

SUSTAINABILITY REPORT **MESSE BERLIN GMBH**

REPORTING YEAR 2020

DNK CORRELATION STATEMENT 2020

REPORTING YEAR

2020

SET OF PERFORMANCE INDICATORS

EFFAS: European Federation of Financial Analysts Societies

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INTRODUCTION



Dear Readers,
Sustainability is one of the megatrends and the most potent driving force of our age. A sustainable transformation is well underway, ensuring not only a re-alignment of the values of global society but also of culture and politics. It is producing changes to the basic foundations of business ideas and action. Now more than ever, current developments in particular are demonstrating the importance of constructing a social and economic order that is crisis- and future-proof, as well as ecologically compatible and fair.

Messe Berlin GmbH is also facing up to this, the most demanding challenge, but above all the greatest opportunity of this century. Being a state-owned enterprise, sustainability also means taking responsibility for everything that we do and for the impact of our decisions on the environment and on future generations. Values such as solidarity, community and sustainability are firmly embedded in our corporate culture. Each year our core business activity, the organisation and staging of trade shows and events, brings together people from all over the world, primarily at our location in Berlin, but also at other destinations around the world. Consequently it is especially important for us to adopt an unambiguous approach in the interests of a future-proof society.

That is why we have already been engaged for some time in a gradual process of improving the sustainability of Messe Berlin: ten years ago we began implementing a far-reaching energy concept aimed at reducing our consumption and emissions. From 2023 we will be taking an even greater step in the direction of decarbonisation, installing what will be Germany's fourth largest photovoltaic array, covering over two thirds of our hall roofs. And the start of the decarbonisation of heating is currently being heralded on the Berlin Exhibition Grounds.

Parallel with this we are systemising our efforts to achieve sustainability. The German Sustainability Code (DNK) and the UN Objectives for Sustainable Development serve as our guidelines for this ongoing strategic development. We have made a start with the release of the first DNK Correlation Statement for the business year 2020. This summarises our activities thus far in the field of corporate social responsibility and identifies numerous adjustment points to which we can and will apply ourselves.

We will continue working on this basis next year to prepare a sustainability strategy and a sustainability programme for Messe Berlin GmbH. To achieve this we have created a new post and are delighted that Messe Berlin has had a Sustainability Manager since mid-2022.

The first sustainability report presented here is based on our DNK Correlation Statement, offering you an overview of our sustainability activities so far. In addition you can find out more about the next steps we are planning, and about our objectives. In future we will continue to produce this report at two-yearly intervals and keep you informed about our ongoing process of improvement.

Acting from conviction, we see ourselves as a corporate citizen and are committed to continue setting ourselves ecological and social objectives – for our stakeholders, for the environment and for society as a whole.

We hope that you will accompany us on this journey.
Best regards



Dirk Hoffmann, CEO Messe Berlin GmbH
Berlin, January 2023



GENERAL INFORMATION

The importance of sustainability

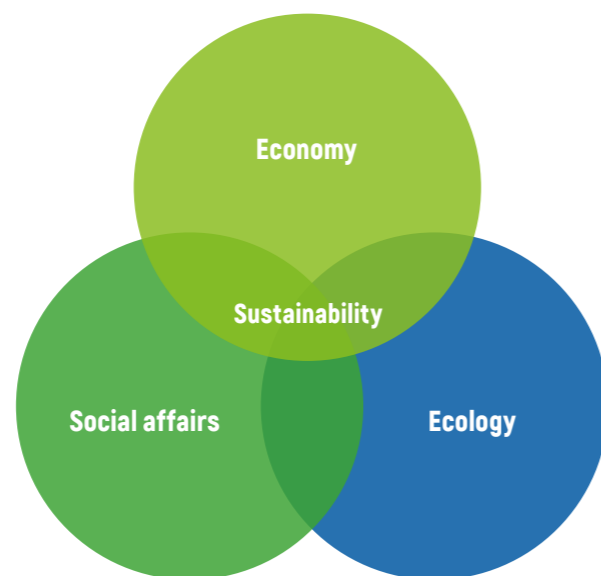
Sustainability is omnipresent – and there is no alternative. Once again the most recent crises have underlined its economic, ecological and social relevance. Sustainability is not a niche concept but now occupies a central position in our society.

And yet the idea of sustainability was described over 300 years ago by Hans Carl von Carlowitz in his book about forestry management. Up to the present day the commonest definition derives from the Brundtland Report of 1987, describing it as a development “that meets the needs of today’s generation, without jeopardising the possibilities of future generations for satisfying their own requirements and for choosing their own lifestyle”.

Sustainability should be seen as an ongoing process which is concerned with ensuring continual improvements in all three dimensions of sustainability – economic, ecological and social. A measure is therefore only sustainable if it is socially fair, ecologically viable and economically efficient.

These three dimensions are presented in this report on the basis of the criteria provided by the German Sustainability Code.

THE THREE DIMENSIONS OF SUSTAINABILITY



Source: own illustration based on Passet (1979)
www.economiesuisse.ch

The German Sustainability Code was created by the Council for Sustainable Development (RNE) and is an internationally recognised reporting standard for sustainability achievements by companies. As such it creates greater transparency as well as allowing comparability.

The German Sustainability Code (DNK)

Around the three dimensions of sustainability the DNK is divided into twenty criteria, with a report required for each of them, in some cases augmented by so-called non-financial performance indicators, offering insights into current and anticipated future parameters of the business environment. For the following report the set of performance indicators of the European Federation of Financial Analysts Societies (EFFAS) has been chosen.

The DNK provides a starting point for reporting on sustainability and also assists in the creation and implementation of a sustainability strategy.

Sustainability in the trade fair sector is a complex subject. A great many people are involved in the planning and execution of trade shows. They include promoters, exhibitors, service partners and many others. Concentrated within just a few days, a trade fair is not only subject to major time pressures during the set-up and dismantling, but also imposes exacting demands in terms of logistics, materials and the workforce.

Sustainability in the trade fair sector

Trade fairs and conventions are simultaneously not just an important economic factor for countries and municipalities, but also promote employment. As a driving force for innovation they are also increasingly part of the solution and a trailblazer for sustainable development in the respective industries. Acting together with the German Trade Fair Industry Association AUMA e.V., the leading German trade fair companies are themselves also working continuously towards a more sustainable trade fair sector.

In terms of its turnover and growth, Messe Berlin GmbH has been one of the ten leading trade fair companies in the world, continuously and uninterrupted, since 2006, until the interruption in March 2020 due to the coronavirus pandemic.

The Messe Berlin business model

With its exhibition grounds at the radio tower, the Funkturm, Messe Berlin has a total site area of 550,000 m², of which 1,000 m² comprises exhibition halls. There are 26 halls as well as the convention and multi-purpose halls CityCube Berlin and hub27 Berlin.

As an associate company of the local authority, the Land Berlin, Messe Berlin GmbH is classified as one of the service providers. The company’s purpose as specified in the operating agreement is “the organising, staging and supervision of trade fairs, exhibitions, conventions and conferences, sporting and entertainment events, in order to strengthen the position of Berlin as a trade fair venue, both domestically and abroad, and the participation in events of this kind together with all the activities associated with such business.

In so doing the company is required to observe commercial economic principles in all its operations”.

Each year Messe Berlin stages in-house events and guest events, over 120 in all. They include four of its own leading global events featuring major brand names: ITB, FRUIT LOGISTICA, InnoTrans and International Green Week. In addition numerous conventions, corporate and special events, in the form of guest events, take place on the Exhibition Grounds.



In addition to Messe Berlin GmbH the group also includes a total of 23 directly or indirectly, fully consolidated subsidiary companies. Among them are the service subsidiaries Capital Catering GmbH, MB Capital Services GmbH and Capital Facility GmbH, whose respective services (catering, exhibitor and hostess services, technical and infrastructural support for properties) have a major part to play in meeting the company objectives.



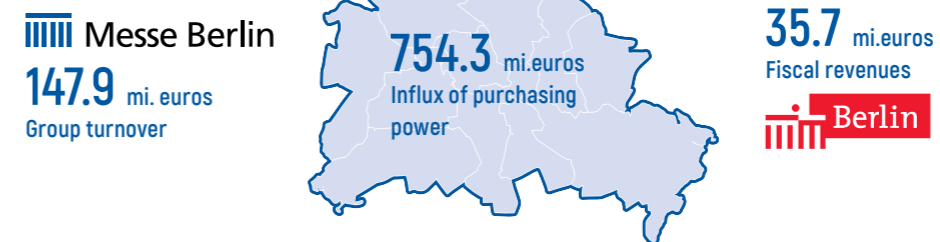
As an internationally active company Messe Berlin brings people together, and provides a platform for businesses and discussions, as well as serving as a shop window for innovations. With a workforce of just under one thousand, mainly at its Berlin headquarters, it not only provides

employment and training for the local community, but is a force for job creation in the entire Berlin-Brandenburg metropolitan region. Messe Berlin embodies the city's diversity. Not only is it an instrument for local marketing, but also for promoting trade and industry, due to the fact that trade fairs and conventions are long-term drivers of economic growth and generate additional tax revenues for the Land Berlin.

The prohibition of events due to the pandemic meant that, from March 2020 onwards, no in-person events, or only those with an attendance limited to one thousand people, could be held. As a consequence trade fairs were restricted to the following maximum numbers:

A total of 65 in-house and guest events with something in excess of 9,600 exhibiting companies and 882,500 visitors generated a total turnover of 147.9 million euros. The detour net yield (fiscal revenue for the Land Berlin) in 2020 resulted in 35.7 million euros in fiscal revenue for Berlin.

In 2020:



In comparison: In 2018 a total of 130 in-house and guest events with 40,000 exhibiting companies and 2.5 million visitors generated a total turnover of 352 million euros and a detour net yield amounting to 84 million euros. In this respect it should be pointed out that certain events have differing cycles. These include InnoTrans and the ILA, which are held every two years, which is why, in each of these cases, even and odd years are compared with one another.

Due to the cancellation of many events during the first year of the pandemic, the trade fair year 2020 cannot be compared with previous years.

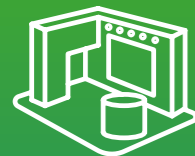
The year under review, 2020, can therefore not be regarded as representative for the German Sustainability Code. This applies in particular to the DNK criteria of "Utilisation of natural resources", "Resource management" and "Climate-relevant emissions".

Worldwide travel bans and restrictions on the staging of live events have seriously affected the international trade fair and convention sector and have initiated a transformation process. The coronavirus pandemic has accelerated certain developments, particularly in the field of digitalisation and the range of available hybrid event formats. Messe Berlin too has seen a boost to digitalisation as a result of the pandemic, not only in the digitalisation of internal processes but also in an expansion of the portfolio. New digital formats, in terms of events and target groups, were developed and launched on the market within a very brief period.

The boost to innovation within the company was initiated at the start of the pandemic and is by no means complete. Coronavirus has certainly resulted in lasting changes to the world of trade fairs.

KEYFIGURES 2020

IN-HOUSE EVENTS 2020



43
IN-HOUSE
EVENTS



668.976
GROSS AREA
IN M²



9.298
EXHIBITORS



779,062
PARTICIPANTS

GUEST EVENTS 2020 ¹



22
GUEST EVENTS



249,712
GROSS AREA
IN M²

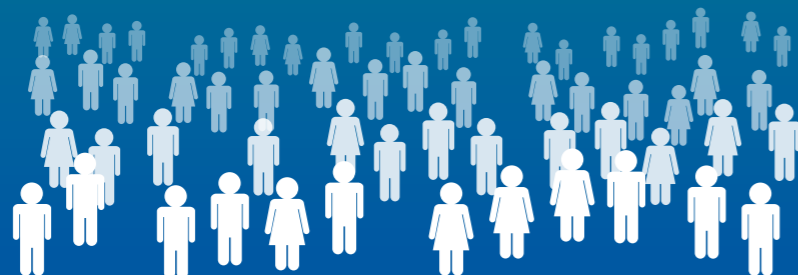


306
EXHIBITORS



43,443
PARTICIPANTS

¹ Trade fairs, conventions, corporate events by outside promoters



STRATEGY

The company reveals its adoption of a sustainability strategy, explaining which tangible measures it is pursuing in order to operate in conformity with significant and recognised industry-specific, national and international standards [DNK 1].

1. Strategic analysis and measures

The mission statement "Hosting the World" encapsulates the Messe Berlin group's many years of skill, professionalism and a distinctive service concept: its perception of its role as a host is both an aspiration and an attitude, as well as part of the identity of all those belonging to this group.

Messe Berlin does not yet have a sustainability strategy, but the intention is to create such a strategy in collaboration with and under the leadership of the sustainability manager and the group management, and in coordination with the relevant business divisions and specific areas of activity.

CSR

CORPORATE SOCIAL RESPONSIBILITY



Despite the current lack of a strategy the subject of sustainability is an important component of Messe Berlin and is firmly established as a fundamental value in the company's most important basic rules, its Code of Conduct: this defines the underlying corporate values as being economic thinking and action, security, confidentiality and data protection, integrity, diversity and open communication as well as social responsibility and sustainability.

Consequently sustainable action and economic activity are already being experienced as a reality in many of the divisions of Messe Berlin. So far there has been a strong focus on implementation within the individual areas of business. In the future a comprehensive sustainability strategy will be developed and systematic sustainability management will put into practice.

2. Materiality

The company reveals which aspects of its own business activity impact significantly on aspects of sustainability, and what significant influence the aspects of sustainability have on business activity. It analyses the positive and negative effects and indicates how this knowledge is incorporated in its own processes [DNK 2].

The analysis of materiality forms the decisive basis for any sustainability strategy. The analysis is used to clarify which aspects of sustainability are particularly important for Messe Berlin. These include topics with a significant economic, ecological and social impact on the organisation. The analysis also investigates those aspects of sustainability that substantially impact on the stakeholders' assessments and decision-making. The analysis of these subjects takes place in cooperation with all the main business divisions and areas of activity of Messe Berlin.

The analysis of materiality also considers the outside-in perspective, i.e. all the external sustainability issues impacting on Messe Berlin's business, for example the climate and energy crises and the coronavirus pandemic. Sustainability issues arising from business activities are also identified, such as waste materials and emissions. This is referred to as an inside-out perspective.

Working together with the major stakeholders the intention is to register and evaluate these aspects and their impact. This produces the main sustainability subjects, together with their attendant risks and opportunities, as well as the positive and negative effects as they apply to the business activities of Messe Berlin. The materiality analysis plays a central role in the establishment and development of a valid, realistic and ambitious sustainability strategy.

Until now systemic sustainability management has been lacking, thereby preventing an analysis of the main, trade fair-specific sustainability issues. Conducting a materiality analysis that also involves the main stakeholder groups will form the basis of the impending strategy process.

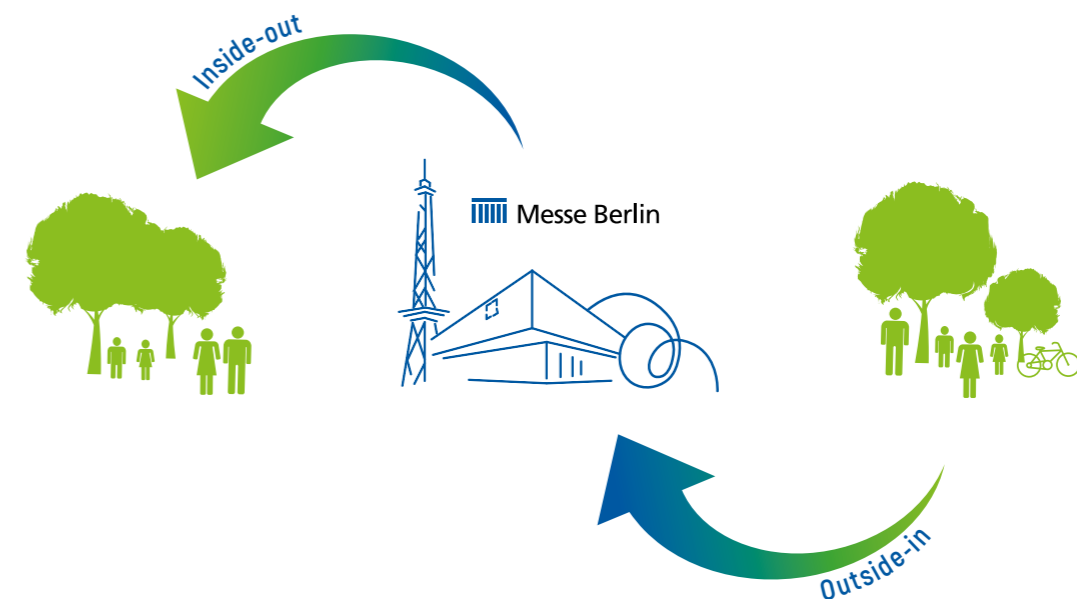
Outside-In perspective

As an associate company of the Land Berlin (the regional authority) the obligation is for Messe Berlin GmbH to implement the objectives of the Land to their full extent and thereby meet its responsibilities to society and to the city of Berlin.

The Exhibition Grounds occupy a central position within the German capital. Good public transport connections and the proximity to the city centre are advantageous for employees, visitors, exhibitors and the general public.

With its various sector-specific trade fairs Messe Berlin presents global developments and trends as well as highlighting innovations. Internally and externally Messe Berlin reacts to social topics such as demographic developments or the subject of equal opportunity.

One major topic which has been promoted more strongly by Messe Berlin as a result of the coronavirus pandemic is that of digitalisation. Messe Berlin regards the expansion of its portfolio by including digital technology and trade fairs with a hybrid format as an opportunity for further development, as a means of addressing additional target groups and enhancing the efficiency of processes. In addition to digitalising the trade fair business there is also a focus on the digitalisation of internal working processes.



Inside-out perspective

Through its business activities Messe Berlin produces an influx of purchasing power for the region. This is accompanied by increased fiscal revenue for Berlin. Jobs are safeguarded and created, both directly and indirectly. As a consequence of trade fairs and conventions the Berlin location also acquires added value in a number of different ways – as a tourist destination, as an international centre of excellence for science and research, as an attractive location for start-ups and innovators, and also as a place of cultural diversity.

From an ecological viewpoint however these positive effects are also accompanied by significant risks, especially in terms of the increase in mobility, energy and waste production, which are all inevitable by-products of trade fair and convention activities. Messe Berlin is aware of this and of the importance of including the ecological dimension of sustainability to a greater extent when planning future strategies.

3. Objectives

The company explains which sustainability objectives should be applied and operationalised, in a qualitative and/or quantitative sense, and also within a specific time framework, and how to monitor the extent to which they have been attained [DNK 3].



General objectives

In the company agreement the owners of Messe Berlin have clearly defined its business purpose (see: Criterion 1). In addition, industry-specific objectives and thereby the guidelines for action for the local authority's publicly owned companies are defined annually. Specific departmental policy and economic targets are defined, among other things, for the medium term period of five years - beginning with the current business year in each case, the year for which the target image is defined, and the three subsequent years.

The company's corresponding strategic alignment is elaborated by the management. Its implementation is coordinated with the supervisory board. Operationally, implementation by means of concrete measures is coordinated with the respective management executives, and to some extent is firmly incorporated in the individual target agreements that are concluded annually between the overall management and mid-level management.

The corporate purpose and target image place the emphasis on general and regional economic objectives (detour profitability/detour net yield, provision and safeguarding of jobs), operational (performance) objectives (exhibitor and visitor numbers, rented gross display area etc.), financial objectives (self-sufficiency, profit-making) and competition objectives (location/city marketing, degree of international reach). These objectives are at the heart of the business activities of Messe Berlin - in its everyday business (events business and group administration), in strategic planning (business development) and also in its organisational and infrastructural measures (personnel structure, investments in the exhibition site).

For the business year 2020 a distinct break is apparent, resulting from the coronavirus pandemic with its negative consequences, especially for economic and financial targets.



Sustainability management objectives

It is important for Messe Berlin to define its sustainability objectives. For this a sustainability strategy is required that is capable of defining areas of action in all three dimensions of ecology, economics and social affairs. In line with the seventeen Sustainable Development Goals of the United Nations (abbreviated as 17 SDGs) it then uses this to determine specific objectives and measures.

The task of the sustainability manager is to apply the strategy and to monitor its implementation.

Objectives displaying the three dimensions have already been defined within many areas of the company. For example, on an ecological level efforts are being made to achieve continuous improvements in energy efficiency within the framework of ISO 50001 certification.

Numerous specified targets exist within the company on a social level too. Examples include a training quota and a female quota, which is being developed continually under the plan to encourage the advancement of women.

The intention is that these and other objectives should be elicited with discussion partners in specific areas of the company under the leadership of the sustainability officials, and then incorporated in the strategic process.

Objectives of ecological sustainability

The Berlin Senate is pursuing a long term objective of making Berlin climate-neutral by 2045. In common with many other international cities, with this ambitious climate protection objective Berlin is reacting to the threats presented by climate change, and is making its own contribution towards meeting the aims of the Paris Climate Protection Agreement of 2015.

Between 1990 and 2016 Berlin was able to reduce its carbon dioxide emissions by around a third, making it one of the leading municipalities in terms of climate protection. As the largest consumers of energy, cities are held responsible for some 70 per cent of current CO2 emissions. The amount of CO2 emitted by Berlin is equivalent to that of entire countries such as Croatia or Jordan. Moreover cities, especially the larger ones, where many people live in close proximity to one another, react more sensitively to the consequences of global warming. The contribution being made by cities such as Berlin to solving the climate problem is enormous. This makes it even more important to take decisive action.

Messe Berlin is aware of this responsibility, which is why it is essential to be able to identify major emitters in order to implement measures for reducing the amount of CO2. A large number of energy-related activities are already playing a significant role in all the measures involved in modernisation, renovation and new construction.

Messe Berlin introduced an energy management system in accordance with DIN EN ISO 50001 in 2013. This is intended to enable objectives to be achieved, both in the market and economically, with the most efficient energy input possible, as well as optimising event-specific energy costs and reducing the energy input itself.

Since then numerous optimisation measures have been put in place, such as the gradual conversion to LEDs, the installation of heat recovery units, more efficient gate opening and closing systems during the setting up and dismantling of events, as well as continuous monitoring and modernisation of the in-house combined heat and power plants. This will be covered in more detail in the "Ecology" section of the sustainability report.

Monitoring, reporting and the optimisation measures thereby obtained are under the authority of the energy representative, also appointed in 2013. The current, self-applied benchmark – in accordance with the objectives defined by the Senate – is the reduction in CO2 emissions and improvements to the climate footprint. The medium and long term objective is a further and continual improvement in the company's energy and CO2 footprints.

The objectives of economic sustainability

With its event Messe Berlin is a showcase and market place for inspiration, innovation and business. The leading figures in their respective fields from all over the world meet here in order to present and discuss the latest products and trends, and to set up and/or finalise business deals. Trade fairs and conventions provide a platform for cultivating networks within a particular sector and for promoting the exchange of ideas with the relevant stakeholders from politics, the media and society.

The focus remains on in-person meetings. In the future, for participants the trade fair experience will, however, be more technology-driven. New, immersive, virtual landscapes already exist. It now remains to make use of these digital possibilities as an extension and a supplement to the respective live event.

This will be essential in order to make Messe Berlin fit for the future and to safeguard Berlin's role as a trade fair venue, enabling it to remain among the world's leading trade fair companies. The renown and profile of the Messe Berlin brand are decisive for maintaining lasting success in an increasingly competitive market environment.

Economic success is not only a "hard skill" in terms of the company's purpose. With its trade fairs and other events Messe Berlin is also (indirectly) engaged in economic promotion and is a motive force for employment throughout the Berlin-Brandenburg metropolitan region, particularly for the craft trades and the service sector. With its exhibitors and its visitors Messe Berlin generates additional consumer expenditure, especially in the hotel and catering sectors and the retail trade. This produces fiscal revenues for the benefit of the Land Berlin. These positive effects also contribute to the economic sustainability of Messe Berlin.

Social sustainability objectives

Adopting a social responsibility has a essential role to play for Messe Berlin and forms part of the company's mission statement. The wellbeing of employees is of vital importance and is firmly embedded in the code of conduct as a vital factor in the company's success: "It is only with the support of everyone belonging to the company that we can truly meet our aim of being one of the most in-demand hosts."

The basis for this is a working environment characterised by respect and tolerance. Messe Berlin is also committed to the ongoing development of its employees, paying close attention to the protection and preservation of their rights. Taking on social responsibility is not directed solely at the company's own staff. Messe Berlin also subscribes to these values in its choice of suppliers and in the staging of events. The intention is to safeguard human rights and, in addition to its business activities, to also make its contribution to society during times of crisis.

17 UN Sustainable Development Goals



Source: UN Communication Material

4. Extent of the value added chain

The company reveals what importance is attached to aspects of sustainability for added value, and to what extent sustainability criteria should be examined along its added value chain.[DNK 4].

A study of the added value chain makes it possible to find out the impact of the core activities of Messe Berlin on the environment and on humans, and in this way analysing the Inside-Out perspective in more detail.

The Messe Berlin added value chain not only encompasses the development, planning, marketing and staging of the company's in-house events, but also the marketing of display space and the provision of event-related services such as catering, technical services, stage and stand constructions, facility services, hostesses, security and service personnel.

In particular the final planning phase shortly before the start of the event, the set-up and dismantling phases and the relevant slot for the actual staging of the event require a corresponding volume of work on the part of the employees involved.

Messe Berlin ensures that this additional work by the staff is suitably remunerated. The basis for this is provided by the provisions of the Wages Agreement for the Public Service (TvöD) and the coordination of work schedules with the supervisory board, as well as bonuses, compensatory time off and the particular involvement of the human resources department, which provides, among other things, in-house health management and the mobile citizens' administrative office on the Exhibition Grounds.

Energy consumption and waste production are closely tied in with the events taking place on the Exhibition Grounds. Set-up and dismantling phases are characterised by a substantial increase in the demand for energy and, depending on the time of year, this manifests itself in increased energy for heating or cooling. The same applies to the amount of waste produced, with peaks clearly identifiable at the end of an event or during dismantling.

There are greater opportunities for influencing these amounts in the case of Messe Berlin's in-house events, which are designed, planned and executed in-house, than with guest events. The latter are characterised by a highly competitive market environment, in competition with event venues around the world. In the past there was only a limited readiness on the part of clients to make use of more sustainable offers and/or services, and to pay (more) for them. In future it will be necessary to address these challenges with appropriate incentive models if greater sustainability is to be achieved in this area too.

When tenders are invited by Messe Berlin (e.g. construction services, external services) the Berlin Law on the Tendering and Award of Contracts (BerLAVG) imposes an obligation on "all public procurement agencies of the Land Berlin to apply ecological criteria that take into account the life cycle costs in the procurement process". Currently efforts are being made to focus more closely on sustainable procurement.

In future it will be essential to have a better understanding of the value added process with its high consumption of resources, and to gradually reduce it. An analysis that focuses on the added value process, with its negative impact on the environment and on people is an essential part of this process.



IMPLEMENTATION

5. Responsibility

The personnel and bodies responsible for sustainability in the company management [DNK 5].

Messe Berlin GmbH is a state-owned company of the Land Berlin. The company's various agencies are the shareholders' meeting, the supervisory board and the board of management. The corporate meeting appoints the board of management and, as a superior, decision-making body with the authority to issue directives, it can define mandates for action.

Operational actions of the board of management are determined in accordance with these decision-making grounds. The main task is to fulfil the company's purpose on the basis of the defined corporate objectives. The board of management has an obligation to report annually to the shareholders' meeting, including details about the company's situation and the annual financial statement, which are examined and scrutinised beforehand by an external auditing company. The management of Messe Berlin GmbH is under the supervision of two managers, one of whom, according to the procedural rules, acts as chairman (CEO).

Operational actions of the board of management are under the supervision of the supervisory board and assessed in accordance with objectives agreed upon beforehand, with separate objectives being agreed for each individual department. Responsibilities are assigned within the board of management in consultation with the supervisory board.

Responsibility for the subject of sustainability is also clearly defined in the company and within the management.

Together with the board of management and the next management level, the divisional managers and the sustainability manager, responsibility for sustainability management lies with the highest level of management. All three entities are expected to work together actively in implementing and structuring the sustainability strategy. For individual areas of action responsibilities already exist at an operative level. For example, there is an energy official, a women's representative, a disability representative and a work safety official. Numerous individual measures and activities already exist that reflect the company's sustainability endeavours. The future task of the sustainability management will be to combine individual responsibilities and activities, to expand them and supplement them with other measures.

In the future a cross-functional CSR team will be set up in which those with responsibility for various divisions of the company will contribute to the ongoing development of strategies, objectives and measures.

In addition to the sustainability strategy the task will be to identify projects, measures and individual, resource-intensive areas to determine their potential for continued development in a sustainability context.

An important factor in achieving successful sustainability management is to win over the employees and to make them aware of their own responsibility and organisational potential. That is why the Sustainability Division is included as part of the Communication Department, which also forms the basis for internal communication.

DIMENSIONS	DNK CRITERIA	MESSE BERLIN DIVISIONS	THEMATIC AREAS
Economics/ Governance	5. Responsibility	Board of management	Profitability,
	6. Rules and processes	Divisional management,	Process management,
	7. Supervision	Supervisory board,	Compliance,
	8. Incentive systems	Staff,	Directive management,
	9. Involvement of stakeholders	Controlling	Adherence to regulations,
	10. Innovation and product management	Finance	statutory requirements and owner's requirements,
	19. Political influence	Legal & corporate governance	Risk management
	20. Conformity with the law and directives		
Environment	11. Use of natural resources	Real estate & safety	Energy and environmental management,
	12. Resource management	Energy officer, Events & services	Waste management,
	13. Climate-relevant emissions	Corporate purchasing	Facility management,
		Capital Facility	Procurement/materials,
		Capital Services	Vehicle fleet management,
		Capital Catering	Transport & logistics, Staff mobility
Social affairs	14. Employee rights	HR,	Employment,
	15. Equal opportunities	Legal & corporate governance	Training and advanced training, Work safety and health protection
	16. Job qualifications	Works council,	Equal opportunities,
	17. Equal opportunities	Women's representative,	Non-discrimination,
	18. Community	Disabled representative,	Diversity,
	Company health management/ Work safety officer	Inclusiveness	

6. Rules & processes

The company reveals how, in its operational activities, the sustainability strategy is implemented through rules and processes [DNK 6].

The company reveals how, in its operational activities, the sustainability strategy is implemented through rules and processes [DNK 6].

In everyday business operations implementation of the subject of sustainability applies to all organisational units, including the service subsidiaries of Messe Berlin GmbH. The development of a sustainability strategy is also accompanied by the formulation of a corresponding set of rules – adapted in each case to the individual divisions of the company, its subsidiaries and its working processes.

In so doing the DNK represents a suitable instrument for continuing to develop the area of sustainability. For this reason, in 2018 the Land Berlin decided to require all state-owned enterprises to provide reports at two-yearly intervals in accordance with DNK criteria. The first such report by Messe Berlin was in 2020.

Messe Berlin's sustainability management should be set up in accordance with international sets of rules and standards – such as the UN Global Compact, the SDGs, the ILO Core Labour Standards (International Labour Organization), ISO 14001 and ISO 26000.

Staff are informed about details of the "Sustainability Model". Furthermore possibilities are created for involving the workforce, with existing grassroots working groups being included too. Possibilities for involvement already exist and acquired greater importance in 2020 during the coronavirus pandemic.

Moreover the subject of sustainability has for some time formed part of various existing company directives and is therefore specified as a standard/premises for action. These include:

- the code of conduct
- the group policy "Internal Rules"
- the group policy "Data protection"
- the directive "Purchasing"
- the directive "Sales" and
- the directive "Preventing corruption"

7. Monitoring

The company reveals what performance indicators for sustainability are used in its regular internal planning and monitoring progresses and how this is done. It shows how suitable processes are used to safeguard the reliability, comparability and consistency of the data for internal control and external communication [DNK 7].

In accordance with the company agreement Messe Berlin is obliged to operate in accordance with profit-making principles. The principle of parsimony (minimum principle) and the productivity principle (maximum principle) derive from the basic principle of economic efficiency.

In accordance with the principle of parsimony a specific result must be attained with the smallest possible input of resources. The productivity principle requires that the best possible result is achieved with a specific input of resources.

Corresponding monitoring and financial controlling take place in the company- /sector-specific, resource-intensive area in order to take into account the principle of economic efficiency. Numerous indicators such as consumption data, key economic and personnel figures are regularly recorded, largely congruent with the DNK performance indicator (sets). They are then evaluated and registered and translated into appropriate measures for optimisation purposes.

Along with their internal use the indicators are also used for external communication with political stakeholders and the general public. By way of an example, and based on the predetermined chapter of the DNK, the following regularly recorded indicators are listed here:

- Economic efficiency: profit and loss (-> DNK criteria 5 and 18 [responsibility; community])
- Personnel requirements: number of employees, trainee quota, "Great Place to Work"
- Equal opportunities: Women in management positions, diversity, inclusion
- Environmental concerns: Energy management in accordance with DIN 50001, waste management in accordance with the Commercial Waste Regulation and the provisions of the Berlin Refuse Law

In order to comply with various provisions, notification and disclosure obligations and requirements imposed by, among others, the law pertaining to corporate groups, partners, the German Standards Institute (DIN), the respective reports (and the data on which they are based) are subject to periodic auditing by external auditing and certification companies.

In addition Messe Berlin meets the most varied, regular reporting obligations to its shareholders in the form of quarterly reports, the stakeholder report and the target vision (reporting to the Senate Finance Department with subsequent consideration and decision-making by the Senate and/or House of Representatives).

Additional individual enquiries by the Senate Department for Finances or the House of Representatives take place during the year. In this way various key data is subjected to enquiry and publication from the area of human resource, including details about personnel and remuneration structures (state minimum wage law, equal pay), the number of fixed term work contracts along with details, whether with or without an objective reason, the disability quota and any compensatory payments that may have been made in accordance with § 160 Section 1 SGB IX.

Repeated written enquiries are also used to determine and reveal the most varied key environmental data, for example the proportion of roof space being used for photo-voltaics and/ solar heating, the proportion of the vehicle fleet that is accounted for by e-vehicles, the availability and extent of the electric charging point structure and the quantities of certain kinds of waste.

Recording such important key data is an important measurement mechanism in the efforts to continually improve sustainability managements. It is only in this way that objectives and measures can be adapted and the potential for sustainable events can be revealed. As a rule such data also serves the interests of a wider public and is published accordingly.

8. Incentive systems

The company shows how the agreed objectives and remuneration for management and staff are also arranged as part of the efforts to achieve sustainability objectives and long term added value. It is shown to what extent the attainment of these objectives forms part of the evaluation of the senior management level (executive board/ board of management) by the regulatory body (supervisory board/advisory body) [DNK 8].



In accordance with the Berlin Corporate Governance Code the plenum of the supervisory board approves the system of remuneration for the board of management and determines the total remuneration of individual members of the board of management. The total remuneration of the board of management consists of a fixed sum and a variable component, the latter being based on individual agreed targets.

Remuneration for the senior level of management (AT) also contains a variable component, based on individual target agreements between the respective executive and the board of management.

The possibility of embedding sustainability objectives in the respective target agreements is being examined within the framework of the sustainability strategy under development. This also applies to the development of a system of incentives.

The basis for this would be provided by the model of the "good host", which defines the subject of sustainability as a component of the corporate DNA. In particular the principle of "take ownership" calls upon employees to support the idea of sustainability in the immediate working environment, the corporate division and the project team.

The awareness and importance of a sustainable lifestyle is promoted by the employer through various, non-performance related benefits. Examples of this are the subsidising of company tickets by the local transport authority BVG, and the "Job bike" option.

The company reveals how socially and economically relevant groups of stakeholders are identified and integrated in the sustainability process. It explains whether and how a continuous dialogue with them can be cultivated and the results integrated in the sustainability process [DNK 9].

9. Involvement of stakeholders



Widespread inclusion of all internal and external stakeholder groups forms the basis for the preparation and implementation of the sustainability strategy. For this purpose all stakeholder groups are included in a stakeholder map, which also takes into account the respective areas of influence. The extent of the influence on Messe Berlin and the accompanying relevance of the respective stakeholder groups is to be determined in the course of a materiality analysis.

Not only the influence but also the expectations of sustainability aspects which have a bearing on Messe Berlin should be shown here. A systematic, more in-depth stakeholder analysis will therefore take place on the basis of the first sustainability report.

As a communal, internationally active company Messe Berlin is permanently engaged in discussions with numerous stakeholders.

Among the internal stakeholder groups are the Land Berlin as proprietor and principal (within the meaning of the company agreement), the supervisory board as the body that monitors and supervises the board of management, and the staff who, firstly as a homogenous group of "employees" and secondly as a heterogenous groups with the most varied particular interests and/or requirements, engage in a dialogue with the company and employer Messe Berlin.

The external stakeholder groups include in particular customers and business partners, guests, the general public and the media, and members of the house of representatives, especially the main committee, the economic committee and the subcommittees for investment management and controlling as the parliamentary monitoring bodies. The Senate Departments for Finances, Economics, Transport and Climate Protection, authorities at district level and, for example, the Federal and Regional Office for Statistics are also among the important external politico-legal players.

Other stakeholder groups that impact on the business activities of Messe Berlin consist of external service providers, suppliers and numerous associations and NGOs. These stakeholder groups are guided by the business/municipal mandate (public companies for the provision of public services), the legal regulation of corporate groups, the employer and client and principal function and not least of all the basic function of a trade fair venue as a market place and B2B forum for the most diverse sectors.

The most important internal stakeholder group at Messe Berlin is that of the employees. Their awareness of the subject of sustainability is raised regularly and across the various divisions, and this applies specifically to the sustainability aspects and requirements pertaining to everyday business/working.

This is done by informing staff on the intranet, by directly addressing the relevant departments and through internal initiative such as the "Inspiration Workshop" or the "Creative Campus". The "Inspiration Workshop" emerged proactively from among the employees themselves, initially from the Events & Services department. Created under the aegis of the "Creative Campus" that was established in 2019, ideas and concepts for all the thematic areas of trade fair business and the future company development of Messe Berlin are collected and developed further by enthusiastic colleagues.



Messe Berlin staff and the internal re-use project "Grünhilde" - a mobile herb garden created from stand construction materials

One of the dominant themes of the Inspiration Workshop is devoted to the subject of "Sustainability". Different aspects of Sustainability are discussed and concrete possibilities for improvements and problem-solving approaches are elaborated for the company by a number of working groups. There is a particular focus on the subject of "Waste", with the aim of reducing the amount of event-related waste in future. Here an important part is played by such approaches as recycling management, multiple use or re-use solutions.

Other important communication channels that encourage staff involvement are staff questionnaires ("Great Place to Work") or a regular internal information event organised for staff by the management.



ECONOMY AND GOVERNANCE

DNK Criteria 10, 19, 20



ECONOMY AND GOVERNANCE

The company reveals how suitable processes contribute to innovations in those products and services that improve sustainability in its own use of resources and among users. For essential products and services it is also shown whether and how their current and future effect in the value added chain and in the production cycle is evaluated. [DNK 10].

10. Innovation and product management

Trade fairs have long been a “marketplace for innovation” and the “platform for the future”. They are a barometer of trends, a driving force for competition and innovation, and not infrequently a melting pot and incubator for innovative joint ventures, business models and customer relations. The entrepreneurial DNA of a trade fair company includes an open attitude to new ideas and constant further development. The early identification of new trends, flourishing industries and the development of successful trade fairs into “global brands” are core competences and decisive for the ongoing advanced development and redevelopment of the “trade fair” service.

In a brand study commissioned by Messe Berlin and first conducted in 2019, respondents reflected their positive overall impression by ranking Messe Berlin GmbH third among enterprises owned by the Land Berlin. In so doing they were particularly impressed by the product portfolio, the diversity of the offer and of the exhibitors, the size of the exhibition grounds and the easy accessibility/good transport connections. By far the most convincing level of approval, at over 90 per cent, was in response to the statement “Messe Berlin is of economic importance for the city”. For 79 per cent of those questioned Messe Berlin is an attractive employer, while for 78 per cent Messe Berlin represents future viability and innovative strength.

Within the organisational structure of Messe Berlin the importance of (new) business development has been taken into account with the establishment of the department for “Product & New Business” (PN). As with the department “Business Insights & Analytics”, strategic market and potential analyses for developing new areas of business can be found. Possibilities for international synergies and cross-innovation potentials can also be identified. A continuous expansion of strategic networks at home and abroad is also taking place. Potential entrepreneurial risks are monitored, among others, by the Controlling department.

In addition to the product portfolio improvements are continually being made to the infrastructure of the exhibition grounds as well as the upstream and downstream services and the event services. As a result, since 2019 Messe Berlin has been one of the test areas within the 5G model region and has successfully demonstrated its technological competence and innovative capabilities within the framework of the 5x5G competition organised by the Federal Ministry for Transport and Digital Infrastructure (BMVI).

With the "MBeLog5G" project a concept has been produced for the use of 5G technologies on the Exhibition Grounds for improved efficiency through further automation of the logistics within and outside buildings.

A new logistics concept was successfully tested for the first time by Messe Berlin in 2018 at InnoTrans, one of the world's leading trade fairs. The planning system "VisiFair" helps to make vehicle access to the Berlin Exhibition Grounds more efficient and more sustainable. The booking slot system not only makes planning for reliable but at the same time it also reduces traffic and CO2 emissions. The events logistics employed by Messe Berlin is part of a complete digitalisation process that has not yet been completed.

11. Political influence

All the essential inputs to legislative processes, all the entries in lobby lists, all substantial payments of membership fees, all payments to governments and all donations to parties and politicians should be differentiated according to federal states and shown accordingly [DNK 19].

The main shareholder in Messe Berlin GmbH is the Land Berlin, which exercises guidance and monitoring through the active management and controlling of holdings.

Rights and obligations are summarised in the guidelines on holdings and are binding. The business activities of the group are influenced by numerous statutory and delegated legislative conditions. It is against this background, and primarily in response to political and administrative demands, that Messe Berlin plays its part in the democratic opinion-forming process. This is done through statements, written entries, completion of report requests and reporting standards, and through regular discussions and planning coordination processes involving the Senate administrations for finances and for economics, energy and business.

Messe Berlin does not support any political party and is not represented on any lobbying lists. No payments or donations of any kind to parties or politicians are made. Messe Berlin currently maintains some 1,125 institutional memberships or personal memberships by employees. This is in close factual connection with the tasks and business areas of Messe Berlin. It is a member of the leading industry associations, i.e. the Association of the German Trade Fair Industry (AUMA), the Community of Large German Trade Fairs (GDG) and the Union des Foires Internationales (UFI). Messe Berlin is also a member of Berlin Partner and the "mehrwert Berlin" initiative.

The company reveals what measures, standards, systems and processes exist to avoid unlawful activities and, in particular, corruption, how examinations are carried out, what findings are available and where risks exist. It reveals how corruption and other infringements of the law are prevented, exposed and sanctioned within the company [DNK 20].

12. Conduct in accordance with the law and directives

Respect, trust, host – the Messe Berlin group is guided by these principles.

Compliance & Code of Conduct

In 2010 had already decided to set up a compliance management system (CMS). Since 2018 the departments of Compliance & Directive Management, Auditing & Risk Management as well as Data Protection for the internal corporate governance management system, under the aegis of the Legal & Corporate Governance department .

The board of management undertakes to ensure the observance of statutory provisions and internal company directives by all employees. Working with the "risk owners" an internal compliance officer of Messe Berlin GmbH registers and evaluates the group's compliance risks. An external ombuds-person is the contact person for anyone reporting offences or serious infringements of labour law obligations. The aim is to reveal wrongs and to act promptly to deal with compliance risks.

The Code of Conduct (CoC) is the primary regulatory document of the Messe Berlin group and a substantial component of its corporate strategy. Observance of the CoC is mandatory for all employees and can be relied upon by all business partners of Messe Berlin. The Code of Conduct for Business Partners (CoC GP) also requires the suppliers and service providers of Messe Berlin to adhere to the principles and requirements of Messe Berlin. This also includes their responsibilities to people, society and the environment.

Berliner Corporate Governance Code

As a privately held company Messe Berlin GmbH applies the Berlin Corporate Governance Code (BCGK) on the basis of the relevant version published by the Senate Department for Finances of the Land Berlin (advice on holdings from the Land Berlin). The Berliner Corporate Governance Code has been adapted to meet the particular conditions of holdings of the Land Berlin. Deviations from the recommendations of the code will be disclosed by Messe Berlin in a declaration of conformity. Messe Berlin is emphatically opposed to any form of corruption, deception, other manifestations of economic crime and any kind of contravention of the law. In addition to the observance of statutory regulations, within the scope of its compliance management system Messe Berlin applies various provisions to assist in protecting employees and business partners from indictable actions and at the same time to preserve the good reputation of business partners and of the company.

ENVIRONMENT

DNK Criteria 11–13

ENVIRONMENT

The company shows the extent to which natural resources are used for its business activities. This applies to materials as well as to the input and output of water, soil, waste, energy, areas, biodiversity and emissions for the life cycle of products and services [DNK 11].

13. Utilisation of natural resources

In carrying out its business activities Messe Berlin makes use of numerous natural resources. These are principally:

- heating and cooling energy for heating and cooling purposes
- electricity, especially for lighting purposes
- waste, produced during setting up and dismantling, and during events
- fossil energy resulting from logistics and event-related traffic
- water for sanitary installations



Intended photovoltaic project on hall roofs 2023-2025, source Messe Berlin GmbH

The intensity with which resources are used varies from one event to another. Because it occupies a larger area, a major event accounts for more energy, electricity, waste, water and fossil energy than smaller guest events. However, the scope for action with regard to the consumption of resources and the amount of waste produced at Messe Berlin's in-house events is disproportionately higher than at guest events. The design of the stands in terms of exploitable or re-usable materials is largely a matter for the exhibitors themselves.

Messe Berlin is aware of this challenge, and for this reason incentive systems and directives have been developed to encourage sustainable stand construction.

In 2020 electricity consumption totalled 21,303,632.00 kWh. Of this 14,340,818.20 kWh was accounted for by the Exhibition Grounds, 3,318,134.80 kWh by the operations centre incl. transport losses, 1,733,736.00 kWh by the shutdown operations of the ICC and ICC Bridge, 189,920.00 kWh by the administrative building and 1,721,023.00 kWh by the CityCube. Transport and conversion costs arise when gas is converted to electricity and when electricity is distributed around the Exhibition Grounds.

The base load, i.e. operations and maintenance as well as everyday business operations in the group administration, on the grounds, should be considered separately from event-specific consumption. Peak consumption occurs during event-intensive periods, for example when major fairs are taking place.

In considering possible improvements to the efficient use of resources it is important to focus in particular on event-specific, resource-intensive consumption. In this respect Messe Berlin seeks to continually improve consumption figures: an area where ecological, economic and social requirements must be coordinated.

Messe Berlin covers the requirements of monitoring and reporting in the energy sector through the implementation of an energy management system certified in accordance with DIN EN ISO 50001. Optimisation potentials have been identified here and subsequently applied. The base load, i.e. basic operation of the Exhibition Grounds and the administration offer Messe Berlin the greatest possibilities for saving energy. Measures to conserve energy are implemented within the framework of the maintenance and renovation work that is continually taking place.



Measures have also been applied in past years that have had a positive effect on the balance sheet of the event-related utilisation of resources (see Criterion Resource management). Furthermore the recorded data has been and will continue to be used to identify possible improvements.

Influence will continue to be limited (with reference to event-specific consumption) by third parties, i.e. customers, exhibitors, visitors and guest promoters. Involving these third parties is (and will remain) the main challenge to the achievement of sustainability objectives. In the past Messe Berlin has mainly focused on communication with third parties.

This includes appropriate advice in the Technical Guidelines / Exhibitor Guidelines, on the Messe Berlin homepage and in letters to exhibitors. This approach has been shown to offer further potential for development and should be expanded further.

The company reveals the qualitative and quantitative objectives it has set itself for the efficient use of resources, especially the use of renewable energies, increased raw material production and a reduction in the use of ecosystem services, the measures and strategies it employs to achieve these objectives now and in the future, and where it perceives risks [DNK 12].

14. Management of resources

The main resources the Messe Berlin uses and which are influenced by its business activities are listed below:

Energy

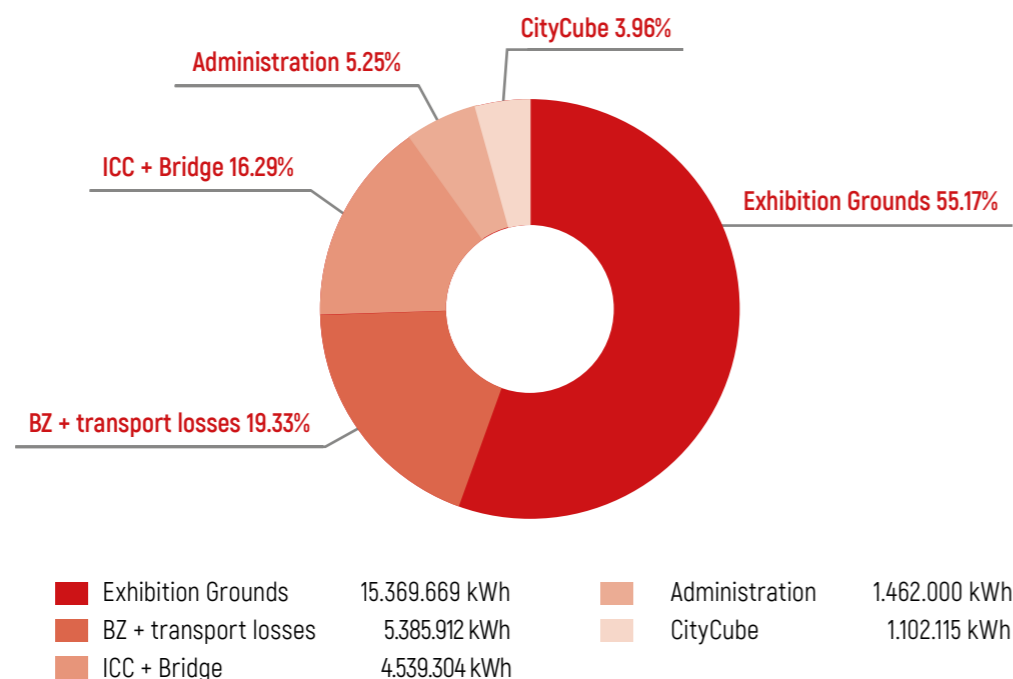
Messe Berlin introduced an energy management system (EnMS) in accordance with DIN EN ISO 50001 in 2013, which is subject to regular external examination. The energy management system has been and will continue to be used to define potential annual savings and appropriate measures to achieve this. The measures that have already been applied include the following:

- ✓ Installation of energy meters on all buildings
- ✓ Reduction to a minimum of heating/air conditioning during event set up and dismantling
- ✓ Consistent adjustment of flow and return to match the energy coefficients of the different facilities
- ✓ Monitoring of gate closures during construction and dismantling

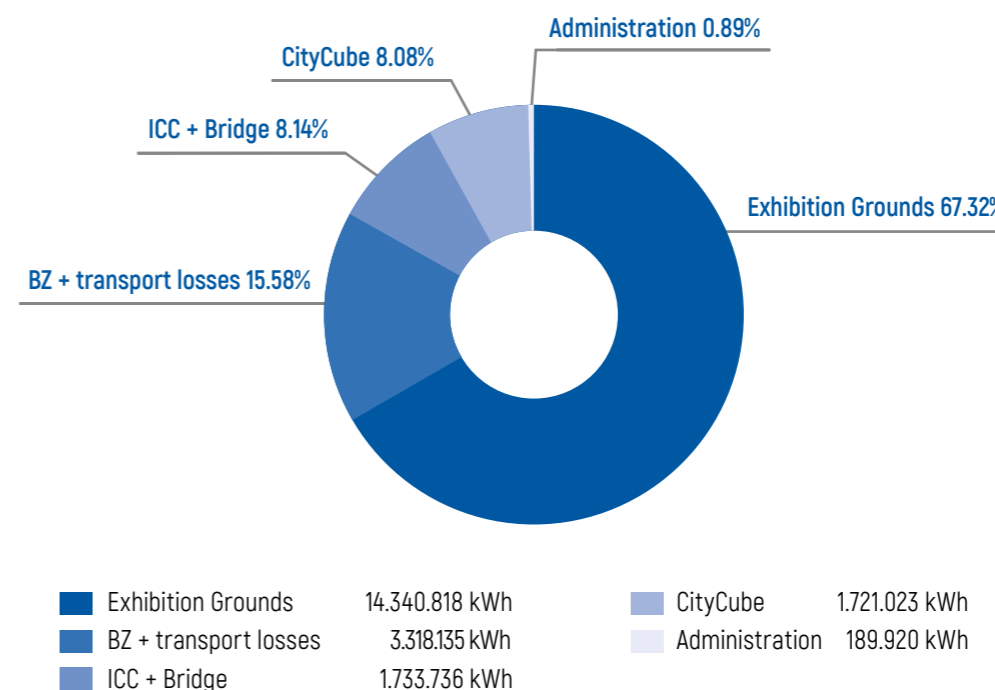
- ✓ Specific investments in two combined heat and power plants: environmentally friendly production by means of co-generation of more than thirty per cent of the required electricity; generation of up to forty per cent of heating energy by means of CO2-neutral wood pellet burners; electricity supply for the entire exhibition grounds (base load + events) by a combination of in-house generated (one third) and bought in eco-electricity, currently 100 per cent from hydropower
- ✓ Installation of heat recovery units in the exhibition halls to utilise remaining warm exhaust air
- ✓ Replacement of the old hall lighting systems (changeover to LEDs)
- ✓ Changeover to an energy-optimised switching concept for outdoor lighting (including the installation of presence detectors)

In 2020 the total energy consumption was:

Total heating consumption



Total electricity consumption



Energy-efficient building renovation / Sustainable building

In 2017 Messe Berlin developed a sustainability guideline for "Construction", prescribing the use of environmentally compatible materials and processes and promoting the use of products that are not hazardous to the environment or human health. This was applied for the first time in the construction of the new hub27.

Waste

Waste accumulating on the Exhibition Grounds is recorded and documented in its entirety using the Messe Berlin weighing system, according to the following categories: commercial waste, food waste, cardboard/paper, glass, foil, wood (treated and untreated), edible oils/fats, anorganic chemicals, mixed construction rubble, scrap, carpets, dung, road sweepings, sand, paints and varnish, electrical appliances and bio-waste:

- ✓ Use of separated waste containers in public areas for cardboard/paper, glass, packaging and residual waste
- ✓ Separate collection of useful materials in the disposal of exhibition waste: wood, cardboard/paper, glass, foil
- ✓ Separate collection of leftover food and its transfer to a biogas unit by the appointed waste disposal company
- ✓ Centralised collection of old consumables such as lighting and batteries Recycling

- ✓ For these purposes the following quantities are available on the Messe Berlin grounds
 - 520 containers for "re-usable waste" (1100 l)
 - 60 containers for "re-usable waste" (240 l)
 - 130 containers for "paper and cardboard" (1100 l)
 - 40 containers for "paper and cardboard" (240 l)
 - 60 containers for "glass" (1100 l)
 - 60 containers for "foil" (1100 l)
 - 30 containers for "food waste" (240 l)
 - 10 containers for "food waste" (120 l).

The waste disposal company appointed by Messe Berlin has ISO 9001 certification and uses state-of-the-art disposal systems and equipment. In addition to their efficiency and proximity to the Exhibition Grounds, the choice of reprocessing and disposal plants is determined by the need to keep pollutant emissions and fuel consumption to a minimum.

The following table lists the forms of waste that have the greatest influence on the main waste amounts. It can be seen that the amount of waste has fallen by 14% within two years:

BASE LOAD WASTE	2018	2019	2020
Commercial waste	335	352	222
Wood waste A III	218	186	92
Bio-waste (e.g. Green waste)	131	153	133
Bulk refuse	81	77	36
Food waste	65	58	26
Scrap	41	34	11
Cardboard/paper	26	30	44
Building waste	14	14	14
Mixed building rubble	0	11	6
Glass	8	10	3
Street sweepings (road sweepers)	26	9	8
Other waste	52*	11	15

Details in tonnes (t)/p.a.

*The large quantity of other waste in 2018 is accounted for by the disposal of 39t of carpets.

Catering + foodstuffs

In the catering sector the focus is currently on efforts to avoid wasting foodstuffs. In this respect the following ecological principles apply:

- ✓ Collaboration with the food bank Berliner Tafel at the International Green Week (11 tonnes of donated food in 2020) and FRUIT LOGISTICA (80 tonnes of donated food)
- ✓ Sustainable handling of food through efficient purchasing and storage in accordance with the "First in - First out" principle (MHD)
- ✓ Good calculating practice when planning buffets, to avoid food waste
- ✓ Re-use of surpluses on food that was not served or presented, for feeding staff, taking hygienic rules into consideration
- ✓ Passing on left over, unopened lunch bags, included those with packaged merchandise (food and drinks), pieces of fruit etc. to charitable organisations such as Berliner Bahnhofsmission or the initiative "Menschen helfen Menschen"
- ✓ Avoidance as far as possible of pre-portioned, individually packed items to reduce waste
- ✓ Standardised use of multi-use cutlery by Capital Catering GmbH; use of compostable plates and cups and compostable wooden cutlery at promoter's request in place of single use tableware
 - Collection of PET bottles, alternatively: making water dispensers available
 - Use of conveyor dishwashers with water-conserving osmosis units
 - Reduced energy and water consumption as the main criterion when buying new kitchen equipment



Water

The resource water is primarily used by the service subsidiary Capital Catering GmbH for facility work (cleaning) and maintaining vegetation.

In 2019 some 231,363 m³ of water was used, for purposes such as irrigating 17,600 square metres of vegetation on the Messe Berlin grounds. For this purpose sprinklers were installed for monitored irrigation. The resources required for irrigating green spaces help to maintain green spaces that have a positive effect on the urban climate in Berlin.

There are various rainwater infiltration units on the grounds, which feed rainwater back into the groundwater after it has been purified by natural cleaning processes. Such infiltration units have also been installed in the newest building, the hub27.

Water is also utilised by CCG for cleaning tableware and for washing all fabrics (tablecloths, aprons etc.).

Mobility & logistics

Messe Berlin recommends that exhibitors and visitors use public transport. Additionally, in cooperation with Deutsche Bahn, rail travel with a reduced rate event ticket is advised. Messe Berlin is thereby helping to the carbon footprint, because DB trains are supplied with 100 % eco-electricity. Messe Berlin provides visitors to ITB with an opportunity to offset their carbon footprint (for flights) with the aid of the non-profit organisation atmosfair.



As an incentive for its employees to use public transport when travelling to work Messe Berlin is supporting the BVG company ticket with an additional thirty euros per month. As an alternative, or to supplement this service, a leasing model is available for a so-called job bike.

All vehicles in the MB fleet have Euronorm certification and are provided with environmental stickers; all company cars comply with the Euro 6d-temp exhaust gas standard.

For travelling to business appointments Messe Berlin staff also have access to a Smart for2 electric drive or a Smart for4 electric drive. The charging points for electric vehicles are provided on the Messe Berlin grounds.

The "Integrated Transport Concept" developed by Messe Berlin improves the regulation of logistics during setting up and dismantling phases by monitoring all the traffic throughout the grounds, and it was first successfully deployed during InnoTrans 2018. Access to the grounds is only permitted for registered vehicles which are assigned strictly defined times and loading slots. Waiting times are unavoidable for deliveries by truck from every European country, and the vehicles are intercepted by means of a pre-congestion area (LogPoint Messe Berlin/AVUS North Curve). This enables the declared objectives to be met, i.e. avoiding congestion on the autobahn and in the surrounding roads and also reducing emissions.



In response to product requests from within Germany Messe Berlin itself seeks to keep transport routes as short as possible, while sea freight is preferred for products from Asia.

Preserving the eco system

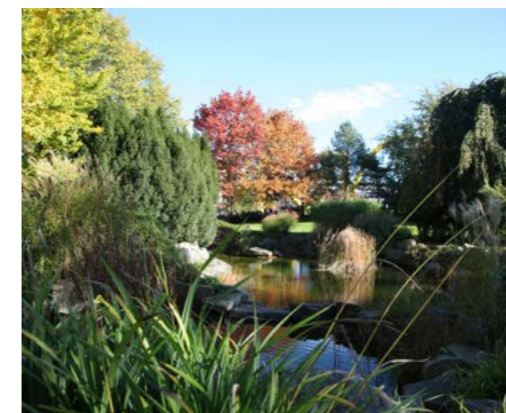
There are two large green spaces on the Exhibition Grounds, the Summer Garden and the Japanese Garden, and these have to be planted and cared for.

The Summer Garden covers some 10,000 square metres. The 3,800 square metre oval lawn is kept in good shape with a base layer of gravel and vegetation. The use of gravel enables the widespread infiltration of precipitation, helping to relieve the sewer system and promoting the replenishment of groundwater. In this way the land is better able to cope with the pressures imposed by events.

The Japanese Garden occupies an area of 13,704 square metres. Typical plants from the Far East thrive there, including bamboo, pines, Japanese maples and ginkgo, as well as other plants such as tulip trees, small-leaved elms, paper birch, sweetgums, hornbeams, blue cedars, douglas firs, pedunculate and red oaks, swamp cypresses and kobushi magnolias.

Only limited amounts of chemicals are used in caring for the vegetation. Every application of fertiliser is preceded by a soil sample to ensure that an actual need exists. Beneficial organisms are used to combat pests.

In addition five beehives were installed on the roof of Hall 6 in 2015, with some 30,000 honey bees, and these vital pollinators are active all around the Exhibition Grounds.



15. Climate-relevant emissions

The company reveals the greenhouse gas emissions in accordance with the Greenhouse Gas (GHG) Protocol or standards based on it, and states its own objectives for reducing emissions [DNK 13].

OBJECTIVE ZIEL	MEASURE	STATUS	RESULT AND PROSPECTS
FUTURE PROJECT: VEHICLE FLEET			
Add electric vehicles to increase vehicle pool	Expand pool by acquiring new smart for2 and smart for4; Replacement of part of the CCG vehicle pool by electric vehicles	Pool of 3 electric vehicles for staff use in the inner city Acquisition of three electric vehicles with trailer and five TecTrices by CCG, as a replacement for five standard transporters on the company premises	Three users of company cars each receive an E-Smart for business and private use. For long journeys these people have exclusive access to a diesel estate car on a shared basis.
Reduction of CO2 by staff coming to work	Financial support for company bicycles and e-bikes	Use of company bicycles by 26 employees	Additional marketing of the offer in information sessions, on the Intranet and with informational material (e.g. flyers) for new employees
ENERGY MANAGEMENT			
CO ₂ emissions to be reduced by 1 per cent annually	Use of two CHP units; Photovoltaic array with 382 solar panels (for 100 per cent feed-in to the Berlin electricity network); Outside electricity supplied exclusively by hydroelectric plants; Implementation of an energy management systems in accordance with DIN EN ISO 50001	Production of more than 30 per cent of electricity requirements with combined heat and power; Production of up to 40 per cent of heating energy using CO ₂ -neutrale wood pellet burners	Outside power supply thus reduced by 20 per cent. Replacement of the pellet boiler due to wear is planned (two new boilers with output of 3.5 MW).

SOCIAL AFFAIRS

DNK Criteria 14–18



SOCIAL AFFAIRS

16. Employees' Rights

The company reveals that it adheres to nationally and internationally recognised standards with regard to employees' rights and also supports the participation by staff in the company and in the company's sustainability management. It presents the targets it sets itself in this respect, the results so far, and where it sees risks [DNK 14].

The wellbeing of its employees as well as the preservation and protection of their rights are fundamental factors in the business success of Messe Berlin. Responsible, respectful and fair dealings with one another form an important part of the corporate culture.

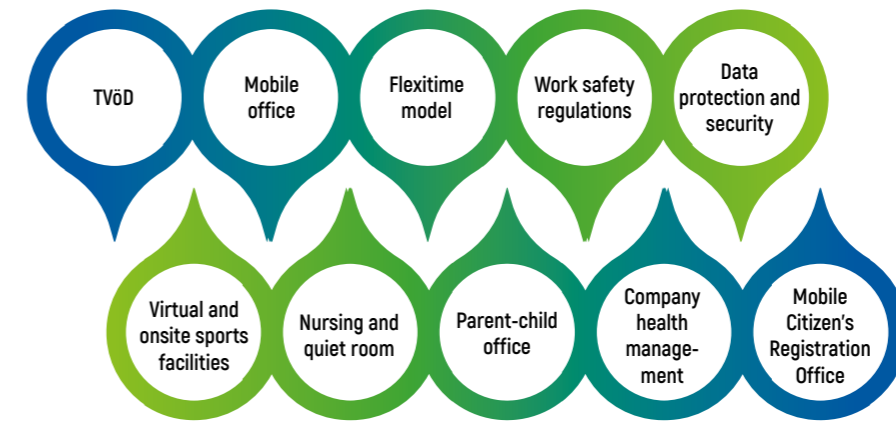
In addition to a responsibility across the whole of the company for its employees, the works council has the declared aim of maintaining and protecting employees' rights in their dealings with their employer in accordance with § 80 BetrVG: The works council is responsible "[...] for being alert to ensuring that the applicable laws, ordinances, accident prevention regulations, wage agreements and employment agreements are implemented for the benefit of the employees [...]".

The pay agreement TVöD regulates all the rights of employees such as holiday entitlement, right of termination and working times. Other employees' rights are defined by additional company agreements: home working and a flexitime model allow employees more flexibility in structuring their own working times. Here too, in coordination with HR, the executive department for Work Safety & Occupational Health, the works council and the board of management, efforts are made to constantly improve the compatibility of family and career.

Messe Berlin is committed to implementing basic UN human rights standards and ILO fundamental principles and rights at work. Prior to the implementation of all measures involving employees, the protection of personal data is examined.

The wellbeing of employees also includes the protection and promotion of mental and physical health. Messe Berlin therefore offers many ways of improving and maintaining health. These include the offer of live and virtual sports. There is also a nursing and quiet room, a parent-child office and a blood donor service.

Measures by Messe Berlin



Remuneration system

Messe Berlin has a well-educated, efficient and motivated workforce. Messe Berlin has recognised that a good corporate culture and a more pronounced host mentality among its staff are co-decisive factors in its success. To ensure that this continues, Messe Berlin recognises the importance of offering its staff not only interesting and challenging tasks but also flexible working time models as well as performance-based wages and attractive additional benefits, and also invests in constantly safeguarding their qualifications.

An objective indicator is provided by conducting staff surveys at regular intervals with the support of the research and consultancy institute "Great Place to Work" (GPtW). The most recent survey was conducted in 2018 and revealed an increase in staff satisfaction. Subsequent workshops in each department were used to develop tangible measures for achieving further improvements. For example, in 2019 an onboarding concept was implemented as a quick and lasting way of integrating new employees.

One component of the attractive conditions is the remuneration system. The basis is provided by the wage agreement for the public service (TVöD), which ensures regular adjustment within the wage negotiation framework. Other company agreements also form a basis for performance-related remuneration components. The management rewards staff in the Messe Berlin group of companies for their willingness and commitment to achieving positive economic development. This takes the form of a special bonus

In addition to paying wages Messe Berlin also offers attractive pensions to ensure a high standard of living after retirement. For all of its employees Messe Berlin contributes a proportion of their gross pay to a supplementary benefit (VBL). Within the available statutory possibilities all employees have an option of contributing, free of tax or social insurance, to two alternative insurance schemes, within the framework of deferred compensation.

17. Equal opportunities

The company reveals how it applies processes nationally and internationally and its objectives in promoting equal opportunities and diversity, work safety and health protection, co-determination, integration of migrants and people with disabilities, adequate payment and reconciling family and career, and how this is implemented [DNK 15].



Diversity is one of the distinguishing features of Messe Berlin, both internally and externally. Its core activity is intended to have an international dimension and is directed by an equally diverse and open workforce. Equal participation in the entire added value chain of a trade fair, irrespective of sexual orientation, gender, origin or culture, is essential for Messe Berlin. Berlin as a location is a leading rainbow city and a centre for diversity and openness, offering an environment where people from all over the world can feel comfortable. This approach is to be continued in the interests of a diverse host culture.

In 2014 Messe Berlin signed the Diversity Charter, which it implements in its diversity strategy. This initiative is intended to promote recognition, appreciation and inclusion of diversity in German corporate culture. Organisations are required to create a working environment that is free of prejudice. All employees are entitled to experience due appreciation, regardless of gender, nationality, religion, ideology, disability, age, sexual orientation or identity.



(Signed the Diversity Charter)

Since the diversity strategy was devised and implemented in 2013 a number of measures have been applied within the scope of diversity:

Gender diversity

Objective: measures to apply gender equality in the workplace

- Checking and certification of equal pay (EP check) according to gender
- Using a form of language that reflects gender diversity
- Giving greater consideration to female applicants when selecting staff, where women are underrepresented in specific positions/at specific levels
- Election of women's representatives within the company (since 2014)
- Creation and implementation of a plan for the advancement of women for 2018-2024

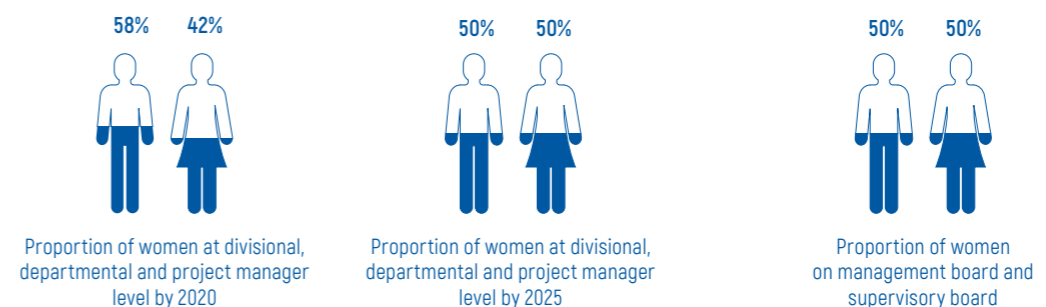
Proportion of women in management positions

The "Law for the equal participation by women and men in management positions in the private and public sectors" came into force on 1 May 2015. Messe Berlin is accordingly obligated to specify target figures for increasing the proportion of women on the supervisory board, on the board of management and in both upper management levels within company's management.

In accordance with this requirement the board of management has stipulated that women should account for a minimum of 42% by 2020 in divisional manager and departmental manager positions and at project manager level and at least 50% by 2025. This target failed to be met as of 30 June 2018 at divisional manager level, where the figure was only 31%. At the departmental/project management level the quota, at 66%, was significantly exceeded on 30 June 2018.

The supervisory board has decided to set the target figure for the proportion of women on the Messe Berlin GmbH board of management at 50%. The partners in Messe Berlin have also set the target figure for women on the supervisory board of Messe Berlin at 50%.

To continue to support the specific advancement of women, in December 2017 Messe Berlin developed a plan for this purpose. This plan for the advancement of women comprises an evaluation and an analysis of the employment structure and the establishment of time-based, personnel, organisational and advanced training measures aimed at increasing the proportion of women, particularly at the under-represented management levels and in the under-represented business divisions of Messe Berlin GmbH.



The international dimension

Objective: increasing the international make-up of individual trade fair teams by the inclusion of employees with different national and cultural backgrounds

- Analysis of the international make-up of teams and examination of the composition of teams
- Consideration of inter- and trans-cultural capabilities as an important criterion in staff selection
- Supplementing the range of seminars with "intercultural training"

Inclusion

Objective: Integration of the special capabilities of employees with disabilities and making the most of their potential; optimisation of work processes

- Participation in an information event with a job centre for people with impairments (2016)
- Regular participation in a day of action "Shift changeover" (since 2017)
- Development of ideas together with disabled employees and with the severely handicapped employees' representatives

Sexual orientation

Objective: discrimination-free approach to LGBTI subject matter; deliberately addressing young/queer customers and potential employees

- Regular participation in the LGBTI job & careers platform Sticks & Stones and presence at the gay-lesbian street party
- Membership of the Alliance against Homophobia / Member of the jury for the award (2016/2017) / sponsorship of the Respect Award 2017
- Participation in the project of the Senate Department for Labour, Integration & Women's Affairs "Trans" at Work (2014)

Age

Objective: Integration of the demographic factor, support for mixed-age teams ("generational diversity") the employability & work-life balance

- Introduction of mobile work to improve the work-life balance within the company
- Creation of age-appropriate workplaces (e.g. equipped with bar table-type seats)

18. Qualifications

The company reveals the objectives that it has set and what measures it has taken to support employability, i.e. the ability to participate in the world of work and careers for all employees, to adapt in accordance with demographic changes, and where it perceives risks [DNK 16].

Monetary considerations are not the only factor in an attractive workplace.

Reconciling career and family is an important factor in the corporate success of Messe Berlin. Messe Berlin provides a flexible working time model, supports mobile working, and enables different part-time models to meet individual requirements.

Since 2018 there has been a parent-child office and a nursing room for short notice support.

To retain the attractiveness of Messe Berlin as an employer, vocational training is an important basis for a long term personnel policy. In 2019 there were 28 trainees (2018: 30 trainees) in a training relationship as management assistant for office management, events, digitalisation management or for bachelor of arts (B. A.) in trade fair, convention and event management. This dual course of business management with an emphasis on trade fairs and conventions is offered by Messe Berlin in cooperation with the Dual College Baden-Württemberg in Ravensburg. Upon successful completion of the course all trainees are offered a subsequent contract for at least one year. Messe Berlin attaches importance to a high quality of training. The excellence of the business for training is emphasised by the certification granted by the chamber of commerce IHK Berlin. By meeting the specified quality criteria Messe Berlin is one of 130 training establishments in Berlin, out of a total of more than 5,500, obtaining this certification. Such certification makes it possible to maintain the quality of training offered, and to continuously develop it. Re-certification takes place at two-yearly intervals.

Since the summer of 2018 the opportunity has been provided, in cooperation with the internationally active PR agency Hill+Knowlton, to complete an 18 month traineeship in corporate communication with Messe Berlin (Corporate Communication division). Messe Berlin also offers a part-time course of studies for a bachelor or master's degree. For the duration of the course selected colleagues receive monthly financial support to cover the costs of the studies.

For all employees Messe Berlin offers an extensive internal advanced training curriculum and enables them to acquire knowledge of specialist skills and knowledge through external qualifications along with future-oriented competences. A wide-ranging curriculum for management staff is available.

The company reveals the measures, strategies and objectives applied on behalf of the company and its supply chain to ensure that human rights are observed around the world, and to prevent forced or child labour or any form of exploitation. In this respect the results of such measures and any accompanying risks are to be dealt with in detail [DNK 17].

A responsibility for people, society and the environment is part of the identity of the Messe Berlin group. This includes in particular a respect for human rights, for example through the prevention of forced or child labour and any form of exploitation or abuse. In addition to economic promotion, bringing people together is a central task for Messe Berlin, and the protection of human rights is a prerequisite.

This includes the unrestricted implementation of the "UN Guiding Principles on Business and Human Rights", based on a threefold foundation consisting of the "State's Duty of Protection", "Corporate Responsibility" and "Access to Assistance".

19. Human rights

Furthermore humane working conditions and adequate protection as defined by the Core Labour Standards of the ILO must be guaranteed for the group of companies.

Here the Code of Conduct provides a set of rules in which a respect for and observance of human rights are embedded. The CoC defines the behavioural rules and basic principles of Messe Berlin, compliance with which in both a national and an international context is obligatory for all employees of the group. For business partners CoC GP is an integral part of the General Purchasing Conditions of Messe Berlin GmbH.

In addition payments are specified in contracts and in the General Purchasing Conditions by the Minimum Wage legislation. These contractual components form the basis for long term business relationships with all suppliers.

20. Community

The company reveals its contribution to the community in the regions where its main commercial activities take place [DNK 18].

As an active member of the urban community Messe Berlin assumes social responsibility for the impact of its core business activities. Numerous activities take place within the scope of the "mehrwert Berlin" (added value Berlin) initiative, an association of Berlin state enterprises. There are also long term co-operations in which Messe Berlin, individual business divisions/subsidiaries and individual employees are involved on an honorary basis:

- Co-operations over many years between the International Green Week and FRUIT LOGISTICA with the food bank Berliner Tafel: in 2019 a total of 15.5 tonnes of foodstuffs were collected at the IGW and distributed to some 6,000 needy people; at Fruit Logistica 70 tonnes of fruit and vegetables were collected by 400 unpaid helpers and with the use of 20 trucks from the THW (Federal Agency for Technical Relief), the volunteer fire brigade and the Red Cross.
- Food donations by CCG to the Bahnhofsmission charity and a campaign within the workforce to raise donations through the sale of home-baked biscuits
- Hardware donations to Berlin schools in 2019: 650 monitors, approx. 250 mice and keypads and two barely used photo colour printers
- Since 2018: regular participation in the "Schichtwechsel" (shift changeover) by Berlin workshops for the disabled

- There are numerous voluntary campaigns within individual business divisions and projects. Examples include the Guest Events division and the ITB team. As part of the efforts to house refugees in the ICC employees of Messe Berlin regularly lend their support to assist with homework, organising fund-raising campaigns, holding a summer party and a Christmas celebration.



OVERVIEW OF PERFORMANCE INDICATORS

AREA	DNK CRITERIA	EFFAS INDICATORS	DEFINITION	RESULT
STRATEGY	1. Strategic analysis and measures 2. Materiality 3. Objectives 4. Extent of added value chain	-	-	-
IMPLEMENTATION	5. Responsibility 6. Rules and processes 7. Monitoring 8. Incentive systems 9. Stakeholder involvement	EFFAS S06-01	Proportion of all suppliers and partners within the supply chain that have been evaluated for adherence to environmental, social, governance (ESG) criteria	The Code of Conduct of Messe Berlin encompasses environmental, social and company management aspects and applies to all contractual service providers. Messe Berlin purchasing is predominantly engaged in indirect purchasing i.e. relatively few standardised in-stock items or delivery services, and predominantly services to which not all ESG criteria apply. The code of conduct was drawn up on the basis of the ESG criteria but does not cover them all 1:1. Consequently suppliers and partners within the Messe Berlin supply chain are not evaluated in terms of their adherence to ESG criteria. In all cases, however, for all invitations to tender and all market surveys, irrespective of the product/service, environmental certificate and seals (e.g. Blauer Engel, FSC) requested and required. In addition to written evidence of sustainability aspects, consideration is given to the regional location of the service provider (shortest possible transport routes – less CO2 emissions), recycling aspects and re-usability of the products (e.g. when using materials for exhibition stands) and efficiency (e.g. of electricity consumption during the lifetime or utilisation time of IT hardware). Messe Berlin does not place orders strictly according to the price. Qualitative criteria, as described above, have a primary role to play.
	-	EFFAS S06-02	Proportion of all suppliers and partners within the supply chain that have been audited for adherence to (ESG) criteria	Messe Berlin's energy management is audited by GUTCERT. Adherence to other environmental, social and company management aspects is ensured by compliance with the Code of Conduct.
ECONOMY AND GOVERNANCE	10. Innovation and product management	EFFAS E13-01	Improvements to energy efficiency of own products compared with previous year	For Messe Berlin the "product" is events. Improved energy efficiency within the individual trade fair and event formats cannot be entirely influenced by Messe Berlin alone. In 2013 Messe Berlin introduced an energy –management system; since 2015 this has been subjected to annual DIN 50001 certification (see details explanation in Criteria 11 and 12). In the course of this process regular measures to boost energy efficiency have been and are being identified and successively implemented. These have a positive impact both on the base load and on consumption at events (see Criterion 11). However, consumption peaks are unavoidable prior to, during and after events; these are caused to a significant extent by external service providers, individual exhibitors, customers and visitors (e.g. gate opening/closure during construction and dismantling). Consequently it is difficult to put a realistic figure on annual energy efficiency increases as a target. More about this aspect can be found in the details for Criteria 11, 12 and 13 (base load vs. event loads and the limitations on controlling them)

AREA	DNK CRITERIA	EFFAS INDICATORS	DEFINITION	RESULT
ECONOMY AND GOVERNANCE	-	EFFAS V04-12	Total investments (CapEx) in research for ESG-relevant sectors of the business model, e.g. ecological design, eco-efficient production processes, Reduction in influence on bio-diversity, improvements to health and safety conditions for employees and partners in the supply chain, development of ESG opportunities for products including evaluation in monetary terms, e.g. as percentage of turnover	Due to the coronavirus pandemic with the accompanying cessation of event operations from March 2020 onward Messe Berlin GmbH was obliged to make use of a shareholder loan to ensure liquidity. Furthermore extensive measures had to be taken to cut costs. Current and also future investments could only be made if absolutely necessary and only to a relatively limited extent.
	19. Political influence	EFFAS G01-01	Payments to political parties as percentage of turnover	As a state-owned enterprise, fundamentally no payments to political parties due to obligation to political neutrality
	20. Behaviour in conformity with the law and directives	EFFAS V01-01	Expenditure and penalties as a consequence of legal action and processes for anti-competitive acts, infringements of cartels and monopolies	No expenditure and penalties exist as a consequence of legal action and processes for anti-competitive acts, infringements of cartels and monopolies
	-	EFFAS V02-01	Percentage of turnover in regions with a transparency International Corruption Index of under 60	0.14 per cent of group turnover was generated in China in 2020 [CPI: 42]
ENVIRONMENT	11. Utilisation of natural resources 12. Resource management	EFFAS E01-01	Total energy consumption	In 2020 total heat* consumption was 27,859,000.00 kWh In 2020 total electricity* consumption was 21,303,632.00 kWh * Total consumption = Exhibition Grounds, operational centre + transport losses, ICC + ICC Bridge (non-operational status), administration, CityCube
	-	EFFAS E04-01	Total weight of waste	*
	-	EFFAS E05-01	Proportion of total waste that is recycled	In 2020 Messe Berlin disposed of 100 per cent of base load waste In recycling a distinction is drawn between material and thermal exploitation
	13. Climate-relevant emissions	EFFAS E02-01	Total GHG emissions (Scope 1, 2, 3)	**

AREA	DNK CRITERIA	EFFAS INDICATORS	DEFINITION	RESULT
SOCIETY	14. Employees' rights 15. Equal opportunities 16. Qualification	EFFAS S03-01	Age structure and distribution (number of full time equivalents [FTEs] according to age groups)	***
	-	EFFAS S10-01	Female employees as a proportion of total number of employees	On the reference date 31.12.2020 the female proportion of the total FTE of Messe Berlin GmbH was 65.31%
	-	EFFAS S10-02	Proportion of female FTEs in senior management positions in relation to total FTEs in senior management positions	<p>On the basis of the law for the equal participation by women and men in executive positions in the private and public sector which came into force on 1 May 2015, Messe Berlin is required state targets for increasing the proportion of women on the supervisory board, the board of management and in the two highest management levels below the board of management. The board of management has accordingly stipulated the proportion of women at divisional, departmental and project management level at no less than 42 per cent by 2020 and at least 50 per cent by 2025.</p> <p>In the business year 2020 the proportion of women in the two management levels below the board of management reached 55 per cent, the proportion of women at divisional management level being 24 per cent and at departmental and project manager level at 67 per cent. Consequently the target figure of at least 42 per cent for the divisional management level was not attained.</p>
	-	EFFAS S02-02	Average expenditure for advanced training of FTEs per year	Based on an actual budget (excluding personnel costs and rents as well as working materials) for 2020 each employee of Messe Berlin GmbH accounted for an average advanced training expenditure of 326.27 euros. On average each employee of Messe Berlin GmbH took part in 24 events. However, it should be noted that because of the transition in 2020 to a virtual format and the associated cost savings as well as the increased use of internal experts for fair- specific advanced training that meets requirements the non-material value of advanced training is higher.
	17. Human rights	EFFAS S07-02 II	Percentage of all facilities certified in accordance with SA 8000	The state-owned Messe Berlin group does not hold any SA 8000 certification
	18. Community	-	-	-

***EFFAS E04-01: Total weight of waste:**

Total weight of base load waste in tonnes (t) p.a.

2018	2019	2020
997	844	610

Total weight of waste from events in tonnes (t) p.a.

2018	2019	2020
7,403,8	5,320,5	1,603,9

****EFFAS E02-01: Total greenhouse gas (GHG) emissions (Scope 1, 2, 3)**

Explanation: Scope 1 covers the direct release of GHG emissions within the company, Scope 2 covers the indirect release of GHG emissions by energy suppliers, and Scope 3 covers the indirect upstream and downstream release of GHG emissions in the supply chain.

Scope 1 in t CO₂ equivalents:

7.9

Heating unit consumption
Cooling units and electricity


66.98

Company vehicles




37.33

Other activities
Vehicle fleet

Scope 2 in t CO₂ equivalents:



Electricity consumption: no emissions
(externally supplied electricity from 100 per cent certified green electricity from German hydroelectric plants)

Scope 3   

For business travel the railways are preferred. Business travel was sharply reduced due to the pandemic. 99 per cent of domestic travel was by rail. In the case of air travel 72.2 per cent of all journeys were accounted for by Long-haul flights, 23.4 per cent by medium-haul and 4.5 per cent by short-haul flights.

Number of travellers by rail

35

Number of travellers by air

55

***** EFFAS S03-01: Age structure and distribution (number of FTEs by age groups)**

COHORT	MALE		FEMALE		TOTAL
	NUMBER	PERCENTAGE	NUMBER	PERCENTAGE	
<25	2	8,00%	23	92,00%	25
25-29	9	23,08%	30	76,92%	39
30-34	28	36,84%	48	63,16%	76
35-39	18	22,22%	63	77,78%	81
40-44	30	34,88%	56	65,12%	86
45-49	30	42,25%	41	57,75%	71
50-54	32	44,44%	40	55,56%	72
55-59	24	39,34%	37	60,66%	61
60-64	22	42,31%	30	57,69%	52
65-69	1	50,00%	1	50,00%	2

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