in detail for the years up to and including 2023

[9] Incl. electricity for mobile work

7. References to GRI.

References to GRI.

8. GRI Index.

Statement of Use	Tele Columbus AG has reported in accordance with the GRI Standards for the period January 1–December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	none

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	p. 4			
	2-2 Entities included in the organization's sustainability reporting	p. 4			
	2-3 Reporting period, frequency, and contact point	p. 4			
	2-4 Restatements of information	p. 4			
	2-5 External assurance	p. 3			
	2-6 Activities, value chain, and other business relationships	p. 4			
	2-7 Employees	pp. 23, 28			
	2-8 Workers who are not employees	p. 23			
	2-9 Governance structure and composition	p. 8, 30			
	2-10 Nomination and selection of the highest governance body	p. 8			

	2-11 Chair of the highest governance body	p. 8			
	2-12 Role of the highest governance body in overseeing the management of impacts	pp. 8–9			
	2-13 Delegation of responsibility for managing impacts	p. 8			
	2-14 Role of the highest governance body in sustainability reporting	p. 4, 8			
	2-15 Conflicts of interest	p. 31, 36			
	2-16 Communication of critical concerns	p. 28, 32			
	2-17 Collective knowledge of the highest governance body	p. 9, 32			
	2-18 Evaluation of the performance of the highest governance body	p. 8			
	2-19 Compensation policies	p. 8, 25			
	2-20 Process for determining remuneration	p. 8, 25			
	2-21 Annual total compensation ratio	p. 25			
	2-22 Statement on sustainable development strategy	p. 9			
	2-23 Policy commitments	pp. 31, 33			
	2-24 Embedding policy commitments	pp. 3, 6, 8, 9, 25, 31, 33			
	2-25 Processes to remediate negative impacts	pp. 28, 31, 32, 34			
	2-26 Mechanisms for seeking advice and raising concerns	p. 11, 32			
	2-27 Compliance with laws and regulations	p. 32			
	2-28 Membership in associations	p. 32			
	2-29 Approach to stakeholder engagement	pp. 10, 11, 15			
	2-30 Collective bargaining agreements	p. 29			

Material topics					
GRI 3: Material Topics 2021	3-1 Process for determining material topics	p. 6			
	3-2 List of material topics	p. 6			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 6			
Biodiversity					
GRI 101: Biodiversity	101-1 Policies to halt and reverse biodiversity loss	p. 22		Not applicable	No significant impact on biodiversity
	101-2 Management of biodiversity impact	p. 22		Not applicable	See above
	101-3 Access and benefit-sharing	p. 22		Not applicable	See above
	101-4 Identification of impacts on biodiversity	p. 22		Not applicable	See above
	101-5 Locations with biodiversity impacts	p. 22		Not applicable	See above
	101-6 Direct drivers of biodiversity loss	p. 22		Not applicable	See above
	101-7 Changes in the state of biodiversity	p. 22		Not applicable	See above
	101-8 Ecosystem services	p. 22		Not applicable	See above
Economic performance					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	p. 4			
	201-2 Financial implications and other risks and opportunities due to climate change	p. 10			
	201-3 Defined benefit plan obligations and other retirement plans	p. 29			
	201-4 Financial assistance received from the government	p. 4			
Market Presence					
GRI 202: Market Presence 2016	202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	p. 29			
	202-2 Proportion of senior management hired from the local community	p. 27			
Indirect economic impacts					
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	p. 4			

	203-2 Significant indirect economic impacts	p. 14			
Procurement practices					
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	p. 15, 37			
Anti-corruption					
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	pp. 35, 36			
	205-2 Communication and training regarding anti-corruption policies and procedures	pp. 35, 37			
	205-3 Confirmed incidents of corruption and actions taken	p. 36			
Anti-competitive behavior					
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices	p. 36			
Tax					
GRI 207: Tax 2019	207-1 Approach to tax	p. 4			
	207-2 Tax governance, control, and risk management	p. 4			
	207-3 Stakeholder engagement and management of tax-related concerns	p. 13			
	207-4 Country-by-country reporting	p. 4			
Materials					
GRI 301: Materials 2016	301-1 Materials used by weight or volume			Not applicable	No manufacturing industry, no mail-order business
	301-2 Recycled input materials used			Not applicable	No manufacturing industry, no mail-order business
	301-3 Reclaimed products and their packaging materials	p. 23			
Energy					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 20			
	302-2 Energy consumption outside the organization				

	302-3 Energy intensity	p. 20			
	302-4 Reduction of energy consumption	p. 21			
	302-5 Reductions in energy requirements of products and services	pp. 19, 21			
Water and Effluents					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	p. 24			
	303-2 Management of impacts related to water discharge			Not applicable	Not material. Water withdrawals in the sense of production-related consumption do not occur. Consumption is limited to the ordinary, normal water consumption of office space.
	303-3 Water withdrawal			Not applicable	see above
	303-4 Water discharge			Not applicable	see above
	303-5 Water consumption			Not applicable	see above
Emissions					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	pp. 18, 19, 20, 21, 22, 26			
	305-2 Indirect (Scope 2) GHG emissions	pp. 18, 19, 20, 21, 26			
	305-3 Other indirect (Scope 3) GHG emissions	pp. 18, 19, 20, 21, 22, 23, 24, 26			
	305-4 GHG emissions intensity	p. 21			
	305-5 Reduction of GHG emissions	p. 44			
	305-6 Emissions of ozone-depleting substances (ODS)			Not applicable	Not material.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions			Not applicable	Since Tele Columbus is not a manufacturing company, waste is generated only in the course of office activities and is considered immaterial.

Waste					
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p. 23			
	306-2 Management of significant waste-related impacts	p. 23			
	306-3 Waste generated	p. 21, 23			
	306-4 Waste diverted from disposal			Not applicable	Since Tele Columbus is not a manufacturing company, waste is generated only in the course of office activities and is determined to be immaterial.
	306-5 Waste sent to disposal			Not applicable	Appropriate, selectively generated additional waste, such as document disposal, electronic scrap, and bulky waste, is disposed of appropriately by waste disposal service providers.
Supplier Environmental Assessment					
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	p. 37			
	308-2 Negative environmental impacts in the supply chain and actions taken	p. 37			
Employment					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p. 28			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 29			
	401-3 Parental leave	p. 33			
Labor/Management Relations					
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	p. 30			

Occupational Health and Safety					
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 30			
	403-2 Hazard identification, risk assessment, and incident investigation	p. 31			
	403-3 Occupational health services	pp. 30, 31			
	403-4 Worker participation, consultation, and communication on occupational health and safety	pp. 30, 31			
	403-5 Worker training on occupational health and safety	p. 29			
	403-6 Promotion of worker health	p. 30			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	p. 31			
	403-8 Workers covered by an occupational health and safety management system	p. 30			
	403-9 Work-related injuries	p. 30			
	403-10 Work-related ill health				
Training and education					
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	p. 29			
	404-2 Programs for upgrading employee skills and transition assistance programs	p. 29			
	404-3 Percentage of employees receiving regular performance and career development reviews	p. 28			
Diversity and Equal Opportunity					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	pp. 33, 34			
	405-2 Ratio of base salary and compensation for women to men	p. 34			
Non-discrimination					
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	p. 32, 36			

Freedom of Association and Collective Bargaining					
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	pp. 32, 37			
Child labor					
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk of child labor	p. 37			
Forced or Compulsory Labor					
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk of forced or compulsory labor	p. 37			
Security practices					
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures			Not applicable	No security personnel.
Rights of Indigenous Peoples					
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving the rights of indigenous peoples			Not applicable	Not applicable.
Local Communities					
GRI 413: Local Communities 2016	413-1 Operations involving community engagement, impact assessments, and development programs	pp. 13, 15, 30			
	413-2 Operations with significant actual and potential negative impacts on local communities			Not applicable	Not applicable.
Supplier Social Assessment					
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	p. 37			
	414-2 Negative social impacts in the supply chain and actions taken	p. 37			
Public Policy					
GRI 415: Public Policy 2016	415-1 Political contributions	p. 36			

Customer Health and Safety					
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories			Not applicable	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services			Not applicable	
Marketing and labeling					
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling			Not applicable	
	417-2 Incidents of non-compliance regarding product and service information and labeling			Not applicable	
	417-3 Incidents of non-compliance concerning marketing communications			Not applicable	
Customer privacy					
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints regarding breaches of customer privacy and losses of customer data	p. 16			

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