



Company Name: Frequentis AG			Reporting date: 2021							
Company Logo: 										
Dimension	Category	No. of categories	Sub Categories	NP's	Value	Qualitative Text	Unit	Publicly Source / URL	Page	Date
Environment	Climate Change	1	1.a	Global scope 1 GHG emissions	218		Metric tons of CO2 equivalent	Frequentis Nichtfinanzanleher	41	
			1.b	Global scope 2 GHG emissions	718		Metric tons of CO2 equivalent	Frequentis Nichtfinanzanleher	41	
			1.c	Global scope 3 GHG emissions	718		Metric tons of CO2 equivalent	Frequentis Nichtfinanzanleher	41	
	Energy Management	2	2.a	Total energy consumed broken down by non-renewable and renewable sources (including electricity, heat, and primary energy use)	20,719		Gigajoule (GJ)	Frequentis Nichtfinanzanleher	41	
	Water Management		3.a	i. Total freshwater withdrawn ii. Percentage in regions with high or extremely high baseline water stress	0	The wastewater is discharged into the municipal sewerage system.	l. m3 ii. %	Frequentis Nichtfinanzanleher	45	
			3.b	i. Total freshwater consumption ii. Percentage in regions with high or extremely high baseline water stress	0	They do not need to remove groundwater or surface water for manufacturing purposes or for incorporation into products. The water for the facilities is supplied from standard public sources for the sole purpose of industrial water use.	l. m3 ii. %	Frequentis Nichtfinanzanleher	45	
	Waste and Pollution	4	4.a	i. Total waste ii. Percentage recycled	40000		l. kg ii. %	Frequentis Nichtfinanzanleher	41	
	Ecological Impacts/Biodiversity	5	5.a	ii. Emissions of pollutants (NOx, SOx, and particulate matter (PM))			Main site	Frequentis Nichtfinanzanleher	32-33	
			5.a	List of operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		The Frequentis Group concentrates in the implementation and operation of solutions on existing infrastructures. By using specific local knowledge and proper spatial development in cooperation with subcontractors, with whom Frequentis customers often maintain an extremely beneficial relationship over many years, the risk of irreversible loss of naturally of valuable areas is completely eliminated and thus there are no spatial conflicts between the implementation of the Frequentis solutions and the natural environment.		Frequentis Nichtfinanzanleher	32-33	
	Circular Economy	6	6.a	Percentage of recycled input materials used to manufacture the organization's primary products and services			%	Frequentis Nichtfinanzanleher	43	
Social	Environmental Supply Chain Management	7	7.a	i. Number of suppliers assessed for environmental impacts ii. Percentage of suppliers assessed for environmental impacts iii. Percentage of purchasing volume covered with assessment for environmental impacts	0	In addition to the supplier audits, supplier evaluations of existing suppliers take place once a year at Frequentis AG. The suppliers are evaluated in the first quarter of the year based on the following currently revised criteria: - Quality: e.g. product quality, complexity, quality assurance system - Price: e.g. price development and comparison with the previous year and market price - Support quality: e.g. commercial, personal and technical support - Delivery performance: here, adherence to delivery dates and quantities is a particularly important criterion Furthermore, value is placed on environmentally friendly, sustainable packaging. - Sustainability of the supplier: on the one hand, the economic environment (stability, stability, performance, flexibility, environmental management, etc.) on the one hand and the social environment (CSR code, social competence, etc.)	i. number of suppliers ii. % iii. %	Frequentis Nichtfinanzanleher	43	
			7.a	Percentage of active workforce covered under collective bargaining agreements			%	Frequentis Nichtfinanzanleher	43	
			7.b	Ratio of standard entry level wage by gender compared to local minimum wage		For graduates, specific salary developments are already specified in the employment contract. This position underscores the importance of these functions and is intended above all to show young employees the prospects. In order to ensure uniform, transparent and fair salary payments, all salaries are generally reviewed in an annual process by the responsible managers and, under certain circumstances, by existing committees.	ratio	Frequentis Nichtfinanzanleher	21	
			7.d	Average hours of training per person by gender and employee category		Number of courses offered throughout the group: 469	average number of hours	Frequentis Nichtfinanzanleher	40	
	Employee Health & Safety	8	8.a	i. Breakdown of employees with permanent (indefinite) and fixed-term (temporary) contract ii. Breakdown of directly employed workforce and not directly employed workforce (incl. temp agency workers, on-site contractors, freelancers)			number of employees	Frequentis Nichtfinanzanleher	44	
			8.a	Total number and rate of work-related fatalities and incidents	3		%	Frequentis Nichtfinanzanleher	44	
	Diversity and Equal Opportunity	10	10.a	Percentage of employees per employee category, by age group, gender and other indicators of diversity	Average age: 40 male: 78.3%, female: 21.7%		%	Frequentis Nichtfinanzanleher	49	
	Human Rights	11	11.a	Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country	0%		number of operations	Frequentis Nichtfinanzanleher	42	
	Social Supply Chain Management	12	12.a	i. Number of suppliers assessed for social impacts ii. Percentage of suppliers assessed for social impacts iii. Percentage of purchasing volume covered with assessment for social impacts		In addition to the supplier audits, supplier evaluations of existing suppliers take place once a year at Frequentis AG. The suppliers are evaluated in the first quarter of the year based on the following currently revised criteria: - Quality: e.g. product quality, complexity, quality assurance system - Price: e.g. price development and comparison with the previous year and market price - Support quality: e.g. commercial, personal and technical support - Delivery performance: here, adherence to delivery dates and quantities is a particularly important criterion Furthermore, value is placed on environmentally friendly, sustainable packaging. - Sustainability of the supplier: on the one hand, the economic environment (stability, stability, performance, flexibility, environmental management, etc.) on the one hand and the social environment (CSR code, social competence, etc.)	i. number of suppliers ii. % iii. %	Frequentis Nichtfinanzanleher	43	
			12.a	Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country			number of operations	Frequentis Nichtfinanzanleher	42	
Governance	Taxes	13	13.a	Total tax paid by country	11,627,940		Summe	Frequentis Nichtfinanzanleher	49	
	Customer Privacy & Cyber Security	14	14.a	i. Number of data breaches ii. Number of data breaches	0		%	Frequentis Nichtfinanzanleher	15	
	Business Ethics	15	15.a	Total number and percentage of employees that have received training on anti-corruption	0		%	Frequentis Nichtfinanzanleher	48	
	Sustainability Governance	16	16.a	List of committees responsible for decision-making on economic, environmental, and social topics and percentage of independent committee members per committee		A total of 59 persons, including Vice Presidents (authorised signatories) of Frequentis AG and Managing Directors of Frequentis subsidiaries, Frequentis Executive Board, and the Frequentis Supervisory Board	%	Frequentis Nichtfinanzanleher	15	
	Remuneration	17	17.a	Remuneration policies for the highest governance body and senior executives including the consideration of ESG performance criteria and how they impact different types of remuneration		Remuneration of Executive Board members: By including non-financial performance criteria, the aim is, in particular, to support the social and strategic alignment of the company.	%	http://www.frequentis.com/Investor/Details/Support/2022 2021/Frequentis Remuneration Report 2021.pdf	5-6	
	Customer Privacy & Cyber Security	14	14.a	i. Number of data breaches ii. Number of data breaches	0		%	Frequentis Nichtfinanzanleher	15	
	Business Ethics	15	15.a	Total number and percentage of employees that have received training on anti-corruption	0		%	Frequentis Nichtfinanzanleher	48	