

## **GRI Content Index referencing the Dätwyler IT Infra AG sustainability report 2022**

### **Message from the CEO Carbon neutrality by 2030**

As a responsible company and a reliable partner to our stakeholders, we want to make our contribution to achieving the UN Sustainable Development Goals. Thus, we aim to achieve climate neutrality for our own activities (Scope 1 and 2) at all our sites worldwide by 2030.

More than 100 years of innovation for the benefit of our customers, employees, shareholders and the community – that is the hallmark of Datwyler IT Infra. Over this period, we have evolved from a family-owned Swiss business into an international company. Building on our strong roots, we have developed our own style with high standards and unique values:

- We are entrepreneurs.
- We bring value to our customers.
- We excel in what we do.
- We have respect for others.

These values guide the way we run our business over the long term. We strive to deliver sustainable profitable growth for the benefit of our stakeholders as the foundation for adding long-term value and preserving the corporate independence of Datwyler IT Infra. Since end of 2012, Datwyler IT Infra belongs to the Pema Holding Inc. with its headquarters in Altdorf, Switzerland. Pema Holding has been the majority shareholder of the stock quoted Dätwyler Holding Inc. for many years.

We voluntarily adopted the standards of the Global Reporting Initiative (GRI)\* for the sustainability section of our 2008 Annual Report (as part of the Datwyler Group), and in 2009 we joined the UN Global Compact (as part of the Datwyler Group). This is an initiative launched by the United Nations which espouses ten principles in the areas of human rights, labour, the environment and combating corruption. In 2013, Datwyler IT Infra joined the UN Global Compact as an independent company and obligated itself to follow the ten principles. This endeavour is based on the values and the Code of Conduct that lay down globally binding rules for all Datwyler IT Infra employees. As far as our suppliers are concerned, we have set out our requirements in a dedicated code of conduct since the beginning of 2014. Regular surveys of customers and employees provide the basis for our processes of continuous improvement.



Johannes Müller, CEO

## **Integration of Sustainability Information following the Global Reporting Initiative Guidelines**

The sustainability report 2021 published by Dätwyler IT Infra AG follows the Global Reporting Initiative (GRI) G3 Guidelines. Together with the information compiled in this detailed GRI Content Index, the sustainability report meets the requirements for Application Level C.

GRI is the world's leading standard for corporate sustainability reporting ([www.globalreporting.org](http://www.globalreporting.org)). The GRI Guidelines require disclosures that set the overall context for understanding an organisation's sustainability performance. Furthermore, they cover disclosures on the organisational profile and numerous performance indicators relating to Economic (EC), Environmental (EN), Product Responsibility (PR), Labour Practices (LA), Human Rights (HR) and Society (SO) issues. By adopting these Guidelines, Datwyler is seeking to provide its stakeholders with comprehensive and transparent information on the company's sustainability focus.

The GRI Content Index below shows where to locate specific information in the sustainability report. GRI requires a number of organisational profile disclosures (see sections 1 to 4 of the table). Core GRI performance indicators are shown in black type, while additional indicators that GRI has identified as possibly being relevant to an organisation's reporting are shown in grey type. Aspects and indicators discussed in the report are highlighted in a green box giving references to the relevant sections and page numbers of the report.

If you have any queries about Datwyler IT Infra's sustainability reporting, please contact:

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No.	GRI G3 Content Index	Page in Report/Comments
<b>Profile</b>		
<b>1</b>	<b>Strategy and Analysis</b>	
1.1	Statement from the most senior decision-maker of the organisation (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organisation and its strategy.	CEO's Statement, 3

<b>2</b>	<b>Organisational profile</b>	
2.1	Name of the organisation.	Back cover
2.2	Primary brands, products, and/or services.	Dätwyler IT Infra AG Inside front cover <a href="https://www.itinfra.datwyler.com/en/products.html">https://www.itinfra.datwyler.com/en/products.html</a> and <a href="https://www.itinfra.datwyler.com/en/services.html">https://www.itinfra.datwyler.com/en/services.html</a>
2.3	Operational structure of the organisation.	Public limited company with separate Board of Directors and Executive Management. Ten locations in eight countries, 11 <a href="https://www.itinfra.datwyler.com/en/company/governance.html">https://www.itinfra.datwyler.com/en/company/governance.html</a>
2.4	Location of organisation's headquarters.	Back cover
2.5	Number of countries where the organisation operates.	Own affiliates in eight countries: Switzerland, Germany, Austria, Italy, Czech Republic, United Arab Emirates, Singapore, China
2.6	Nature of ownership and legal form.	Public limited company wholly owned by Pema Holding AG CEO's Statement, 3
2.7	Markets served.	Europe, Near and Middle East, Asia
2.8	Scale of the reporting organisation, including number of employees, net sales, total capitalisation, quantity of products or services provided.	940 full-time equivalents averaged over the year Annual revenue of CHF 252.5 million in 2022  Detailed information about the total capitalization are not provided, since Dätwyler IT Infra AG is a privately held company.  Offered products and services: Dätwyler IT Infra AG offers dozens of types of products and services such as ICT-Networks, Mini and Micro Data Centers, Fire Safety Cables, Building Automation, Elevator Cables, Software, On-site Surveys, Turnkey Solutions, Moves, Adds and Changes-Services.
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	CEO's Statement, 3
2.10	Awards received in the reporting period.	In 2022 Datwyler was again accorded "Top Brand" status by respected Chinese associations and industry media.

3 Report Parameters		
REPORT PROFILE		
3.1	Reporting period.	1.1.2022 - 31.12.2022
3.2	Date of most recent previous report.	29.06.2022
3.3	Reporting cycle.	Annual
3.4	Contact point for questions regarding the report or its contents.	Page 4 of this index
REPORT SCOPE AND BOUNDARY		
3.5	Process for defining report content, including explanation on how priorities of topics for inclusion in the report were defined and the stakeholders identified whom the organisation considers to be interested in using this report.	<p>Datwyler IT Infra takes a responsible attitude towards customers, the environment, employees and the community that reflects the significance of the stakeholder groups as a key element of sustainable corporate management and has structured its reporting accordingly.</p> <p>The "GRI Guidance on Defining Report Content" and the associated Principles have been applied to the extent permitted by data availability to the presentation of the indicators reported for these subjects. Regarding the resource consumption, the focus is on the four main locations in Switzerland, Germany, Czech Republic and China. This enables Datwyler IT Infra to cover 99% of resource consumption and waste and 95% of the workforce. With a similar eye to current stakeholder interests, CO<sub>2</sub> emissions are presented as direct (Scope 1) and indirect (Scope 2) emissions in accordance with the Greenhouse Gas Protocol.</p>
3.6	Boundary of the report.	The report relates to all ten locations of Datwyler IT Infra. Where information applies only to part of the organisation as an example or due to data availability, this is indicated.
3.7	State any specific limitations on the scope or boundary of the report.	No particular limitations.
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organisations.	The report covers all ten locations of Datwyler IT Infra, 11
3.9		Not relevant for Application Level C.
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement.	The emission factors used to calculate CO <sub>2</sub> emissions from electricity consumption were adjusted according to the latest International Energy Agency figures for the year under review and the previous year.
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	None.
GRI CONTENT INDEX		
3.12	Table identifying the location of the Standard Disclosures in the report.	This Content Index.

4 Governance, Commitments, and Engagement		
CORPORATE GOVERNANCE		
4.1	Governance structure of the organisation, including committees and their composition.	At 31 December 2021 the Board of Directors of Dätwyler IT Infra AG comprised three members: Dr. Hanspeter Fässler, Chairman Dr. Paul Hälg, member Dirk Lambrecht, member There are no committees.
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, his function within the organisation's management and the reasons for this arrangement).	This is not the case. The Chairman of the Board of Directors of Dätwyler IT Infra AG is Dr. Hanspeter Fässler.
4.3	For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	The company has a Board of Directors. None of the members of the Board of Directors is also a member of the Executive Management or holds another executive position within Dätwyler IT Infra AG.
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Dätwyler IT Infra AG is wholly owned by Pema Holding AG. The workforce is not represented on the Board of Directors.
4.5 - 4.13		Not relevant for Application Level C.
STAKEHOLDER ENGAGEMENT		
4.14	Stakeholder groups engaged by the organisation.	Sustainability as a strategic direction, 3
4.15	Basis for identification and selection of stakeholders with whom to engage.	Dätwyler IT Infra engages in close dialogue with all stakeholders that influence its business performance and on whom its business activities have a particular impact. This also includes the following regular processes: <ul style="list-style-type: none"> <li>– Standardised processes assure quality, evaluation of suppliers, 4</li> <li>– Regular customer surveys, 5</li> <li>– Regular employee satisfaction survey, 9</li> </ul>
4.16 - 4.17		Not relevant for Application Level C.

5 Performance Indicators		
<b>Economic</b>		
ASPECT: ECONOMIC PERFORMANCE		
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments (taxes).	Partial information on EC1: Fair employment conditions, 8 Social responsibility, 10
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	
EC3	Coverage of the organisation's defined benefit plan obligations.	Partial information on EC3: Fair employment conditions, 8
EC4	Significant financial assistance received from government.	
ASPECT: MARKET PRESENCE		
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Important contribution to regional development, 10
EC7	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.	

ASPECT: INDIRECT ECONOMIC IMPACTS		
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Partial information on EC8: Social responsibility, 10
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	

Environmental		
ASPECT: MATERIALS		
EN1	Materials used by weight or volume.	
EN2	Percentage of materials used that are recycled input materials.	
ASPECT: ENERGY		
EN3	Direct energy consumption by primary energy source.	Summary table of environmental data, 6 (natural gas, extra light fuel oil, other sources of energy): 3'730 MWh
EN4	Indirect energy consumption by primary source.	Partial information on EN4: Summary table of environmental data, 6 (electricity, district heating): 18'691 MWh (78.0% thereof from environmentally friendly CO2-neutral hydroelectric power stations and photovoltaic system).
EN5	Energy saved due to conservation and efficiency improvements.	
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Partial information on EN6: Certified environmental management, 7
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	
ASPECT: WATER		
EN8	Total water withdrawal by source.	Summary table of environmental data, 6 Environmental performance, 7 Drinking water (communal water supply): 24'570 m³ or 3.1% Industrial water (river water): 764'500 m³ or 96.9% (Swiss production locations Altdorf)
EN9	Water sources significantly affected by withdrawal of water.	
EN10	Percentage and total volume of water recycled and reused.	
ASPECT: BIODIVERSITY		
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	
EN13	Habitats protected or restored.	
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	
ASPECT: EMISSIONS, EFFLUENTS, AND WASTE		
EN16	Total direct and indirect greenhouse gas emissions by weight.	Summary table of environmental data, 6
EN17	Other relevant indirect greenhouse gas emissions by weight.	

EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	<p>The Swiss affiliate of Datwyler IT Infra has been a member of the Swiss Private Sector Energy Agency since 2003 and enters into voluntary agreements to reduce CO<sub>2</sub> emissions.</p> <p>Since 1 October 2012 Datwyler IT Infra has been using exclusively green electricity at its Swiss site in Altdorf. This electricity is generated entirely in nature made basic-certified hydroelectric power stations operated by the local electricity producer. Since the beginning of November 2018, the Swiss plant has been sourcing its process and heating energy from a nearby wood-fired heating plant. This CO<sub>2</sub>-neutral district heating system enables Datwyler IT Infra to save some 380'000 litres of heating oil per calendar year and reduce CO<sub>2</sub> emissions by some 1'000 tonnes. As a result, Datwyler IT Infra now produces completely CO<sub>2</sub>-neutral in its Swiss plant.</p> <p>The plant in China commissioned a photovoltaic system on the roof of the production hall towards the end of 2020. With an annual output of some 900 MWh, this system covers some 20% of the plant's electricity requirements and reduce CO<sub>2</sub> emissions by some 550 tons per year.</p> <p>The European central warehouse site in Germany has been using green electricity since 2021.</p>
EN19	Emissions of ozone-depleting substances by weight.	
EN20	NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions by type and weight.	
EN21	Total water discharge by quality and destination.	
EN22	Total weight of waste by type and disposal method.	Partial information on EN22: For data on waste by type, see the summary table of environmental data, 6, and Decrease of the absolute and relative waste, volume 7
EN23	Total number and volume of significant spills.	There were no significant spills during the reporting period.
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.	
ASPECT: PRODUCTS AND SERVICES		
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	
ASPECT: COMPLIANCE		
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	In the reporting year 2022 there were no significant fines or non-monetary sanctions.
ASPECT: TRANSPORT		
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	
ASPECT: OVERALL		
EN30	Total environmental protection expenditures and investments by type.	Partial information on EN30: Certified environmental management, 7

Labour Practices and Decent Work		
ASPECT: EMPLOYMENT		
LA1	Total workforce by employment type, employment contract, and region.	Partial information on LA1: Workforce demographics, 8 Chart of employees by region, 8
LA2	Total number and rate of employee turnover by age group, gender, and region.	Partial information on LA2: Workforce demographics, 8
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	
ASPECT: LABOUR/MANAGEMENT RELATIONS		
LA4	Percentage of employees covered by collective bargaining agreements.	Some 35%.
LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.	
ASPECT: OCCUPATIONAL HEALTH AND SAFETY		
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes.	
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Partial information on LA7: Training promotes competence and safety, 9. Days lost to illness, work-related and non-work-related accidents: 7'015 or 7.5 days per FTE  It is currently not possible to subdivide these figures by region.
LA8	Education, training, counselling, prevention, and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases.	
LA9	Health and safety topics covered in formal agreements with trade unions.	
ASPECT: TRAINING AND EDUCATION		
LA10	Average hours of training per year per employee by employee category.	
LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Partial information on LA11: For information on investments in training and education, see Training promotes competence and safety, 9
LA12	Percentage of employees receiving regular performance and career development reviews.	
ASPECT: DIVERSITY AND EQUAL OPPORTUNITY		
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Partial information on LA13: Workforce demographics, 8  It is currently not possible to subdivide the figures by age group.
LA14	Ratio of basic salary of men to women by employee category.	Partial information on LA14: Fair employment conditions, 8



Human Rights		
ASPECT: INVESTMENT AND PROCUREMENT PRACTICES		
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	
ASPECT: NON-DISCRIMINATION		
HR4	Total number of incidents of discrimination and actions taken.	Fair employment conditions, 8
ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	
ASPECT: CHILD LABOR		
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	In its Code of Conduct established in 2008, Datwyler IT Infra has committed itself to protect human rights. This means that all legal entities categorically reject the use of child labour.
ASPECT: FORCED AND COMPULSORY LABOR		
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour.	In its Code of Conduct established in 2008, Datwyler IT Infra has committed itself to protect human rights. This includes the categoric rejection by all legal entities of forced and compulsory labour.
ASPECT: SECURITY PRACTICES		
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	
ASPECT: INDIGENOUS RIGHTS		
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	

Society		
ASPECT: COMMUNITY		
SO1	Nature, scope, and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	
ASPECT: CORRUPTION		
SO2	Percentage and total number of business units analysed for risks related to corruption.	
SO3	Percentage of employees trained in the organisation's anti-corruption policies and procedures.	Fair and responsible partner, 10  All employees undergo in-house training to familiarise themselves with the company's Code of Conduct.
SO4	Actions taken in response to incidents of corruption.	No cases of corruption became known in 2022.
ASPECT: PUBLIC POLICY		
SO5	Public policy positions and participation in public policy development and lobbying.	
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Social responsibility, 10 In accordance with the Code of Conduct we do not provide financial support to political parties, organisations or office holders.
ASPECT: ANTI-COMPETITIVE BEHAVIOUR		
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	Fair and responsible partner, 10
ASPECT: COMPLIANCE		
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Fair and responsible partner, 10

Product Responsibility		
ASPECT: CUSTOMER HEALTH AND SAFETY		
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Impacts on health and safety and possible potential for improvement are assessed primarily in the following life cycle stages of all products: development, certification, production and application.  Standardised processes assure quality, 4
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	There were no incidents during the reporting period. Standardised processes assure quality, 4
ASPECT: PRODUCT AND SERVICE LABELING		
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Regulatory information requirements as minimum standards, 4
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Partial information on PR5: Regular customer surveys, 5
ASPECT: MARKETING COMMUNICATIONS		
PR6	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	
ASPECT: CUSTOMER PRIVACY		
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	
ASPECT: COMPLIANCE		
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	