



Public
Cloud
Group

OUR SUSTAINABILITY STRATEGY

Public Cloud Group Sustainability Report 2022.

For us at PCG, sustainability is a central pillar of our corporate identity. Our goal is to generate added value for our colleagues, our fellow human beings and the environment. The course has been set: read here what happened on our sustainability journey in 2022.

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Foreword.

Dear readers,

I am delighted to present to you PCG's second voluntary sustainability report today, which we have prepared in accordance with the recognized [German Sustainability Code](#) (DNK).

For us at PCG, sustainability has been a central pillar of our corporate culture and identity since the company was founded in 2021. Our goal is to generate added value for our colleagues, customers, partners, fellow human beings and the environment. PCG's sustainable orientation is an ongoing journey. We are not yet perfect in many areas, but we are striving to get closer to this goal step by step.

For me personally, sustainability is also a matter close to my heart. I would like to see a corporate landscape that is geared towards sustainability, promotes innovation and uses the necessary resources respectfully – for my generation and future generations. At PCG, I am taking the opportunity to actively work towards this goal.

The start of our sustainability journey.

A key feature of PCG is that we have been integrating sustainability aspects into our considerations and the development of the company from day one - in fact, right from the time we were preparing to establish the company. All structures and processes are reviewed and aligned with ecological and social criteria.

Our solutions combine digitalisation and sustainability. Public cloud is the most sustainable way for companies to operate their IT infrastructures.

We not only accompany our customers along their cloud journey into digital transformation, but also into sustainable transformation.

The course is set.

Sustainability is not a one-off task for us. Rather, it is a process that involves numerous small and large steps and must be constantly adapted. Since the company was founded, we have already made promising progress and set an important course. We have determined our status quo, published our second sustainability report, expanded our carbon footprint to include all of our company's countries and all three scopes, created a Code of Conduct and established effective processes to strengthen sustainability. PCG has grown strongly in recent years, both financially and in terms of personnel.

We are now facing important decisions that will determine the future direction of our ESG activities. As a company, we want to set ourselves comprehensive sustainability targets and implement effective measures. One key lever is the entire PCG team. We will continue to promote awareness of sustainability and involve all colleagues in the various ESG tasks. We will also prepare an annual sustainability report, including a carbon footprint, in order to comply with the principle of transparency and responsibility towards stakeholder expectations.

We are on the right track.

The publication of our first sustainability report shows that we are on the right track. The report was met with great interest from all stakeholders, the number of positive responses was significant



FOREWORD.

and numerous suggestions were received. The motivation generated by the sustainability report was palpable throughout the entire PCG team. This in turn motivates us to continue on this path.

We are not yet at the end of our sustainability journey, and there shouldn't be a concrete end to it. There's always more we can do. Therefore, we are continuing, step by step, improvement by improvement - both in our activities as a company and in terms of the mindset of our fellow human beings.

With this in mind, I hope you enjoy reading our sustainability report. May it not only inform you, but also motivate you. Your feedback is important to us - please feel free to share your thoughts and suggestions with us.

Alina Schneider

Head of Sustainability, PCG



A portrait of Public Cloud Group.

Die Public Cloud Group (PCG) supports companies throughout the entire cloud journey with the use of public cloud solutions. As an experienced partner of all relevant hyperscalers (Amazon Web Services, Google and Microsoft), PCG has received the highest awards from the respective providers and advises its customers independently.

In addition to cloud infrastructure solutions, workspace environments from leading providers and cloud development, PCG's diverse portfolio also includes cloud security, SAP cloud services, data & AI and the operation of the solutions described with Managed Cloud Operations (MCO).

PCG was founded in July 2021 and has grown steadily since then. It now combines the public cloud service providers Cloudwürdig GmbH, Innovations ON GmbH, DI-ON.solutions GmbH, LNW-Soft GmbH, Miracle Mill AG and SWITCOM GmbH under the Public Cloud Group brand, or PCG for short, which is active on the market. The company thus bundles the expertise of around 400 employees at 21 locations in Europe.

The companies Innovations ON, Cloudwürdig, DI-ON.solutions and SWITCOM have been part of PCG since 2021, with Miracle Mill and LNW-Soft joining in the course of 2022. The merger into one company and one brand - PCG - took place in 2023.

PCG's more than 1,500 customers include Allianz, BurgerKing, Flaconi, Generali, HelloFresh, KlassikRadio, Linde Group, Lorenz, McDonalds, myposter, N26, Veolia, Viessmann and many other companies, primarily from the SME and enterprise segment, as well as public and private educational institutions. You can read about other customers and their success stories on our website.

GETTING TO KNOW PCG



Sustainability strategy.

Strategic analysis and measures.

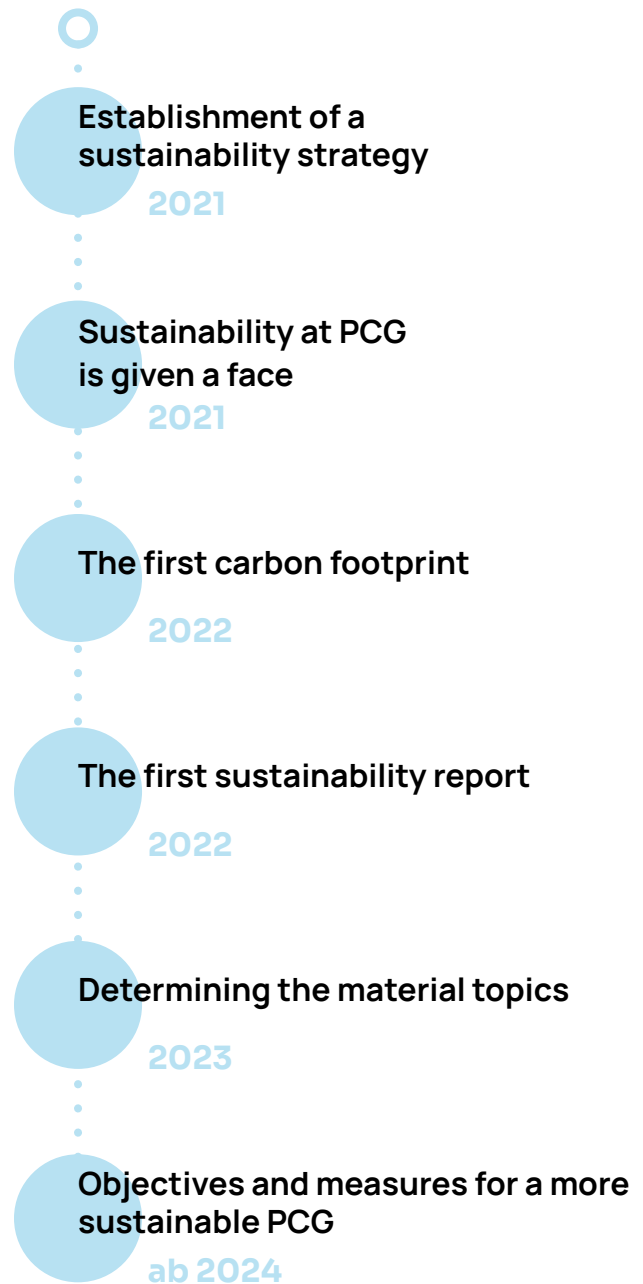
PCG's journey as a company began when it was founded in July 2021, but it was clear to everyone involved right from the start that the company's development would only be successful if sustainability aspects were also taken into account when making decisions. It is important for us to see sustainability in all three dimensions: Social, ecological and economic. It's important not to view them in isolation, but to consider them as mutually dependent.

The economy is currently facing unprecedented challenges that have an impact on one or more aspects of sustainability. Inflation, the energy crisis, supply bottlenecks, trade restrictions, skills shortages, the effects of climate change and digitalization are key issues that companies need to overcome. As a cloud service provider, we are affected by these challenges ourselves or ensure that our solutions have a positive effect or mitigate the negative consequences.

With this in mind, we involve the topic of sustainability in all our considerations in order to contribute to protecting the planet and creating a fairer world. This is also reflected in the fact that we decided to implement a sustainability strategy when the company was founded. Since then, sustainability has been a part of our corporate philosophy, housed in its own „PCGX Sustainability“ department and a key component of the Group's corporate development and decision-making matters.

OUR FIRST STEPS IN THE ESG AREA

With a view to putting our efforts in this area on a firm footing, PCG took the necessary steps at an early stage:



Establishment of a sustainability strategy

Establishment of a partnership with VERSO in 2021 as a sustainability consultant for the preparation of carbon footprints and sustainability reports, the continuous development of measures in terms of our own sustainable optimization as well as for the further development and communication of the sustainability strategy and the establishment of data management with the VERSO ESG Hub.

Sustainability at PCG is given a face

Alina Schneider has been appointed Head of Sustainability. As a member of PCG's Management Board, she is responsible for sustainability throughout the company as well as its establishment and further development. This area also includes the definition and implementation of all measures and activities relating to PCG's environmental goals as well as the preparation of carbon footprints and sustainability reports.

The first carbon footprint

Annual preparation of a carbon footprint so that we can always keep an eye on the status quo and our development and identify potential reductions. On this basis, we develop and establish specific targets and measures to reduce our CO₂ emissions. We aim to offset any remaining emissions through climate protection projects. We have prepared our first carbon footprint in accordance with the GHG Protocol with Scope 1 and 2 emissions for 2021. We have also included Scope 3 emissions for the first time for 2022.

The first sustainability report

Annual preparation of a sustainability report that highlights our development and areas of action and serves as the basis for our sustainability strategy. We prepared the first sustainability report for 2021



based on the German Sustainability Code (DNK). We are continuously developing our reports and content on this basis. You are currently reading the latest result.

Determining the material topics

Start of a materiality analysis including an employee survey, which we began in 2023. In doing so, we want to identify material topics for our company in the field of sustainability to enable effective and efficient sustainability management.

Objectives and measures for a more sustainable PCG

Development of company-wide objectives for sustainability, which serve as a guideline for operational implementation and the definition of suitable measures.

WHAT WE DO

PCG is already implementing initial measures during the development of a comprehensive sustainability strategy:

**TRAVEL-POLICY**

In our travel policy, we advise our employees not to take domestic flights but to travel by train instead. In this context, we have integrated a pop-up window into our internal travel booking tool that highlights the potential savings by switching to the train when booking flights.

**GO GREEN-SHIPPING**

We send all parcels with DHL's GoGreen option. This means that all CO2 emissions caused by shipping are offset for an additional amount.

**MERCHANDISE**

When purchasing merchandising and advertising materials, we pay attention to sustainable products and resource conservation. Clothing is only purchased from European production (our regular supplier produces in Portugal, the designs are created in Germany) and is made from organic cotton. Advertising materials are only printed in certain specific cases, after review by the marketing and sustainability team, in the smallest possible quantities and on sustainable or recycled resources.

**DRINKS**

Drinks in the offices are ordered and purchased exclusively in glass bottles. Attention is paid to reusable bottles.

**BUSINESS CARDS**

We do away with paper-based business cards and instead rely on a cloud-based tool that works with digital business cards.

Identification of key topics.

Emissions, water and electricity consumption are key issues in our industry. PCG supports its customers with its services in this area. By switching from on-premises (server-based models) to the public cloud, i.e. moving IT environments from their own data centres to the virtual cloud environment, companies are not affected by high energy prices or energy bottlenecks. They also reduce their CO2 emissions and water consumption, as less hardware is required in the self-managed data centre.

We will identify other sustainability topics relevant to PCG on the basis of a materiality analysis, in which we will also involve our stakeholders. We surveyed our employees in 2023, followed by other stakeholder groups in 2024. We will also take social and environmental concerns into account. Based on the results, we will derive goals for our company and define overarching measures that should have a positive impact on these goals.

PCG is positioning itself as a sustainable player. This will also give us a competitive advantage, as many potential customers already take sustainability criteria into account in their tenders and only accept applicants into the circle of potential service providers if they meet a certain standard of sustainability guidelines.

Objectives for greater sustainability at PCG.

PCG will set itself quantitative and qualitative corporate targets in terms of sustainability. As already mentioned in the „Identification of material topics“ section, we will identify the relevant topics and therefore also the targets in 2023 and 2024 on the basis of a materiality analysis.

Our goals in the current report for 2022 were:

01. Expansion of the carbon footprint to include Scope 3 emissions

02. Consideration of all PCG locations (Germany, Austria, Switzerland, Sweden, Greece, Bulgaria and North Macedonia)

03. On this basis, the preparation of a new status quo report regarding our sustainability efforts

PCG FOCUSES ON DIVERSITY

One goal that PCG has already set itself independently of the future sustainability strategy concerns the topic of diversity. Here, we want to play a special role in our industry. Our aim is to have an above-average proportion of female employees in our team for the IT sector. To this end, we have initiated numerous measures that are to be continuously expanded. These include special events at universities to recruit female IT specialists. Job advertisements are checked for specifically masculine or feminine terms and phrases using special software and reworded so as not to unconsciously discourage women from applying. Representatives of our Management Board are represented at supra-regional initiatives

and networks such as the FIT Congress (Females in IT) of the Vogel IT Academy. In addition, various models are planned to improve the compatibility of work and family life so that (expectant) mothers can also have a secure and flexible job with us.

Value chain at PCG.

As a service provider, PCG is not a manufacturing company. Our customers purchase cloud services or digital products such as software or virtual workstations, thereby already making a contribution to protecting the environment and our planet. The public cloud is the most environmentally sustainable way to operate IT, as it does not require its own servers and the associated cooling and power supply.

PCG procures all cloud resources from the three hyperscalers AWS, Microsoft and Google. Our employees book the required public cloud resources on behalf of our customers and manage them over the project period or develop them to the target status. Each of the three hyperscalers pursues its own strong sustainability strategy, which can be viewed on the following pages:



Corporate Governance & Compliance.

Sustainability organisation at PCG.

When the company was founded, Alina Schneider was appointed Head of Sustainability as part of the PCG Management Board. She is responsible for all sustainability activities. To establish sustainability management, the Head of Sustainability took part in a course at the VERSO Academy to learn about basic topics such as the relevance of reporting obligations, materiality, etc.

Alina Schneider is responsible for implementing and monitoring the data collected, the planned and implemented activities and measures as well as reporting in terms of sustainability and the PCG. In this way, we ensure that there is consistency in the processes and that they serve to achieve the objectives. All set and planned sustainability targets are also monitored and reviewed by the Head of Sustainability. She also coordinates communication with PCG employees to position the topic centrally within the company.

We also hold regular management workshops on sustainability and related topics to raise awareness at the highest levels. In order to promote and ensure

this and to attach the necessary importance to the topic, it is directly represented on the PCG Management Board by the Head of Sustainability, Alina Schneider.

Rules and processes in the area of sustainability.

Although PCG is a young company, it can draw on decades of experience from some of its founding companies. Founded in July 2021, we focused early on implementing initial measures, rules and processes in the area of sustainability and were able to draw on the experience we had gained in previous years. We have already listed the relevant initiatives in the „Strategic analysis and measures“ section.

Transparency plays an important role in promoting understanding and motivation for sustainable change in our company. This is why we present the latest results and activities to all employees in the regular PCG Company Meet Calls.

Based on our materiality analysis, we will define further rules and processes, address the areas of action that are most important to us and contribute to the fulfilment of our goals and the implementation of the necessary measures. The materiality analysis will also define performance indicators and effective mechanisms that will be used for regular internal planning and control. When selecting suitable performance indicators, we aim to follow the new European Sustainability



Alina Schneider

Head of Sustainability, PCG

CORPORATE GOVERNANCE & COMPLIANCE.

Reporting Standards (ESRS) in order to guarantee reliability, comparability and consistency.

The global company values of PCG.

GRI SRS-102-16

In 2022, we defined global company values as well as a vision, a mission and the „Why“. Our values are based on six key pillars.

We have shared the guidelines with all employees. The values are also queried during the recruitment process, for example, to ensure a human „cultural fit“ as well as matching skills. Furthermore, all values are presented and explained in detail to new employees at the Welcome Days and during onboarding. The Welcome Days are PCG events in Germany and Austria that take place every quarter to welcome and introduce new colleagues to the company. Employees of PCG International (Int.) also receive an introduction during the employee onboarding. Values are continuously reiterated via the performance evaluation process and all employees are measured against these values in addition to quantifiable results and KPIs.

UNSERE WERTE



Create
Customer Value



Be Considerate



Take Action



Be Transparent



Be Curious



Be Collaborative

CORPORATE GOVERNANCE & COMPLIANCE.

We have also included the global company values as well as the vision, mission and „why“ in our Code of Conduct first drawn up in 2022. The Code of Conduct contains information, rules and standards of conduct on the following topics:



- **Confidentiality and protection of privacy**
- **Protection against discrimination and harassment**
- **Equal opportunities**
- **Respect for human rights**
- **Integrity and quality of work**
- **Combating bribery and corruption**
- **Sustainable growth and environmental management**
- **Reporting violations of the Code, unlawful or unethical behaviour**

All PCG employees must read the Code of Conduct and agree to comply with the guidelines it contains. In addition, we have established a contact person for the various national companies to whom employees can report a possible violation of the provisions of the Code of Conduct. All reports are treated confidentially, and no retaliatory measures are taken.

The Code of Conduct is publicly available on our website:

PCG CODE OF CONDUCT



Incentive systems.

GRI SRS-102-35; GR SRS-102-38

There are various monetary and non-monetary incentive systems within PCG. These serve to remunerate all employees fairly and create an interesting working environment in which everyone feels comfortable. In the European Union countries, PCG acts in accordance with the Pay Transparency Act, according to which all genders are remunerated according to the same regulations. In North Macedonia, we continuously measure the gender pay gap and act towards removing it during the annual salary revisions.



Collective wages are not common in the IT industry, which is why salaries within PCG are based on the market and are not subject to collective agreements. We pay all employees according to the same regulations and act in accordance with labour laws.

In addition to a fixed salary component, our employees receive additional monetary incentives depending on the national company and area of activity, for example in the form of variable salary components in the operational area. We offer them flexible, comprehensible

and comparable remuneration that takes into account the employee's life and work situation. Our remuneration system is not linked to the achievement of sustainability targets, and there are currently no plans in this regard.

We offer our managers a fixed and a variable salary model, which is determined in consultation with the respective member of the Management Board. We pay standard market salaries and do not differentiate between genders.

PCG does not publish any additional details, including the level of salaries, for reasons of competition.

BENEFITS FOR OUR EMPLOYEES

We also offer non-monetary incentives so that our employees feel comfortable and have an interest in working for our company in the long term. These include:

- **Joint events to strengthen the team spirit,**
- **Various options for a better work-life balance,**
- **Benefits such as the free provision of drinks, fruit and snacks.**

We also ensure that the sustainability aspect is taken into account when it comes to benefits. Various committees are responsible for non-monetary incentives, most of which belong to the marketing or HR departments. All incentive systems were established in consultation with the Management Board. In addition, PCG offers further benefits depending on the country and the opportunities available there.

Stakeholder participation.

GRI SRS-102-44

This report covering the year 2022 is the second sustainability report published by PCG. This report is accompanied by two important innovations: it is the first report that covers a period of twelve months and also covers Scopes 1 to 3 within the carbon footprint. It therefore once again serves as a status quo report, as it provides us with a more comprehensive and holistic overview than the previous report. We want to use our sustainability reports to inform all relevant stakeholder groups and other interested parties about our progress in the area of sustainability.

We will carry out a materiality analysis in 2023 and 2024. We will involve relevant stakeholder groups in the sustainability process and work with them to identify relevant topics. We are already aware that this includes the following stakeholders:

- **Employees**
- **Customers and customer companies**
- **Shareholders and capital providers**
(= investors)
- **Technological partner companies**
(= hyperscalers and other partners)
- **Environment and ecosystem**

We ourselves classify areas such as energy efficiency and travel emissions as relevant sustainability issues for our company. Together with our stakeholders, we will review this assumption and identify other key topics.



Innovation and product management.

GRI G4-FS11

As a public cloud service provider, we advise and support our customers along their entire cloud journey towards a future-oriented IT environment or the integration of modern, technological solutions. The public cloud is the most sustainable way to operate your own IT environment, as companies can dispense with their own data centres, which consume enormous amounts of water, electricity and coolant. The hyperscaler platforms also provide various models, such as load balancers or pay-per-use, so that customers only use or pay for the instances that are actually used for their IT environment.

In addition, the large hyperscalers that provide their public cloud environments for our customers are already operating very sustainably. Readers can find more information on their sustainability initiatives in the chapter „Value creation chain at PCG“. Through our activities, we have a positive impact on the social, economic and environmental aspects of our customers. However, the specific impact, for example through energy or water savings, occurs at the respective companies and can therefore only be measured there.

The advancing digitization also contributes to resource savings within PCG. We are increasingly moving away from paper, and many meetings are now held in digital spaces instead of physical ones.

As a fast-growing company, PCG also has an impact on social sustainability by continuously creating new jobs and enabling people from outside the industry to enter the IT sector through our own training program and different entry-level opportunities and mentorships.

Jobs in our Group are secure, offer equal opportunities and are fairly paid.

PCG does not make any financial investments in the narrower sense. Instead, we use our free cash flow primarily to invest in the further expansion of our business, i.e. in employees, customers, our service portfolio and company acquisitions. However, we make financial investments in a broader sense, for example as part of the company pension scheme for German and Austrian employees. We work with partners who themselves have to meet very far-reaching sustainability requirements, which means that we do not carry out a selection check based on environmental or social factors.



Environment.

Resources used.

GRI SRS-301-1; GRI SRS-302-1; GRI SRS-302-;
GRI SRS-303-3; GRI SRS-306-3

As a service provider in the IT sector, PCG does not have direct access to the world's raw material reserves in that way that the manufacturing industry does. However, as a company with office locations, we also consume resources. For the operation of our offices, this mainly involves energy, water and space.

We always ensure that we use the resources we need to carry out our business activities respon-

sibly. We consider the ecological impact of our actions in all business decisions and operating processes. We incorporate our efforts to conserve resources and reduce CO2 emissions into new developments. In order to promote and ensure this and to give the topic the necessary importance, it is directly assigned to the PCG Management Board.

The natural resources that we have used in 2022 as part of our business activities specifically include the following:

RESOURCE	DESCRIPTION	QUANTITY	UNIT
ELECTRICITY	Total	145.262,30	kWh
HEAT (DISTRICT HEATING, NATURAL GAS AND HEATING OIL)	Total	104.287,04	kWh
SURFACE AREA	Total	104.287,04	kWh
FUEL	Heating oil	104.093,60	kWh
	Natural gas	193,44	kWh
	Gasoline (vehicle fleet)	4.279,00	Liter
	Diesel (vehicle fleet)	665,98	Liter

ENVIRONMENT.

Other resources include water, which we obtain from local municipal utilities and supply companies, and waste. For a service company like PCG, these resources are generated in quantities comparable to normal household usage.

We also do not provide any information on the materials used. As we are not a manufacturing company and the detailed recording of this indicator is not relevant for us. As a service company, however, resources such as energy and heat are essential.

THE ENERGY CONSUMPTION OF PCG

PCG's energy consumption is made up of electricity and thermal energy (district heating, natural gas and heating oil). In 2022, PCG's total energy consumption therefore amounted to 249,549.34 kWh. As with the resources used, PCG also wants to reduce its own energy consumption. However, we are not yet able to provide any information on a reduction in energy consumption, as all three scopes were considered in the carbon footprint for the first time.

The consumption data originates from utility bills or

energy supplier bills. The greenhouse gas balance was prepared by our partner **VERSO**. Both primary and secondary data from scientific databases and studies (e.g. GEMIS, UBA, ecoinvent) were used to convert the consumption data into CO₂. The emission factors were taken from the following accredited sources/databases, among others: ecoinvent, UBA, Defra, IFEU, ÖKO Institut, etc. The GWP100 (100-year relative warming potential) is used as the basis for calculating the consistency of the values.

Resource management.

With the previously mentioned materiality analysis, we will also define qualitative and quantitative targets in relation to our resource management. As part of this process, measures and activities will be defined with which we can achieve the goals we have set ourselves.

Irrespective of this, Public Cloud Group has endeavoured to use as few resources as necessary since its beginnings. When the company was founded, for example, we decided to dispense with printed business cards in some countries and use a digital version instead. To do this, we identified a central provider that uses cloud-native software. Our employees can share their digital business card via their cell phone (link or app). This saves us around 75,000 business cards a year, which corresponds to almost 3,600 A4 sheets or around 180 kilograms of paper.



Climate protection.

GRI SRS-305-1, GRI SRS-305-2, GRI SRS-305-3, GRI SRS-305-5

PCG takes climate protection very seriously and wants to avoid or reduce greenhouse gas emissions. For this reason, we have already drawn up an initial greenhouse gas balance sheet in accordance with the Greenhouse Gas (GHG) Protocol for our founding year 2021. While we concentrated on Scopes 1 and 2 at that time due to the effort involved, we have extended the carbon footprint for 2022 to Scope 3. From 2022, the consideration of all scopes is also the standard that PCG has set itself and will continue to pursue in subsequent years.

Scope 1 includes all direct greenhouse gas emissions that can be controlled by the reporting company. Scope 2 includes indirect CO₂ emissions caused by the combustion of fossil fuels during the production of electricity, heating and cooling by external energy suppliers. Scope 3 includes indirect emissions within the value chain.

We have identified the following as the largest issuers across all scopes:

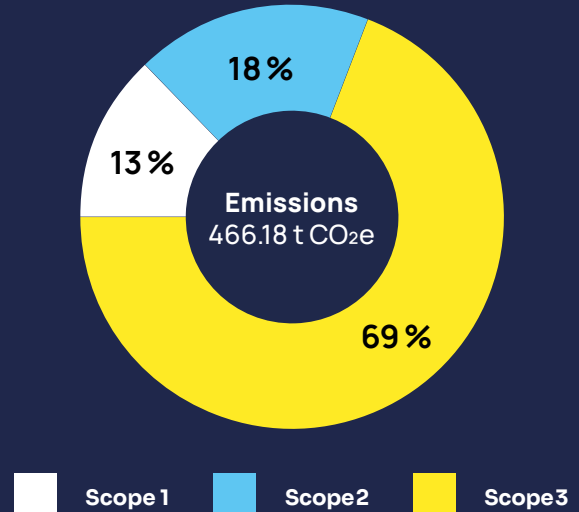
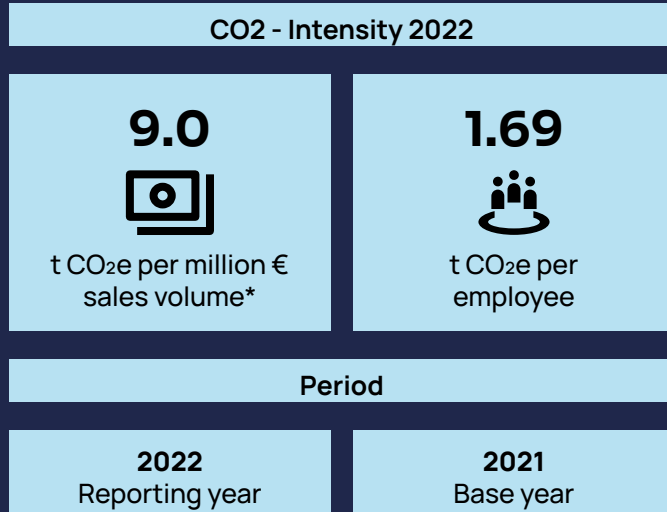
- **Employee commuting**
- **Business trips**
- **Electronics**

The resulting corporate carbon footprint for 2022 breaks down as follows:

	TONS CO ₂ -EQUIVALENT	SHARE OF TOTAL EMISSIONS
SCOPE 1	82,08	13%
SCOPE 2	62,75	18%
SCOPE 3	321,34	69%
GESAMT	466,18	100%

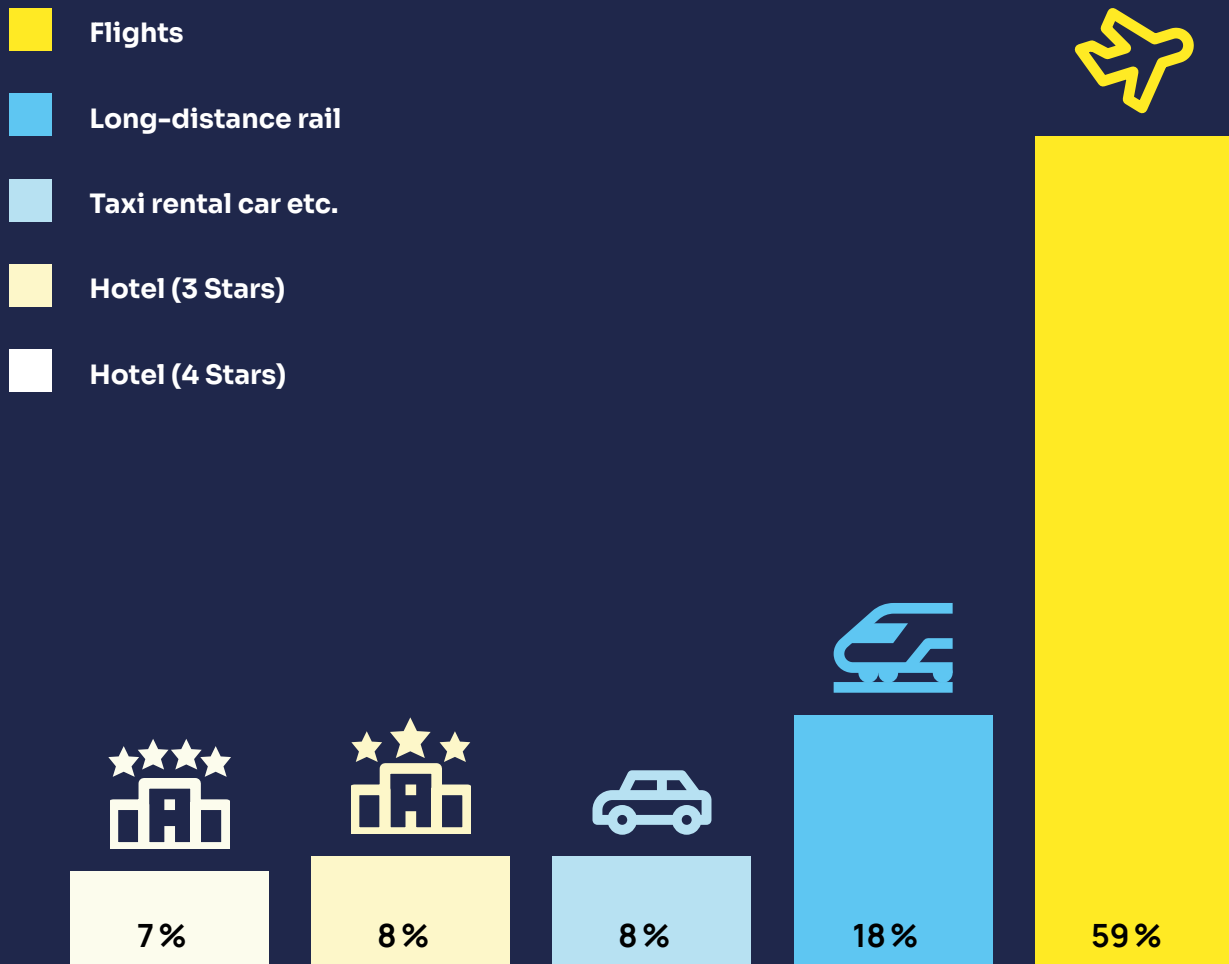
Our CO₂ footprint.

CLIMATE DASHBOARD 2022



BUSINESS TRAVEL 2022

Emissions caused by travel mobility and accommodation



The largest sources of emissions in the respective scopes are:

	EMISSION SOURCE	TONS CO ₂	SHARE OF TOTAL EMISSIONS
SCOPE 1	Burning fuels onsite (especially heating oil)	38,23	8,2 %
	Vehicle fleet	43,85	9,41 %
SCOPE 2	Purchased electricity from various sources	54,43	11,68 %
SCOPE 3	Commuting by employees (especially by car)	146,04	31,33 %
	Business trips (especially medium-haul flights)	74,26	15,93 %
	Electronics (in particular purchased laptops)	74,04	15,88 %

As a service company, we emit fewer greenhouse gases than the manufacturing industry. Nevertheless, PCG now wants to develop targets and measures based on the greenhouse gas balance so as to reduce emissions in the coming years. The following options for action will be considered:

Going forward, we also want to provide information on the reduction of greenhouse gas emissions. This is not yet possible, as all three scopes were considered in the carbon footprint for the first time.



- **100% renewable energies at all locations**
- **Reduction of energy consumption**
- **Conversion of the vehicle fleet to more electromobility**
- **Increase of home office days and additional incentives to use public transport**
- **Creation of longer hardware cycles**



METHODOLOGY

The greenhouse gas balance according to the GHG Protocol was prepared by VERSO . The biogenic share in all three scopes of the overall balance is 0 tons of CO₂ equivalent. Both primary and secondary data from scientific databases and studies (e.g. GEMIS, UBA, ecoinvent) were used to convert the consumption data into CO₂ . The emission factors were taken from the following accredited sources/databases, among others: ecoinvent, UBA, Defra, IFEU, ÖKO Institut, etc. The GWP100 (100-year relative warming potential) is used as the basis for calculating the consistency of the values. Operational control was chosen as the consolidation approach. This information relates to the complete greenhouse gas balance and therefore also to the information in the following three GRIs for Scope 1, 2 and 3.

Social.

PCG as an attractive employer.

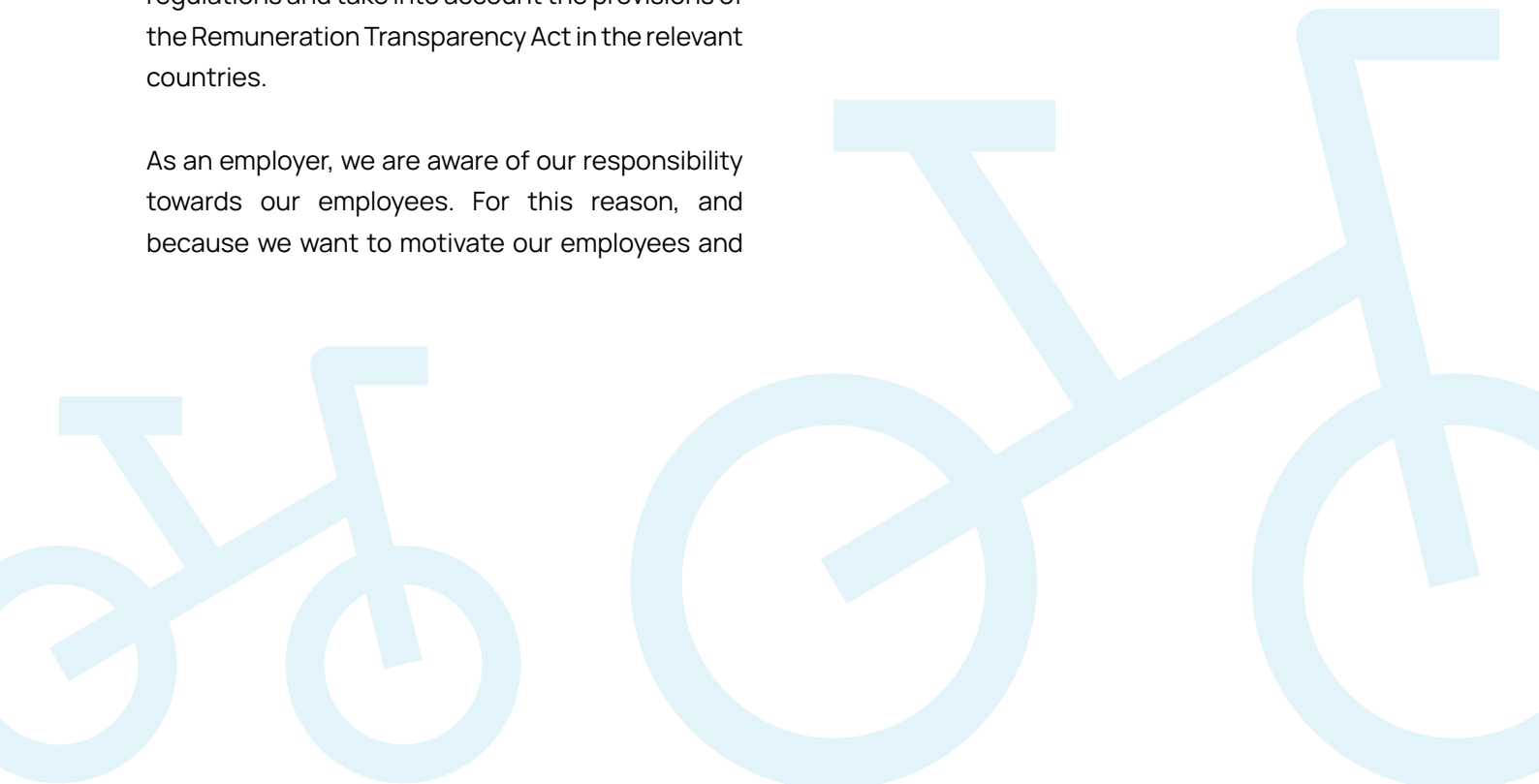
PCG, with 21 locations in Germany, Austria, Switzerland, Sweden, Greece, Bulgaria and North Macedonia, complies with the laws and guidelines applicable in the respective countries. This includes protection against dismissal for employees, the right to freedom of assembly, freedom of association and collective bargaining, as well as regulations to ensure fair working conditions. The free choice of profession as well as the right to rest and regular paid vacation are firmly anchored in our company. We respect all basic principles of the ILO labour standards, which are intended to prevent forced labour, child labour and discrimination.

Remuneration is based on standard market salaries. We pay attention to the remuneration of women and men in accordance with the applicable regulations and take into account the provisions of the Remuneration Transparency Act in the relevant countries.

As an employer, we are aware of our responsibility towards our employees. For this reason, and because we want to motivate our employees and

attract good talent, our health and safety measures go above and beyond the legal requirements. For example, we offer our employees in Germany a company pension scheme and the EGYM Wellpass and subsidise the purchase of (e-)bicycles.

PCG always strives to harness the innovative power of its employees and involve them in decision-making processes – including when it comes to sustainability. Our employees are an important lever for effectively anchoring and implementing sustainability management within the company. We therefore actively involved our employees in the materiality analysis and subsequent definition of measures in 2023.



Diversity and equal opportunities

GRI SRS-405-1; GRI SRS-406-1

We live with equal opportunities and stand for equal treatment of all people, regardless of their ethnic or social background, age, gender, skin colour, religion, political views or any other characteristic. At PCG, this is done out of deep conviction and is part of our firmly anchored and practised corporate culture. Equal opportunities are part of the globally applicable Code of Conduct, which all PCG employees must agree to comply with at the outset.

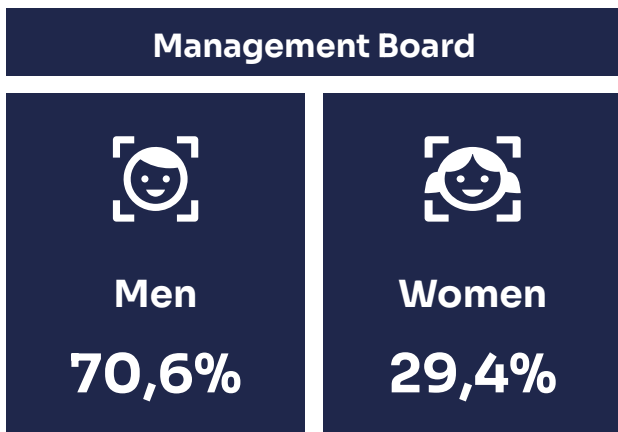
The following table contains information on the diversity of the entire workforce:

	2021		2022	
	TOTAL NUMBER	PERCENTAGE TO ENTIRE WORKFORCE	TOTAL NUMBER	PERCENTAGE TO ENTIRE WORKFORCE
TOTAL NUMBER OF EMPLOYEES	98	100 %	284	100 %
WOMEN	19	19,39 %	77	27,11 %
MEN	79	80,61 %	207	72,89 %
GERMAN CITIZENS	97	98,98 %	169	59,51 %
EU CITIZENS (EXCLUDING GERMANY)	0	0 %	31	10,92 %
NON-EU CITIZENS	1	1,02 %	84	29,58 %
EMPLOYEES WITH DISABILITIES	3	3,06 %	3	1,06 %

SOCIAL.

The proportion of women among our employees in Germany and Austria is just under 20% and is to be increased further. To this end, we have launched various programs and measures (separate events at universities for female IT staff and checking all job advertisements for gender-neutral language using special software). At the PCG locations in other countries such as North Macedonia, the proportion of female employees is just under 40%.

The Management Board of PCG is made up of 17 people - twelve are male and five are female. The proportion of women is therefore 29.4%.



Our aim is to offer our employees a workplace where they feel comfortable and secure. For example, the compatibility of work and family plays a major role at PCG. We offer individual and flexible working time models and home office, flexitime, special leave days, for example for weddings, births and relocations, site-specific custom days and individual leaves of absence. Measures that have a recreational value, a long-term perspective or make family life easier are important to us.

We also enable our employees with disabilities to work from home, which meets their needs 100%. We are also converting some doors at our company locations so that they can be opened at the touch of a button and can also be used without restriction by colleagues in wheelchairs.

PCG is an employer that promotes diversity and equal opportunities. We are not aware of any cases of discrimination within PCG and we try to establish a working environment in which this remains the case. If cases do occur, our employees can contact the responsible HR officer or the relevant manager. In addition, a neutral contact point is available to all employees in the Code of Conduct. These persons are tasked with dealing with the respective incidents confidentially and finding a desirable solution in consultation with the person concerned.

Learning and development.

GRI SRS-403-9; GRI SRS-403-10; GRI SRS-403-4; GRI SRS-404-1

PCG is committed to promoting and ensuring the participation of all employees in the working and professional world.

We are constantly creating new jobs and want to prepare our future and new employees for their work in our company in the best possible way. In order to promote the training of new cloud experts, PCG has established its own academy in Germany with a program specifically aimed at people from outside the industry. Our one-year trainee program gives IT newcomers access to the relevant hyperscaler platforms from AWS, Microsoft and Google.

At our location in North Macedonia, several programs and activities have already been introduced to recruit students directly from the university and then train them.

SOCIAL.

LIVELY PARTICIPATION IN TRAINING COURSES

To promote the employability of our existing employees, we constantly invest in our training and further education programs. The aim is to enable our employees to develop according to their own preferences and skills, as well as technologically and professionally. Employees can complete any certifications they deem appropriate at their own discretion.

Through close cooperation with the hyperscalers AWS, Microsoft and Google, our employees have the opportunity to participate in further training and education opportunities from these partners. They receive preparation time during working hours and the certification fees are covered.

Our employees actively participate in further training. In 2022, employees in Germany invested 8,119 hours, in Austria 1,101 hours and in the PCG International group of companies (formerly Miracle Mill, comprising Switzerland, Sweden, North Macedonia, Greece and Bulgaria) 9085 hours in further training.

OCCUPATIONAL HEALTH AND SAFETY

Work-related injuries are rare at PCG, as we are not a manufacturing company. No work-related injuries were reported to us in the 2022 reporting year. We have no information on work-related illnesses, as these do not have to be reported by our employees.

Human rights.

GRI SRS-412-1; GRI SRS-412-3; GRI SRS-414-1; GRI SRS-414-2

We adhere to internationally recognized human rights and reject inhumane practices such as human trafficking, child labour, slavery, servitude or forced labour as a matter of principle. Our corporate principles completely exclude cooperation with companies that use or permit such practices.

To prevent human rights violations, we have also enshrined these principles in our Code of Conduct. This contains rules of conduct to protect and respect human rights and sets out clear rules in this regard. An explicit review of our sites for compliance with human rights did not take place in 2022.



Hours invested in further training in 2022

SOCIAL

SUPPLY CHAIN

PCG had no new suppliers in the 2022 reporting year. Our existing suppliers have the following Code of Conduct:



Based on the regulations in the respective Code of Conduct, we do not assume that there are any significant negative social impacts. In fact, we are not aware of any negative effects or interference with human rights within the supply chain. In order to be able to guarantee this in the future, we intend to draw up a guideline for procurement management.

INVESTMENTS

As a cloud service provider, we generally do not make any significant investments. The investments that we do make mainly focus on IT hardware such as laptops and office equipment. The buildings housing our offices are rented. In banking terms, our business model is referred to as „asset-light.“

In addition, we are primarily active in Europe, where relatively high human rights standards already apply. Accordingly, we have not drawn up an explicit definition for significant investment agreements.

Community.

GRI SRS-201-1

PCG pays taxes in full at all company locations. In addition, we were not yet able to contribute to social, environmental or cultural activities at our locations in the 2022 reporting year, as all our energies were tied up in the establishment and further development of the company.

OUR FINANCIAL RESULT FOR 2022

PCG reports on the data for 2022 in the annual financial statements and will publish these in the Federal Gazette.

TURNOVER
51.779.000 EUR

TURNOVER PER EMPLOYEE
183.613 EUR

A breakdown of the figures from the above table is not provided for reasons of confidentiality and competition.

Political influence.

GRI SRS-415-1

It's neither our practice nor our intention to politically influence parties or governmental authorities. Therefore, we do not make direct or indirect monetary or in-kind donations to parties, lobbyists, or other political organizations, nor do we exert any political influence. Furthermore, we do not attempt to influence current legislative procedures in advance.

Behaviour in compliance with the law.

GRI SRS-205-1; GRI SRS-205-3; GRI SRS-419-1

Our goal is to foster a trusting, respectful, and supportive environment both within PCG and with our customers, partner companies, suppliers, and other individuals we engage with professionally.

Therefore, PCG, with 21 locations across Germany, Austria, Switzerland, Sweden, Greece, Bulgaria, and North Macedonia, adheres to the laws and



regulations in each respective country. We expect full compliance with these laws and regulations from all our employees.

In the 2022 reporting year, no sanctions or fines were imposed for non-compliance with laws and/or regulations in the social and economic area.

COMBATING CORRUPTION

The greatest risk of corruption is considered to be the attempted or actual winning of contracts through improper consideration. To counteract this risk, we have published a Code of Conduct that contains important codes of conduct and standards of behaviour. It is intended to provide our employees with guidance in their daily work. The Code of Conduct is also available in German and English on our website for all interested parties.

We firmly reject all forms of bribery and corruption, whether active or passive. Contracts are free from extraneous considerations and personal interests. All PCG employees are also made aware that corruption is punishable by immediate dismissal and reporting to law enforcement authorities. As already mentioned, all employees must agree to comply with these guidelines. Violations can be reported to the appropriate contact persons.

PCG did not become aware of any cases of corruption in the 2022 reporting year. There were no explicit audits of our locations.

About PCG.

Public Cloud Group (PCG) supports companies in their digital transformation through the use of public cloud solutions.

With a product portfolio designed to accompany organisations of all sizes in their cloud journey and competence that is a synonym for highly qualified staff that clients and partners like to work with, PCG is positioned as a reliable and trustworthy partner for the hyperscalers, relevant and with repeatedly validated competence and credibility.

We have the highest partnership status with the three relevant hyperscalers: Amazon Web Services, Google Cloud, and Microsoft Azure. As experienced providers, we advise our customers independently with cloud implementation, application development, and managed services.

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