

THE ESG PERFORMANCE IN FIGURES

> **GRI 2-29**

The focus of the sustainability strategy adopted by the ECE Group in 2020 is on long-term orientation and the assumption of lasting responsibility. In addition to project development, the group of companies is also active as an investment manager, lessor, and operator of real estate locations. The sustainability strategy therefore affects both the planning and management of real estate and includes users as well as investors. As an integrative element of urban planning, ECE wants to contribute solutions to support cities in achieving their climate targets.

To this end, ECE has clear sustainability structures in place. The core is formed by a strategic sustainability team consisting of ten sustainability coordinators and the Sustainability Lead. The latter reports to the Director of Sustainability & Corporate Communications, who in turn is the interface to the ECE management. The Sustainability team and the Director of Sustainability & Corporate Communications strategically manage all ECE's sustainability activities and maintain an overview of the social, economic, and political environment. In addition, they promote the exchange of knowledge within the company. They continuously document ESG (Environment, Social, Governance) progress and report to the management. Together with the Environmental Engineering and Grants department, sustainable services are also developed for ECE customers, for example the energy refurbishment roadmap for the shopping center portfolio, the Energy Check, the Taxonomy Check, and the ESG Check. Since 2011, ECE has also been accompanied by an external sustainability advisory board, known as the ESG Board. ECE is in ongoing dialog with its stakeholders regarding the continuous further development of the sustainability strategy. In this context, the focus is on tenant partners, investors, financiers, and visitors to the shopping centers, as well as cities and municipalities.

BECOMING MORE SUSTAINABLE TOGETHER

> **GRI 2-29**

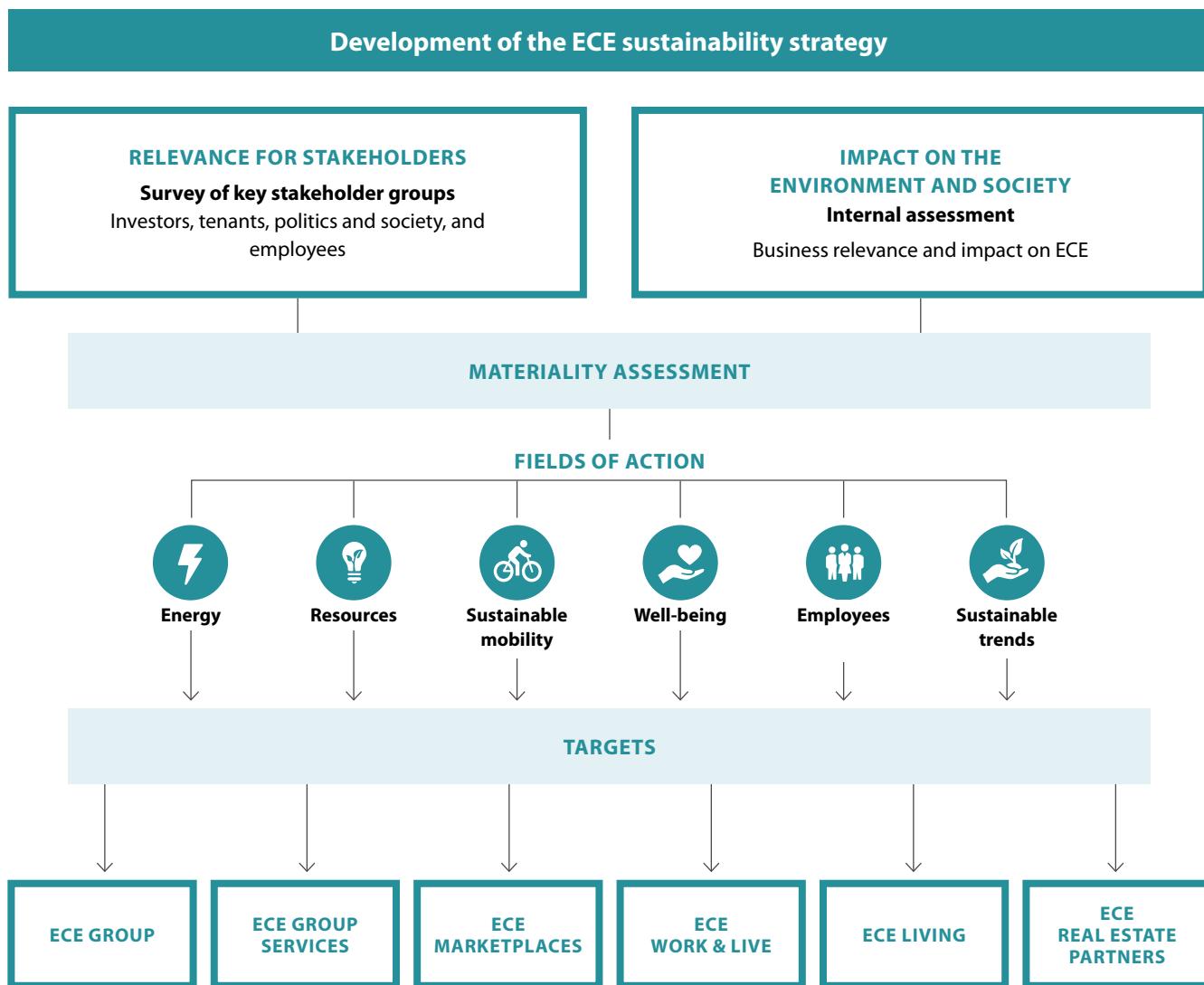
ECE promotes regular exchange with its stakeholders in various formats. Employees are regularly informed about sustainability activities, for example on a dedicated page on the intranet. Since 2014, ECE has also offered a format for interaction with tenants in the shape of the Sustainability Forum which will take place every six months in the future in order to make mutual exchange more frequent, as sustainability topics are becoming increasingly diverse and complex. The Sustainability Forum will focus on joint workshops, expert presentations, and knowledge exchange on all ESG-relevant topics. Visitors to the shopping centers can find out more about what they offer in terms of sustainability on the centers' websites. In addition to general information on climate and environmental protection, the shopping centers provide specific information on sustainable offers for center guests. These include, for example, the possibility of charging e-vehicles or charity campaigns for people in need. ECE's sustainability management includes regular involvement of stakeholders. In 2019, ECE conducted a materiality analysis in which tenants, investors, and visitors to the shopping centers shared their views on sustainability.

> GRI 3-1

SUSTAINABILITY STRATEGY

The ECE Group takes a holistic approach and sees the subjects of ecology, social affairs, and the economy as equally important elements of its group-wide sustainability strategy. In the course of a revision in 2020, ECE identified its relevant company-specific sustainability drivers. These include political regulations, investor requirements, and the expectations of other external stakeholders, such as tenants and visitors. Maintaining the value of properties by meeting current and future climate protection

requirements plays a central role. The sustainability strategy, the targets of which were revised and adapted to market requirements again in 2022, forms an essential part of this.



SUSTAINABILITY STRATEGY

THE STRATEGIC FIELDS OF ACTION IN DETAIL

GRI PERFORMANCE

SUSTAINABLE TRENDS

- Drive innovation projects in a targeted way to learn from them



OUR EMPLOYEES

- Health management
- Diversity management
- Promotion of social involvement



ESG FIELDS OF ACTION SUSTAINABILITY STRATEGY

ENERGY

- Professional monitoring
- Energy efficiency
- Renewable energies



RESOURCES

- Professional monitoring
- Waste and Water Management
- Promotion of circular-economy approaches



SUSTAINABLE MOBILITY

- Electromobility
- Development/utilization of sustainable mobility option



WELL-BEING

- Promotion of accessibility
- Improvement of indoor air quality



> GRI 3-1, 3-2

ESG TARGETS

ECE has defined specific ESG targets in line with the six strategic fields of action. A selection of these is listed below.



MATERIALITY

Sustainability topics relevant for ECE were defined and evaluated from a stakeholder perspective on the basis of a multistage materiality and impact analysis. In total, 30 investors and 80 tenant partners of ECE provided an assessment and weighting of the topics as part of the analysis process carried out in 2019/2020. The focus here was on the potential impact of the topics, taking into account ECE's business activities. In addition, internal ECE experts were involved in order to assess, in particular, the impact of the topics on people and nature. For reporting in accordance with the GRI standards, six topics were assessed as material on the basis of this analysis. Other topics that are important, but with a lower impact, are also listed.

MATERIAL TOPICS (in alphabetical order)

Building quality, quality of visitor experience, quality of location, and mobility

Corruption

Emissions

Energy efficiency

Renewable energy

OTHER TOPICS (in alphabetical order)

Diversity and equal opportunity

Health, safety, and well-being

Local community engagement

Social and environmental standards in the supply chain

Use of materials/resources

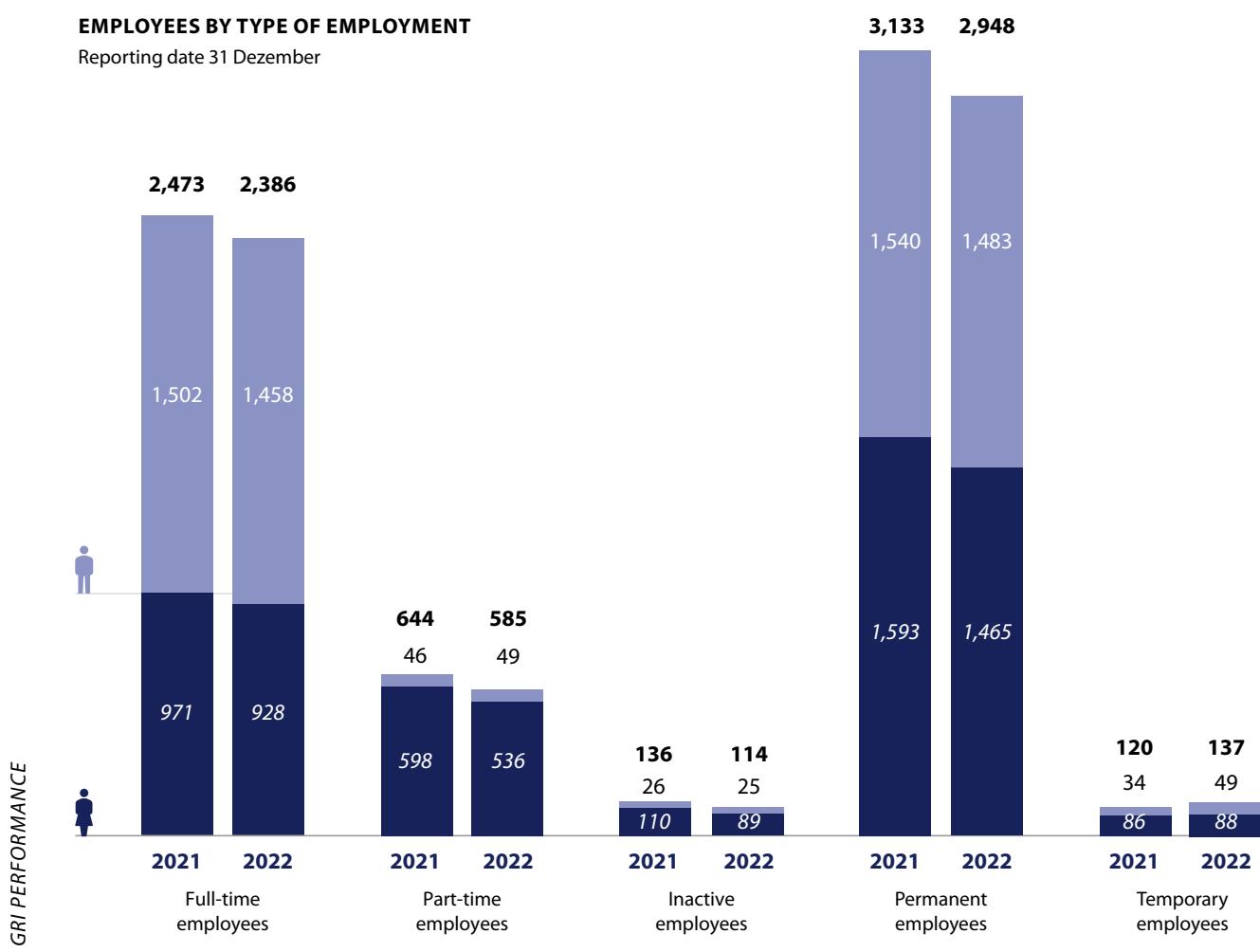
Waste efficiency

Once a year, the main issues from the previous reporting period are reviewed by an internal panel of experts to take into account changes in impact.

EMPLOYEES* 2021–2022

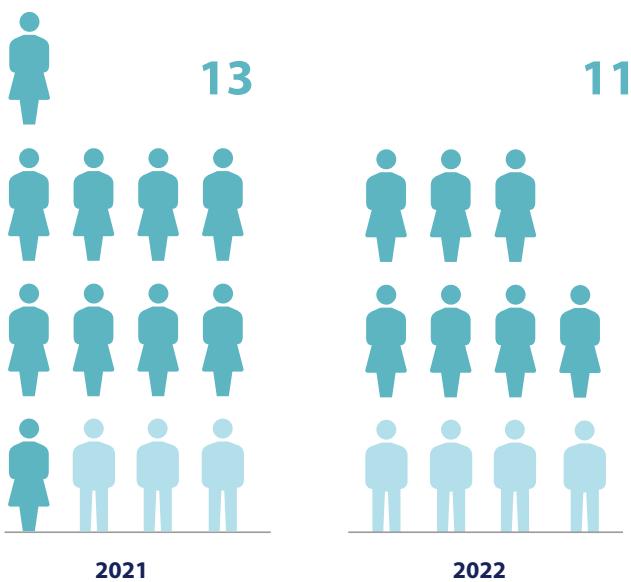
EMPLOYEES BY TYPE OF EMPLOYMENT

Reporting date 31 Dezember



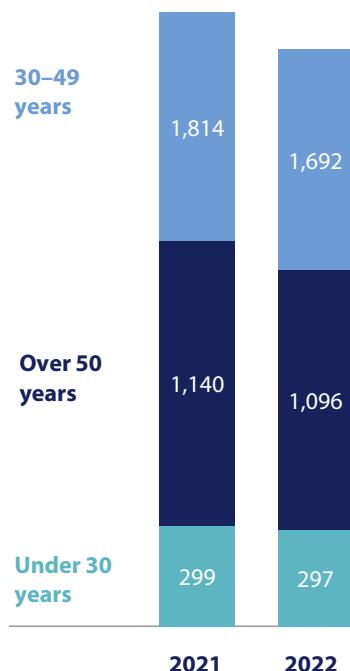
NUMBER OF TRAINEES

Reporting date 31 Dezember



AGE STRUCTURE OF EMPLOYEES

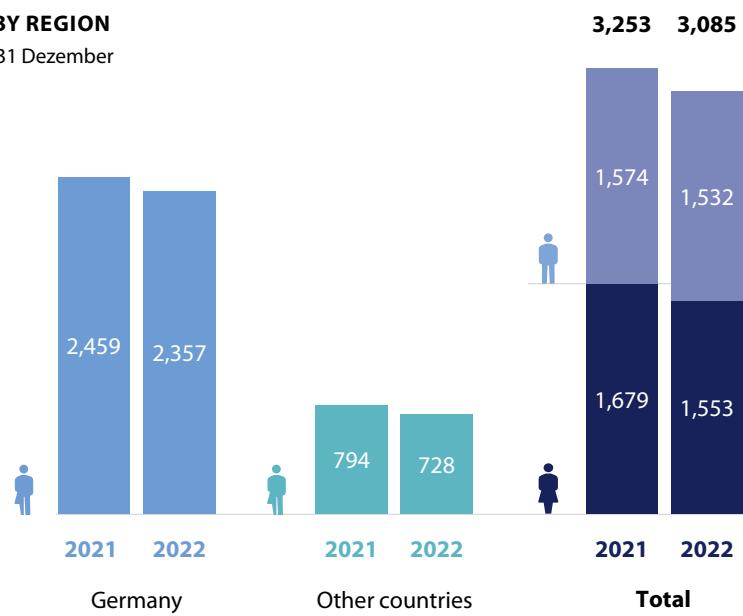
Reporting date 31 Dezember



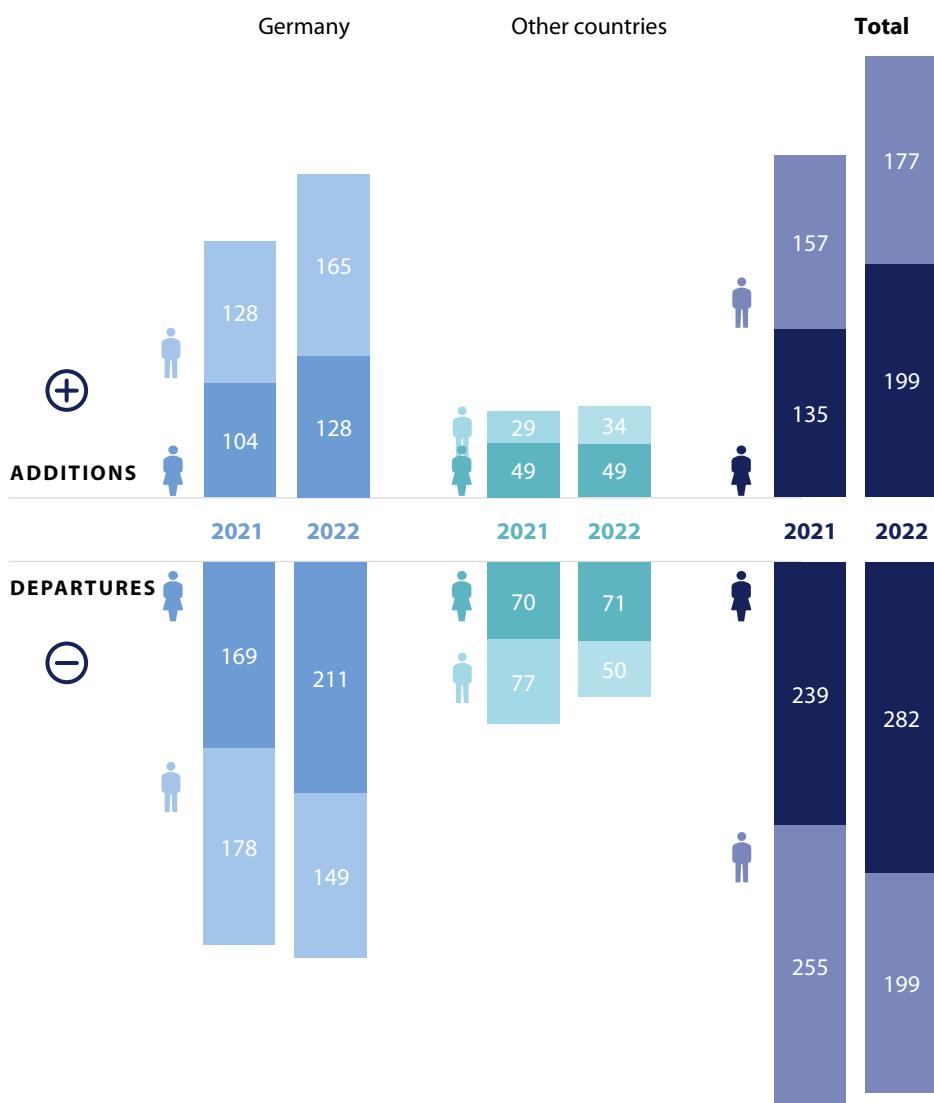
* No diverse employees currently recorded in the company.

EMPLOYEES BY REGION

Reporting date 31 Dezember

**ADDITIONS AND DEPARTURES OF EMPLOYEES BY REGION AND GENDER**

Annual review

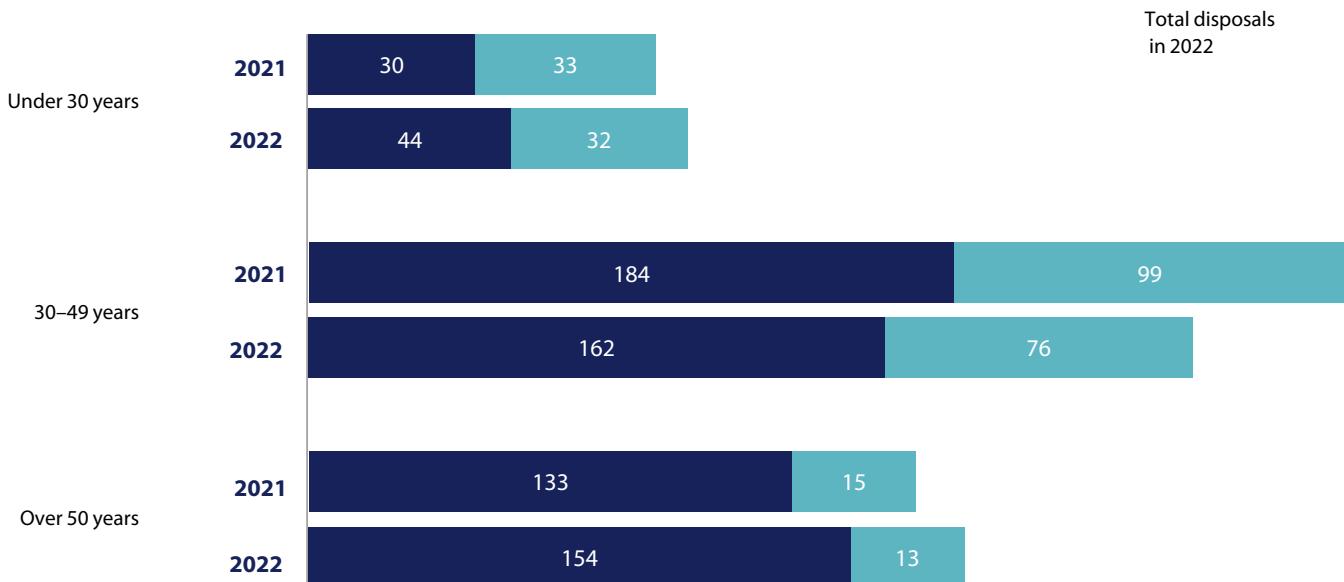


EMPLOYEES* 2021–2022

DEPARTURES BY AGE STRUCTURE

Annual review

- █ Germany
- Other countries

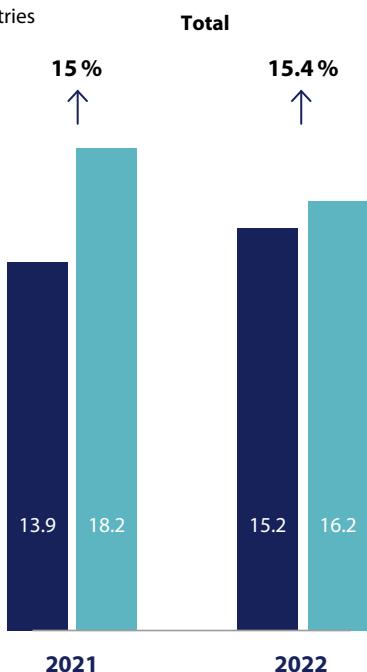


GRI PERFORMANCE

TURNOVER RATE

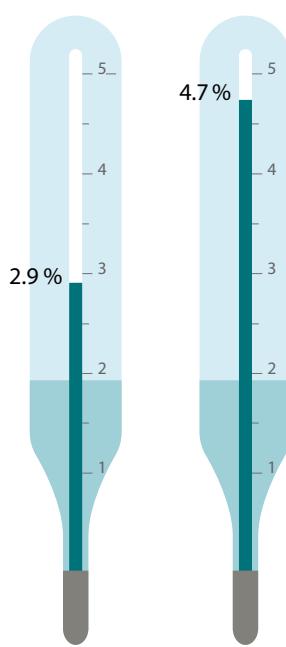
Annual review

- █ Germany
- Other countries



ILLNESS RATE

Annual review



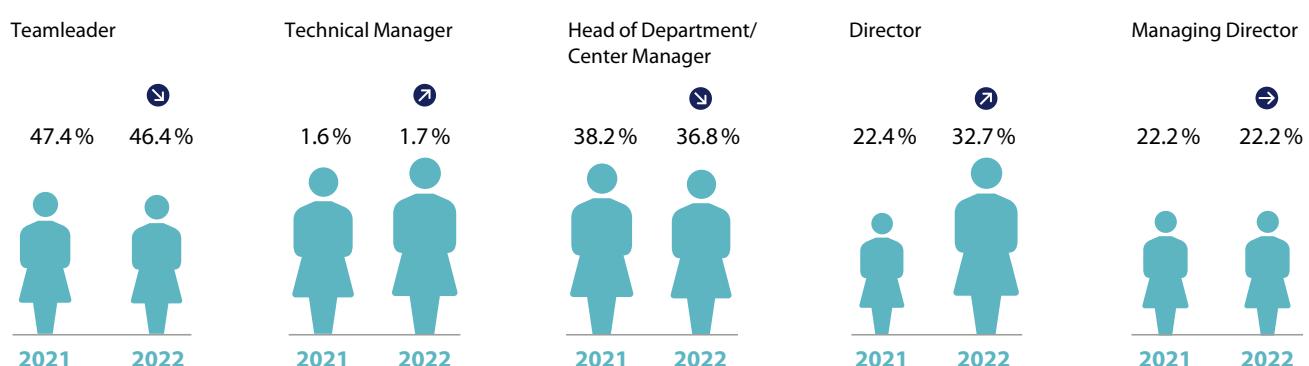
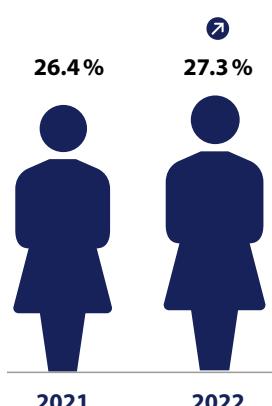
PARENTAL LEAVE

Annual review

* No diverse employees currently recorded in the company.

**WOMEN IN MANAGEMENT POSITIONS**

Reporting date December 31

**Total share of women**> **GRI 2-30**

ECE offers its employees a company pension plan, parental leave, and a group accident insurance policy including disability and invalidity coverage for employees in specific positions. Employees with temporary contracts can also participate in the company pension plan. The company does not have any employees subject to collective bargaining agreements.

ENERGY AND RESOURCES 2021–2022

INCREASE IN ENERGY EFFICIENCY

ECE has implemented numerous measures to improve energy efficiency, such as the use of modern LED light sources and intelligent lighting and ventilation concepts. The aim is for LED concepts to be implemented on a mandatory basis when lighting systems are modernized. The basis for efficiency measures is a comprehensive and continuously developed energy monitoring system that makes energy consumption transparent. With the help of this system, ECE manages energy consumption efficiently and reduces emissions.

Saving energy has been an important field of action for the company for many years. ECE has continued to implement extensive measures to drive the sustainability strategy forward and contribute to the achievement of climate targets in the process. The shopping centers in Germany, Austria, and Hungary, three centers in Italy and two in Turkey, as well as the ECE corporate headquarters, purchase certified electricity from renewable energy sources. In addition, the purchase of certified green electricity is to be extended to all European shopping centers by 2025. ECE uses state-of-the-art lighting technologies to reduce the significant energy demand for artificial lighting and to save electricity. ECE's engineers work closely with the technical managers in the centers to achieve this. In this way, the results of analyses and the development of innovative concepts can be combined with on-site experience and tested in practice.

In addition, ECE is pushing the use of climate-friendly solar energy for its shopping centers and is implementing an extensive initiative to systematically install photovoltaic systems on the roofs of the shopping centers it operates. Over the next 2–3 years, around 50 ECE shopping centers in Germany are to be equipped with these systems. The aims are to protect the climate and environment through the use of electricity generated without emissions and to reduce ancillary costs for tenants in the centers. In total, the newly installed PV systems can save an estimated 16 million kWh of energy and thus around 7,500 metric tons of CO₂ per year that would otherwise have to be produced elsewhere.

CLIMATE PROTECTION COMPLIANT WITH THE ENERGETIC REFURBISHMENT ROADMAP

In addition, ECE offers its Energy Renovation Roadmap (ERR) to investors in or owners of shopping centers. The ERR highlights which activities and measures would be necessary to make a property under review climate-neutral by 2045. This also includes the identification of the status quo in terms of the future climate effects. Costs associated with refurbishment are also part of the roadmap. The intention is to provide clarity for investors or owners and to show them specific paths of action.

FURTHER DEVELOPMENT OF THE GREEN LEASE STANDARD

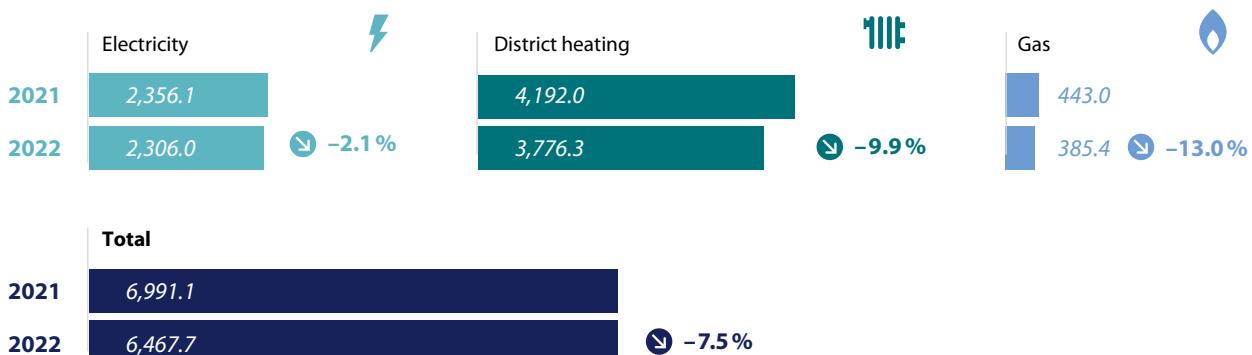
ECE has been driving forward further sustainability measures in rentals for years with the Green Lease Standard. At the end of 2022, the new Green Lease 2.0 Standard was introduced with further specifications for tenants. These include additions such as the obligation to consistently switch to LED lighting or the use of green electricity for rental areas. The successive rollout of this new standard is being implemented on an ongoing basis as a fixed component of new lease agreements and contract extensions.

ENERGY CONSUMPTION > GRI 2-4, 302-1

ECE records environment-related consumption in its shopping centers and at its corporate headquarters. ECE included all 94 shopping centers in Germany in the 2022 calculation. In the case of the shopping centers supplied with district heating or cooling, data was recorded for a total of 73 shopping centers. 19 centers were taken into account for gas consumption and data for water consumption from 91 shopping centers was included. For the first time, the energy consumption data for the international shopping centers was also recorded and reported. Electricity consumption was aggregated for a total of 36 shopping centers. The heat required was determined for the first time for this report for a total of 34 shopping centers. 20 of these were supplied with district heating or cooling, and 14 with gas.

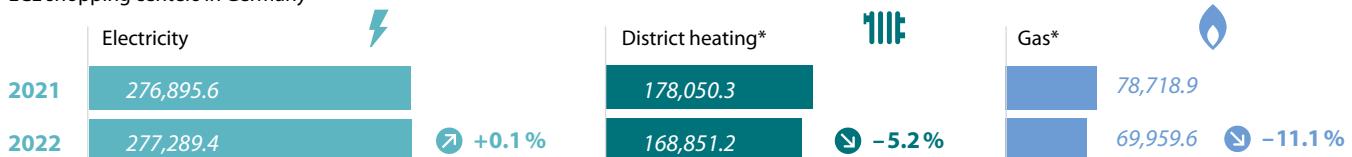
A comparison of the two lockdown-free years 2019 and 2022 makes clear that ECE has achieved significant savings in energy and thus CO₂. Overall electricity consumption was reduced from 315,334 MWh to 277,289 MWh. This corresponds to a CO₂ saving of around 26,370 metric tons.

ENERGY CONSUMPTION DATA OF THE ECE HEADQUARTERS IN MWH



ENERGY CONSUMPTION DATA IN MWH

ECE shopping centers in Germany



* Data is not climate-adjusted.

ECE shopping centers in other countries

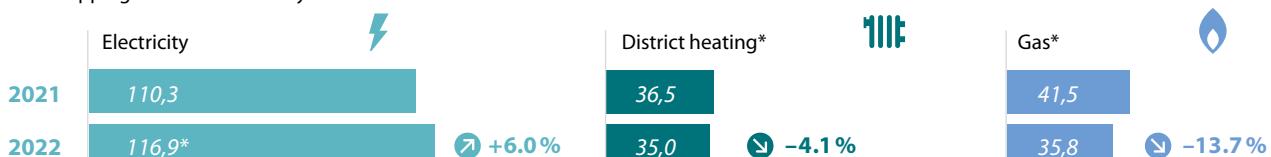


** Half of the shopping centers include tenant electricity.

*** The figure also includes the consumption of catering tenants.

SPECIFIC ENERGY CONSUMPTION IN KWH/M²

ECE shopping centers in Germany



* Value increases as first year in regular operation without lockdown.

ECE shopping centers in other countries



ENERGY AND RESOURCES 2021–2022

GREENHOUSE GAS EMISSIONS

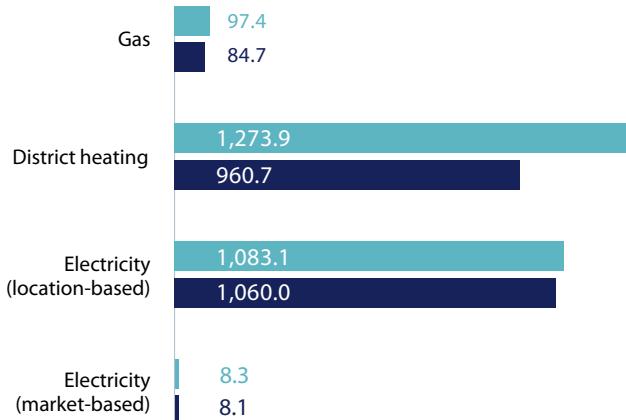
Since 2008, ECE has been purchasing electricity from renewable energy sources from certified suppliers. In addition to all shopping centers in Germany, Austria, and Hungary, this applies to three shopping centers in Italy and two in Turkey, as well as the corporate headquarters in Hamburg. Reference values for the energy composition in Germany were used to calculate the site-based greenhouse gas emissions (emission factors for gas, district heating, and electricity). Due to the use of green electricity in most of the shopping centers, the market-based values for green electricity are also shown. These show very low emission factors because only a small proportion of CO₂ emissions are caused by the generation of electricity from hydropower.

Scope 1	Gas
Scope 2	District heating Electricity (location-based) Electricity (market-based)
Calculation based on national CO ₂ emission factors.	

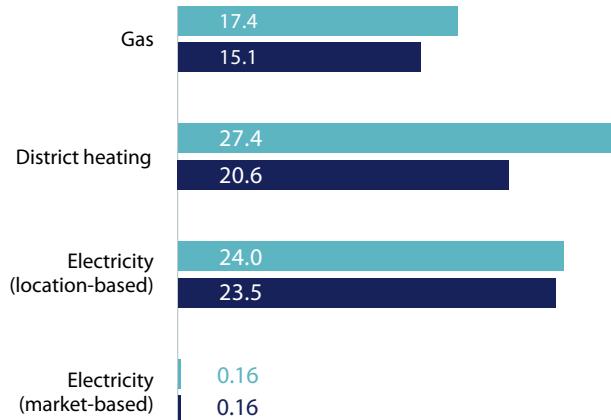
2021 ■
2022 ■

T CO₂ EQUIVALENT OF THE HEADQUARTERS

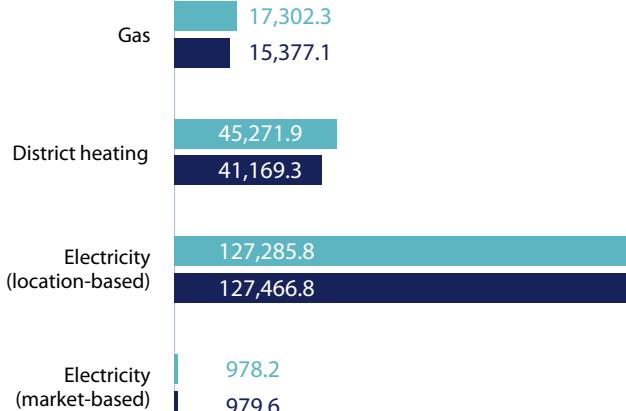
GRI PERFORMANCE



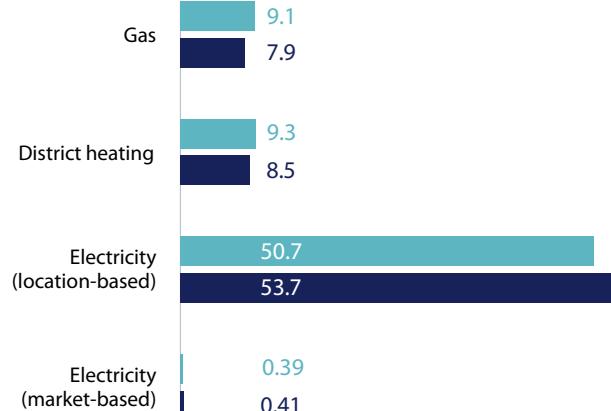
KG CO₂ EQUIVALENT PER M² OF THE HEADQUARTERS



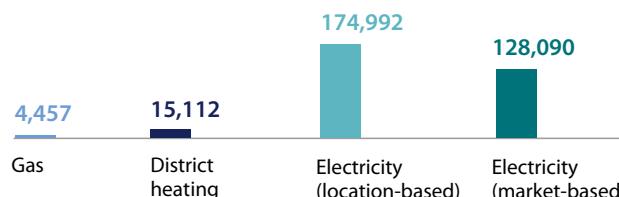
T CO₂ EQUIVALENT OF THE SHOPPING CENTERS IN GERMANY



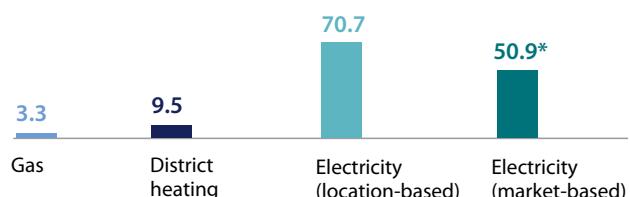
KG CO₂ EQUIVALENT PER M² OF THE SHOPPING CENTERS IN GERMANY



T CO₂ EQUIVALENT OF SHOPPING CENTERS IN OTHER COUNTRIES 2022



KG CO₂ EQUIVALENT PER M² OF SHOPPING CENTER IN OTHER COUNTRIES 2020

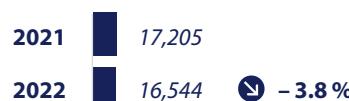


* A large number of the shopping centers are not yet supplied with green electricity.

WATER WITHDRAWAL

HEADQUARTERS

Water withdrawal, absolute



Specific water withdrawal (m³/employee)

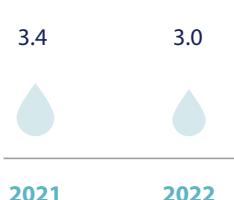


SHOPPING CENTERS

Water withdrawal, absolute (m³)*



Specific water withdrawal (liters/visitor)

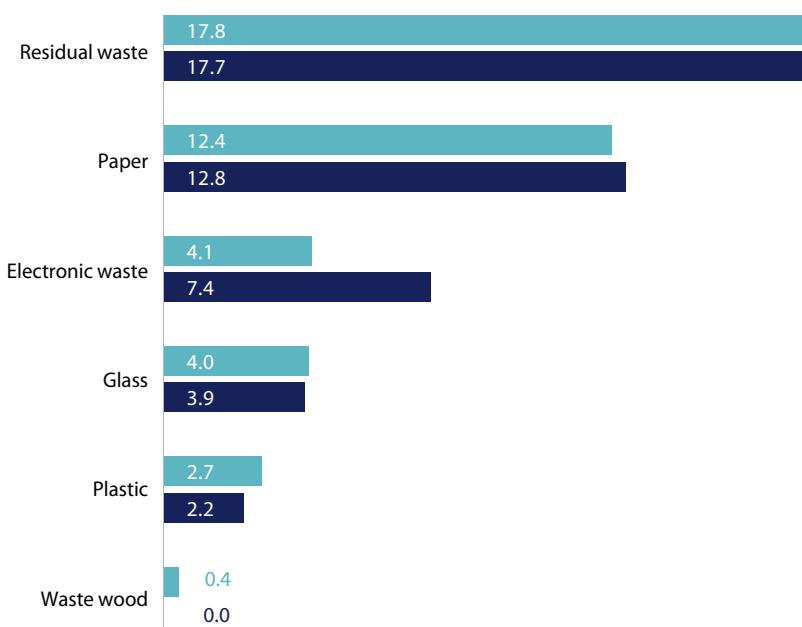


* 2022 was the first year without a lockdown, so absolute water withdrawal rose again.

WASTE GENERATED

ECE's headquarters and shopping centers accrue waste as part of ECE's business activities, including from tenants and from ongoing operations. The various types of commercial waste primarily include scrap wood, nonrecyclable waste, glass, electrical waste, plastic, and paper. ECE's primary goal is to reduce waste. The company considers proper recycling to be an important priority for conserving resources when waste cannot be prevented. Waste is disposed of through certified waste disposal companies. The following waste was produced at the ECE headquarters (in metric tons).

2021 ■
2022 ■



RESPONSIBLE CORPORATE GOVERNANCE 2021–2022

ECE's corporate values provide the basic orientation framework for employees' interaction with each other and for cooperation with investors, tenants, and other business partners. The ECE Code of Conduct defines binding standards of behavior for all employees. Clear compliance requirements for management and employees that apply throughout the company help ensure compliance with laws and regulations, reduce risks, and improve the company's performance.

These include, among others:

- Guidelines for donations and sponsorships
- Guidelines for handling gifts
- Guidelines for reviewing business partners
- Guidelines related to antitrust law

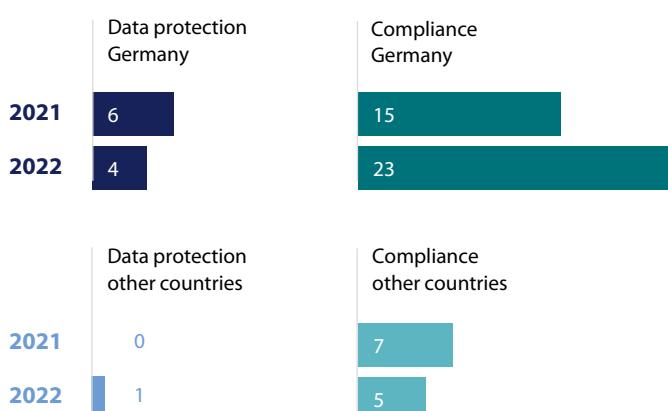
Employees and external parties can report any violations of the standards set out in the Code of Conduct and ECE's compliance regulations by calling the ECE compliance help line. ECE employees also have access to ECE's electronic whistleblowing system, which they can use to report any violations of the law or internal company policies – including anonymously, if they so desire.

Sustainability and compliance are both firmly anchored in ECE's corporate values, and are regularly addressed in management and employee training courses. ECE has developed interactive in-person training sessions to convey in-depth knowledge of the compliance policies to senior management and specialist departments with increased compliance risk, and these sessions have been held regularly for selected employees in Germany and abroad since 2013. In addition, every employee in Germany and abroad is required to complete an online training course on the rules laid out in the Code of Conduct and other compliance regulations. This interactive online training course features case studies and raises employees' awareness of compliance risks in ECE's day-to-day business.

Compliance is a key element of the annual employee interviews that are conducted with all ECE employees. Guiding questions are used to discuss aspects of daily work relevant to compliance.

ECE has introduced a compliance management system in order to implement the legal requirements and regulations, which was first audited and certified by the Institute for Corporate Governance in the German Real Estate Industry (ICG) in 2014. Follow-up audits, including subsequent certification by the ICG, took place in March 2016, November 2019, and March 2023.

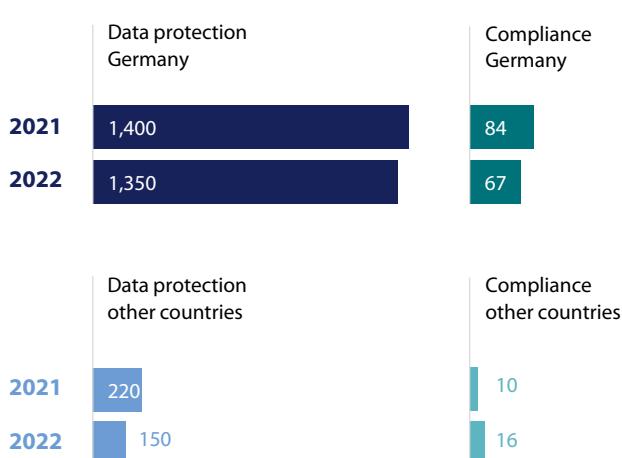
NUMBER OF SUSPECTED CASES* OR INCIDENTS**



* Suspected compliance case: any act or omission by employees or third parties acting for or on behalf of ECE or whose acts or omissions may affect ECE in any other way that could be the basis of irregular conduct.

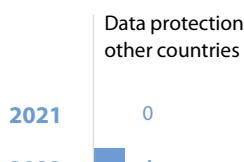
** Data protection incident: identified breach of data protection law and/or internal data protection requirements.

REQUESTS*



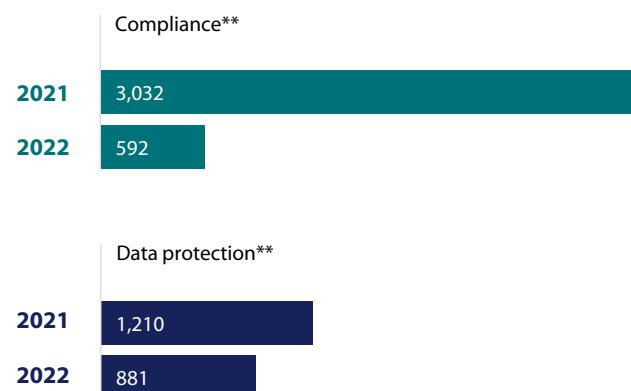
* Requests focus on legal, contractual and shopping center-specific topics, since 2018 in particular in the context of asserting data subject rights under the General Data Protection Regulation; in addition, questions on the permissibility of gifts/invitations and on topics relating to conflicts of interest (compliance).

ASSERTION OF DATA SUBJECTS' RIGHTS UNDER THE GENERAL DATA PROTECTION REGULATION*



* Includes requests for erasure pursuant to Art. 17 EU GDPR, objections to data processing pursuant to Art. 21 EU GDPR, and requests for information pursuant to Art. 15 EU GDPR.

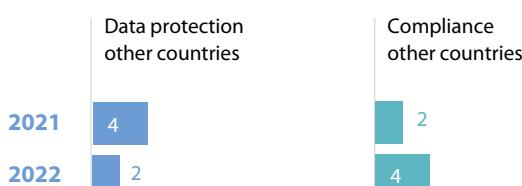
ONLINE TRAINING*



* Online training is provided to all new employees (including campus aides).

** A new online compliance training course was rolled out across the Group in June 2021.

CLASSROOM TRAINING*



* Classroom training is provided for specific groups of employees (specialist departments), usually on risk potential aspects and/or if there is a specific need (for example, if the number of suspected compliance cases in a specialist department increases) and, if necessary, at the request of specialist departments.

NUMBER OF DATA PROTECTION AND IT SECURITY SHOPPING CENTER AUDITS



* Due to the pandemic, no audits were conducted from January to May 2021. Starting in June 2021, ECE conducted six remote audits and one on-site audit. Audit operations resumed on a regular basis in 2022.

WELL-BEING AND SUSTAINABLE MOBILITY

From improving the overall visitor experience and indoor air quality to barrier-free building design and promoting sustainable mobility, sustainability aspects play an important role in the visitor experience at the ECE shopping centers.

Besides the economical use of building plots and land recycling, ECE's sustainability goals include high durability and universal usability of buildings and their simple conversion and, if necessary, demolition. In addition, the use of environmentally friendly and non-hazardous substances and materials, comprehensive materials management, and the efficient use of energy also play a particularly important role.

DIGITIZATION OF REAL ESTATE

Together with our customers, we develop modern and sustainable real estate concepts for all asset classes. In the process, we are also continuously driving forward the consistent digitization of real estate and building operations in order to meet the increasingly demanding climate and sustainability targets. For example, the digital connectivity of buildings is the basis for energy-efficient and networked building technology. It is also a prerequisite for objective and consistent reporting on consumption, usage intensity, and availability. It creates transparency that enables all users of a building to make the right decisions and thus contribute to sustainability.

EXPANSION OF E-CHARGING POINTS

For years, ECE has been implementing a holistic concept to add forward-looking mobility concepts to the cityscape. In addition to connections to the local public transport system (ÖPNV), bicycle parking facilities and a steadily increasing number of e-charging points in the parking garages of the shopping centers also play an essential role. ECE currently offers visitors more than 300 charging points at its shopping centers and has set itself an ambitious target in this area: by the end of 2024, all shopping centers in Germany are to be equipped with convenient e-charging solutions for visitors. In 2022, the e-charging infrastructure coverage in Germany was 45 %, and 51 % internationally.

CERTIFICATION OF SUSTAINABILITY ASPECTS

ECE uses internationally recognized certification systems to present information on the quality of its buildings with respect to sustainability aspects in a comprehensible way. This includes certification by the German Sustainable Building Council (DGNB), which is awarded to both new and existing buildings. The certification system adopts a holistic approach, which covers not only environmental, but also social, economic, and technical criteria. Depending on the degree to which the building fulfills the DGNB's criteria, Bronze, Silver, Gold, or Platinum certification is awarded. In addition to DGNB certification, ECE also uses BREEAM certification for existing buildings and buildings in other European countries. BREEAM is a certification system for buildings that is widely used on an international scale. In the BREEAM system, projects receive ratings that range from Pass to Good, Very Good, Excellent, and Outstanding.

ECE assesses the potential for improvement in terms of sustainability when constructing every new building and carrying out every major refurbishment. If possible, it has the positive performance of its buildings confirmed via recognized certifications. At the end of the reporting period, 98 of ECE's shopping centers and 31 of its properties in the hotel, office, logistics, and residential asset classes had been awarded full or preliminary certification from the DGNB or had been awarded BREEAM or LEED certification. Four properties in Hamburg have also been awarded the HafenCity eco-label. These certifications guarantee that in addition to energy efficiency and other environmental aspects, sociocultural aspects have also been taken into account.

CERTIFICATES 2022

ECE MARKETPLACES*



DGNB®

Deutsche Gesellschaft für Nachhaltiges Bauen e.V.
German Sustainable Building Council



GOLD



PLATIN

BREEAM® DE



VERY GOOD



EXCELLENT



SILVER

ECE REAL ESTATE PARTNERS



DGNB®

Deutsche Gesellschaft für Nachhaltiges Bauen e.V.
German Sustainable Building Council



GOLD



PLATIN

BREEAM® DE



GOOD



VERY GOOD



EXCELLENT



PLATIN

ECE WORK & LIVE



DGNB®

Deutsche Gesellschaft für Nachhaltiges Bauen e.V.
German Sustainable Building Council



BRONZE



SILVER



GOLD



PLATIN



GOLD

* Exclusive of the real estate of ECE Real Estate Partners.

GRI INDEX



**CONTENT INDEX
ESSENTIALS SERVICE**

2023

For the Content Index - Essentials Service, GRI Services has verified, that the GRI Index is presented clearly and in a manner consistent with the Standards, and that the references for statements 2-1 to 2-5, 3-1, and 3-2 are consistent with the corresponding sections in the body of the report.

GRI standards and disclosures	Page number	Explanation
The organization and its reporting practices		
GRI 1 Foundation 2021		ECE Group GmbH&Co. KG has reported the information specified in this GRI Index for the period from January 1, 2022 to December 31, 2022 with reference to the GRI Standards
GRI 2 General Disclosures 2021		
GRI 2-1 Organizational details	90	
GRI 2-2 Entities included in the corporation's sustainability reporting	71 + 90	Corporate units that are part of the sustainability strategy
GRI 2-3 Reporting period, frequency and contact point	88 + 89	
GRI 2-4 Restatements of information	88	
GRI 2-5 External assurance	88	
Activities and workers		
GRI 2-6 Activities, value chain and other business relationships	4–49, 70, 90	
GRI 2-7 Employees	74 f.	
GRI 2-8 Workers who are not employees		The ECE Group employs temporary staff (temporary and interim employees) in the low-double-digit range and does not keep separate statistics on this
Governance		
GRI 2-9 Governance structure and composition	52 f.	
GRI 2-10 Nomination and selection of the highest governance body		The ECE Group is an owner-managed family company owned by the Otto family
GRI 2-11 Chair of the highest governance body		The company is managed by Alexander Otto as CEO of the ECE Group
GRI 2-12 Role of the highest governance body in overseeing the management of impacts	52 f.	
GRI 2-13 Delegation of responsibility for managing impacts	52 f., 70	
GRI 2-14 Role of the highest governance body in sustainability reporting	52	The ECE Sustainability department is responsible, among other things, for the sustainability reporting. The ESG Board, the CEO, and the CFO approve the report.
GRI 2-15 Conflicts of interest		Does not apply to the ECE Group as a GmbH & Co.
GRI 2-16 Communication of critical concerns	46, 82	
GRI 2-17 Collective knowledge of the highest governance body	53	
GRI 2-18 Evaluation of the performance of the highest governance body		As an owner-managed family company, ECE treats this topic confidentially
GRI 2-19 Remuneration policies		As an owner-managed family company, ECE treats this topic confidentially

GRI standards and disclosures	Page number	Explanation
Governance		
GRI 2-20 Process to determine remuneration		As an owner-managed family company, ECE treats this topic confidentially
GRI 2-21 Annual total compensation ratio		ECE Group GmbH & Co. KG does not consider this remuneration indicator to be meaningful for assessing the fairness and balance of remuneration structures. Therefore, we do not collect this data
Strategies, policies and practices		
GRI 2-22 Statement on sustainable development strategy	2 f., 54–63	
GRI 2-23 Policy commitments	82 f.	Details are regulated by the ECE Code of Conduct and the Compliance Standards for Business Partners of the ECE Group.
GRI 2-24 Embedding policy commitments	82 f.	
GRI 2-25 Processes to remediate negative impacts	46, 82	ECE uses the anonymous BKMS Whistleblower system
GRI 2-26 Mechanisms for seeking advice and raising concerns	46, 82	ECE uses the anonymous BKMS Whistleblower system
GRI 2-27 Compliance with laws and regulations	82	No significant fines or non-monetary sanctions were imposed on the ECE Group in the reporting period
GRI 2-28 Membership associations	47	
Stakeholder engagement		
GRI 2-29 Approach to stakeholder engagement	70 f.	
GRI 2-30 Collective bargaining agreements	77	
GRI 3 Material topics 2021		
GRI 3-1 Process to determine material topics	71–73	
GRI 3-2 List of material topics	73	
Corruption		
GRI 3 Material topics 2021		
GRI 3-3 Management of the material topics	82 f.	
GRI 205 Anti-corruption 2016	82 f.	
GRI 205-1 Operations assessed for risks related to corruption		Compliance risk analyses are carried out in the departments every 2 years
GRI 205-2 Communication and training about anti-corruption policies and procedures	82 f.	
GRI 205-3 Confirmed incidents of corruption and actions taken		There was an incident in 2021 with an external business partner; Action: termination of the business relationship
Energy Efficiency & Renewable Energy		
GRI 3 Material topics 2021		
GRI 3-3 Management of the material topics	54–61, 72 f., 78–80	
GRI 302 Energy 2016	54–61, 72 f., 78–80	
GRI 302-1 Energy consumption within the organization	78–80	
GRI 302-3 Energy intensity	79	
GRI 303 Water and wastewater 2018		
GRI 303-3 Water withdrawal	63, 78, 81	

GRI standards and disclosures		Page number	Explanation
Climate emissions			
GRI 3 Material topics 2021			
GRI 3-3	Management of material topics	50–57, 60 f., 72 f., 78	
GRI 305	Emissions 2016	50–57, 60 f., 72 f., 78	
GRI 305-1	Direct (Scope 1) GHG emissions	80 f.	
GRI 305-2	Energy indirect (Scope 2) GHG emissions	80 f.	
GRI 305-4	GHG emissions intensity	80 f.	
GRI 306 Waste 2020			
GRI 306-1	Waste generation and significant waste-related impacts	81	
GRI 306-2	Management of significant waste-related impacts	81	
GRI 306-3	Waste generated	81	
GRI 401 Employment 2016		64 f., 77	
GRI 401-1	New employee hires and employee turnover	76	
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	77	
GRI 401-3	Parental leave	77	
GRI 403 Occupational health and safety 2018		66 f., 72 f.	
GRI 403-1	Occupational health and safety management system	66 f.	
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	66 f.	
GRI 403-6	Promotion of worker health	66 f.	
GRI 404 Training and education 2016		64 f.	
GRI 404-1	Average hours of training per year per employee	83	The ECE Group only records the number of male and female training participants
GRI 405 Diversity and equal opportunity 2016		72	
GRI 405-1	Diversity of governance bodies and employees	74–76	
Building quality, quality of visitor experience, quality of location, and mobility			
GRI 3 Material topics 2021			
GRI 3-3	Management of material topics	84 f.	
GRI 416	Customer health and safety 2016	84 f.	
GRI 416-1	Assessment of the health and safety impacts of product and service categories	84 f.	

General information about the report

Reporting:	2021–2022
Frequency:	Annual
Correction or restatement of information:	Prior-year key figures for which only projections were made last year
External testing:	None