




Company Name: 1&1 AG		Reporting date: 2020		 							
Company Logo: 											
Dimension	Category	No. of categories	Sub-Category	KPIs	Value	Qualitative Text	Unit	Publicly Source / URL	Page	Date	
Environment	Climate Change	1	1.a	Global scope 1 GHG emissions	1,369.32		Metric tons of CO2 equivalent	Sustainability Report EN 2020	66, 74		
			1.b	Global scope 2 GHG emissions	414.80		Metric tons of CO2 equivalent	Sustainability Report EN 2020	66		
			1.c	Global scope 3 GHG emissions	2,803.60		Metric tons of CO2 equivalent	Sustainability Report EN 2020	70, 71, 73, 74		
	Energy Management	2	2.a	Total energy consumed broken down by non-renewable and renewable sources (including, electricity, heat, and primary energy use)	32,408.00	no distinction between non-renewable/renewable for internal use: renewable: 9488.6 GJ (29.3 %) non-renewable: 22910.75 GJ (70.7%)	Gigajoule (GJ)	Sustainability Report EN 2020	65		
	Water Management	3	3.a	i. Total freshwater withdrawn ii. Percentage in regions with high or extremely high baseline water stress		no data collection due to low relevance	l. m3 ii. %				
			3.b	i. Total freshwater consumption ii. Percentage in regions with high or extremely high baseline water stress		no data collection due to low relevance	l. m3 ii. %				
	Waste and Pollution	4	4.a	i. Total waste ii. Percentage recycled		no data available for total amount of waste; amount of paper consumption and packaging material available only	l. kg ii. %				
			4.b	Air emissions of pollutants (NOx, SOx, and particulate matter (PM))		no data available	Metric tons				
	Ecological Impacts/Biodiversity	5	5.a	List of operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		no data available					
	Circular Economy	6	6.a	Percentage of recycled input materials used to manufacture the organization's primary products and services.	75.80	Part of our business involves providing our customers with products such as smartphones and routers so they can use our services. This task is performed for all 1&1 Drifisch Group brands by our own logistics centre in Mönchabaur (Bavaria) packaging and information materials are needed to protect and dispatch these products. In addition, we send access data, e.g., by post for security reasons. The (secondary) packaging is recyclable, but as	%	Sustainability Report EN 2020	69		
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		no data available	i. number of suppliers ii. % iii. %					
Social	Labor Practices	8	8.a	Percentage of active workforce covered under collective bargaining agreements		no data available	%				
			8.b	Turnover rate	6.10		%	Sustainability Report EN 2020	2, 43		
			8.c	Ratio of standard entry level wage by gender compared to local minimum wage		no data available	ratio				
			8.d	Average hours of training per person by gender and employee category	17.10	available only per person	average number of hours	Sustainability Report EN 2020	2, 50		
			8.e	i. Breakdown of employees with permanent (full-time) and fixed-term (temporary) contract ii. Breakdown of directly employed workforce and not directly employed workforce (incl. temp agency workers, on-site contractors, freelancers)	i. permanent: 2801 fixed-term: 390 ii. directly employed: 3112 not directly employed: 79		number of employees	Sustainability Report EN 2020	54		
	Employee Health & Safety	9	9.a	Total number and rate of work-related fatalities and incidents	13		number of incidents	Sustainability Report EN 2020	62		
	Diversity and Equal Opportunity	10	10.a	Percentage of employees per employee category, by age group, gender and other indicators of diversity	by gender: women: 37 % men: 63 %  by age: under 30: 23.9 % 30-39: 32.1 % 40-49: 27.3 % >= 50: 16.7 %  by employment type: women full-time: 14.9 % men full-time: 96.7 % women part-time: 25.1 % men part-time: 4.3 %		%	Sustainability Report EN 2020	63, 1		
			10.b	Total number and percentage of operations that have been subject to human rights, modern slavery, or human rights impact assessments, by country		no data available	number of operations				
			10.c	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		no data available	i. number of suppliers ii. % iii. %				
	Taxes	13	13.a	Total tax paid by country	93.0 Mio. €	Tax expenses amounted to 93.0 million Euro only for Germany relevant as 1&1 business is only located in Germany.	Euros	Annual Report 1&1 EN 2020	46		
Governance	Customer Privacy & Cyber Security	14	14.a	i. Number of data breaches ii. Number of affected persons	i. 33 ii. 3,115			Sustainability Report EN 2020	2		
	Business Ethics	15	15.a	Total number and percentage of employees that have received training on anti-corruption			number of employees	Sustainability Report EN 2020	12		
	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		no data available					
	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		no data available					