



## Document information

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	The current version in the electronic filing system, House of Policies, applies. Corporate policies are reviewed and updated annually for relevance and appropriateness.		
<b>Area of application:</b>	<p>This Group Policy applies to all companies of the Tele Columbus Group in which Tele Columbus AG (TC) directly (or indirectly) holds a majority stake or in which it holds the majority of voting rights - excluding MDCC:</p> <p>It applies personally to all employees, executives and bodies of the company (all genders).</p>		
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## Version history

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14.12.2022	1.0	First edition	Mario Gongolsky
22.12.2023	1.0	No changes	Mario Gongolsky
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06.01.2026	1.2	Revised/renewed ESG targets for 2030 noted Adapted to the accompanying ESG strategy document.	Mario Gongolsky

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**Preliminary remark**

As employees and managers of the Tele Columbus Group, we value and appreciate people regardless of gender, age, appearance, origin, religious affiliation or other individual characteristics. For us, the value-creating contribution and the joint success of our work is our focus. To make our guidelines easier to read, we therefore use the generic masculine. In the interests of equal treatment, corresponding formulations apply in principle to all genders. The abbreviated form of language is for editorial reasons only and does not imply any judgment.

**Applicable documents**

All other regulatory documents referred to in this guideline can be found on the Tele Columbus intranet at: Homepage / House of Policies.

The regulatory documents mentioned hereafter have a special reference to the contents in this regulatory document:

- 20250703\_ESG Strategie 2030\_Vorstandsbeschlussvorlage - ESG Strategy 2030/II

## 1 List of abbreviations

ESG	Environment, Social, Governance
IPCC	Intergovernmental Panel on Climate Change
Scope	Way to account GHG of value chain, operations and usage
SBTI	Science Based Target Initiative
GHG	Greenhouse Gas

## 2 General commitment

The Management Board of Tele Columbus AG has claimed a commitment to a target of net zero Greenhouse Gas Emissions across our full value chain by 2050.

We are following the 1.5 degree Celsius target of the United Nations in accordance with the Paris climate agreement of 2015. This commitment underlines our serious approach to sustainability and is helping us to create a long-term value for our business and our stakeholders.

The ESG strategy contains sustainability targets until 2030 for the companies of the Tele Columbus Group and its brands PŸUR, PYUR Business, RFC. This ensures us to reach the necessary milestones towards net zero and leads to an accelerated reduction path through definition and implementation of concrete measures.

## 3 Publicity

The commitment above will be publicly available via our website [www.telecolumbus.com](http://www.telecolumbus.com) and shared upon request.

## 4 Legislative framework

This policy interacts in accordance with the EU Climate Change Act. The EU has raised its long-term target for 2050 now aiming for net zero Greenhouse Gas Emissions ("climate neutrality") and subsequently negative emissions from 2050 onwards.

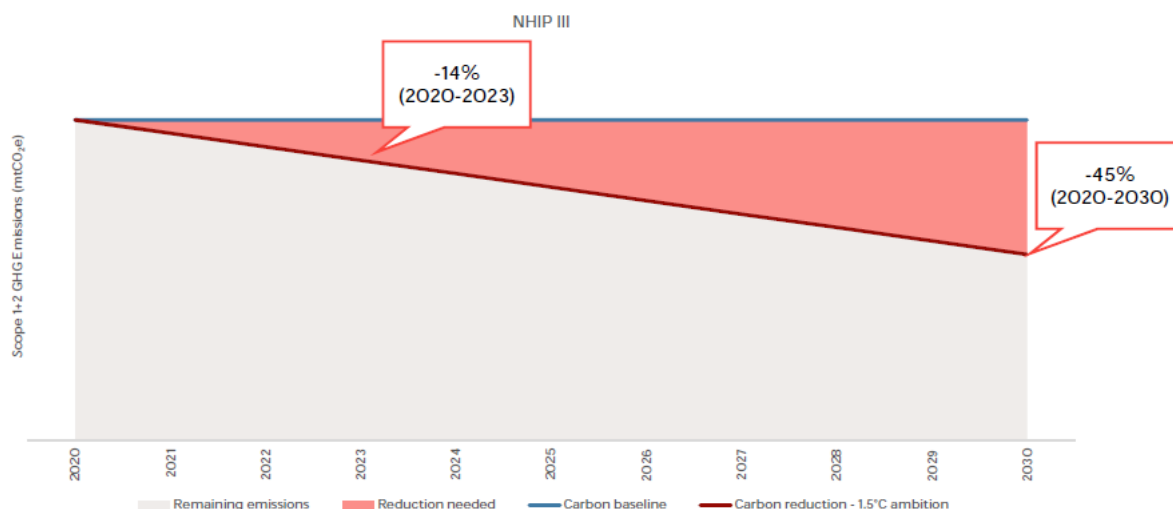
Our reduction targets base on the Paris Climate Agreement of 2015. Specifically, the agreement states that the global temperature increase should be limited to 1.5 degrees Celsius if possible and in any case to well below two degrees Celsius compared to the pre-industrial era.

## 5 Reduction pathway

Starting from the premise that global emitters must limit emissions within a certain cumulative threshold to mitigate the worst effects of climate change, an absolute reduction in GHG emissions, not merely a reduction in GHG emissions intensity per unit of productivity, is required. For Tele Columbus a 4.2 % annual reduction between 2020 (base

year) and 2030 is needed to align with the 1.5°C scenario of the UN Intergovernmental Panel on Climate Change. This reduction path follows also recommendations of the SBTi.

### 5.1 GHG emissions over time (Scope 1-3)



### 5.2 Process

Tele Columbus committed an ESG-Strategy towards 2030, defining GHG reduction goals on demand of electricity, energy efficiency, e-mobility and generation of renewable energies. This strategy was first adopted by the Management Board and Supervisory Board of Tele Columbus AG in April 2022. A revised version was adopted by the Management Board and Supervisory Board in September 2025. Achievement of the targets is monitored using key performance indicators.

### 5.3 Projects and measures

The details of the Sustainability Strategy with all its objectives are published on our website [www.telecolumbus.com](http://www.telecolumbus.com). The detailed plans for achieving the objectives are documented in the ESG strategy papers and the project outlines of the relevant departments.

## 6 Reporting

A documentation of our progress towards achieving the targets is reported in the annual sustainability report.