



**GETEC**

# WE ADVANCE

SUSTAINABILITY REPORT 2024



WE ADVANCE

SUSTAINABILITY  
REPORT OF THE  
GETEC GROUP  
G+E GETEC  
HOLDING GMBH  
2024



FOREWORD BY CEO PIERRE-ALAIN GRAF, GETEC 06

GENERAL DISCLOSURES 10

GRI – GENERAL DISCLOSURES 12–21

DOUBLE MATERIALITY ASSESSMENT:  
LOOKING WITHIN LEADS TO PROGRESS 22–25

ENVIRONMENT 26

ENERGY METRICS 28–29

DECARBONIZATION – ENGINEERED IN SWITZERLAND 30–35

ELECTRICITY INSTEAD OF FOSSIL FUELS 36–39

GRI EMISSIONS 40

SOCIAL 42

SAFETY AND DIVERSITY METRICS 44

INTERVIEW WITH CBO RUKMINI GLANARD AND  
CHRO REGINA BERTRAM-PFISTER, GETEC 46–51

GRI – SOCIAL 52–55

LET IT GLOW – EMPOWERING WOMEN IN LEADERSHIP AT GETEC 56

GOVERNANCE 58

COMPLIANCE METRICS 60

THE TRANSITION TO THE FUTURE 62

INTERVIEW WITH CTO GUIDO ZIMMERMANN 64

THE GETEC WHISTLEBLOWING SYSTEM 66

GRI – ETHICAL BUSINESS CONDUCT AND SUPPLY CHAIN 68–73

APPENDIX 74

LIST OF MEMBERSHIPS 74

LIST OF KPIS/SASB INDEX 76

GRI INDEX 78

ABBREVIATIONS 80

MASTHEAD 82



CONTENTS



# HOW CAN WE SHAPE THE ENERGY TRANSITION TO A DIGITAL AND DECARBONIZED WORLD?

by PIERRE-ALAIN GRAF



The energy markets have undergone unprecedented changes worldwide, particularly in Europe, largely due to the geopolitical dynamics in recent years and the evolution in the regulatory landscape. Our mission is clear: to deliver reliable and affordable energy for industries and consumers, while advancing decarbonization to meet our goals for the planet and tomorrow's world. One question stands at the forefront of our mission: How can we effectively shape the energy transition toward a digital and decarbonized world?

We face a complex, but fascinating triangle of challenges:

- securing reliable energy provision,
- ensuring affordable energy supply to allow for economic activity in Europe, and
- meeting decarbonization objectives to create an economy which respects environmental needs.

These challenges affect consumers and companies alike, in some cases even threatening their existence. Our response to these challenges is to empower our customers' success by:

- designing and operating **custom-made decarbonized energy solutions**,
- **financing and owning** those assets, and
- continuously provisioning the **most adequate and economic fuel**.

For over a decade we have been using all our expertise on regulations, energy markets, and technology operations to solve these complex challenges. Our financial engagement ensures that both customer and GETEC goals are totally aligned.

## SECURING SUSTAINABLE ENERGY SOURCES

Our commitment to shape the energy transition to a digital and decarbonized world is more than just a vision—it's our roadmap for action. To meet the challenges of scarcity and rising costs, GETEC is exploring fuel alternatives such as biomass, biomethane, geothermal energy and electricity just to name a few. We also actively engage in mid- to long-term fuel developments such as hydrogen and synthetic fuels by working on concrete customer projects in these domains. We're making significant strides by making our plants hydrogen-ready and securing external supplies through initiatives like the Hydrogen Hub project and the SouthH2 Corridor, a 3,300 km hydrogen pipeline connecting North Africa to key European markets.

As an energy supplier, we cannot rely solely on large infrastructure networks and are also creating our own localized solutions, which we design in partnership with our customers. An example is our recent project with DREWSEN SPEZIALPAPIERE. We are building a new combined heat and power (CHP) plant that will convert internally generated biomass waste, significantly reducing CO<sub>2</sub> emissions in Celle, Germany. The plant will utilize 100% renewable fuels: up to 100% cereal straw and up to 60% residual wood. With a thermal firing capacity of approximately 55 MW, the plant will supply 55 t/h of steam for the production of specialty papers, at the same time generating up to 12.5 MW of electricity for the site. The plant's steam turbine is designed to generate varying levels of electricity depending on the demand, without affecting the supply of process steam. This project represents a major step forward in sustainable production.



“DECARBONIZATION IS THE CENTERPIECE IN OUR VISION. IT’S NOT AN OPTION BUT A NECESSITY FOR INDUSTRIES, REAL ESTATE AND THE PUBLIC SECTOR.”

PIERRE-ALAIN GRAF

**DRIVING SUBSTANTIAL GROWTH WITH A CUSTOMER-CENTRIC APPROACH**

We cannot implement a sustainable transition on a small scale. We've built a high-performing group of companies focused on operational excellence, talent, and transformation for growth, secured by €3.1 billion in refinancing, which provides us strength and flexibility to seize opportunities for growth and operational enhancement. Our customer-centric approach puts customers and their needs at the center of all business decisions, strategies, and operations. We start from an excellent position having achieved success in a wide range of industries with showcase projects across Europe. Our expansion strategy considers new European markets and targets diverse sectors including paper, chemicals and life sciences, food and dairy, manufacturing, automotive, data centers, hospitals, residential and commercial real estate, and municipal infrastructure. Recent notable achievements include our district heating project in Rozzano, Italy, where GETEC initiated the modernization and partial renewal of the district heating supply for around 42,000 residents and other connected facilities. One of our most ambitious projects is the development of a European multiclient site approach, based in our client sites in Emmen (Netherlands), Muttenz (Switzerland) and Friedrichsort (Germany). Another recent milestone in our growth plan is the acquisition of the Torviscosa trigeneration plant, an advanced combined heating, cooling, and power facility capable of generating 9.4 MW of electrical power. We recognize that long-term business success comes from creating sustainable value for our customers. Our goal is to build strong and long-lasting relationships, seeking feedback and addressing issues to continuously improve. Our entire organization aligns around delivering value and customer satisfaction.

**BECOMING A DIGITAL-FIRST COMPANY**

GETEC is facing increasing demands to stay at the forefront of innovation while minimizing risks. We must align and harmonize our European business units and their finances,

maintain state-of-the-art cybersecurity and Health, Safety and Environment (HSE) procedures, provide real-time data and advanced monitoring and predictive analysis capabilities to customers, as well as meet our reporting obligations. Digitalization is a fundamental enabler of our vision. This is no small task for a company like ours, which has grown dynamically across many countries and often taken over dilapidated infrastructures with the aim of improving them sustainably. We're implementing cutting-edge digital solutions across our operations. By standardizing IT systems and processes across regions, we ensure consistency, efficiency, and scalability, while reducing complexity, accelerating operations, and empowering our teams to deliver customer value. Of our 29 strategic transformation initiatives, digitalization plays a crucial role in nearly all of them.

**DELIVERING EXCELLENCE THROUGH OUR PEOPLE**

We can only harness the potential of securing sustainable energy sources, driving substantial growth, and becoming a digital-first company, if we share the same vision and have the resources to implement it. Our success in navigating this complex energy transition relies on our greatest asset—our people. As a company, we have the expert know-how, technology innovation, and streamlined processes to support our customers, but it is our people who are the heartbeat of excellence. Their pioneering spirit and ability to translate strategy into concrete actions make the difference in creating meaningful impact. While the Group provides the strategic framework and core functions, it's our local leaders who drive implementation across markets, regions, and areas of expertise. Sustainability is an evolutionary journey that begins with us and extends to helping others operate more sustainably. In an increasingly complex market, our unique combination of human capital and customer-centric strategy positions us perfectly to be the European trusted leader in shaping the energy transition. Together, we're not just adapting to market challenges —we're driving the evolution to a digital and decarbonized world.



**PIERRE-ALAIN GRAF**  
CEO of GETEC, on the corporate strategy and growth plans

Pierre-Alain Graf is an international executive with many years of experience as a CEO and board member across various industries. Graf holds a Master of Law from the University of Basel and an MBA from the University of St. Gallen. He has held several leadership positions at prestigious companies, including Senior Vice-President of the Global Security Business at Hitachi ABB Powergrids Ltd., CEO of Swissgrid for over seven years and General Manager of Cisco Systems Switzerland. Graf became CEO of the GETEC Group on March 15, 2023.

**Customer challenges**

Customers must balance cost-effectiveness, efficiency and reliability of their energy consumption with environmental sustainability requirements, navigating volatile prices, complex regulatory frameworks, while transitioning to carbon-neutral sources.



**GETEC Foundations**

**Vision**

To be the European trusted leader in shaping the energy transition to a digital and decarbonized world.

**Mission**

To empower our customers' success by delivering reliable, decarbonized energy and infrastructure solutions for today's industries and tomorrow's world.

**Values**

- Pioneering spirit
- Impact
- Reliability
- Unity

**Positioning**

Europe's leading specialist for reliable, decarbonized energy and infrastructure solutions.

**Value proposition**

We provide reliable, decarbonized energy and develop, finance and run critical infrastructure so that our customers can focus on their core business.



WE ADVANCE – TOWARD BEING  
A NEW COMPANY



# GENERAL DISCLOSURES



# WHO WE ARE

GETEC is Europe's leading specialist for reliable, decarbonized energy and infrastructure solutions. With over 3,000 dedicated employees across more than 70 locations, we leverage our engineering, regulatory, and sustainability expertise to help our industrial and real estate customers navigate the complexities of the modern energy landscape

while significantly reducing their carbon footprint. Operating 12,000 plants that generate more than 6 GW of energy, the company has a broad decarbonized technology offering. GETEC develops, finances, and runs critical energy infrastructure across Europe through its regional platforms in Germany, Italy, Switzerland, and Benelux.









Shareholders **100% INFRASTRUCTURE INVESTMENTS FUND (IIF)**  
 Since April 2022, advised by J.P. Morgan Asset Management

## GETEC GROUP

Segments **INDUSTRIAL** **REAL ESTATE**

Regional platforms **DE** **ITA** **CH** **NL**

### Group Executive Committee

								
<b>Pierre-Alain Graf</b> Group CEO	<b>Markus Hauck</b> Group CFO	<b>Rukmini Glanard</b> Group CBO	<b>Regina Bertram-Pfister</b> Group CHRO	<b>Dr. Guido Zimmermann</b> Group CTO	<b>Dr. Thomas Stephanblome</b> CEO Germany	<b>Giovanni Pontrelli</b> CEO Italy	<b>Urs Zimmerli</b> CEO Switzerland	<b>Martijn van der Zande</b> CEO Benelux

# GETEC IN FIGURES

**~€1.5 bn**  
SALES 2023<sup>1</sup>

**~15 years**  
TERM OF SALES FROM  
LONG-TERM CONTRACTS<sup>2</sup>

**~2,700**  
NUMBER OF EMPLOYEES

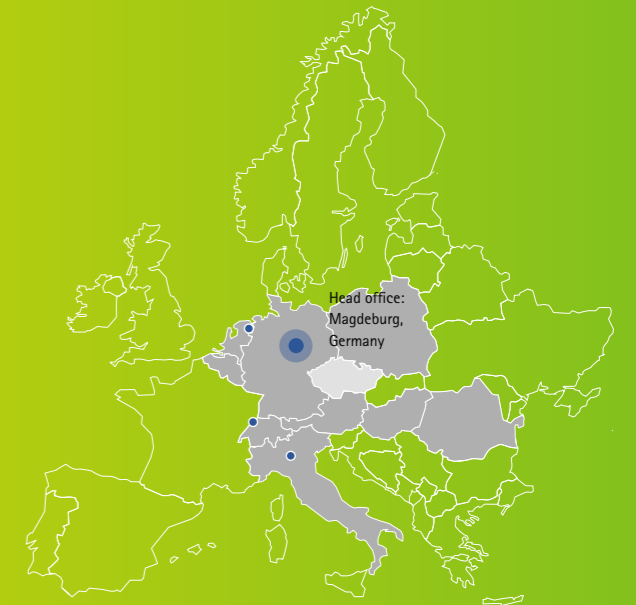
**4 x 24/7**  
EUROPE-WIDE SMART  
CONTROL CENTERS FOR  
OUR CUSTOMERS

**585,897 t**  
CO<sub>2</sub> REDUCTION/  
YEAR (SCOPE 1 & 2)

**391 MW**  
INSTALLED COAL-BASED  
THERMAL CAPACITY

### GETEC sites leading in European markets

Germany	28
Italy	19
Netherlands	2
Switzerland	1
Luxembourg <sup>3</sup>	1
Poland	1
Hungary <sup>3</sup>	1
Austria	1
Romania	1



Notes:  
 1. Adjusted for one-time costs, provisional  
 2. Average term of new contracts across all business models (organic, last 3 years)  
 3. Plant sites only



# WHAT WE DO

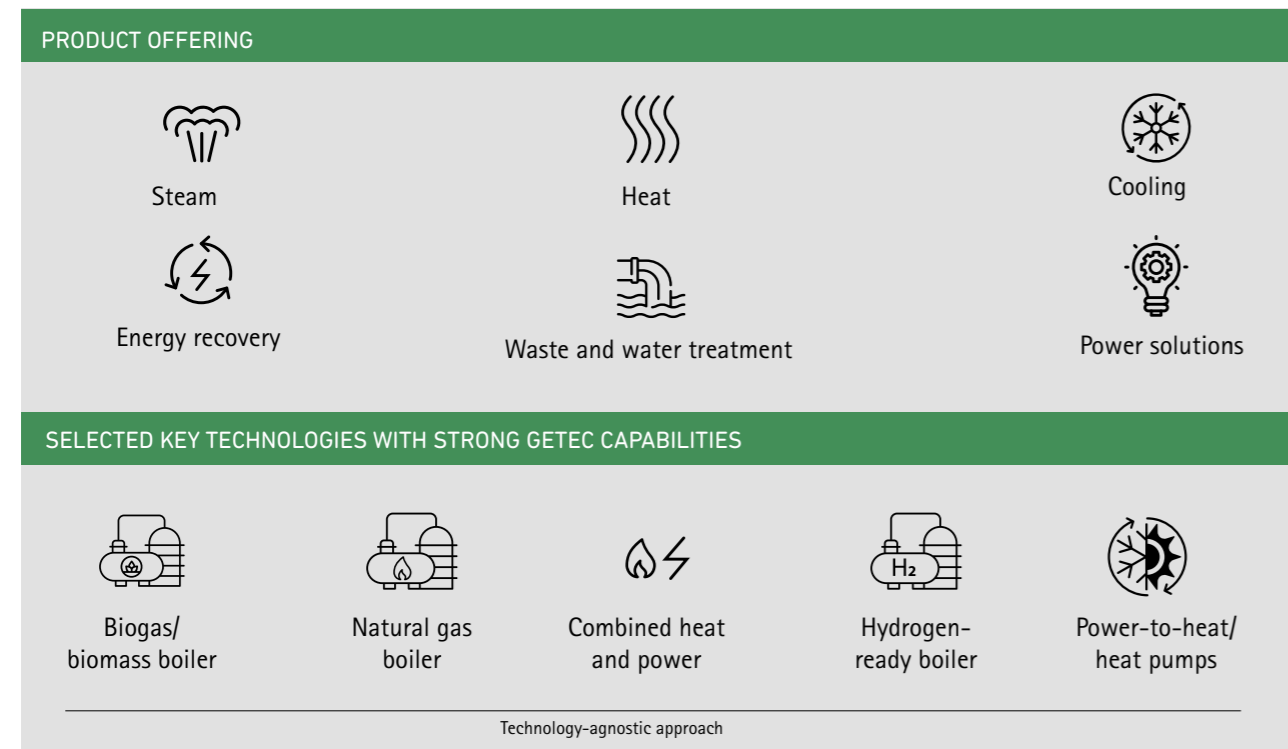
As we mentioned before, GETEC is a leader in Europe when it comes to energy services and contracting. Thanks to the unique breadth of our business model, we are able to offer innovative solutions, expertise and products for dynamic energy markets. We develop optimal, technology-agnostic energy infrastructure solutions that enable our customers to improve their energy efficiency, cost-effectiveness and environmental footprint. We also manage the execution of new energy infrastructure solutions and the modernization of existing assets. During execution, we coordinate equip-

ment suppliers, construction partners and subcontractors. If necessary, we also invest capital in our customers' energy infrastructure or assume ownership of the assets after contract expiry. Upon completion, we provide personnel for on-site operations and/or remote monitoring systems to ensure a high degree of reliability for customers. We also provide maintenance services – both hands on and data-driven. Our services can be purchased as part of a full package or as individual modules.

## GETEC CAPABILITIES AND DBFOOM BUSINESS MODEL

Integrated DBFOOM<sup>1</sup> business model with a market-leading offering and technology-agnostic approach

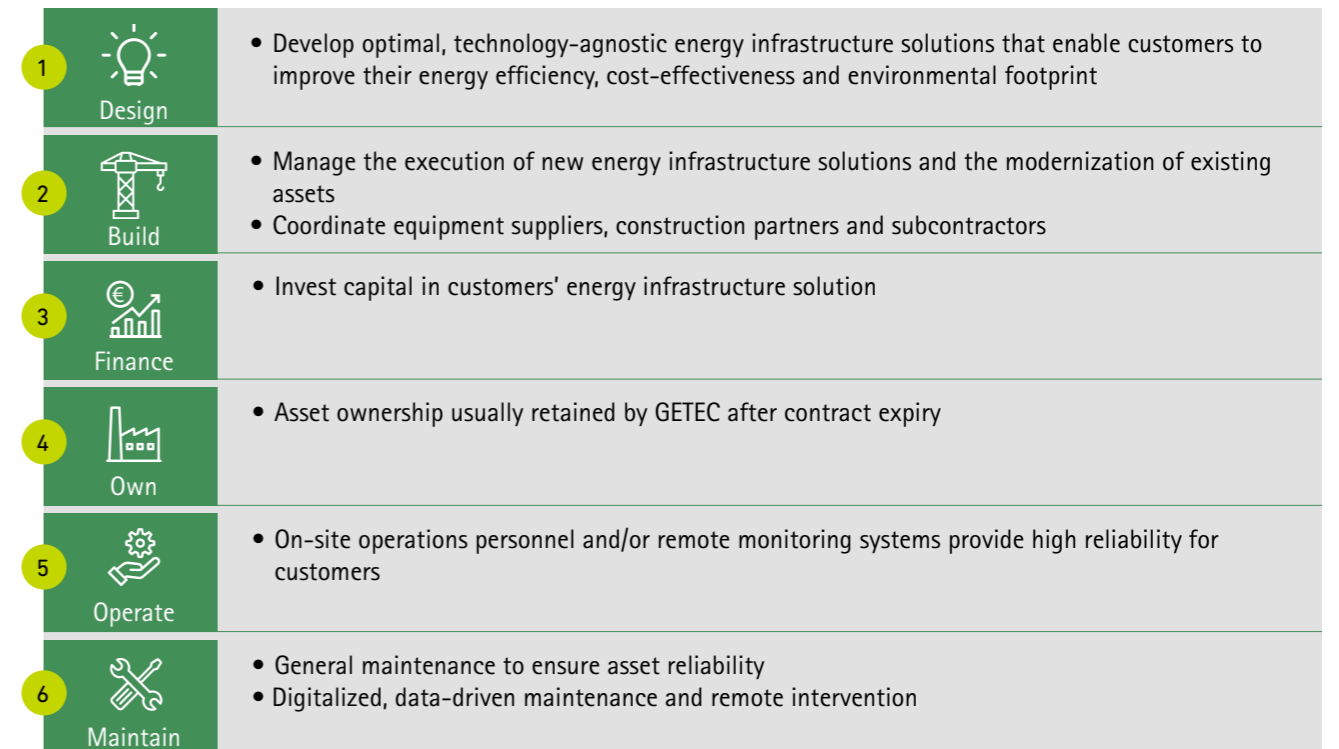
### GETEC FULL-SUITE PRODUCT OFFERING AND CAPABILITIES



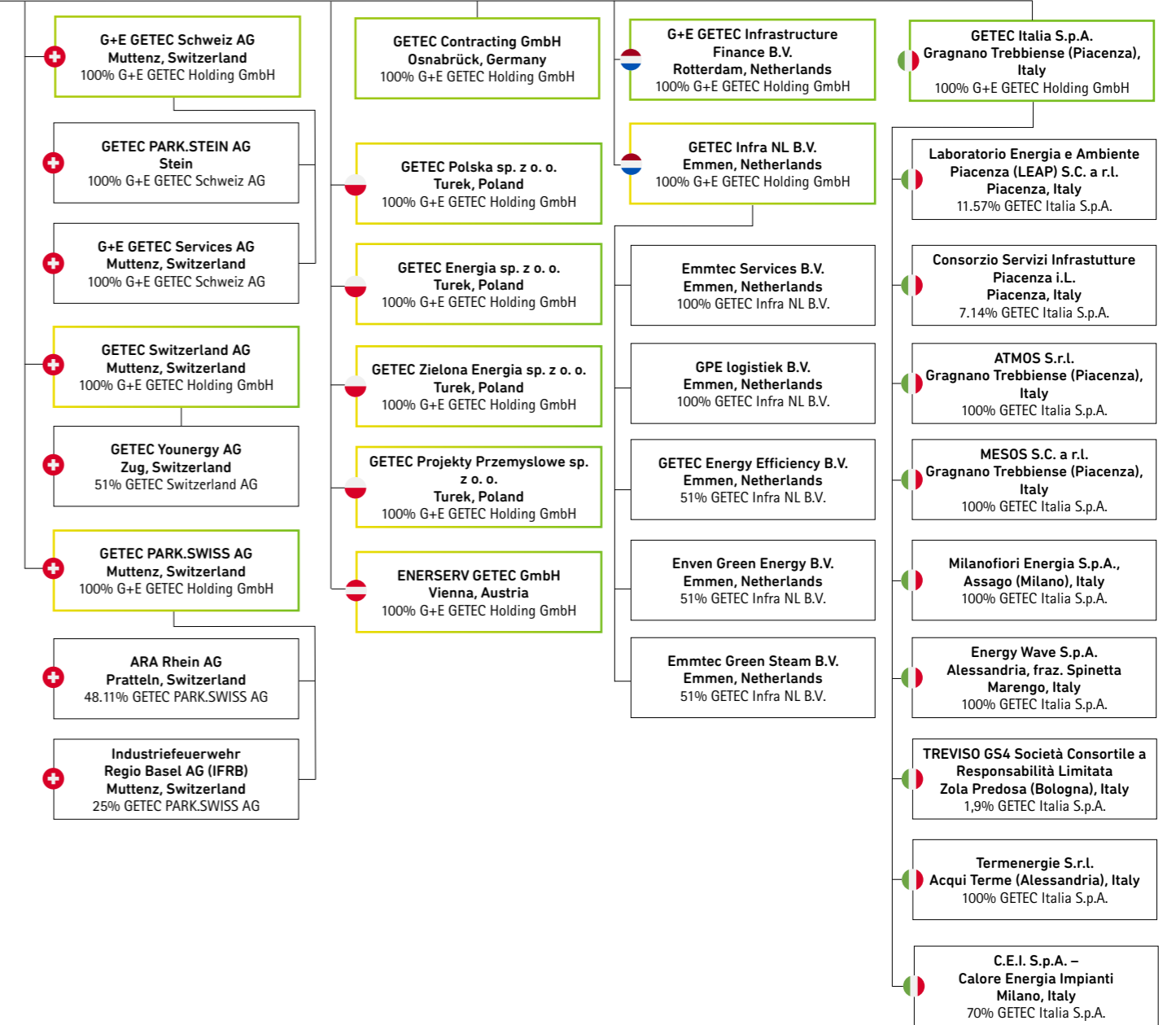
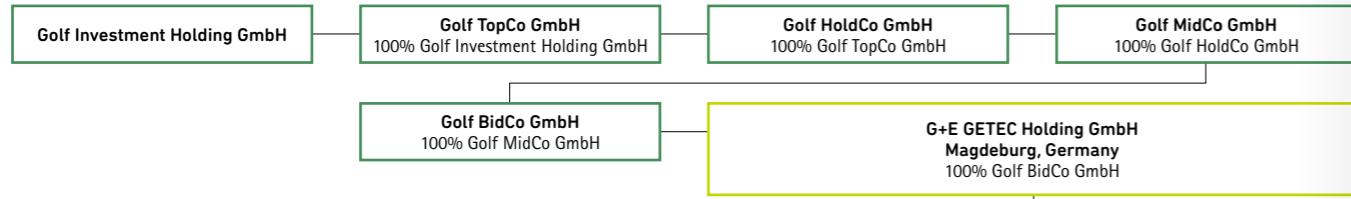
<sup>1</sup> Design, build, finance, own, operate, maintain



### DBFOOM BUSINESS MODEL







\* Einheits GmbH & Co. KG



# GRI 2 GENERAL DISCLOSURES

## MARKETS SERVED

### Geographical locations in which plants are operated for our customers

Germany	Poland
Netherlands	Hungary
Switzerland	Austria
Italy	Romania
Luxembourg	

### Industries supplied/customer type

Industrial	Real Estate
~170 plants supply ~200 industrial customers in the following sectors:	~11,100 plants supply customers in the following real estate sectors:
Automotive	Residential real estate
Chemical	Trade
Agrochemical	Public/communal buildings
Specialty chemical	District heating and smart districts of the future
Pharmaceutical	
Food	
Paper	
Local and district heating	
Other industries	

## SCALE OF THE ORGANIZATION

### 1. Total number of plants

Number of sites: 71  
Number of companies: 75

### 2. Net sales

~€1.5 billion in 2023

### 3. Total capitalization broken down in terms of debt and equity

~€2.482 billion balance sheet total  
~€1.941 billion debt  
~€540 million equity

## GRI 2-7 EMPLOYEES

## GRI 2-8 WORKERS WHO ARE NOT EMPLOYEES PLUS THE COMPANY'S OWN KPIS

GETEC is an international company. The individual entities are responsible for the countries in which they are located and for some neighboring countries. In the following General Disclosures, we focus on general results and KPIS – other than for employees and workers who are not employees. We will start with the general KPIS for our company.

### Total number of employees

2,709

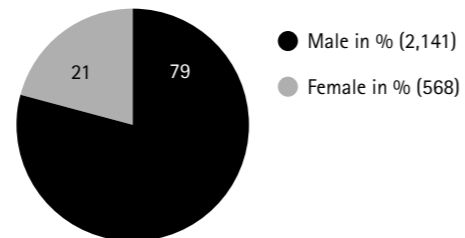
Employment contracts (temporary/permanent):

Almost all our employment contracts are permanent.

### Employment type:

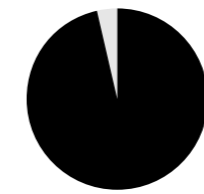
Most of the company's activities are performed by workers who are employees. There is no significant amount of seasonal work.

### Employees by gender (GETEC Group):



Number	Parent company	PF Germany	PF Italy	PF Netherlands	PF Switzerland
<b>Number of employees</b>	24	1,213	967	175	330
Female	7	340	143	40	38
Male	17	873	824	135	292
<b>Average age</b>					
< 30 years	2	199	73	23	20
30–50 years	15	639	541	55	131
> 50 years	7	375	353	97	179

### Employee health rate:



GETEC has a presence in nine European countries and has an international workforce. We employ people from the following countries:

- Austria
- Belarus
- Bosnia and Herzegovina
- Bulgaria
- Colombia
- Croatia
- Denmark and Faroe Islands
- France
- Germany
- India, including Sikkim and Goa
- Iran
- Italy
- Lebanon
- Netherlands
- Poland
- Portugal
- Romania
- Russian Federation
- Serbia
- Spain
- Switzerland
- Syria
- Tunisia
- Turkey
- Ukraine
- Vietnam

## GRI 2-28 MEMBERSHIP ASSOCIATIONS

GETEC is active in many associations, increasingly assuming its responsibility as an expert and a pioneer of the energy transition in the political and regulatory environment. Through our work in associations, we consider ourselves a trendsetter when it comes to innovative solutions and business models aimed at advancing decarbonization. There follows a list of our ac-

tivities and memberships. See the appendix on page 80 for a complete list.





**GRI 2-22 STATEMENT ON SUSTAINABLE DEVELOPMENT STRATEGY**

Decarbonization – especially in energy-intensive industries but also in the real estate industry and public sector – is not an option but a must. In 2024, we clearly defined our company's goal with our new vision (see also CEO essay, pages 6 to 9). We aim to improve our customers' carbon foot-

print and help them reduce CO<sub>2</sub> emissions in their business operations. And we aim to achieve this sustainably, economically and reliably. One important step toward achieving this goal is the completion of our double materiality assessment (see next page), which defines the focus of our efforts.

**GRI 2-23 POLICY COMMITMENTS**

We refer to the policies, agreements and instructions that are applicable to our material topics and described in the respective chapters. Moreover, our company's responsible conduct is measured by our contribution to the United Nations Sustainable Development Goals (SDGs), especially those

relating to "Affordable and clean energy", "Industry, innovation and infrastructure", "Sustainable cities and communities", "Climate action", "Good health and well-being", "Gender equality" and "Decent work and economic growth".

**GRI 2-29 APPROACH TO STAKEHOLDER ENGAGEMENT**

Our new double materiality assessment gave us the perfect opportunity to connect with our stakeholders outside our day-to-day business. As an energy supplier, we are in constant contact with politicians, residents, environmental experts and the media. Our status quo and benchmarking anal-

ysis enabled us to deepen this dialog. Working with selected topic experts and considering our main peers, standards and frameworks, we analyzed stakeholders' needs and incorporated the findings into our strategy.

**GRI 3-1 PROCESS TO DETERMINE MATERIAL TOPICS**

**GRI 3-2 LIST OF MATERIAL TOPICS**

In the course of management change in 2023, we fundamentally revised our double materiality assessment (see pages 22 to 25 for a detailed de-

scription of the process and the findings). A detailed analysis of the materiality assessment findings will be included in our CSR report.

**GRI 2-3 REPORTING PERIOD, FREQUENCY AND CONTACT POINT**

The reporting period is the 2023 calendar year. We report annually on sustainability topics.

<p><b>Contact for questions regarding the report:</b></p> <p><b>Liza Steudle</b> Head of ESG Group esg@getec.de</p>	<p><b>Contact Corporate Communications:</b></p> <p><b>Carla Haag</b> Head of Marketing Group communication@getec.de</p>
---	---

**GRI 2-5 EXTERNAL ASSURANCE**

External assurance of this report is not planned.

**GRI 2-30 COLLECTIVE BARGAINING AGREEMENTS**

No employees in Germany are covered by a collective bargaining agreement. In Switzerland, 35% of employees were covered by a collective employment agreement (Gesamtarbeitsvertrag, GAV) in 2023. 90% of the Netherlands platform employees are covered by collective bargaining

agreements (Collectieve Arbeidsovereenkomst, CAO). All our employees in Italy are covered by the national collective working agreement (contratto collettivo nazionale di lavoro, CCNL).

**GRI 2-13 DELEGATION OF RESPONSIBILITY FOR MANAGING IMPACTS**

The materiality assessment was identified by GETEC as the key to sustainable development. As part of our sustainability strategy, we achieved a further important milestone in 2023. By successfully completing a double materiality assessment, we satisfy the requirements of the Corporate Sustainability Reporting Directive (CSRD) and ensure that sustainability is firmly embedded in our corporate strategy. We describe the process on pages 22 to 25 of this ESG Report. A detailed analysis of the materiality assessment findings will be included in our CSR report.





# LOOKING WITHIN LEADS TO PROGRESS

GETEC CONSIDERS THE DOUBLE MATERIALITY ASSESSMENT TO BE THE KEY TO SUSTAINABLE DEVELOPMENT.

As part of its sustainability strategy, GETEC has achieved an important milestone. By successfully completing a double materiality assessment, the company satisfies the requirements of the Corporate Sustainability Reporting Directive (CSRD) and ensures that sustainability is not only a buzzword but firmly embedded in its corporate strategy.

## THE GROUNDWORK FOR TOMORROW'S SUCCESS

Given that companies are now being held more responsible than ever before for their impact on the environment and society, the GETEC Group is addressing the challenge of placing its sustainability strategy on a solid footing. The double materiality assessment is the core of this process. It is a method that not only identifies internal and external risks and opportunities but also defines the material topics for sustainability reporting. "To achieve this, GETEC has gone through a challenging process, which has also delivered many findings that can now be used in the company's sustainable development," summarizes Liza Steudle, Head of Environment, Social & Governance (ESG) at GETEC.

## FROM STATUS QUO TO STRATEGIC REALIGNMENT

Every journey starts with the first step. For GETEC, this was the extensive status quo and environmental analysis performed as part of the materiality assessment. It was not simply a case of reviewing existing processes but also of analyzing external factors such as regulatory developments and social trends. This careful prepa-

ration was the key to compiling a substantiated and detailed list of potential ESG issues. "We wanted to make sure that we didn't miss anything and that our analysis was as comprehensive as possible," explains Liza Steudle.

## THE POWER OF SETTING PRIORITIES

Having identified a large number of relevant ESG issues, the challenging task of setting priorities began. This demonstrated the strength of GETEC's approach. The most important issues – both entrepreneurial and social – were identified by way of a detailed assessment of impacts, risks and opportunities (IRO). "It's a question of identifying the core of what is truly relevant – both for us as a company and for our stakeholders," says Benjamin Hilpert, ESG Manager at GETEC.

## DIVERSE PERSPECTIVES THANKS TO A VARIETY OF STAKEHOLDERS

GETEC recognized at an early stage that stakeholder engagement is crucial to the success of the materiality assessment. For this reason, the representatives of various groups – from employees and customers to investors and NGOs – were involved in the process. The opinions of these groups were obtained in a series of workshops and feedback sessions and then integrated into the assessment. "Management was also involved and concerned itself in detail with the main issues connected with this process," explains Liza Steudle.





**THE MATERIALITY ASSESSMENT PROVIDES GUIDANCE**

The conclusion of the materiality assessment is marked by the preparation and validation of a results matrix, which provides an overview to help GETEC identify strategic fields of action for the future. Topics such as climate change, energy consumption and ethical business conduct were identified as the key challenges and opportunities. "The matrix is not only a reporting tool but an effective instrument to help us identify the sustainability issues that are our biggest levers," explains Pierre-Alain Graf, CEO of GETEC.

**SUSTAINABILITY AS A DRIVER OF ECONOMIC GROWTH**

The concrete findings of the materiality assessment will have a measurable impact on GETEC's corporate strategy and its alignment. Areas such as the use of resources, working conditions and ethical business conduct are now at the very top of the agenda. "We don't see sustainability as an obligation but as an opportunity to make our company fit for the future," summarizes Graf. Next year's ESG Report will describe the findings and the resulting measures.

**Double materiality matrix**

**Environment**

- Climate change
- Energy
- Pollution
- Resource use, waste and circular economy

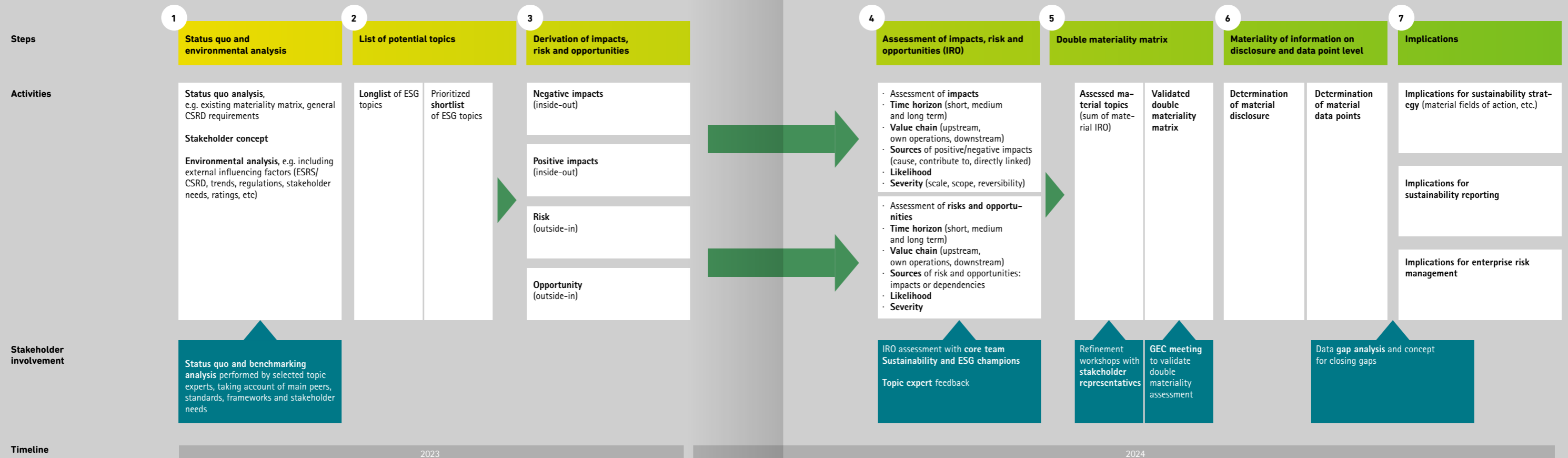
**Social**

- Own workforce
- Working conditions in the value chain

**Governance**

- Ethical business conduct

**Double materiality**





# ENVIRONMENT



WE ADVANCE –  
TOWARD CLEAN ENERGY



# ENERGY METRICS

## FIT FOR THE FUTURE: WE HAVE OPTIMIZED THE BASIS FOR CALCULATING OUR DATA.

As we have already described, we redesigned our materiality assessment. A further improvement in the ESG data was delivered by the enhanced calculation processes, which will also contribute to CSRD reporting in the future. The new way of calculating emission values is based on the underlying energy data for the countries and assets, which are recorded in kWh and MWh in the systems. After aggregation, the data are converted to emissions (tCO<sub>2</sub> equivalents) in accordance with the GHG Protocol, using the respective emission factors for the different fuel types. Checks are implemented and the most recent emission factors are used to avoid calculation errors and ensure auditability. GETEC is currently working on digitalizing and automating data collection. Like all KPIs, the CO<sub>2</sub> intensity has been reviewed and the formula for calculation adjusted slightly to make it a reliable figure in the future. As a result, the intensity for the previous year had to be amended. However, the choice of KPIs is currently still under review. We will decide by next year which are the most meaningful indicators for transparent CSRD reporting.

## EMISSIONS KPIs

### CO<sub>2</sub> REDUCTION

2023

COMPARED WITH A STANDARD SOLUTION  
(SCOPE 1 & 2) – tCO<sub>2</sub>e/a

585,897

### INTENSITY

2023

RATIO OF TOTAL EMISSIONS  
(SCOPE 1 & 2 IN gCO<sub>2</sub>) TO ENERGY  
GENERATED (HEAT AND ELECTRICITY IN kWh)

231

### INSTALLED

2023

COAL-BASED THERMAL CAPACITY

391 MW



An aerial photograph of an industrial park in Switzerland. The foreground shows a large, dark-roofed building with a grid of skylights. Beyond it, several modern, multi-story office buildings with glass facades are visible. A parking lot with many cars is situated to the left. In the background, a wide river flows through a valley, with rolling green hills and mountains under a cloudy sky. A tall, thin chimney stack is visible in the distance.

# DECARBONIZATION – ENGINEERED IN SWITZERLAND

LET'S GET STARTED: GETEC IS DEVELOPING  
THE INDUSTRIAL ECOSYSTEM OF THE  
FUTURE IN SWITZERLAND.

At the start of 2024, GETEC Switzerland took over from Novartis as the operator of Life Science Park Rhine Valley in Stein. The first action has been to change the site's name. In the future, it will be known as GETEC PARK.STEIN and, together with nearby GETEC PARK.MUTTENZ, will form an overarching ecosystem that will benefit companies in the life sciences and adjacent high-tech fields, such as data centers. The focus is on smart energy and material cycles with the aim of reducing the environmental footprint and optimizing operating costs for all customers at the site. Since taking over the site, GETEC has continued its development. The long-term focus is on go-green solutions that will help the companies at the site to achieve their sustainability targets. GETEC is providing comprehensive expertise and customized concepts for a greener future.



### A SOLID FOUNDATION FOR SUSTAINABLE OPERATIONS

The GETEC PARK.STEIN site was established more than 50 years ago and is a leading center for the life sciences. Stephan Buser, Site Manager of GETEC PARK.STEIN, emphasizes the excellent sustainability standards: "In terms of decarbonization, we are benefiting from the fact that the electricity mix in Switzerland is largely carbon-free." Most of the site's heat is already generated by a neighboring wood-fired power plant that uses regionally grown renewable raw materials. In addition, GETEC operates a clever and very energy-efficient heat pump system that delivers cooling or heating to the individual plants. The possibility of further expanding the system is also being explored.

### ATTRACTIVE WORKING AND DEVELOPMENT ENVIRONMENT AT GETEC

"We took on 25 employees from the previous operator and have since expanded the team to more than 50 people, due also to insourcing measures. GETEC PARK.STEIN provides good jobs with development opportunities and has expanded our expertise in key areas to ensure sustainable industry operations," says Stephan Buser. GETEC PARK.STEIN is part of the Sisslerfeld development hub in the canton of Aargau, which is forecast to enjoy considerable growth potential. One key locational advantage is access to a highly qualified regional labor market. GETEC Switzerland is investing substantially in other advantages. For example, it aims to attract further companies in high-tech sectors such as the life sciences and data centers to GETEC PARK.STEIN alongside existing customers.

### GREEN TRANSFORMATION AS AN OPPORTUNITY FOR GROWTH

Industry is looking for ways to systematically preserve resources and reduce greenhouse gas emissions using sustainable, efficient and reliable energy solutions. GETEC Switzerland aims to be an active expert and financial partner in this process, investing in the sustainable expansion of the multiclient site. GETEC PARK.STEIN already provides customers with the ideal environment for achieving their climate-neutral targets using tailored go-green solutions. One concrete measure has involved installing state-of-the-art photovoltaic units on all suitable roof surfaces. "Taken together, the area is equivalent to one-and-a-half soccer pitches. The system is to be completed by the end of 2024 and should produce around 2,100 MWh of electricity each year," estimates Maria Lampel, Head of Environmental Protection, Safety and Quality at GETEC PARK.STEIN. This is equivalent to the consumption of 600 single-family homes. The energy produced will be used directly on site.

### FLEXIBILITY AND INNOVATION AS LOCATIONAL ADVANTAGES

In addition to these specific projects, GETEC is also continuing to develop the site infrastructure for future new users. Wherever possible, priority is given to renewable energy. "We are not only using existing structures but also thinking ahead," explains Stephan Buser. "Our investments in the park's infrastructure will enable us to respond flexibly to the requirements of new customers and to new technologies. In this way, we can ensure that GETEC PARK.STEIN will remain a model of sustainable energy supply in the future as well." One example: The goal is to be able to use the waste heat from a data center to provide ambient heating in the life science plants. GETEC will provide the technical control, enabling the participating companies to benefit from the added value of this sort of synergy. The switch to greener energy solutions at GETEC PARK.STEIN should also help the region to achieve government emissions targets. Maria Lampel adds: "Here in Northwest Switzerland, one of the world's largest life science clusters, there is an urgent need for sustainable and viable energy solutions for the future. GETEC delivers these." The main goal is for the GETEC industrial parks to achieve net zero greenhouse gas emissions.

### A NETWORKED ECOSYSTEM FOR OPTIMAL EFFICIENCY

GETEC PARK.STEIN has a lot of potential for future development. The existing buildings can be modified to suit specific needs, making them more sustainable and cost-effective than greenfield investments. Moreover, existing and new customers will be encouraged to embrace the ecosystem concept. "Each process that we are able to integrate into the energy and material cycles generates added value for the site's companies based on the recovery of the energy and input materials used. This type of concept is especially attractive for energy- and material-intensive sectors such as the life science industry and data storage because it enables them to achieve both their ESG and profitability targets simultaneously," explains Stephan Buser. The future of sustainable industry lies in networked ecosystems which extend beyond individual sites. GETEC PARK.STEIN forms an innovative energy and material network with GETEC PARK.MUTTENZ, just a 20-minute journey away, which already has highly developed recycling and energy recovery facilities. GETEC Switzerland is using the geographical proximity and industrial relationship between its investments to create synergies across the parks and sites. This should benefit our customers. The increased networking of energy and material suppliers and their customers could enable GETEC to further optimize the use of resources and reduce energy consumption in the future. Thinking outside the box like this includes the willingness to take new routes in procure-



ment, recycling and reuse and to include additional sources in the material cycles. It embodies the vision of an overarching ecosystem that increases efficiency and reduces the environmental footprint of the participating companies.

### GETEC AS THE ENABLER FOR ACHIEVING ESG TARGETS

"The GETEC PARK.STEIN team is highly motivated to support our customers in achieving their sustainability targets," emphasizes Stephan Buser. "We not only perform the planning but can also provide investment in central sustainable infrastructure." In this way, our customers can concentrate their resources and capital fully on their core processes, while GETEC continues to make the site more sustainable and modern. This partnership enables both parties to consistently pursue their ESG targets.





## INTERVIEW WITH STEPHAN BUSER AND MARIA LAMPEL

### WHAT IS THE STRATEGIC SIGNIFICANCE OF THE ACQUISITION FOR GETEC?

Stephan Buser: The acquisition is a key element of our corporate strategy because the park has an excellent infrastructure, a large catchment area for highly qualified employees and enormous development potential – exactly what large companies look for. This has also been confirmed in our discussions with potential new customers. Our long-term goal is to expand the site into a center for sustainable production and innovation in growth areas such as the life sciences and related high-tech sectors. To achieve this, we are seeking to create an industrial ecosystem in Switzerland that fully leverages the locational synergy effects of Stein and Muttenz.

### WHICH CONCRETE PLANS WILL BE IMPLEMENTED NEXT?

Maria Lampel: In the course of the acquisition, we have been able to hire a number of employees who previously already worked here. They have first-class knowledge of the site and the processes so this is a big win for us. The team has continued to grow further. In addition, we are implementing all of GETEC's standard tools. Our next step will be to identify optimization potential in the areas of building management, energy supply, engineering, maintenance and environmentally friendly wastewater treatment and waste disposal. If we succeed in fully leveraging this potential, it will benefit our existing tenants and make the park more attractive to new customers.

**2024**

Operational acquisition by GETEC

**3**

Number of life science companies located at the site

**~ 2,000**

Number of employees currently working at the site, with potential for up to 3,500 employees. Flashback: There were ten employees in 1957, increasing to more than 1,000 from 1972.

**340,000 m<sup>2</sup>**

Total surface area of GETEC PARK.STEIN

**120,000 m<sup>2</sup>**

Total area available for new greenfield customers

**~2.1 MWh**

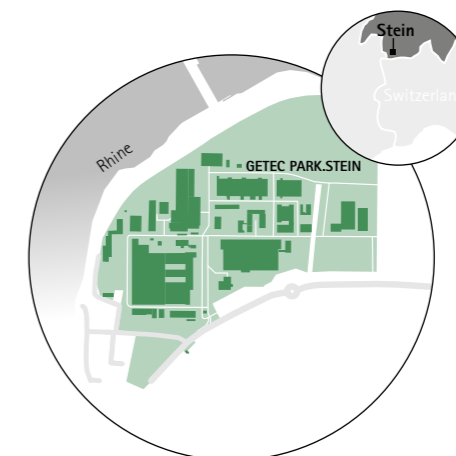
Electricity to be generated each year on completion of the solar power plants



**Maria Lampel**  
Head of Environmental Protection, Safety and Quality at GETEC PARK.STEIN



**Stephan Buser**  
Site Manager of GETEC PARK.STEIN



### 67 YEARS OF HISTORY IN THE CHEMICAL AND PHARMACEUTICALS INDUSTRIES

Since 1957, life science innovations have been developed and produced in Stein.



SMS group is investing in the future of its longstanding site at Hilchenbach. GETEC is responsible for implementing the project.

# ELECTRICITY INSTEAD OF FOSSIL FUELS

GETEC IS BUILDING THE LARGEST AIR-TO-WATER HEAT PUMP PLANT IN GERMANY.

In a collaboration that is setting new standards, SMS group – a world leader in plant construction and mechanical engineering for the steel industry – is depending on GETEC to transition to a fully electric heating supply system for its site in Hilchenbach, Germany. The power-to-heat project marks the launch of a comprehensive energy efficiency and decarbonization strategy by this established company.

## FROM FOSSIL FUELS TO FULLY ELECTRIC WITHIN MONTHS

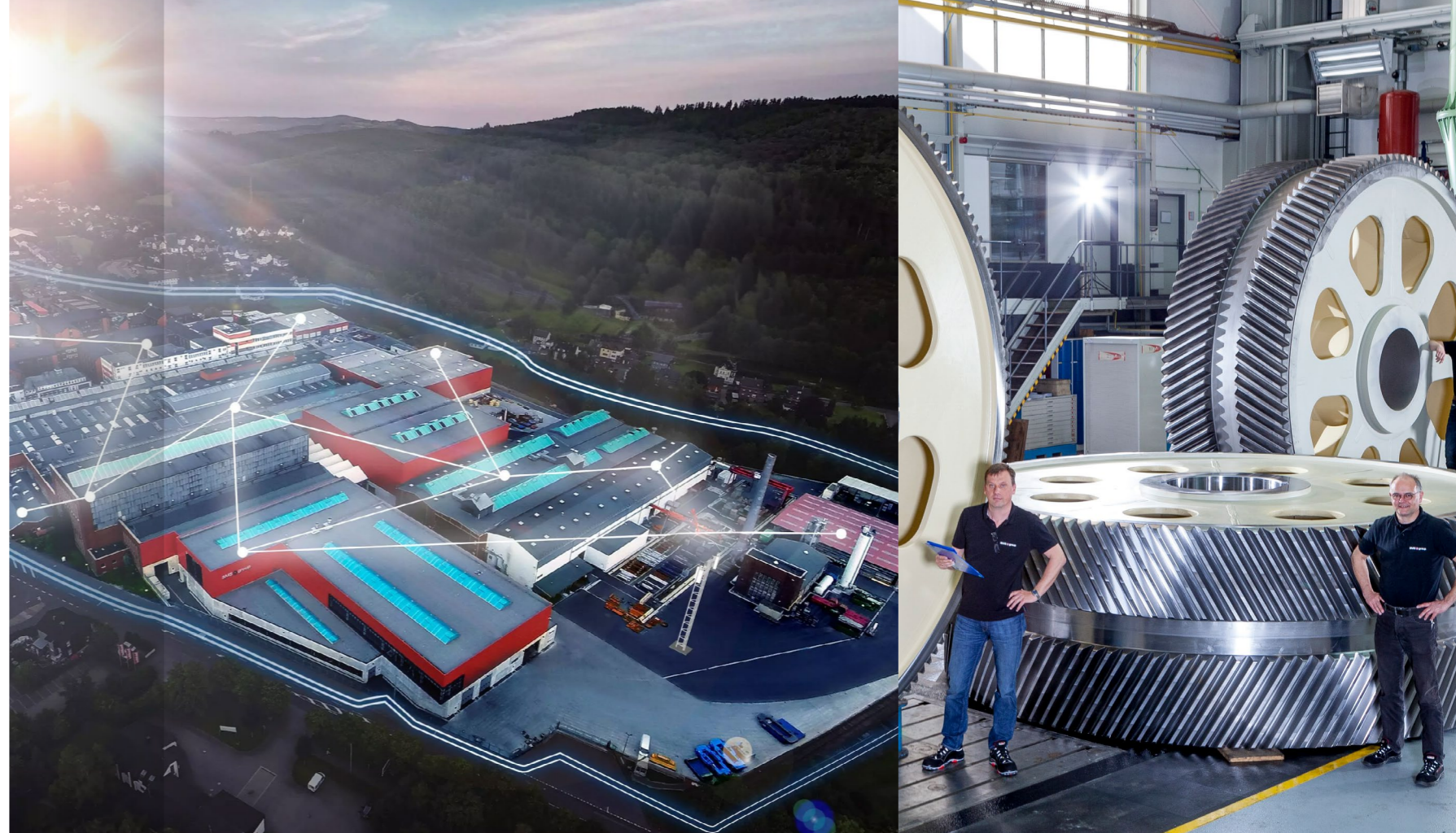
Hilchenbach has been an industrial production location for 150 years. To ensure the continuation of this tradition for many decades to come, SMS group is investing in the site's legacy infrastructure, at the same time heralding a paradigm shift in industrial heating supply. The plant constructor is thus an innovator rather than a laggard. And GETEC is preparing the ground for this.

The future power-to-heat system will integrate a large-scale state-of-the-art heat pump cascade with an electric boiler, making it the largest air-to-water heat pump plant in Germany at the present time. To put this into figures: With a nominal output of 4.3 megawatts, the plant will supply heat to the entire site on the basis of renewable energy only. "To date, no company in this country has operated a plant of this size. This is setting a new benchmark for the industry. The plant is scheduled for completion in

April 2025, which is ambitious but feasible thanks to our pain-staking preparatory work," explains Tim Lendering, the responsible GETEC project manager.

## AN XXXXXL SOLUTION BASED ON PROVEN TECHNOLOGY

The planned heat pump cascade operates in two stages. First, environmental energy is extracted from the ambient air by the air-to-water heat pumps and stored temporarily in a source storage tank. In the second stage, water-to-water heat pumps raise the temperature of this stored energy. At present, a temperature of 95 degrees Celsius is still needed. However, because the heat pumps can only achieve 85 degrees Celsius, the electric boiler acts as a booster to deliver the flow temperature. This is done using a clever hydraulic system which runs the electric boiler in series with the heat pumps. The modernization measures described here are aimed at reducing the flow temperature by ten to 20 degrees Celsius in the future so that the heat pumps alone should then usually be enough. This principle and the heat pump technology are already used in the private real estate sector. However, the system in Hilchenbach will be an XXXXXL version.



## PERFECT INTERACTION: AN ELECTRIC BOILER AND ARTIFICIAL INTELLIGENCE

The additional electric boiler with an output of 4 megawatts will have a special dual role. As necessary, it can be activated to cover peak loads and safeguard the heating supply. It can also be used to ensure national grid stability on the basis of the following principle. If there is a surplus of renewable electricity on the German market, the boiler is activated and takes up large quantities of this energy to heat a stratified storage tank (buffer storage) with a volume of 1,000 cubic meters. "This makes it possible to decouple energy consumption and energy production," says GETEC's Tim Lendering. As a result, energy can be taken up when it is less expensive, converted into warm water and stored for later use when needed.

In the future, the process will be fully automated thanks to an AI-based software, which will use the site's consumption data, intra-day and day-ahead trading prices on the power exchange and weather data to calculate exactly when it is the best time to take up and store energy. "The entire project is a win-win-win constellation. It provides SMS group with a tailored solution that will reduce energy costs and decarbonize the company's heating supply in the long term. At the same time, the customer will make a stabilizing contribution to the energy transition," says GETEC Account Manager Daniel Hein, summarizing the project and its impact.

## HERALDING FUTURE MEASURES

However, SMS group will not be stopping with a sustainable heating supply. As part of its energy efficiency and decarbonization strategy, GETEC will soon be taking the next steps. "We are already discussing how to combine the existing system with wind power and photovoltaic plants and battery storage," says Tim Lendering, outlining the measures for the future.

And he adds: "In the future, there will be an important additional lever on the consumption side. New technologies will make it possible to reduce the necessary system temperatures. At present, these are still quite high but modern plant solutions will cut energy consumption. This will reduce CO<sub>2</sub> emissions and the number of kilowatt hours required, at the same time increasing the efficiency of the power-to-heat system." What an electrifying outlook.

The project is funded by the German Federal Ministry for Economic Affairs and Climate Action and the European Union's NextGenerationEU program.





## PROJECT DATA

Construction time:  
July 2024 to April 2025

1 million

cubic meters of ambient air will be circulated hourly by the air-to-water heat pumps when they are operating at full capacity – enough energy to cover all the site's heating requirements.

6,000

metric tons of CO<sub>2</sub> emissions will be cut each year at the Hilchenbach site once the plant is commissioned.

95

degrees Celsius is the planned initial flow temperature. After completion of the modernization measures, the flow temperature is to be reduced by ten to 20 degrees Celsius.

## A TURNING POINT IN INDUSTRIAL HEATING SUPPLY

Contacts: Project Manager **Tim Lendering** and Account Manager **Daniel Hein** (GETEC)



**Tim Lendering**  
GETEC Project Manager  
for the Hilchenbach  
power-to-heat project



**Daniel Hein**  
Account Manager  
at GETEC

### WHAT IS THE BIGGEST INNOVATION OF THE POWER-TO-HEAT PROJECT?

Tim Lendering (TL): It is now standard practice to install heat pumps in private homes. However, the project is groundbreaking in the industrial setting in Germany, especially with its output of just under 4.3 megawatts. SMS group is demonstrating a pioneering spirit and other companies are expected to follow suit soon.

### WHAT CHALLENGES HAD TO BE OVERCOME IN THIS PROJECT?

TL: There were a number. The first concerned the technology. In the first phase, the power-to-heat plant has to deliver a high flow temperature of 95 degrees Celsius because of the outdated end user plants. This is still very energy-intensive. That is why the combination with the electric boiler and buffer storage is so advantageous. At times of low demand, it allows us to take up large amounts of surplus energy from the national power market and store it as thermal energy ready for use when internal demand increases. In the future, the flow temperature is to be reduced by 15 to 20 degrees Celsius. Due to these different modes of operation and system parameters, there was no prototype for the plant, which was why it was necessary to completely reinvent and redesign the engineering of the hydraulics and the control technology.

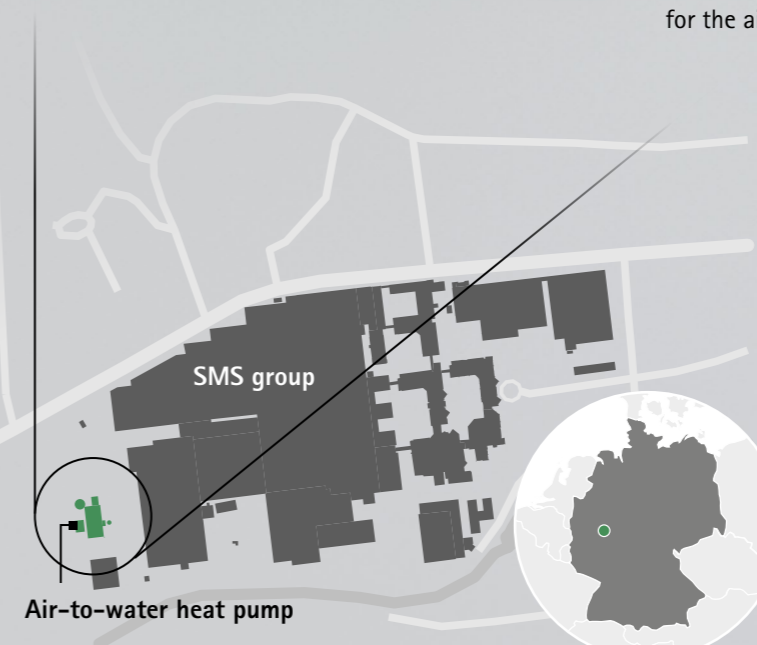
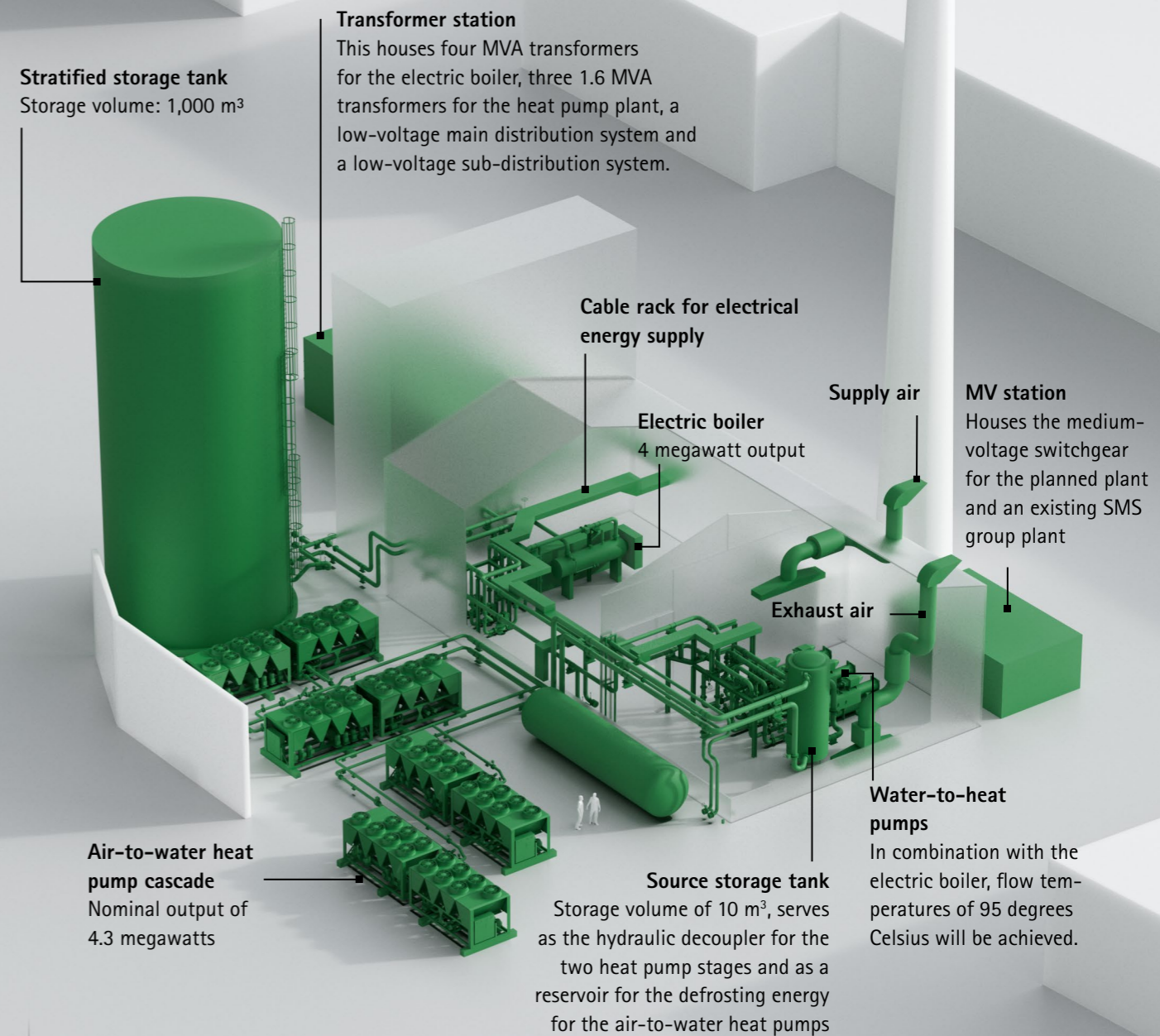
### WHAT WERE THE OTHER CHALLENGES?

Daniel Hein (DH): This project is what we call an upgrading project, with the new plant being built inside an old boiler house. This means that the existing plant has to be dismantled while still ensuring the supply of heating throughout the winter until spring 2025. The new plant will then be installed. Planning therefore harbored a great many details for which we found solutions.

In addition, the Hilchenbach site is in a mixed residential and industrial area, which meant that noise protection was a major consideration. In this connection, we came up with a range of solutions for installing the plant. We also had to plan fire and hazard protection systems in detail and obtain local authority approval.

### IS THAT ALL THAT'S BEING DONE IN HILCHENBACH?

DH: No, it's just the beginning. Once the hardware and the plant are commissioned, we will be collecting data to analyze and, in the future, reduce energy consumption. We also aim to optimize energy purchasing with the aid of an AI-based software. The consumption and demand data from Hilchenbach will be compared with data from the power exchange and weather forecasts. The customer is also considering the construction of an additional buffer storage tank.



### GLOBAL COMPANY HEAD-QUARTERED IN GERMANY

SMS group employs some 14,400 people at its 50 sites worldwide, almost 4,000 of them in Germany.



## GRI 305: EMISSIONS

### GRI 3-3 MANAGEMENT OF MATERIAL TOPICS

#### GRI 3-3-A + GRI 3-3-B IMPACTS

Our core competence is energy since we supply heating, refrigeration, steam, electricity, compressed air and other media to industrial and real estate customers. We take a holistic approach and our solutions often form a systemic network of different technologies and media. Our company is clearly focused on reducing carbon emissions. However, most solutions are

still producing emissions. Even after revision of the materiality assessment, emissions remain one of the most important issues, if not the most important issue, alongside climate change, energy, pollution, the use of resources, waste and the circular economy. We will add further information as part of our CSRD reporting in 2025.

#### GRI 3-3-C POLICIES/COMMITMENTS

GETEC has a large number of regulations and policies including environmental regulations, a fundamental principle of rigor (sparing use of resources) and our commitment to climate protection by means of decar-

bonization – not only in respect of our own plants but also our customers' plants. Our conduct and our action are based on the GETEC Group's HSE Policy, which applies to all platforms.

#### GRI 3-3-D ACTIONS

##### Customized energy solutions for the future

GETEC develops technology-agnostic energy infrastructure solutions tailored to customers' specific needs. The goal is to increase energy efficiency, optimize costs and improve the environmental balance.

Our service portfolio spans the modernization of existing plants as well as the planning and construction of new energy infrastructure. During the implementation phase, GETEC assumes responsibility for coordinating equipment manufacturers, construction partners and subcontractors. Upon request, GETEC also invests in its customers' infrastructure or takes over the plants upon expiration of the contract. On completion of the projects, the company provides qualified employees on site or uses remote monitoring systems to ensure the high reliability and efficient maintenance of the solutions – either on the basis of practical measures or data-based decision-making. All services can be purchased as part of a full package or as individual modules.

GETEC's product portfolio includes solutions for steam, heating, cooling, energy recovery and waste and water treatment. The company uses a range of state-of-the-art technologies, including biogas and biomass boilers, power-to-heat plants, heat pumps and hydrogen-ready boilers. GETEC also plays a leading role in combined heat and power plants and the use of natural gas boilers. The company has various business models for implementing its projects, covering aspects from planning, through construction and financing, to operation and maintenance.

Thanks to these holistic and flexible solutions, GETEC enables its customers to design sustainable energy supplies and leverage economic benefits. Customers can be certain that their energy infrastructure can be operated viably and efficiently.

### GRI 3-3-E TRACKING EFFECTIVENESS

We have implemented a Group-wide energy data initiative to continuously record information about the output of our power plants, with the goal of increasing their energy efficiency. Around 75% of the plants were digitalized in the reporting year, which facilitates large-scale remote monitoring. We are still aiming to define science-based GHG reduction targets and planning for this is ongoing. Regarding the determination of Scope 3 emissions, we are seeking to use more hard data each year so we can increasingly do without model calculations. We were able to calculate the actual Scope 3 emissions of our customers, i.e. those emissions from assets owned by our customers or from the resale of energy to our customers. Other emissions that are relevant to Scope 3, such as the emissions relating to materials, transport and our suppliers, are determined using our tool-based model calculations.

In the future, we will require our suppliers to reduce their greenhouse gas emissions. To achieve this, we will be integrating a digital database in the form of a supplier portal into our supplier management system. We introduced a prototype of this new system during the reporting year so that we can conduct a pilot project that enables us to handle new issues more effectively. In the years ahead, we aim to use this system – supplemented by an app – to improve processes so we can address the core aspects of Germany's Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz, LkSG) and the European Supply Chain Act as well as achieve transparency regarding the emissions of our major suppliers.

We are currently revising our KPIs and the databases used so that we can implement targeted and efficient measures.

The following KPIs and the prior-year values are shown in the table on page 98:

**GRI 305-1** Direct (Scope 1) GHG emissions

**GRI 305-2** Energy indirect (Scope 2) GHG emissions

**GRI 305-4** GHG emissions intensity: Ratio of total emissions (Scope 1 & 2 in gCO<sub>2</sub>) to energy generated (gCO<sub>2</sub>/kWh)

### GRI 3-3-F ENGAGEMENT WITH STAKEHOLDERS

Decarbonization concerns almost all our relevant stakeholder groups. For this reason, we maintain a constant dialog with our customers, organizing webinars on new regulatory developments and providing information about decarbonization options. For our employees, too, discussion of the company's purpose is increasingly relevant. That is why "We deliver reli-

able, decarbonized energy and manage infrastructure" is our mission. It refers to aspects such as decarbonization and is intended to motivate our employees. In the case of new projects, there is an additional obligation to contact stakeholders such as local communities.

### WE HAVE IMPLEMENTED THESE EXEMPLARY MEASURES IN THE AREA OF EMISSIONS:

- Green steam reference project in Teisnach, Germany: Installation of a climate-neutral energy supply for the Pfeleiderer paper mill; heating (process steam) supplied from a modern biomass heating plant with an annual reduction of 27,000 metric tons of CO<sub>2</sub> emissions. The plant has been converted and refurbished successfully.
- Biomass reference plant in Gengenbach, Germany: Here, a reduction of 19,000 tCO<sub>2</sub> per year will be achieved by converting the plants from pulverized coal to dedicated biomass.
- Green eHeating: The goal of reducing CO<sub>2</sub> emissions is also being pursued in other projects, for example, in collaboration with Projekta Grundinvest in Darmstadt, Germany. Here, 122 residential units are supplied with 85% renewable energy from photovoltaic units and heat pumps.
- Development and roll-out of the ISO 50001 management system
- Renewable energy: Increase in the total installed output from renewable sources; improvement and expansion of commercial renewable energy offerings (e.g. photovoltaics)
- Certification to Italian standard UNI CEI 11352:2014 (requirements for energy service companies)
- In recent years, GETEC Netherlands has systematically replaced all gas and diesel vehicles used in logistics with all-electric vehicles. Last month, another milestone was achieved with the introduction of the first all-electric heavy truck. The cafeteria has also been fully electrified.
- Management system implemented and certified to ISO14001
- Waste-to-value: Used and depleted raw materials (used solvents) are recycled by GETEC Switzerland and can be reused by our customer. These solvents have a much lower carbon footprint than new solvents.
- Installation of rooftop photovoltaic units at the sites in Switzerland and Netherlands: First photovoltaic unit completed at the end of 2022; a further 1,050 units with a nominal output of 588 kWp were installed in 2023.



# SOCIAL



WE ADVANCE – TOWARD EMBRACING  
A NEW PEOPLE CULTURE



# SAFETY AND DIVERSITY METRICS

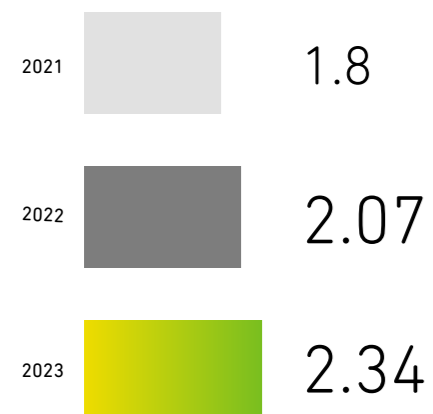
Our goal in HR is to establish an environment of innovation and continuous learning. By introducing advanced digital solutions, we aim to enable the team to work more efficiently and in a more integrated way. Our intention is not only to comply with current requirements but also to play an active role in shaping the future.

We began by cleaning up our database and allocating our employees to various categories. This affected the scope of our calculations as well, which is why we introduced a new base year for our HR figures in 2023. However, it did not affect our ambitious goals.

## Health rate



## Training days per employee Days/FTE



## INCIDENCE RATE

TOTAL RECORDABLE INJURY RATE (TRIR)

2023	2030
2.1	4.0

## ACCIDENT RATE

LOST TIME INJURY RATE (LTIR)

2023	2030
1.9	3.5

## PARTNER WORK SAFETY

(LTI\* AND FATALITIES)

2023	2030
0	0

## PERCENTAGE OF WOMEN IN MANAGEMENT

2023	2030
15%	38%

## PERCENTAGE OF WOMEN IN OUR CORPORATE WORKFORCE

2023	2030
33%	38%





"OUR PEOPLE ARE THE HEARTBEAT OF EXCELLENCE."

WHAT DOES IT TAKE TO TRANSFORM A SUCCESSFUL COMPANY INTO AN EXCELLENT ONE? RUKMINI GLANARD, CBO, AND REGINA BERTRAM-PFISTER, CHRO, ON VALUES, GROWTH AND WHY PEOPLE ARE THE DRIVING FORCE OF GETEC'S SUCCESS.





“OUR CUSTOMER-FIRST MINDSET IS THE KEY TO OUR LONG-TERM SUCCESS. EVERY EMPLOYEE UNDERSTANDS THAT THE CUSTOMER IS AT THE CENTER OF EVERYTHING WE DO.”

RUKMINI GLANARD, CHIEF BUSINESS OFFICER

#### CAN YOU DESCRIBE THE STATUS QUO IN FEW WORDS?

**Rukmini Glanard (RG):** We are a 30-year old company with strong roots and we are leveraging this solid base to accelerate our growth. This will be achieved at various stages in the value chain: focusing on the customer, promoting talent, digitalizing processes and optimizing communication, to name just a few. Some of these projects are part of our “Transformation for More” program (see pages 68 to 71). We are an agile organization that is always striving to improve and grow. The people at GETEC – both our new hires and our long-standing employees – are deeply involved in this process. This is crucial because change is driven by everyone.

**Regina Bertram-Pfister (RBP):** I agree. At GETEC, people matter because they are the heartbeat of the company and the drivers of our success. We promote diversity – to attract more excellent people with all kinds of perspectives. Once they join us, we are committed to their development, ensuring that they become even better. One example of this is our women’s leadership program “GLOW”, which brought together women from all our operating regions (see pages 64 and 65). It has been a great success. Now we are launching a new program aimed at younger female employees. These new networks create a culture that empowers employees to thrive. However, we don’t focus just on female talent but foster all talent.

#### WHAT IS IT ABOUT THE CULTURE AT GETEC THAT MAKES IT SPECIAL AND COMPETITIVE?

**RBP:** The company’s strengths are anchored in its strong values, which guide our behavior:

- **Pioneering spirit**, becoming a trailblazer in shaping the energy transition
- **Impact**, making each of our actions count toward building a sustainable future
- **Reliability**, delivering on our promises and building the trust our customers can rely on
- **Unity**, working with all stakeholders to achieve our common goals

These values are rooted in GETEC’s tradition and are also intended to build a brighter sustainable future.

**RG:** A major achievement this year has been embedding these values in a strategic system. We refreshed our vision, mission and corporate value proposition so that they now form a solid basis for our long-term strategy.

**RBP:** We worked on both the social and business aspects of our company because I believe that culture and profit go hand in hand. Our culture is one of winning and success. However, we want to work together in an inclusive way. We believe that you will be more successful if you are really good in the social aspects.

“PEOPLE ARE AT THE CORE OF GETEC’S SUCCESS. THAT IS WHY WE INVEST IN THEIR GROWTH, CREATING A CULTURE WHERE DIVERSITY THRIVES AND TALENT IS FOSTERED.”

REGINA BERTRAM-PFISTER,  
CHIEF HUMAN RESOURCES OFFICER





## THERE HAS BEEN A LOT OF CHANGE IN A SHORT PERIOD. HOW HAVE THE COMPANY'S SHAREHOLDERS RESPONDED?

**RG:** We are working with our stakeholders at every stage of our transformation. Our customers come first and each of our employees understands that our mission is to guide and support them in their energy transition so that they can serve local communities more successfully and create a better tomorrow. As Regina mentioned, we care for and look after our people because it is they who will make this transition a success. We are fortunate to have strong shareholders who share our long-term vision. By doing the groundwork right, we can satisfy the high expectations of all our stakeholders.

**RBP:** Absolutely and we're approaching it in our own way. We believe in bringing people together and moving forward inclusively rather than enforcing a top-down strategy. Of course, including people in this way takes more time. However, the acceptance of change is much higher, which speeds up the subsequent transition process. GETEC is exceptional in this respect. There is a lot of energy and a great willingness to include everyone. We may have a lot of challenges but we have a very strong and welcoming culture for new people, great expertise and an entrepreneurial spirit. This combination makes us very unique – and competitive.



### Our values

#### Pioneering spirit

Becoming a trailblazer in shaping the energy transition

#### Impact

Making each of our actions count toward building a sustainable future

#### Reliability

Delivering on our promises and building the trust our customers can rely on

#### Unity

Working with all stakeholders to achieve our common goals

### Our approach

#### Transformation

Reshaping energy supply and consumption to reduce costs and comply with regulatory requirements. Our mission is to empower our customers' success by delivering reliable, decarbonized energy and infrastructure solutions for today's industries and tomorrow's world.

#### Customer centricity

Prioritizing customer needs and expectations.

#### Digitalization

Streamlining operations through digital processes.

#### Talent development

Investing in continuous professional development and fostering talent to meet future challenges.

### REGINA BERTRAM-PFISTER CHIEF HUMAN RESOURCES OFFICER

Regina Bertram-Pfister is an experienced HR executive with a degree in law. Before joining GETEC, she held senior HR positions at global firms such as Gardner Denver and Ingersoll Rand. From 2002 to 2009, she held various executive roles in Human Resources at McDonald's Germany Inc., before serving as Head of HR at Basic AG from 2010 to 2013. Most recently, she was Head of HR for the DACH region at Ingersoll Rand, where she was also responsible for global HR strategy in the Life Sciences division. In May 2023, Regina became a member of the GETEC Executive Committee, assuming the role of CHRO.

### RUKMINI GLANARD CHIEF BUSINESS OFFICER

Rukmini Glanard has more than 30 years of experience in the chemical, IT and telecommunications industries. Prior to joining GETEC, she was Chief Business Officer at Alcatel-Lucent Enterprise, where she led the global sales, services and marketing organizations. Her previous leadership roles at SITA, an IT provider for the air transport industry, and telecommunications firm Orange Business gave her a strong foundation in business and go-to-market strategies. An accomplished public speaker and advocate for diversity and inclusion, she became Chief Business Officer and a member of the GETEC Executive Committee in April 2024.



## GRI 403: OCCUPATIONAL HEALTH AND SAFETY

### 103-1 EXPLANATION OF THE MATERIAL TOPIC AND ITS BOUNDARY

It is GETEC's corporate policy to conduct all its activities in a responsible manner in order to protect and foster the health, safety and well-being of its employees. Many of our employees work in maintenance and service or in installing our energy solutions in plants or on construction sites. They are therefore exposed to the risks that are usual for the industry. Accidents can have considerable consequences for GETEC, both economically and socially. We feel the same sense of responsibility for workplace safety when it comes to our contractors. And customers may also stipulate occupational

safety requirements that need to be considered in our occupational health and safety management system. We want to provide a healthy environment for everyone who works for us and give them the training they need to be able to move with foresight and routine in this environment. Moreover, healthy employees are the foundation of our success. Occupational health and safety remain among the material topics that impact the entire GETEC Group. In some cases, separate conditions apply for the employees of our platforms. These are shown in the tables below.

### GRI 3-3 MANAGEMENT OF MATERIAL TOPICS

#### GRI 3-3-A + GRI 3-3-B IMPACTS

We aim to provide a safe and healthy working environment for all our employees in accordance with the previously applicable requirements of GRI 103-1. The materiality assessment identified our "own workforce" as

a material topic. This covers especially the issues of health, training and individual development as part of our new strategy. We will publish details next year and include them in our CSRD report.

#### GRI 3-3-C POLICIES/COMMITMENTS

All necessary information about occupational safety is made available in our intranet. As well as our 360° Safety Culture, our HSSE Group Policy and our strategy and targets, our platforms' management systems in accordance with ISO 45001 and ISO 14001 ensure that the risks to our employees and all external stakeholders are very low and that plants and work are operated and performed in accordance with the law thanks to compliance with the standards. The management systems are supported by

a wide range of process and operating instructions, detailed plant safety and risk assessment templates, documented training, an accident and incident reporting system combined with root cause analysis and measures for the continuous improvement of the working environment and individual conduct, hazardous substance management, activity-based hazard assessment, health management and subcontractor management.

**Health protection**, occupational and process safety and **environmental protection** are accorded the highest priority at GETEC and are core elements of our ESG strategy.

We have anchored a **proactive and generative safety mindset** within the Group.

We live by **HSSE in our day-to-day operations**.

We will align our organization with the goal of achieving **zero accidents**.

We will ensure **transparency and clarification** – we investigate every incident in order to understand its causes and make lasting corrections.

**360°  
SAFETY  
CULTURE**

We establish effective safety standards anchored in target agreements and implement measures **consistently**.

We view HSSE from a **360° perspective** that includes our customers, partners, employees, subcontractors and society at large.

We **promote and provide training to increase safety awareness and behavior** within the Group.

We intervene **promptly and proactively** to prevent potential accidents.

There is a detailed process description for our system for reporting accidents at work, commuting accidents, near misses and unsafe situations, which applies for all employees. The goal is to ensure a standardized and uniform reporting chain in the event of any accidents. There is an instruc-

tion covering the subsequent root cause analysis (RCA) as well. GETEC also feels it is very important to include its subcontractors and work jointly to achieve a high level of environmental protection and safety.

### GRI 3-3-D ACTIONS

Our HSSE Policy applies to all consolidated GETEC Group companies in all countries. Due to regional requirements such as national legislation, each site has its own independent HSSE management system. This is aligned with the Group's objectives and is regularly coordinated at Group level.

Our management approach in accordance with GRI 403 requirements: As part of the reorganization of the GETEC companies and the establishment of Golf BidCo GmbH as a holding company, the management approach is being revised and adapted to the new circumstances. All adjustments and changes will be published in the CSRD report.

The following amendments and new measures were introduced in the reporting year or are planned:

### OUR PLATFORMS' OCCUPATIONAL SAFETY MEASURES – PROGRESS AND FUTURE PLANNING

#### How we are continuously improving occupational health and safety by way of international and local initiatives

Our policies are adapted for implementation in the individual countries in line with their respective culture and local laws. Each company aligns its measures with local requirements, while overarching targets and policies are coordinated at Group level. Below is an overview of the main developments and plans.

In Germany, the focus is on certifying the occupational safety and environmental protection systems in accordance with ISO 14001 and ISO 45001. Certification has already been completed for GETEC Holding GmbH and other Group companies are to follow. In the area of occupational medicine, ergonomic furniture such as height-adjustable desks has been introduced at the Eschborn, Leipzig and Düsseldorf sites in order to foster employees' health.

In Italy, measures are focused on reducing accident rates. Special training and targeted workplace inspections have been introduced to identify potential risks and analyze near misses. In addition, the occupational health services were expanded and the medical team enlarged. A prevention pro-

gram was launched in 2023. Employees are given a preventive healthcare budget and can decide individually whether to invest this in gym sessions, meditation courses, nutrition counseling or psychological support.

In the Netherlands, the HSSE management system was certified to ISO 50001 and ISO 55001 in 2022. The company's own emergency team can provide first aid on site and transfer employees to a doctor or hospital if necessary. The platform also offers medical check-ups focused on the psychosocial effects of work.

Switzerland is working to introduce an integrated management system in accordance with ISO 14001 and ISO 9001. The HSEQ department is now more strongly integrated into project execution to ensure the compliance with high standards during the construction and start-up phases. In addition, the 360° Safety Culture program was established. This involves weekly safety meetings with the managers of the operating units to discuss and implement safety measures.

These measures highlight the GETEC Group's continuing commitment to creating and maintaining safe and healthy working conditions. By way of regional customizations and Group-wide standards, we ensure the health of our employees and foster proactive occupational safety.

### GRI 3-3-F ENGAGEMENT WITH STAKEHOLDERS

Our employees participate on a continuous basis in developing, implementing and assessing our occupational health and safety management system. In 2022, we initiated an employee survey on occupational safety for the platforms so that our employees can provide their specific feedback on issues that are relevant to them. We have also established meetings with employees who are returning to work after their recovery following an accident at work. These extensive meetings are led by the employee's supervi-

sor. The goal is to define suitable measures for preventing any similar accidents in the future. The involvement of the employee affected is invaluable in this respect. In the context of ISO 14001 certification, measures exist to involve external stakeholders in the occupational safety issues addressed during the reporting year.



### GRI 3-3-E TRACKING EFFECTIVENESS

We refer to the [ESG Report 2022, page 92](#). In accordance with the existing GRI 103-3 (evaluation of the management approach), we explained our tracking of effectiveness, including the list of the various initiatives of our international companies in response to accidents. As a general rule,

the tracking of effectiveness in accordance with GRI 3-3-e was ensured by each platform in the course of the ISO 14001/ISO 45001 management review and monitored by external certification audits.

Topic	December 31, 2020	December 31, 2023	Target for 2030
Employee occupational safety TRIR – number per million hours	7.5	2.1	10% annual improvement
Employee occupational safety LTIR – number per million hours	3.14	1.9	10% annual improvement
Health rate – %	97.0	96.5	98

### GRI 403-8 WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

All employees at all GETEC companies are covered by an occupational health and safety management system.

### GRI 403-9 WORK-RELATED INJURIES

In the reporting year, there were no fatalities as the result of work-related injuries. There were likewise no work-related injuries with serious

consequences. The total recordable injury rate (TRIR) for the GETEC Group was 2.1 and the lost time injury rate (LTIR) 1.9.

### WE HAVE IMPLEMENTED THESE EXEMPLARY MEASURES TO ENSURE A MODERN SOCIAL COMPANY:

- Diversity: GETEC signed Germany's Diversity Charter in 2021 and has since held kick-off workshops for the People, Culture and Diversity Circle, which is made up of 17 employees of different ages, ethnicities, functions, hierarchical position and gender. The nominated employees collaborate to develop measures and serve as lighthouse figures for implementing these within their respective organizational units.
- Diversity: An extensive English-language HR marketing campaign on various social media platforms (XING, LinkedIn, Facebook and Instagram) focused on international engineering specialists.
- Equal opportunities: Foster diversity by employing appropriate language to address potential candidates on the company's job portal and in job advertisements
- Personnel development: Start of the six-month certification course on climate, energy and sustainability management delivered by EBZ Akademie; six GETEC employees were selected to participate and will serve as experts and multipliers on this subject in their departments in the future. Different programs have been implemented at other GETEC sites.
- Work-life balance: Flexible working methods or working hours; mobile working as a flexibilization tool (does not include support and on-call services, marketing, service and installation activities or customer visits), time off in lieu (working time accounts, time credit), a collective agreement on mobile working (since March 2021; voluntary participation; in Germany, restricted by law to a maximum of eight days per calendar month), child care center at the Magdeburg site with places for 39 infants and toddlers and 44 places for preschoolers
- Strategic talent development: One example is the dual degree program to transfer company-specific knowledge; practical application thanks to internships at GETEC as part of the degree program; intensive support from GETEC partners, mentors, managers and dedicated HR contacts; regular feedback meetings. There are different scholarship, trainee and mentoring opportunities in every GETEC company.
- Social security: Form and scope of company pension plans at our companies in Italy; supplementary pension plan under the national collective labor agreement (optional membership) with contributions of up to 2% each from employer and employee
- Certification in Italy: SA8000 Ethical Certification is based on the SA8000 Standard, a globally recognized certification program created with the aim of ensuring optimal working conditions. It is an accredited standard meeting the needs of organizations that want to highlight their commitment to sustainable development and, particularly, social issues.
- Equal pay: Map of who gets paid what, whether this is in line with the market and whether treatment is equal (Netherlands/Germany)

### WE HAVE IMPLEMENTED THESE EXEMPLARY MEASURES TO IMPROVE OCCUPATIONAL HEALTH AND SAFETY:

- Occupational safety and environmental protection management system, certified to ISO 14001 and ISO 45001: G+E GETEC Holding GmbH, Magdeburg, Germany
- HSSE management system (certification) in Switzerland: An integrated management system in accordance with ISO 14001, ISO 45001 and ISO 9001 has been implemented at the site to ensure high health and safety standards. External certification is planned for a later date but external auditors have stated that health and safety is a strong feature of our IMS.
- HSSE management system (further certifications) in the Netherlands: Certified to ISO 50001 (energy management system) and ISO 55001 (asset management system)
- Accident prevention in Italy (reduce the number of accidents, LTIR, TRIR); implementation of higher standards by:
  - Special safety culture training for all employees with HS responsibility
  - Targeted workplace HSE inspections for the preventive assessment of risk situations
  - Reporting, recording and analysis of near misses
  - Increased monitoring of suppliers' qualifications
- Health promotion in Italy: Company medical examinations (voluntary) for employees from the age of 45 to prevent illnesses
- Communication of safety, environmental and housekeeping issues in Italy: SEWAT system (safety and environmental walks and talks) with periodical rotation; contract and departmental managers meet employees at the workplace to discuss safety, environmental and housekeeping issues (to be conducted twice yearly by a C-level manager).
- Workplace inspections in Italy: Workplace inspections by HSE specialists (reviewing compliance with all valid HSE regulations) and follow-up reports; meetings with contract coordinators, contract managers and departmental managers to discuss improvement measures; proposals for improvement derived from the HSE inspections are included in the MBO (management by objectives) and discussed regularly with the departmental managers.
- Occupational health services in Emmen: On-site emergency service (company fire brigade) to provide first aid; if necessary, employees are transferred for treatment by their doctor and/or the company doctor or, in acute cases, sent to hospital.
- HSSE management system (certification) in Italy: An integrated management system in accordance with ISO 14001 ISO 45001 and ISO 50001 has been implemented at the site to ensure high health and safety standards.





# LET IT GLOW

EMPOWERING WOMEN IN LEADERSHIP AT GETEC: A VISIONARY INITIATIVE IS SET TO TRANSFORM THE WORKING CULTURE AT GETEC, FOCUSING ON WOMEN IN MANAGEMENT POSITIONS. THIS 15-MONTH PROGRAM PROMISES SUBSTANTIAL CHANGE.



Julia Felischak



Denise Unkan



Selma Zwier



Lusanne Smit



Marina  
Ruckdäschel



Tina Andreas



Eliza Low



Daniela  
Quitadamo-  
Bondallaz



Kathrin  
Hageböcke



Francesca Falda



Kathlen Funke



Sophie Kruse



Bianca Tijman  
op Smijers



Liza Steudle



Gergina Pester



Regula Schweizer

People culture programs often fall short, filled with words but lacking follow-through. At GETEC, the approach is notably different, as demonstrated by the new initiative named GLOW. Standing for GETEC Leadership Circle of Outstanding Women, GLOW is more evocative of a charming British film title ("The League of Extraordinary Gentlemen") or a Netflix series ("GLOW – Gorgeous Ladies of Wrestling") than of a corporate agenda. The distinctive branding is intentional because the group of exceptional women involved in this initiative is set on redefining business norms.

## INTRODUCING GLOW: LEADING THE WAY FOR WOMEN

On International Women's Day, GETEC officially launched the GETEC Leadership Circle of Outstanding Women and announced its ambitious goals. GLOW aims to empower top female leaders at GETEC, encouraging them to become vocal role models and agents of change. The initiative is based on a 15-month plan featuring concrete actions. By 2025, the participating female leaders will deliver keynote speeches and undergo training designed to enhance their leadership profiles. Workshop topics will include media training and brand messaging exercises. In addition, GLOW addresses broader objectives that include achieving 60% gender parity by 2030, ensuring equal pay and promoting part-time and hybrid work options.

Regina Bertram-Pfister, Chief HR Officer and initiator of GLOW, sums up the essence of the initiative: "Our commitment to gender parity is not just about recognition – it is about taking action. We are dedicated to creating an environment where every talent can succeed. This initiative sends a clear signal to all of us across the GETEC Group."



# GOVERNANCE



WE ADVANCE – TOWARD THE  
FUTURE OF SUSTAINABILITY



# COMPLIANCE METRICS

COMPLIANCE AND GOOD CORPORATE GOVERNANCE ARE THE FOCUS OF NEW EU REGULATIONS. GETEC HAS TAKEN UP THE CHALLENGE.

Sustainability is growing in importance, especially with the entry into force of the EU's Corporate Social Responsibility Directive (CSRD) which has the goal of raising corporate sustainability reporting to the same level as financial reporting. We at GETEC think this is a good thing. At the same time, however, it represents new challenges in terms of corporate governance. In the "Governance" section, we report on how we are addressing these challenges. There were again no significant compliance violations.

## EMPLOYEE COMPLIANCE – RELEVANT INCIDENTS

2022	2023	2030
0	0	0

## SUPPLIER COMPLIANCE – RELEVANT INCIDENTS

2022	2023	2030
0	0	0

## NON-COMPLIANCE WITH LAWS AND REGULATIONS IN THE SOCIAL AND ECONOMIC AREA

Total value of significant fines	Total number of non-monetary sanctions	Compliance cases related to data security
0	0	0

## NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS

Total value of significant fines	Total number of non-monetary sanctions
0	0

## PROCUREMENT VOLUMES WITH A CPI < 60 POINTS

2022	2023	2030
<1%	<1%	<1%



# THE TRANSITION TO THE FUTURE

## HOW GETEC AIMS TO EXPAND ITS MARKET POSITION THROUGH GOOD GOVERNANCE AND DIGITAL INNOVATION

The vision seems ambitious: GETEC is working with its customers to shape the innovative and sustainable future of energy and thereby achieve economic success. Crucial to achieving this vision is a strong governance structure. "At GETEC, governance is more than just a buzzword. It is a central element in achieving our targets," explains Chief Transformation Officer (CTO) Guido Zimmermann. "Good governance ensures that all future transformation processes are transparent, structured and compliant."

At GETEC, the transformation starts with the standardization and optimization of internal processes. Zimmermann puts it in concrete terms: "A crucial first step for us is the Group-wide standardization of financial reporting. The goal is to create synergies and leverage the resulting efficiency effects in full." By introducing uniform ERP (enterprise resource planning) systems, GETEC is creating a transparent and efficient platform that integrates all business areas across national borders. "Governance has a key role to play in safeguarding the integrity and security of these systems and ensuring that everything runs smoothly," explains GETEC's CTO.

Digitalization is the main driver of transformation at GETEC, which is why new IT systems and technologies will

be introduced in the years ahead. It is not only a question of replacing technical components with more efficient, state-of-the-art models. It is also about redesigning existing processes and structures in the course of digitalization. One example: How can the burden on GETEC's employees be reduced by automating certain administrative processes? It is not just about replacing software or hardware but about analyzing entire processes. Guido Zimmermann summarizes: "The digitalization process is intended to help us achieve greater efficiency, at the same time creating the scope for more excellence. The mix of the two results in economic success." Processes like these are also associated with the goal of increasing security, specifically the security of GETEC's employee, customer and corporate information.

That is why, in the years ahead, the company will be implementing a modern data management system, among other

things. This is intended to enable GETEC to store all relevant data securely and process them efficiently across all platforms. GETEC's governance structures will ensure that these new technologies satisfy the highest standards of security and efficiency. As well as optimizing processes and developing new systems, it is essential to ensure the buy-in of all stakeholders. "Efficiency and excellence are created by the end users in their day-to-day work, which we must bear in mind in all our change processes," says Zimmermann, underscoring the relevance of good training and onboarding measures, as well as continuous development opportunities for GETEC employees. They do not exist in parallel with our core business but are the very essence of GETEC. This means that, in the future, GETEC will be relying on the centralization of energy procurement and will optimize all its financing processes. These interlinked issues are a central element in GETEC's transformation and the guarantee for

Some members of the international "Transition for More" team (from left): Roberto Belli, Eliza Low, Guido Zimmermann and Kateryna Grunert

tomorrow's economic success. Zimmermann says: "By centralizing energy procurement, GETEC can make efficiency gains and, at the same time, increase transparency in this area. We will actively shape this process."

However, transformation is not a one-way street but rather a process that should be based on dialog and learning. For example, GETEC will be sharing best practices in financial management with all its stakeholders as it seeks to improve financial excellence. Governance is the key to monitoring these processes and ensuring compliance with regulations, as well as any necessary amendments.

The goal of transformation at GETEC can be distilled into a single term: operational excellence. In strategic terms, the standardization of many processes and continuous improvement initiatives are aimed at increasing GETEC's efficiency and building its strengths so that the company can make its ambitious vision a reality.







# “GOVERNANCE IS THE CORNERSTONE OF OUR TRANSFORMATION.”

CTO GUIDO ZIMMERMANN ON THE ROLE OF GOVERNANCE IN THE TRANSFORMATION OF GETEC



**Guido Zimmermann** was appointed Chief Transformation Officer of the GETEC Group as of July 2023. He is a member of the GETEC Group Executive Committee.

## HOW IS THE IT TRANSFORMATION SUPPORTING GOVERNANCE AT GETEC?

The IT transformation is enabling us to implement more efficient and secure systems. Governance ensures that these new technologies comply with the company's requirements and protect the integrity of our data.

## WHAT SPECIFIC TECHNOLOGIES WILL BE IMPLEMENTED?

One thing we will be introducing is a modern data management system that enables GETEC to store data safely and process them efficiently – on all platforms and in all countries. This system will improve data security and increase the transparency of our processes, thereby contributing to our governance ambitions.

## WHAT CHALLENGES DO YOU SEE IN CENTRALIZING ENERGY PROCUREMENT?

Centralization has many advantages but is also associated with challenges such as market volatility and regulatory compliance. Effective governance helps us to manage risks and ensure the transparency and efficiency of the associated processes.

## WHAT NEW INITIATIVES AND PROJECTS ARE YOU PLANNING?

One key feature is digitalization. An elementary aspect of that will be not only replacing technical components with more efficient, state-of-the-art models. It is also about re-designing existing processes and structures to reflect the advances in digitalization. Another ongoing project involves creating a culture of accountability and transparency across the company, fostered by regular training and an open communications policy.

## MR. ZIMMERMANN, WHAT ROLE DOES GOVERNANCE PLAY IN THE CURRENT TRANSITION PHASE AT GETEC?

“Governance is the cornerstone of our transformation. It ensures that all our initiatives are implemented in a structured, transparent and compliant manner. Without a strong governance structure, we would not be able to achieve our ambitious targets.

## COULD YOU GIVE AN EXAMPLE OF A SPECIFIC MEASURE THAT IS TO BE OPTIMIZED BY GOVERNANCE?

A good example is the planned standardization of our financial reporting. By introducing a uniform ERP system, we can greatly increase the transparency and efficiency of our financial processes.



# HONESTY, INTEGRITY AND TRANSPARENCY

## THE GETEC WHISTLEBLOWING SYSTEM

Governance starts with a strategy but evolves its effectiveness through implementation. A good example of governance practice is our new whistleblowing system, which creates transparency and supports whistleblowers. Our main priority is protecting our employees as well as our business partners and our business information. The clear rules and processes of GETEC'S governance system ensure that all stakeholders are aware of their rights and obligations. However, any violations should be reported immediately and without any fear of prejudice.

GETEC's digital whistleblowing system is the medium of choice for this and an important element of our corporate culture, which is based on honesty, integrity and transparency. For GETEC and its subsidiaries, both in Germany and abroad, compliance with the law, regulations and internal guidelines has the utmost priority. By ensuring the legal compliance and integrity of our conduct, we not only

protect our company but also our employees as well as our business partners, customers, service providers and their respective employees.

Our whistleblowing system enables all stakeholders to report specific information about potential misconduct in confidence at any time. Such misconduct includes violations of laws such as antitrust law, corruption, human rights abuses, theft and discrimination. The system guarantees maximum protection for both whistleblowers and those affected and ensures that reports are processed fairly and in confidence after careful review and consideration of any specific evidence.

## AT A GLANCE: HOW OUR WHISTLEBLOWING SYSTEM WORKS



1

### Submit a report

Anonymously or by name: Whistleblowers may submit their reports anonymously or giving their name.

**Include specific information:** Answers to the questions of who, what, when, how and where.

2

### Initial review

Receipt by Compliance Beratung + Service GmbH: Receipt in confidence and initial review of the report by our service provider.

**Confidentiality:** Ensure the protection of the whistleblower and the confidentiality of the information.

3

### Investigation

Careful review: If there is specific evidence, initiate investigation by internal or external experts.

**Involvement of internal functions:** Cooperation with HR and other relevant functions.

4

### Measures

Initiate measures: Implementation of necessary measures based on the findings of the investigation.

**Reporting:** Information to the whistleblower about the progress and outcome of the investigation if requested.

5

### Conclusion

Documentation: Full documentation of the process and its findings.

**Feedback:** Feedback to the whistleblower and concluding assessment of the whistleblowing system's effectiveness.

## REPORTING A VIOLATION

Please contact us at:  
[getec.hinweisgeberexpertemeldeplattform.de](mailto:getec.hinweisgeberexpertemeldeplattform.de)



## MATERIAL TOPIC: ETHICAL BUSINESS CONDUCT

### GRI 2-4: RESTATEMENTS OF INFORMATION

At GETEC, there have been two fundamental changes in compliance reporting. 1. In the context of our company's realignment, the compliance system has been restructured (see "Transformation for more" on pages 68 to 71). 2. The transition from GRI to CSRD reporting is resulting in a change of per-

spective in the way we report our compliance. Many of our new achievements strengthening our existing activities are currently still undergoing reorganization and can therefore not be reported adequately. However, we will report on them in detail in our CSRD report.

### GRI 3-3 MANAGEMENT OF MATERIAL TOPICS

#### GRI 3-3-A + GRI 3-3-B IMPACTS

In its Code of Conduct (CoC), GETEC undertakes to observe applicable compliance regulations and thus conduct itself in a legally compliant manner, to ensure that the company and its employees comply with the law and internal regulations, and to act with integrity, honesty and in line with business ethics. Hereinafter, compliance refers to all measures introduced and implemented by GETEC to ensure both the legally compliant and honest conduct of our business activities and the corresponding conduct by our employees. We believe that our company's success depends on a strong and sustainable compliance culture that is based on the company's corporate and risk culture and the tone from the top, supported by an effective system of incentives and sanctions. Ultimately, compliance serves to protect our company – in the case of a violation of the applicable regulations – against often far-reaching consequences and also to protect the company's employees with responsibility from imprisonment or fines; in the event of a violation, it also avoids disciplinary action up to and including dismissal.

Corruption, fraud and other financial crimes in particular may undermine the confidence of investors and other stakeholders in our company, result in criminal proceedings and fines and jeopardize the company's growth and innovation. German law (section 299 of the German Penal Code – StGB) not only prohibits bribery of government representatives but also in private business transactions. Therefore, sanctions may be imposed on anyone who grants or receives benefits in return for unfair advantage or a breach of duty vis-à-vis the company, i.e. a breach of the duty of loyalty to the employer, the customer or the company.

Especially in respect of **socioeconomic compliance**, ethical conduct is essential for our company because our business success largely depends on our market reputation. The compliance measures we have implemented serve to identify or prevent any violations of laws and regulations and thus, in particular, criminal and civil law risks (fines or claims for damages), as well as competitive disadvantages resulting from reputational harm or exclusion from tenders. A condition for participating in private or public tenders is the submission of statements concerning compliance with eth-

ical business standards. As compliance violations elsewhere in the supply chain may also reflect on us, we require our business partners to ensure the observance of compliance regulations for the duration of our business relationship.

In summary, upholding statutory, contractual and internal requirements and preventing corruption, money laundering and the financing of terrorism are of great importance in the business development of a company like GETEC and in protecting our employees.

Safety, environmental protection and respect for our environment are an essential part of our corporate philosophy. Each day, we reduce the burden on our environment thanks to the way we operate. Our goal is:

- to cause no accidents,
- to avoid health hazards and
- to cause no environmental damage.

For a company in our industry, **environmental compliance** is therefore another essential requirement in ensuring a functioning business model. Environmentally relevant laws must be observed. In day-to-day business decision-making, we seek to avoid negative impacts on nature and the environment so that no significant environmental pollution or consequences for human health or diversity occur. Failure to achieve this may lead to fines, sanctions or environmental damage. The latter may also endanger people and thus violate human rights.

GETEC's corporate ambition is for its operations to have a positive impact on the environment and society and to contribute significantly to making a difference for the generations to come. GETEC recorded no significant compliance incidents during the reporting year. The company's operations resulted in a further reduction of GHG emissions. In all respects, the company acted in accordance with its Code of Conduct. We protected and respected human rights as described in our Human Rights Policy and Code of Conduct.

### GRI 3-3-C AND GRI 2-25-A POLICIES/COMMITMENT

#### Socioeconomic compliance policies

Our **Code of Conduct (CoC)** governs how we behave vis-à-vis our environment and how we seek to act in a legally compliant, moral and ethical manner. **The CoC is described in detail online at: <https://www.getec-net.de/code-of-conduct/>.**

All our employees are obliged to familiarize themselves with the CoC. The Code of Conduct applies to the platforms in Germany, the Netherlands and Switzerland. In addition, each site supplements the Code of Conduct with its own guidelines. These cover signing powers, data protection, purchasing, donations and sponsorship, travel, gifts and invitations, in particular. They can be found on the intranet and should be studied regularly, alongside the CoC.

However, we do not believe that our corporate responsibility is restricted just to our company. We expect compliant conduct from our suppliers as well. Our **Supplier Code of Conduct (SCoC)** directly addresses them and communicates our understanding of fair treatment and compliant conduct in the supply chain. **The SCoC is described in detail online at: <https://www.getec-energyservices.com/en/>.**

Our SCoC applies to Germany, the Netherlands and Switzerland. The CoC for the Italian sites also applies to its suppliers. It is still to be harmonized with the Group's CoC. GETEC has been working with a supplier management system since the start of 2023. With the help of this software, GETEC performs a continuous risk analysis of its largest and most important suppliers in respect of the requirements of Germany's Act on Corporate Due Diligence Obligations in Supply Chains (LkSG). This includes the acceptance of our SCoC.

The **anticorruption code** applied at our site in Italy is considered to be best practice. It is integrated into an organic and coherent system in order to prevent the risk of unlawful practices by management and all other functions. **The anticorruption code is described in the ESG Report 2022, page 112.**

### GRI 3-3-D ACTIONS

When employees join the company, they must participate in compliance training. Annual refresher courses are also held. Team meetings additionally include Compliance Moments, which aim to raise employee awareness of the subject.

### GRI 2-26 MECHANISMS FOR SEEKING ADVICE AND RAISING CONCERNS

Each and every employee can seek advice on the implementation of our guidelines and practices for responsible business conduct. Various options are available: All compliance units – whether at platform or Group level – can be contacted on compliance issues. The platforms in Germany and Italy each have their own compliance officer whereas the platforms in the Netherlands and Switzerland use lawyers who are responsible for compliance issues in the respective country. Moreover, all employees are obliged to familiarize themselves with the Code of Conduct, consulting their supervisor for guidance if necessary. Questions may also be asked during regular compliance training sessions. During the Compliance Moments at team meetings, any incidents are discussed and employees are reminded of the significance of compliance and the Code of Conduct. The platforms' com-

#### Environmental compliance policies

When it comes to environmental compliance, GETEC is subject to various technical and environmental regulations. The company's activities must be designed and managed in such a way as to minimize or prevent pollution and health impacts. Our HSSE Policy (see pages 61 to 65) applies to all consolidated GETEC Group companies at all sites. Due to regional requirements, each platform is subject to different laws.

Detailed documentation has been produced for our plants, covering their safety installations and protective measures. In compliance with legal requirements, there are also extensive operating and process instructions for handling hazardous substances (safety data sheets). These describe protective measures and rules of conduct. We also expect our partner companies to have a functioning environmental compliance program and require their compliance with all applicable environmental, occupational health and safety regulations.

The **EU's Renewable Energy Directive (RED II)** was also relevant in 2023. This Directive anchors the sustainability criteria for biomass in EU law and defines, for example, legal harvests, the preservation of soil quality, improvements in production capacity, biodiversity and the respect of protected areas. It concerns combined heat and power plants fueled by biomass and biogas plants, depending on the output, suppliers and biomass dealers. If a company does not have a RED II certificate for its plant, it risks the proportional loss of its EEG feed-in remuneration. The EU is already discussing RED III, which will include restrictions on the use of biomass. We will add the relevant aspects to our supplier audits.

Our **compliance management system** is described in the **ESG Report 2022, pages 106 and 107**. The process presented there also satisfies the requirements of **GRI 2-25-b and c**.

compliance officers regularly query the possible occurrence of incidents. When recognizing our SCoC, our suppliers may ask the compliance officers any questions they have or ask for advice. The recognition process is managed by Group Procurement.

Any employee can report compliance concerns via our whistleblowing system. More information and explanations about the whistleblowing system can be found in the corresponding policy. In the course of 2023, the GETEC Group will be switching to a software-based ombudsman system. The new software allows both external and internal whistleblowers to submit anonymous reports of human rights violations in their own business areas or by indirect and direct suppliers.



## GRI 2-16 COMMUNICATION OF CRITICAL CONCERNS

The Group's independent compliance organization reports directly to the Group CEO. In certain special cases, the Group Compliance Officer also has the option of forwarding critical issues to the Chair of the Risk and Audit Committee, a committee of the Advisory Board.

### New measures adopted in the fiscal year

Moreover, new training tools for all employees were introduced in 2023.

## GRI 2-15 CONFLICTS OF INTEREST

A conflict of interest is a situation in which one or more natural or legal persons have conflicting interests and the pursuit of one interest might harm another interest. This may involve a violation of legal or supervisory obligations or duties of loyalty, unethical conduct or an impairment of a natural person's professional judgment or objectivity. If a conflict of interest is not identified and managed in a suitable manner, this may result in disproportionate or disadvantageous consequences for GETEC, its employees and other stakeholders such as reputational damage, damage to customer relationships, regulatory sanctions and the risk of litigation.

The most important obligations of GETEC's Advisory Board members in respect of conflicts of interest are described below:

- The members of the Advisory Board must always act in the interests of GETEC and ensure that processes are in place to identify and prevent conflicts of interest. They are responsible for ensuring that business decisions are not affected by conflicts of interest and must therefore:
  - act on their own initiative to identify conflicts of interest in connection with their position as an Advisory Board member and disclose such conflicts of interest; and
  - refrain from any action that might disadvantage GETEC.
- Material conflicts of interest must be documented appropriately and reported to the Advisory Board for discussion and resolution at its meetings.

## WHISTLEBLOWING, GERMANY'S ACT ON CORPORATE DUE DILIGENCE OBLIGATIONS IN SUPPLY CHAINS AND SUSTAINABILITY: GETEC RELIES ON COMPREHENSIVE COMPLIANCE STRATEGIES

### Stronger compliance measures in Germany, Italy and Switzerland

As part of an international compliance program, GETEC is relying on a number of measures to ensure transparency, sustainability and legal compliance. In order to achieve these goals, GETEC has developed initiatives in Germany, Italy and Switzerland with a special focus on protecting human rights and procurement practices.

### Germany: Whistleblower protection and sustainable procurement

The Whistleblower Protection Act (Hinweisgeberschutzgesetz) plays a key role in Germany. GETEC has introduced its own system that enables whistleblowers to report misconduct anonymously. Particularly sensitive cases are handled by an external service provider known as the ombudsman to ensure the independence of processing (see page 66). Active since the third quarter of 2023, the system enables reports to be submitted by phone or electronically, thus ensuring that misconduct can be recorded comprehensively. GETEC also prioritizes sustainable procurement. The company's guideline for sustainable procurement provides the framework for this and fosters the integration of sustainability aspects in all purchasing processes. This responsibility was further strengthened with the entry into force of Germany's Act on Corporate Due Diligence Obligations in Supply Chains in 2024. In order to comply with the new requirements, GETEC is planning to use software to monitor ESG risks and foster a sustainable supply chain.

### Italy: Anticorruption certification and supplier audits

In Italy, GETEC had similar compliance targets with a special focus on fighting corruption. Italy had already received ISO 37001 certification

for its anticorruption system in 2022 and continues to maintain this. In addition, a customer satisfaction monitoring process was introduced in order to further improve transparency. In the supply chain, regular health, safety and environmental (HSE) audits were introduced for subcontractors. These ensure compliance with the law and internal guidelines, especially by suppliers with an annual volume of more than €100,000.

### Switzerland: Extensive training and environmental measures

Switzerland is ensuring extensive compliance training for all employees. In 2022, all employees there completed ethics and anticorruption training aimed at raising awareness for ethical conduct. In addition, an integrated management system in accordance with ISO 14001, ISO 45001 and ISO 9001 was introduced to ensure a legally compliant organization. One particular milestone was the commissioning of a new waste gas system in Switzerland which uses safety switches to reduce the release of hazardous substances. This is further evidence of GETEC's commitment to sustainability and environmental protection.

### An international strategy

GETEC pursues a uniform but country-specific compliance strategy that satisfies various legal requirements. With the whistleblowing system in Germany, anticorruption certification in Italy and comprehensive environmental protection measures in Switzerland, GETEC is relying on transparency, sustainability and legal compliance to demonstrate its global role as a responsible stakeholder.

## GRI 3-3-E AND GRI 2-25-E TRACKING EFFECTIVENESS

Information about tracking the effectiveness of the compliance measures taken can be found in the [ESG Report 2022, page 105](#) for [environmental compliance](#) and [page 114](#) for [socioeconomic compliance](#), in accordance with the existing GRI 103-3 (evaluation of the management approach). Supplier audits round off our tracking of effectiveness. The LMS integration audit was performed successfully. The system is already integrated into the supplier audit process and includes an extensive database of information about the listed suppliers.

	December 31, 2020	December 31, 2023	Target for 2030
Employee compliance – relevant incidents – number	2	0	0
Supplier compliance – relevant incidents – number	1	0	0

In the event of non-compliance with SCoC regulations, business partners must take immediate remedial action. We reserve the right to terminate agreements with business partners who are unable to verify their compliance with this SCoC in the course of a review (audit, assessment). Since 2020, suppliers have been gradually accepting the SCoC. The start was

made in 2020 with Platform Germany and its top suppliers. In 2023, 93% of the Group's main suppliers had already accepted the SCoC. They represent 75% of GETEC's total spend (main suppliers > €100,000). It remains our goal to ensure acceptance by all suppliers by 2030.

## GRI 2-27 COMPLIANCE WITH LAWS AND REGULATIONS

There were no significant violations of laws and regulations during the reporting period and no fines were imposed.

### Non-compliance with laws and regulations in the social and economic area

	December 31, 2020	December 31, 2023	Target for 2030
i. Total value of significant fines	0	0	0
ii. Total number of non-monetary sanctions	-	0	0
(Material) Compliance cases related to data security	0	0	0

### Non-compliance with environmental laws and regulations

	December 31, 2020	December 31, 2023	Target for 2030
i. Total value of significant fines	0	0	0
ii. Total number of non-monetary sanctions	-	0	0



## SUPPLY CHAIN

### GRI 2-6 ACTIVITIES, VALUE CHAIN AND OTHER BUSINESS RELATIONSHIPS

In 2024, we successfully implemented a new organizational unit named Group Procurement, which is responsible for creating uniform structures, processes and policies for purchasing goods and services for the GETEC Group – with the exception of primary fuels and the associated emission certificates. One key task of Group Procurement is the conclusion of framework agreements for the following product groups that are applicable for the entire Group, ensuring cross-platform synergies, sustainability and cost savings. The individual platforms' procurement units must comply with and implement the processes and framework agreements defined by Group Procurement.

#### Our central product groups are:

- Systems and components for our plants at customers' sites; examples include components for heating and cooling, electricity generation in boiler and condensation systems, fuel supply, measurement and control equipment
- Construction services and various assembly/dismantling services for the construction of plants
- Services, repair and replacement parts during operation
- Chemicals, process and auxiliary materials
- Planning and engineering services
- IT systems and technology (hardware and software)
- Commercial services and external consultancy services
- Facility management and fleet services

#### In order to optimize our procurement structures, we pursued the following projects in 2023 and implemented them in 2024:

- We developed an app to create Group-wide transparency of procurement data and the quality of purchase-to-pay (P2P) processes. This software solution is based on a process mining software that digitally maps business processes, thus facilitating the analysis, optimization and monitoring of individual processes. The app also supports expenditure analysis, helping to identify cost levers and savings potential. In 2025, we will introduce Power BI for this purpose. We are currently preparing to recreate the functionalities of the old app in the Power BI Spend Cube. This will make it easier to report our Group procurement KPIs because Power BI will also be used by other Group functions.
- The app was established for the Procurement department of Platform Germany in 2022 and various use cases were developed. In 2023 and 2024, we continued to work on expanding the app and implemented the following use cases:
  - Link to other platforms (first in Switzerland and the Netherlands) in the areas of P2P and Accounts Payable in order to create Group-wide transparency
  - Creation of a sustainable spend app (showing the results of the supplier survey and LkSG risk assessments from the Integrity Next app): We have set ourselves the goal of using Integrity Next to audit 90% of our main suppliers in terms of their environmental and human rights performance by 2027 and will work with the suppliers to develop suitable continuous improvement measures.

- In 2023, we successfully created and introduced the risk monitor for the Procurement department of Platform Germany. This, together with a further supplier app, ensures the continuous monitoring of our main suppliers. We are thus able to respond at an early stage to any potential risks, especially the risk of supplier failure. Moreover, the creditworthiness of new suppliers can be checked in advance, as well as their possible inclusion on sanctions lists. The app was also rolled out successfully across the GETEC Group in 2024. Each platform currently uses the CreditSafe app to detect potential risks relating to creditworthiness, supplier failure and inclusion on sanctions lists at an early stage.
- An automated and process-controlled supplier assessment was added to the Platform Germany order system in 2024. It is planned to implement a uniform supplier assessment tool for the GETEC Group in 2026 with the introduction of a procurement platform. The precondition for this is that all country platforms will have been migrated to SAP S4/HANA. Switzerland and the Netherlands already migrated in 2023/2024, Italy will follow at the start of 2025 and Germany plans to do so in 2026.
- In March 2023, we launched the Integrity Next software for LkSG risk assessments and supplier surveys. The first 500 suppliers were invited to complete the survey. The results of the assessments and surveys are already visible in all of the aforementioned software systems. The roll-out to other country platforms took place in 2024.

A major part of our supply chain concerns the project business. In the reporting year, the main projects were:

#### Platform Germany:

- Six large projects in the Real Estate Segment: refurbishment of the heating plants at six sites for Bayernwärme
- Real Estate Segment: installation of an air-to-water heat pump for EMPIRA
- Industrial Segment: 4 MW heat pump with storage and an electric boiler for industrial heating for SMS group
- Industrial Segment: straw and biomass heating boiler to generate steam for Drewsen

#### Platform Italy:

- Heat recovery from a CHP for reuse in district heating; customer: Curia, pharmaceuticals company
- Heat recovery from a CHP for reuse in district heating; customer: TDK, chemical company

#### Platform Switzerland:

- ACNL regeneration with five-stage rectification plant and tank farm for Novartis
- Battery storage enabling Swissgrid to store and draw electricity to stabilize Switzerland's power grid (state-of-the-art technology)

Total expenditure by our four regional platforms in 2023 was in the triple-digit million euro range (see table for further details).

### GETEC GROUP PROCUREMENT SPEND IN 2023

#### GETEC Group procurement spend in 2023

- Total €556 m**
- 1/3 OPEX Recurrent, mainly services  
> Annual competitive negotiation
  - 2/3 CAPEX Non-recurrent projects  
> Intense negotiation process



### WE HAVE IMPLEMENTED THESE EXEMPLARY MEASURES TO ENSURE BETTER GOVERNANCE:

- Whistleblowing: We have switched our system to an ombudsman service, thus guaranteeing the international compliance of our whistleblowing system.
- Supply chain: Sustainable procurement of materials and services
  - Procurement of materials and services in accordance with all applicable laws and regulations as well as our own policies
  - Sustainable Procurement Policy for Germany: Applies to the Technical Procurement department (excluding the procurement of energy and fuel) and mandatory for all employees; provides guidance for integrating sustainability aspects into procurement decisions
  - The guideline on minimum requirements for procurement processes, covering the requirements for tenders, negotiations with contractors, the award of contracts, the approval of suppliers, contractual terms and document obligations
  - Sustainable procurement of materials and services in Italy: Procurement of materials and services in accordance with all applicable laws and regulations as well as our own policies
  - Mandatory acceptance of the SCoC by suppliers with an annual volume of more than €100,000
  - Regular HSE audits of subcontractors
  - Modification of the supplier system to improve supplier assessment by implementing SAP S4/HANA in the Netherlands
  - Energy management system certified to ISO 50001 in the Netherlands
- Legislation: Germany's Act on Corporate Due Diligence Obligations in Supply Chains came into force in 2023 with the goal of improving the protection of human rights in global supply chains. GETEC began implementing the requirements of this legislation in 2024. At the start of 2023, we introduced a new software which enables GETEC to comply with ESG requirements, manage ESG-related risks and improve sustainability in the supply chain.
- Socioeconomic compliance: Certification to ISO 37001:2016 – Anticorruption for our companies in Italy
- Compliance training in the Netherlands; ethics and anticorruption training in Switzerland



## APPENDIX

Thanks to its innovations and sustainable business models, GETEC is leading the energy transition. This leadership position brings with it a responsibility to be active in the political and social environment, to provide information and to defend the company's positions. In order to exercise this responsibility, GETEC is a member of various associations which, depending on the industry they serve, may give us close proximity to our customers. The company also maintains contact with political institutions. At the same time, GETEC satisfies all compliance-relevant requirements, for example, the transparency regulations concerning the newly introduced German Parliament (Bundestag) Lobby Register that have applied to Platform Germany since early 2022.

## GETEC ASSOCIATION MEMBERSHIPS

GETEC association memberships	Country	Platform
BBA-Akademie der Immobilienwirtschaft e. V.	Germany	Germany
Bundesverband der Immobilienverwalter e. V. BVI	Germany	Germany
Bundesverband freier Immobilien- und Wohnungsunternehmen e. V.	Germany	Germany
Bundesverband für Materialwirtschaft, Einkauf und Logistik	Germany	Germany
Bundesverband mittelständische Wirtschaft e. V. (BVMW)	Germany	Germany
Business Club Frankfurt 2017 e. V.	Germany	Germany
Chemport Europe	Netherlands	Netherlands
Creditreform MD Harland KG	Germany	Germany
DEBV Deutscher Brownfield Verband e. V.	Germany	Germany
Deutsche Unternehmensinitiative Energieeffizienz e. V. DENEFF	Germany	Germany
Die Wohnungswirtschaft Deutschland, GdW	Germany	Germany
ECSPP	Netherlands	Netherlands
EHI Retail Institute e. V.	Germany	Germany
eid Evangelischer Immobilienverband Deutschland	Germany	Germany
Forum Contracting e. V.	Germany	Germany
Frauen in der Immobilienwirtschaft	Germany	Germany
Grüner Wirtschaftsdialog e. V.	Germany	Germany
Industrieclub Magdeburg e. V.	Germany	Germany
ivh-Industrieverband Hamburg	Germany	Germany
LOG-IT Club e. V.	Germany	Germany
NPAL	Netherlands	Netherlands
NVDE	Netherlands	Netherlands
Ondernemend Emmen	Netherlands	Netherlands
Österreichischer Biomasseverband	Austria	Germany
Powerloop	Switzerland	Switzerland
Project 6-25	Netherlands	Netherlands
SBD	Netherlands	Netherlands
Stadtmarketing "Pro Magdeburg" e. V.	Germany	Germany
Stichting FC Emmen Naoberschap	Netherlands	Netherlands
SWISSESCO	Switzerland	Switzerland
VDIV Deutschland	Germany	Germany
VdWg Verband der Wohnungsgenossenschaften Sachsen-Anhalt e. V.	Germany	Germany
VEMW	Netherlands	Netherlands
Verband der Immobilienverwalter Baden-Württemberg e. V.	Germany	Germany
Verband der Immobilienverwalter Bayern e. V.	Germany	Germany
Verband der Immobilienverwalter Hessen e. V.	Germany	Germany
Verband der Thüringer Wohnungs- und Immobilienwirtschaft	Germany	Germany
Verband der Wohnungswirtschaft Sachsen-Anhalt	Germany	Germany
Verband Sächsischer Wohnungsgenossenschaften e. V.	Germany	Germany
Verein IG-Holzskraft	Austria	Germany
VIK – Verband der Industriellen Energie- und Kraftwirtschaft	Germany	Germany
VNW Verband norddeutscher Wohnungsunternehmen e. V.	Germany	Germany
Wenb	Austria	Germany
Westwinkel	Austria	Germany

GETEC association memberships	Country	Platform
Wirtschaftskreis Mitte e. V.	Germany	Germany
Wirtschaftsrat der CDU	Germany	Germany
ZellCheming, Verein der Zellstoff- und Papier-Chemiker und -ingenieure	Germany	Germany
Zentralverband Deutscher Milchwirtschaftler e. V.	Germany	Germany
ZIA Zentraler Immobilien Ausschuss e. V.	Germany	Germany
ZNU – Zentrum für Nachhaltige Unternehmensentwicklung	Germany	Germany

## EXTERNAL INITIATIVES

Name of initiative	Brief description	Support since	Group/Platform
UN Global Compact	For years, GETEC has been committed to the principles of the UNGC and the 17 SDGs. It became a UNGC participant in 2022.	2022	Group
Diversity Charter	As a signatory to the Diversity Charter, GETEC supports recognition, appreciation and diversity in the workplace.	2021	Group
ZIA campaign: "Wir geben Leben Raum" (We give life space)	GETEC is a member of the structural transformation task force of the Zentraler Immobilien Ausschuss (ZIA, German Property Federation) and a co-developer of the campaign. This is aimed at the main areas of community and diversity, housing, climate protection and work so it has a strong sociocultural message.	2021	Germany
DENEFF	The Deutsche Unternehmensinitiative Energieeffizienz e. V. (the German Industry Initiative for Energy Efficiency) is a cross-industry network of pioneering companies and organizations dedicated to an ambitious and effective energy efficiency policy. The aim is to create the right political framework to improve energy efficiency, stop climate change and create a future worth living in and a growing market for the products and services offered by the energy efficiency sector.	2020	Germany
New Energy Coalition – Hydrogen Valley	GETEC is a member of the New Energy Coalition, which is establishing a functioning network of green hydrogen projects in the north of the Netherlands (Hydrogen Valley). The region's application for funding from the European Commission's Fuel Cells and Hydrogen Joint Undertaking (FCH 2 JU) has been approved. The six-year HEAVENN project started in January 2020.	2020	Netherlands
ZNU	Support for partners in the "ZNU goes Zero" initiative for reducing energy-related CO <sub>2</sub> emissions	2021	Germany
ProQuartier Hamburg	ProQuartier was established in July 2021 as a subsidiary of SAGA Siedlungs-Aktiengesellschaft, Hamburg. It develops concepts and projects for city districts and existing neighborhoods with the goal of improving the residents' living conditions and satisfaction. In addition, the company organizes cultural events and public sports activities and is supporting the reactivation of facilities for tenants, for example, by redesigning children's play areas.	2016	Germany
Alexander Otto Sportstiftung	The Alexander Otto Sportstiftung supports socially disadvantaged athletes, sports clubs, and youth and disabled sports in Hamburg. It owns the skating rink and ball sports arena in the Altona Volkspark, which is supported by GETEC. GETEC is also a member of the board of trustees.	2019	Germany
UmweltPartnerschaft Hamburg	UmweltPartnerschaft Hamburg has the goal of promoting sustainability and the efficient use of resources by Hamburg-based companies. GWN is an active member of the partnership because, through the construction of sustainable plants for customers, it is investing in voluntary environmental protection and sustainability	2015	Germany
IQ Innovationspreis	For many years, GETEC has been supporting the IQ Innovationspreis (innovation prize) for young scientists and innovative start-ups.	2019	Germany
Kunstverein ZINNOBER	For more than 20 years, GETEC has been supporting the Kunstverein ZINNOBER, an arts club which fosters the artistic talent of disabled young people.	2000	Germany
ProM	ProM is Magdeburg's city marketing association which, for many years, has organized a range of campaigns to publicize the city and build its image as a nice place to live. GETEC is actively involved in the association's work.	2000	Germany
GZI Next	In Drenthe (Netherlands), energy companies, communal agencies and knowledge institutions are working together to identify the energy mix of the future. In the years ahead, work on the complex energy transition will start at the site of the former gas purification plant in Emmen.	2020	Netherlands

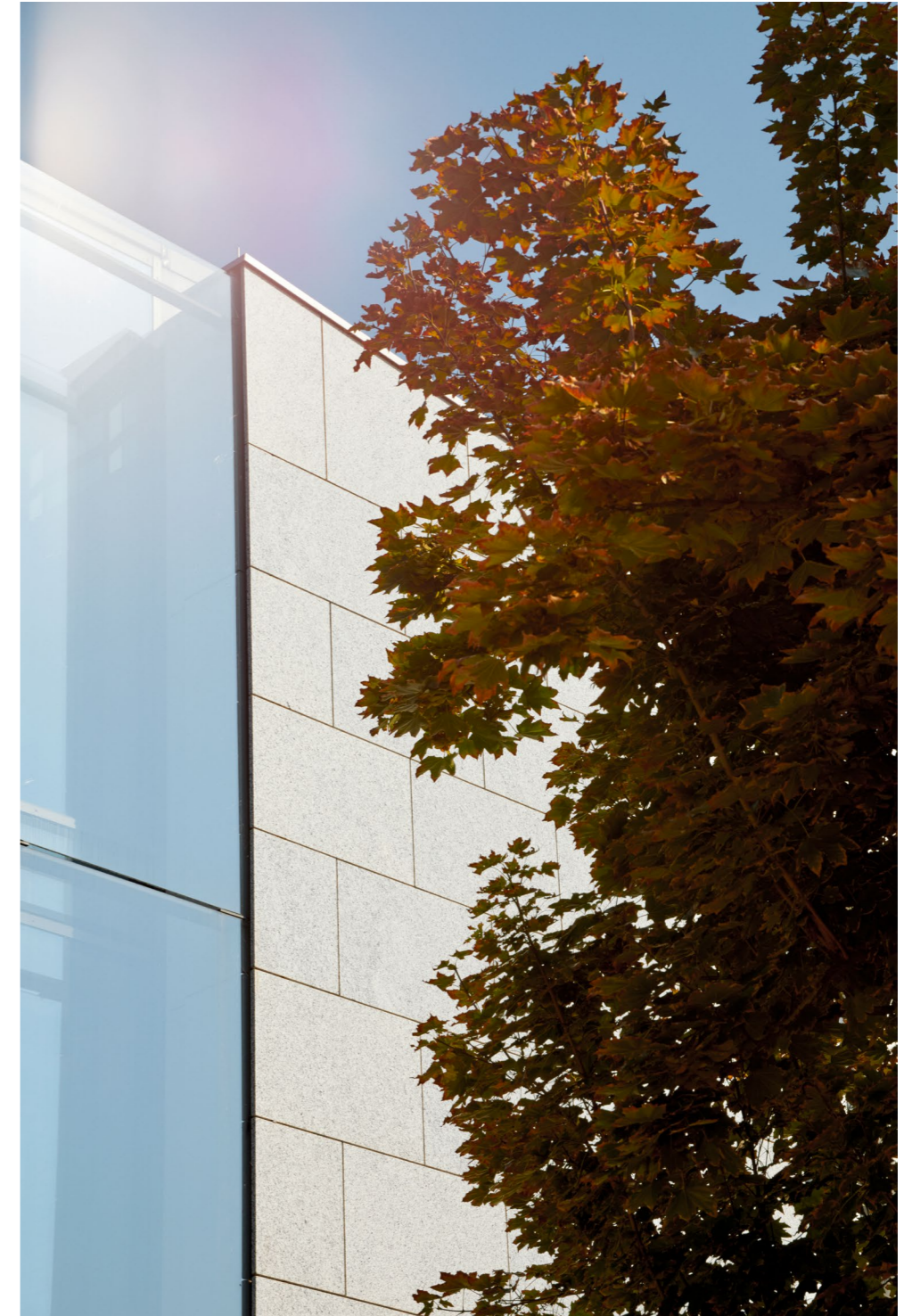


## APPENDIX

## GETEC KPIs

Topic	December 31, 2021	December 31, 2022	December 31, 2023	Target for 2030*	SASB
<b>1. ENVIRONMENT/TECHNOLOGY KPIs</b>					
Reduction of CO <sub>2</sub> e emissions (Scope 1 & 2) – tCO <sub>2</sub> e/a	642,000	678,400	585,897	–	110a.1
Installed coal-based thermal capacity – MW	–	405	391	0	
Disclosure 305-4: GHG emissions intensity – Scope 1 & 2 – gCO <sub>2</sub> /kWh	203.57	231	231	–	
CO <sub>2</sub> emissions (Scope 1) (direct emissions) – tCO <sub>2</sub> e/a	1,576,936	1,502,928	1,268,781	2,329,000	110a.1
CO <sub>2</sub> emissions (Scope 2) (indirect emissions) – tCO <sub>2</sub> e/a	106,022	52,289	42,907	327,000	110a.1
CO <sub>2</sub> emissions (Scope 3) (indirect emissions) – tCO <sub>2</sub> e/a	831,228	1,601,967	716,043	N/A	110a.1
<b>2. SOCIAL KPIs</b>					
Employee occupational safety TRIR – number per million hours	9.23	4.8	2.1	10% annual improvement	320a.1
Employee occupational safety LTIR – number per million hours	5.48	4.1	1.9	10% annual improvement	320a.1
Fatal accidents at work involving employees and partners – number	0	0	0	0	320a.1
Women in management – %	–	–	15	38	
Women in our corporate workforce – %	–	–	33	38	
Health rate – %	96.7	95.0	96.5	98.0	
Employee training and development – days	1.8 days/FTE	2.07 days/FTE	2.34 hours/FTE	5 days/FTE	
Employee fluctuation – %	7.8	7.0	3.3	< 5	
Apprentices and dual students – % (of the total workforce)	2.2	1.9	3.3	5.0	
<b>3. GOVERNANCE KPIs</b>					
Trained employees (Code of Conduct) – %	88	80	86	100	
Employee compliance – relevant incidents – number	2	0	0	0	
Supplier compliance – relevant incidents – number	1	0	0	0	
Technical and environmental compliance of power plants – relevant incidents – number	1	0	0	0	
Disclosure 307-1: Non-compliance with environmental laws and regulations	0	0	0	0	
Total value of significant fines – €	0	0	0	0	
Disclosure 419-1: Non-compliance with laws and regulations in the social and economic area					
Total value of significant fines – €	0	0	0	0	
Data security compliance – relevant incidents – number	0	0	0	0	550a.1
Procurement volumes in countries with a CPI < 60 points	<1%	<1%	<1%	<1%	
Suppliers which accept the GETEC Supplier Code of Conduct	77%**	84%**	87%	100%	

\* Base year 2020 \*\* Main suppliers

**What is the SASB**

The Sustainability Accounting Standards Board (SASB) is an independent standard-setting body which supports companies in the disclosure of financially relevant issues in the environmental, social and governance (ESG) areas. Our disclosures for 2021 are based on the SASB Standard "Electric Utilities & Power Generators". The comparison with and use of additional SASB Standards are planned.



## APPENDIX

GRI INDEX		
<b>Statement of use</b>	GETEC Group/G+E GETEC Holding GmbH has reported the information named in this GRI Index with reference to the GRI Standards for the period from January 1 to December 31, 2023.	
<b>GRI 1 used</b>	GRI 1: Foundation 2021	
<b>GRI standard</b>	<b>Disclosure</b>	<b>Page in report</b>
<b>GRI 2: General disclosures</b>		<b>17</b>
	GRI 2-1 Organizational details	17
	GRI 2-2 Entities included in the organization's sustainability reporting	17
	GRI 2-3 Reporting period, frequency and contact point	20
	GRI 2-4 Restatements of information	20
	GRI 2-5 External assurance	20
	GRI 2-6 Activities, value chain and other business relationships	17
	GRI 2-7 Employees	18
	GRI 2-8 Workers who are not employees	18
	GRI 2-9 Governance structure and composition	12
	GRI 2-13 Delegation of responsibility for managing impacts	23
	GRI 2-22 Statement on sustainable development strategy	20
	GRI 2-23 Policy commitments	20
	GRI 2-25 Processes to remediate negative impacts	80
	GRI 2-26 Mechanisms for seeking advice and raising concerns	81
	GRI 2-27 Compliance with laws and regulations	85
	GRI 2-28 Membership associations	19
	GRI 2-29 Approach to stakeholder engagement	20
	GRI 2-30 Collective bargaining agreements	20
<b>GRI 3: Material topics</b>		<b>20</b>
	GRI 3-1 Process to determine material topics	20
	GRI 3-2 List of material topics	20
<b>GRI 303: Water and Effluents</b>		<b>34</b>
	GRI 3-3 Management of material topics	34
	GRI 3-3-a + GRI 3-3-b Impacts	34
	GRI 3-3-c Policies/commitments	34
	GRI 3-3-d Actions	34
	GRI 3-3-e Tracking effectiveness	35
	GRI 3-3-f Engagement with stakeholders	35
<b>GRI 305: Emissions</b>		<b>36</b>
	GRI 3-3 Management of material topics	36
	GRI 3-3-a + GRI 3-3-b Impacts	36
	GRI 3-3-c Policies/commitments	36
	GRI 3-3-d Actions	36
	GRI 3-3-e Tracking effectiveness	38
	GRI 3-3-f Engagement with stakeholders	38
	GRI 305-1 Direct (Scope 1) GHG emissions	38
	GRI 305-2 Energy indirect (Scope 2) GHG emissions	38
	GRI 305-4 GHG emissions intensity	27

GRI standard	Disclosure	Page in report
<b>GRI 306: Effluents and Waste</b>		<b>40</b>
	GRI 3-3 Management of material topics	40
	GRI 3-3-a + GRI 3-3-b Impacts	40
	GRI 3-3-c Policies/commitments	40
	GRI 3-3-d Actions, GRI 306-1 and GRI 306-2	40
	GRI 3-3-e Tracking effectiveness	41
	GRI 3-3-f Engagement with stakeholders	41
<b>GRI 403: Occupational Health and Safety</b>		<b>64</b>
	GRI 3-3 Management of material topics	64
	GRI 3-3-a + GRI 3-3-b Impacts	64
	GRI 3-3-c Policies/commitments	64
	GRI 3-3-d Actions	65
	GRI 3-3-e Tracking effectiveness	67
	GRI 3-3-f Engagement with stakeholders	67
	GRI 403-8 Workers covered by an occupational health and safety management system	67
	GRI 403-9 Work-related injuries	67
<b>GRI 405: Diversity and Equal Opportunity</b>		<b>58</b>
	GRI 3-3 Management of material topics	58
	GRI 3-3-a + GRI 3-3-b Impacts	58
	GRI 3-3-c Policies/commitments	58
	GRI 3-3-d Actions	58
	GRI 3-3-e Tracking effectiveness	62
	GRI 3-3-f Engagement with stakeholders	63
	GRI 405-1 Diversity of governance bodies and employees	62
<b>Compliance (formerly GRI 307 and GRI 419)</b>		<b>80</b>
	GRI 3-3 Management of material topics	80
	GRI 3-3-a + GRI 3-3-b Impacts	80
	GRI 3-3-c Policies/commitments	80
	GRI 3-3-d Actions including GRI 2-26	81
	GRI 3-3-e and GRI 2-25-e Tracking effectiveness including GRI 2-27	85
	GRI 3-3-f and GRI 2-25-d Engagement with stakeholders	86
<b>Information security (own topic)</b>		<b>90</b>
	GRI 3-3 Management of material topics	90
	GRI 3-3-a + GRI 3-3-b Impacts	90
	GRI 3-3-c Policies/commitments	90
	GRI 3-3-d Actions	90
	GRI 3-3-e Tracking effectiveness	92
	GRI 3-3-f Engagement with stakeholders	92



## APPENDIX

## ABBREVIATIONS

24/7	24 hours on 7 weekdays
adj.	Adjusted
ADR	Agreement concerning the International Carriage of Dangerous Goods by Road
AEVO	Ordinance on Trainer Aptitude (Ausbildereignungsverordnung)
AHK Polska	German-Polish Chamber of Industry and Commerce
AI	Artificial intelligence
ASA	Occupational safety committee (Arbeitssicherheitsausschuss)
AVORA	Waste water pre-treatment plant
AWE	Waste water treatment (Abwasserentsorgung)
B.V.	Besloten vennootschap met beperkte aansprakelijkheid (Dutch limited liability company)
BAD	B.A.D. Gesundheitsvorsorge und Sicherheitstechnik GmbH
BaustellV	Construction Site Ordinance (Baustellenverordnung)
BCG	Boston Consulting Group
BDEW	Federal Association of Energy and Water Management (Bundesverband of energy- und Wohnungsunternehmen e.V.)
BetrSichV	Industrial Safety Regulation (Betriebssicherheitsverordnung)
Micro CHP	Micro combined heat and power plant
BlmSchV	Federal Immission Control Act (Bundes-Immissionschutzverordnung)
BMS	Building management system
BU	Business unit
CHF	Swiss francs
CIRP	Cybersecurity incident response plans
CO	Carbon monoxide
CO <sub>2</sub>	Carbon dioxide
CO <sub>2</sub> e	CO <sub>2</sub> equivalents
CoC	Code of Conduct
CPI	Corruption Perception Index
CSRD	Corporate Sustainability Reporting Directive
DAA	Deutsche Angestellten-Akademie GmbH
GCGC	German Corporate Governance Code
DENEFF	German Corporate Initiative on Energy Efficiency (Deutsche Unternehmensinitiative Energieeffizienz)
DGNB	German Sustainable Building Council (Deutsche Gesellschaft für Nachhaltiges Bauen)
DGUV	German Social Accident Insurance (Deutsche Gesetzliche Unfallversicherung)
DIN	German Institute for Standardization (Deutsches Institut für Normung e. V.)
DLR	German Aerospace Center (Deutsches Zentrum für Luft- und Raumfahrt)
GDPR	General Data Protection Regulation
e/E-	Electric or electronic
EMC	Electrical measurement and control technology
E10	10% ethanol content
EBITDA	Earnings before interest, taxes, depreciation and amortization

ECSP	Expert Committee on Specifications for Pharmaceutical Preparations
EEG	Renewable Energy Sources Act (Erneuerbare-Energien-Gesetz)
ESG	Environment, social, governance
FCH JU	Fuel Cells and Hydrogen Joint Undertaking
FSM	Field service management
FTE	Full-time equivalent
g/kWh	Specific fuel consumption (grams per kilowatt hour)
GCM	GETEC cybersecurity maturity
GEC	Group Executive Committee
GEG	Buildings Energy Act (Gebäudeenergiegesetz)
GHG	Greenhouse gas
GRI	Global Reporting Initiative
GWth	Gigawatt thermal
H <sub>2</sub>	Molecular hydrogen
ha	Hectare
HR	Human Resources
HSSE	Health, Safety, Security, Environment
IBC	Intermediate bulk container
IEC	International Electrotechnical Commission
IHK	German Chamber of Industry and Commerce
iCHP	Innovative combined heat and power plant
IoT	Internet of Things
IPC	In-process controls
ISO	Information security officer
ISC	Information Security Coordinator
ISMS	Information Security Management System
ISO	International Organization for Standardization
ISO	Information Security Officer
IT	Information technology
JAV	Youth and trainee council (Jugend- und Auszubildendenvertretung)
KfW	KfW Development Bank (Kreditanstalt für Wiederaufbau)
AI	Artificial intelligence
KPI	Key performance indicator
CHP	Combined heat and power plant
LkSG	Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz)
LNG	Liquefied natural gas
LTI	Lost time incident
LTIR	Lost time injury rate
M&A	Mergers and acquisitions
MBA	Master of Business Administration
MCS	Multiclient site
MGMT	Management
STEM	Science, technology, engineering, mathematics
MOG	Organization and management model (Modello Organizzativo e Gestionale)
MTC	Medical treatment case
MTD	Maximum tolerable downtime

## ABBREVIATIONS

MW	Megawatt
MW <sub>el</sub>	Megawatt electric (electrical output)
MWh	Megawatt hour
MWh/a	Megawatt hour per year
MW <sub>th</sub>	Megawatt thermal (thermal output)
NFRD	Non-Financial Reporting Directive
NGO	Non-governmental organization
NO <sub>x</sub>	Nitrogen oxides
NPAL	Noordelijke ProductiviteitsAlliantie
NVDE	Nederlandse Vereniging Duurzame Energie
ODV	Advisory and oversight committee (Organismo di Vigilanza)
OEM	Original equipment manufacturer
OHSAS	Occupational Health and Safety Assessment Series
OT	Operational technology
P2H	Power-to-heat
P2X	Power-to-X (storage/use of surplus power)
PGS	Publicatie Gevaarlijke Stoffen
pH value	Measure of the acidity or alkalinity of an aqueous solution
PPE	Personal protective equipment
PV	Photovoltaics
RCA	Root cause analysis
REACH	Registration, Evaluation, Authorization and Restriction of Chemicals (EU chemicals legislation)
RED II	Renewable Energy Directive
RPO	Recovery point objective
S.à r.l.	French limited liability company (société à responsabilité limitée)
S.p.A.	Italian public limited company (Società per azioni)
S.r.l.	Italian limited liability company (società a responsabilità limitata)
s.r.o.	Polish liability company Spolec'nost' s ruc'enim obmedzenym
SAGA	Siedlungs-Aktiengesellschaft, Hamburg
SAM	Online training system
SASB	Sustainability Accounting Standards Board
SBE	Samenwerkende Bedrijven Eemdelta
SBTi	Science Based Targets initiative
SCC	Smart Control Center
SCoC	Supplier Code of Conduct
SDG	Sustainable Development Goal
SRM	Supplier relationship management
tCO <sub>2</sub> e	Tons of CO <sub>2</sub> equivalents
TOC	Total organic carbon
TOM	Technical and organizational measures
TRIR	Total recordable incident rate
TÜV	Technical Inspection Authority (Technischer Überwachungsverein)
TWh	Terawatt hour
VDIV	Association of Real Estate Managers Germany (Verband der Immobilienverwalter Deutschland)

WENB	Werkgeversvereniging voor bedrijven in energie, telecom, recycling en milieu
ZIA	German Property Federation (Zentraler Immobilien Ausschuss)
ZNU	Center for Sustainable Leadership (Zentrum für Nachhaltige Unternehmensentwicklung)



## MASTHEAD

### **PUBLISHED BY:**

#### **G+E GETEC HOLDING GMBH**

Albert-Vater-Straße 50  
39108 Magdeburg  
Germany

### **REPRESENTED BY:**

Pierre-Alain Graf (Group CEO)

### **RESPONSIBLE FOR PUBLICATION:**

Rukmini Glanard, Chief Business Officer

### **WE WOULD WELCOME YOUR FEEDBACK.**

Carla Haag  
Head of Marketing Group  
communication@getec.de

### **EDITING AND DESIGN:**

Content Refinery / vorm.berlin

### **PHOTOS:**

Photographer: Patrick Desbrosses

### **CONTACT:**

Phone: +49 (0)391 2568-100  
Fax: +49 (0)391 2568-120  
Email: info@getec.de





**GETEC**