

Declaration of conformity 2022

Hamburg Messe und Congress GmbH

Indicator set

GRI SRS

Contact

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GmbH

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General

General Information

Describe your business model (including type of company, products / services)

The ideal connection In Germany's second largest city, Hamburg Messe und Congress (HMC) is a marketplace as well as a **networking and innovation platform** that organises, serves and enables a wide range of major national and international events: Renowned industry fairs, world-leading congresses, political party conferences, annual general meetings, cultural and sports events all find the right conditions at HMC.

Situated between the university and the famous Reeperbahn district, in the midst of a vibrant inner city with generously spaced parks, the eleven halls of the Hamburg trade fair campus offer more than 87,000 square metres of exhibition space. Just a few metres away, the CCH – Congress Center Hamburg provides up to 50 event halls and rooms.

"We create connections. New ones, different ones, again and again. The 'ideal connection' motto describes our mission," says Bernd Aufderheide, President and CEO, Hamburg Messe und Congress GmbH.



HMC central entrance © Hamburg Messe und Congress / Michael Zapf

A wide range of events in the heart of the city

The Hamburg Messe und Congress campus is situated uniquely in the Hamburg downtown area. Planten un Blomen park, the iconic Elbphilharmonie building, the new HafenCity district, the Speicherstadt World Heritage Site, and a colourful mix of fascinating neighbourhoods are all located in the immediate vicinity of the exhibition complex and the CCH.

HMC's varied portfolio of exhibitions primarily focuses on industries clustered in the metropolis on the river Elbe: Top trade events bring together key industrial decision-makers from around the world, including SMM, the leading international maritime trade fair; WindEnergy Hamburg; or INTERNORGA, Europe's leading trade show for food service, hospitality, communal catering, bakeries and confectioners.

The HMC exhibition campus not only offers ideal conditions for prominent guest events, such as key exhibitions for the aerospace industry or major buyers' fairs for retailers, but also for attention-grabbing public trade fairs, international marketing events, TV galas, award ceremonies and political summits.

The ITS World Congress for Intelligent Transport Systems and Services (ITS) at the CCH – Congress Center Hamburg in October 2021 was a remarkable experience, as well. According to the organiser, it welcomed more visitors than any previous ITS congresses in the 35-year history of the event. This was another proof that advanced mobility deserves a prominent and permanent place on the agenda of Hamburg, which heads the list of German cities in terms of digitalised mobility.

Hamburg Messe und Congress is well respected internationally for its expertise and dependability in organising and supporting successful trade fair appearances of German companies on all continents. Numerous award-winning German trade fair presentations at world expos have earned HMC an excellent reputation as a general contractor.



German garden at Floriade Expo 2022 / keller-fotografie.de

For example, the German Garden at the Floriade Expo 2022 in Almere, The Netherlands received a Gold Award in the "Official Participants – Outdoor Gardens" category from the Bureau International des Expositions (BIE) which was in charge of the event. The wooden pavilion was a visual highlight in the German Garden. Themed "BIOTOPIA – Growing Community", it housed playful presentations of innovative ideas, new solutions, civic initiatives and organisations from Germany focused on modern and sustainable gardening. All in all the German Garden accommodated more than 3,500 primarily insect-friendly plants, from wild strawberries to primeval sequoia trees. On the rooftop terrace, a docile Buckfast bee colony was busy collecting nectar and pollen while ducks, frogs and dragonflies were populating the water garden and its surroundings. Over the six-week event, bumblebees, wasps, butterflies and wild rabbits joined the exhibit, and even a few foxes were seen at BIOTOPIA occasionally.

The new CCH - highly flexible and multifunctional

Just a few minutes' walk from the Hamburg Messe campus is the CCH – Congress Center Hamburg, one of Europe's biggest congress centres. After undergoing comprehensive renovation and modernisation for four years, the complex now provides 12,000 square metres of exhibition space, 12,000 square metres of foyer space, 12,000 seats in total, and all the technology and

flexibility today's congresses and events require.



Exterior view of the new CCH – Congress Center Hamburg © Hamburg Messe und Congress / Michael Zapf

New Normality in 2022 The Covid-19 pandemic had a severe impact on the trade fairs and events industry during 2020 and 2021. The coronavirus year 2020, originally expected to produce the strongest business outcome in company history, in fact turned out to be the weakest fiscal year HMC had ever seen. 2021 was again marked by short-time working, cancellations and postponements.

As the vaccination rate increased and the pandemic eased off in the third quarter of 2021, it was possible to slowly resume trade fair and event operations under strict observation of hygiene rules. In response to the development of the pandemic and the less severe restrictions affecting people's everyday life, HMC President and CEO Bernd Aufderheide saw potential for holding trade fairs again as early as the beginning of 2021, stating:

"People are yearning for face-to-face interaction again."
(Bernd Aufderheide, President and CEO, 2021)

But it wasn't until the second quarter of the year that the development picked up somewhat. After a long wait, twelve HMC-organised events, 30 guest events and 42 events at the CCH restored live operations in Hamburg. After two-and-a-half years of pandemic conditions, COVID-19 infections are no longer something to be scared about. This "new normality" is felt at HMC as elsewhere.

During the pandemic, employees performed much of their responsibilities remotely. This was a general change seen across the employment market that has had a lasting impact on the nature of work. As a consequence, it has become a priority to support work flexibility and a better work-life balance, reduce individual and environmental stress levels, encourage self-management, and empower staff members. At the same time, HMC is becoming a more competitive employer by embracing future-oriented work practices.



HMC forecourt area © Hamburg Messe und Congress / Michael Zapf: "Thank you to the everyday heroes and heroines who are on duty for all of us"

New normality at HMC includes further precautionary steps as part of a comprehensive strategy to avoid another rise in number of infections and cases of illness. In 2021, new UVC air purifiers were installed in the exhibition halls to clean the air efficiently and remove up to 95 percent of airborne pathogens.

Since face-to-face interaction is a key characteristic of trade fairs, it is impossible to avoid the risk of infection entirely. To keep it as small as possible, however, all employees are offered SARS-CoV-2 rapid antigen self-tests and FFP2 protective masks for use on HMC premises during working hours.

The pandemic has accelerated the digital transformation enormously. Future event formats will be more hybrid, multifaceted and interactive. According to Bernd Aufderheide, attractive cities such as Hamburg that have exhibition halls and a congress centre right in the middle are bound to benefit from this development.

"2022 was a year of challenges, of premieres and successes. And it was probably the year we saw our busiest autumn yet considering the number of events." (Bernd Aufderheide)

While 2022 heralded a successful relaunch, the HMC Management Board expects 2023 to be the first year of more or less normal operations.

Clear messages

The Russian aggression against Ukraine since February 2022 calls for unequivocal messages: Hamburg Messe und Congress fully supports the sanctions imposed by the German Federal Government. Therefore HMC has discontinued its business relationships with Russia and Russian companies for the time being. HMC feels it is important to emphasise that these measures are not directed against the Russian population but against the aggressive actions of the country's government. The solidarity and thoughts of the HMC staff are with the people in Ukraine as well as the courageous people in Russia who are protesting against the war. For a company whose DNA is rooted in internationalism, dialogue and peaceful interaction, taking such a step is the last resort. But HMC is convinced that the current situation requires it.

Additional remarks:

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CRITERIA 1–10: SUSTAINABILITY POLICY

Criteria 1–4 concerning STRATEGY

1. Strategic Analysis and Action

The company declares whether or not it pursues a sustainability strategy. It explains what concrete measures it is undertaking to operate in compliance with key recognised sector-specific, national and international standards.

In its business operations Hamburg Messe und Congress GmbH (HMC) places great emphasis on sustainability. As a wholly-owned subsidiary of the Free and Hanseatic City of Hamburg (FHH), HMC is committed to doing its share to implement the climate protection policy set forth by the Senate of the City of Hamburg. According to the Hamburg Municipal Economic Strategy (Stadtwirtschaftsstrategie only available in [German](#)), the city's companies share "a special responsibility and role, for example in ensuring socially and environmentally sound city development, implementing the mobility and energy transition, supporting the business environment and innovation, [and] securing competitiveness". The Municipal Economic Strategy serves as a "common compass for future action" to ensure sustainable operations not only in the economic sense but also with regard to social and ecological causes. The vision of the Municipal Economic Strategy states: "We build the future city of Hamburg – a sustainable metropolis where everyone can have a good life."

This is how Hamburg's municipal companies, including HMC, contribute to achieving the United Nations' Sustainable Development Goals (SDG), which provide a global framework for action and guidance for sustainable development. HMC pledges to follow these principles of sustainable operation in every respect as a fundamental element of its corporate culture. HMC's detailed contribution to the SDGs has been published on the [company web pages](#).

Furthermore, HMC is committed to upholding the FHH climate protection policy. Its core political instruments – the Climate Protection Act and the Climate Plan – sharpen HMC's ambitious goals progressively [refer to Criterion 3]. In addition, accounting for sustainability aspects has been mandatory for all public sector organisations as per the Hamburg Code of Corporate Governance (HCGK) since 01 January 2020.

As early as 2009 HMC incorporated climate protection in its corporate policy as a permanent goal and adopted its climate protection guidelines [for more information refer to Criterion 6]. Over the years these efforts have evolved into a comprehensive sustainability strategy. In 2022 a process to draw up a fundamentally new corporate strategy was launched. The new strategy endeavours to transform HMC into a "learning organisation" while establishing sustainability as the fourth pillar of HMC's corporate strategy.

At the same time, the company began developing a holistic sustainability strategy in late 2022. For this initiative, which is supported by a business consulting firm, the status quo was examined, the supply chain analysed, and stakeholder expectations were taken into account. The goal is to determine how HMC can highlight its sustainability efforts in positioning itself in the market in the next ten years. The results of this study will provide a basis for future strategic decisions. A cross-divisional and cross-hierarchical strategy group conducted several workshops to establish key areas of activity and their interdependencies, applying the double-materiality concept whereby both the inside-out and the outside-in perspectives are taken into account. Key topics cover internal operations at HMC, the campus together with the event management services, and the content of events. To develop a robust blueprint for a future HMC, the project evaluates various scenarios and measures focused on these aspects and the established areas of activity. The strategy process has already produced a number of 'quick win' results that were implemented immediately. At the time this report is published, the strategy development process continues and will be subject to regular reviews.

Many minor and major measures have been taken in recent years, from internal sustainability training courses for staff members and the provision of glass jugs for drinking water to retrofitting LED lights, installing e-vehicle charging posts or introducing a CO₂ balancing and reporting system. The DNK Report describes many of these measures and initiatives [especially in the Environment and Society sections].

2. Materiality

The company discloses the aspects of its business operations that have a significant impact on sustainability issues and what material impact sustainability issues have on its operations. It analyses the positive and negative effects and provides information as to how these insights are integrated into the company's processes.

As a Hamburg public sector organisation, Hamburg Messe und Congress GmbH (HMC) is under obligation to fully implement the goals of the Free and

Hanseatic City of Hamburg (FHH) at all times in fulfilment of its responsibility towards society and the City of Hamburg. Public sector organisations bear a major portion of the responsibility to maintain various infrastructure systems and provide specific services to the population. The importance of the public sector organisations towards the city's efforts for the common good is reflected in the new Hamburg Municipal Economic Strategy ([Stadtwirtschaftsstrategie](#) only available in German).

HMC's exhibition campus and the CCH – Congress Center Hamburg, which is operated by HMC, are centrally located in Germany's second-largest city, in the immediate vicinity of Planten un Blomen Park. Excellent public transport connections and close proximity to the inner city are major benefits for employees, visitors, exhibitors, participants and the general public. HMC's core business – organising and managing events – supports communication between people and enterprises on current topics and provides a central meeting place focused on networking and innovation while driving sustainable transformation. The activities of HMC permanently secure more than 4,000 jobs in Hamburg alone (source: 2017 study by the Munich-based ifo Institute of Economic Research). The same study stated that in non-pandemic times, the socioeconomic effects of events held in Germany amount to roughly 734 million euros spent on services, in general commerce, in the hospitality sector and at cultural events. This added purchasing power unfolds about 56 percent of its potential within Hamburg (411 million euros), and roughly 44 percent (323 million euros) in the rest of Germany. As many as 658,000 overnight stays per year can be attributed directly to HMC activities. Every year more than 40 trade fairs take place in Hamburg, drawing 15,000 exhibitors and approximately 700,000 visitors in total.

Effects

To develop a sustainability strategy, a double-materiality analysis was performed in a series of workshops, and areas of activity as well as potential scenarios were identified for HMC. Taking an inside-out perspective, the status quo was analysed, relevant stakeholders were identified, and the supply chain was scrutinised. With regard to external factors, general trends influencing the Sustainable Development Goals (SDGs), and sustainability-related regulations were taken into consideration, the competitive situation was examined, and industry best practices in Hamburg and Germany were explored (outside-in perspective). The resulting key topics were studied in four sequential scenarios, from minimum compliance to fully sustainable operations achieving maximum differentiation. Each scenario was then examined in terms of its effects on the environment, society, the business world and governance, and in light of drivers and barriers. The key areas of activity identified are currently being validated and underpinned by "hard facts".

Inside-out perspective: At present, a negative footprint still prevails along the value chain. The new strategic foundation intends to change that. Looking at the upstream value chain, a high need of materials for the premises and

events, strong dependence on services including the high workload before, during and after events, and an insufficiently developed supply chain management using tier-1 providers are some of the issues highlighted in this context. Nevertheless, the important role of HMC as a business driver deserves to be emphasised. For many years, little attention was paid to sustainability-related matters. Circular processes and recyclable products were not implemented at a significant scale in the past. On the positive side, secure employment and pleasant working conditions guaranteed by public-sector regulations are worth mentioning. Aspects requiring improvement include the significant travelling and transport effort, considerable volumes of waste, and a lack of barrier-free options inside the exhibition halls. On the other hand, there are benefits emanating from HMC's operations, such as its positive role as a business driver with an emerging strategic focus on sustainability, and the indirect returns described earlier.

Outside-in perspective: Trends, regulations, the competitive situation, and events in Hamburg reveal a rapid increase of requirements regarding a trade fair and congress company's sustainability profile. Furthermore, it has become clear that full transparency as well as efforts to reduce negative effects are an obligation. The ability of the core business and its processes to contribute to sustainability is becoming a competitive advantage. Analyses have shown that innovative and inclusive circular services and business models harbour major potential for HMC. What is more, Hamburg's business clusters, research community, start-ups, NGOs and other initiatives offer HMC opportunities for further sustainability activities. Another factor is the location of the premises in the inner city, near a park. The scenarios in these areas of activity provide HMC with a perspective for its future strategic goals. The analyses performed by the consulting firm are helping HMC build a professional sustainability management system while encouraging its workforce to incorporate key sustainability ideas into their daily work.

Opportunities and risks

The key areas of activities can be clustered into three main domains: internal operations at HMC, the campus and event management services, and event content. These carry both, risks and opportunities for HMC.

From HMC's internal perspective, failure to focus the sustainability strategy consistently on the identified key topics would risk losing clarity of posture, control and competence-building. This is why defining a clear vision and developing a clear plan was imperative, and the process is progress. Since sustainability harbours major potential for innovation, it will play a more significant role in the company's business development activities. What is more, it will enhance the company's appeal as a business partner and employer.

A negative environmental and social footprint along the value chain related to the **campus and the event management services** represents a high risk. There is also an associated financial risk (e.g., energy inefficiency or lack of

skilled labour). Therefore HMC intends to use the identified levers to reduce negative effects while attracting new audiences. This could be achieved by designing the premises appropriately, using recyclable products and services, or making use of digital and hybrid formats.

Finally, looking at the **content** aspect of events, it should be pointed out that HMC is already organising its own events with a direct focus on sustainability. Nevertheless, there is significant potential for improvement of HMC's public perception as a sustainability-focused organisation and of its networking activities in this respect. By putting a strong emphasis on the fields of activity identified, HMC will enhance its contribution to sustainable transformation. Integrating these content aspects consistently will inspire new target audiences and benefit the regional business community.

The analyses have shown that sustainability is becoming both, an obligation and a competitive advantage. To maintain credibility, protect its reputation and secure its economic foundation, HMC has no other choice but to operate in an environmentally and socially sound manner. Today, sustainability is an omnipresent topic, whether in the trade fair and congress sector or elsewhere. Ultimately, sustainability is considered as an important standard HMC has to live up to. As a member of the Association of the German Trade Fair Industry, AUMA, HMC shares the view that adopting future-oriented business practices and acting in a socially responsible manner are two sides of the same coin.

"Trade fairs are part of the solution towards a carbon-neutral economy"
(AUMA [Industry Statement](#), June 2022)

3. Objectives

The company discloses what qualitative and/or quantitative as well as temporally defined sustainability goals have been set and operationalised and how their level of achievement is monitored.

Through each of its public sector organisations, the Free and Hanseatic City of Hamburg (FHH) pursues certain industry-specific goals. The goals defined for the individual public sector organisations as documented in the vision statements passed by the Senate of Hamburg provide guidance to the responsible business executives. Hamburg Messe und Congress GmbH (HMC) is committed to meeting the requirements set by the Senate of Hamburg.

Environment and climate protection are among the core goals. In its updated Climate Plan and the revised Climate Protection Act (as per 2022), the Senate of Hamburg defines CO₂ reduction targets for all of Hamburg (i.e., -70 percent by 2030, and -98 percent by 2045, compared to 1990 levels). Four

transformation pathways – heating, mobility, economic and climate transformation – define strategic areas of focus for this transition. By reducing its carbon dioxide emissions from the energy sector by 98 percent, in part through greenhouse gas removal, FHH endeavours to pioneer the industry in achieving “net carbon neutrality”. Furthermore, all of the FHH public sector organisations are to present a carbon-neutral balance sheet as early as 2040 (terms quoted from the current municipal documentation. HMC continues to follow the discussions about term definitions in the context of carbon neutrality/net zero etc. and participates actively in the stakeholder dialogue.)

"Through investments in infrastructure and sustainability, public sector organisations will help Hamburg's economy recover from the restrictions imposed in response to the COVID-19 pandemic."

(Coalition agreement for the 22nd legislative session of Hamburg's city parliament, p.21)



Transformation pathways in Hamburg's Climate Plan © Behörde für Umwelt, Klima, Energie und Agrarwirtschaft (BUKEA): Heat transition; Mobility transition; climate adaption

The same goal is reflected in the [Hamburg Municipal Economic Strategy](#) (Stadtwirtschaftsstrategie - German only) and the [AUMA Industry Statement](#). Furthermore, as a signatory to the “[Net Zero Carbon Event](#)” pledge, HMC has committed to achieving net-zero emissions by 2050 (refer to Criterion 9). Within this framework, HMC's short- and medium-term goal is to determine the ecological effects of its existence as a business entity by preparing a corporate carbon footprint and evaluating various avoidance and reduction measures. In its pledge, HMC agreed to draw up its Roadmap to Zero by the end of 2023.

To this end, the carbon footprint for the entire exhibition campus was determined for the first time for the year 2019, observing tight system boundaries. Because of the pandemic, no carbon footprint was calculated for the years 2020 to 2022. The next measurement for the site will be produced for the year 2023. In addition, HMC has tallied up its product carbon footprint for six HMC-organised events and one guest event (FAMA) for 2023 but data quality must be improved further and system boundaries must be observed more strictly to ensure comparability.

Among the remaining key goals, priority is given to the implementation of three sustainability measures based on the Hamburg Code of Corporate Governance (HCGK):

1. Reporting according to DNK standards:

Since the reporting year 2020, HMC has been publishing a qualitative sustainability report every two years based on the DNK criteria.

2. Compensation of air travel:

Another goal to which HMC has committed as a public sector organisation is to fully compensate for all business-related air travel. Compensating for flights is a necessity considering the high emissions caused by this means of transport. As of 2020, all information about job-related travel will be recorded by HMC's travel services provider in a climate-aware travel management programme. Flights are compensated monetarily through certified climate protection projects. The certified projects are double-registered and have been verified multiple times under the Clean Development Mechanism (CDM) of the United Nations Framework Convention on Climate Change (UNFCCC) and additionally under the Gold Standard for the Global Goals of the Swiss Gold Standard Foundation.

3. Implementation of the SDGs:

In the years 2019/20, HMC recorded its activities towards implementing the 17 United Nations Sustainable Development Goals (SDGs) as required by the HCGK code. Using the globally-recognised SDGs as a benchmark is a useful way to reconcile economic with ecological and social objectives. Detailed activities and goals for each of the SDGs have been published on the HMC [corporate website](#) since August 2020. In 2022, HMC developed a prioritised list of contributions to the SDGs based on the results presented by the SDG Action Manager.

The HCGK Declaration of Compliance is published annually on the [website](#) and included in the [Annual Report](#) (only available in German). Compliance with the goals and objectives under the HCGK is reviewed by an external auditing firm as part of the annual audit pursuant to the "Comply Or Explain" principle.

Furthermore, HMC continues to enhance employee engagement, for example by providing relevant sustainability training courses as of mid-2021 through

the internal HMC Academy. Responsibility for all sustainability goals has been assigned to HMC's Sustainability Officer who has been in charge of these matters since 2009 (the current incumbent since 2013). The Sustainability Officer is supported by a cross-departmental "Sustainability Project Team". As a staff role, the Sustainability Officer reports directly to the corporate executive level. All progress is reported to the Supervisory Board (pre-2020 in a KPI report; as of 2020, in the DNK Report according to the HCGK, with activities being reported in the same way as SDG-related measures). Sustainability has been part of the corporate strategy since 2022. Supported by an enterprise consulting firm, HMC is in the process of drafting a sustainability strategy and further sustainability measures in support of the ambitious sustainability goals of FHH.

4. Depth of the Value Chain

The company states what significance aspects of sustainability have for added value and how deep in the value chain the sustainability criteria are verified.

The core business of HMC as a trade fair and congress organisation is to organise and/or manage its own as well as guest and international events and to provide spaces for congresses and exhibitions. These events provide opportunities for stakeholders such as exhibitors and visitors or participants to network in one central marketplace. The event organisation and management activities are supplemented by individual services which are either provided in-house or through service partners, based on the make-or-buy principle.

These are either primary activities such as conducting requirement analyses, designing and planning activities, organising sales and handling operational implementation; or secondary, supporting activities, for example accounting and controlling, data-processing and facility management (cleaning, security services, maintenance etc.). Some of the secondary activities are outsourced. For example, HMC may contract an external company to clean the exhibition halls and the administrative building (facility management). A variety of sustainability levers along entire value chain are to be assessed in this context. In particular, materials and service partners (upstream/input), HMC's operations as such, logistics and travel, as well as product benefits and usage (downstream/output) are relevant to this assessment.



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Sustainable processes are being implemented step-by-step in terms of the

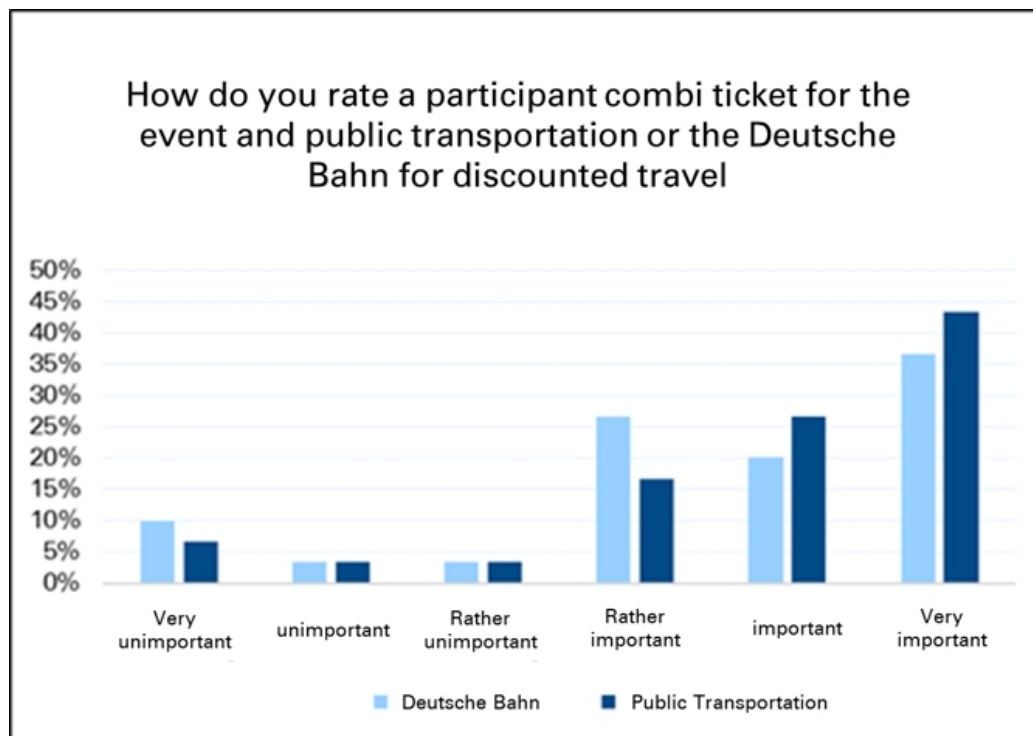
materials and resources used and the **service providers** employed. The internal procurement criteria are based on the "[Guidance For Ecologically Responsible Procurement](#)" (only available in German) of the Free and Hanseatic City of Hamburg (FHH), and are under continuous development. In addition, service partners are increasingly insisting on stricter environmental and social criteria. Ensuring fair working conditions and compensation is a matter of course for HMC. In terms of gastronomy, HMC generally outsources catering services to partners who have an active sustainability concept of their own and adhere to certain social standards. These efforts are intended to counteract the higher environmental and social risks inherent in event-related procurement so as to act sustainably beyond city policies.

In connection with **HMC operations**, attention to social causes such as equal opportunities (Criterion 15), and fair compensation and employment conditions (Criterion 14) deserve to be mentioned as positives. For example, the CCH has implemented an inclusive concept for barrier-free access since it reopened following revitalisation. Environmental goals such as energy efficiency have been supported through a variety of measures.

Heating of buildings during operations is a climate risk that must not be ignored. The same applies to waste separation as well as providing incentives for eco-friendly mobility. To minimise waste, HMC works with innovative service partners. These efforts include trade fair-specific waste-reduction measures: use of carpeting tiles as reusable flooring, or offering standard, pre-fabricated exhibition stands to exhibitors. Carpeting tiles can be reused many times and are subsequently recycled for use in furniture upholstery. Ready-made exhibition stands can likewise be reused multiple times and do not have to be disposed of after an exhibition. They help conserve valuable resources. Exhibitors are required to follow HMC's [Technical Regulations](#), which include mandatory sorting of waste and energy conservation. Beyond these measures there remain substantial opportunities for improvement of waste management which will be addressed by promoting awareness, providing incentives and challenging customary processes.

Logistics and travel play significant roles in the context of event preparation. Thanks to its central location and excellent public transport connections, distances to and from the HMC campus are short and sustainable transit is easy. Some initial data on customer travelling behaviour have been gathered already. What is more, HMC employs sophisticated on-site logistics concepts including a slot booking system. HMC's logistics partner has submitted science-based climate protection goals of its own. Nevertheless, time and cost considerations during assembly and disassembly periods call for innovative logistics concepts. International events in particular have large ecological footprints and arriving or departing exhibitors and visitors create significant inner-city traffic. It is therefore necessary to continue developing sustainable mobility strategies beyond offering event-specific discounted train tickets, such as including a combination ticket for the train and public transport systems.

Exhibitors have indicated strong interest in this solution in a recent survey conducted for an HMC internal study. The mobility transition is a highly relevant contributor to the climate goals. Therefore the way exhibitors and visitors arrive at and depart from the campus plays a major role in HMC's sustainability concept.



Source: "Die Relevanz der Nachhaltigkeit bei Kongressveranstaltungen aus Sicht der Veranstaltenden – Eine Analyse am Beispiel des CCH – Congress Center Hamburg" (The relevance of sustainability during congress events as seen from the organisers' perspective; an exemplary analysis at the CCH – Congress Center Hamburg); Bachelor thesis by Nina Krüger, Baden-Wuerttemberg Cooperative State University (DHBW) at Ravensburg

Finally, HMC has certain leverage over its supply chain in terms of **product usability (and usage)**. Through its events, HMC supports innovation, generates inspiration, imparts education and accelerates developments in relevant fields. Providing one central meeting place can reduce the need for individual travel. Furthermore, events at HMC bring indirect returns to the city. Many HMC-organised events are explicitly sustainability-related by subject matter and content. However, no sustainability criteria are in place for the guest events portfolio. Therefore the focus on establishing goals and metrics to enhance the positive and reduce the negative sustainability effects of events should be sharpened. The ultimate objective is to strengthen awareness of sustainability-related business opportunities.

HMC also applies the "[Guidelines For Organising Events Sustainably](#)" (only available in German) issued by the German Federal Ministry For Environmental Affairs, Nature Conservation and Nuclear Safety and the German Federal Environmental Agency.

The Management Board is convinced that sustainability must be approached as a cross-enterprise challenge in order to achieve progress. It therefore believes it to be essential to integrate sustainability as a task at all levels of the value chain, including HMC's own business operations, always with economic feasibility in mind. HMC plans to make sustainability a more prominent criterion when awarding future contracts. This will encourage third parties to sharpen their focus on sustainability, especially with regard to minimising waste and emissions. Many of HMC's service partners have taken part in the Materiality Analysis survey (refer to Criterion 2).

Criteria 5–10 concerning PROCESS MANAGEMENT

5. Responsibility

Accountability within the company's management with regard to sustainability is disclosed.

The HMC Compliance and Sustainability Officer is in charge of coordinating compliance and sustainability activities. In 2023, a new Sustainability department with two or more full-time positions will be established. It will report directly to the CFO.

Operational responsibility for other social matters related to occupational health and safety management has been entrusted to the Technical Services, Facility Management and Human Resources functions. The Gender Equality Officer is represented by a colleague of the Legal department (stand.in: Controlling department) for the period under report.

Central responsibility rests with the Management Board which receives all information directly from the operational departments. All investment projects (e.g. retrofitting LED luminaires, installing charge posts for e-cars) are additionally subject to review by the Supervisory Board and approval by the Shareholder.

To ensure close interaction between the company's organisational units, a Sustainability Project Team was formed in 2019 which ensures a continuous exchange of information on sustainability issues across the company. Furthermore, the CCH division has appointed two sustainability representatives who work closely with the HMC Sustainability Officer.

6. Rules and Processes

The company discloses how the sustainability strategy is implemented in the operational business by way of rules and processes.

Sustainability measures are implemented by all organisational units (e.g. Compliance, Purchasing, Human Resources, Legal, Technical Services) of Hamburg Messe und Congress GmbH (HMC) in day-to-day business operations. All activities are monitored by the Management Board, the Supervisory Board,

the Shareholder and Internal Auditing.

In preparation for the future sustainability strategy, new processes are being introduced step by step, and existing processes challenged (e.g. collection of data for carbon footprint or sustainability reports).

Key guidance and principles for related activities of HMC include, without limitation, the Hamburg Code of Corporate Governance (HCGK) [for details refer to Criterion 3], the HMC Corporate Compliance Programme [refer to Criterion 20], relevant guidelines issued by the Free and Hanseatic City of Hamburg (FHH) and Federal Ministries, relevant legal provisions [refer to Criterion 20], the FHH Climate Plan and the [Hamburg Municipal Economic Strategy](#) (only available in German).

Furthermore, HMC provides its customers with the copies of the [Sustainability Checklist for the Events Industry](#) by Stefan Lohmann.

Sustainability has been anchored in the HMC Operations Manual as part of the Corporate Compliance Programme since 2020. The Operations Manual contains compulsory rules for all employees.

Furthermore, HMC documented its own [Climate Protection Principles](#) as early as 2009.

1. We recognize our responsibility to protect the earth's climate.
2. We consider climate protection as a matter to be addressed at the executive level. Therefore all members of our Management Board are required to help us achieve our climate protection goals.
3. We believe that climate protection begins at the place of work. We therefore expect all our employees to do what they can in their daily work to reduce emissions of noxious substances to air.
4. We consider climate protection as a business activity of growing importance. As a consequence our business goals do not clash with climate protection but are aligned with it.
5. We comply with all statutory provisions regarding climate protection. As a company committed to climate protection, we endeavour to go beyond the statutory requirements in reducing harmful emissions to air from our business activities.
6. We monitor and improve our climate protection measures continuously to the extent that is possible to us.
7. Protecting the climate is a challenge for society at large. We therefore engage in a continuous dialogue with our employees, our Supervisory Board, our Shareholder, our customers and suppliers and society at large about climate protection in the context of trade fairs, congresses and other events.

7. Control

The company states how and what performance indicators related to sustainability are used in its regular internal planning and control processes. It discloses how suitable processes ensure reliability, comparability and consistency of the data used for internal management and external communication.

To review and compare the environmental and climate effects of its operations, Hamburg Messe und Congress GmbH (HMC) prepared its first-ever corporate carbon footprint (CCF) for the exhibition campus (excluding the CCH which was being revitalised at the time) for the 2019 business year. Audited externally, the document aimed to validate the existing CO₂ reduction potential and compensation options. The CCF covered emissions from facility management, employee mobility, business trips, procurement, and company logistics pursuant to the generally accepted GHG Protocol (Scope 1-3). A software tool designed specifically to ensure reliability, comparability and consistency ensures data quality and manages the readings from approximately 2,000 counters for electricity, heating and cooling, and water. Because of the pandemic, the next (including the CCH) will be produced for the year 2023.

Furthermore, HMC conducts surveys among its employees every four years. The results of all surveys are correlated to draw conclusions about employee satisfaction.

HMC has energy audits performed according to the German law about energy services and other energy efficiency measures (EDL-G) on a regular basis. The last energy audit was carried out on 04 December 2019, and the next one is scheduled for December 2023.

Key Performance Indicators to criteria 5 to 7

Key Performance Indicator GRI SRS-102-16: Values

The reporting organization shall report the following information:

- a.** A description of the organization's values, principles, standards, and norms of behavior.

The Values of Hamburg Messe und Congress GmbH (HMC) are a constituent part of the internal HMC Code. The HMC Code, which is binding upon all employees, is a constituent part of the HMC Operations Manual. It defines economic and entrepreneurial success as the highest goal of HMC. In turn, this success is defined as the achievement of ambitious revenue and sales targets,

high indirect profitability, high customer and operator satisfaction, as well as motivated employees and contractors. The HMC Operations Manual is likewise an internal document. The values are re-assessed as part of the corporate strategy process.

The conduct of all HMC employees shall be based on the values of Trust, Performance and Accountability. Employees are to use the "5 K" principles for guidance, based on the initials of the German equivalent terms: Customer focus, competence, culture, creativity, consistency. What is more, as a wholly-owned subsidiary of the Free and Hanseatic City of Hamburg (FHH) HMC is committed to achieving the goals set by the Senate of Hamburg.

8. Incentive Systems

The company discloses how target agreements and remuneration schemes for executives and employees are also geared towards the achievement of sustainability goals and how they are aligned with long-term value creation. It discloses the extent to which the achievement of these goals forms part of the evaluation of the top managerial level (board/managing directors) conducted by the monitoring body (supervisory board/advisory board).

Hamburg Messe und Congress GmbH (HMC) uses a monetary incentive system for employees in the form of a performance-based bonus in line with the relevant collective agreement (TV-AVH). The performance-based bonus is a variable extra amount paid in addition to the payroll amount. Exempt employees working under a special contract receive a management bonus. The amount of a bonus payment is determined based on the achievement of previously defined annual performance targets. The details of this compensation system can be found in the "Company Agreement on the Implementation of Performance and Success-based Compensation, and Agreement of a Company-Wide System" (Betriebsvereinbarung zur Einführung leistungs- und erfolgsorientierter Entgelte und Vereinbarung eines betrieblichen Systems).

Once every year every non-exempt HMC employee takes part in a mandatory appraisal interview. The purpose of these conversations is to encourage an open dialogue between managers and their reports about the employee's performance, manager feedback, and potential development opportunities. An appraisal interview also serves to determine to what extent the employee achieved her or his goals during the previous 12-month period, and to set new goals for the following year. The documentation of the interview is submitted to Human Resources and audited on a random basis. After several months, managers are to reevaluate the newly-defined goals. To date, goals explicitly

related to sustainability aspects have only been agreed in isolated cases.

The goals agreed for 2022 were focused on team objectives. Working together to achieve certain goals is expected to encourage social openness and interaction – even beyond one’s own team – after the COVID-19 period had inhibited most social contacts. During the pandemic years, development objectives were not tracked for performance-based compensation.

The targets for the Management Board are based on the specifications provided by the Free and Hanseatic City of Hamburg (FHH). The Supervisory Board is charged with assessing the achievement of objectives. The Management Board may likewise receive a management bonus. The salaries paid to the Management Board are disclosed in the [HCGK Declaration of Compliance](#) (only available in German). As of 2023, sustainability goals for the Management Board are derived from the [Municipal Economic Strategy](#) (only available in German).

Furthermore, HMC offers non-monetary incentives to encourage its employees to act sustainably. For example, since 2020 trainees have had the option to receive training from the Chamber Of Commerce to become so-called “Energy Scouts”. Over several days they receive instructions on energy efficiency and efficient use of resources. They can take this knowledge to their training company to identify potential solutions for more sustainability.

In addition, HMC offers its employees discounted public transport tickets (ProfiTicket) as well as company-owned staff bicycles. 105 employees made use of the ProfiTicket in 2022. In addition, employees have been able to benefit from the JobRad® bicycle leasing programme since the end of 2022. Employees are also given the option to participate in the annual MOPO relay race free of charge.

Key Performance Indicators to criteria 8

Key Performance Indicator GRI SRS-102-35: Remuneration policies

The reporting organization shall report the following information:

- a.** Remuneration policies for the highest governance body and senior executives for the following types of remuneration:
 - i.** Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares;
 - ii.** Sign-on bonuses or recruitment incentive payments;
 - iii.** Termination payments;
 - iv.** Clawbacks;
 - v.** Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.
- b.** How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.

As a wholly-owned subsidiary of the Free and Hanseatic City of Hamburg (FHH), Hamburg Messe und Congress GmbH (HMC) is subject to the Hamburg Transparency Act, which includes a reporting obligation about the compensation paid to the Management Board (refer to Section 3(1)(15).

These Reports About The Compensation of Executives and Managing Directors of Hamburg's Public Sector Organisations are freely accessible online. Furthermore, the [Declarations of Compliance](#) (only available in German) required under the HCGK (Hamburg Code of Corporate Governance) and the executive compensation information have been published on the HMC website since 2013. This information comprises both, performance-based and performance-independent (e.g. salaries, supplements, benefits in kind) compensation components.

The twelve members of the Supervisory Board receive an attendance fee per meeting which is identical throughout all public sector organisations. Four construction committee meetings, four human resources committee meetings, two finance committee meetings and four Supervisory Board meetings take place every year. For further information please refer to the Supervisory Board Manual for representatives of the Free and Hanseatic City of Hamburg.

Key Performance Indicator GRI SRS-102-38: Annual total compensation ratio

The reporting organization shall report the following information:

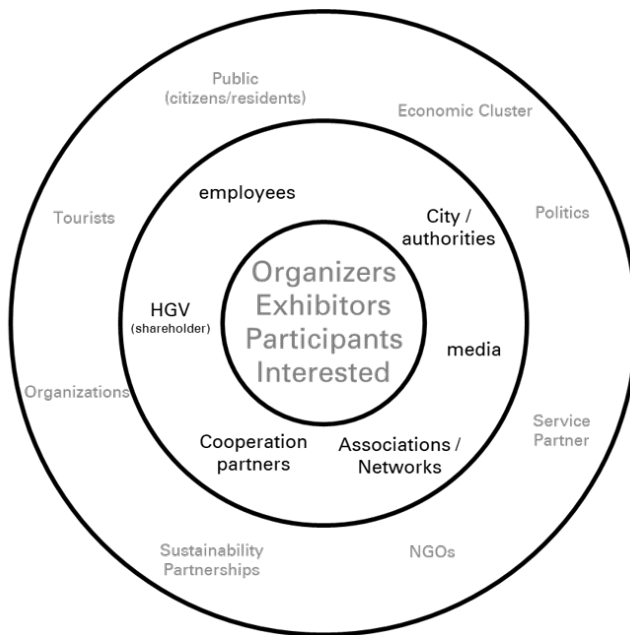
a. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.

The annual total compensation ratio can be found in the comments on personnel expenditures in the HMC balances of expense and income accounts and in the HCGK [Declaration of Compliance](#) (only available in German), both of which are included in the [Annual Report](#).

9. Stakeholder Engagement

The company discloses how the socially and economically relevant stakeholders are identified and integrated into the sustainability process. It states whether and how an ongoing dialogue takes place with them and how the results are integrated into the sustainability process.

For the purposes of developing the sustainability strategy, HMC and the business consulting firm jointly identified the relevant network of stakeholders of Hamburg Messe und Congress GmbH (HMC) and their respective needs. This resulted in a list of highly influential stakeholders who have a strong interest in HMC's operational core business. While all stakeholders should be approached personally (and on a broader basis than in the past), the needs of HMC's customers, including event organisers, exhibitors, participants and interested parties, are of pivotal importance. The section below takes a closer look at the relationships with certain key groups.



Network of HMC stakeholders (K'UP -translated)

To better understand the key stakeholders' perspective, interviews and surveys were conducted for the strategy process among customers, employees and major service providers. The major service providers group was established based on expenditures and presence on the exhibition campus. HMC communicates with customers on a regular basis through newsletters, social media and surveys at events. All results are accounted for in the sustainability strategy development process.

Interviews have revealed that sustainability has not played a major role in customers' decisions so far but that the demand is increasing rapidly. While ecological requirements to be met by HMC play a role for some **event organisers** only, this group of respondents does expect transparency, fairness and good service; cost tolerance is consistently low. Enquiries about the sustainability of HMC facilities are on the rise, especially for the CCH – Congress Center Hamburg. Meanwhile the pressure on **exhibitors** is likewise increasing. There is definitely an interest in ecological sustainability regarding event content and execution, and some stakeholders are willing to pay more for this. For exhibitors, sustainability is a differentiator. As the pandemic eased off, the demand for modular, reusable stand construction systems increased. Apart from that, major customers increasingly approach HMC asking for compliance with their codes of conduct. **Participants** are generally quite satisfied but in their view, HMC is only moderately sustainable. On the other hand, many participants show heightened awareness of sustainability-focused topics and companies or start-ups. This group responds to direct touch points such as regional vegetarian catering, waste separation and the reduction of single-use items. Individuals who are generally **interested** in HMC events and thereby potential customers seek out opportunities to share views and

information with their peers. They are interested in digital as well as free offers affording them new and fascinating experiences. At the same time they want to avoid travelling long distances and being exposed to noise, stress, costs and superficiality.

Beyond this group there are additional regional and global stakeholders to be considered.

Parties of particular importance to HMC as a public sector organisation include **HGV**, The Hamburg Asset And Corporate Investment Management Limited (Hamburger Gesellschaft für Vermögens- und Beteiligungsmanagement mbH), and the Free and Hanseatic City of Hamburg (**FHH**). As such, HMC is committed to fulfilling their guidelines and sustainability targets, such as the Climate Goals of the Senate of Hamburg or the Municipal Economic Strategy. Nevertheless, HMC is integral to any attempt to implement the regional implementation strategy successfully. HGV, in its dual roles as Shareholder and holder of supervisory board mandates, is under obligation to drive the implementation of sustainable goals by its subsidiaries for the common good.

Furthermore, the **employees** of HMC constitute a substantial stakeholder group. To heighten general awareness of sustainability issues, HMC organises surveys, activity days and incentives, especially with a focus on sustainable mobility. Based on a holistic understanding of its sustainability strategy, HMC endeavours to encourage sustainable behaviours in daily work step by step. Additional information addressing current topics is published on the intranet and in newsletters, and relevant documents are made available to all employees. HMC employees are invited to share their ideas for enhanced sustainability (anonymously) or directly with the Sustainability Team. Those employees who are members of the cross-departmental project group are involved especially deeply. The dialogue about continued development will further be supported in the short-to-medium term by trained Energy Scouts who will communicate their well-founded suggestions regarding a more efficient use of energy and other resources. Since 2021, interactive seminars have been held by the HMC Academy to intensify the exchange of views and information about the subject.

What is more, HMC communicates with the Hamburg **authorities** (e.g., Department for the Environment, Climate, Energy and Agriculture; Department for Traffic and the Mobility Transition), **industry associations** (e.g., the Exhibition and Trade Fair Board of the German Industry (Ausstellungs- und Messeausschuss der Deutschen Wirtschaft e. V., AUMA), the Community of Interest of German Industry Fair and Exhibition Cities (Interessengemeinschaft deutscher Fachmessen- und Ausstellungsstädte, IDFA), the Global Association of the Exhibition Industry (UFI), as well as **cooperation partnerships** (e.g., UmweltPartnerschaft, Klimapartner-Vereinbarung) about sustainability topics on a regular basis. For example, there are opportunities to participate in information events and stakeholder dialogues. Working groups and

cooperation groups at the regional, national and global levels meet at regular intervals. HMC's Sustainability Team takes an active role in organisations such as the sustainability network of public sector organisations (Netzwerk Nachhaltigkeit der öffentlichen Unternehmen), the AUMA sustainability working group which publishes an [Industry Positioning](#), or the [Net Zero Carbon Event](#) initiative of UFI/JMIC, the authors of the Roadmap to Net Zero to 2050.

In the case of the CCH, the German Convention Bureau e.V. (GCB) and the European Association of Event Centres (Europäischer Verband der Veranstaltungszentren e.V., EVVC) are additional organisations advocating sustainability-related matters as special interest groups, through information events, and as powerful networks.

Finally, HMC has a significant role to play as an institution in the City of Hamburg and the **public in general**. There is potential for HMC to open up more to the city and its citizens, and to earn greater acceptance. It is HMC's goal to further cultivate its image and eliminate issues. For example, events are associated with intensifying traffic and noise; providing incentives towards the mobility transition – with the privileged location in the city centre in mind – could alleviate these irritations.

The HMC website disperses [Corporate Social Responsibility](#) (CSR) related information to all interested parties to maximise transparency into a variety of matters. Also refer to: "[Our Contribution to The United Nations' 17 Sustainable Development Goals](#)"

Key Performance Indicators to criteria 9

Key Performance Indicator GRI SRS-102-44: Key topics and concerns

The reporting organization shall report the following information:

- a.** Key topics and concerns that have been raised through stakeholder engagement, including:
 - i.** how the organization has responded to those key topics and concerns, including through its reporting;
 - ii.** the stakeholder groups that raised each of the key topics and concerns.

Exhibitors and visitors in particular show lively interest in the subject of sustainability. HMC has been receiving growing numbers of enquiries about

ecology and sustainability aspects. This has prompted HMC to stop producing printed catalogues or exhibitor directories. HMC provides a central meeting place for various flagship industry fairs. "Trade fairs make a big difference. Their importance as meeting places for movers and shakers and as innovation showcases cannot be overstated." (Source: Jörn Holtmeier, CEO of the umbrella association of the German trade fair industry, AUMA)

The following is a list of industry fairs, events for the general public, and guest events which are explicitly linked to sustainability. Related topics are moving into focus in response to the demand from exhibitors, visitors and their respective industries. Participatory engagement of stakeholders will help meet these expectations. Examples:

- INTERNORGA – The leading trade show for foodservice and hospitality: Urban farming, vegan food, soul food, green packaging, etc.
- WindEnergy Hamburg – The global on and offshore event: Energy, environmental technology, recycling and waste disposal: Energy sector (including conventional and renewable energy), #climatefirst conference concept, electrification, energy storage and power-to-X solutions, safety, cybersecurity and digitalisation, public engagement, jobs and skills
- H2 Expo & Conference – Networking Event of the international hydrogen economy as part of WindEnergy Hamburg
- GET Nord – Trade Fair for Engineering, Sanitation, Heating and Air Conditioning
(List of industry segments accessible online)
Key terms: Building systems, electrical and sanitation, heating, renewable energy, lighting, VAC, refrigeration, pumps and drive systems, plumbing, tools and shop equipment, service providers
- Heldenmarkt – Public trade fair for sustainable consumption: Exhibitors from all walks of sustainable life plus a supporting programme highlighting a variety of sustainability topics, featuring panel discussions and lectures, cooking shows and tasting events, exhibitions and workshops as well as activities for children and music.
- 5. Jugendfestival der Deutschen Gehörlosen-Jugend e.V. (5th festival of the German Hearing Impaired Youth organisation) at the CCH – The youth festival is an educational and cultural event for children and young people in Germany who communicate by sign language. The event provides a sign language platform for hearing-impaired people and other users of sign language. Many items on the agenda are additionally translated into spoken German and International Sign. The event is also barrier-free for wheelchair users and deafblind visitors.

Especially among organisers of guest events and congresses, the most frequently-voiced concern is sustainability management for their event along with the availability of emission-related data. Since early 2022, HMC has published concise one-page online documents addressing key [SDG-based](#)

[implementation information](#). The [Sustainability Checklist](#) for the Events Industry by Stefan Lohmann contains additional information.

For the results of the stakeholder survey please refer to Criterion 2, "Materiality".

10. Innovation and Product Management

The company discloses how innovations in products and services are enhanced through suitable processes which improve sustainability with respect to the company's utilisation of resources and with regard to users. Likewise, a further statement is made with regard to if and how the current and future impact of the key products and services in the value chain and in the product life cycle are assessed.

Surveys and studies have confirmed the positive social and economic impact of the activities of Hamburg Messe und Congress GmbH (HMC).

Digitalisation of many processes ("Digital Transformation") is a mega trend that has been accelerated by the COVID-19 pandemic. The progressing transition to New Work calls for continuous adjustments to new conditions while challenging conventional strategies and approaches. To support this adaptation process, a Chief Digital & Information Officer was first appointed in 2020 who is in charge of the development and company-wide coordination of HMC's digital transformation activities. Developing employees' digital skillsets is considered a high priority at HMC and supported by training programmes provided through the HMC Academy. Digitalisation will change work in general (such as the "Mobile Work" offer) and many job descriptions in particular.

During the intense phases of the pandemic, a number of flagship fairs were held digitally or in hybrid format. As the pandemic curve flattened out during the second half of 2022, many events were able to take place physically again. Nevertheless, digital formats will continue to play an important role in the events industry, prompting long-term change:



HMC CEO Bernd Aufderheide at the digital WindEnergy Hamburg © Hamburg Messe und Congress/Nicolas Döring

"Our experience has confirmed our view that digital formats will play a much more important role in supporting physical trade fairs in future without being able to fully replace them," says Bernd Aufderheide, HMC President and CEO.

In 2022 visitors of INTERNORGA were able to download and use an event-specific mobile app for the first time. The app helped them find their way around the fair, schedule meetings, and earmark agenda items, conferences or exhibitors of interest. This enabled cost reductions for printed programme brochures.

"The entire INTERNORGA in your hand"



SMM Digital © Hamburg Messe und Congress/ Michael Zapf

Ensuring the safety of guests and staff members has always taken top priority at Hamburg Messe und Congress. To provide a safe environment at all events and workspaces for people to enjoy the interaction without worrying about their health, the trade fair organisation developed a comprehensive set of COVID-19 health and safety guidelines, working closely with the responsible authorities and institutions. As a key element of the resulting hygiene strategy, so-called UV-C air purifiers were installed in the existing heating, air conditioning and ventilation systems of exhibition halls B1 to B4 as well as in the eastern entrance area during the years 2020 and 2021.

"These units clean the indoor air efficiently, eliminating coronaviruses and microbes. Combined with other hygiene measures, we achieve an air sterilisation rate of up to 95 percent in our halls. The people who come to us get the best protection possible," explains Lars Kanbach, Division Manager – Engineering and Infrastructure at HMC. The installed UV-C units are powerful: Their air cleaning capacity is 1,094,500 cubic metres of air, or more than a billion litres, per hour! They are powered by green electricity.

The "[Guidelines For Organising Events Sustainably](#)" (only available in German) contain additional suggestions for sustainability enhancements when preparing an event and assembling stands, during the event itself, during disassembly, and for recycling of materials. Working with experienced trade fair and stand construction contractors further supports an effective event life-cycle.

The innovative revitalisation of the CCH – Congress Center Hamburg placed great emphasis on the implementation of sustainable development principles right from the planning stages. The new CCH meets all relevant current standards. Its smart features make it one of Europe's largest, most advanced

congress centres. This includes an air conditioning system which uses the natural cooling effect of the adjacent Planten un Blomen Park to cool down the building during the summer months, eliminating the need for technical cooling equipment. This will conserve large amounts of energy. The goal has been to make this building sustainable at all levels and to earn 'Gold Status' within the certification system of the German Sustainable Building Council (DGNB). This is the highest status an existing building can achieve ([Link to press release](#)). The certification system accounts for the following properties, which are weighted nearly equally to arrive at a meaningful overall assessment:

- Economic quality,
- ecological quality,
- sociocultural and functional quality,
- technical quality and
- process quality.



Entrance hall of the CCH – Congress Center Hamburg © Hamburg Messe und Congress / Jürgen Nerger

By using 100 percent green electricity as well as recovered waste heat from a district heating network, the premises minimise the environmental impact of its event-related energy needs today. Hamburg's municipal utilities, the supplier of waste heat to HMC, are planning a gradual switch to renewable energy sources.

The amount of waste generated during events will be minimised by ensuring waste separation and proper recycling. This will return valuable resources to the productive material cycle. The services booking shop is gradually shifting to sustainable services. For example, a certified, fully recyclable cradle-to-cradle floor carpeting system has been used since 2022. This system will be expanded further.

The HMC vehicle fleet uses state-of-the-art electric carts and is gradually replacing its fleet of company cars with electric vehicles.

The positive impact of innovations shows in HMC's corporate carbon footprint. Throughout all of these measures, HMC stakeholders have been consulted, informed and encouraged to provide feedback. The cross-departmental Sustainability Project Team is constantly evaluating potential measures that could improve HMC's ecological performance.

Apart from establishing the carbon footprint of its own events, HMC is currently reviewing ways to support guest event organisers in doing the same.

Also refer to: ["Our Contribution to The United Nations' 17 Sustainable Development Goals"](#)



Key Performance Indicators to criteria 10

Key Performance Indicator G4-FS11

(report also in accordance with GRI SRS): Percentage of assets subject to positive and negative environmental or social screening.
(Note: the indicator should also be reported when reporting to GRI SRS)

Hamburg Messe und Congress GmbH (HMC) holds financial assets in the form of shares in affiliated organisations and stakes in other companies.

Shares in affiliates:

By agreement, HMC has been Exclusive Limited Partner of MOLITA Vermietungsgesellschaft mbH & Co. Objekt Messe Hamburg KG, established on 09-02-2004, with a contribution in the amount of €10,000, which corresponds to the amount guaranteed and the share capital of the company. This arrangement, which was legally necessary in connection with the new exhibition halls, is not subject to screening based on environmental or social factors.

Investments held:

By an agreement dated 12-08-2020, and following commercial screening, HMC acquired a share of one third in HH Tower Betreibergesellschaft mbH. The purpose of the company is the construction and operation of an entrance building, interior finishing and operation of the observation rotunda, and operation of public lifts at and inside Heinrich-Hertz Tower which is situated on

the plaza in front of the HMC exhibition complex. Furthermore, the company may operate additional property and hold events there. Business operations have not commenced as yet.

Criteria 11–20: Sustainability Aspects

Criteria 11–13 concerning ENVIRONMENTAL MATTERS

11. Usage of Natural Resources

The company discloses the extent to which natural resources are used for the company's business activities. Possible options here are materials, the input and output of water, soil, waste, energy, land and biodiversity as well as emissions for the life cycles of products and services.

Major ecological impact is caused by:

- Surface area utilisation [m²]
- Waste, especially non-recyclable waste [m³]
- Heating/cooling [kWh]
- Transport of arriving and departing trade fair and congress customers [tonnes of CO₂]

The sealed terrain covered by the exhibition halls and campus and the CCH is the greatest resource enabling the day-to-day operations of Hamburg Messe und Congress GmbH (HMC). This is why one of Europe's largest herbaceous plant rooftop gardens was created on the roof of Hall H of the CCH – Congress Center Hamburg in 2007. Furthermore, the roof of the eastern entrance area has been greened (about 735 square metres). The purpose is to support biodiversity while providing rainwater seepage surfaces.



Herbaceous plant rooftop garden at the CCH © Hamburg Messe und Congress / Jürgen Nerger

To the extent feasible, the waste generated during trade fairs and congresses is disposed of by HMC's contractors as required under applicable regulations. Exhibitors are provided with various waste containers enabling them to separate waste types for proper recycling. The "[Sustainability Checklist for the Events Industry](#)" is provided to raise awareness among exhibitors and event organisers. The cost of residual waste disposal is higher to encourage exhibitors to minimise non-recyclable waste.

The administration building uses 100 percent FSC-certified office paper. Ongoing digitalisation measures are expected to further reduce paper waste. One example highlighting the implementation of the "paperless office" is the introduction of digital signatures using DocuSign. Since the digital signature tool was first introduced in May 2022, HMC reduced its ecological footprint by a total of roughly 471 kilograms of CO₂, 4,941 litres of water, 201 kilograms of wood and 32 kilograms of waste (based on the provider's average figures).

To further reduce its carbon footprint, HMC uses 100 percent green electricity and heats its buildings nearly exclusively with recovered waste heat from the district heating network, which will become more eco-friendly in future.

Regarding mobility, HMC is continuing its efforts to develop new options and implement improvements. Electric trucks, including the required recharging infrastructure, are in use, and all fossil fuel-powered cars have an emission classification of at least Euro 5-6. This is consistent with the "Guidelines for The Procurement of Vehicles with Low CO₂ and Other Noxious Emissions" (Leitlinie für die Beschaffung von Fahrzeugen mit geringen CO₂- und Schadstoffemissionen), which HMC has subscribed to under the Climate Partner

Agreement to minimise emissions. HMC's fleet of company vehicles is in the process of switching to electric vehicles. Since 2022, numerous EV charge points have been installed in HMC's indoor car parks as part of the ELBE project. As of 31 December 2022, there were 30 charge points in the West underground car park, 24 in the Centre car park, and 10 in the CCH underground car park. Additional EV charging posts are in the planning stages. All charge points are connected to the City of Hamburg's public charging infrastructure.



EV charging posts in the underground car park © Hamburg Messe und Congress

Visitors now have the option to [travel](#) to the HMC premises using a subsidised and CO₂-free Deutsche Bahn train ticket. The same applies to exhibitors.

Furthermore, gathering at one large, central venue to present goods and services avoids multiple supplier and customer journeys across the country to offer or inspect products because all interested parties can be together at the same time and place. A single trip to a central meeting place of all exhibitors reduces emissions by avoiding individual trips to each exhibitor.

The indicators related to resource utilisation are detailed in Key Performance Indicators 11-12. Also refer to: "[Our Contribution to The United Nations' 17 Sustainable Development Goals](#)"



12. Resource Management

The company discloses what qualitative and quantitative goals it has set itself with regard to its resource efficiency, in particular its use of renewables, the increase in raw material productivity and the reduction in the usage of ecosystem services, which measures and strategies it is pursuing to this end, how these are or will be achieved, and where it sees there to be risks.

Sustainability, as Hamburg Messe und Congress GmbH (HMC) understands it, includes "[...] a development that meets the needs of the present without compromising the ability of future generations to meet their own needs" (Brundtland definition from the Report of the World Commission on Environment and Development, 1987).

Climate protection plays a key role in this context. Climate protection is per se sustainable, and not just at the ecological level. Avoiding major climate change creates stability and ensures long-term success at the social and economic levels, as well.

HMC is an organiser of several global flagship fairs linked to sustainability. One of these trade fairs is WindEnergy Hamburg, which showcases regenerative energy sources. But HMC not only provides a central meeting place to third parties (such as Heldenmarkt, a trade fair for sustainable consumption) but has also adopted internal principles of operational climate protection in its [Climate Protection Principles](#), as well (refer to Criterion 6).

Climate protection is consequently a core concern from the perspective of corporate responsibility. This is another reason HMC as a public-sector company is committed to doing its share to implement the climate protection policy set forth by the Senate of the Free and Hanseatic City of Hamburg (FHH), and to contributing to these goals on a permanent basis.

To this end, HMC supports numerous continuous initiatives towards implementing the principles of climate protection. An excerpt:

General initiatives:

- Sustainability Officer & working students / Sustainability Manager for the areas of planning, monitoring and reporting
- Integration of the sustainability concept into the Corporate Strategy

- Elaboration of a sustainability strategy
- Climate Partner Agreement since 2018
- Eco-Partner (UmweltPartner) of the City of Hamburg since 2019
- Member of the Air-Quality Partnership since 2020
- Signatory to the Net Zero Carbon Events Pledge since 2021
- [Sustainability checklist for the events sector](#)
- Guidance For Ecologically Responsible Procurement / Guidelines For Organising Events Sustainably
- "Pakadoo" packet delivery service to reduce emissions locally
- Energy Scouts: Further education programme for trainees since August 2020

Waste:

- Waste separation in the administrative sector and at events according to the Commercial Waste Management Ordinance
- Waste incineration according to the strict standards of the Federal Clean Air Act.
- Glass and old batteries are collected centrally for proper recycling.
- Digital signage and advertising
- Reduction of waste quantities (e.g. IT equipment recycling)
- Inclusion of exhibitors in waste management responsibility and waste avoidance measures (carpeting, pre-manufactured exhibition stands) by building awareness
- Incentives by the catering partner Käfer to avoid food waste
- Digital welcome folder for SMM Hamburg and INTERNORGA event app

Office supplies and administration building:

- Gradual implementation of 'paperless office'/100 percent FSC-certified or recycling paper
- Reusable kitchenware only ("Glass instead of plastic")
- Reusable advertising materials (e.g., lanyards)
- Green IT
- Digitalisation, cloud-based solutions, digital solutions (e.g., DocuSign)
- Provision of sparkling water machines and glass carafes at tea kitchens for all employees

Soil and water:

- Reduction of traffic areas and sealed surfaces (park enlargement: biodiversity, space for recuperation)
- Limitation of road salt use to absolute minimum
- Roughly 735 square-metre green roof above eastern Entrance
- Herbaceous rooftop garden above Hall H: reduces water consumption, provides water for the adjacent park and the creation of green areas (biodiversity)
- Water-saving taps to reduce water consumption and flush rates
- CCH uses special water filters so tap water can be served as drinking

- water in carafes (reduces use of plastic and saves bottle transport costs)
- Ecologically and economically sound cleaning concept (eco-friendly cleaning agents, water conservation, monitoring of cleaning activities to avoid environmental hazards)



Aerial photo of the exhibition campus and its surroundings © Hamburg Messe und Congress / www.falconcrest.com

Energy and fuels:

- Reduction of electricity consumption (e.g. "Switch me off" lettering on lighting switches since 2021 and on PC screens since 2022)
- calculation of the carbon footprint
- Energy audit according to German Energy Services Act (EDL-G)
- 100 percent renewable electricity since 2011
- On-site electric carts and charging infrastructure
- E-scooters
- Installation of more than 100 permanent, freely accessible e-car charge points (50 installed by 2022)
- Retrofitting of energy-efficient technology (e.g. LED lighting, motion detector-controlled light switches in corridors, low-consumption illumination and media equipment)
- Company-provided staff bicycles
- Replacement of conventional company cars with e- and hybrid vehicles

Heating/cooling/ventilation:

- 99 percent recovered waste heat
- Heat recovery from ventilation systems
- Ventilation and air conditioning systems controlled separately for each

hall

- UVC air sanitation systems (Halls B1 to B4, East and South entrances)
- CCH: temperature inside the building during operations is controlled hall by hall and adjusted for the respective building section and season
- CCH: Air-conditioning takes advantage of the natural cooling effect of the adjacent 'Planten un Blomen' Park

Additionally at CCH:

- Air quality control:
 - natural ventilation (from Planten un Blomen Park)
 - air quality can be adjusted for number of attendees
 - guaranteed air moisture, high air throughput
- Contaminants:
 - Exclusive use of DGNB certified construction products: [DGNB Gold certificate](#)
 - compliant disposal of contaminated legacy construction material

The Sustainability Officer regularly reviews all implemented and planned measures, supported by the Sustainability Project Team. Further visions and optimisation potential are under development. Successful implementation of measures is reported to the Management Board and staff routinely. Furthermore, HMC reports its (planned) savings to the Climate Central Office at the authorities (Leitstelle Klima), the initiator of the Climate Partner Agreement. No internal intermediate quantitative targets have been defined in addition to the FHH saving targets (refer to Climate Plan).

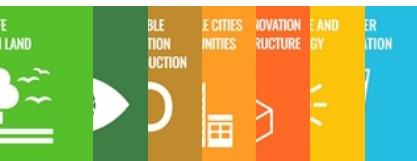
HMC considers its own use of resources and that of its service partners as substantial and is committed to improving the efficiency of its material and energy use steadily. Furthermore, HMC requires its contractors to comply with all applicable environmental and social standards.

One of the key risks in HMC's business operations in terms of natural resources is proper recycling. Ensuring proper separation and recycling of waste is a highly complex task in many trade fairs and events. Exhibitors are required to give preference to reusable materials and adhere to waste separation rules. One example of sustainable material use is the provision of reusable carpeting tiles for events. In addition, certified cradle-to-cradle carpeting has been used since 2022. This system will be expanded further.

Another perpetual risk in terms of high consumption of natural resources (especially fuels) is associated with the transport of exhibitors, congress participants and visitors to and from the premises. It is not up to HMC to dictate a particular means of transport. However, HMC can raise awareness and provide incentives (such as discounts for train passengers).

Also refer to: ["Our Contribution to The United Nations' 17 Sustainable](#)

[Development Goals](#)



Key Performance Indicators to criteria 11 to 12

Key Performance Indicator GRI SRS-301-1: Materials used

The reporting organization shall report the following information:

a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:

- i.** non-renewable materials used;
- ii.** renewable materials used.

	2022	2020
Cleaning agents (sustainable and eco-compatible)		
Sanitary cleaners [litres]	710	110
Neutral cleaners [litres]	480	160
Office supplies		
A4 copying paper (80mg/m ²) [sheets]	100,000	400,000
Business cards (two-sided)(5.5 x 8.5 cm @ 300 g/m ²) [pcs.]	2,300	8,000
A4/DIN long writing paper (120g/m ²) [pcs.]	1,000	6,000
Pre-manufactured exhibition stands (Customers can select from four stand packages - Standard, Comfort, Business, Premium. Additional reusable material, such as furniture, lights etc. can be booked additionally.)		
Surface area [m ²]	14,430	1,527
Carpet rolls (single-use) [m ²]	29,827* +151,000+1,100	1,527
Wall panelling (multi-use) [running metres]**	11,800	72
Cradle-to-cradle carpeting (recyclable – new)		
Surface area [m ²]	1,100	/
Equivalent weight [tonnes]	0.8	/
Reusable carpeting tiles One carpet tile covers 1 m ² or 0.25 m ² and is reused 25 times on average. Carpet tiles are cleaned using a special cleaning machine.		
Surface area [m ²]	42,000	33,472
Equivalent weight [tonnes]	151	100

Values should be seen in relation to the number of events in the respective year. COVID-19 years may result in atypical values.

*Carpet rolls in 2022: up to 30 percent were re-used.

** Unit has been changed

Key Performance Indicator GRI SRS-302-1: Energy consumption
The reporting organization shall report the following information:

a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.

b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.

c. In joules, watt-hours or multiples, the total:

i. electricity consumption

ii. heating consumption

iii. cooling consumption

iv. steam consumption

d. In joules, watt-hours or multiples, the total:

i. electricity sold

ii. heating sold

iii. cooling sold

iv. steam sold

e. Total energy consumption within the organization, in joules or multiples.

f. Standards, methodologies, assumptions, and/or calculation tools used.

g. Source of the conversion factors used.

	2022	2020
Green electricity [kWh]	16,106,587	6,011,005
Recovered waste heat [kWh]	12,731,903	5,135,331
Gas [kWh]	40,904	41,286

From 2022, values from the revitalised CCH are included. Values depend on weather, number of events per year and energy-related building modifications. 2022 showed an increased energy need for the emergency accommodations provided to refugees and in the gas-heated western entrance area.

2020: Effects of COVID-19 (very few events, defective temperature controller)

Key Performance Indicator GRI SRS-302-4: Reduction of energy consumption

The reporting organization shall report the following information:

- a.** Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.
- b.** Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.
- c.** Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.
- d.** Standards, methodologies, assumptions, and/or calculation tools used.

<i>Compared to 2012</i>	2022	2020
Green electricity [%]	-4.49	-62.86
Recovered waste heat [%]	-1.02	-60.08
Gas [%]	+21.30	+22.44

From 2022, values from the revitalised CCH are included. Values depend on weather, number of events per year and energy-related building modifications. 2022 showed an increased energy need for the emergency accommodations provided to refugees and in the gas-heated western entrance area. 2020: Effects of COVID-19 (very few events and a failed temperature controller)

2012 was selected as a reference year because it was an even year with a high number of events, and the set of buildings was similar to today's. 2012 is also used as a reference year by the Climate Partner Agreement (Klima-Partner-Vereinbarung).

Green electricity: 16,863,339 kWh
Recovered waste heat: 12,863,355 kWh
Gas: 33,720 kWh

Key Performance Indicator GRI SRS-303-3: Water withdrawal
The reporting organization shall report the following information:

- a.** Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:
 - i.** Surface water;
 - ii.** Groundwater;
 - iii.** Seawater;
 - iv.** Produced water;
 - v.** Third-party water.
- b.** Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:
 - i.** Surface water;
 - ii.** Groundwater;
 - iii.** Seawater;
 - iv.** Produced water;
 - v.** Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.
- c.** A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories:
 - i.** Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);
 - ii.** Other water ($> 1,000$ mg/L Total Dissolved Solids).
- d.** Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

	2022	2020
Water meter [m ³]	84,945	17,332

Water tapping is limited to the bathrooms, the tea kitchen, cleaning purposes and gastronomy (drinking water). Fresh water is sourced directly from the Hamburg Wasser utility. From 2022, values from the revitalised CCH are included. Values depend on weather, number of events per year and energy-related building modifications.
2020: Effects of COVID-19 (very few events)

Key Performance Indicator GRI SRS-306-3: Waste generated
The reporting organization shall report the following information:

a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.

b. Contextual information necessary to understand the data and how the data has been compiled.

	2022	2020
Packaging [m ³]	112.0	85.0
Waste glass [tonnes]	11.7	0.58
Non-recyclable waste [tonnes]	1089.1	117.3
Waste-paper [tonnes]	22.3	5.4
Wood waste [tonnes]	293.6	4.8
Cooking oils and fats [containers]	20	-
Biodegradable kitchen and cafeteria waste [containers]	237	-
Used batteries [tonnes]	0.3	-
Halogen-free machining liquid [litres]	-	1,550
Used equipment containing chlorofluorocarbons, e.g. refrigerators [pieces]	4	8
Electrical waste [tonnes]	1.2	-
Fire extinguishers [pieces]	6	12
Old tyres [pieces]	-	8
Insulation material (MMMF) [m ³]	3	4.0
Coal tar/tarry materials [tonnes]	-	26.4
Bitumen mixes [tonnes]	-	44.2
Mixed construction and demolition waste [tonnes]	4.1	434.0
Bulky waste [tonnes]	-	6.8
Concrete [m ³]	-	425.0
Brick [m ³]	-	88.0
Paint and enamels except 080111 [tonnes]	-	0.209
Solvent-based paint and enamels [tonnes]	0.505	0.193

Values should be seen in relation to the number of events in the respective

year. COVID-19 years may result in atypical values. Some values may be caused by construction or retrofitting work, such as retrofitting LED lighting at the Lagerstrasse indoor car park or the ceiling repair work at the West underground car park near Hall A3/A4. The waste disposal method is determined by the disposal firm. Proper, expertly recycling is standard practice. Waste separation is being practiced. No Data for the CCH due to the revitalisation.

13. Climate-Relevant Emissions

The company discloses the GHG emissions in accordance with the Greenhouse Gas (GHG) Protocol or standards based on it and states the goals it has set itself to reduce emissions, as well as its results thus far.

The most significant emission sources at Hamburg Messe und Congress GmbH (HMC) are heating and cooling of the exhibition halls, the CCH and the administration building, and the mobility and logistics of exhibitors, visitors and participants of trade fairs and congresses.

Since 100 percent of the electricity consumed by HMC is from renewable sources, the associated greenhouse gas emissions are low (Scope 2).

A factor of significant climate relevance, however, is the use of recovered waste heat from the district heating network which is still mostly coal-powered. The heat it generates is first supplied to other consumers, then to HMC where it passes through heat exchangers (so-called "recycling of residual products"). Switching to renewable sources is not economically feasible at this time, a factor aggravated by the energy crisis.

However, the utility (Wärme Hamburg) is preparing to make "a major jump towards carbon-neutrality" in its external heat supply system (German source: [Mehr Anschlüsse geplant, Abwärme statt Kohle – hamburg.de](https://www.waerme-hamburg.de/)). The new concept allows Wärme Hamburg to stop using coal by or before 2030. At that time, its CO₂ emissions will drop by 70 to 80 percent compared with today.

Quantifying emissions from event-related transport (travelling to/from the premises, logistics) is a challenging task. Since it can only be approximated based on random surveys, it is difficult to provide more than estimates of these emissions. In 2022 HMC prepared several pilot product carbon footprints for HMC-organised events for the first time (NORTEC, SMM, WindEnergy, Photopia, Get Nord). This carbon footprint is based on data related to the event (duration, participants, surface area, electricity), exhibitor and visitor mobility and overnight stays, catering, material use, printed products, waste

and logistics pursuant to the generally accepted GHG Protocol (Scope 1-3). The most significant emission sources across all events are mobility, overnight stays and energy.

In 2020 HMC also prepared an event-independent corporate carbon footprint for the year 2019, supported by an external partner. This event-independent carbon footprint was based on data covering facility management, employee mobility, business trips, procurement, and company logistics according to GHG Protocol (Scope 1-3). For the biggest emission sources please refer to the Declaration of Compliance for 2020. No carbon footprint was established for years 2020 and 2021 since the emissions were heavily influenced by the pandemic.

Yet, the available results allow HMC to draw conclusions with regard to major saving and/or avoidance potential. The pilot projects further reveal that the data collection procedure as well as data quality need to be improved to achieve a more precise result, and that the applicable system boundaries need to be defined.

In its Climate Protection Master Plan, the Hamburg Senate has proclaimed its target to reduce CO₂ emissions by at least 98 percent by the year 2045 compared to 1990 levels. As an intermediate goal, the measures detailed in the 2030 Action Plan are intended to reduce CO₂ emissions by 70 percent. Hamburg's public sector organisations have committed to achieving climate neutrality by 2040.

Progress towards the FHH climate targets are tracked continuously, and HMC intends to make a positive contribution to the reduction of noxious emissions. The Management Board and the Sustainability Officer are continuously monitoring the ongoing measures taken to reduce greenhouse gas emissions.

To achieve the climate protection goals set by the Hamburg Senate for 2030 (intermediate goal), the Industrial Transformation Pathway outlined in the Climate Plan calls for a combined CO₂ emission reduction from Hamburg's entire business sector by 5.5m tonnes compared to 1990 levels.

Additional initiatives towards increasing HMC's contribution to emission reduction include HMC's commitment as an Eco-Partner (UmweltPartner) of the City of Hamburg, the Climate Partner Agreement, and its membership in the Air-Quality Partnership.

Future carbon footprints will provide further input that will support HMC's efforts to monitor its climate-related data.

Reductions measures will strongly focus on the emission sources described above. Since the composition of both, the electricity supply and the district

heating are dictated by the Shareholder, HMC sees its primary responsibility in optimising the efficiency of its energy and resource consumption.

A good example for further emission reductions is the cooperation with the logistics provider Pakadoo, an HMC contractor since 2018. Pakadoo allows HMC employees to have their personal online orders shipped directly to the place of employment. This ensures that deliveries will never be missed and the number of failed delivery attempts is minimised. The collaboration with Pakadoo has avoided approximately 142.3 kilograms of CO₂ emissions in 2022. This figure encompasses 154 individual packet deliveries, with one packet assumed to avoid 924 grams of CO₂ emissions. This is an innovative way to reduce traffic in cities while protecting the climate. Furthermore, since the digital signature tool was first introduced in May 2022, HMC reduced its ecological footprint by a total of roughly 471 kilograms of CO₂, 4,941 litres of water, 201 kilograms of wood and 32 kilograms of waste (based on the provider's average figures) by the end of the year.

Further major measures taken to reduce climate-related emissions include:

- CCH revitalisation: the new building is cooled using air from the adjacent park (refer to Criterion 10)
- Mobility concepts: e.g. lorry slot system used by the logistics provider (refer to Criterion 10)
- Improved public transport connections and ticket discounts; company-provided staff bicycles (refer to Criteria 2, 4, 12)
- CO₂-free trips to and from the campus using the Event Ticket offered by the German rail company Deutsche Bahn (bahn.corporate; refer to Criterion 4)
- JobRad bicycle leasing offer to employees
- State-of-the-art vehicle fleet, hybrid vehicles, e-scooters, electric on-site carts including charging infrastructure based on the "Guidelines For The Procurement Of Vehicles With Low CO₂ And Other Noxious Emissions" (Leitlinie für die Beschaffung von Fahrzeugen mit geringen CO₂- und Schadstoffemissionen) (refer to Criterion 11)
- Compensation of business flights as well as travel management through HANSALOG (refer to Criterion 3)

Also refer to: ["Our Contribution to The United Nations' 17 Sustainable Development Goals"](#)



Key Performance Indicators to criteria 13

Key Performance Indicator GRI SRS-305-1: Direct (Scope 1) GHG emissions

The reporting organization shall report the following information:

a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent.

b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all.

c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.

d. Base year for the calculation, if applicable, including:

i. the rationale for choosing it;

ii. emissions in the base year;

iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.

e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.

f. Consolidation approach for emissions; whether equity share, financial control, or operational control.

g. Standards, methodologies, assumptions, and/or calculation tools used.

	2022	2020
Vehicle fleet [tonnes of CO ₂]	16.66	23.53
Gas [tonnes of CO ₂]	7.44	7.51

From the year 2022, values include the revitalised CCH. Values depend on weather, number of events per year and energy-related building modifications. COVID-19 years may result in atypical values.

* according to the place-specific emission factors for CO₂ emission reduction calculations within the Hamburg Climate Plan of the BUKEA authority (2022/04)

Key Performance Indicator GRI SRS-305-2: Energy indirect
(Scope 2) GHG emissions

The reporting organization shall report the following information:

- a.** Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- b.** If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- c.** If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- d.** Base year for the calculation, if applicable, including:
 - i.** the rationale for choosing it;
 - ii.** emissions in the base year;
 - iii.** the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e.** Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f.** Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g.** Standards, methodologies, assumptions, and/or calculation tools used.

	2022	2020
Green electricity [tonnes of CO ₂]	0*	15.92
Recovered waste heat [tonnes of CO ₂]	4,048.75	1,602.22

From the year 2022, values include the revitalised CCH.

Values depend on weather, number of events per year and energy-related building modifications. COVID-19 years may result in atypical values.

* according to the site-specific emission factors for CO₂ emission reduction calculations within the Hamburg Climate Plan of the BUKEA authority (2022/04)

Key Performance Indicator GRI SRS-305-3: Other indirect (Scope 3) GHG emissions

The reporting organization shall report the following information:

a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent.

b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.

c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.

d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.

e. Base year for the calculation, if applicable, including:

i. the rationale for choosing it;

ii. emissions in the base year;

iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.

f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.

g. Standards, methodologies, assumptions, and/or calculation tools used.

	2022	2020
Business air travel [tonnes of CO ₂]*	70.54	6.53

* based on calculations performed with the atmosfair online tool

Scope 3 of 'Other Indirect Emissions' at HMC primarily comprises items such as service partner trips to and from the premises as well as transport of exhibitors and visitors to and from events.

A potential method to document these emissions and a compensation approach are being investigated.

In 2020, the most important service partners were asked to provide information on the frequency of trips, distances travelled, and means of transport used for HMC's corporate carbon footprint. In addition, a questionnaire was developed for Nortec participants for the purposes of a pilot product carbon footprint for 2022.

In a scientific study conducted in 2019, visitors of two events were asked in a

random survey (n=335) about their means of transport to and from the respective event (also refer to the 2019 sustainability report under [GRI SRS-305-3: Other Indirect GHG Emissions \(Scope 3\)](#) in the database or on pages 39-40 of the document which can be found on the [HMC Website](#)).

Key Performance Indicator GRI SRS-305-5: Reduction of GHG emissions

The reporting organization shall report the following information:

- a.** GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent.
- b.** Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- c.** Base year or baseline, including the rationale for choosing it.
- d.** Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).
- e.** Standards, methodologies, assumptions, and/or calculation tools used.

The following reductions in power consumption have been calculated for LED retrofits ongoing or completed in 2022:

Parking Deck West linear luminaires:

power consumption to date: 211,200 kWh/year

expected consumption: 106,600 kWh/year

Halls B5-7

power consumption to date: 705,378.24 kWh/year

expected consumption: 247,212 kWh/year

The 'power consumption to date' value applies to the old luminaires installed between 2005 and 2008. Installation work in preparation of LED retrofitting began in 2019.

The campus is powered by green electricity.

Criteria 14–20 concerning SOCIETY

Criteria 14–16 concerning EMPLOYEE-RELATED MATTERS

14. Employment Rights

The company reports on how it complies with nationally and internationally recognised standards relating to employee rights as well as on how it fosters staff involvement in the company and in sustainability management, what goals it has set itself in this regard, what results it has achieved thus far and where it sees risks.

As a public-sector municipal company, Hamburg Messe und Congress GmbH (HMC) is fully aware of the responsibility it bears for the city of Hamburg and its region. HMC is committed to ensuring fair, just and respectful interaction with its employees.

Occupational safety is a matter of great importance to HMC. HMC is constantly working on protecting its employees as effectively as possible while minimising the number of accidents or eliminating them altogether. HMC will continue to make every effort to protect its employees against hazards and accidents through measures such as on-site training using the sam® e-learning system. All (100 %) employees are required to take these on-site training courses on a regular basis.

A company can only operate sustainably and successfully as long as its employees remain healthy. To ensure our team's long-term well-being, HMC has introduced a multifaceted health management programme. For example, the internal HMC Academy offers stress prevention courses. In addition, HMC regularly holds Health Days which provide instructions on physical exercise and healthy nutrition. Staff sport groups, medical care by the company physician, company-provided bicycles and support for active participation in a variety of athletic events complete the picture. Other health-related initiatives include our annual free influenza immunisation campaign and the recently-introduced option to receive telephone counselling by a professional psychologist for any personal issues.

A good work-life balance is the very basis for long-term health and well-being. Therefore HMC offers a flexible working time scheme which includes flextime,

part-time and remote working arrangements. Employees may also take a sabbatical if desired. In 2022, 253 employees were working full-time and 92 employees were working part-time. Since 2022 all employees have been given the option to perform up to 50 percent of their work remotely. No sabbaticals were taken.

HMC's work arrangements help employees reconcile their private lives with their job responsibilities. These efforts have earned HMC the Hamburg Family Seal award several times.

During the heavily pandemic-influenced years 2020 to 2022 and beyond, protecting the health of the workforce was the top priority at HMC. The pandemic, which brought the entire event business to a complete halt, harboured the risk of layoffs. By applying the Collective Agreement Governing Short-Time Work For Members Of The Federation Of Municipal Employer Associations (TV COVID) as well as the COVID-19 Applied Collective Agreement (Anwendungstarifvertrag COVID 19) in conjunction with the Company COVID-19 Short-Time Agreement, employment relationships at HMC were protected in an optimal way. Short-time work helped secure jobs at HMC once again during the first three months of 2022. In response to the pandemic, HMC acted quickly to enable all affected employees to work remotely full-time. The HMC crisis management group ensured that hygiene rules and occupational safety and health measures, such as social distancing, were adapted to changing conditions whenever appropriate. Additional preventative measures were taken to guide employees healthily through the COVID-19 pandemic; for example, employees were offered regular testing as well as a programme to enhance physical resilience.



HMC forecourt area © Hamburg Messe und Congress / Michael Zapf ("Being close to each other - also works with two meters apart")

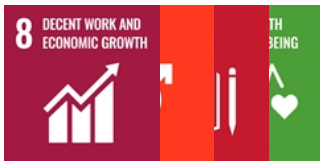
HMC is committed to enabling and maintaining a transparent, open flow of communication with its employees. The new HMC SharePoint home page, the traditional bulletin board as well as the Sustainability SharePoint page provide all employees with comprehensive, relevant, current information. Contact persons for all matters are announced so employees know at all times where to turn with their concerns. Employee interests are advocated by the works council and the trade union. As the pandemic subsided, communication with employees was kept alive through initiatives such as regular digital town hall meetings and personnel meetings. During one of the last HMC Academy seminars on sustainability, a request was brought forward to better include those employees who have non-desk jobs, such as in-house technicians. HMC is taking appropriate steps to enhance communication with all employees. New hires are assigned a mentor from another department who can answer questions and help with integration into the company.

The German Minimum Wage Act (Mindestlohngesetz, MiLoG) went into effect on 01 January 2015.

HMC is additionally committed to awarding public contracts for construction and other services exclusively to contractors who agree in writing, at the time they submit a proposal, to compensate their employees for the work to be rendered at least as stipulated in Section 5 of the Hamburg Minimum Wage Act or in the applicable, mandatory collective agreement under the German Posted Workers Act.

HMC does business internationally through its International Events (Auslandsveranstaltungen) department. HMC organises joint exhibition stands (German pavilions) at international trade fairs world-wide. HMC's International Department has comprehensive trade fair experience on five continents, offering a full range of services from a single source, from taking care of all preparations in Germany through to overseeing the exhibition activities at the fair site. HMC supports exhibitors on-site before and during international events, including stand assembly activities, ensuring that everything is ready at the proper time. All applicable employee rights are complied with as a matter of principle. During official German joint trade fair engagements (with German ministries as the principal), HMC's International Department staffs information areas and lounges with hosts and hostesses subject to German employment standards, such as maximum working hours, breaks etc. International staff whose selection is outside of HMC's influence (e.g. those working for stand construction companies) are typically national or regional contractors selected by the relevant federal ministries in an RFP process, applying appropriate selection criteria.

Also refer to: ["Our Contribution to The United Nations' 17 Sustainable Development Goals"](#)



15. Equal Opportunities

The company discloses in what way it has implemented national and international processes and what goals it has for the promotion of equal opportunities and diversity, occupational health and safety, participation rights, the integration of migrants and people with disabilities, fair pay as well as a work-life balance and how it will achieve these.

Equal treatment and openness for diversity characterise a culture of just, fair and mutually respectful interaction in a spirit of cooperation among all people on the job.

Hamburg Messe und Congress GmbH (HMC) adopted Diversity as one of its guiding principles as early as 2008. Diversity as well as fair and equal opportunities are key goals pursued by all Human Resources functions at HMC. These efforts prioritise gender equality in professional life as well as inclusion of people with disabilities. Furthermore, HMC places emphasis on ensuring a good work-life balance.

HMC has joined the German "[Diversity Charter](#)" (Charta der Vielfalt), thereby committing to creating a working environment that is free of prejudice and discrimination with regard to sex, religion, sexual identity, nationality, ethnic or social origin or philosophical convictions. HMC employs people from more than ten different nations across all age groups. Showing mutual respect and valuing each individual are principles that define how people treat each other at HMC. To reflect this in spoken and written communication, Corporate Communications established its guidelines for gender-sensitive language at the end of 2021 to raise awareness and promote inclusion at this level. In addition to these guidelines, the corporate website currently includes a 'note regarding the use of gender'. HMC words both, its internal and external communications in a gender-neutral form, viewing this change as a step-by-step learning process.

HMC is pleased to advocate diversity and solidarity every year by illuminating its Skywalk in specific colours, such as those of the Ukrainian flag at the beginning of Russia's invasion of the country, the colours of the rainbow during Pride week, or in pink on International Day of the Girl Child.

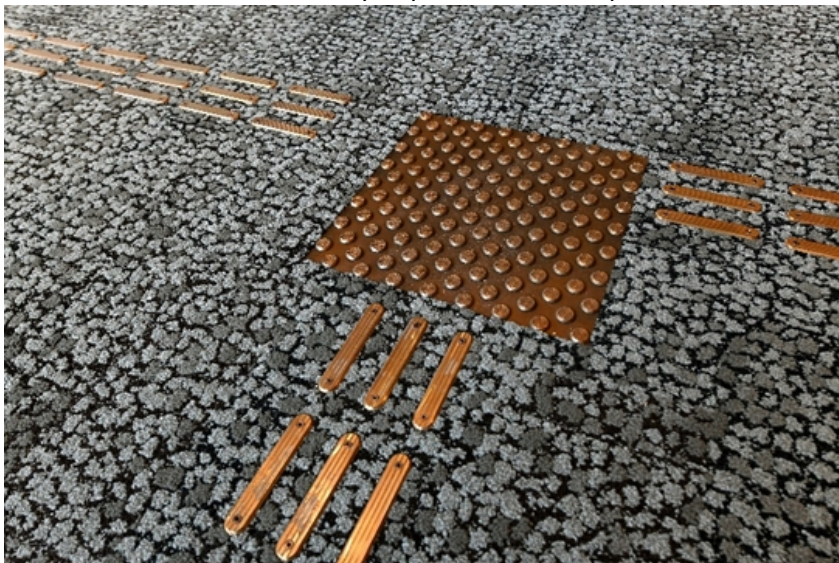


Hamburg shows its colours © Hamburg Messe und Congress / Jasmin Schuster

For the same purposes HMC has appointed a Gender Equality Officer. In addition, all employees are required to participate in regular training on the German General Equal Treatment Act (AGG) and the Code of Conduct.

For its active commitment to these principles, HMC received the "Helga Stödter Award for Mixed Leadership" from the Hamburg Chamber of Commerce in 2015. HMC was lauded for its high share of female employees in management positions, among other criteria. While roughly 63.2 percent of company employees were women in 2022, it should be noted that the share of women in upper management positions is smaller today (about 43.9 percent). The Supervisory Board consists of four women and eight men; as such, it no longer complies with the Hamburg Act For The Equal Treatment Of Women And Men In Public Service (Hamburgisches Gesetz zur Gleichstellung von Frauen und Männern im öffentlichen Dienst, Gleichstellungsgesetz-HmbGleiG), which calls for a share of at least 40 percent of female/male members. HMC is committed to achieving compliance with City policy as soon as possible. What is more, HMC is constantly developing new working arrangements to help employees reconcile their private lives with their job responsibilities, for example by offering remote work opportunities, an adaptable flextime system, and part-time schemes so employees can fulfil their professional duties more easily. These efforts have earned HMC the Hamburg Family Seal award several times. During the year under report, 83 women were working part-time, compared to only nine men, a fact that is still attributable to a traditional understanding of gender roles. 16 women took parental leave, compared to only one man. Nevertheless, HMC remains committed to promoting a work environment that supports empowerment and equal opportunities.

During the revitalisation of the new CCH – Congress Center Hamburg, a [barrier-free architectural design concept](#) based on current standards (DIN 18040) was defined jointly with representatives of organisations dedicated to promoting inclusion. To achieve a barrier-free congress building, HMC implemented a 'multi-sensory' concept throughout. This includes features such as stair-free access, reduced counter and handrail heights, a floor-integrated guiding system, and automated escalators and platform lifts. Furthermore, key information panels in Braille and tactile profile lettering have been installed to assist visually impaired and blind persons.



Floor-integrated, tactile guiding system at the CCH – Congress Center Hamburg © Hamburg Messe und Congress /

Michael Zapf

The German Minimum Wage Law (Mindestlohngesetz, MiLoG) and collective wage agreements ensure fair compensation of all employees, including those working at cooperating companies (refer to Criterion 14). Job descriptions and the corresponding, collectively agreed job grading are worded to ensure compensation of non-exempt employees independent of gender or other characteristics. HMC believes that the satisfaction of its workforce as evidenced in the employee survey, along with the awards received for its employee-friendly policies, indicate that these goals have been achieved successfully.

Also refer to: ["Our Contribution to The United Nations' 17 Sustainable Development Goals"](#)



16. Qualifications

The company discloses what goals it has set and what measures it has taken to promote the employability of all employees, i.e. the ability of all employees to participate in the working and professional world, and in view of adapting to demographic change, and where risks are seen.

Training young talent is the foundation of any stable, sustainably-operating company. As a public-sector company and part of the business community in the Free and Hanseatic City of Hamburg (FHH), HMC has been actively supporting young people's professional development by providing them with training opportunities for many years. At any given time, there are approximately 18 trainees at HMC who work in five different technical and commercial disciplines. Every year HMC hires six former trainees on average as permanent employees. In addition, HMC offers internships to university students studying in combined work-while-studying programmes, including specialised thesis tutoring where desired.

This is one of the reasons HMC has earned the "5-Star Seal" in the competition "Hamburg's Best Companies For Trainees" on several occasions. Since 2020, trainees have been able to participate in the Energy Scouts project offered by the Hamburg Chamber Of Commerce. This opens up further education opportunities in the area of energy and resource efficiency/preservation to build awareness of topics at the interface of technology and ecology. HMC trainees carried out a project called "Ist der Energieverbrauch im Keller" (paraphrased: When Energy Consumption Hits Rock Bottom) in 2020, which dealt with retrofitting LED lights in the exhibition halls and earned them second place in a competition. During the business years 2021 and 2022 no such participation was possible because of a scheduling conflict with compulsory vocational school days. From 2023, Human Resources will redouble its efforts to engage trainees in this project. Fostering young talents is an important task considering the ageing population in our society.



The trainees with their trainer and the HMC Management Board (left to right:) © Hamburg Messe und Congress

HMC places great emphasis on strengthening the individual skills of all employees while supporting their personal development continually. This led to the establishment of the HMC Academy which, apart from health programmes, has become HMC's core resource for personnel development. Every year it offers a multifaceted catalogue of training opportunities tailored to suit the given needs. HMC offers volunteer training courses imparting technical soft skills, organisational methodologies or negotiation skills, leadership workshops, stress management classes and much more (for the number of hours of training and further education programmes refer to Performance Criterion GRI SRS-404-1).

Since digitalisation and Social Media are often challenging for older employees, there is a growing need for appropriate skills. Several new training courses are dedicated specifically to these two topics to make sure all employees are sufficiently qualified to handle new trends in their personal and professional lives. Examples include:

- Agile and hybrid project management
- Introductory workshop on Organisational Development – HMC as a Learning Organisation
- Successful with Social Media – Workshop
- Smartsheet classes; e-learning courses for Microsoft Office 365

In 2022 the HMC Academy offered 20 elective further education courses, some of which took place several times. The total number of classes held was 38. The purpose of this programme is to increase the share of employees taking at least one training course per year – whether through the HMC Academy or externally – from currently 50 percent to 70 percent by the year 2024.

Apart from offering non-compulsory training courses, HMC expects employees to take regular online courses addressing relevant topics such as data privacy, fire protection, occupational safety, general non-discrimination etc. These and other subject matters are being taught on a regular basis using the business training tool sam®. All (100 %) employees are under obligation to take these on-site training courses on a regular basis. This helps ensure the highest levels of safety and employability for HMC's staff. Compliance with training requirements is monitored by supervisors. In 2022 the compliance quota was at 71.4 percent. Since 2021, training and seminars on the basics of operational sustainability have been offered through both, the e-learning tool sam® and the HMC Academy.

Being able to hire its former trainees as qualified, enthusiastic future employees helps HMC mitigate the risks inherent in the demographic shift and the shortage of skilled labour while ensuring high-quality skill sets through providing optimal support to young talents. The Energy Scouts programme encourages young employees to support the more experienced ones in addressing an especially urgent concern, thereby enhancing intergenerational collaboration.

As for safety and health management, other risks are overcome by HMC's carefully tracking and updating its regular, mandatory training curriculum. To ensure compliant conduct on company premises, HMC underpins its training programmes by providing relevant fact sheets on the intranet, which can likewise help prevent accidents. The safety of employees as well as that of service and other business partners is a top priority at HMC. It is ensured by implementing continued qualification programmes.

Another risk, employee dissatisfaction, would be reflected by a high staff turnover. The employee turnover rate in Germany has remained just above 30 percent for several years (not counting the pandemic years). At HMC, employee turnover was 7.48 percent in 2022 (not counting trainees or persons on long-term sick leave). This justifies assuming a high level of employee satisfaction, which was further confirmed in a 2019 employee survey. HMC conducts employee surveys at four-year intervals. However, the survey due in 2023 will be postponed by probably one year due to the organisational development process.

Also refer to: ["Our Contribution to The United Nations' 17 Sustainable Development Goals"](#)



Key Performance Indicators to criteria 14 to 16

Key Performance Indicator GRI SRS-403-9: Work-related injuries
The reporting organization shall report the following information:

a. For all employees:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

You will find the remaining numbers c-g of the indicator SRS 403-9 in the GRI standard and may additionally report them here.

Key Performance Indicator GRI SRS-403-10: Work-related ill health

The reporting organization shall report the following information:

a. For all employees:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

You will find the remaining numbers c-e of the indicator SRS 403-10 in the GRI standard and may additionally report them here.

Work-related injuries:

- 4 reportable travel accidents
- 1 work accident

Work-related invalidities: No documented cases

Key Performance Indicator GRI SRS-403-4: Worker participation on occupational health and safety

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.

b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

Both internal and external employees were consulted for the hazard assessment of technical equipment such as:

- Lifts, escalators, district heating transfer stations, refrigeration/air conditioning equipment, cooling towers, fire extinguishing equipment, ventilation equipment, low-voltage main distribution enclosures, medium-voltage equipment, emergency power systems, sub-distribution systems, doors and gates.

In addition, general information on occupational safety (mainly in connection with the COVID-19 pandemic) was distributed to all employees. General information is also posted on-site in buildings. Every employee was trained using the e-learning tool sam®. Three fire prevention and evacuation assistant training courses were carried out in 2022. Furthermore, a seminar on "Obligations and Liability Risks for Managers Arising from Occupational Safety and Health Protection Laws" took place in December.

Every year, all external service partners receive an advisory notice instructing them to comply with general requirements and regulations. They are required to return to HMC a written statement confirming the receipt of the notice and appropriate instruction of their staff.

The Occupational Safety Committee (ASA) meets every quarter. Meetings are attended by the members of the Management Board, safety managers, safety officers, Human Resources, the works council as well as various facility and

group managers from the technical departments at the Exhibition and CCH divisions. In addition, ASA by-laws were passed in 2022.

Key Performance Indicator GRI SRS-404-1: Average hours of training

The reporting organization shall report the following information:

- a.** Average hours of training that the organization's employees have undertaken during the reporting period, by:
- i.** gender;
 - ii.** employee category.

The average number of hours of training and further education per employee was 14.4 hours in 2022. HMC's 345 employees participated in internal and external, classroom or digital training courses.

- Gender ratio: Female – 216; male – 129
- Ratio of hierarchical levels: 37 managers, 290 non-exempt employees, 16 trainees

Three employees took educational leave of absence according to the Hamburg Educational Leave Act.

Key Performance Indicator GRI SRS-405-1: Diversity

The reporting organization shall report the following information:

- a.** Percentage of individuals within the organization's governance bodies in each of the following diversity categories:
- i.** Gender;
 - ii.** Age group: under 30 years old, 30-50 years old, over 50 years old;
 - iii.** Other indicators of diversity where relevant (such as minority or vulnerable groups).
- b.** Percentage of employees per employee category in each of the following diversity categories:
- i.** Gender;
 - ii.** Age group: under 30 years old, 30-50 years old, over 50 years old;
 - iii.** Other indicators of diversity where relevant (such as minority or vulnerable groups).

HMC has 345 employees (including employees on parental leave and long-term invalids). These include two corporate executives (both male), 37 managers, and 16 trainees.

Gender ratio (binary; FTE = full-time equivalents) by 31 Dec. of the year:

	2022	2020
Female	216 (62.61 %)	209 (63 %)
Male	129 (37.39 %)	123 (37 %)
FTE (f)	141.4 (55.9 %)	124 (52.9 %)
FTE (m)	111.6 (44.1 %)	110 (47.1 %)
Managers (f)	14	14
Managers (f) – FTE	13.63 (39.2 %)	12.88 (39.2 %)
Managers (m)	23	20
Managers (m) – FTE	22.79 (60.8 %)	20 (60.8 %)
Supervisory Board members (f)	4 (33.3 %)	5 (41.7 %)
Supervisory Board members (m)	8 (66.6 %)	7 (58.3 %)

Age structure and distribution:

- Below 20: 0.0 %
- 20-29: 12.7 %
- 30-39: 22.5 %
- 40-49: 31.2 %
- 50-54: 11.8 %
- 55-59: 13.1 %
- Above 60: 8.7 %

The Supervisory Board consists of four women and eight men; as such, it no longer complies with the Hamburg Act For The Equal Treatment Of Women And Men In Public Service (Hamburgisches Gesetz zur Gleichstellung von Frauen und Männern im öffentlichen Dienst, Gleichstellungsgesetz-HmbGleiG). HMC is committed to achieving compliance with City policy as soon as possible.

In 2022 the ratio of employees with disabilities was 3.63 percent. This is equivalent to an average 12 employees with a disability. Whenever required, the statutory equalisation fees in accordance with the German Severely Handicapped Act are paid.

Key Performance Indicator GRI SRS-406-1: Incidents of discrimination

The reporting organization shall report the following information:

- a.** Total number of incidents of discrimination during the reporting period.
- b.** Status of the incidents and actions taken with reference to the following:
 - i.** Incident reviewed by the organization;
 - ii.** Remediation plans being implemented;
 - iii.** Remediation plans that have been implemented, with results reviewed through routine internal management review processes;
 - iv.** Incident no longer subject to action.

There were no incidents of discrimination during the reporting period.
Employees are free to contact the Gender Equality Officer, Works Council or their superiors with any concerns.

Criterion 17 concerning RESPECT FOR HUMAN RIGHTS

17. Human Rights

The company discloses what measures it takes, strategies it pursues and targets it sets for itself and for the supply chain for ensuring that human rights are respected globally and that forced and child labour as well as all forms of exploitation are prevented. Information should also be provided on the results of the measures and on any relevant risks.

HMC's commitment in this context relates to Criterion 15, "Equal Opportunities".

As a public-sector organisation, HMC is committed to ensuring fair compensation (conforming to MiLoG), occupational safety and health, compliant business conduct, and privacy protection.

Striving to set a positive example, HMC considers it as absolutely essential to comply with all human rights. As a member country of the European Union and the United Nations, the Federal Republic of Germany has committed to the

observance of human rights in international, multilateral treaties. Compliance with German law therefore implies adherence to human rights. Therefore, HMC does not see any current risk of human rights violations in the course of its business activities. HMC expects its business partners to demonstrate the same commitment as a basis for long-term cooperation. It is one of HMC's permanent goals to review its existing and new contracts on a regular basis and counting unfavourable aspects as more severe factors when selecting new business associates. When making relevant decisions, HMC uses the Hamburg Tendering Act (HmbVgG) and the "[Guidance For Ecologically Responsible Procurement](#)" (only available in German) as guidance. No quantitative goals are being set beyond the above, apart from an unconditional commitment to compliance with applicable law.

The Russian aggression against Ukraine since February 2022 therefore requires unequivocal messages: Hamburg Messe und Congress fully supports the sanctions imposed by the German Federal Government.

Also refer to: "[Our Contribution to The United Nations' 17 Sustainable Development Goals](#)"



Key Performance Indicators to criteria 17

Key Performance Indicator GRI SRS-412-3: Investment agreements subject to human rights screenings

The reporting organization shall report the following information:

- a.** Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.
- b.** The definition used for 'significant investment agreements'.

As a public-sector company HMC is committed to complying with all legal obligations set forth by the Senate of the Free and Hanseatic City of Hamburg (FHH). Applicable human rights-related laws and regulations include, without limitation, the General Data Protection Regulation (GDPR), the German Minimum Wage Law (Mindestlohngesetz, MiLoG), the Hamburg Tendering Act (HmbVgG) and others. HMC has had a Data Protection Officer since 1999.

Since the coming into force of MiLoG, HMC, as a subsidiary of FHH, has awarded public contracts for construction and other services as well as public service concessions exclusively to contractors who signed an appropriate

agreement when submitting their tender, pursuant to Section 3 of the Hamburg Tendering Act (HmbVgG).

Since 2019, a "Self Declaration of Compliance with Minimum Wage Provisions" has been a binding, integral clause of all contracts, rather than a separate standard document as in the past. Furthermore, contractors were routinely requested to submit appropriate proofs of compliance.

HMC's own Self-Declaration has been published on the HMC website under "[The company / Corporate Social Responsibility / Declaration on Minimum Wages](#)".

HMC did not transact any investments in 2022 that required human rights auditing.

Key Performance Indicator GRI SRS-412-1: Operations subject to human rights reviews

The reporting organization shall report the following information:

a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.

HMC operates a single place of business (Messeplatz 1, 20357 Hamburg) and no other sites. For auditing please also refer to GRI SRS-412-3.

Key Performance Indicator GRI SRS-414-1: New suppliers subject to social screening

The reporting organization shall report the following information:

a. Percentage of new suppliers that were screened using social criteria.

When selecting services, social criteria are duly considered.

For contracts for work and services, new business partners must complete and sign a Deed Of Release / Self-Declaration Of Compliance With Minimum Wage Provisions.

In 2019, the Internal Auditing Department conducted a routine review whether all contractual partners had submitted this declaration. Furthermore, contractors were requested to submit appropriate proofs of compliance. 80 percent complied. Please refer to GRI SRS-412-3.

According to the [AUMA Industry Statement](#), the trade fair sector is to establish product and service-specific sustainability criteria for its procurement processes by the end of 2023, and ensure compliance along its supply chain. HMC plans to prepare requirements for customer sustainability concepts, including an

assessment matrix for new invitations to tender. This will ensure consistent consideration of sustainability in nearly all future invitations to tender. This criterion will be assessed for the first time in invitations to tender for stand construction, signage and rental furniture during the first six months of 2023. The requirements will be evaluated based on this experience.

Key Performance Indicator GRI SRS-414-2: Social impacts in the supply chain

The reporting organization shall report the following information:

- a.** Number of suppliers assessed for social impacts.
- b.** Number of suppliers identified as having significant actual and potential negative social impacts.
- c.** Significant actual and potential negative social impacts identified in the supply chain.
- d.** Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.
- e.** Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.

HMC adheres to the "[Guidance For Ecologically Responsible Procurement](#)" (only available in German) issued by the City of Hamburg.

This means that when selecting potential contractors, HMC gives preference to regional providers (such as caterers or office supply companies) wherever this is economically feasible. What is more, at least ten of HMC's top service providers in terms of expenditures with whom HMC has signed multi-year agreements (e.g., cleaning services, stand construction, security etc.) were asked in a 2022 stakeholder survey what kind of sustainability performance they expect from HMC.

These interviews yielded both, positive feedback and improvement opportunities regarding sustainability aspects of the business partnership: Positive feedback included items such as long-term contractual commitment, approachability of HMC as a principal, and short physical distances, regular dialogues, fair working conditions and general compliance. Critical remarks related to short-notice deployments – which are a characteristic of HMC's business sector – or issues regarding communication and implementation of specific sustainability measures by the partner companies.

The results will be accounted for in the sustainability strategy.

Criterion 18 concerning SOCIAL MATTERS

18. Corporate Citizenship

The company discloses how it contributes to corporate citizenship in the regions in which it conducts its core business activities.

As a wholly-owned subsidiary of the Free and Hanseatic City of Hamburg (FHH), Hamburg Messe und Congress GmbH is fully aware of its special significance and responsibility. HMC takes ownership of this responsibility conscientiously within the region and beyond.

HMC places great emphasis on acting on its social responsibility. HMC employees have supported the "herz as – hoffnungsorte Hamburg" foundation with donations and volunteer services in cases of need since 2008. "herz as" is a place of hope homeless people can turn to when in need. Homeless people can call there anonymously and use a variety of services including counselling. Furthermore, within the [SDG Challenge](#) (only available in German) framework HMC participated in the [purpozed](#) (only available in German) platform in 2022 to provide interested employees with suitable opportunities for community involvement. This platform offers a wide variety of specific, digital and on-site options, from social causes to subject matter-specific projects and mentoring opportunities through to Call & Help organisations. Employees can find volunteer opportunities quickly and easily that match their time budgets, talents and interests. During the pilot phase, at the time this report is prepared, 31 employees have registered for the platform. HMC is offering the interface for an initial six-month period for employees to find activities for their off-work time. The outcome will be evaluated after this pilot phase.

In addition, HMC has been cooperating with the "Hamburger Tafel e.V." network of food banks for several years. During the trade fair INTERNORGA exhibitors are given the opportunity to donate food (refer to [Report in the Hamburg Journal](#) on INTERNORGA 2023 – only available in German).

Apart from trainee positions, HMC offers internship positions to university students year-round. If so requested, interns are given expert advice in support of their final theses.

HMC is also a key economic factor for the region [refer to Criterion 2]. This is confirmed by a study conducted by the Munich-based ifo Institute of Economic Research in 2017.

Furthermore, sustainability is one of the selection criteria when choosing service partners. The requirements are tightened for 2023. HMC's catering partner, in accordance with its own sustainability concept, largely relies on organically grown, regional and seasonal foodstuffs and provides incentives for avoiding wasted food. One example is the caterer's decision to offer meals at half-price after 16:00 hours during events. This was first introduced during SMM Hamburg 2022.

Finally, employees participate in sport events with a sustainable background with great enthusiasm. For example, HMC regularly organises teams for joint, free participation in the MOPO team relay race or the initiative "Stadttradeln – Radeln für ein gutes Klima" (City Cycling – Cycling For A Good Climate).

Also refer to: ["Our Contribution to The United Nations' 17 Sustainable Development Goals"](#)



Key Performance Indicators to criteria 18

Key Performance Indicator GRI SRS-201-1: Direct economic value generated and distributed

The reporting organization shall report the following information:

- a.** Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:
 - i.** Direct economic value generated: revenues;
 - ii.** Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;
 - iii.** Economic value retained: 'direct economic value generated' less 'economic value distributed'.
- b.** Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.

For information about direct economic value generated and distributed by HMC please refer to the relevant [business reports](#) of Hamburg Messe und Congress GmbH (HMC) and its [Shareholder, HGV](#) (only available in German).

Criteria 19–20 concerning ANTI-CORRUPTION AND BRIBERY MATTERS

19. Political Influence

All significant input relating to legislative procedures, all entries in lobby lists, all significant payments of membership fees, all contributions to governments as well as all donations to political parties and politicians should be disclosed by country in a differentiated way.

As a public sector organisation which is always in the public eye, Hamburg Messe und Congress GmbH (HMC) operates according to the rules of its political environment. HMC is determined to maintain and strengthen its positive image. It conducts its business based on applicable legal stipulations, the rules of peaceful coexistence, and ethical standards, all of which impose a wide range of obligations on the organisation and its employees.

Therefore, in fulfilling its public obligations, HMC contributes to the implementation of the political goals of the Senate of Hamburg. Some of the most important guidelines to be implemented at this time include the Climate Protection Act / Climate Protection Plan, the Hamburg Code of Corporate Governance (HCGK), and the [Hamburg Municipal Economic Strategy](#) (only available in German) published in spring 2022. The latter is intended to position Hamburg's public sector organisations as reliable partners to politics and the public administration, the business and industrial community, churches, civic organisations, social institutions and the cultural sector.

It is based on the City's motto, "Together for the Common Good" (Gemeinsam fürs Gemeinwohl) and the vision of building the future city of Hamburg as a sustainable metropolis where everyone can have a good life. The Strategy serves as a common compass guiding future actions. It consistently stresses the importance of sustainability which is firmly rooted in the strategy while specifically referencing the Sustainable Development Goals.

Furthermore, the stipulations of the 2017 version of the Industrial Waste Ordinance (Gewerbeabfallverordnung, GewAbfV) are relevant with regard to the obligation to separate, recycle and pre-treat waste generated in commercial operations. The underlying goal is to improve the reuse of waste from events that have produced significant amounts of waste in the past. Additional relevant legal stipulations HMC complies with include the German Minimum

Wage Law (Mindestlohngesetz, MiLoG) and the Hamburg Tendering Act (HmbVgG).

To ensure future compliance with legal requirements and their effects on HMC's development, HMC maintains a constant dialogue with the Free and Hanseatic City of Hamburg (FHH) and its authorities. HMC places great emphasis on creating and maintaining a cooperative and open relationship with all relevant authorities. As a public sector organisation, HMC is generally subject to a zero donations policy. This precludes any political influence-taking through political party donations. This principle is part of HMC's Corporate Compliance Programme.

HMC's interests as a trade fair organisation are mainly represented by AUMA, the Exhibition and Trade Fair Board of the German Industry (Ausstellungs- und Messeausschuss der Deutschen Wirtschaft e. V.), one of the key representatives in the political sphere.

Other relevant association memberships include:

- Hamburg Chamber Of Commerce (Handelskammer Hamburg, HK)
- Society for Voluntary Monitoring of Trade Fair and Exhibition Statistics (Gesellschaft zur freiwilligen Kontrolle von Messe- und Ausstellungszahlen, FKM)
- Community Of Interest Of German Industry Fair And Exhibition Cities (Interessengemeinschaft deutscher Fachmessen- und Ausstellungsstädte, IDFA)
- UFI The Global Association of the Exhibition Industry
- Society of Independent Show Organizers (SISO)
- Association of Event Venues (AEV)
- Hamburg Industry Association (Industrieverband Hamburg, IVH)
- Partnership for the Environment (UmweltPartnerschaft)
- Climate Partner Agreement (Klima-Partner-Vereinbarung)
- Net Zero Carbon Events

Also refer to: ["Our Contribution to The United Nations' 17 Sustainable Development Goals"](#) and [Memberships](#).



Key Performance Indicators to criteria 19

Key Performance Indicator GRI SRS-415-1: Political contributions
The reporting organization shall report the following information:

- a.** Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.
- b.** If applicable, how the monetary value of in-kind contributions was estimated.

Zero donations policy, a constituent part of the Corporate Compliance Programme: As a wholly-owned subsidiary of FHH, Hamburg Messe und Congress GmbH (HMC) does not make any (political) donations, whether domestic or international.

20. Conduct that Complies with the Law and Policy

The company discloses which measures, standards, systems and processes are in place to prevent unlawful conduct and, in particular, corruption, how they are verified, which results have been achieved to date and where it sees there to be risks. The company depicts how corruption and other contraventions in the company are prevented and exposed and what sanctions are imposed.

Compliance includes adherence to all laws, regulations and guidelines as well as all applicable contractual obligations. The term Compliance denotes that every single individual, from employees and the Management Board to the Supervisory Board, the Shareholder, and through to suppliers, exhibitors and visitors, is expected to follow all applicable legal stipulations in the course of business. HMC consequently respects applicable laws and expects its employees and business partners to do the same.

To combat and prevent corruption and other unlawful conduct, the HMC Management Board introduced a Compliance Management System (CMS) in 2008 comprising the Corporate Compliance Programme, regular training courses, a Compliance Officer and other measures.

In March 2020, the Hamburg Senate Committee for Public Sector Organisations passed a Compliance Guideline for public-sector companies. The

Compliance Guideline is a logical extension of the obligatory Hamburg Code Of Corporate Governance (HCGK) which has been in effect since 2009.

Furthermore, compliance and anticorruption are expressly included in the applicable collective labour agreement (TV-AVH, Section 3(2)): "Employees are prohibited from accepting any rewards, gifts, commissions or other favours in connection with their work. No exceptions are permissible unless expressly approved by the employer. Any employee who is offered such a favour is under obligation to notify the employer without delay."

Since many different parties interact in the context of an event, there is a certain risk of non-compliance and corruption. HMC counteracts this risk by ensuring transparency, providing sources of information, and consulting with its Compliance Officer.

All employees receive regular compliance and anticorruption training through the e-learning tool sam®. The Compliance Programme and the Operations Manual are freely available to all employees on the intranet, true to the concept that knowledge and accountability are keys to success. Both arise from strict obedience to the law and ethical conduct. It takes regular study of the subject to build the required awareness and sensitivity.

All employees are required to report violations of the Corporate Compliance Programme and other applicable provisions to their supervisors or the Compliance Officer without delay (duty to report). Violations may be reported anonymously. HMC will ensure that no employee will suffer any reprisals as a consequence of reporting a violation. Supervisors are required to conduct regular checks proactively and engage in conversations with their employees. Violations may be penalised in a variety of ways, including reprimands, claims for damages, and through to termination.

The ultimate goals of compliance are to minimise risks and damage to the organisation and to increase the efficiency of operations. In summary, Compliance at HMC is implemented by:

- Enactment of a Corporate Compliance Programme (in force since 17-12-2008, last revised 28-10-2021)
- Written commitment to the Corporate Compliance Programme when joining the company
- Creation of an intranet page addressing the issue (Glossary/Compliance)
- Incorporation of compliance into the HMC Operations Manual
- Appointment of a Compliance Officer (since 09-01-2008)
- Compliance Training (periodic)
- Annual reports to the Management Board

Also refer to: ["Our Contribution to The United Nations' 17 Sustainable Development Goals"](#)



Key Performance Indicators to criteria 20

Key Performance Indicator GRI SRS-205-1: Operations assessed for risks related to corruption

The reporting organization shall report the following information:

- a.** Total number and percentage of operations assessed for risks related to corruption.
- b.** Significant risks related to corruption identified through the risk assessment.

HMC has two corporate divisions, the trade fair division and the congress division. The new CCH – Congress Center Hamburg was re-opened officially on 29 April 2022 after a five-year revitalisation project. Hamburg Messe und Congress GmbH is the operator of the CCH. Both divisions are subject to periodic audits as part of the multi-year revolving auditing schedule of the Internal Auditing Department which includes compliance and anticorruption. No major corruption risks have been found to date.

Key Performance Indicator GRI SRS-205-3: Incidents of corruption

The reporting organization shall report the following information:

- a.** Total number and nature of confirmed incidents of corruption.
- b.** Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.
- c.** Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.
- d.** Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.

There was no corruption case in the year 2022.

The Employment Contract, Collective Labour Agreement and HMC Corporate

Compliance Programme prohibit employees from requesting, accepting, offering or granting any personal favours that are directly or indirectly linked to their professional duties, in particular in the context of initiating a business deal, or awarding or executing a contract, whether with a private individual, a business or a legal entity under public law.

Key Performance Indicator GRI SRS-419-1: Non-compliance with laws and regulations

The reporting organization shall report the following information:

- a.** Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:
 - i.** total monetary value of significant fines;
 - ii.** total number of non-monetary sanctions;
 - iii.** cases brought through dispute resolution mechanisms.
- b.** If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.
- c.** The context against which significant fines and non-monetary sanctions were incurred.

HMC was not penalised with any fines or non-monetary sanctions in 2022. For non-compliance cases please also refer to: "GRI SRS-205-3: Incidents of Corruption".

Overview of the GRI indicators in the Sustainable Code declaration

In this Sustainable Code declaration, we have reported according to the "comply or explain" principle on the GRI indicators listed below. This document refers to the GRI Standards 2016, unless otherwise noted in the table.

Areas	Sustainable Code criteria	GRI SRS indicators
STRATEGY	1. Strategic Analysis and Action 2. Materiality 3. Objectives 4. Depth of the Value Chain	
PROCESS MANAGEMENT	5. Responsibility 6. Rules and Processes 7. Control	GRI SRS 102-16
	8. Incentive Systems	GRI SRS 102-35 GRI SRS 102-38
	9. Stakeholder Engagement	GRI SRS 102-44
	10. Innovation and Product Management	G4-FS11
ENVIRONMENT	11. Usage of Natural Resources 12. Resource-Management	GRI SRS 301-1 GRI SRS 302-1 GRI SRS 302-4 GRI SRS 303-3 (2018) GRI SRS 306-2 (2020)*
	13. Climate-Relevant Emissions	GRI SRS 305-1 GRI SRS 305-2 GRI SRS 305-3 GRI SRS 305-5
SOCIETY	14. Employment Rights 15. Equal-Opportunities 16. Qualifications	GRI SRS 403-4 (2018) GRI SRS 403-9 (2018) GRI SRS 403-10 (2018) GRI SRS 404-1 GRI SRS 405-1 GRI SRS 406-1
	17. Human Rights	GRI SRS 412-3 GRI SRS 412-1 GRI SRS 414-1 GRI SRS 414-2
	18. Corporate-Citizenship	GRI SRS 201-1
	19. Political Influence	GRI SRS 415-1
	20. Conduct that Complies with the Law and Policy	GRI SRS 205-1 GRI SRS 205-3 GRI SRS 419-1

*GRI has adapted GRI SRS 306 (Waste). The revised version comes into force on 01.01.2022. In the course of this, the numbering for reporting on waste generated has changed from 306-2 to 306-3.