

# ESMT BERLIN

## Sustainability Report 2022

Reduce our footprint,  
increase our handprint,  
and create a heartprint





# Introduction

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This report reflects ESMT Berlin's firm commitment to making sustainable impact and outlines our activities to implement sustainability in 2022. We firmly believe that business schools should take the lead in sustainable transformation by conducting research, providing quality education, and setting exemplary standards for businesses to make a tangible impact.

As an organization, we are determined to reduce our impact on the environment and increase our positive influence. In our classrooms, we want to educate leaders who think globally and act responsibly. Through our research, we want to provide insights on the dynamics of sustainability transitions and how societies move towards sustainable production and consumption. We also want to inspire others to become ambassadors for sustainability in business.

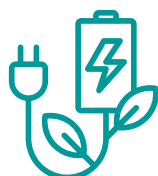
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# Sustainability strategy

ESMT has positioned sustainability at the forefront of our institutional goals. Our comprehensive strategy aims to minimize our environmental impact, amplify positive contributions, and affect transformative change that resonates throughout the ESMT community.

The key objectives of our sustainability strategy are:

## Reduce environmental impact



ESMT is dedicated to implementing initiatives that significantly reduce our ecological footprint. Through rigorous measures and continuous improvement, we aim to contribute to a healthier planet.

## Increase positive influence



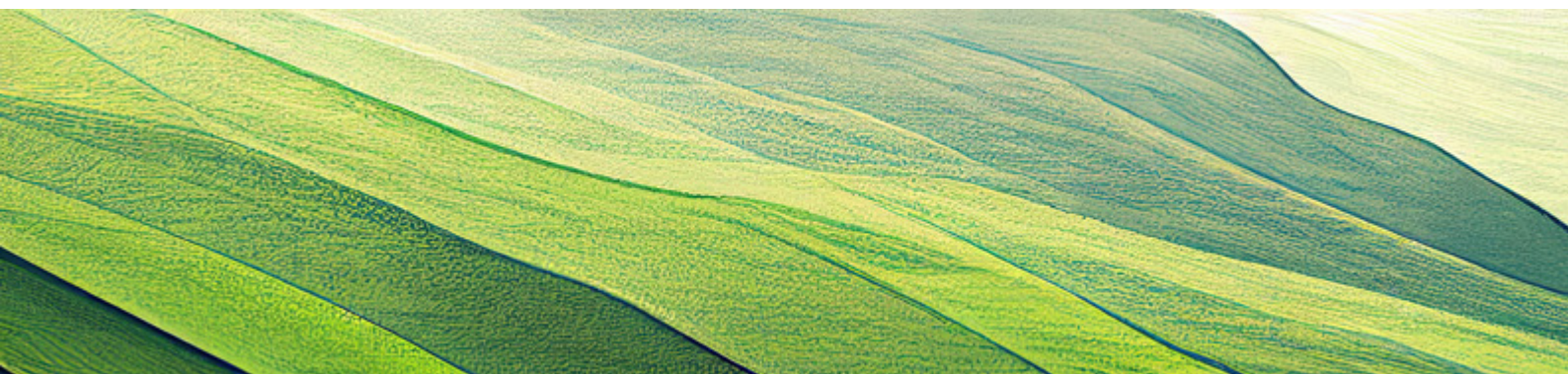
Our strategy seeks to enhance the positive impact ESMT has on its surroundings. By fostering responsible practices and partnerships, we aspire to be a beacon of positive change in both local and global communities.

## Drive transformational impact



ESMT endeavors to make a profound and lasting impact on the lives of our community members. We aspire to inspire and instill a culture of sustainability that extends beyond our institution, creating a ripple effect in the business and academic realms.

To lead sustainability-related initiatives at ESMT and to implement, control, and further develop its sustainability strategy, ESMT established the Sustainability Taskforce, composed of representatives from different departments.



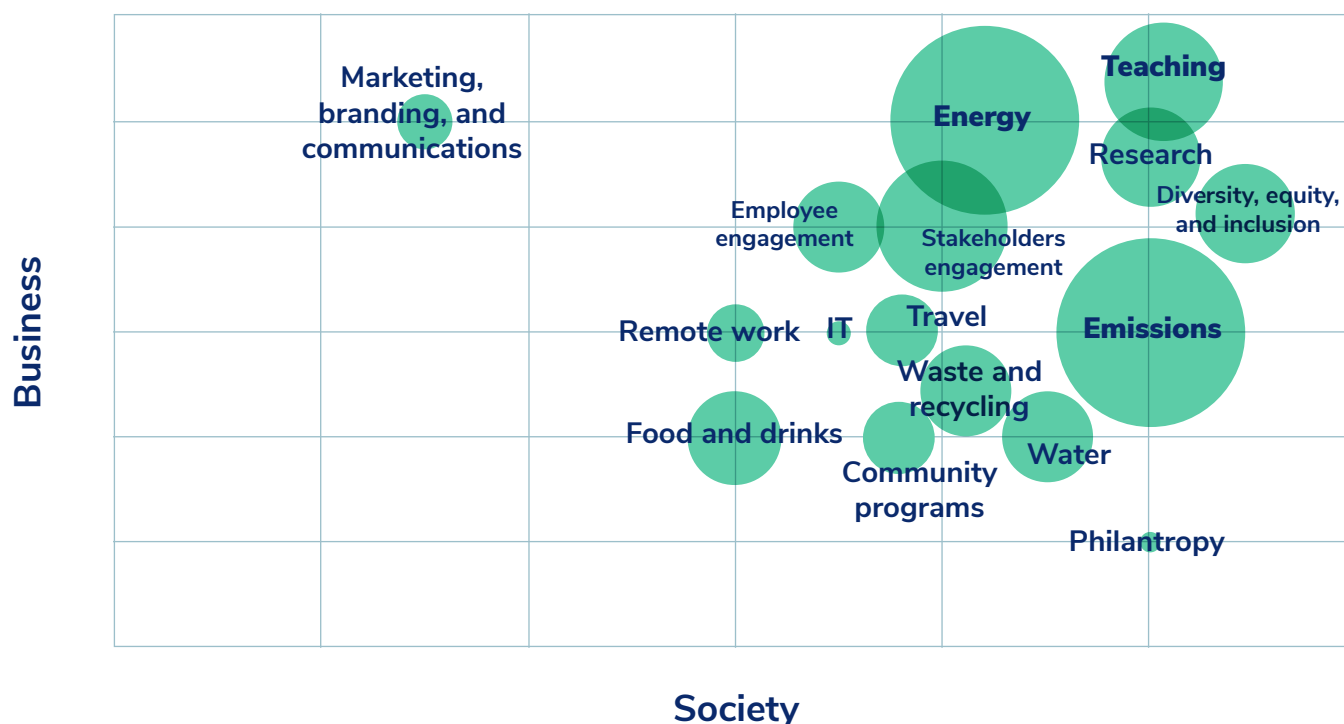
# Sustainability assessment

In spring 2022, ESMT conducted a comprehensive sustainability assessment, surveying employees and students. This process identified key environmental, social, and governmental (ESG) issues critical to stakeholders and long-term business success. The survey revealed five priorities: emissions reduction, resource conservation, sustainability integration in education, funding sustainable research, and increasing diversity in top management.

ESMT also participated in the ABIS Sustainability Assessment, a management model designed to integrate sustainability within higher education institutions. This model, based on the EFQM quality management framework, takes a learning and development approach. It creates a feedback loop between the management enablers of the institutions' progress in sustainability and the perceived sustainability performances by various stakeholders of the institution. ESMT received an overall score of 2, placing it in the "developing" stage. This demonstrates our commitment to localized sustainability initiatives, underpinned by internal focus, strong leadership direction, and strategic orientation. However, improvement opportunities exist in organizing, planning, and implementation. ABIS has recommended adopting a "plan, do, check, act" methodology, integrating it into management cycles, and defining performance indicators. Emphasizing stakeholder relevance and incorporating sustainability goals into HR systems were also advised for coordinated progress.

The materiality matrix presented below outlines the central themes guiding our sustainability strategy.

## ESMT Materiality Matrix



# Minimizing our environmental footprint

As a business school, we acknowledge that we emit carbon, use natural resources, and generate waste through our operations. Recognizing the negative impact on the environment, we are committed to minimizing these effects.

To reduce our emissions, we have planned the installation of solar panels, aiming to produce renewable energy on our campus, with the construction of the solar panel installation scheduled for 2023.

ESMT's total greenhouse gas (GHG) emissions in 2022 amounted to 585,706 metric tons of CO<sub>2</sub> equivalent. We have reported the emissions in adherence to the GHG Protocol Corporate Accounting and Reporting Standard. The reporting methodology incorporated a 10 percent markup to address uncertainties in emission factors. The 2022 emissions statement has been audited by external auditors. The results of the audit are available at the end of this report.

Employing an operational control approach, ESMT did not generate any Scope 1 emissions or maintain a vehicle fleet. Our emission reporting was confined to specific categories, including heating, electricity use, remote work, waste, facility supply, and employee commuting. For calculating our total emissions, we used emission factors that considered market-based data for heating and electricity. This approach aligns with the guidelines set by the GHG Protocol. Our heating market-based emission factor was 7.10 g/kWh, and our electricity market-based emission factor was 256 g/kWh. The remaining data has been approximated using Plan A software.

SCOPE 1	SCOPE 2 (MARKET-BASED)	SCOPE 3
0 t CO <sub>2</sub> e <b>SCOPE 1 (TOTAL)</b>	434.25 t CO <sub>2</sub> e <b>SCOPE 2 (TOTAL)</b>	151.46 t CO <sub>2</sub> e <b>SCOPE 3 (TOTAL)</b>
0 t CO <sub>2</sub> e <b>VEHICLE FLEET</b>	12.09 t CO <sub>2</sub> e <b>HEATING</b>	53.94 t CO <sub>2</sub> e <b>WORKING FROM HOME</b>
Not available <b>FUGITIVE EMISSIONS</b>	422.16 t CO <sub>2</sub> e <b>ELECTRICITY</b>	6.88 t CO <sub>2</sub> e <b>WASTE</b>
	Not available <b>HOSTED SERVERS</b>	66.92 t CO <sub>2</sub> e <b>FACILITY SUPPLY</b>
	<b>SCOPE 2 (LOCATION-BASED)</b>	23.72 t CO <sub>2</sub> e <b>EMPLOYEE COMMUTE</b>
	1,299.32 t CO <sub>2</sub> e <b>SCOPE 2 (TOTAL)</b>	Not available <b>CLOUD SERVERS</b>
	517.67 t CO <sub>2</sub> e <b>HEATING</b>	Not available <b>BUSINESS TRAVEL</b>
	781.65 t CO <sub>2</sub> e <b>ELECTRICITY</b>	

# Maximizing our positive impact

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At ESMT, our mission is to create and disseminate cutting-edge knowledge to advance both business and society, nurturing entrepreneurial leaders with a global perspective who act responsibly. We firmly believe in the transformative power of education and research, recognizing their positive impact on shaping a sustainable future.

As part of our commitment to sustainability, we have embedded environmental, social, and governance (ESG) principles into our curriculum. Approximately 30 percent of our lectures delved into topics related to sustainability, emphasizing its significance in contemporary business practices.

Our courses – such as Diversity, Equity, and Inclusion; Financial Accounting, with a focus on ESG; and Responsible and Ethical Leadership – exemplified our dedication to educating future leaders on the multifaceted aspects of sustainability. Covering diverse areas, including ethics, finance, marketing, and organizational behavior, these courses ensured a comprehensive understanding of sustainability's relevance to different functional domains. Additionally, we introduced new courses to be integrated into the curricula as of 2023.

We also recognize the importance of experiential learning in developing a deep understanding of sustainability. In our Social Impact Projects, Master in Management students could gain hands-on experiences and practically apply sustainability principles in chosen non-profit organizations, further reinforcing our commitment to cultivating responsible leaders and environmental stewardship.

## The following shows the topical focus of some of these projects in 2022:

### **Fundación Bahía y Ecosistemas de Colombia**

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#### **MIM participants**

Hannah Eirich-Hollerbach, Jamal Ghusayni, Shangshan Mei, Rashid Quddus, Oscar Romero

#### **The project**

The Social Impact Project supported the NGO in its mission to preserve the marine life and biodiversity of the bay of Cartagena (Colombia), and to develop an ecological and sustainable economy on the island of Tierra Bomba

#### **Objectives**

Business development; organizational structure; internal structure and resources

## Bean Voyage – Womxn Power 2022

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### MIM participants

Nicola Iannone, Pietro Picozzi, Pino Cosimo de Wilde, Robert Sinke

### The project

Through hands-on training, workshops, and fair market access, Bean Voyage tries to reshape the image of women within the coffee industry. The Social Impact Project aimed to support Bean Voyage in trying to better understand the struggles of female farmers, deepening knowledge of coffee's supply chain. The project focused on Bean Voyage's two major business challenges: strategic expansion and operational excellence. The project team researched and analyzed the European market to enable Bean Voyage to expand and introduce its current and future products in five new markets: Italy, Germany, France, Spain, and the United Kingdom.

### Objectives

Dashboard and KPI tracking; market research; business model switch from non-profit to hybrid; additional revenue streams

Our institution has actively contributed to the discourse through research and practitioner publications on diverse sustainability topics. The publications included studies on gender dynamics in high-status collaboration, sustainability data and analytics, challenges faced by women in leadership transitions, and the design of impactful executive education.

A significant portion of our new grants have been allocated to projects aligned with sustainability goals. These projects encompassed the scenario modeling for sustainable practices, the impact of sustainable finance on innovation, the relationship between gender diversity and innovative performance, the promotion of gender equality standards in European institutions, and a large-scale initiative on accounting for transparency.

Additionally, in collaboration with business partners, ESMT established two professorships focused on sustainable business.

The Deutsche Bank Professorship in Sustainable Finance was inaugurated on September 15, 2022, and is held by ESMT President Jörg Rocholl. It marked the first chaired professorship within the FUTURE Institute for Sustainable Transformation, underpinning our commitment to promoting economic growth while alleviating pressure on the natural environment and considering ESG factors. The role of this professorship is to examine incentives and risk-sharing options, providing important insights into future policy frameworks.

The DHL Group Professorship in Sustainable Accounting, inaugurated on October 12, 2022, is held by ESMT Dean of Faculty and Research Per Olsson. It supports teaching, research, and publication focused on the design, analysis, and application of statistical models and methods for managerial decision-making. This encompasses topics such as revenue management, analytics, and competition in the era of the data-based economy.



# Creating transformational impact

Sustainability at ESMT went beyond minimizing negative effects and maximizing positive impact; it also involved transforming our activities. As an international business school with faculty, staff, students, alumni, executive participants, and business partners around the world, we extended our reach beyond our Berlin campus. The goal was to inspire our community to facilitate sustainable transformation within their organizations and in society.

In 2022, we focused on developing our outreach and impact activities in alignment with three of the United Nations Sustainable Development Goals: **#4 Quality Education, #5 Gender Equality, and #13 Climate Action.**



## #4 Quality Education

ESMT nurtured sustainable transformation through the initiatives of the FUTURE Institute for Sustainable Transformation, a research-based and action-oriented institute dedicated to sustainable transformation. The institute generated knowledge and facilitated connections among relevant stakeholders, aiming to transform individuals, organizations, industries, and value chains toward sustainable impact.

Founded in November 2021, the Institute embarked on its inaugural initiatives for employee upskilling and executive education focused on sustainability in 2022. One notable outcome of these efforts was the Sustainability Starter Kit, a concise one-hour online learning module designed in collaboration with renowned experts in sustainability.

The Sustainable Business Roundtable (SBRT), ESMT's flagship project, established already in 2011, continued its high-level, peer-to-peer learning activities. It brought leaders from various companies together to foster mutual learning and advance sustainable transformation. On May 18, 2022, the SBRT convened to discuss "The Board's Role in Sustainability," and on November 24, 2022, the focus was on the theme of "Creating Sustainable Customer Value."



## #5 Gender Equality

ESMT developed a gender equality plan (GEP) as part of the EQUAL4EUROPE research project. The GEP envisions fostering a working and learning environment where individuals of all genders – women, men, and those with diverse gender identities – can equally flourish, receive recognition, and experience a sense of belonging.

The primary objectives of the GEP include embedding gender equality into the organizational strategy and culture, enhancing gender parity among faculty and students, as well as in decision-making and advisory bodies, and integrating gender equality into the production and transfer of knowledge.

The GEP incorporates numerous strategies and specific actions focused on six SMART objectives within priority areas. These areas include organizational strategy and policies, recruitment of female academics, enrollment of female students in programs, decision-making and advisory bodies, integration of the gender dimension in teaching and research, and addressing sexual harassment and other forms of gender-based violence.

The Equality Committee, responsible for overseeing the implementation of the GEP, ensures a gender-balanced representation. Comprising six staff members from diverse departments within ESMT, the committee embodies our commitment to diversity, equity, and inclusion across all facets of the institution.



## #13 Climate Action

ESMT further built upon its engagement to promote climate action via its student and alumni initiatives. The Net Impact ESMT Berlin chapter led diverse environmental and social impact projects, including its annual TEDx event under the theme “Tomorrow's Mindset: Disrupting today's thinking to pave the way for a sustainable tomorrow.”

Through our Responsible Leadership Fellowships, our MBA and master's graduates delivered pro-bono services and assumed responsibility in institutions at the forefront of social challenges in developing countries.



The following shows the topical focus of some of these projects in 2022:

## **Wakanda Food Accelerator**

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### **The engagement**

Aimee Thompson was tasked with defining a business case for an agri-tech facility, developing market access for site off-take, supporting site design and implementation strategy, and establishing vendor relationships and costing.

### **Outcomes**

This engagement led to the development of several unique and innovative designs, a validated business model, and a flexible project plan. Thompson gained valuable experience and insights in an emerging field, bolstering her confidence for her future career. Additionally, her work facilitated personal growth and the establishment of significant relationships with entrepreneurs and experts in South Africa.

## **Ampersand**

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### **The engagement**

Cosima Weiss undertook a consulting project with Ampersand, an electric mobility start-up in East Africa, focusing on revolutionizing mobility in the region.

### **Outcomes**

The project's achievements included presenting the Circularity Project to the management board, taking part in a UN workshop on recycling infrastructure in East Africa, and representing Ampersand at the World Circular Economy Forum 2022 in Kigali. Weiss's involvement also led to engagements with the cultural and entrepreneurial community in Rwanda, including a significant event for the first female taxi drivers in partnership with the German development agency GIZ.



## Kubik

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### The engagement

Michael Tekabe was engaged for six months as the head of strategy and operations at Kubik, a sustainability-focused startup in Nairobi, Kenya.

### Outcomes

Tekabe's tenure was marked by the establishment of partnerships for plastic waste collection, purchasing three tons by September, and fostering a strong company culture. Key accomplishments included formalizing a pilot project with GIZ to support female waste collectors and raising approximately 800,000 USD in a pre-seed funding round. Further, Tekabe played a pivotal role in Kubik's entry into a sustainable housing-focused incubator, sponsored by Plug&Play and Habitat for Humanity, and was instrumental in the recruitment and hiring of two key employees, strengthening the company's foundation for future growth.



# Attachments

# ESMT Berlin GmbH Emission Report 2022

Jan 1, 2022 - Dec 31, 2022

585.71 t CO<sub>2e</sub>

## TOTAL EMISSIONS (MARKET-BASED)

The 2022 emissions have been reported in compliance with the GHG Protocol Corporate Accounting and Reporting Standard, which outlines requirements and guidance for companies and organizations creating a greenhouse gas (GHG) emissions inventory. The outcomes presented in this statement are specific to the year 2022. To address the uncertainty in emission factors, a 10% markup has been incorporated into all calculations.

ESMT Berlin opted for an operational control approach to establish the parameters for Greenhouse Gas (GHG) reporting. ESMT does not generate any Scope 1 emissions or maintain a vehicle fleet. Our emission reporting is confined to specific categories, including heating, electricity use, remote work, waste, facility supply, and employee commuting. The emission factors for the total emissions incorporate market-based heating and electricity information, in accordance with the GHG Protocol. In 2022, our heating market-based emission factor was 7.10 g/kWh, and our electricity market-based emission factor was 256 g/kWh. The remaining data has been approximated using Plan A software. A comma is used as a thousands separator, and a dot is used as a decimal separator.

## Emissions, categorized by scopes and expressed in t CO<sub>2e</sub>, are as follows:

SCOPE 1	SCOPE 2 (MARKET-BASED)	SCOPE 3
0 t CO <sub>2e</sub> <b>SCOPE 1 (TOTAL)</b>	434.25 t CO <sub>2e</sub> <b>SCOPE 2 (TOTAL)</b>	151.46 t CO <sub>2e</sub> <b>SCOPE 3 (TOTAL)</b>
0 t CO <sub>2e</sub> <b>VEHICLE FLEET</b>	12.09 t CO <sub>2e</sub> <b>HEATING</b>	53.94 t CO <sub>2e</sub> <b>WORKING FROM HOME</b>
Not available <b>FUGITIVE EMISSIONS</b>	422.16 t CO <sub>2e</sub> <b>ELECTRICITY</b>	6.88 t CO <sub>2e</sub> <b>WASTE</b>
	Not available <b>HOSTED SERVERS</b>	66.92 t CO <sub>2e</sub> <b>FACILITY SUPPLY</b>
	<b>SCOPE 2 (LOCATION-BASED)</b>	23.72 t CO <sub>2e</sub> <b>EMPLOYEE COMMUTE</b>
	1,299.32 t CO <sub>2e</sub> <b>SCOPE 2 (TOTAL)</b>	Not available <b>CLOUD SERVERS</b>
	517.67 t CO <sub>2e</sub> <b>HEATING</b>	Not available <b>BUSINESS TRAVEL</b>
	781.65 t CO <sub>2e</sub> <b>ELECTRICITY</b>	



# CERTIFICATE

## CORPORATE CARBON FOOTPRINT

For the period 01 January 2022 to 31 December 2022 DEKRA Assurance Services GmbH as an independent partner confirms the corporate carbon footprint of the company:

**ESMT European School of Management and Technology GmbH**  
Schlossplatz 1  
10178 Berlin, Germany

In accordance with the requirements of the Greenhouse Gas Protocol, the company's corporate carbon footprint is as follows:

**585.71<sup>1</sup> tons of CO<sub>2</sub>e**

- Scope 1: 0 tons of CO<sub>2</sub>e
- Scope 2: 434.25 tons of CO<sub>2</sub>e
- Scope 3\*: 151.46 tons of CO<sub>2</sub>e

The following data were verified by DEKRA Assurance Services GmbH:

- Sample verification of the data basis
- Calculation method of greenhouse gas emissions

Further details can be found in the carbon footprint verification statement.

Stuttgart, 12/01/2023

Certificate-ID: 991223122

  
  
**DEKRA Assurance Services GmbH**  
Simona Gläser - Director

i.V.

  
  
**DEKRA Assurance Services GmbH**  
Peter Paul Ruschin - Head of  
Sustainability Services

\* Scope 3 encompasses emissions from the following source(s): Waste generated in operations, employee commuting (including working from home) and partially purchased goods and services (approx. spend data of employees in an office).

<sup>1</sup> A dot is used as a decimal separator

# VERIFICATION STATEMENT

DEKRA Assurance Services GmbH hereby confirms to ESMT European School of Management and Technology GmbH the requirements of *The Greenhouse Gas Protocol - A Corporate Accounting and Reporting Standard* for the calculation of the greenhouse gas balance (GHG-balance) of the company for the observation period 01 January 2022 until 31 December 2022.

The verification of the calculation refers to the publicly available *Greenhouse Gas Protocol - A Corporate Accounting and Reporting Standard* (GHG-P) standard for greenhouse gas balancing published by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) in 2004.

The greenhouse gas balance includes Scope 1 and Scope 2 emissions in full and “Waste generated in operations”, “Employee commuting (including working from home) and partially “Purchased goods and services” (based on approx. spend data of employees in an office) of Scope 3.

The verification was carried out based on the documents provided by the company and refers to the document “ESMT\_Berlin\_Carbon\_Emission\_Report\_2022\_final.pdf” dated 01 December 2023. The information contained therein provides an overview of greenhouse gas emissions within the balance sheet limits defined. The basis of the audit was the calculation basis, data origin and data validity presented in the said document.

This verification statement is not a certificate.

	Requirements	Status	
01	<p><b>The company has documented its own GHG emissions transparently.</b></p> <p>Objective: The company has a GHG management with a uniformly defined calculation method according to a recognized standard.</p> <ul style="list-style-type: none"> <li>The company has knowledge of the relevant basic principles for an accounting approach of scope 1 and 2 emissions as well as significant scope 3 emissions according to GHG-P.</li> <li>The accounting approach is confirmed by an independent organization.</li> </ul>	<p>The company has an overview of relevant greenhouse gas sources and can transparently present the resulting emissions in the submitted documentation. The emissions in Scope 1 and 2 amount to 434.25*t CO<sub>2e</sub>.</p> <p>The data for balancing refers to primary and secondary sources. Required action data from billing and management systems are used. The assumptions made in some cases are defined and documented.</p> <p>A corresponding classification of greenhouse gas emissions according to GHG Protocol in Scope 1 to Scope 3 is shown transparently.</p> <p>* A dot is used as a decimal separator.</p>	✓
02	<p><b>The company has reviewed its own GHG balance limits according to GHG-P and determines its own emissions according to the limits defined in the process.</b></p> <p>Objective: The company has a GHG management and implements the balance limit requirements according to GHG-P.</p>	<p>The basis for the selection of the balance sheet boundary of the company is the operational control approach in accordance with the Greenhouse Gas Protocol. The 2022 balance sheet includes the following companies and sites:</p>	✓







	<ul style="list-style-type: none"> <li>• ESMT European School of Management and Technology GmbH, Berlin</li> </ul> <p>The reporting period refers to 01.01.2022 until 31.12.2022.</p> <p>In accordance with the selected standard, direct and indirect emissions in Scope 1 and Scope 2 are fully recorded within the defined balance limit. Further indirect Scope 3 emissions are partially recorded (waste generated in operations, employee commuting including working from home and partially purchased goods and services).</p> <p>At present, there is not yet a complete picture of all scope 3 emissions. A random sampling of evidence was carried out in June and July 2023.</p> <p>⚠ Recommended action:</p> <ul style="list-style-type: none"> <li>▪ Creation of a manual for data collection, process management &amp; documentation</li> </ul>	
<p><b>03 Recognized emission factors are used to calculate the GHG balance.</b></p> <p>Objective: Valid emission factors, CO2-eq. (CO2e), considering spatial, temporal and technological references from traceable sources, are to be used for the calculation.</p>	<p>Emission factors from different secondary sources are used to evaluate the various action data. The emission factors used were randomly checked and confirmed as part of the verification process. The emission factors used are mainly taken from freely available or fee-based databases for greenhouse gas balancing.</p> <p>⚠ Recommended action:</p> <ul style="list-style-type: none"> <li>▪ Some of the Scope 3 emission factors and calculations could only be partly reproduced or under difficult conditions. Due to the lack of transparency of some emission factors a mark-up of 10% was applied to the balance sheet in the calculations. There is need of higher transparency regarding the documentation of the source and calculation of emission factors. This is a prerequisite for further confirmations of ESMT's Corporate Carbon Footprint.</li> </ul>	

		<ul style="list-style-type: none"> <li>Emission factors should better reflect the time-relation (e.g., Scope 2 location-based emission factors)</li> </ul>	
04	<p><b>The company can fully account for its own Scope 1 emissions.</b></p> <p>Objective: Scope 1 emissions include all direct GHG emissions generated by the company's own business activities, i.e. using primary energy sources or during a production process. Emissions from company-owned vehicles are also included in Scope 1. For example, in practice, the following emission sources are included under Scope 1:</p> <ul style="list-style-type: none"> <li>Heating and cooling systems,</li> <li>fuel-powered vehicles,</li> <li>production processes.</li> </ul>	<p>In the reporting year, no direct Scope 1 emissions resulted from the combustion of stationary and mobile fossil fuels as the company does not maintain its own fleet of vehicles or own machines that consume fossil fuels. No refrigerant losses were recorded in the reporting year.</p>	✓
05	<p><b>The company can fully account for its own Scope 2 emissions.</b></p> <p>Objective: Scope 2 emissions include all indirect GHG emissions generated by purchased energy, e.g. electricity or heat. Examples of emissions covered by Scope 2 are:</p> <ul style="list-style-type: none"> <li>Electricity supply (gray and green electricity),</li> <li>District heating,</li> <li>Electric vehicles.</li> </ul>	<p>The data recorded under the company's indirect Scope 2 emissions relate to externally sourced electricity consumption and district heating purchases. The emissions calculated for Scope 2 result in a value of 434.247 t CO<sub>2</sub>e. This value corresponds to 74% of the total emissions accounted for.</p> <p>The action data used for Scope 2 emissions were verified and reconstructed on a sample basis as part of the verification process.</p>	✓
06	<p><b>The company considers Scope 3 emissions recorded according to the materiality approach.</b></p> <p>Objective: Scope 3 emissions include all other indirect emissions caused during daily business operations and the life cycles of the goods produced. In the first step, the emissions relevant to the company's field of activity are to be identified as part of a materiality analysis and taken into account in the accounting. This approach must be continuously expanded. Indirect emissions can be differentiated into upstream and downstream processes. Some examples are:</p> <ul style="list-style-type: none"> <li>Business travel,</li> <li>Commuting of employees,</li> </ul>	<p>Various action data from the upstream supply chain are accounted for under the company's indirect Scope 3 emissions. A total of 151.46 t CO<sub>2</sub>e were recorded, which corresponds to a share of 26% of the calculated GHG balance.</p> <p>Emissions from goods and services purchased were included partially by using approx. spend data of employees in an office; student commuting was not included. Therefore, a significant portion of Scope 3 emissions are not currently mapped.</p> <p>The documentation contains a comprehensible list of activities indicating which Scope 3 categories are covered. The action data used to account for Scope 3 emissions was randomly verified and confirmed in the process.</p>	✓

- Waste,
- Water consumption,
- Own products.

⚠ Recommended action:

- Revision of materiality approach of Scope 3 emissions according to emission level and recommendations of the GHG Protocol
- Using actual action data of ESMT of purchased goods and services
- Regular surveys and documentation of data collection on employee commuting to improve data quality. Integration of distances commuted in survey instead of using national averages
- Consideration of further Scope 3 emissions sources. In particular “fuel- and energy-related activities” and student commuting

Stuttgart, 1 December 2023

**DEKRA Assurance Services GmbH**



i.A.

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