New Perspectives
Every Day

Sustainability Report 2023

Table of contents

3 **Introduction**

4 A note from our Board of Directors
5 A note from our Chief Communications and Sustainability Officer
5 New this year in our sustainability journey

9 **Business operations and products**

12 **Our approach**

13 **Social matters**

14 Social matters – Concept
17 Social matters – Risk
18 Social matters – Measures

20 Our foremost social responsibilities and corresponding measures
20 Quality in journalism
26 Media competence
28 Thought leadership

32 **Employee and labour matters**

39 **Environment**

46 **Respect for human rights**

51 **Combating corruption**

56 **GRI Index**

Introduction

A note from our Board of Directors

The insights found in the sustainability report are essential for our business and commitment to stakeholders.

“We contribute to a wide-ranging, well-informed society, from the political to the commercial to the everyday. It is important for us to portray different points of view in order to enable as many people as possible form their own opinions.”

Dr. Pietro Supino
Chairman & Publisher

Approved by our Board of Directors →

A note from our Chief Communications and Sustainability Officer

Ursula Nötzli

As we reinforce our commitment to TX Group's sustainability, we:

- **Understand sustainability as an integral part of our strategy**
  Built on long tradition and with the support of an engaged family, sustainability has always been an integral part of strategic considerations for TX Group.
- **Place responsibility at the highest management level**
  TX Group introduced qualitative sustainability targets at the senior management level of the Group and its companies to ensure that sustainability is embedded and practiced at every decision-making level.
- **Ensure impact through our business**
  TX Group constantly interacts with a great number of people in Switzerland. It provides them information, orientation, entertainment and assistance for everyday life. We want to contribute to a free society – this is our utmost crucial responsibility when it comes to sustainability. Hence, we have prioritized the social matters in our report.

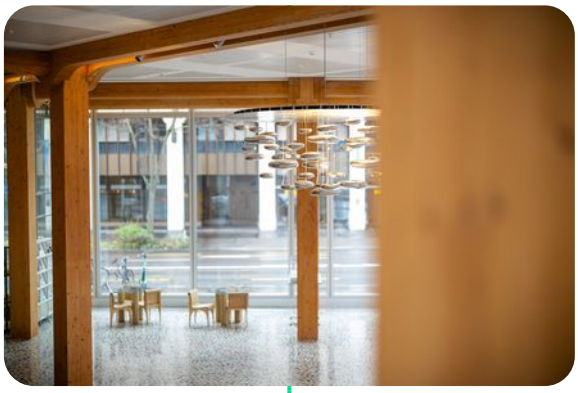
Ursula Nötzli
Chief Communications and Sustainability Officer

New this year in our sustainability journey

January 2023

Establishment of the TX Group sustainability governance

A clear governance structure is defined to enforce our sustainability commitment, including the Group's policy and processes (in relation to the social, environment, health, safety and stakeholder aspects), to monitor sustainability risks. and to achieve the group's sustainability objectives.



April 2023

Social contribution materializes as TX Group's central impact

TX Group's primary sustainability impact is identified to be its direct contribution to society. This contribution is an immediate outcome of the group's core business strategy and daily operations. By providing unbiased information and news, TX Group enables people to form their own opinion. This fosters society's direct democracy and additionally builds strong relationships with employees, customers and communities.

October 2023

Updated the “Handbook of Quality in the Media” as per the upgraded quality monitoring measures

The “Handbook of Quality in the Media” is intended to help the group’s journalism and media move beyond habitual standards to a contemporary and inclusive form of representation within the created content, its obtained results and the impact these have.

In addition to inhouse standard processes, TX Group’s quality monitoring implements a data scientific approach to analyze gender visibility in publications, titel bias and news avoidance/sentiment to better understand the published content, as well as the readership and their behaviour.

December 2023

Enhancement of TX Group’s sustainability report

The sustainability report is digitally, visually and structurally improved in order to provide a concise picture of the Group’s sustainable business strategy.

Business operations and products

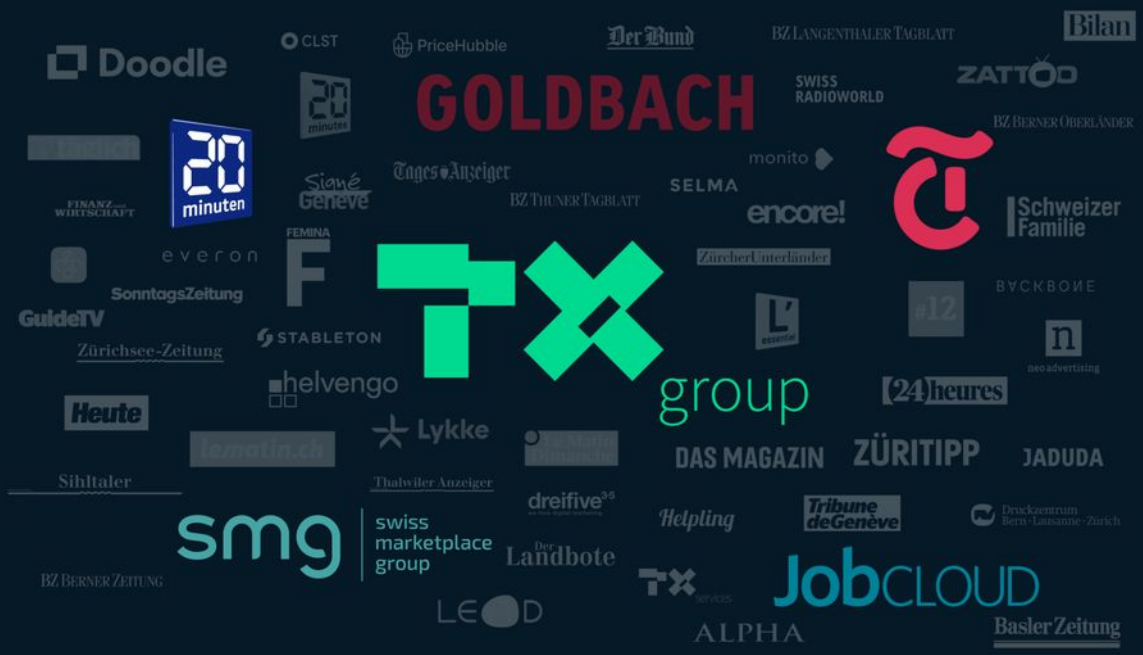
Business operations and products

A healthy operating base is a must for sustainability and important to our significant role as an independent media group in a free society.

Business models

TX Group is a network of platforms and participations. Our roots lie in journalism with the diverse newspapers and magazines of Tamedia and the free media of 20 Minuten. Our portfolio is complemented by the advertising marketer Goldbach. We are also an anchor shareholder of the SMG Swiss Marketplace Group and JobCloud. Additionally, we hold majority stakes in Doodle and Zattoo and invest in the fintech sector through our VC investment arm TX Ventures.

Over 50 strong brands in our portfolio



Tamedia

Tamedia dates back to the Tages-Anzeiger newspaper, which was founded in 1893. Today, the company comprises paid daily and Sunday newspapers, magazines and publishing services. Its best-known publications include Tages-Anzeiger, SonntagsZeitung, Finanz und Wirtschaft, Schweizer Familie, BZ Berner Zeitung, Basler Zeitung, Das Magazin, Der Bund, 24 heures, Le Matin Dimanche, Tribune de Genève and Bilan. Since June 1, 2023, Tamedia owns 100% (previously 50%) of Berner Oberland Medien AG (BOM). Tamedia also operates the largest newspaper printing plants in Switzerland. The company employs staff in German-speaking Switzerland, French-speaking Switzerland, Portugal and Serbia. WWW.TAMEDIA.CH

20 Minuten

Launched at the end of 1999 for a young and urban target group, the free newspaper 20 Minuten has developed into the Swiss media brand having the widest reach, with presence in the Swiss German and French-speaking regions, Ticino and abroad. 20 Minuten informs and entertains with stories about society, politics, business, sport, entertainment and lifestyle in eight printed local editions on weekdays and digitally around the clock. It offers a wide range of multimedia content on its digital channels and on social media. The 20 Minuten brand consists of 20 Minuten, 20 minutes and 20 minuti, GOAT Radio, lematin.ch, Encore and the participations abroad (L'essentiel in Luxembourg and Heute in Austria). WWW.20MINUTEN.CH

Goldbach

The companies in the Goldbach Group Ltd market and broker advertising space on TV and radio as well as in print, online and mobile media; their activities also include outdoor advertising and performance marketing. The focus is on straightforward information, advisory and reservation processes. Goldbach pursues a consistent multi-channel approach to reach the end consumer at the right time, in the right place and in the right context. WWW.GOLDBACH.COM

The sustainability report includes data of the Group's fully consolidated companies with the exception of JobCloud. Exceptions are noted where relevant.

Our approach

Our approach:
Strategic commitments

A sustainable business strategy

Sustainability is an integral part of our group and our group's purpose. Only by acting sustainably will we succeed in making a contribution to a free society.

Our business activities reach a substantial amount of people in Switzerland. Our utmost crucial responsibility in sustainability is therefore to inform them in a manner that enables them to make their own independent decisions.

Materiality analysis

The materiality analysis shows that social aspects regarding the Group's contribution to society and our commitment to employees are essential.

Social matters

Social matters: Concept
Our contributions with impact

Our journalistic products have traditionally played an important informational role within the Swiss society since 1893. TX Group has since then evolved and grown, innovating and increasing its forms of mass communication and journalistic coverage.

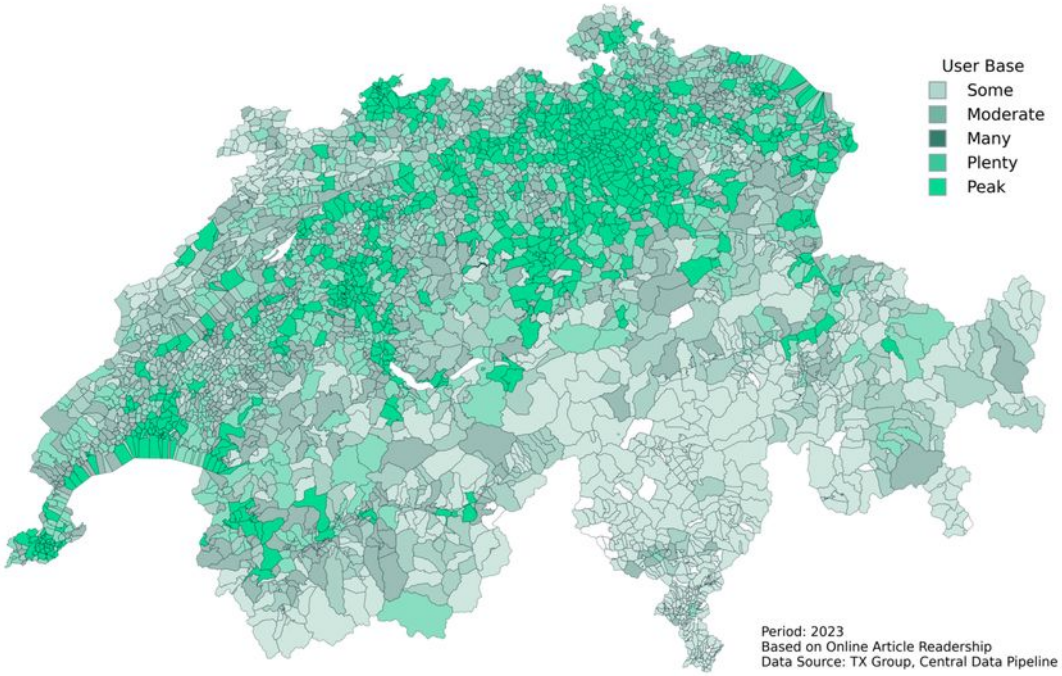
Complete national readership reach

Almost two thirds of everyone living in Switzerland aged 15 years and older consumes our journalistic products several times per week. Most importantly, we inform the entire Swiss country, by constantly reaching at least 55% of every community's population, irrespective of its size or location.*

*Source: "WEMF MACH Strategy 2023".

1.

Tamedia and 20 Miunten: Distribution of Readership



Our journalism reaches several times per week

64%

of persons living in Switzerland aged 15 years and older

and at least

55%

of the population in every community, irrespective of size and location.*

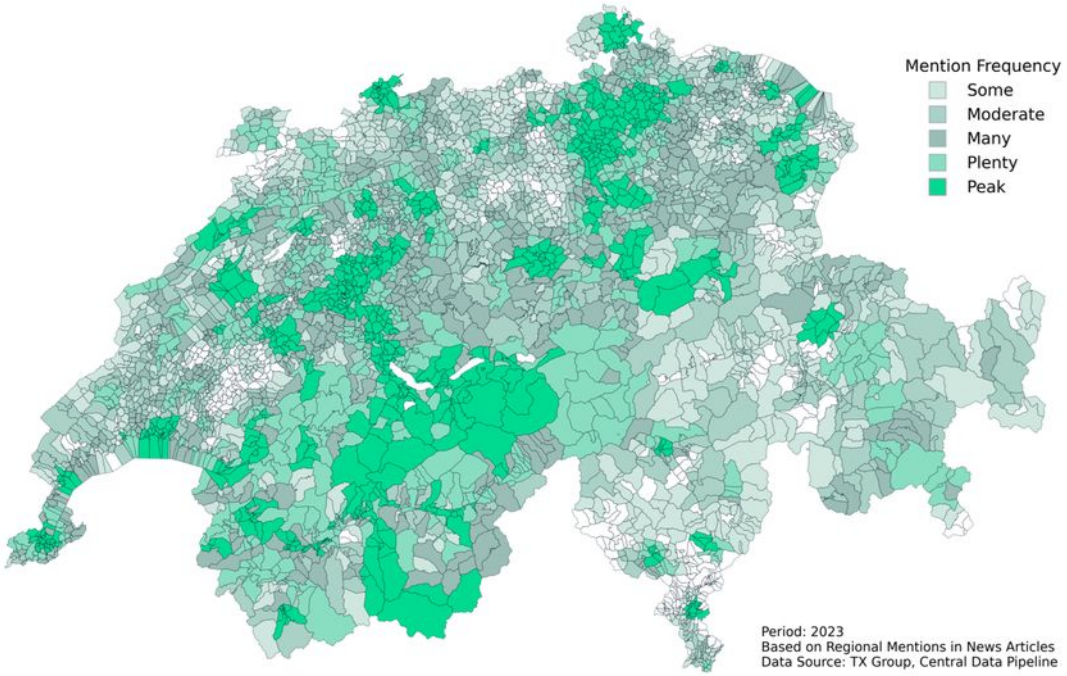
*Source: “WEMF MACH Strategy 2023”.

Fair and thorough national representation

Our journalistic coverage regularly broadcasts current news and investigates pressing issues and interests arising from entire Switzerland. This is a crucial aspect of our impactful role within our direct democracy.

2.

Tamedia and 20 Minuten: Press Coverage

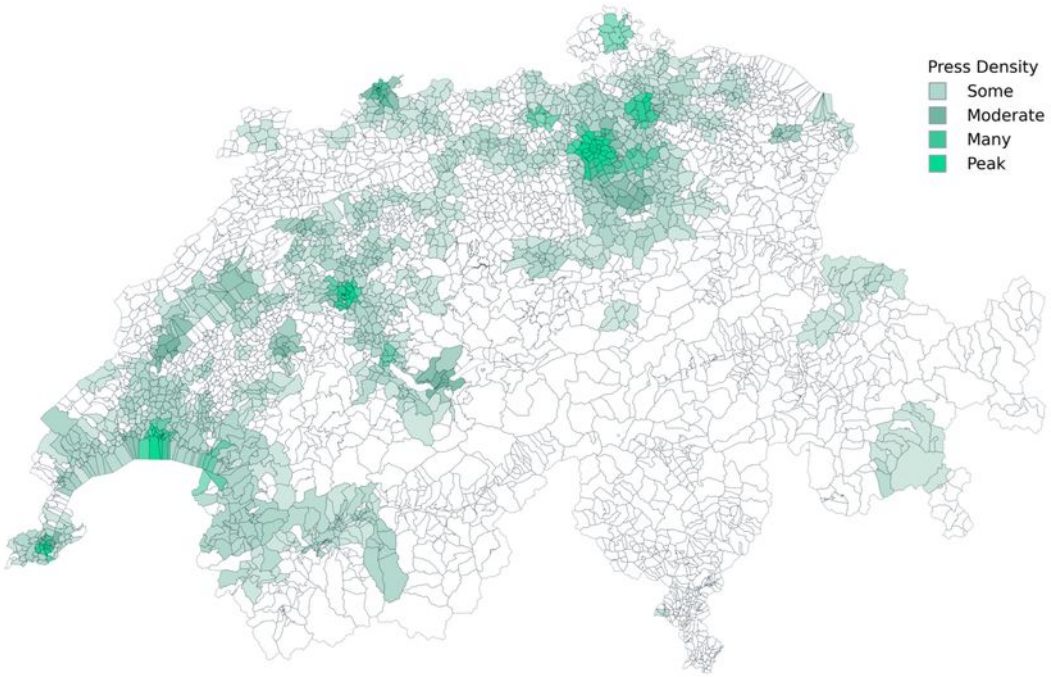


Local journalistic representation

We strive to understand life locally at the source of the news. The residential distribution of our journalists shows a diverse local contribution throughout Switzerland, although distribution denseness increases with the commute proximity to our office spaces.

3.

Tamedia and 20 Minuten: Journalist's Geographic Concentrations



Social matters: Risk
Our contributions with impact

Maintaining and ensuring quality in journalism is of existential importance

TX Group's companies cultivate a high sense of responsibility for using their strategic expertise and technical infrastructure to inform, integrate and engage society as a whole. Due to this, our sustainable commitment to society has naturally evolved from the passion to perform our core competencies with the highest possible quality and authenticity. TX Group focuses on preventing and mitigating risks related to:

Quality is our responsibility

- TX Group has traditionally attached great importance to the quality of the media and its social responsibility.
- We have the responsibility to inform the public about relevant issues and raise awareness of societal challenges.
- Our media form platforms for the exchange of information, ideas and for meaningful debates that promote the formation of individual opinion, thus actively supporting people in Switzerland to take independent decisions.

Credibility is our media's capital

- The damage of false or unfair reporting is too great for those directly affected and for society, with the reputational risk being highly detrimental for the media house.
- Our journalists point out solutions or critically question them in order to make constructive contributions to solving problems in all areas of life.
- Thoroughly researched and balanced information about environmental issues, social issues and economic developments helps the public to develop a better understanding of the challenges and opportunities in these areas.

Social matters: Measures
Our contributions with impact

Stakeholder engagement to shape our role and impact within the society

TX Group engages in intensive dialogue with various stakeholder groups. The dialogue with them helps us identify requirements, suggestions and opportunities for further development. This process has significantly shaped our essential role within society and contributed to spotlighting our social impact.

Our Stakeholders

Our foremost social responsibilities

Our crucial role within society and strongest impact has been identified in the following three areas:

1.

Quality in journalism

- Revision and publication of the Handbook of Quality in the Media
- Setting of standards and elaboration of guidelines for the journalistic operations and execution
- Systematic quality monitoring

2.

Media competence

- Fostering the understanding and the classification of information & news
- Supporting the free formation of opinion on the basis of consumed information
- Focus on youth and young adults

3.

Thought leadership

- Creation and sharing of innovative ideas
- Hosting of expertise exchanges and events
- Materialization of creative solutions and approaches

Quality in journalism: Journalistic standards

Tamedia

Tamedia's "Handbook of Quality in the Media" helps journalists in fulfilling our mandatory journalistic standards by guiding them to work on the following topics respectfully and responsibly:

1. Dealing with anonymous sources
2. Mentioning of nationalities
3. Handling images of war
4. Using social media as an employee
5. Quality assurance in the editorial offices by the editor-in-chief and heads of department (cross-reading/coaching)
6. Using gender-appropriate language
7. Reporting on violent attacks
8. Coverage concerning suicide

20 Minuten

The criteria for 20 Minuten Group's quality in the media are based on Tamedia's "Handbook of Quality in the Media". These, however, were adapted to the special needs of the free media and supplemented with key elements such as:

1. Reaching the young target group
2. Quality of online comments
3. Quality of community and user-generated content

Monitoring

- In 2016 Tamedia introduced a quality monitoring system for all its media brands in order to review the work of all editorial teams on an annual basis.
- The process also involves the publisher and renowned independent experts from science and practice in order to guarantee a holistic approach.
- The findings of the quality monitoring are summarized and form a cornerstone of the sustainability strategy of Tamedia and its parent company TX Group.

- Quality monitoring at 20 Minuten Group is done cross-language and cross-national.
- The editors-in-chief set targets and assess their achievement in conjunction with the head of quality monitoring, the long-standing Luxembourg journalist Alvin Sold.
- The editorial teams, the CEO and the publisher additionally discuss the results collectively in an annual basis.
- Also, an international editors-in-chief conference of 20 Minuten, 20 minutes, L'essentiel and heute.at takes place annually in order to exchange ideas and discuss opportunities for cooperation.

Process

Tamedia updated its Quality Monitoring in 2023 and executes it accordingly to the following process:

Review by editors-in-chief & analysis of KPIs

- Best (and deficient) practices: By the editors-in-chief
- Analysis KPIs (reach, sale, happy users): By the consumer business expert

Input: Deep dive expert & data lab

- Expert input: By diverse media experts
- Data input (gender-equality, site-dood): By data science team

Exchange with publisher & publishing management

- Discussion with publisher Pietro Supino and the journalistic director

Data science measures

1.

News avoidance & sentiment analysis

It is essential for media to measure and take into account the mood of publications in order to meet the needs of target groups.

2.

Truthful headlines

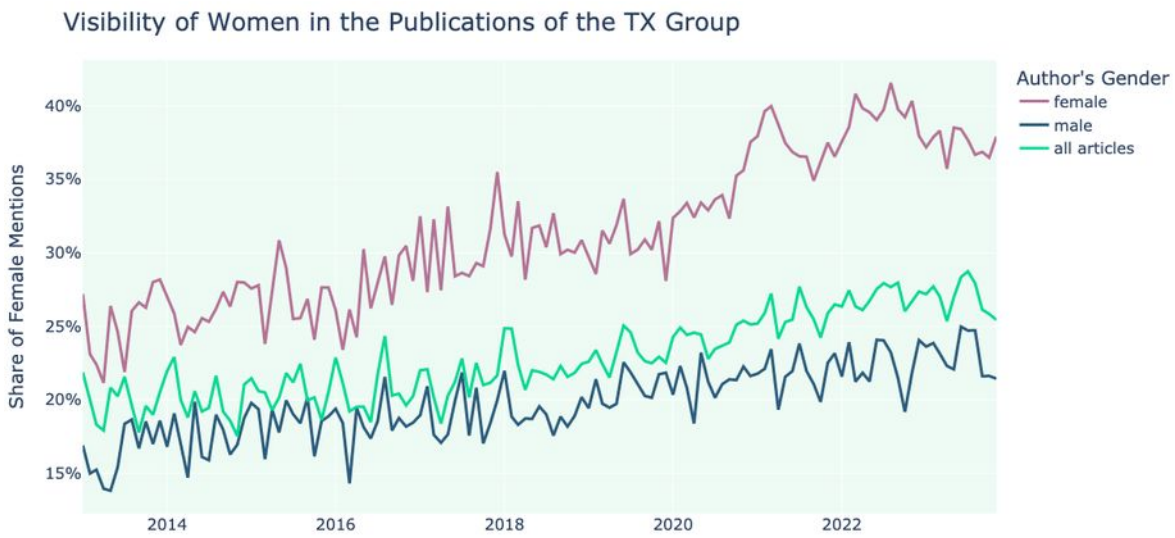
Misleading headlines can affect trust in the media in the long term. We monitor the extent to which titles are perceived by readers as being tendentious or sensationalist, how these can be identified and can be used to comprehend articles.

3.

Visibility of women in publications

Although our reports reflect the existent presence of men in key areas, we strive to include the contributions by and about women for diversity and a fair future-oriented media practice.

The visibility of women in publications tends to differ by the gender of the author. Although women authors still write more about women than their male colleagues do, a steady increase in the average visibility of women in our publications has been observed during the last 10 years.



The role of our media in the national elections

Our media are aware of their important duty in contributing to social debate for the strengthening of our free society and Swiss democracy. In addition to their high-quality journalism based on factual and neutral reporting, our journalists hold external events during Swiss election periods to promote knowledge exchange and engaging opinion discourses between policy makers, political candidates and the general public.

Tamedia’s digital average reach during election days 22 & 23 October, 2023

847’618
unique users per day

27.7% higher than on non-election days

4’805’422
total views per day

46% higher than on non-election days

1’563’605
sessions per day

31.5% higher than on non-election days

20 Minutes digital average reach during election day Sunday 22 October, 2023

1’485’245
unique users per day

9.2% higher than on non-election days

20’226’465
total views per day

23.5% higher than on non-election days

3’733’364
sessions per day

18.3% higher than on non-election day

Paneldiscussions

Public panels (such as the Tages-Anzeiger panel) are organized and moderated by our in-house journalists. These events are met with great interest among the population at large. For example:

The Tamedia editorial offices in German-speaking Switzerland organized the following election events:

- September 3: Large party presidents' podium (Kaufleuten)
- September 13: "Bund im Gespräch" on the elections at Bierhübeli Bern
- September 13: BAZ podium with young politicians on the elections in the auditorium of the Novartis campus
- October 2: Zurich Council of States panel (Kaufleuten)
- October 9: Live chat on the elections with political scientists Rahel Freiburghaus and Adrian Vatter (from Bern)
- October 23: Live chat with Raphaela Birrer on the elections (from Zurich)
- October 30: Politbüro Live from the Kraftwerk Zurich
- December 5: Politbüro Live from the Käfigturm Bern (focus on the Federal Council elections)

There were as well various moderations by journalists at third-party events and podiums.

Live coverage

Extensive journalistic live coverage (by 20 Minuten for example) was conducted during election days and related events:

- Comprehensive live broadcasts from the Federal Palace on election Sunday and during the Federal Council elections
- Continuous and detailed articles on the elections of the Federal Council
- Further political features, such as the exclusive partnership of 20 Minuten in the EU debate “Forster v. Blocher” and its broadcasting

Website →

Media competence

The importance of media competence is a principle shared and practiced group-wide. It is therefore the basis for numerous initiatives that TX Group, Tamedia and 20 Minuten actively undertake for the younger generations in our society.

Empowering our youth with knowledge

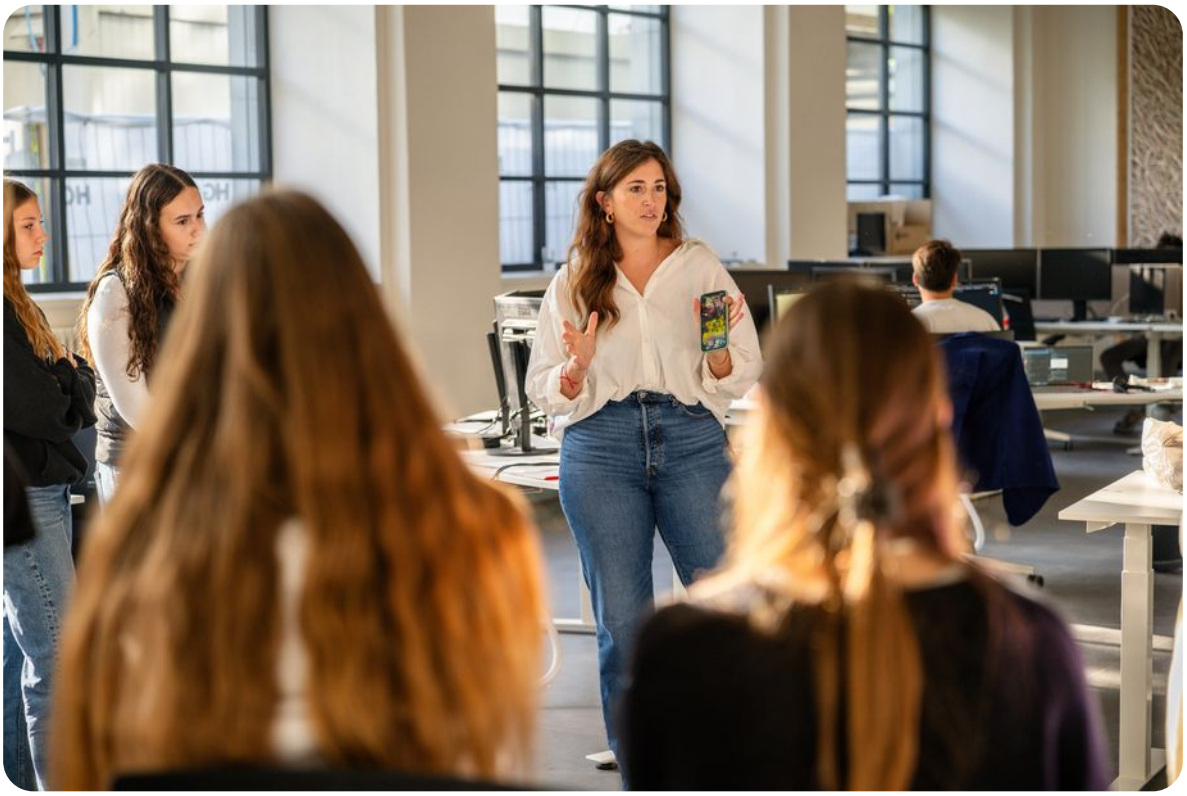
Examples:

- **YouNews** (taking place for the seventh time in 2024 during the Youth Media Week) offers students aged 13 to 20 exclusive insights into the work of Swiss-German media.
- Active contribution of videos to the **Evulpo** learning platform about media competence and the importance of independent media for society.
- Frequent **journalistic tours** for schools and universities in our central office and newsrooms.

“We all have a responsibility when it comes to promoting media competence among young people: schools, the family environment and also the media.”

Désirée Pomper,
Editor in Chief at 20 Minuten.

Impressions
Journalistic Tours



Interested in learning more about journalism?

Sign up your class to a comprehensive tour about how our teams in Tamedia and 20 Minuten get informed, create news and produce newspapers.

Fill out the form! →

Thought leadership

A trusted source for inspiration and advancement of others. We strive to genuinely contribute to our industry and society with our expertise, insight and experience.

To achieve this we hold own events, host external partners on our premises, and attend lecturing invitations in a number of higher education institutions. Our goal is not only to share our knowledge, but to jointly build on it to create social and business value.

1.

Swiss Media Association

Homepage →

SCHWEIZER MEDIEN
125 Jahre Verlegerverband

2.

Edit-a-thon: Increasing the visibility of women in Wikipedia

Homepage →

EDIT-A-THON
FÜR MEHR SICHTBARKEIT AUF WIKIPEDIA

Ringier EqualVoice ETH zürich WIKIMEDIA TX group

3.

Swiss Fintech Investor Day

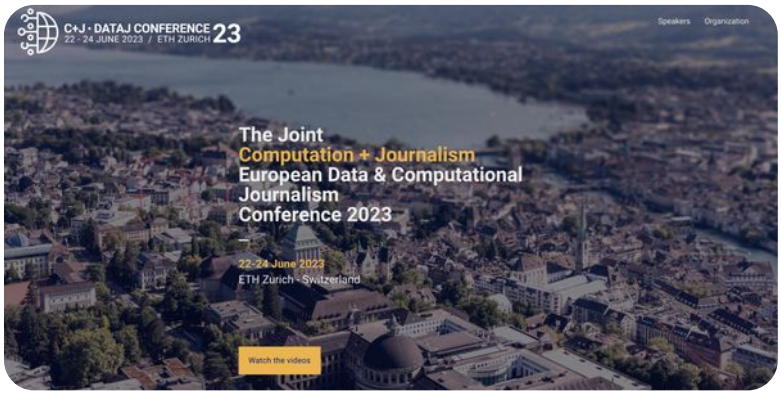
Homepage →

4.

Joint Computation + Journalism European Data & Computational Journalism Conference 2023

in partnership with ETH

Homepage →



5.

Our annual “TX Conference”

The next event is planned for September 24, 2024.

Homepage →

Impressions of last year’s TX Conference 2023

Event Recap Video

Watch the video in the online report ▷

Employee and labour matters

Employee and labour matters:
Our contributions to our employees

We are committed to the advancement and well-being of our employees

Employees are at the heart of TX Group. In the knowledge that the well-being of each and every individual has an impact on sustainable performance, TX Group promotes a respectful and equality-oriented corporate and working culture. Potential for improvement is identified on an ongoing basis through regular surveys. Constantly re-evaluated measures promote satisfaction, motivation and team spirit among our workforce. Our corporate social responsibility focuses on the following areas:

1.

Diversity, inclusion and equal opportunity

We integrate diversity into the working experience of our employees. Respect, appreciation and a management culture based on this are key principles. Genuine diversity and inclusion can only be practiced if all employees have equal opportunities in terms of salary, development and career.

2.

Health in the workplace

We are committed to the health of our employees. Their physical and mental health is important to us. Our aim is to provide a state-of-the-art working environment, focusing also on protection and security especially in our production sites.

3.

Future-ready workforce

We place great importance on the continuous training and development of our employees with the aim to maintain competitiveness and quality standards in the dynamic environment of the media industry. The focus on the full realization of leadership potential creates a safe, supportive working atmosphere that encourages further development.

1.

Diversity, inclusion and equal opportunity

TX Group relies on a balanced mix of gender and generations. Different perspectives strengthen innovation and creativity, promote competitiveness and increase understanding of the needs of our heterogeneous customer base. To achieve this, we pursue the following goals:

- Zero tolerance of discrimination and harassment
- Increasing the proportion of women at all hierarchical levels
- A balanced distribution of the various age groups

39%
of employees are women

33%
of the Group Executive Board and CEOs of the companies are women

43%
of the Group's Board of Directors are women

Measures

- **Data transparency and controlling** via internal gender dashboard and participation in national benchmarking
- **Adjusted hiring** process to attract diverse talents
- Offering **awareness-raising and management courses** designed to promote diversity
- "Women Connect" networking and **exchanging events for TX women**
- **Partnering with Swiss leading network** for gender equality in business
- Improved and **fast case management** for harassment at work
- **Mentoring program** for cross generational knowledge exchange

2.

Health at the workplace

TX Group implemented a company health management system (BGM) to make work, organization and behaviour at the workplace health-promoting. The prevention, intervention and integration measures outlined here to promote the health and well-being of TX Group employees have been systematically expanded in recent years and are proving to be effective.

2%
Absence rate

82%
Reintegration

Prevention

- **Protection and safety in the workplace:** Management is responsible for fulfilling the relevant legal and official requirements. A corresponding Safety and Security Steering Committee meets four times a year to evaluate measures to prevent injuries or accidents, particularly with regard to the printing centers and to gain insights from incidents
- **Promotion of measures and activities** to prevent or reduce illnesses, accidents and other health impairments as far as possible including flu vaccination, health platform KINASTIC (digital health coach with offerings in the areas of fitness, mental balance and a balanced diet)

Conflicts

- Employees can turn to **specially trained internal confidential counsellors** (22 persons company-wide) or to the **external specialized partner organization Movis** (which also handels personal challenges)

Intervention and integration

- Aims to **prevent or shorten** possible long-term illnesses
- For prolonged absences (more than 30 days), case management is involved to **help reintegrate affected employees back into the work process and their social environment**. SIZ Care, an external partner, supports the integration process on an individual basis to ensure efficiency and confidentiality.

Our Employees

3.

Future-ready workforce

To maintain its competitiveness and quality standards in the dynamic environment of the media industry, TX Group places great importance on the continuous training and development of its employees, as well as offering a modern working environment.

Flexible working

TX Group offers its employees an attractive range of flexible working time models and hybrid working wherever this is possible from an operational perspective.

Apprenticeships

TX Group fulfills its social responsibility by training apprentices and offers 6 different apprenticeships.

Performance management

The focus dialog at TX Group is strength-oriented dialog and is based on mutual feedback, development areas and goals.

Further education and training

- The **TX Academy** is a Group-wide, in-house training platform offering courses and various development opportunities on a wide range of business areas for all employees.
- The future of work requires new or additional **leadership skills**, which is why TX Group as a company actively and consciously invests in the development of its managers to enable them to operate in a constantly changing environment, promote innovation and motivate employees.
- Special programs: Offered to selected and outstanding journalists and executives within Tamedia and 20 Minuten, expertise programs at **Columbia University** provide the opportunity to develop skills in the areas of data, investigative reporting and leadership. Five journalists in 2023 and six in 2022 took part in these top-class external programs.

7h

Internal further education

hours per employee

56%

Apprentices

with permanent positions within TX Group after apprenticeship

74%

Focus dialogue

completion rate

Key personnel indicators 2023*

	2022	2023	Change in %
Personnel	**2’859**	**2’782**	**-2.7%**
thereof employed for an infinite period	2’623	2’560	-2.4%
of which employed on a temporary basis	32	33	+3.1%
of which interns, trainees, volunteers	111	85	-23.4%
Employed on hourly basis	94	104	+10.6%
Total proportion of women in %	38.6%	39.4%	+0.8%p
Proportion of women in management (without Top Mmt) in %	31.2%	32.9%	+1.7%p
Proportion of women in top management in %	10.0%	21.7%	+11.7%p
Female representation on the Board of Directors in %	14.3%	42.9%	+28.6%p
Full-time positions (FTE)	1’861	1’815	-2.5%
Part-time employees	**1’245**	**1’210**	**-2.8%**
Part-time ratio	43.6%	43.5%	-0.1%p
Part-time rate of women in %	56.9%	56.5%	-0.4%p
Part-time rate of men in %	35.1%	35.0%	-0.1%p
Fluctuation rate women in %	16.8%	13.3%	-3.5%p
Fluctuation rate men in %	14.0%	12.6%	-1.4%p
New employees	356	264	-25.8%

*The key personnel figures include all integrated companies (TX Group AG (this also includes the employees of 20 Minuten), Tamedia ZRZ AG, DZZ Druckzentrum Zürich AG, Tamedia Finanz und Wirtschaft AG, Tamedia Publikationen Deutschschweiz AG, Goldbach Premium Publishing AG, Tamedia Espace AG, DZB Druckzentrum Bern AG, Berner Oberland Medien AG, Tamedia Basler Zeitung AG, Tamedia Publications romandes SA, CIL Centre d’Impression Lausanne SA, Goldbach Group AG, Goldbach neXT AG, Goldbach Media AG, Goldbach Audience AG, Swiss Radioworld AG, Goldbach Manufaktur AG). The following companies are not shown in the personnel data: Today Online, JobCloud, Goldbach Germany, Goldbach Austria, Goldbach NEO OOH, Doodle and Zattoo.

Environment
Our steps to greener operations

Environment

Our steps to greener operations

Concept, material risks and measures

We acknowledge our responsibility as a company to use natural resources sparingly and to generate the least possible climate-damaging greenhouse gas emissions. We have developed implementable measures with which our operations can become greener. We also commit to supporting the circular economy wherever possible.

Goals

The media industry is undergoing profound change significantly impacting print products. Print volumes continue to decline, which has a significant impact on TX Group's footprint. Specific targets will be defined based on Tamedia's strategy, which will be renewed in 2024.

TX Group's printing centers print own-inhouse developed products, in addition to allocating a major part of their operations to printing products for external parties. The fulfillment of the print operations as a whole generates the largest share of our environmental footprint.

We will use future developments and insights into the digital consumption of our products to drive forward our sustainable business strategy and our commitment to more environmentally friendly operations.

In view of that, we follow a two-step approach:

Our long-term measures

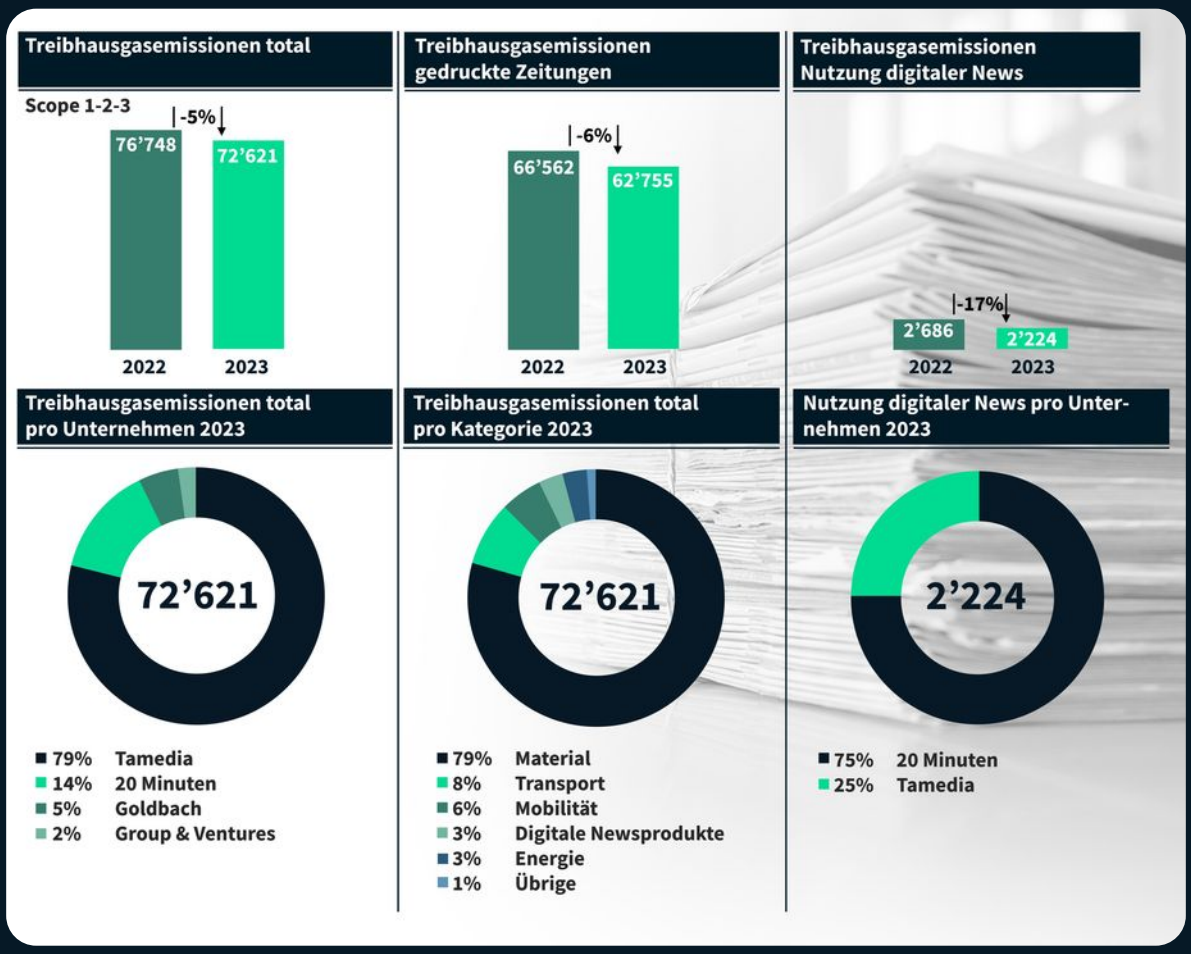
- Introducing and increasing environmentally-friendly products
- Introducing "green nudging"
- Fostering initiatives related to climate-friendly behavior
- Managing thoughtfully the real estate, including renovation/new construction projects (possibly photovoltaics at DZB, heat generation, compressed air, LED lighting)

Our action plan for print

- Reducing printed products
- Using the highest possible share of recycled paper in operations (currently at 90% of printing paper usage)
- Procuring paper suppliers and producers according to proximity
- Verification to shift to mineral oil-free printing inks
- Use of sustainable auxiliary and operating materials in printing
- Redesigning the network of delivery routes

Measures
Ecological footprint assessment

CO_2 footprint 2023 – Data in (t CO_2e)**



* The CO_2e footprint includes the full consolidation of the company with the exception of JobCloud.

* Our ecological footprint assessment (carbon footprint) includes climate-impacting greenhouse gases such as CO_2, methane and nitrous oxide (here and after referred to as CO_2e).

Calculated data covers emissions related to:

- Operational processes (Scope 1 and 2)
- Selected upstream and downstream emissions (Scope 3) such as employee mobility, use of materials such as inks, aluminium plates or paper, and the production and transport of newspapers
- The provision and use of digital news products such as e-papers, apps and websites

Primary data included in the calculation*:

- Sites with more than 100 employees
- Additional divisions requesting a footprint calculation based on primary data

*The figures are modelled for smaller sites and companies.

GRI table: Scope 1, 2 & 3*

	2022	2023	Change in %
Total Scope 1 greenhouse gas emissions in tCO_2 equivalent	**3'624**	**3'892**	**+7%**
Heat & Cold	535	585	+9%
Transportation	3'089	3'308	+7%
Total Scope 2 greenhouse gas emissions in tCO_2 equivalent	**759**	**718**	**-5%**
Electricity	668	645	-3%
District heating	89	73	-18%
Transportation	2	0	-100%
Total Scope 3 greenhouse gas emissions in tCO_2 equivalent (by category)	**72'364**	**68'010**	**-6%**
Electricity	813	763	-6%
Digital work (cloud storage)	127	125	-1%
Heat & Cold	124	106	-14%
Mobility (including home office)	4'378	3'987	-9%
Transportation	2'592	2'761	+7%
Beverages & Food	334	377	+13%
Material	60'566	57'007	-6%
Waste & Recycling	745	660	-11%
Use of digital products - energy consumption for end users	2'686	2'224	-17%
Total greenhouse gas emissions in tCO_2 equivalent	**76'748**	**72'621**	**-5%**

* This CO_2e footprint includes the fully consolidated companies with the exception of JobCloud.

Adjustment of the 2022 carbon footprint

The most recent calculations of the Swiss electricity mix indicate that the majority of imported electricity derives from nuclear energy and hydropower, while previous calculations used a European average that included a high proportion of fossil energy and accordingly implied high CO_2e emissions. The change has a material impact on the TX Group's emissions balance. This report contains the recalculated footprint for 2022 based on data from the more precise electricity mix. The carbon emissions data therefore differ from those in the 2022 Sustainability Report.

GRI table: greenhouse gas emissions by company

	2022	2023	Total Change in %
Group			
Scope 1 by company	3’624	3’892	
Scope 2 by company	759	718	
Scope 3 by company	72’364	68’010	
Total greenhouse gas emissions in tCO_2 equivalent	**76’748**	**72’621**	**-5%**
Tamedia			
Scope 1 by company	3’173	2’746	
Scope 2 by company	277	224	
Scope 3 by company	60’017	54’487	
Total greenhouse gas emissions in tCO_2 equivalent	**63’467**	**57’456**	**-9%**
20 Minuten			
Scope 1 by company	226	529	
Scope 2 by company	134	44	
Scope 3 by company	8’558	9’476	
Total greenhouse gas emissions in tCO_2 equivalent	**8’918**	**10’049**	**+13%**
Goldbach*			
Scope 1 by company	145	555	
Scope 2 by company	184	311	
Scope 3 by company	2’208	2’672	
Total greenhouse gas emissions in tCO_2 equivalent	**2’536**	**3’539**	**+40%**
Group & Ventures			
Scope 1 by company	80	63	
Scope 2 by company	164	139	
Scope 3 by company	1’581	1’374	
Total greenhouse gas emissions in tCO_2 equivalent	**1’826**	**1’576**	**-14%**

* Goldbach: 2023 data includes Goldbach Neo OOH, which was established after the acquisition of Clear Channel Switzerland at the beginning of 2023.

Scope 1:

Direct emissions from the use of fuels at the sites

Scope 2:

Indirect emissions from the generation of purchased electricity, steam, heat and cooling

Scope 3:

Upstream and downstream emissions from other resource consumption

Respect for human rights

Respect for human rights: Concept, material risks and measures

TX Group is committed to respecting internationally recognized human rights, in particular labour rights, which include mental health, fair and equitable treatment and protection against sexual harassment.

Concept and applied due diligence

TX Group is committed to the global standards for human rights in the working environment and in its supply chains. The reporting is based on the international human rights standards ratified by Switzerland, including the International Covenant on Economic, Social and Cultural Rights (ICESCR), the International Covenant on Civil and Political Rights (ICCPR), the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD), the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the UN Convention against Torture (CAT), the UN Convention on the Rights of the Child (CRC), the UN Convention on the Rights of Persons with Disabilities (CRPD), and the International Convention for the Protection of All Persons from Enforced Disappearance (CPED), as well as the ILO core conventions. In addition, TX Group is guided by the standards of the Global Reporting Initiative and is committed to complying with the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights and the UN Sustainable Development Goals.

The obligations in this regard are implemented primarily through the Code of Conduct. TX Group is committed to fulfilling these obligations through leadership, values and corporate culture as well as through policies and procedures, training and the monitoring of activities that may have an impact on human rights, as well as through appropriate due diligence. In doing so, we are guided by the UN Guiding Principles on Business and Human Rights.

The business activities of the TX Group can influence human rights in the respective workplaces, particularly at production sites, as well as in its supply chains, namely in the areas of labor rights and the right to a safe and healthy workplace. [For the protection of our own employees, see Health at the Workplace.]

With regard to business relationships, a high-level risk assessment was carried out in 2023 that focused on potential risk factors relating to geographical origin, service categories and specific suppliers in order to identify risks relating to human rights in the business areas of our subsidiaries, business partners and supply chains. The purpose of the assessment was to determine which human rights may be affected by business activities. The high-level risk assessment was carried out partly in cooperation with the subsidiaries and with the involvement of employees with insight into the processes and supply chains in their respective areas of responsibility. As the core business of the TX Group companies is digital services and production, printing and distribution of newspapers and advertising marketing services, the majority of global procurement activities consist of the supply of professional services, content, electricity, paper, ink and information and communication technology hardware and software.

Material risks and risk treatment

Based on TX Group's business activities and its subsidiaries, we believe that the risk to human rights is generally low. Therefore a systematic analysis was not performed. The focus of potential risks is on the areas of labor rights, health and safety. These are listed in descending order of importance in the Key Figures 2023 section.

Most of TX Group's operations are located in Switzerland, Germany and Austria, which have a high standard of regulation in the areas of labor rights, health and safety, with a low risk of violations of fundamental human rights. We also consider the risk of such violations to be low in Serbia, where the TX Group operates its own center for product development, design and programming. The same essentially applies to suppliers that are mainly based in EU countries and Switzerland or are large corporations. Suppliers outside Europe are often freelance consultants, journalists and photographers. Certain risks also apply to most subsidiaries, such as the risk of personal data being passed on to unintended recipients and the risk of discrimination. TX Group believes that the risks relating to its own activities can be adequately mitigated by existing systems and procedures. However, there is currently no Group-wide policy that explicitly requires our suppliers to comply with human rights principles, over and above the expectation that they comply with all applicable legal provisions, and that forms part of the terms and conditions of purchase. In summary, however, we have no indications of possible critical findings in the area of human rights to report in 2023.

Measures and effectiveness

The Code of Conduct forms the basis of the internal ethical framework, and TX Group expects its business partners to share and respect these ethical standards. The Code of Conduct sets out integrity, protection and safety, the prohibition of discrimination and the promotion of diversity. This content is communicated to employees via the intranet or made available in the business filing system and regular training is provided (previously physical and target group-specific, since October 2024 as e-training for all employees of TX Group and its majority-controlled subsidiaries).

The employees of the companies also have the freedom to organize themselves in staff committees. In French-speaking Switzerland, Tamedia employees are also covered by a collective labor agreement. This is also applied by 20 Minuten to its employees in French-speaking Switzerland.

Our aim is to ensure fair working conditions for all our contractors and subcontractors. We intend to include corresponding obligations and requirements in all new and renewed agreements by the end of 2024, if not already included. Goods and services are procured in the TX Group via various channels. Purchases are partly carried out centrally by Group Operations Procurement and partly on a decentralized basis by the companies themselves. This means that responsibility for complying with relevant legal regulations and internal requirements lies with the management boards, divisional or departmental management and with TX Group Procurement.

We are also looking into the possibility of opening the TX Group's whistleblower line externally to enable anyone to raise concerns about the implementation of and compliance with our Code of Conduct. The anonymous whistleblower system could thus also be used by contractors as well as external stakeholders (such as the public) or affected local communities to raise concerns about potential human rights violations they have observed.

In 2024, TX Group will initiate a process to develop a new framework for the procurement process that will support companies in analyzing, monitoring, evaluating and developing their suppliers and provide tools for risk analysis, evaluation and monitoring. The most important criteria for risk assessment will be country of origin, industry, supplier dependency and spend. The findings will then be incorporated into a code of conduct for suppliers based on the ten principles of the UN Global Compact.

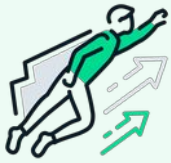
Key Figures 2023

Our Risks

Evaluation own assessment	Risks
• moderate	**Risk** Risk to personal safety/health at work
• moderate	**Risk of harassment** Risk of harassment/discrimination against employees (race, gender, faith, sexuality, equal pay, etc.)
• moderate	**Disclosure of personal data** Disclosure of personal data to unintended recipients
• low	**Endangerment of employee rights** Endangerment of employee rights/child and forced labour in the supply chain

Our activities

Activities



Participants

Annual review

Annual review of health protection and occupational safety TX Group locations

- Safety coordinator and safety officer at the sites/audit of the printing sites

E-Learning

Training Code of Conduct

- 1’890 out of 2’901 employees, corresponding to approx. 65% (until 29.12.2023; i.e. 3 months after the introduction of the new e-training)

Courses

Courses in the area of sexualized assaults in a professional context

- 309 of 478 managers and executives, representing 65%

Courses

Courses in the area of discrimination and unconscious bias

- 204 of 478 managers and executives, representing 43%

Combating Corruption

Combating Corruption: Concept, material risks and measures

Corruption undermines trust in legitimate business activities and fair competition. It has a negative impact on companies, people and society and poses a significant risk to the management of a sustainable and responsible company.

TX Group is therefore determined to make its contribution to the fight against corruption in its areas of responsibility and to help promote healthy and sustainable civil societies. Our ambition is to prevent corruption in our operations and our industry. We are committed to fair business practices in accordance with our Code of Conduct and transparent reporting on our business activities and objectives. In the long term, we are committed to a Group-wide approach to minimizing risk in our supply chain. TX Group bases its reporting on the GRI Standard 205 on anti-corruption.

Concept and applied due diligence

TX Group mainly operates in countries with a low corruption index according to Transparency International. The business activities of the individual companies are also predominantly location-based, with a moderate cross-border dimension, and therefore have a low foreign corruption risk. Apart from individual business areas, no other significant corruption risks can be identified. Accordingly, no in-depth analysis and risk assessment of corruption has been carried out to date. Our business areas with a moderate to slightly higher risk of corruption can be found in the marketing of advertising space for public clients and in business relationships with sales intermediaries, for example in the agency sector. However, corruption is not entirely unthinkable in journalism either.

Nevertheless, TX Group pursues a zero-tolerance policy towards all forms of bribery. This is based on the Code of Conduct and associated information sheets. In 2023, TX Group took further measures to strengthen compliance with the Code of Conduct and increase transparency in its business practices. For example, the internal guidelines on invitations and gifts were revised and communicated throughout the company. In addition, the introduction and communication of our whistleblower line was successfully completed in all majority-controlled subsidiaries. In addition, TX Group has developed an e-training course for the Code of Conduct, which was introduced in the third quarter and is mandatory training for all existing and future employees of controlled companies (not yet rolled out for all Group companies in the reporting year).

Areas of the company that have been identified as being particularly exposed to conflicts of interest or attempts at bribery (in particular due to close contacts with agencies, suppliers and customers in the areas of advertising sales and placement, procurement, facility management, printing and logistics, as well as journalism) continue to receive periodic specific training. Employees are made aware of the need to avoid or disclose conflicts of interest. The primary contacts for potential conflicts of interest are the direct line managers, who are responsible for deciding how to proceed and can consult the Group Compliance Officer in case of doubt.

The new e-training courses are part of the onboarding process and must be completed by all new employees. Further specific training will be offered at least once a year, and in future also as e-training, and must be repeated at least every two years.

In 2023, work also began on a concept for approving benefits that fall outside the thresholds defined as socially acceptable in a Code of Conduct information sheet. This is to be introduced Group-wide in 2024. The concept includes

a self-assessment tool and a digital approval process for benefits requiring approval. In this way, we hope to obtain new information to decide whether and which additional measures need to be taken to strengthen prevention.

The relevance of donations and sponsorships for charitable purposes was also examined. To this end, the actual data from January to October 2023 in the areas of sponsorship, donations and barter was evaluated on the basis of a materiality threshold for donations and sponsorships of over CHF 2,000 and for barter of over CHF 20,000. The results show no evidence of sponsorship, donations or barter agreements being used to conceal bribery. Due to the manageable amount of relevant evidence, an annual review of the actual data still appears to be an appropriate instrument for fulfilling the requirements of the sustainability report.

Material risks and risk treatment

As part of an internal high-level risk assessment, potential material bribery risks were examined in 2023 and the following potential risks were identified as the most significant issues: (1.) business relationships with service providers, manufacturers, clients or intermediaries with an increased risk of bribery, (2.) payments to bank accounts that are not linked to business partners, (3.) commissions and remuneration to third parties that are not at arm's length. With regard to risks relating to our supply chain and subcontractors, no reliable information can be provided for 2023 due to a lack of corresponding basic information. However, in terms of a high-level risk assessment, the following material bribery risks are considered most likely to be possible or applicable: Risk of bribe payments, risk of tax avoidance, risk of import duty fraud, etc.

As mentioned above, the basis for effective anti-corruption measures at TX Group is formed by the Code of Conduct and the clear and comprehensible regulations in the associated Invitations and Gifts information sheet, which are available to all employees via the intranet and are taught as part of mandatory e-training courses. They provide for specific thresholds for the acceptance and granting of gifts and invitations and, in 2024, the introduction of an approval process for gifts and invitations that exceed the thresholds. Our internal guidelines also provide for clear responsibilities and powers, as well as transparent decision-making processes. With the whistleblower line, TX Group also has an internal reporting system for relevant cases that ensures appropriate processing and sanctioning of anonymous reports.

Measures, effectiveness

Due to these measures and the overall low to moderate exposure in critical countries and business areas, we estimate that TX Group's exposure to risks of misconduct in the area of corruption will remain low in 2023 compared to previous years. However, no compliance audits or on-site visits were carried out in this regard in 2023. However, compliance reports can be effectively addressed via the Whistleblower Line and other channels. These make it possible to report violations and undesirable developments to employees and external persons confidentially – and anonymously if desired. The first point of contact for questions and doubts from employees or managers is their direct line manager.

The whistleblower line is managed by employees in the TX Group's legal department. They investigate every tip-off and suspicion of unfair conduct. Every report is treated with the utmost confidentiality and care. Apart from one report of a suspected conflict of interest, which subsequently proved to be unfounded, no reports of possible incidents of corruption were received in 2023 (see Key Figures for 2023). There were also no other violations of laws or regulations for which fines or non-monetary sanctions were imposed in 2023.

[For 2024, we have set ourselves the goal of establishing Group-wide procurement principles and requirements to ensure that our supply chains are operated in accordance with the standards to which we are committed. To this end, the development and implementation of corresponding model clauses or a code of conduct for our suppliers will be considered].

Key Figures 2023

Incidents

- An anonymous report of a suspected conflict of interest

Outcome

- Resolved without follow-up measures, suspicion was unfounded

Activities

Participants

Activities	Participants
• Communication/ documentation of the Code of Conduct via intranet and/or as part of onboarding (dispatch etc., incl. information sheet on gifts and invitations)	• In principle, all employees of the TX Group and majority-controlled companies (except companies with their own compliance such as GB Audience, Dreifive and Zattoo)
• Training Code of Conduct	• 1’890 out of 2’901 employees, corresponding to approx. 65% (until 29.12.2023; i.e. 3 months after the introduction of the new e-training)
• Anti-Bribery training courses	• 2023: Refresher training for Goldbach employees, • 2022: three training courses for Goldbach and Tamedia Printing Centers & Logistics employees, • 2021: seven training courses for Goldbach, Tamedia and TX Group employees

GRI Index

GRI Index

Application note: TX Group has reported the information specified in this GRI Index for the period from January 1, 2023 to December 31, 2023 using the GRI Standards.

GRI 1 used: Fundamentals 2021

GRI Index

GRI 2: General Disclosures 2021	2-1 Organizational details	a. TX Group AG b. Stock corporation c. Werdstrasse 21, 8021 Zürich d. Switzerland, Austria, Germany, Belgrade and Portugal → See TX Group - Website: About Us
	2-2 Entities included in the organization`s sustainability reporting	a. The sustainability reporting covers the entire TX Group. (deviations are noted) b. The corporate units included in the sustainability reporting correspond to the scope of consolidation of the annual financial report. → See chapter: Business operations and products
	2-3 Reporting period, frequency and contact point	a. 01.01.2022-31.12.2022 / annually b. Reporting period corresponds to the annual financial report c. Publication date: 09.03.2023 d. TX Group, Chief Communications & Sustainability Officer, Dr. Ursula Nötzli → See: A note from our Chief Communications and Sustainability Officer
	2-6 Activities, value chain other business relationships	a. The purpose of the company is the production and distribution of products, in particular in the media sector and in information brokerage, in the area of media marketing and digital marketplaces as well as in similar business areas. → See chapter: Our contributions with impact: Stakeholder engagement to shape our role and impact within the society
	2-7 Employees	→ See table: key personnel indicators 2023
	2-8 Workers who are not employees	→ See table: key personnel indicators 2023
	2-9 Governance structure and composition	The management structure and composition of the Board of Directors and the Executive Board are explained in the annual report. → See chapter: Group structure in the Annual Report 2023
	2-10 Nomination and selection of the highest governance body	The management structure and composition of the Board of Directors and the Executive Board are explained in the annual report. → See chapter: Group structure in the Annual Report 2023
	2-11 Chair of the highest governance body	The management structure and composition of the Board of Directors and the Executive Board are explained in the annual report. → See chapter: Group structure in the Annual Report 2023
	2-12 Role of the highest governance body in overseeing the management of impacts	The management structure and composition of the Board of Directors and the Executive Board are explained in the annual report. → See chapter: Group structure in the Annual Report 2023
	2-19 Remuneration policies	→See chapter: Compensation Report in the Annual Report 2023
	2-20 Process to determine remuneration	→ See chapter: Compensation Report in the Annual Report 2023
	2-21 Annual total compensation ratio	→ See chapter: Compensation Report in the Annual Report 2023
	2-22 Statement on sustainable development strategy	→ See chapter: Environment: Our steps to greener operations
	2-23 Policy commitments	→ See chapter: Environment: Our steps to greener operations
	2-24 Embedding policy commitments	→ See chapter: mediacompetence & thoughtleadership
	2-25 Processes to remediate negative impacts	→ See chapter: Respect for human rights
	2-26 Mechanisms for seeking advice and raising concerns	→ See chapter: Respect for human rights
	2-27 Compliance with laws and regulations	→ See chapter: Respect for human rights
	2-28 Membership associations	→ See chapter: Respect for human rights
	2-29 Approach to stakeholder engagement	→ See chapter: Social matters: measures
GRI 3: Material Topics 2021	3-1 Process to determine material topics	→ See chapter: Our approach
	3-2 List of material topics	→ See chapter: Our approach
	3-3 Management of material topics	→ See chapter: Our approach
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	→ See chapter: Combating Corruption
	205-2 Communication and training about anti-corruption policies and procedures	→ See chapter: Combating Corruption
	205-3 Confirmed incidents of corruption and actions taken	→ See chapter: Combating Corruption
GRI 301: Materials 2016	301-1 Materials used by weight or volume	→ See chapter: Environment: Our steps to greener operations
GRI 302: Energy 2016	302-1 Energy consumption within the organization	→ See chapter: Environment: Our steps to greener operations
	302-2 Energy consumption within the organization	→ See chapter: Environment: Our steps to greener operations
	302-3 Energy intensity	→ See chapter: Environment: Our steps to greener operations

GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	→ See GRI table: Scope 1, 2 & 3
	305-2 Energy indirect (Scope 2) GHG emissions	→ See GRI table: Scope 1, 2 & 3
	305-3 other indirect (Scope 3) GHG emissions	→ See GRI table: Scope 1, 2 & 3
	305-4 GHG emissions intensity	→ See GRI table: Scope 1, 2 & 3
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	→ See chapter: Environment: Our steps to greener operations
	306-2 Management of significant waste-related impacts	→ See chapter: Environment: Our steps to greener operations
	306-3 Waste generated	→ See chapter: Environment: Our steps to greener operations
	306-4 Waste diverted from disposal	→ See chapter: Environment: Our steps to greener operations
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	→ See table: Key personnel indicators 2023
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	→ See chapter: Employee and labour matters: Health & Respect for human rights
	403-2 Hazard identification, risk assessment, and incident investigation	→ See chapter: Combating Corruption & Respect for human rights
	403-3 Occupational health services	→ See chapter: Employee and labour matters: Health & Respect for human rights
	403-4 Worker participation, consultation, and communication on occupational health and safety	→ See chapter: Combating Corruption & Respect for human rights
	403-5 Worker training on occupational health and safety	→ See chapter: Combating Corruption & Respect for human rights
	403-6 Promotion of worker health	→ See chapter: Combating Corruption & Respect for human rights
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	→ See chapter: Combating Corruption & Respect for human rights
	403-8 Workers covered by an occupational health and safety management system	→ See chapter: Combating Corruption & Respect for human rights
	403-9 Work-related injuries	→ See chapter: Combating Corruption & Respect for human rights
	403-10 Work-related ill health	→ See chapter: Combating Corruption & Respect for human rights
GRI 404: Diversity and Equal Opportunity 2016	404-1 Average hours of training per year per employee	→ See chapter: Employee and labour matters
	404-2 Programs for upgrading employee skills and transition assistance programs	→ See chapter: Employee and labour matters
	404-3 Percentage of employees receiving regular performance and career development reviews	→ See chapter: Employee and labour matters
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	→ See chapter: Employee and labour matters
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	→ See chapter: Respect for human rights
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	→ See chapter: Respect for human rights
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	→ See chapter: Combating Corruption

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