



# ESG Annual Reporting

As-of Date: 20.03.2023

Company Name: plusserver Group

Please answer the following questions in reference to the year ending 31 Dec 2022, to the extent you can:

## General

Please list and briefly describe any major ESG initiatives or achievements in the reporting period.

## Response

Donation from office furniture sales to employees and third parties to a Children Hospice in Hamburg (Sternenbrücke)

Have any ESG Incidents, litigation, or regulatory issues occurred in the reporting period that we should know about? Please detail.

n/a

Are there any ESG focus areas for the next 12 months with which BC Partners' ESG team can support?

New cooling system in Data Center in Cologne will further improve the PUE (Power Usage Efficiency).

## Current Collection

### Overall ESG

### Response

Who is the best point of contact for ESG inquiries? (Name and Title)

Dr. Frank Nellissen, CFO

Email of point of contact

frank.nellissen@plusserver.com

Does your firm publish any form of annual sustainability/ESG/CSR report?

Yes

If yes, please provide a link or submit as an attachment

[www.plusserver.com/ueber-uns/nachhaltigkeit](http://www.plusserver.com/ueber-uns/nachhaltigkeit)

Is the company involved in producing fossil fuels or any other high climate impact sector?

No

Are you involved in the production of "controversial weapons" (e.g. landmines)?

No

Are you aware of any violations of the UNGC principles or OECD Guidelines for Multinational Enterprise?

No

How many board members are independent?

0

## Environmental

## Response

Is there a Sustainability policy of any kind in place?

Yes

If yes, provide details via text or attachment

Attachment

Do you track your GHG footprint?

Yes

If so, specify the most recent emissions year for which you have data

2021

If so, what is your method (e.g. third party consultant, internal calculation, estimate)

third party audit

Scope 1 Emissions (in Metric Tonnes of CO<sub>2</sub> equivalent)

377,13

Scope 2 Emissions (in Metric Tonnes of CO<sub>2</sub> equivalent)

Scope 3 Emissions (in Metric Tonnes of CO<sub>2</sub> equivalent)

If you do not break down your footprint by Scope, please provide any summary data you do have

How much total electricity is used in your operations?

25 GWh

What amount of your consumed electricity was renewable?

100%

What percentage of your produced electricity (if any) was renewable?

n/a

How much water is used in your operations (please specify units)

0

How much waste is produced by your operations? (in Tonnes, or specify units)

not recorded, all waste is recycled

What percentage of your waste is recycled?

100%

How much wastewater is produced by your operations? (in Tonnes, or specify units)

0

How much hazardous waste is produced by your operations? (in Tonnes, or specify units)

0

If applicable, what percentage of your raw materials (inputs) are recycled?

100%

Are any of your operations in or near biodiversity-sensitive sites or other protected nature areas?

No

If yes, please detail

Do you have a net-zero target? (or carbon neutrality or similar)

No

If yes, provide details via text or attachment

Do you have any other specific firm-level environmental targets?

No

If yes, provide details via text or attachment

Social	Response
How many people are employed (FTE)?	316
How many organic net new hires (not attributable to acquisitions) were there in the last year?	80
What is the total change in headcount compared to the year before?	-10
What is your attrition rate? (employee departures this year divided by total headcount)	15%
What % of the workforce belongs to a union or is subject to collective bargaining?	100%
How many employees participate in a company wide profit share or hold equity in the business?	0
Do you conduct an employee engagement survey?	Yes
Employee satisfaction rates (please specify units)	7,24 from 10 scale (2021: 6,6 from 10 scale)
Do you have a DE&I policy?	No
If yes, provide details via text or attachment	
Do you track pay gap details?	Yes
If yes, please indicate gender pay ratio, and value type	We track pay gap to market not related to gender type
Do you track employee health and safety statistics?	No
Total number of reportable incidents	n/a
Total number of "lost time" incidents	n/a
Total number of days lost to injury	n/a
Total number of accidents causing fatality	n/a
Total worker hours for employees subject to health & safety statistics monitoring	n/a
Please provide your safety incident rate and specify units (such as OSHA TRIR)	n/a
If available, please provide any health & safety data dashboards as an attachment	n/a
Do you have a responsible sourcing/supply chain policy?	No
If yes, provide details via text or attachment	
Portion of revenues derived from products with social or environmental benefits, if applicable	n/a

Governance	Response
<b>Background Checks</b>	
Are all staff required to undergo background checks, including criminal record screening, prior to their employment?	Yes
<b>Bribery and Corruption</b>	
Do you have a firmwide anti-corruption policy?	Yes
Is it reviewed and approved by senior management at least annually?	Yes
Do you train all key relevant staff at least annually on the policy?	Yes
Does the policy restrict the offering and/ or receipt of facilitation payments?	Yes
Do you carry out an anti-corruption risk assessment at least annually?	Yes
Do you review your key service providers' anti-corruption systems and controls?	Yes
Do you have a policy which regulates the offering and receipt of gifts and entertainment?	Yes
<b>Modern Slavery</b>	
Do you carry out a risk assessment at least annually covering the risk of modern slavery?	Yes
Do you have a policy covering modern slavery issues, which is reviewed and approved by senior management at least annually?	Yes
Do you train all key relevant staff at least annually on the policy?	Yes
Do you review your key service providers' modern slavery systems and controls?	Yes
<b>Whistleblowing</b>	Yes
Do you have a firmwide Whistleblowing policy?	Yes
Is it reviewed and approved by senior management at least annually?	Yes
Do you train all key relevant staff at least annually on the policy?	Yes
Do you have an anonymous reporting hotline (or similar) that is available to staff?	Yes
<b>Privacy</b>	
Do you have a firmwide data protection/ privacy policy?	Yes
Is it reviewed and approved by senior management at least annually?	Yes
Do you train all key relevant staff at least annually on the policy?	Yes

Governance	Response
<b>Business Continuity</b>	
Do you have a business Continuity plan, which is reviewed by senior management at least annually?	Yes
Is the plan tested at least every two years?	Yes
<b>Staff Harrassment &amp; discrimination</b>	
Do you have a firmwide policy, which covers harrassment & discrimination (sexual, racial or other) in the workplace?	Yes
Is it reviewed and approved by senior management at least annually?	Yes
Do you train all key relevant staff at least annually on the policy?	Yes
<b>Sanctions</b>	
Do you screen your key service providers and customers against the main sanctions lists prior to doing business with them (such as UN, EU, UK & OFAC)	Yes
Do you carry out ongoing monitoring of your key service providers and customers?	Yes
Does senior management receive regular management information in relation to the systems and controls covering economic and trade sanctions?	Yes
<b>Cybersecurity</b>	
Do you carry out annual cybersecurity testing (e.g. a penetration test) ?	Yes
Are the results included in the management information for senior management?	Yes