

GEZE GROUP

SUSTAINABILITY REPORT





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At a Glance

SUSTAINABLE DEVELOPMENT GOALS



GEZE is committed to and contributes to the Sustainable Development Goals of the United Nations.

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At GEZE, we have understood that buildings make an important contribution to sustainably reducing energy consumption and therefore CO2 emissions. That's why smart and energy-saving solutions are more than ever the focus for our customers and us.

Sandra Alber
Chief Officer Legal & Finance

4,172,981 kg CO₂e Savings

compared to the purchase of the German electricity mix
in 2021*

(*in the calendar year 2021, all GEZE locations in Germany are taken into account, including the upstream chain (emissions for provision and transport))



50%

Women on the Board of Management. Two out of four managing director positions are held by women

100 %

Green electricity at Leonberg headquarters

Global carbon footprint created CO₂e-transparency

of all sites worldwide – incl. Scope 3

Award for “Fair Apprenticeship 2021”, “Fair Trainee Program 2021”,
“Fair Apprenticeship 2021”



Stable increase in sales
by **3 %** compared to the previous year.

STRONG PARTNER
for social projects – regional and global

Preface

DEAR READERS,

Sustainability has arrived in all areas of our lives. This change can be felt in politics, in society, but also on a daily basis in our company. Never before have the challenges surrounding the climate and the environment been so present.

Over the course of our company's history, we have been able to prove time and again that we can change, develop, and reinvent ourselves. This adaptability ensured our success and will continue to enable us to overcome all challenges in the future.

Our value proposition to users remains the same, and even more so when the concept of sustainability is taken into account; we strive to enable livable buildings – and livable is also sustainable in the long term.

With our products, we deliver solutions that facilitate responsible and sustainable construction. For example, we offer our customers product innovations that help reduce energy consumption and CO₂ emissions in buildings. In this way, every door can make a small contribution to sustainability.

As an internationally operating family business, we think of sustainability holistically. We integrate sustainability as a value throughout the organization and as part of our culture. This is not a strategic initiative, but a general conviction in our daily activities.

In order to track our measures taken to reduce our impact on the climate an environment, we have created our global CO₂e balance sheet. This shows positive interim results: Compared to the German electricity mix, GEZE already saves more than 4000 tons of CO₂ equivalents per year by purchasing green electricity in Germany.

As a family business, our employees have always been our focus, because they are the foundation of our development and success. Their health and safety are absolute priorities for us. This year we created the EHS Coordinator, to commit ourselves to the wellbeing of our valued employees.

We are aware of our responsibility as a business and are committed to the 17 Sustainable Development Goals of the United Nations. We will make our contribution to a sustainable and livable future; we have firmly anchored this in our management principles. The course for a successful transformation has already been set in recent years and initial targeted measures have been implemented.

We will continue to drive forward sustainable changes and innovations at product and company level and are ready to face current and future challenges.

I cordially invite you to read our first sustainability report and to learn more about the way in which we are establishing sustainability at GEZE.

S. Rn

Sandra Alber,
Chief Officer Legal & Finance

We
are GEZE



ABOUT GEZE

GEZE GmbH is an owner-operated family business with 160 years of history. Along with our commitment to innovation, we stand for highest quality in products, processes and services. As one of the leading manufacturers for door, window and security technology, GEZE develops not only individual, but also coordinated system solutions in the construction industry.

At GEZE, we combine tradition with innovation, always with the goal of making buildings more intelligent and life-enhancing; and in the long term, life-enhancing also means sustainable. With forward-looking developments, we have been able to significantly influence building technologies in the past – and we will continue to take on this task in the future.

Our headquarters with over 1,000 employees is located in Leonberg in southwestern Germany. Our international headquarters of development, production, distribution and administration are also found here. In addition to six other branches in Germany, GEZE Service GmbH also has several locations throughout the country. Internationally, GEZE now has manufacturing facilities in China, Serbia and Turkey, as well as more than 30 foreign subsidiaries located primarily in Europe and Asia. In total, GEZE is directly represented in more than 100 countries. By supplying retail partners, additional markets can also be served.



OUR UNDERSTANDING OF SUSTAINABILITY

For us at GEZE, responsible, sustainable action is a fundamental building block for guaranteeing a positive long-term outlook for employees and customers, as well as for securing a future worth living on this planet. In this context, sustainability is more than a strategy for GEZE; sustainable action is part of our original business operations and behaviors and is increasingly integrated into the organization, all processes, and the entire product portfolio. We do not see the sustainability topic as a one-off project, but as a fundamental part of our business processes.

We want to do more than just meet legal expectations and embrace our responsibility holistically. We are pursuing a sustainable transformation with goals and activities in the three overarching fields of action: sustainability along the product life cycle, climate & environment, and regional responsibility in a global network. Our activities in these three fields of action not only promote social, ecological, and economic sustainability, but also consider both our existing strengths and our greatest needs for action.

The topic of sustainability is deeply rooted in GEZE's organizational structure. The responsibility for all economic, ecological, and social concerns as well as top decision-making lies with the general management. The respective departments, for example Human Resources, Product Development or Purchasing, are responsible for implementing specific

measures. To consolidate and further develop the collective knowledge, expertise, and experience of the general management in the area of sustainability, a newly established working group with external experts continuously follows up on various topics, evaluates activities and performance, and derives corresponding action plans.

Furthermore, sustainability roundtables were set up this year, at national level in Leonberg and then digitally with all international subsidiaries. The roundtables promote and drive direct exchange with discussions on current sustainability topics at GEZE between specialist departments and subsidiaries across departments and countries – always with the focus on improving our global sustainability.

By implementing targeted activities in the three defined fields of action, we want to continuously improve ourselves and thereby also invest in our future. The foundation has already been laid in recent years – now we want to build on it.

OUR FIELDS OF ACTION

- 1. Sustainability along the Product Lifecycle
- 2. Climate & Environment
- 3. Regional responsibility in a global Network



COMPLIANCE

Our success over the past 160 years and the services we provide every day are based on trusted principles and values, which are continuously challenged and further developed. We combine tradition with innovation and will continue to apply this principle of success. As an internationally active company, compliance with laws and regulations is a given for us. In our understanding ethical and economic values are interdependent.

Our globally applicable Code of Conduct (CoC) summarizes the essential principles and core values of our operations. It covers the following topics: 1. goals / mission and guidelines, 2. basic social rights / employee respect / equal opportunities, 3. donations and sponsoring / gifts, 4. sustainability and environmental protection, 5. occupational safety / health protection, 6. cooperation with business partners, third parties and conduct toward competitors, 6. 1 Antitrust law, 6.2 Competition law, 6.3 Corruption, 6.4 Financing of terrorism, 7. Conflicts of interest and transparency, 8. Protection of company property, 8.1 Tangible property, 8.2 Data protection / confidentiality / non-disclosure, 9. Consequences of violations. In doing so, we are guided by the principles of the United Nations Global Compact.

Our CoC is always available to all employees in two languages on the intranet. Our Compliance training ensures that all newly hired employees know and understand the CoC. In addition, the group-wide training raises awareness among our employees. It also ensures that our employees worldwide comply with rights and laws as well as ethical standards in their practices. Our anti-corruption policies and procedures are also part of the mandatory training. In the reporting year, 83 of the 93 newly hired employees in Germany took part in the relevant compliance training; this corresponds to around 90% of new hires. The remaining 10% can be explained mainly by new hires made shortly before the end of the fiscal year; however, the compliance training did not take place until the new year. The global number of participants could not be taken into account for the reporting year. Management was also involved in the preparation and introduction of the applicable anti-corruption policies and procedures and the compliance training.

Managers support their employees in their independence and personal responsibility. To avoid any ambiguities, everyone must know, understand, and comply with the legal regulations and internal guidelines relevant to their own area of responsibility.

All employees have the option of anonymously reporting violations or suspected violations to an independent third party via our whistleblowing system or the internal compliance e-mail address so that they can be investigated. There is also the option of contacting superiors with information at any time. All information and usage instructions on our compliance e-mail address are also covered by our compliance training. The whistleblower system can also be used by external parties. The whistleblower system was utilized in the reporting year – and although after careful review there were no violations of the law, we consider it positive that this reporting channel is accepted by our employees. Critical concerns are passed on directly to the management.

To further emphasize the importance of the topic, a new position was created and filled in 2022. The goal of creating this position is to better link environmental, social, and governance risks in order to assess and monitor them in a more systematic manner.

PRECAUTIONARY PRINCIPLE AND RISK MANAGEMENT

As a globally operating company, we are exposed to a wide range of risks. Active risk management and its holistic integration into all business areas and processes are therefore an essential part of our corporate governance. This enables us to identify not only risks but also new opportunities at an early stage, which allows risks to be reduced to a minimum and suitable countermeasures to be initiated in good time where necessary.

Furthermore, in the development and manufacture of our products, we are committed to prospectively account for natural resources, environmental protection concerns, energy use and consumption, and energy efficiency. We ensure that the necessary resources are available and aim to use them responsibly. In the course of continuous improvement, we also systematically identify hazards, risks, and opportunities, and use these to determine targets, for example in health and occupational safety, to improve energy-related performance or to conserve natural resources.

To be able to respond as effectively as possible to risk factors that arise short term, cross-functional risk groups are formed when necessary for the purpose of assessing and deriving measures. For example, due to the global energy crisis, an energy risk group was formed in Leonberg this year which was able to implement activities for more energy-efficient production.



STAKEHOLDERS AND THEIR INVOLVEMENT

We emphasize a lively exchange and a strong relationship with our stakeholders, as they are essential partners in the implementation of our sustainability activities. This enables us to better understand and account for the needs and interests of our stakeholders.

Our most important internal stakeholders include our employees, whose motivation and daily contribution are essential to our success. External stakeholders consist of our customers, suppliers, and our partner network. We communicate with our stakeholders through personal exchanges, contact via the GEZE customer service number, our website and social networks, via the intranet for internal stakeholders, our newsletter, and topic-specific symposia, conferences, trade fairs, and seminars. A detailed list of our stakeholders and their requirements for us in the area of sustainability can be found in the table below.

GROUP OF STAKEHOLDERS	DESCRIPTION	REQUIREMENTS
Customers	- Architects - Dealers - Processors - Distributors - Other	- Product quality - Sustainability standards and certificates - Customer satisfaction
Shareholders	- Shareholders - Principal shareholder	- Competitiveness and economic development - Innovative products - Sustainability standards - Conformity with business regulations
Employees	- Managers - Employees - Trainees - Students	- Further education - Qualification - Occupational safety and health protection
Suppliers	- Raw material suppliers - Part suppliers - System suppliers - Other	- Sustainability standards and certificates - Safeguarding of orders - Certificates
Network	- Associations - Initiatives - Other	- Active participation and exchange - Work with associations
Authorities, politics, market	- State - Banks - Certification agencies - Other	- Compliance with legal regulations and standards - Acting responsibly - Conforming to compliance requirements
Surroundings	- Society - Communities - Other	- Secure jobs - Fostering and commitment - Integration of communities

Our membership in numerous associations enables us to jointly represent the interests of the entire industry in politics, business, and society – both in Germany and globally. GEZE promotes for example sustainable construction through its membership in the DGNB, represents industry interests in standardization work, and is a member of Building Smart e.V. A complete list of our memberships in associations and initiatives can be found in the appendix (p. 42).

As part of this year’s sustainability reporting, an internal cross-departmental working group conducted a comprehensive stakeholder analysis regarding our economic, ecological, and social activities. Detailed information on our employees and our far-reaching commitment to society can be found from page 28 onward in the chapter on regional responsibility in a global network.

MATERIALITY ASSESSMENT

The content of this Sustainability Report is based on a multi-step materiality analysis carried out by a working group as part of the 2022 reporting process. This process enabled us to identify and delineate all the focus topics that are important for us in sustainability and assign them to the corresponding fields of action. These also form the structure of this report. The comprehensive GRI criteria, general ESG criteria, our corporate strategy and interviews with individual stakeholders served as a basis. In addition, actual and potential operational impacts of individual activities and topics were identified and assessed. All criteria available for selection were then reviewed, discussed, and subsequently evaluated by the working group.

These key issues highlighted in the following report have a significant impact on our long-term business success as well as on our environment, society, and economy.



LIST OF MATERIAL TOPICS

Sustainability along the Product Lifecycle

- Material
- Product Durability
- Waste
- Supplier Management

Climate and Environment

- Emissions
- Energy

Regional responsibility in a global network

- Employees
- Occupational health and safety
- Education and training
- Society
- Anti-corruption¹

¹For reasons of subject coherence, the focus topic "Anti-corruption" is not covered in chapter "Regional responsibility in a global network", but in chapter "We - Compliance".

GEZE ACCOMPANIES THE COMPLETE BUILDING LIFE CYCLE



SUSTAINABLE DEVELOPMENT GOALS

Since our founding, we have strived to make buildings more livable. The future on this planet should also remain habitable in the long term – and we at GEZE are committed to doing our part. We take this responsibility seriously and make it our task to align our activities in a persistently sustainable manner. The cornerstone of our actions is the United Nations' 17 Sustainable Development Goals (SDGs) for socially, ecologically, and economically sustainable development.

In our commitment to the Sustainable Development Goals, have integrated them into our management principles, and contribute to the following six goals in particular:



SDG	OUR CONTRIBUTION	CHAPTER
	Buildings offer high potential for energy reduction, as they account for around 35% of Germany's total end energy consumption. Energy-efficient solutions in the building sector are therefore an essential part of sustainably reducing consumption. Many of our products already contribute to this today; for example, our automatic swing doors improve the energy balance of buildings through reliable closing.	→ Emissions p. 25–27 → Energy p. 23
	We foster sustainable economic growth, ensure high quality standards in occupational health and safety, and actively promote a healthy working environment. Good apprenticeships and degree programs are also among our priorities. In addition, we are committed to the professional integration of refugees.	→ We p. 07 → Employment p. 29–32 → Apprenticeship and Further Training p. 33–34 → Occupational Health and Safety p. 35–36
	We continuously want to find ways to make our activities as well as products more sustainable. Expanding our innovation activities through our development center is part of our strategy. Through technical innovations, we want to reduce our impact on the environment and climate. We have also made it our ambition to become more transparent.	→ Products p. 18–20 → Employment p. 29–32
	With our solutions, we contribute to making buildings and thus cities and communities inclusive, safe, resilient and sustainable. Many of our products already ensure greater energy efficiency in buildings, improve indoor air quality, or make buildings inclusive through automation.	→ Products p. 18–20
	Our planet's resources are limited, which is why we use them responsibly. To this end, we are continuously working on process optimization in production, the supply chain and our material efficiency in order to be able to offer our customers sustainable and durable products.	→ Products p. 18–20
	Through continuous reduction measures, we will become greenhouse gas neutral by 2045 and directly protect our planet through the use of renewable energies. At product level, our building systems ensure, among other things, that heat is not wasted unnecessarily and that buildings are generally more energy efficient.	→ Emissions p. 25–27



Sustainability along the Product Life Cycle

SUSTAINABILITY ALONG THE PRODUCT LIFE CYCLE

GEZE stands for high-quality and reliable products with which we enable responsible and life-enhancing construction. With our range of products and services, we aim to provide our customers with tangible answers to the challenges of our time. This also means finding solutions for sustainable, energy-efficient, and resource-saving management and construction.

To this end, we are constantly working on optimizing production processes as well as our supply chain, reducing our material use and waste, and focusing on more sustainable product innovations. The effort at GEZE has always been for the long term. As a family business, we have always focused on long-term concepts instead of short-term profits. Sustainability influences our daily actions along the entire supply chain – from purchasing our raw materials to recycling and waste management. At the same time, we are aware of the impact that our activities along the supply chain have on the environment, climate, and people.

In line with our understanding of sustainability, there is also no central person responsible for the product life cycle; rather, sustainability is integrated into all relevant areas. These primarily include Research and Development, Procurement, and Quality Management. Other departments include product development and management, facility management, our production and logistics activities, and, after production, all service activities and the areas of waste disposal and recycling.

To manage and improve environmental performance and energy efficiency, our main production site in Leonberg has been certified to DIN EN ISO 14001

since 2012 and to DIN EN ISO 50001 since 2016. Our site in the UK has also implemented its own environmental and energy management systems. To further improve cross-market performance and expand existing sustainability measures, all international subsidiaries exchange ideas at the monthly forum of the International Sustainability. This is held in addition to the Sustainability Roundtables in Leonberg, where the focus is on strengthening the concept of sustainability within the company and improving products according to ecological and social aspects.

In addition, the quality management system of GEZE GmbH in Leonberg and GEZE Service GmbH has been certified according to DIN EN ISO 9001 for several years. Some areas of our international locations, such as in Turkey, are also certified according to ISO 9001.

During the entire product life cycle, we accompany and advise our customers in order to find and provide them with the best solutions. From planning and design, to processing and installation, to service and maintenance, GEZE is a holistic solution provider that links the players in all phases of the building life cycle. In addition to individual solutions, GEZE also implements coordinated system solutions that combine individual functional and safety requirements in an intelligent system. Furthermore, products can also be subsequently expanded and combined into system solutions, which additionally contributes to the longevity of our products.

OUR PRODUCTS

As one of the leading manufacturers for door, window, and security technology, we have long been committed to high product quality and can thus offer our customers durable solutions.

GEZE provides its customers with important documents relating to sustainability aspects of our product portfolio, which they can access at any time on our website. This includes, among other things, regular reviews for compliance with important environmental requirements, such as REACH, RoHS, PoP, or WEEE. New requirements in the catalog are immediately translated into appropriate measures.

Environmental Product Declarations (EPDs), which can be used to show the environmental impact of individual products, are another aspect of sustainability. Some of our products, such as the TS4000 and TS5000 door locking systems, have an Environmental Product Declaration. A review of the renewal and extension of these declarations is currently underway. In general, EPDs form the basis for sustainability assessments of buildings, which can be found in the international BREEAM and LEED rating systems, the German Sustainable Building Council (DGNB) or the German Federal Ministry of Construction. The certificates support our customers with green building certifications, among other things.

To further expand our expertise in product sustainability, we are continuously working on extending our competencies and reviewing our product range for potential improvements. For example, we constantly evaluate various sustainability requirements based on our customers, the competition, product compliance, other organizations, and our own strategy. In addition, sustainability plays a major role in new product development, which is why several concrete measures are currently being derived in the product development process and implemented in the respective departments. These include the extensive addition of sustainability requirements in the product specifications and the definition of a KPI system for assessing sustainability at product level. Simultaneously our active involvement in groups and associations drives product innovations.

Solutions that can meet future requirements are essential for our long-term success as a company. This starts in the field of Research and Development.

Our ambition is to be able to map the ecological footprints of our products in the future. This includes material compositions and material efficiency. In this way, effective improvement measures can be derived and implemented at product level.

USE OF MATERIALS AND RESOURCE MANAGEMENT

The resources on our planet are limited, which is why we must use them responsibly. In the development and manufacture of our products, we are committed to taking natural resources into account and using them responsibly – along the entire supply chain. Ecological and social dimensions are already consistently considered and checked during the procurement of materials for our products. Furthermore, only materials that meet our high-quality standards are used.

In the manufacture of our products, metals and alloys are predominantly used in the group of solid materials, with aluminum accounting for 59% and steel for 41% of the volume of materials used. Metals such as brass form the smallest group with less than 1%. In addition to this group of materials, liquid materials are also used, which include oils, auxiliary materials, and operating supplies.

SOLID MATERIALS USED

	IN T	IN %
Aluminium	4.205	59
Steel	2.942	41
Other solid materials	< 1	0
Total	7.147	100

LIQUID MATERIALS USED

	IN L	IN %
Oils	182.919	41
Auxiliary/operating materials	262.627	59
Total	445.546	100

When procuring our raw materials, we obtain approximately 85% of the purchasing volume from Europe, of which over 65% comes from Germany. We obtain the remaining ~15% of materials from Asia. The large proportion of European raw materials also has a positive effect on transport routes, as both our main production site and two out of the three other production sites are located in Europe.

Packaging materials are used at several points in our value chain – primarily to protect our products or intermediate products.

PACKAGING MATERIALS USED¹

	IN T	IN %
Wood	1.236	64
Cardboard	618	32
Polymers	74	4
Total	1.928	100

¹"Other packaging materials" could not be included in the table. These correspond to a purchasing volume of approx. 3%.

Almost 70% of our packaging volume is used at our main production site in Leonberg, and the remaining approximately 30% at our international production sites.

In regards to our packaging material, we were able to recycle almost 950 tons of the materials used in the second half of 2021, thus saving 230 tons of CO₂e emissions. We do not yet have the data for the first half of 2022.

In the area of manufacturing and logistics, energy efficiency, resource conservation, and environmental friendliness are among our principles. Here, too, we aim to position ourselves in the long term so that our products are produced as sustainably as possible. Our facility management pursues the goal of reducing our energy consumption and minimizing our impact on the environment. Through a cooperation with the fuel supplier Shell, we were able to offset approximately 800 tons of greenhouse gas emissions from our vehicle fleet in February 2021. The cooperation to offset fuel use continues. In addition, electrification measures were initiated as part of CO2 savings in the vehicle fleet.

The total global waste volume in the reporting year was 3,615 tons. This figure includes waste from both production and sales companies. The share of non-hazardous waste was 89%, with hazardous waste accounting for 11%.

WASTE PRODUCED BY REGION¹

	HAZARDOUS WASTE [T]	NON-HAZARDOUS WASTE [T]
Germany	306	2.417
Rest of Europe	22	365
Asia/Pacific	64	436
Africa	0	5
Total	392	3.223

¹ Average value were used to calculate consumption of the international sales subcompanies, as it was not possible to collect primary data on waste.

The largest waste volume occurred at our production site in Leonberg, followed by the production sites in China, Serbia, and Turkey. Our entire waste volume was either handed over to recycling systems or disposed of in accordance with locally applicable regulations. In the future, we also aspire to live up to our responsibility and continuously reduce our waste volume while increasing the recycling rate in line with the Avoid-Recycle-Dispose strategy.

Incidentally, our products can also be excellently recycled at the end of their product life thanks to their large share of metallic raw materials.

SUPPLIER MANAGEMENT

GEZE relies on long-term and value-oriented supplier relationships. In this context, we cooperate in many ways with almost 1,500 suppliers to procure raw materials, components and services that are necessary for our end products. We strive to use all these acquired resources responsibly, economically, and efficiently. The aim of our supplier management is to establish and maintain sustainable partnerships in which each member assumes its corporate responsibility and acts in accordance with human rights due diligence obligations, and environmental and climate protection targets.

To achieve this goal, our procurement department at GEZE works closely with related functional areas to enable the best possible selection when issuing contracts. Both when awarding contracts to existing suppliers and when initiating new relationships, our suppliers are evaluated as part of a comprehensive risk analysis. In addition to economic criteria, this also includes topics such as country risks, environmental factors, compliance risks and certifications according to defined weightings. Official data from the OECD and Transparency International are included in this process. The continuous development of our comprehensive risk management system also makes a significant contribution to securing our supply chains. In

the past fiscal year, around 20% of the purchasing volume was subjected to a more in-depth analysis as part of the annual risk assessments of the supply chains; the results were without any irregularities.

In addition, GEZE will be subject to the regulations of the German Supply Chain Due Diligence Act beginning in 2024. All relevant corporate processes for the application of the law have already been identified and preparations are underway. We perceive the associated requirements as guidelines to fulfill our corporate responsibility for the observance of human rights in our supply chains, and to more extensively document and communicate, a topic which has been practiced positively for a long time at GEZE.

GEZE SERVICE

To fully utilize the useful life of our products and to ensure that they perform their functions safely and trouble-free, GEZE Service offers sustainable innovative service concepts – even after initial installation.

GEZE Service is a strong partner for our customers primarily in Germany, where we are represented at five locations in addition to our headquarters. Our service is characterized not only by speed, reliability, and efficiency, but also by a high degree of flexibility, our customized service portfolio, and our wide-ranging expertise. Our service center with helpdesk is available to our customers around the clock, every day of the year. Our services include installation, maintenance, repairs, retrofits, refurbishments, and spare parts management for all products. At GEZE Service, we also follow the approach of customer-oriented quality management and are certified according to DIN ISO 9001.

We are happy to empower our customers and help them stay up to date through training, seminars, or technical presentations on topics such as standards, guidelines, or certifications. At our networking events, stakeholders from project and building development can meet, exchange, and connect. Thanks to our service network with GEZE technicians and qualified partners, we currently provide service support to over 20,000 customers worldwide.





Climate and Environment

CLIMATE AND ENVIRONMENT

Another important field of action regarding sustainability is the environment and climate. Through responsible action and targeted measures, we aim to protect and preserve both. Energy and emissions are at the center of our activities.

For GEZE, this offers twice the potential: On the one hand, as a company we aim to operate in a way that is as environmentally friendly and low-emission as possible. In line with the three steps – transparency, reduction, and offsetting – we balance all greenhouse gas emissions produced in the company (including the supply chain), continuously reduce our own CO₂e emissions and offset selected emissions. In this way, we aim to be greenhouse gas neutral by 2045. On the other hand, as part of the construction industry, we want to offer our customers environmentally friendly products for sustainable buildings that contribute to greater energy efficiency in buildings or improve indoor air quality, for example.

As already mentioned in the previous chapter on sustainability along the product life cycle, we operate environmental and energy management systems in accordance with ISO 14001 and ISO 50001 at our main production site in Leonberg, which are audited by external certification companies.

ENERGY SAVING POTENTIALS THROUGH GEZE PRODUCTS

Energy-efficient buildings are an effective lever for a more sustainable future, and GEZE is already contributing with many integrative products and solutions. Through our cross-trade work, we also promote new opportunities for energy-saving building operations.

For instance, our automatic door systems such as the Slimdrive or Powerturn reduce the loss of hot or cold air through the door opening by closing reliably. In this way, they contribute to the energy efficiency of a building. Revolving doors, such as the new Revo. PRIME, separate indoor and outdoor climates, thus ensuring a consistently pleasant climate inside the building. Draught-free opening of the building entrance also keeps energy losses low. Some of our window technology solutions, for example the Slim-chain chain drive, also have a positive effect on the energy balance of buildings, as controlled opening of the windows allows for particularly energy-saving ventilation.

ENERGY IN THE COMPANY

In addition to our versatile solutions and their energy-saving potential, we strive to operate energy-efficiently as a company. In order to be able to identify specific areas and actions where we can implement reduction measures, our worldwide energy consumption was determined as part of the global CO₂e balance.

Global energy consumption within the organization amounted to 47,426 MWh in the reporting year. This total is made up of electricity (35%), heat (24%) and fuel (41%).

ENERGY USE WITHIN THE ORGANIZATION¹

ELECTRICITY		IN MWH
Renewable electricity		8,840
Non-renewable electricity		7,978
Total electricity		16,818
HEAT		
Gas		9,451
District heating		924
Steam		1,006
Total Heat		11,381
FUEL		
Diesel		16,852
Gasoline		2,163
Total Fuel		19,227
Total energy consumption		47,426

¹For the compilation of the data, the consumption quantities of the energy used were taken from the invoices of the suppliers and utility companies and verified by programs provided by the utility companies.

Within Germany, we already purchase 100% certified green electricity. Furthermore, our headquarters is supplied with district heating thanks to our own efficient combined heat and power plant (CHP). The natural gas for the CHP operation is offset by means of CO₂e emission reduction credits. In order to expand our energy awareness and keep an eye on energy consumption at the Leonberg production site, an energy monitoring system has also been implemented. This enables us to obtain detailed evaluations of energy consumption and thus the possibility of implementing targeted measures to improve energy efficiency.

In rented buildings outside Germany, where the energy supply cannot be fundamentally influenced, natural gas or conventional electricity is consumed. Globally, the share of electricity from renewable sources is 53%.

ENERGY INTENSITY



The energy intensity amounted to 15.16 MWh per employee in the reporting year. This quotient puts total energy consumption in relation to the number of full-time employees at GEZE. Only consumption within the organization was accounted for.

ENERGY CONSUMPTION OF ELECTRIFIED PRODUCTS SOLD^{1,2}



¹The basis for the calculated electricity consumption of the automatic door closers and windows sold in the accounting period is the "Technical Guidance for Calculating Scope 3 Emissions" of the Greenhouse Gas Protocol.
²The assumed demand for electricity and the lifetime of the end products originates from the research & development department of GEZE and were originally designed for the "Ecodesign preparatory study for Building Automation and Control Systems (BACS)".

The consumption of electrified products sold makes a significant contribution to energy requirements outside the organization. This amounted to 95,533 MWh in the reporting year. The value is all end products sold in the accounting period and the amount of electricity required over the entire service life of the respective products. The high value is mainly due to the long service life of our products, which is 10 to 15 years.

EMISSIONS

For the reporting year 2021/22, we determined our global CO₂e balance at GEZE for the first time in order to determine targeted reduction measures. In total, greenhouse gas emissions of 158,632 tons of CO₂e were generated in connection with our business activities. This figure includes not only emissions from energy consumption, production, logistics, and business travel, but also all the emissions caused by our supply chain and the use of our products.

In line with the Greenhouse Gas Protocol approach, our greenhouse gas emissions are presented according to Scope 1 to 3.

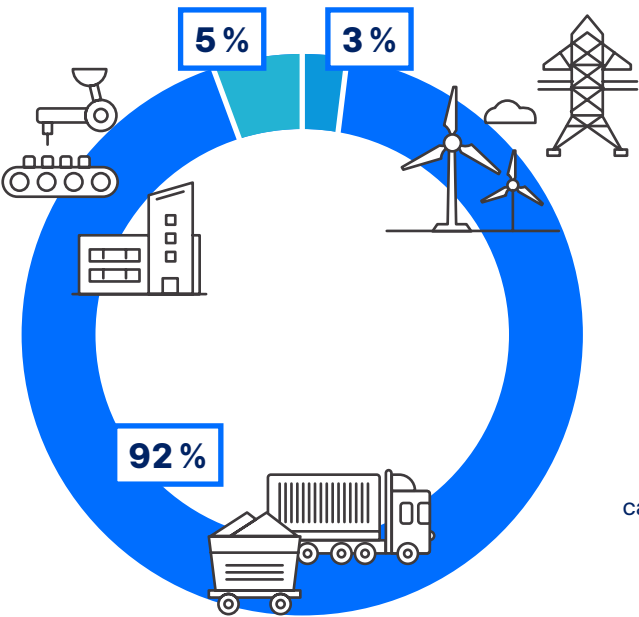
Direct emissions in Scope 1 correspond to 5% of the total CO₂e balance. These include process emissions and greenhouse gases emitted by stationary and mobile equipment. Scope 2, in which indirect greenhouse gas emissions such as electricity and gas are broken down, accounts for a proportionate 3%. This is also due to the already high share of renewable energies. In the coming years, we want to further reduce our own emissions (Scope 1 and 2) through targeted measures. The first projects for this have already been initiated. Extensive energy efficiency measures have been implemented at our production facility in Leonberg in recent years, for example through our cogeneration plant.

SCOPE 1

→ Direct emissions caused by properties, vehicle fleet and production

SCOPE 2

→ Indirect emissions caused by purchased energy



SCOPE 3

→ Indirect emissions caused by raw materials, transport, waste, work routes etc.

DIRECT, INDIRECT AND OTHER GREENHOUSE GAS EMISSIONS¹⁻⁷

SCOPE 1	INT CO2E
Stationary systems	1,939
Mobile systems	5,256
Gas leakage	1,208
Process emissions	13
Total Scope 1	8,416
SCOPE 2	
Electricity (Market-Based)	4,129
Heating	95
Steam	438
Total Scope 2	4,662
SCOPE 3	
Purchased goods and services	104,031
Capital goods	10,118
Fuel and energy-related activities	1,628
Upstream transport and distribution	1,276
Waste generated during operation	405
Business Travel	402
Employee commute	3,304
Downstream transport and distribution	1,407
Product use	22,983
Total Scope 3	145,554
Total emissions	158,632

¹ The calculation is based on the “IPCC 2021 GWP100” method, which considers and includes all gases that contribute to global warming.
² The accounting relates to the fiscal year 2021/2022
³ The emission factors are taken from the “ecoinvent” database.
⁴ The consolidation approach chosen for the calculation of the GHG inventory is the operational control approach, where all GHG emissions of the sites are fully considered, provided that GEZE decides on their business policy and strategy.
⁵ The calculation of the GHG inventory follows the guidelines of the WRI/WBCSD Greenhouse Gas Protocol. Data collection is based on consumption invoices and purchasing data. Where this is not yet possible, it is based on projections based on the number of employees or processing plants. Only a few smaller areas, for example the procurement of office supplies and equipment, were disregarded.
⁶ Market-specific emission factors were used for global sites where no supplier-specific emission factors for electricity were available.
⁷ No incineration or biodegradation of biomass took place.

All other greenhouse gases broken down in Scope 3 amount to 145,554 tons of CO₂e. This corresponds to 92% of the CO₂e footprint. This category is the most comprehensive; it includes, among other things, the CO₂e footprint of purchased materials and commodities in the accounting period, including raw materials and purchased vehicles. In addition, Scope 3 includes emissions from fuel and energy-related activities, upstream transportation and distribution, waste generated, and greenhouse gases from business travel and commuting. These upstream value chain emissions amount to 122,571 tons CO₂e and account for 77% of the total carbon footprint. The emission value of the downstream value chain is also recorded in Scope 3. This includes emissions from transportation and distribution as well as emissions from the use phase of sold products and amounts to 22,983 tons of CO₂e. This was calculated using the average electricity mix of the target markets and corresponds to the remaining 15% of the CO₂e balance.

The indirect activities of our business operations also have an impact on the climate and the environment. To successively reduce these, we have extended sustainability criteria such as energy efficiency into our product development. In addition, we have taken the initial steps for the electrification of our vehicle fleet. Overall, we have set ourselves the task of continuously reducing our emissions in Scope 1 to 3 in order for the entire company to be greenhouse gas neutral by 2045.

Emission efficiency in the reporting year was 4.18 tons CO₂e per employee. This quotient puts our corporate footprint in relation to the number of full-time employees. All direct and indirect greenhouse gases (Scope 1 and 2) were included in the calculation.



¹ The calculation is based on the “IPCC 2021 GWP100” method, which considers and includes all gases that contribute to global warming.

To capture greenhouse gases, we also planted a total of 20,000 trees in Kenya, Tanzania, Cameroon, Nepal, and Guatemala together with the organization Tree-dom and gave away further tree sponsorships in 2021 as part of the “German Sustainability Action Days” initiative. The company forest supports local infrastructure and creates jobs; it is managed long-term by 588 smallholders. You can find out more about our social commitment in the chapter on regional responsibility in the global network starting on page 28.



Regional
Responsibility
in a global
Network

REGIONAL RESPONSIBILITY IN A
GLOBAL NETWORK

WAt GEZE, we are proud of our history and, above all, of the achievements of our employees. For us, taking responsibility in a holistic way means including not only economic and ecological concerns, but also our employees and society – both on a regional level and in the global network.

For our management and executives, responsibility toward our more than 3,000 employees is paramount, as they have been the cornerstone of our success since our founding. Our sustainability goals can also only be achieved through the motivation and drive of our employees. In addition to our employees, social commitment is another way in which we as a company can promote sustainability. GEZE is a strong partner in this regard, both for local communities in Germany and on a global level. Our support for social projects and the promotion of social initiatives has always been part of our corporate identity and will remain to be in the future..

EMPLOYMENT

Our employees are the core and driver of our growth and the continuous development of our company, which is why they have a high priority at GEZE. Our employees are also embedded in our management approaches, because only with committed and responsible employees can we reach and secure our corporate success. Every employee makes an important contribution to the economical and profitable quality of the company.

Even in the past, our numerous measures have not gone unrecognized, making GEZE an award-winning employer. At the end of fiscal year 2021/2022, GEZE had 3,203 employees, 46% of whom were based in Germany. The remaining 54% are distributed among our international subsidiaries in Europe (36%), Asia/Pacific (17%) and Africa (1%).

EMPLOYEES BY REGION^{1,2}

2021/2022	
Germany	1,461
Rest of Europe	1,152
Asia / Pacific	556
Africa	34
Total	3,203

¹ The table includes all employees (headcount) including apprentices, trainees, dual students, and leased employees.
² The data were taken from our internal systems for the reporting date June 30, 2022.

EMPLOYEES BY REGION AND GENDER 2021/2022^{1,2}

	FEMALE	MALE	TOTAL
Germany	361	1,100	1,461
Rest of Europe	360	792	1,152
Asia / Pacific	128	428	556
Afrika	12	22	34
Total	861	2.342	3.203

¹ The table includes all employees (headcount) including apprentices, trainees, dual students and leased employees.
² The data were taken from our internal systems for the reporting date June 30, 2022.

PART-TIME EMPLOYEES BY REGION 2021/2022^{1,2}

	FEMALE	MALE	TOTAL
Germany	56	11	67
Rest of Europe	12	4	16
Asia / Pacific	1	1	2
Africa	0	0	0
Total	69	16	85

¹ The table includes all employees (headcount) including apprentices, trainees, dual students, and leased employees.
² The data were taken from our internal systems for the reporting date June 30, 2022.

FULL-TIME EMPLOYEES BY REGION 2021/2022^{1,2}

	FEMALE	MALE	TOTAL
Germany	305	1,089	1,394
Rest of Europe	348	788	1,136
Asia / Pacific	127	427	554
Africa	12	22	34
Total	792	2,326	3,118

¹ The table includes all employees (headcount) including apprentices, trainees, dual students, and leased employees.
² The data were taken from our internal systems for the reporting date June 30, 2022.

Of the 3,203 employees, 3,118 were full-time and 85 part-time. 2,775 employees were in permanent employment at the end of the reporting year. This corresponds to 87% of the total workforce. Only 13% of employees worldwide were on fixed-term contracts. In 2021/2022 the 3,203 employees also included 59 apprentices, trainees, and dual students. In addition, 151 employees worldwide were employed on a leasing basis in the reporting year, 99 which were in Germany and 52 outside Germany. The majority of the leased employees worked in the production area.

For 54% of the global workforce, working conditions were also governed by collective bargaining agreements, particularly in European countries such as Germany, Romania, Austria, and France.

PERMANENT COINTRACTS BY GENDER AND REGION^{1,2}

	FEMALE	MALE	TOTAL
Germany	306	1,019	1,325
Rest of Europe	305	738	1,043
Asia / Pacific	93	286	379
Africa	9	19	28
Total	713	2.062	2.775

¹ The table includes all employees (headcount) including apprentices, trainees, dual students, and leased employees.
² The data were taken from our internal systems for the reporting date June 30, 2022.

FIXED-TERM CONTRACTS BY GENDER AND REGION^{1,2}

	FEMALE	MALE	TOTAL
Germany	55	81	136
Rest of Europe	55	54	109
Asia / Pacific	35	142	177
Africa	3	3	6
Total	148	280	428

¹ The table includes all employees (headcount) including apprentices, trainees, dual students, and leased employees.
² The data were taken from our internal systems for the reporting date June 30, 2022.

In the fiscal year shown, 462 new employees were hired worldwide, representing 14% of the total workforce. Thus, GEZE continues to grow in all markets, with Europe leading the way. 490 employees left the company for example due to retirement. This represents a rate of 15%. 297 of the 490 employees left the company through employee-related terminations. GEZE's goal continues to be to keep employee-related turnover as low as possible.

ENTRIES BY GENDER AND REGION^{1,2}

	FEMALE	MALE	TOTAL
Germany	27	66	93
Rest of Europe	92	205	297
Asia / Pacific	18	50	68
Africa	1	3	4
Total	138	324	462

¹ The table includes all employees (headcount) including apprentices, trainees, dual students, and leased employees.
² The data were taken from our internal systems for the reporting date June 30, 2022.

ENTRIES BY AGE AND REGION^{1,2}

	<30	30≤-<40	40≤-<50	≥50
Germany	40	26	19	8
Rest of Europe	82	77	72	66
Asia / Pacific	35	26	7	0
Africa	1	3	0	0
Total	158	132	98	74

¹ The table includes all employees (headcount) including apprentices, trainees, dual students, and leased employees.
² The data were taken from our internal systems for the reporting date June 30, 2022.

FLUCTUATION BY GENDER AND REGION^{1,2}

	FEMALE	MALE	TOTAL
Germany	41	111	152
Rest of Europe	76	183	259
Asia / Pacific	18	56	74
Africa	2	3	5
Total	137	353	490

¹ The table includes all employees (headcount) including apprentices, trainees, dual students, and leased employees.
² The data were taken from our internal systems for the reporting date June 30, 2022.

FLUCTUATION BY AGE AND REGION^{1,2}

	<30	30≤ – <40	40≤ – <50	≥50
Germany	41	43	33	35
Rest of Europe	53	52	70	84
Asia / Pacific	25	30	15	4
Africa	1	4	0	0
Total	120	132	118	123

¹ The table includes all employees (headcount) including apprentices, trainees, dual students, and leased employees.
² The data were taken from our internal systems for the reporting date June 30, 2022.

Where possible, our hybrid work model allows our employees to flexibly design their daily work routine and combine the advantages of both worlds.

In addition, GEZE offers its employees a wide range of additional company benefits, regardless of their type of employment. In Germany, the benefits include the option of a company pension plan, capital-forming benefits, mobility benefits such as the company ticket or an extended range of company cars and bicycles, as well as an extensive corporate benefits catalog, which includes employee apartments for new employees and a comprehensive range of health and sports offers. GEZE also focuses on benefits in the area of family and career: For this purpose, GEZE has already been working with PME Familienservice Stuttgart for several years and thus offers our employees the opportunity to take advantage of free services such as childcare, homecare/eldercare and life coaching throughout Germany. In addition, PME offers a wide range of free continuing education opportunities and seminars. For our employees in Germany, our mobile working model during school vacations has been extended to other European countries to support our employees in securing childcare.

At a global level, most subsidiaries offer additional benefits in the areas of mobility, sports and health, further training and, in isolated cases, company pension schemes. The team spirit of our company is strengthened by regular outings and team events. A uniform, global benefits catalog is currently under development.

EDUCATION AND TRAINING

GEZE offers training and development opportunities at the highest level. Accordingly, we were awarded the “Fair Training” seal by the independent market research institute Trendence in both 2021 and 2022. In 2021, we also received the “Fair Trainee Program” seal.

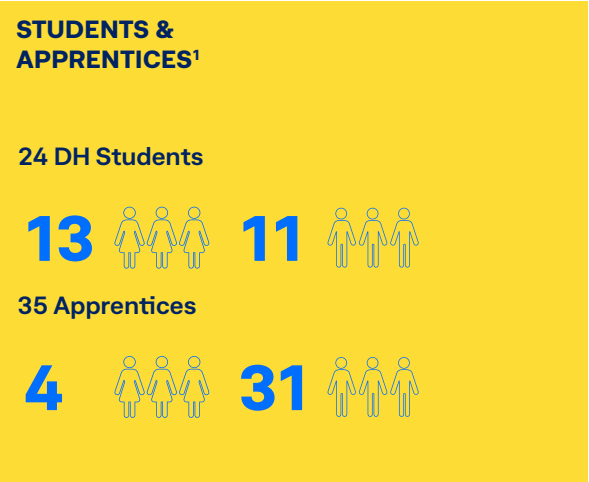
In the past fiscal year, we took on 35 apprentices in Germany in the fields of information technology, industrial mechanics, mechatronics, and machine and plant management and 24 dual students in nine different courses of study.

GEZE offers its trainees and students a high level of practical relevance, varied training plans and exciting projects. With the support of trained instructors, training mentors and a great deal of personal responsibility, both core and specialist skills as well as individual abilities can be specifically promoted during the training years. Curating global perspective through close exchange with our international subsidiaries is also an integral part of the program. In addition, GEZE has a particularly high takeover rate. Training at GEZE is often the starting signal for a successful career, because many GEZE executives started their careers in the company themselves with an apprenticeship or a dual study program.

To keep the staffing rate in the company constant in the future, two to three training ambassadors are trained each year in cooperation with the Chamber of Industry and Commerce, who promote and inform about dual training and the company at various events.

Our wide range of training and development measures, which includes both online and classroom training, was again used by our employees in the past fiscal year. Regardless of whether they are trainees, apprentices, specialists, or managers – our target-group-oriented offering enables our employees to increase their specialist knowledge, methodological skills and social skills.

Just like our environment, our training and development concepts are constantly evolving, since new demands in the world of work require new competencies. How well we are positioned as a learning organization will have a direct impact on our competitiveness in the future. In line with this change, feedback workshops were implemented for all employees of GEZE in the last fiscal year. The implementation in the subsidiaries was completed by the end of calendar year 2022 and form the cornerstone of our feedback, error, and trust culture. In addition, the offering for managers was expanded, for example through our “Manager's Toolkit” Leadership Framework. The program for managers is to be expanded further in the future.



¹ The data was taken from our internal systems for the cut-off date of June 30, 2022.



INTERNAL TRAININGS¹

 **21.685** 

AVERAGE NUMBER OF HOURS

 **16.3**

¹ The data were taken from our internal systems for the reporting date of June 30, 2022.

In fiscal year 2021/2022, the average number of hours spent on internal training per employee was 16.3 hours. The figures were systematically collected for the German sites. All other locations and external training courses were not included in the overview. However, it can be assumed that the figures at other GEZE locations differ only slightly.

DIVERSITY

Recognizing, promoting, valuing, and viewing the diversity of the workforce as a success factor – is the basic idea behind diversity management. When the diversity of our society is reflected in our workforce, this promotes our ability to innovate and adapt at GEZE. In addition to equal rights for all, our goal is for all employees to be able to realize their full potential through free development. Our managers act as role models at GEZE, which is why the topic of diversity is anchored in management. One measure is currently being implemented internationally with our Recruiting Guide for Managers, which focuses on diversity. This initiative was also accompanied by corresponding communication in internal and external social media. We also have a team working on these issues under the #hrRespect campaign and are planning further initiatives.

All employees at all GEZE locations are linked to our global HR system, through which an annually defined performance appraisal and feedback meeting take place. It also enables systematic development plans, support in the area of development measures and activities, and links employees with each other. This enables us to identify paths and development opportunities for each employee.

Employees can also request feedback individually, for example after completing a project. In addition, the Position Pulse Check takes place for all new employees after about three months to ensure that all new employees have arrived well and feel comfortable with us. The professional appraisals take place at least once a year to show the performance developments.

In the general management of GEZE GmbH, two out of four managing director positions are currently occupied by women, achieving a quota of 50%. At the upper management level of divisional and departmental management, the proportion of female managers is 12.5%. Additionally, we are implementing the statutory quotas for women and have currently thus far a 16.7% quota for women on the Supervisory Board. In the future, the number of women in management positions is to be further increased both at GEZE and on the Supervisory Board.

Establishing and living diversity at all levels takes time and change. We still have some milestones ahead of us to be able to fully live diversity at GEZE. Our promise: With targeted measures, education, and understanding, we will increase diversity and inclusion at GEZE.



OCCUPATIONAL HEALTH AND SAFETY

Occupational safety and health protection are further focus topics at GEZE, which is why they are also deeply embedded in the company’s management guidelines. Our goal is to create a working environment in which health hazards are not only eliminated, but the health of our employees is actively promoted. We are pursuing this with the help of a wide-ranging program at national and global level.

The position of Environmental, Health and Safety Coordinator was newly created and filled in Germany this year, to drive and develop this topic in a more targeted manner in the future. Our EHS Coordinator is our point of contact for the occupational health and safety authorities and certification bodies, supports the management in maintaining a legally compliant occupational health and safety organization, is responsible for the further development of the topic, and coordinates all officers in the areas of occupational health and safety and environmental protection.

Another central role in occupational safety and health protection is played by the Occupational Safety Committee, consisting of employer representatives, works council members, the company physician, occupational safety specialists and safety officers. The Health and Safety Committee discusses all matters relating to occupational health and safety and accident prevention at least four times a year. In addition to these two areas of responsibility, health protection and occupational safety are the responsibility of managers. They support their employees in their independence and personal responsibility, as everyone strives to comply with the legal and trade association requirements

and safety regulations and to behave in such a way that dangers neither themselves nor others. Service providers in the company are also obligated to comply with the applicable requirements.

Identified safety risks are eliminated as fast as possible and can be systematically reported. Furthermore, during continuous improvement, among other things in the area of health and occupational safety, we ensure that hazards, risks and opportunities are systematically identified, perceived and subsequently optimized on an ongoing basis.

In addition to risk avoidance measures, we have made it our task to actively promote a healthy working environment. To implement this, we are currently establishing a company health management system, preparing two health days including a health check at national level (fall 2022 and spring 2023), and offering ergonomic instruction in the workplace in the future. Our catalog of additional company benefits also includes offers within health and sports, such as sports groups run by the departments. Furthermore, an employee survey was conducted to specifically address the wishes and needs of our employees in regards of health. These measures are also intended to strengthen employee loyalty, motivation, and the working atmosphere, and to reduce absences due to illness in the long term.

Particularly in 2021, our day-to-day work was still dominated by the Corona pandemic. To offer all employees, the best possible protection despite the global pandemic, we carried out risk assessments in accordance with the SARS-CoV-2 Occupational Health and Safety Ordinance and derived an accordingly comprehensive hygiene concept, as well as implemented reactive measures in line with the development of the infection. As a result, the infection rate in our plants was kept low even during the peak of the pandemic. This was not least due to a very high proportion of mobile employees. In addition, we have been able to carry out two vaccination campaigns for our employees and their families since the outbreak of the pandemic.

GEZE GmbH has established an extensive occupational health and safety management system that meets all the legal requirements of the dual occupational health and safety system in Germany and is also based on the requirements of ISO 45001. In Germany, 100% of employees are covered by the system, and at global level (all markets except Germany), over 80% of all GEZE employees are covered by occupational health and safety systems that at least meet the legal requirements of the individual countries.

It was decided in the year under review to certify GEZE GmbH to the international ISO 45001 standard in the medium term. Other international sites, such as the UK, have already been awarded ISO 45001 or are aiming for this certification in the medium term, such as our production facility in Serbia. Systematic hazard identification and risk assessment are further important components occupational health and safety. This includes, for example, regular inspections of machinery, plant and equipment, or plant inspections. Hazard and ergonomic assessments are carried out, including an evaluation of psychological stress for employees. Identified

potential hazards are recorded, assigned, scheduled, and monitored by the system, and protective measures are defined and implemented. The implementation and elimination of potential hazards is supported by the occupational safety specialists, the safety officers, or the company physician, as required.

Should work-related incidents occur despite all the safety measures taken, they are systematically investigated using an A3 report and appropriate measures are carried out.

During the safety briefings, our employees learn all about the various procedures for reporting work-related hazards and dangerous situations, how to extricate themselves from situations that they believe could cause injury or illness and are made aware of the issue overall. The general briefings take place on an annual basis, and for trainees every six months. Depending on the activity in the company, there are additional specific safety briefings.

An overview of the complete range of training courses is openly available to every employee on the intranet. Some training courses are already offered as an online version, and all other instructions and training courses will be mapped digitally in the near future.

SOCIETY

As a family business, we know where we come from – and where we want to go. That’s why we don’t forget our roots and very consciously take on social responsibility, both regionally and globally. Whether it’s supporting social projects or promoting education, we always look further than the end of our nose and support above all those in need.

For example, together with the Hoffnungsträger Stiftung foundation, we are committed to the integration of refugees in Germany. Together, this made it possible to build the “Hope Houses” for refugees, which offer integrative living for refugees. Through events, GEZE trainees can get to know the residents of the Hope House and make everyday life easier for them in their new home. In addition, we cooperate to support the long-term integration of the residents into the labor market. In addition to application training for an easier entry into the world of work, we offer internships in various departments with the goal of being able to facilitate an apprenticeship or permanent employment.

In the region, we are a strong partner of the Leonberg Fire Department with in material and monetary donations, and we take part in the Ditzinger Lebenslauf. The latter is a charity run through which donations are collected for the Mukoviszidose e.V. (Cystic Fibrosis Association). In the healthcare sector, we also support the children's clinic at Stuttgart’s Olgahospital so that young patients can be provided with state-of-the-art care and an atmosphere suitable for children.

Globally, we are cooperating with the children's charity “Plan International” to improve the living conditions of children, young people, and their families. To honor our 150th birthday, we took over sponsorships of 150 children in need from all over the world and will take on one more for each subsequent year.



Appendix

ABOUT THIS REPORT

This report is the first sustainability report of the GEZE Group. It refers to the fiscal year 2021/2022, which corresponds to the period 01.07.2021 up to and including 30.06.2022 and was published on 31.03.2023. All subsidiaries as of 30.06.2022, have been included.

The general management was intensively involved in all reporting steps, including the materiality analysis, and was informed about the progress of the reporting on a bi-weekly basis. Approval of the content was the responsibility of the respective departments, which provided the relevant information for the report.

GRI CONTENT INDEX

This report was prepared in accordance with the standards of the Global Reporting Initiative (GRI); Standard Update 2021 was applied. The selection of specific standard disclosures is based on our materiality analysis. The report is not subject to external audit. The Sector Standards have not been included in this report as they have not yet been published.

GENERAL DISCLOSURES

		PAGE	COMMENT / OMISSION
General Disclosures			
GRI 2–1	Organizational details	7	
GRI 2–2	Entities included in the organization's sustainability Reporting	7, 38	Weitere Informationen liegen im Konzernlagebericht vor.
GRI 2–3	Reporting period, frequency and contact point	38	
GRI 2–4	Restatements of information		2–4 is not applicable.
GRI 2–5	External Assurance	38	No external validation.
Activities and Workers			
GRI 2–6	Activities, value chain and other business relationships	7, 16–21	
GRI 2–7	Employees	7, 39–31	2–7iii is not applicable.
GRI 2–8	Workers who are not employees	30	
Governance			
GRI 2–9	Governance structure and composition		The required information is available in the Group management report.

GENERAL DISCLOSURES

		PAGE	COMMENT / OMISSION
Governance			
GRI 2–10	Nomination and selection of the highest governance body		The required information is available in the Group management report.
GRI 2–11	Chair of the highest governance body		2–11 ist not applicable.
GRI 2–12	Role of the highest governance body in overseeing the management of impacts	8	
GRI 2–13	Delegation of responsibility for managing impacts	8	
GRI 2–14	Role of the highest governance body in sustainability reporting	38	
GRI 2–15	Conflicts of interest	9	2–15b is not applicable.
GRI 2–16	Communication of critical concerns		Data for 2–16b is not available.
GRI 2–17	Collective knowledge of the highest governance body	8	
GRI 2–18	Evaluation of the performance of the highest governance body	8	
GRI 2–19	Remuneration policies		The required information is subject to internal confidentiality restrictions.
GRI 2–20	Process to determine remuneration		The required information is subject to internal confidentiality restrictions.
GRI 2–21	Annual total compensation ratio		The required information is subject to internal confidentiality restrictions.
Strategy, Policies and Practices			
GRI 2–22	Statement on sustainable development strategy	5	
GRI 2–23	Policy commitments	9	
GRI 2–24	Embedding policy commitments	9	
GRI 2–25	Processes to remediate negative impacts	8–15	
GRI 2–26	Mechanisms for seeking advice and raising concerns	9	
GRI 2–27	Compliance with laws and regulations		There were no violations of the law during the reporting period.
GRI 2–28	Membership associations	11, 42–43	
Stakeholder Engagement			
GRI 2–29	Approach to stakeholder engagement	11	
GRI 2–30	Collective bargaining agreements	30	There is no data available for 30b.
GRI 3: Material Topics			
GRI 3–1	Process to determine material topics	12	
GRI 3–2	List of material topics	13	

GENERAL DISCLOSURES

		PAGE	COMMENT / OMISSION
GRI 200: Economy GRI 205: Anti-Corruption			
GRI 3-3	Management of material topics	8-9	
GRI 205-2	Communication and training about anti-corruption policies and procedures	9	
GRI 300: Environment GRI 301: Materials			
GRI 3-3	Management of material topics	8, 18-21	
GRI 301-1	Materials used by weight or volume	19	
GRI 302: Energy			
GRI 3-3	Management of material topics	8, 23-25	
GRI 302-1	Energy consumption within the organization	24	
GRI 301-2	Energy consumption outside the organization	25	
GRI 302-3	Energy intensity	24	
GRI 305: Emissions			
GRI 3-3	Management of material topics	8, 25-27	
GRI 305-1	Direct (Scope 1) GHG emissions	26	
GRI 305-2	Energy indirect (Scope 2) GHG emissions	26	
GRI 305-3	Energy indirect (Scope 2) GHG emissions	26	
GRI 305-4	GHG emissions intensity	27	
GRI: 306: Waste			
GRI 3-3	Management of material topics	8, 20	
GRI 306-3	Waste generated	20	
GRI: 308: Supplier Environmental Assessment			
GRI 3-3	Management of material topics	8, 20-21	
GRI 308-1	New suppliers that were screened using environmental criteria	20-21	
GRI 400: Social GRI 401: Employment			
GRI 3-3	Management of material topics	8, 29-32, 34	
GRI 401-1	New employee hires and employee turnover	31-32	
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	32	

GENERAL DISCLOSURES

		PAGE	COMMENT / OMISSION
GRI 403: Occupational Health and Safety			
GRI 3-3	Management of material topics	8, 35-36	
GRI 403-1	Occupational health and safety management system	36	The requirements of the system take into accountArSchG, ASiG, DGUV V1 and DGUV V2 and according toISO 45001 (DE) or the respective national legal requirements.
GRI 403-2	Hazard identification, risk assessment, and incident investigation	35-36	
GRI 403-3	Occupational health services	35-36	
GRI 403-5	Worker training on occupational health and safety	36	
GRI 403-8	Workers covered by an occupational health and safety manaaement svstem	36	
GRI 404: Training and Education			
GRI 3-3	Management of material topics	8, 20-21	
GRI 404-1	Average hours of training per year per employee	34	Data on the breakdown by gender and employee category are not available.
GRI 401-3	Percentage of employees receiving regular performance and career development reviews	34	
GRI 414: Supplier Social Assessment			
GRI 3-3	Management of material topics	8, 20-21	
GRI 414-1	New suppliers that were screened using social criteria	20-21	

ASSOCIATION NAME GERMANY (ABBREVIATION)

GRI 3: Content Index

American Chamber of Commerce in Germany e.V. (AmCham)
BACnet Interest Group Europe e.V. (BIGEU)
buildingSMART e.V.
Bundesverband Bausysteme e.V.
Bundesverband Metall
ccBIM e.V. competence center for Building Information Modeling e.V.
CEN – CENELEC
Deutsche Gesellschaft Nachhaltiges Bauen (DGNB) e.V.
DIN e.V.
DKE Deutsche Kommission Elektrotechnik Elektronik Informationstechnik in DIN und VDE
Ena Wirtschaftsverband e.V.
ETIM Deutschland e.V.
Fachverband Schloss – und Beschlagindustrie e.V.
Fachverband Türautomation e.V. (FTA)
Fachvereinigung Krankenhaustechnik e.V. (FKT)
Gütegemeinschaft Schlösser und Beschläge e.V.
HREM Healthcare Real Estate management
Ift Rosenheim GmbH (Institut für Fenstertechnik e.V.)
KNX Association
Landesfachverband Schreinerhandwerk BadenWüttemberg
MTM Association e.V.
NAX Netzwerk Architekturexport
Verband Fenster + Fassade (VFF)
Verband für Fassadentechnik e.V.
Verein Deutscher Ingenieure

INTERNATIONAL

GRI 3: Content Index

AECALPO
AENOR
Aluminum Window Curtain – wall – committee
ALUTA Association of Aluminium Window and Façade Builders Hungary
ANIMA
APSEI
Arbeitgeberverband Metall– Union SMU
Architectenpunt
ARTS
ASEFAVE
ASI
Association of sellers and manufacturers of window and door fittings
Automatic Door Suppliers Association (ADSA)

Behindertenverbände der Länder
BIM (Information Modeling Association Hungary)
Blinker Newslettertool
Bouwconnect
British Woodworking Federation
Bulgarian association for doors and windows
China Door Standardization Committee
China Hardware Technological Innovation Strategy Union
Council for Aluminium in Building
Door & Hardware Federation (DHF)
Door & Window Hardware Comittee
Duurzaam Gebouwd
Eindhoven Noord Ondernemers (associatation industrial area “kapelbeemd”)
EVOSZ (National Federation of Hungarian Building Contractors)
EZ – Base
Fachverbände der Bundes—Landesinnung für Tischler, metallbauer, ...
FFB / SNFPSA
FIM / UNIQ
Finishers & Interiors Sector (FIS)
German Chamber of Commerce’s
Glasbrancheföreningen
Glassbransjeforbundet
Green Building Society
Guild of Architectural Ironmongers (Gai)
HUZOP
INSA Institut zastite od pozara i exporzije (Das Institut für Brandschutz und Sicherheit)
ITB Building Research Institut
Lasesmedforeningen
MA34 – Bau und Gebäudemanagement
MABIM (Hungarian Information Modelling Association)
NKVK
NUZOP (National Association for Fire Protection)
Österreichischer Bundesfeuerwehrverband
Österreichisches Institut für Bautechnik
Österreiches Normungsinstitut Wien
MSZT (Hungarian Association of Standards member of the European TEN working group)
NexMart Schweiz AG
PPTT
Singapore German Chamber of Industry and commerce
SITP – Polish Association of Fire Protection Specialists
Sponsoring Bildungsnetz Schreiner bin
STABU (builders specification)
Swissavant
The Association of Architecural Aluminium Manufactures of South Africa
Verband Schweizerische Türenbranche VST
VMRG (association metal window and façade sector)
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