



GETEC

# Sustainability Report 2024

# Sustainability Report of GETEC 2024

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# Rethinking resilience – a new understanding of sustainability in the energy sector

by Pierre-Alain Graf

For decades, resilience in the energy sector was understood in a narrow sense: the ability to restore energy production plants to full operation after a disruption. In today's world, that definition is no longer sufficient. The energy sector has become vastly more complex, interconnected and interdependent. A failure in one corner can trigger cascading effects across the network and can ultimately cause large-scale outages, as demonstrated by the near-nationwide disruptions in Spain and Portugal. Cyberattacks, geopolitical tensions, embargoes and extreme weather events add further dimensions of risk. These are no longer rare occurrences; they are regular reminders of our collective vulnerability.

## Addressing weaknesses with clarity

If we are honest with ourselves, many industries are not yet fully prepared. Weaknesses remain visible: inadequate cybersecurity, maintenance gaps, insufficient digitalisation, fragmented communication and strategy, incomplete data analytics, fragile financial structures. It is precisely here that leaders must rethink resilience. It cannot remain a technical afterthought, nor a simple reaction to crisis. It must become a guiding principle for how we design, operate and govern the energy systems of the future.

## A new triad for the energy sector

At GETEC, we have redefined resilience as a balanced triad: economic viability, security of supply, and sustainability impact. This perspective changes the conversation. Resilience is not about

sacrificing one dimension for another – it is about aligning all three so that they reinforce each other. Our experience shows that this alignment is not theoretical. It is visible in projects where industrial facilities have been transformed from lignite dust to biomass, cutting emissions by 90%, safeguarding supply and ensuring long-term cost stability. It is reflected in our waste-heat recovery partnership with Telecom Italia Mobile (TIM) in Rozzano (page 34), which demonstrates how circular energy models reduce carbon footprints, lower costs for thousands of residents, and strengthen social impact. This approach is exemplified by landmark projects such as Paradome in Potsdam (page 28), where an innovative combination of heat pumps, district heating and photovoltaics transformed a listed heritage site into a model for sustainable urban energy.

## Turning strategy into reality

Resilience is also about people. Technology alone does not make an organisation resilient. It is the creativity, unity and courage of our teams that transform strategies into reality. This is why we invest in employer branding and leadership development (page 46), why we embed continuous learning into daily work routines (page 54), and why we ensure that every integration of a new company into GETEC (page 52) is guided not only by governance and compliance, but by communication, transparency and cultural sensitivity. A resilient business is one in which people feel trusted, engaged and empowered to turn disruption into opportunity.



## Financial strength as a cornerstone

Financial stability is another cornerstone. In 2024, our €3.1 billion refinancing (page 64) created one of Europe's largest infrastructure financing platforms. This was more than a financial transaction: it was a demonstration of trust by international investors, based on our governance structures, transparency and track record of delivering impact. It underlined that sustainability is not only measured in technical reliability or in Environmental, Social and Governance (ESG) metrics, but also in the resilience of financial structures that enable long-term stability and growth.

## Security as a precondition for growth

Health, Safety, Environment and Quality (HSEQ) have long been key priorities in securing our people and operations. In the digital age, however, resilience requires a broader definition of security – one that anticipates and withstands not only cyber-threats, but also shifts in regulatory requirements, risks to supply chains, and damage from natural disasters. That is why GETEC anchors information security at the executive level and measures progress through clear key performance indicators (KPIs) – from awareness training and incident readiness to compliance with International Organisation for Standardization (ISO) and Network and Information Security (NIS) standards (page 68). Security – both for our digital and physical assets – is no longer a back-office function; it is a prerequisite for growth and trust, and a central pillar to safeguard sustainability impact.

## Enablers of sustainable growth

Resilience, then, is not defensive. It is proactive, anticipatory and generative. It is the source of growth, trust and leadership in an era of uncertainty. It requires foresight as well as discipline, innovation as well as stability. At GETEC, resilience means ensuring that our customers, our partners and our communities can rely on us – not only to withstand disruption, but to thrive in spite of it. Turning this principle into practice depends on what we call our growth enablers – the essential capabilities that allow strategy to translate into performance. They comprise the mindset and expertise that give substance to resilience: a customer-first approach embedded across every process and decision; robust compliance and stakeholder management that build trust in complex regulatory environments; lean governance and operational excellence that secure scalability across borders; and disciplined capital allocation and financial transparency that ensure resources flow where they create the greatest impact.

Equally important is our strong digital backbone, enabling the rapid deployment of decarbonisation services and digital products. Continuous technology scouting and solution integration guarantee delivery in quality, on time and on budget. And underlying it all is a mission-driven, people-focused culture – one that attracts and develops talent, empowers innovation, and unites our teams across Europe in pursuit of the energy transition. Together, these growth enablers are the foundations of



“The energy transition demands more than just technology – it demands people, trust and the courage to turn disruption into opportunity.”

sustainable growth and the reason GETEC is positioned to thrive and emerge stronger from disruption. With these enablers in place, resilience moves from principle to practice – visible in real projects, tangible outcomes and measurable impact.

#### Evidence in action

As we look ahead, we see a Europe undergoing profound change. The energy transition is accelerating. Investors and regulators demand measurable impact. Customers expect cost-effective, secure and sustainable solutions. And society looks to companies like ours to help build the infrastructure of a decarbonised future. In this context, resilience is not a choice. It is a responsibility. At GETEC, this responsibility shapes everything we do. Our vision is clear: becoming Europe’s leading specialist for reliable, decarbonised energy and infrastructure solutions. It guides our strategic decisions, drives the transformation of our business,

and anchors our commitment to measurable sustainability impact. The evidence is visible in how we operate, how we invest, and how we empower our people – proving that resilience is not abstract. It is already creating real, long-term value.

#### Building a sustainable future on strong foundations

We are at the beginning of a new era. GETEC is determined to play its part – to anticipate risks, to deliver sustainable growth and to shape a resilient and future-proof energy landscape together with our customers, partners and employees. This responsibility reaches beyond providing energy solutions: it is about creating long-term confidence in the transition itself, combining strong foundations with a clear vision for the future – and ensuring the energy transition delivers lasting value for all stakeholders.

## Our strategies for a resilient future



#### Digital transformation and data-driven decision-making

Digitalisation is the backbone of resilience. From increasingly intelligent, digitalised and fuel-flexible biomass plants to smart district heating exemplified in our project in Rozzano (page 34), we demonstrate how data enhances efficiency, transparency and sustainability. A strong digital core – our unified Information Technology and Operational Technology (IT/OT) backbone – allows us to scale rapidly and deliver digital products that embed resilience in daily operations.



#### Aligned energy procurement strategies

Resilience also requires discipline in sourcing. Fragmented procurement exposes companies to unnecessary risks. By pooling demand across regions and technologies, we leverage economies of scale, diversify supply chains, and secure long-term stability.



#### Employee development and governance optimisation

Resilience is also about people. Our employer branding (page 46) and learning initiatives (page 54) show how we attract and empower talent across Europe. Governance frameworks ensure that this human capital translates into pan-European collaboration and transparent compliance. Our Post-Merger Integration (PMI) programme (page 52) adds another layer: integrating new companies with sensitivity and governance discipline so that acquisitions become a source of strength, not disruption.



#### Security and trust

Resilience today is inseparable from security. As outlined by our Chief Information Security Officer (CISO), resilience means anticipating and withstanding cyberthreats, regulatory changes and supply chain disruptions (page 68). With ISO, International Electrotechnical Commission (IEC) and NIS standards as benchmarks, our security KPIs make resilience measurable. Trust is a decisive social factor in ESG – and without trust, sustainable growth is impossible.



#### Financial strength

Resilience also requires a solid financial foundation. Our refinancing story (page 64) illustrates how governance, transparency and long-term investor confidence enable growth while safeguarding stability for customers and partners.



**Pierre-Alain Graf**  
CEO

Pierre-Alain Graf is an international manager with nearly 20 years of experience as CEO and board member in technology and energy industries. He holds a Master of Law from the University of Basel and an MBA from the University of St. Gallen. Pierre-Alain Graf held several leadership positions at fortune 100 companies. Among others, he was Senior Vice-President of the global security business of Hitachi ABB Powergrids Ltd, CEO of Swissgrid for over seven years, and previously General Manager of Cisco Systems Switzerland. Pierre-Alain Graf became CEO of GETEC in March 2023.

# Resilience in action Europe-wide

Across Europe, our executive team shows how ESG becomes impact: driving decarbonisation, empowering people and creating value for communities and customers alike.



## Driving stability, powering growth at GETEC Switzerland

“Resilience at GETEC Switzerland is rooted in diversification, reputation and talent. With our two life science parks in Muttentz and Stein, we have built a broad and stable customer base whose product portfolios target different markets and operate on decoupled life cycles. This diversity helps us balance market volatility and ensures stability for our business. Over the years, we have also established ourselves as the trusted partner for integrated infrastructure services in Switzerland’s life science industry. When companies in this sector look for a reliable service provider, they turn to GETEC. At the same time, our strong growth has created a deeper pool of talent, making our organisation more resilient from within. Building on this foundation, we are now extending beyond our parks. With a dedicated team pursuing new clients across Switzerland, we are ready to accelerate our diversification and shape the next chapter in Switzerland.”

**Dr Urs Zimmerli**  
CEO Switzerland



## Balancing change, driving progress at GETEC Italy

“Resilience at GETEC Italy is built on portfolio diversification and adaptability. Our strength lies in serving a balanced mix of public and private customers, supported by the ability to swiftly respond to evolving regulatory frameworks. This flexibility has enabled us to deliver pioneering projects such as the Rozzano district heating network, where we transform waste heat from TIM’s data centre into clean energy for 5,000 homes – a story featured in this year’s sustainability report. Looking ahead, we are further rebalancing our portfolio by focusing the activities of our public administration department almost entirely on long-term public-private partnerships. At the same time, we are simplifying and digitalising internal processes to make our organisation leaner, faster and more efficient. Building on our already strong security culture, this transformation further enhances our cybersecurity – a key pillar of operational resilience and stakeholder trust. It ensures that as we accelerate our digitalisation journey, robust protection remains firmly embedded in every process. More on how GETEC strengthens resilience through cybersecurity can be found in the interview with Gunar Korm and Marco Appendino (page 68). By combining diversification, regulatory agility and operational excellence, we are strengthening our position as a trusted energy partner – and ensuring that we continue to drive decarbonisation and innovation in Italy well into the future.”

**Giovanni Pontrelli**  
CEO Italy



## Resilience through agility and expertise in Austria and Poland

“At GETEC, customer-centricity is the foundation of our ESG strategy – and nowhere else is this more evident than in Austria and Poland. What makes us resilient in these markets is our agility, our focused expertise and our shared vision. As a lean organisation, we can move faster, adapt quickly and anticipate change with precision – a real advantage in today’s volatile energy landscape. Our teams and partners in Austria and Poland bring deep market knowledge and strong relationships to the table. There is no one-size-fits-all project in energy services: each client has unique needs, and our ability to create bespoke, customer-driven solutions makes all the difference. From long-term district heating to carbon-neutral biomass in Poland, every project is designed to deliver both competitiveness and decarbonisation. This unity of purpose – agility, expertise and vision – enables us not only to serve our customers but to shape the energy transition across Europe. More about these customer-driven stories can be found in this year’s sustainability report.”

**Rukmini Glanard**  
CBO and CEO International



## Driving efficiency, enabling transformation

“At GETEC Germany, resilience means combining a balanced portfolio with smart technology and a relentless focus on digitalisation. We serve both industry and real estate customers – from energy-intensive sectors like paper, chemicals and life sciences to long-term real estate contracts – ensuring efficiency, stability and measurable decarbonisation. Our transformation is powered by modular IT/OT systems and our 24/7 Smart Control Centres. These digital tools allow us to manage assets predictively, cut downtime and deliver transparent ESG impact. At the same time, lean structures and clear processes make us more agile and efficient. Ultimately, it is the passion and professionalism of our teams that underpin the resilience and performance in Germany. By focusing on scalable solutions, building strong partnerships and opening new opportunities through municipal heat planning, we are shaping a resilient, customer-centric energy future.”

**Dr Thomas Stephanblome**  
CEO Germany

## Building resilience through diversification at GETEC Benelux

“In the Benelux region, resilience begins with fairness and diversification. At our industrial park in Emmen, we faced legacy utility contracts limiting development for both our customers and GETEC. By renewing these agreements, we’ve built the legal and operational foundation for the park’s future. Our focus is on long-term partnerships within and beyond Emmen. Since 2024, we’ve diversified into the industry and real estate sectors in the Netherlands and Belgium, jointly developing sustainable energy installations powering homes, offices and industrial sites. With a rapidly growing pipeline, we are transforming from an industrial park operator into a full-fledged energy and infrastructure partner combining energy solutions for industries, real estate and communities. Our strategy is clear: steady organic growth supported by selective M&A opportunities. This is how we shape a resilient, future-oriented GETEC Benelux that contributes to success and the energy transition in the region.”

**Martijn van der Zande**  
CEO Benelux





# General disclosures

# Who we are

GETEC is Europe's leading specialist for reliable, decarbonised energy and infrastructure solutions. With more than 3,100 dedicated employees at around 50 locations, we combine engineering excellence with regulatory and sustainability expertise to help industrial and real estate customers navigate the complexities of today's energy landscape while

reducing their carbon footprint. Operating over 11,000 plants, we offer a broad portfolio of low-carbon technologies. Through regional operations in Germany, Italy, Switzerland, Benelux, Austria and Poland, GETEC develops, finances and operates critical energy infrastructure and industrial parks across Europe.

## Recognised for sustainability leadership

GETEC participates in independent sustainability assessments on a regular basis and is committed to internationally recognised standards:

- GRESB Rating 2024: 4 stars
- EcoVadis\*: Platinum medal
- UN Global Compact: Signatory with annual communication on progress

These recognitions underline our dedication to sustainable business practices, transparency and accountability towards both the environment and society.



\*In accordance with ESRS based on a Double Materiality Assessment (DMA)

## GETEC

Customer segments	INDUSTRY	REAL ESTATE	INDUSTRIAL PARKS		
Regions	DE	IT	CH	BNL	INT*

\*AT and PL

### GETEC executive committee



<b>Pierre-Alain Graf</b> CEO	<b>Markus Hauck</b> CFO	<b>Rukmini Glanard</b> CBO, CEO International	<b>Dr Guido Zimmermann</b> CTO	<b>Dr Thomas Stephanblome</b> CEO Germany	<b>Giovanni Pontrelli</b> CEO Italy	<b>Dr Urs Zimmerli</b> CEO Switzerland	<b>Martijn van der Zande</b> CEO Benelux
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# GETEC in figures

~€1.4 bn

Sales 2024<sup>1</sup>

~€2.5 bn

Balance sheet total

~15 years

Term of sales from long-term contracts<sup>2</sup>

4 x 24/7

Europe-wide smart control centres

~3,100

Number of employees

~7,800

Number of direct customers

48

Number of sites (offices)<sup>3</sup>

345 MW

Installed coal-based thermal capacity

1,183,374  
48,204

t CO<sub>2</sub>e/a emissions Scope 1 and 2 (location-based)

### GETEC offices in Europe

Italy	28
Germany	14
The Netherlands	2
Switzerland	2
Poland	1
Austria	1



Notes:  
 1. Adjusted for one-time costs, provisional  
 2. Average term of new contracts across all business models (organic, last three years)  
 3. Focus shifted from a combined view of offices and energy sites with employee allocation to a dedicated reporting scope on offices only

# What we do

As Europe's leading provider of reliable energy and infrastructure, GETEC is committed to empowering the success of our customers with cost-effective energy solutions. We take a customer-centric approach to everything we do, always working


to the highest quality, on time and on budget. Our integrated infrastructure-as-a-service model follows a design-build-finance-own-operate-maintain approach (DBFOOM), delivering a resilient, future-proof energy supply.


## GETEC capabilities and DBFOOM business model


Integrated DBFOOM business model with a market-leading offering and technology-agnostic approach


GETEC full-suite product offering and capabilities


Product offering


  
Steam

  
Heat


  
Cooling


  
Power solutions


  
Energy recovery


  
Waste and water treatment


Selected proven technologies with strong GETEC capabilities


  
Combined heat and power


  
Power to heat


  
Chillers


  
Waste to heat

  
District heating

  
Geothermal


  
Heat pumps


  
Photovoltaics


  
Battery energy storage systems


**Technology-agnostic approach**

Selected fuels used by GETEC

  
Biomass







  
Biomethane

  
Natural gas

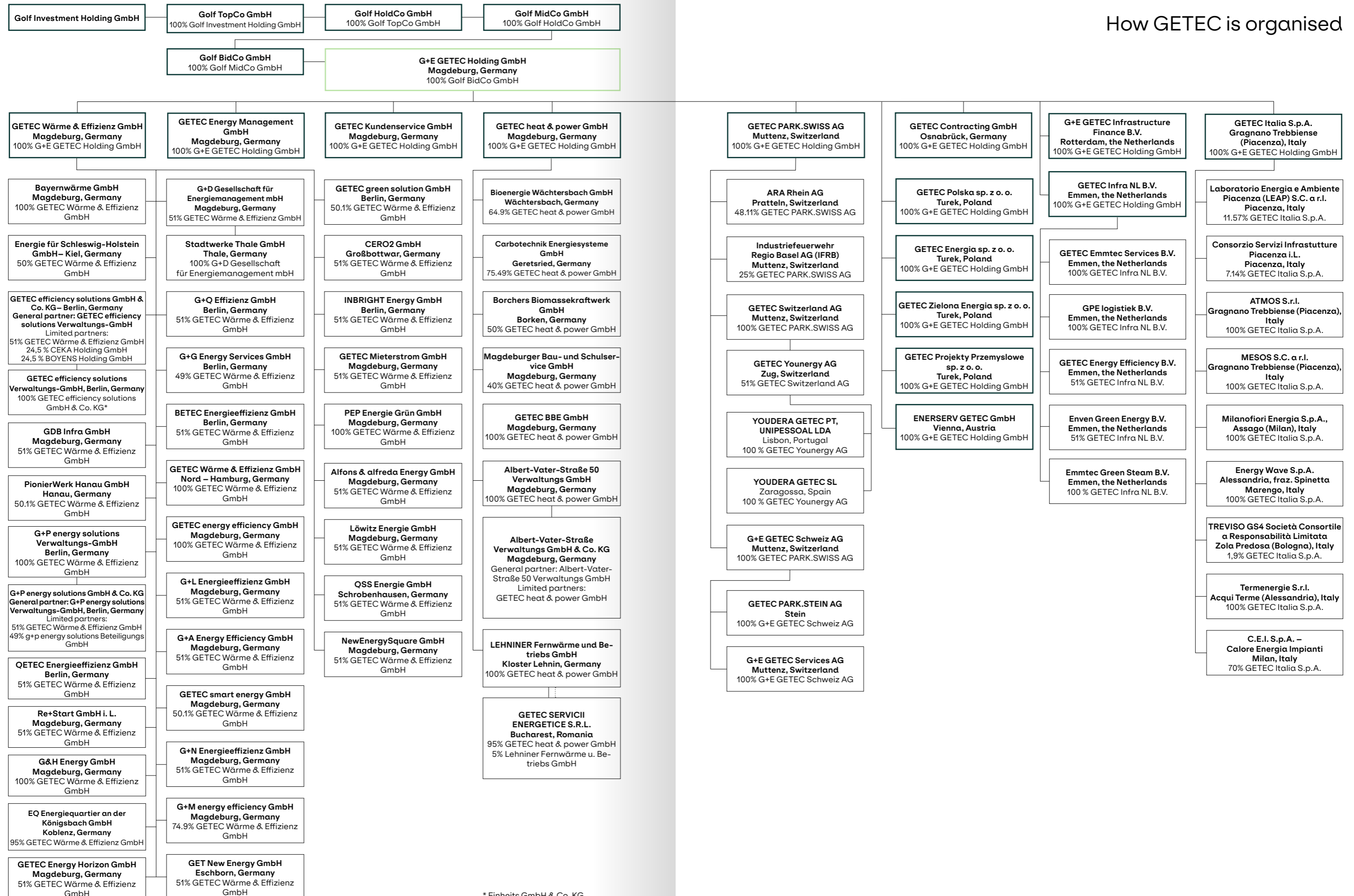
  
Electricity



## DBFOOM business model

1  Design	<ul style="list-style-type: none"> <li>Develop optimal, technology-agnostic energy infrastructure solutions that enable customers to improve their energy efficiency, cost-effectiveness and environmental footprint</li> </ul>
2  Build	<ul style="list-style-type: none"> <li>Manage the execution of new energy infrastructure solutions and the modernisation of existing assets</li> <li>Coordinate equipment suppliers, construction partners and subcontractors</li> </ul>
3  Finance	<ul style="list-style-type: none"> <li>Invest capital in customers' energy infrastructure solution</li> </ul>
4  Own	<ul style="list-style-type: none"> <li>Asset ownership usually retained by GETEC after contract expiry</li> </ul>
5  Operate	<ul style="list-style-type: none"> <li>On-site operations personnel and/or remote monitoring systems provide high reliability for customers</li> </ul>
6  Maintain	<ul style="list-style-type: none"> <li>General maintenance to ensure asset reliability</li> <li>Data-driven maintenance and remote intervention</li> </ul>

# How GETEC is organised



\* Einheits GmbH & Co. KG

# General disclosures

## MARKETS SERVED

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

Germany	Belgium
Italy	Austria
Switzerland	Poland
The Netherlands	

### Customer sectors addressed

Industry	Real Estate
-140 plants supply industrial customers in the following sectors:	-11,000 plants supply customers in the following real estate sectors:
Automotive	Residential
Chemical and life science	Commercial
Food and dairy	Public administration buildings and municipalities
Paper	
Local and district heating	
Other industries	

## SCALE OF THE ORGANISATION

1. Total number of sites: 48

2. Net sales

-€1.4 billion in 2024

## WORKFORCE STRUCTURE AND KEY FIGURES

GETEC is a pan-European company with various local entities that manage operations in their own countries as well as in neighbouring ones. In this general disclosure, we focus on KPIs for office workers and operational workers employed by GETEC.

### Total number of employees

3,117

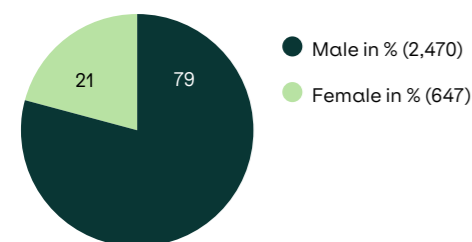
Employment contracts (temporary/permanent):

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 (group):



Average age	GETEC	Percentage
< 30 years	379	12%
30–50 years	1,609	52%
> 50 years	1,129	36%

### Employee health rate

2024:



● Sick days (3.3%)

● Health days (96.7%)

Target 2030: 98%

GETEC has a presence in seven European countries and has an international workforce.

We employ people from the following countries:

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

## 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 to be a trendsetter when

it comes to innovative solutions and business models aimed at advancing decarbonisation. There follows a list of our activities and memberships. See the appendix on pages 78 and 79 for a complete list.



**STATEMENT ON SUSTAINABLE DEVELOPMENT STRATEGY**

Decarbonisation – particularly in energy-intensive sectors, but equally in real estate and the public domain – is not a choice but an imperative. In 2024, we reaffirmed our corporate ambition through our new vision (see CEO essay, p. 6). Our objective is to improve our customers' carbon footprint and to support them in reducing CO<sub>2</sub> emissions across their operations – sustainably, economically and reliably. A key milestone in this journey has been the completion of our Double Materiality Assessment, finalised in 2023 and further refined in 2024, which now provides clear guidance for our strategic priorities.

To ensure that our efforts are independently verified and aligned with internationally recognised benchmarks, GETEC regularly participates in leading sustainability assessments. In 2024, we achieved a 4-star rating from GRESB, were awarded the Eco-Vadis Platinum Medal, and continued as a signatory to the United Nations (UN) Global Compact with our annual Communication on Progress. These recognitions underscore our commitment to sustainable business practices, transparency and accountability – to both society and the environment.

**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 UN 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".

**BUILDING THE FOUNDATION: OUR 2024 DOUBLE MATERIALITY ASSESSMENT**

In 2024, GETEC undertook a comprehensive Double Materiality Assessment (DMA) to identify, evaluate and prioritise the sustainability-related impacts, risks and opportunities (IROs) most relevant to our business and stakeholders. This process was not merely a compliance exercise – it was a strategic milestone that now serves as the cornerstone for our future external reporting under the Corporate Sustainability Reporting Directive (CSRD). The DMA enabled us to systematically assess both financial materiality (how sustainability issues affect our business) and impact materiality (how our business affects society and the environment). Through stakeholder consultations, internal workshops and cross-functional collaboration, we mapped out the ESG topics that truly matter to GETEC. These topics now guide our disclosures and shape our sustainability strategy going forward. But beyond frameworks and data points, the DMA was an opportunity to connect. It allowed us to engage

meaningfully with our stakeholders – employees, and internal representatives of partners, and communities – and to listen with intent. This dialogue has deepened our understanding of shared priorities and strengthened our commitment to transparency and accountability.

What drives us is not obligation, but conviction. We are intrinsically motivated to understand and act on our material topics because we believe that sustainability is not a checkbox – it is a mindset. It is about making decisions today that respect tomorrow. The DMA has helped us clarify where we can make the greatest impact, and we are committed to using this clarity to drive responsible growth. As we move into the next phase of our CSRD journey, the insights from our 2024 DMA will continue to inform our reporting, our strategy and our actions. We see this not just as a regulatory requirement, but as a chance to lead with purpose.

**APPROACH TO STAKEHOLDER ENGAGEMENT**

Our new DMA 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 analysis enabled us to deepen this dialogue. Working with selected topic experts and considering our main peers, standards and frameworks, we analysed stakeholders' needs and incorporated the findings into our strategy.

**REPORTING PERIOD, FREQUENCY AND CONTACT POINT**

The reporting period is the 2024 calendar year. We report annually on sustainability topics. This report was published in December, 2025.

**Contact for questions regarding the report:**

**Liza Steudle**  
Head of ESG Group  
esg@getec.de

**Contact Corporate Communications:**

**Clemens Thoma**  
Head of Corporate Communications Group  
communication@getec.de

**EXTERNAL ASSURANCE**

External assurance of this report is not planned.

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





# Environment

# Energy metrics

## Environmental performance overview

In 2024, we took important steps towards our Net Zero 2045 target (Scope 1 and 2), advancing both the quality of our data and the focus of our reporting. Transparency, relevance and continuous improvement remains at the heart of our environmental management.

## Emissions profile

Scope 1 emissions decreased further to 1,183,374 t CO<sub>2</sub>e (2023: 1,268,781 t CO<sub>2</sub>e), reflecting our ongoing phase-out of lignite dust, launched in 2020 and on track for completion by 2030. This reduction also results from continued portfolio optimisation and improved operational efficiency. Coal-based thermal capacity was reduced from 391 MW to 345 MW, marking another milestone on our pathway to a full coal exit. Scope 2 emissions remained broadly stable, at 48,204 t CO<sub>2</sub>e (location-based), with the first-time inclusion of market-based accounting at 66,240 t CO<sub>2</sub>e, aligning our approach with the upcoming CSRD standard.

A major advance in 2024 was the rollout of a new group-wide Green House Gas (GHG) accounting tool, allowing for comprehensive coverage of Scope 3 emissions across all relevant GHG Protocol categories, now reported at 1,372,652 t CO<sub>2</sub>e. While this represents a slightly lower value than previously estimated, the reduction primarily reflects improved data quality, consolidation and methodology refinements rather than a decline in actual activity levels. It highlights our progress toward more accurate, transparent and reliable value-chain reporting.

## Sharpening our focus

To improve the precision and relevance of our performance metrics, GETEC has transitioned from the former “CO<sub>2</sub> Intensity under Management” metric (2023: 231 g CO<sub>2</sub>e/kWh) to the new “CO<sub>2</sub> Intensity Assets”, reflecting only emissions from our core business operations. This refined KPI includes Scope 1 and 2 emissions from fuels used and

purchased energy in relation to generated output – steam, heating, cooling and electricity. The new figure stands at 243 g CO<sub>2</sub>e/kWh, with 2024 now defined as the base year for future intensity reduction targets. The change provides a clearer link between decarbonisation progress and operational performance, backed by higher data transparency.

## Renewables and strategy

The share of renewable energy in our fuel mix was maintained at around 30%, consistent with 2023 levels. While the overall share remained stable, the composition of fuels changed significantly, reflecting our ongoing transition toward greener and more diversified energy sources. Its inclusion in this year's report underscores our commitment to transparency and accountability in energy sourcing.

## Global alignment and validation

Our efforts are guided by leading frameworks including GRESB, EcoVadis and the UN Global Compact, ensuring that our sustainability actions remain benchmarked and externally validated. In 2024, key environmental data – including Scope 1 and 2 emissions (market- and location-based), energy input (fuel use), and water inflow – underwent external verification, reinforcing the robustness and credibility of our reporting. A new DMA further sharpened our priorities, embedding environmental goals into our broader strategy and strengthening the foundation for long-term resilience.

## Looking ahead

Reductions in Scope 1 emissions and coal capacity signal clear decarbonisation progress, while higher Scope 3 figures reflect improved data coverage and methodological precision. With a clearer emissions baseline and a refined KPI structure, we are better equipped to measure progress, strengthen data-driven decisions and drive decarbonisation together with our clients – keeping us firmly on track toward our Net Zero 2045 pathway.

## Emissions KPIs

CO <sub>2</sub> emissions	2024
Scope 1 – t CO <sub>2</sub> e	1,183,374
Scope 2 location-based – t CO <sub>2</sub> e	48,204
Scope 2 market-based – t CO <sub>2</sub> e	66,240
Scope 3 – t CO <sub>2</sub> e	1,372,652

Intensity	2024
Ratio of total emissions (Scope 1 and 2 in g CO <sub>2</sub> e) to energy generated (heat and electricity in kWh)	243

Installed	2024
Coal-based thermal capacity	345 MW

Renewable energy	2024
Renewable energy imported/purchased/used	30%

## Environmental Targets

Lignite dust phase-out by 2030 (base 2020)

Net zero by 2045 (Scope 1 and 2)

CO<sub>2</sub>e Intensity assets: intensity based on assets only. This does not include offices and car fleet, office operations and other energy streams from the emissions and calculation scope.

# Paradome Potsdam: definitely no business as usual

We manage complexity – but Paradome required new thinking, close coordination and technical precision.



The Paradome: a restored industrial monument in Potsdam

Every real estate developer aspires to a project like this: a historically significant industrial building in one of Germany's most prestigious cities. The former locomotive factory in Potsdam, though in need of extensive renovation for decades, never lost its architectural grandeur. Under the name "Paradome", the site has now been revitalised by the developer DRIVEN. Situated in Brandenburg's state capital – a UNESCO World Heritage Site – the building is being repurposed to accommodate a regional customs authority, with capacity for up to 540 employees across 16,000 square metres of floor space.

Its appeal goes beyond architecture and location. Potsdam, in close proximity to Berlin, is evolving into a dynamic economic hub. The building itself, a heritage-protected industrial monument, is now a modern, high-performance office space – powered, in part, by GETEC. The project developer DRIVEN chose GETEC 2023 as its partner for the energy solutions.

### A landmark with a story – and a future

The Paradome's distinctive hexagonal structure, topped by a 20-metre-high Schwedler dome with a 48-metre span, has earned it the nickname "Lokzirkus" (locomotive circus). Locomotives were built on the site in the Babelsberg district from 1899 to 1976, initially by Orenstein & Koppel and later by Lokomotivbau Karl Marx Babelsberg. Until 1995, mobile cranes were manufactured here. Subsequently, the building served various functions. One of the prominent highlights: in autumn 2007, the hall was transformed into the central building of New York's Solomon R. Guggenheim Museum to serve as the setting for the film "The International" by Tom Tykwer starring Clive Owen and Naomi Watts. It is understandable that the project attracted considerable attention not only in the business community, but also among the general public in Potsdam. "Many curious people passed by the construction site and looked on with interest," remembers Volker Gniosdorff, Project Engineer Implementation at GETEC. "As a Potsdam native myself, I completely understand the public's fascination."

### The GETEC role: integrated, efficient and sustainable

Construction was completed in 2025, and GETEC played a key role in ensuring the project stayed on track. The first task was the installation of a high-capacity transformer system to provide power across the facility. In addition, GETEC was commissioned as the long-term heating contractor and energy provider. To meet the energy requirements of the 16,000 sq. m site, GETEC implemented a dual-source system: a heat pump was installed to deliver space heating, while a separate district heating station supplies domestic hot water. The two systems operate independently, ensuring a reliable and demand-driven energy supply tailored to the building's functional profile. However, in terms of sustainability, this was only part of the solution. "The energy concept had to include at least 55% renewable energy," explains Joachim Dobat, Team Lead for Medium and Low Voltage in the division Electrical Instrumentation & Control at GETEC. "As district heating in Potsdam is predominantly non-renewable, we needed to add a large-scale photovoltaic (PV) system." Normally, this would be a plug-and-play solution. But installing solar panels on a listed building is no easy task – especially on a roof with such architectural and historical value. But GETEC, working closely with the authorities, found a discreet solution that preserved the



The GETEC team inside the building

building's aesthetics while meeting the energy targets. Today, the PV system delivers up to 250 kW of peak power via two inverters and also supplies the on-site electric vehicle charging stations. GETEC provides not only the electricity but also the necessary communication infrastructure for smart charging.

### From challenge to milestone – thanks to a dedicated team

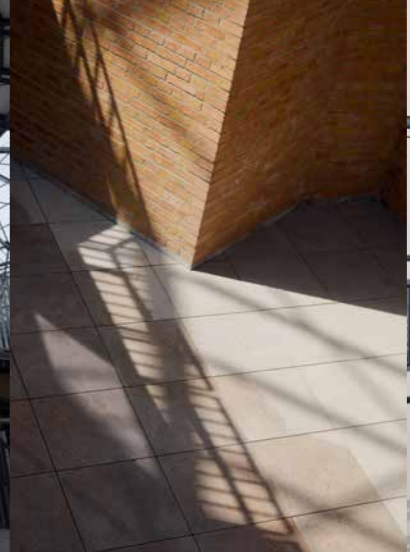
The project was not without its challenges. We joined the project at a very late stage, says Sebastian Helm, Head of Sales for the Central Region. "The original contractor was unable to meet expectations, and we were approached in March 2023. By November, the contracts had to be signed. It was a tight timeline, but we made it happen." Nicole Jeromin, Account Manager at GETEC, adds: "We held daily coordination calls. There was intense pressure, but thanks to close cooperation across departments – especially with procurement – we stayed on course and delivered the project on time." For the GETEC team, this success was also personal. "I grew up in Potsdam, and my family has been here for generations," says Volker Gniosdorff. "Seeing the Paradome – or the 'Lokzirkus' – restored and ready for a new chapter means a lot to me." Accordingly, the team unanimously agrees that –

aside from a few minor setbacks – the project was a clear success. This assessment extends beyond the core project team to include the highly agile collaboration with the procurement department, which played a key role in finalising the contract. Above all, the open exchange of knowledge, straightforward communication and continuous cross-functional support were identified as critical success factors. As Joachim Dobat summarises: "The project was not only successful – it was genuinely enjoyable."

The Paradome is not just a landmark asset for the city of Potsdam and its residents; it also stands as a model project for GETEC – delivering valuable insights into how sustainability, efficiency and pace can be effectively aligned. One memorable detail illustrates this perfectly: the GETEC team completed all electrical and heating installations before all windows and doors had even arrived. That's a sequence you don't often encounter in construction.

The hexagonal dome hall with a 20-metre-high Schwedler dome roof, which has a span of 48 metres, where solar panels are installed





## Conversation with the Paradome project team – a project like any other or something special?

### Nicole Jeromin

“The Paradome project was truly unique. Working on a listed building with an integrated solar solution is a rare challenge, even for GETEC. The combination of heritage preservation and modern energy solutions made it stand out. Adding to that, the tenant – a federal customs office – brought specific requirements that further shaped the project.”

### Sebastian Helm

“We joined the project at a very late stage, which made timing a real challenge. The request came in March, and contracts had to be signed by November – a record turnaround. Despite the pressure, our team managed the complexity with remarkable agility. Having experienced colleagues like Volker and Joachim on board was crucial to delivering results quickly and reliably.”

### Joachim Dobat

“We were responsible for the entire energy concept – electricity, heating, photovoltaic systems and e-mobility infrastructure. The photovoltaic installation on a listed building was particularly demanding. But thanks to close cooperation with the authorities, we found a solution that met the requirements. In the end, we achieved the ambitious sustainability targets and delivered on time.”

### Volker Gniosdorz

“The coordination effort was enormous – all trades were active on-site at the same time, which is highly unusual. Construction phases that usually follow in sequence had to be managed in parallel. I greatly respect the project management for mastering this. Personally, the Paradome means a lot to me: as a lifelong resident of Potsdam, I’m proud to see this landmark brought back to life.”

€3 million

Investment volume

16,000 sq. m

Usable space

250 kW peak

PV system capacity

55%

Renewable share of energy mix

9 months

Planning to contract

2020–2025

Implementation period



**Nicole Jeromin**  
Account Manager,  
Real Estate Segment



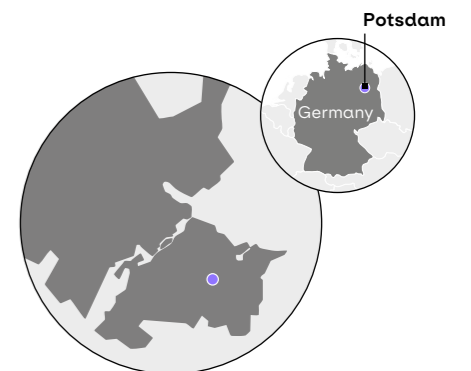
**Sebastian Helm**  
Head of Sales, Central Region  
Real Estate Segment



**Joachim Dobat**  
Team Lead MV and LV,  
Division EI&C



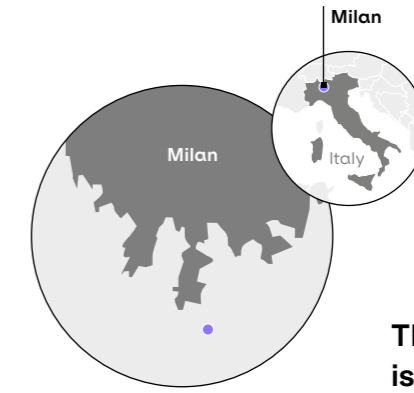
**Volker Gniosdorz**  
Project Engineer



**The Paradome is located on the outskirts of Potsdam, Germany**

# From data processing to district heating

How a data centre heats water for a social housing estate



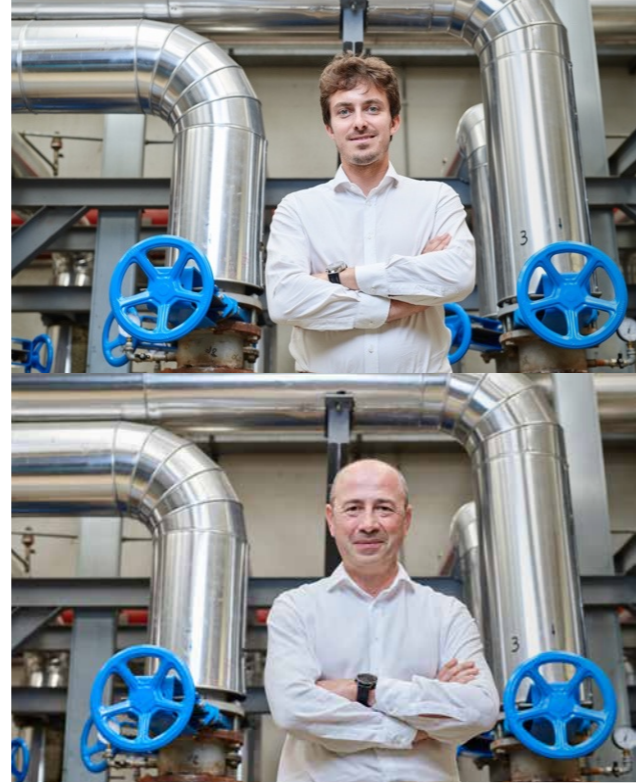
**TIM Enterprise in Rozzano is located on the outskirts of Milan, Italy**



Project aim: supplying clean heat to 5,000 homes in Rozzano's Aler district

“This initiative demonstrates our commitment to the region – delivering innovative, tailor-made solutions that help decarbonise while creating tangible benefits for local communities.”

Danilo Piermarini, Head of Operations



Andrea Zannetti, Senior Construction Project Manager and Danilo Piermarini, Head of Operations and Maintenance Industry



TIM Enterprise is a digital communications specialist, operating one of Italy's most important data networks, including a facility in Rozzano

A server can generate almost as much heat as a radiator. The Italian telecommunications company TIM Enterprise operates 16 data centres across Italy. With the support of GETEC, the waste heat from this data centre is now being channelled to provide hot water to 5,000 social housing units in Rozzano.

**A pioneering project in Rozzano**

Rozzano, just 15 km from Milan, may not have glamour, but it has ambition. For several years, GETEC has been developing one of Italy's most advanced district heating networks here. The results are remarkable: the share of heat produced by conventional boilers has dropped from 78% in 2023 to a projected 14% by 2025. The remaining heat now comes mainly from recovered energy – waste heat generated by cogeneration and industrial processes. This shift marks a decisive step towards a low-carbon future for the city. The next step, in partnership with TIM, is to convert heat from the local data centre into hot water for social housing. The process is straightforward. Waste heat from the TIM Enterprise data centre is captured, boosted via heat exchangers and heat pumps, and fed into the GETEC underground district heating network. This network distributes the heat to buildings, supplying residents with heating and domestic hot water.

**Great partnerships leading to great results**

The impact is substantial: reduced natural gas consumption and lower CO<sub>2</sub> emissions – an estimated annual saving of 3,500 tons of CO<sub>2</sub>, equivalent to planting approximately 17,500 trees. Covering an

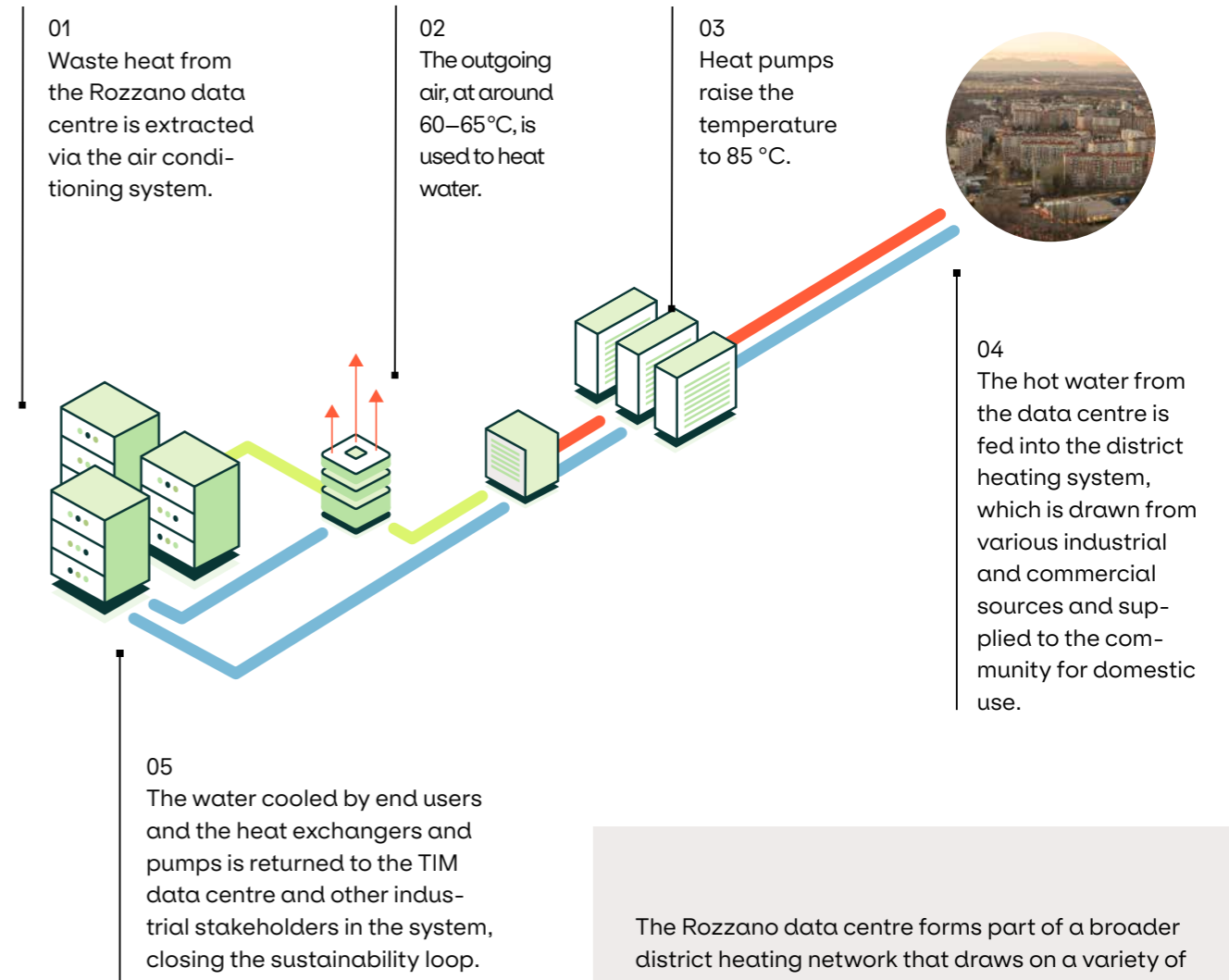
area of around 90,000 m<sup>2</sup>, the Rozzano site forms part of TIM Enterprise's network across the country. Danilo Piermarini, Head of Operations, sums up the significance: “This initiative reinforces our commitment to Italy's industrial development by delivering innovative, tailor-made solutions that accelerate decarbonisation through more efficient energy models.”

**A triple win for TIM**

For TIM, the project brings threefold benefits: a tangible contribution to the local community, a significantly improved carbon footprint, and an adjusted energy tariff reflecting its input. For GETEC, it is another step towards building advanced infrastructure that benefits both the environment and local residents – perfectly aligned with its overarching aim of climate neutrality. For Rozzano, it means lower operating costs and progress towards sustainability targets. At the city's power plants, the share of environmentally friendly heat recovery has risen from 10% in 2023 to a forecast 46% in 2026.

**Smart energy management**

The partnership also incorporates advanced digital technologies to optimise the production and distribution of thermal energy, making the district heating network more responsive, efficient, and less wasteful. This is far from just a one-hit wonder. It is a benchmark for similar facilities, significantly cutting natural gas use and CO<sub>2</sub> emissions. Extending such projects across Milan, Italy or even Europe could multiply the environmental benefits many times over – and both teams are ready to lead the way.



The Rozzano data centre forms part of a broader district heating network that draws on a variety of waste heat sources, including industrial facilities, large solar installations and commercial buildings. The presentation highlights only the specific cycle of the data centre within the overall system.



# A key pillar for a decarbonised future

Biomass remains a key driver of clean, decentralised energy – Ryan Ptak discusses its role in enabling industrial decarbonisation

As Europe accelerates its path toward a low-carbon economy, the need for decentralised, scalable and reliable heat generation becomes ever more pressing. While electrification and green hydrogen dominate the headlines, biomass continues to play a crucial – and often underestimated – role in achieving carbon neutrality. At GETEC, biomass is more than just a bridging technology; it's a cornerstone of an intelligent, hybrid energy future. We spoke with Ryan Ptak, Biomass Specialist at GETEC, about how this vision is already being put into practice and what the future may hold.

## What role does biomass currently play within the GETEC energy solutions portfolio?

“Biomass is a vital pillar of our decarbonisation strategy. We currently operate more than 30 bio-fuelled assets across Germany, Italy and the Netherlands – including several newly commissioned plants in 2024 and additional projects already in development. That places GETEC among the leaders in decentralised, carbon-neutral heat production. Biomass enables our customers to significantly reduce their carbon footprint and meet stringent Scope 1 emissions reduction targets. At the same time, it ensures energy security and cost-efficiency – both critical factors for industrial and municipal clients navigating the energy transition.”

## Many consider biomass a transitional solution. Do you see it as part of the long-term energy mix?

“Absolutely. While biomass is sometimes framed as a bridging technology, we believe it has a long-term role to play. The key lies in continual optimisation. Today's biomass plants are increasingly intelligent, digitalised and fuel-flexible. We are already combining biomass systems with other low-carbon technologies such as heat pumps in hybrid configurations – boosting efficiency while reducing dependency on any single energy source. These systems support compliance with ESG standards and contribute to EU Taxonomy alignment by enabling measurable, long-term emissions reduction across operations.”

## What are the main challenges in expanding biomass within the GETEC portfolio?

“The availability and sustainability of feedstocks is certainly a challenge. Not every region has stable access to certified, carbon-neutral biomass materials. That's why we're investing in diversified supply chains and building strong partnerships to ensure long-term availability. On the technical side, we design our systems to be multi-fuel capable – enabling flexible operation depending on market conditions. This means our plants can process a



**Ryan Ptak**  
Head of Alternative Fuels Germany

wide range of biomass feedstocks, such as wood chips, waste wood, or agricultural and food industry residues, depending on what is sustainably available in the region. It's a resilient model that supports scalability without compromising on ecological or economic viability. By ensuring a verifiable reduction in Scope 1 and 2 emissions, we help clients strengthen their compliance with CSRD and GHG Protocol standards.”

## Can biomass compete with electrification in the long run, especially given the EU's push for heat pumps and green electricity?

“Electrification is essential, but it's not universally applicable – especially for industrial processes that require high-temperature heat or uninterrupted base load supply. Biomass complements electrification by filling these critical gaps. It offers a decentralised, dispatchable and carbon-neutral source of energy that can be integrated with electric solutions. Biomass ensures not only operational continuity but also regulatory robustness. Its ability to lower carbon footprints in high-emission sectors makes it a relevant technology in any taxonomy-aligned energy mix.”

## Looking ahead, what is the GETEC vision for biomass by 2030 and beyond?

“Our ambition is clear: to significantly expand our biomass capabilities – not only in terms of installed capacity but also in technological sophistication. We're talking about smart, AI-optimised, multi-fuel biomass plants that interact seamlessly with other renewable systems and digital platforms. These solutions will be fully integrated into our ESG strategy, enabling clients to track their decarbonisation impact in real time, including Scope 1 and 2 emissions. We aim to support full life cycle carbon accounting, ensuring clients can document compliance with both regulatory and investor expectations. Biomass at GETEC is not just part of the present – it's a future-proof solution we are actively shaping.”

# Emissions

## MANAGEMENT OF MATERIAL TOPICS AND IMPACTS

Our core competence is energy since we supply steam, heating, cooling, electricity, energy recovery, and waste and waste water treatment. We take a holistic approach and our solutions often form a systemic network of different technologies. Our company has a clear focus on reducing carbon emissions. However, most

solutions are still producing emissions. Following the updated materiality assessment, emissions continue to be the most significant ESG topic amongst climate change, energy, pollution, the use of resources, waste and the circular economy.

## POLICIES AND COMMITMENTS

GETEC operates under a comprehensive framework of regulations and policies, including stringent environmental standards. Within the changing regulatory landscape, core principles of GETEC are resource efficiency, and a firm commitment to climate

protection. These principles guide not only the operation of our own plants but also those of our customers. Our actions and conduct are aligned with GETEC policies, which are applied consistently across all entities.

## ACTIONS

### Tailored energy solutions for a decarbonised future

GETEC develops technology-agnostic energy infrastructure solutions tailored to customers' specific needs. The goal is to increase energy efficiency, optimise costs and support sustainable environmental outcomes.

Our service portfolio spans the modernisation 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.

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.

## TRACKING EFFECTIVENESS

Calculating carbon emissions involves adhering to specific protocols, with the GHG Protocol being the most widely adopted by companies. Its complexity, particularly in categorising emissions and activity data, makes it challenging to perform calculations using standard tools or software.

Following a thorough analysis of the GHG emissions calculations software market, we selected a software that is able to cover all our environmental data and emissions calculations requirements. We aim at centralising the required data for GHG emissions and environmental KPIs on the cloud. This aims at creating a centralised data repository which streamlines access to this data and reduces access delays for multiple departments.

The collection of the required data for GHG calculations was done semi-manually and was very time-consuming. With the integration of automated processes we eliminate the risk of manual errors, as well as making the entire collection process more efficient, while ensuring greater reliability and improved data quality. We estimate that, with the integration of automated processes for the ESG use case alone, energy data collection and GHG emissions calculations will require 50% less time, saving each ESG responsible approximately 200 hours per year per country. The emissions data automation initiative makes the reporting to the relevant stakeholders more efficient, by accelerating delivery of KPIs and reports, enhancing environmental ratings and overall sustainability performance.

## ENGAGEMENT WITH CUSTOMERS

In 2024 a detailed internal analysis of the tools and systems used in individual country organisations was conducted. Particular attention was paid to the individual Customer Relationship Management (CRM) systems and usage processes in the different countries. As the aim is to establish a single CRM system, the respective work processes were examined and how they are applied in CRM. Particular attention was paid to the fields and functions required for setting up company-wide customer satisfaction management. The aim of the analysis was to lay the foundations for starting a harmonisation process and to build up experience management in the following year. Our new CRM system will enable a 360-degree view of the customer. Furthermore, we started rolling out our new customer engagement strategy across the entire group in 2024. This initiative focuses on enhancing customer experience through automation, proactive communication, and

continuous improvement. Key processes such as visitor and compliance flow, customer onboarding and offboarding will be automated, ensuring a smooth and efficient experience. Our commitment to performance management and service continuity guarantees consistent quality, even during holidays and sickness. Centralised contract and entitlement management will improve process quality and time-to-market, benefiting our customers. By providing real-time data and reports, we enable better decision-making and strategic planning.

Our proactive communication approach keeps customers informed about the status of their requests and any maintenance work, fostering transparency and trust. This initiative is essential for building strong and lasting relationships with our customers.



Social

# Safety and diversity metrics

Our commitment to the social dimension of ESG is rooted in creating a safe, inclusive and future-ready workplace. We strive to empower our people through continuous development, foster diversity at all levels, and uphold the highest standards of health and safety. By strengthening our employer brand and advancing HR practices, we aim to remain a trusted partner for talent across Europe and build a resilient workforce for the challenges ahead.

## Age group distribution:



## Health rate 2024



## Target 2030

98%



Countries of origin of employees

26



Apprentices and interns

1.5%

## Incidence rate

Total recordable injury rate (TRIR)

2024	2030
3.6	4.0

## Accident rate

Lost time injury rate (LTIR)

2024	2030
3.9	3.5

## Partner work safety

(LTI\* and fatalities)

2024	2030
0	0

## Number of employees

(HC)

Total	Female	Male
3,117	647	2,470

## Percentage of women in management

2024	2030
17%	33%

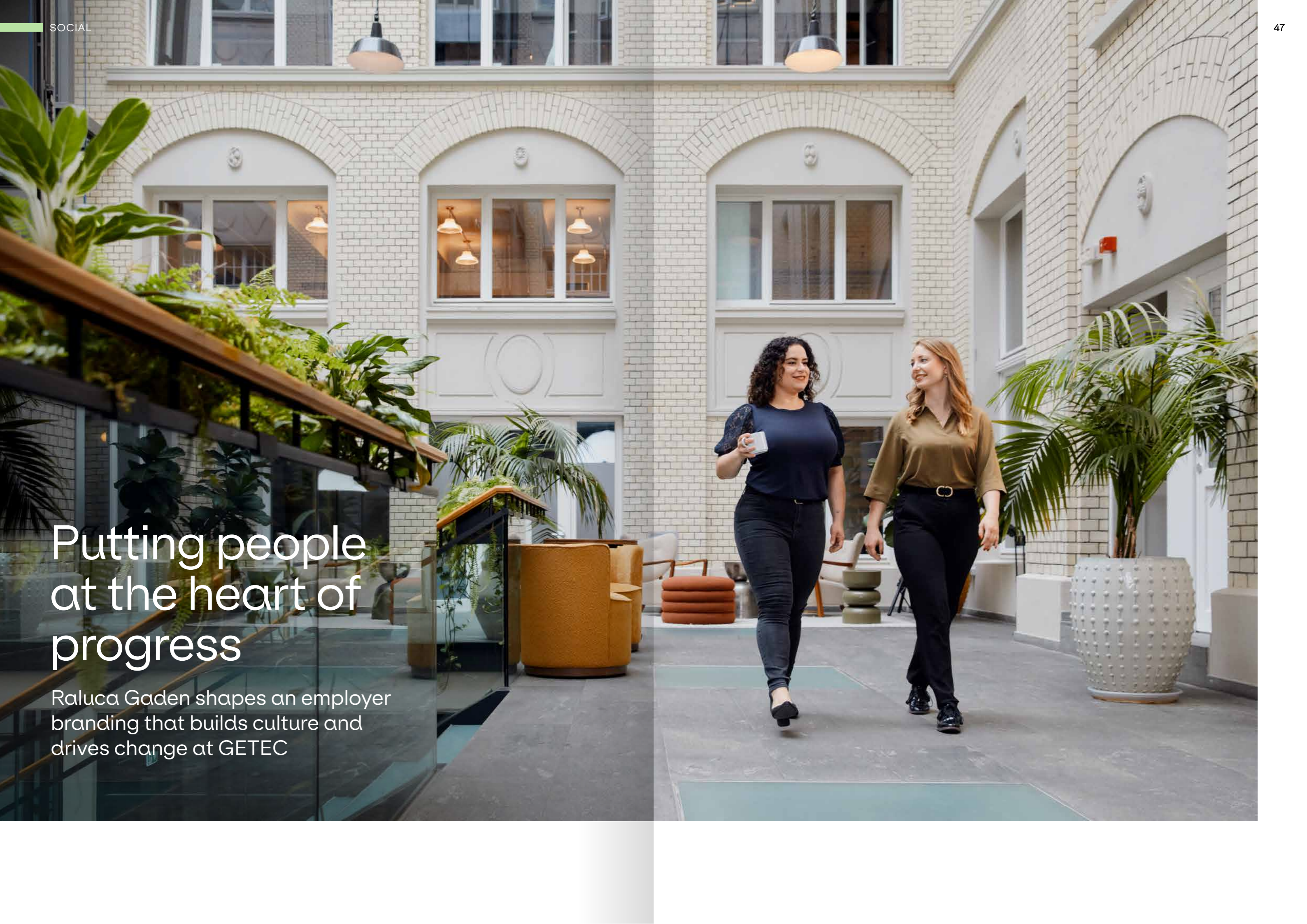
## Percentage of women in our office workforce

2024	2030
33%	40%

We have raised our ambitious target for women in the office workforce to 40% in order to creating a strong pool of potential female leaders. The target for women in management positions has been slightly adjusted. Considering planned company growth and strategic personnel development, the 33% target for women in management remains challenging yet intentional.

# Putting people at the heart of progress

Raluca Gaden shapes an employer branding that builds culture and drives change at GETEC





“It’s about telling our story in an authentic way. We need to show potential colleagues how we are shaping the energy transition and how their expertise can make a tangible impact.”

Raluca Gaden

At GETEC, the energy transition is not only about technology and infrastructure – it is also about the people who drive it forward every day. For Raluca Gaden, Brand Manager at GETEC since joining in 2024, the heart of sustainability lies in creating a workplace where talent can thrive, ideas can flourish and diversity is genuinely valued. With a background in international communications and a deep understanding of cross-cultural collaboration, she brings both strategic vision and personal commitment to her role.

#### **A clear mission: attracting and retaining the right talent**

In an increasingly competitive market for skilled professionals, Raluca Gaden’s mission is both simple and ambitious: to ensure that GETEC is recognised as an employer of choice across Europe. That means more than just offering attractive roles. “It’s about telling our story in an authentic way,” she explains. “We need to show existing and potential colleagues how we are shaping the energy transition and how their expertise can make a tangible impact.” This mission is reflected in the development of a new employer brand and is based on the four GETEC values: pioneering, impact, reliability and unity, combined with a brand new look and is feel and authentic employee portraits implemented across all touchpoints with existing and potential employees. Examples include a refreshed career website showcasing real stories that illustrate the purpose of GETEC, a pan-European culture ambassador programme, as well as onboarding initiatives that help new colleagues quickly understand

the company structure and how their work contributes to GETEC goals. These actions embody the company’s pioneering spirit, seeking new ways to connect with people, and deliver measurable impact by bringing motivated, capable professionals into the organisation.

#### **Fostering an inclusive culture**

Employer branding at GETEC goes far beyond recruitment. “Once people join us, it is our joint responsibility as a team in all countries to ensure they can bring their full selves to work,” says Raluca Gaden. This commitment is reflected in initiatives that promote dialogue and inclusiveness. Reliability is built through transparent career development paths, consistent leadership support and a culture of trust. Impact is visible in employee-led community initiatives that contribute directly to social and environmental goals. These values are not abstract ideals – they are woven into the everyday experience of working at GETEC. To make them even more tangible, a company-wide roadshow is planned for early 2026. Visiting all major sites across Europe, it will bring colleagues together to explore how values and vision translate into everyday practice – from the way meetings are run to how teams collaborate and support one another. Closely connected to the rollout of the GETEC Leadership Principles and the new Leadership Playbook, the Roadshow will reinforce unity and strengthen psychological safety across the organisation. Together, these measures mark a cultural shift: ensuring that employer branding is not just communicated, but lived.

“If we want to create long-term impact for our customers and society, we must start with the sustainability of our own workplace – our people’s well-being, development and engagement.”

Raluca Gaden



**Sustainability starts from within**

Raluca Gaden sees a direct link between environmental ambitions at GETEC and the internal culture. “If we want to create long-term impact for our customers and society, we must start with the sustainability of our own workplace – our people’s well-being, development and engagement.” Flexible working models, targeted professional development programmes and team-based innovation challenges are part of this vision. By fostering the pioneering spirit of employees and strengthening unity, the company not only meets current challenges but also prepares for the demands of the future.

**Looking ahead**

Her focus for the future is clear. She aims to continue strengthening the GETEC brand and reputation as a trusted and inspiring employer, capable of attracting the best minds in energy, engineering and digital transformation. For Raluca Gaden, the key lies in authenticity: “We cannot just tell people what we do – we must show them. Through our actions, our culture and our results.” In a world where the demand for sustainable solutions is growing rapidly, she believes that people are the greatest renewable resource at GETEC, driving change, delivering innovation and shaping a better future for all.

**“Shaping culture and inspiring talent”****What makes GETEC an attractive employer in your eyes?**

**Raluca Gaden:** “It’s the combination of a meaningful mission and a collaborative culture. People know their work contributes directly to shaping the energy transition. That purpose, combined with strong teamwork and a supportive environment, makes a real difference.”

**How do you ensure new colleagues feel connected from day one?**

**Raluca Gaden:** “Onboarding is key. We not only introduce them to their role and team but also to our values and our vision. We want them to understand how their skills create impact – and to feel part of a united team from the very start.”

**Which of the new GETEC values speaks to you most?**

**Raluca Gaden:** “For me it is impact – being aware of the impact that every word that I speak, every action that I take and every step that I go might have. This contributes to my resilience and ability to stay agile and open to new approaches to reach sustainable goals.”

**GETEC values in practice****Pioneering**

In employer branding, innovation means continually exploring new channels, formats and partnerships to reach the right talent. By creating a new employer value proposition and look and feel for the employer brand, refreshing the career website, launching internal and external social media campaigns and creating inspiring onboarding experiences, GETEC demonstrates that pioneering is as much about people and culture as it is about technology.

**Impact**

Every employer branding initiative is designed to show the tangible difference that GETEC employees make – whether delivering sustainable energy solutions, supporting local communities or driving innovation in the workplace. This focus ensures that the company’s social and environmental contributions are visible and measurable.

**Reliability**

Trust is built through consistent action. Transparent career development paths, reliable support from leadership and keeping promises made during recruitment are all essential to the GETEC reputation as a dependable employer. Reliability is a value that builds trust and not just a statement on paper.

**Unity**

With colleagues spread across multiple countries and disciplines, unity is achieved through collaboration, mutual respect and shared goals. By fostering cross-border project teams and encouraging knowledge exchange, GETEC ensures that all employees feel part of one cohesive organisation working towards a common mission.



**Raluca Gaden,**  
Brand Manager



## “The most important thing is communication”

To strengthen its position and build resilience against market changes, GETEC is pursuing a clear growth strategy that includes the acquisition of a substantial number of companies. Growth through acquisition can only succeed if the post-merger integration is managed effectively, connecting people, processes and systems with a common vision and mission. The key question is how this can be achieved in a way that is both efficient and people-centred.

### What is the process of a post-merger?

**Esteban Maidana:** “Post-merger integration (PMI) is not simply a standardised process. We have developed a matrix that helps us assess the complexity of each integration journey. For example, is there full alignment, partial alignment, or limited or no alignment with existing business models at GETEC? This single dimension already determines the level of complexity and the approach we take.”

### Can you illustrate that with an example?

**Esteban Maidana:** “We once managed a large merger that involved just one key asset and a single contract. The existing team remained in place, so the integration was relatively straightforward. In contrast, we had a smaller acquisition that included 150 contracts, 3,000 end users and 21 new colleagues who needed to be integrated into our organisation. That made governance and alignment far more complex. Each case must therefore be evaluated individually. Ultimately, our priority is to welcome people and ensure that the transition is as smooth as possible while delivering on the commitments made during the M&A phase. GETEC is not a cold-hearted organisation – we acquire to grow, not to maximise profit.”

### What role does governance play in this process?

**Esteban Maidana:** “Governance is essential. Every new acquisition must align with the GETEC governance framework, processes, systems and vision. Strong compliance is at the core of successful integration. We work to adopt local, internal and international standards. This is not always straightforward: integration is not only about creating synergies through cost optimisation. Some entities may not yet operate at the top-quartile standards that GETEC aspires to. We must therefore identify governance gaps quickly – and close them effectively.”

### How do you learn and improve?

**Esteban Maidana:** “We have established several work plans that we continuously refine based on feedback and lessons learned. Integration takes place function by function, following tailored plans for each specific case, with regular reviews of progress and interdependencies. In addition, a dedicated ‘Lessons Learned’ process allows us to capture insights and apply them to future integrations.

This helps us embed continuous improvement into our post-merger management.”

### What are the main challenges of PMI?

**Esteban Maidana:** “One of the key challenges within GETEC is integrating new management – a process that is often more complex than expected. People in the acquired company may feel that their first day at GETEC marks ‘Day One’. In reality, they have already gone through a demanding sales process that may have lasted a year and brought significant stress. We need to recognise that journey and approach ‘Day One’ at GETEC as just one step in their broader career path.”

### How do you ensure a good start for new colleagues?

**Esteban Maidana:** “At PMI, we must ensure that all GETEC functions and operations work seamlessly together. That is not easy, as integrations rarely begin at the most convenient time. But if we want new colleagues to start successfully, collaboration is essential – and it must happen quickly. A key part of our work is to coordinate closely with Business and Operations units to anticipate necessary steps and adapt them to the respective cultural context.”

### Communication seems to be a central element – why?

**Esteban Maidana:** “Because communication is everything. We want to work with people, not against them. If we lose the people, we lose value – it’s as simple as that. That’s why we need to communicate, communicate, communicate. Silence during the process only creates uncertainty and fear in the minds of new and existing employees. Clear, continuous communication helps build trust – and that is the foundation for successful integration.”



**Esteban Maidana**  
Post-Merger Integration  
Manager

# “Learning is key for our strategy”

Knowledge is the new gold for companies. How does GETEC mine it, Rebecca Schäfer?



## How important is learning at GETEC?

“The Learning & Development department was established just a year ago while previously training was conducted reactively – primarily to meet regulatory or operational requirements. Today, we are embedding learning processes that support long-term capability building across the organisation. This is not a luxury; it is a prerequisite for delivering our transformation agenda – whether in adopting new technologies, accelerating digitalisation or improving operational efficiency.”

## What does that mean specifically?

“Formal training remains essential, but we are working to foster a genuine learning culture. One pillar of this is self-directed learning, supported through platforms such as LinkedIn Learning, which provides access to thousands of professional courses. We can also initiate targeted learning campaigns – for instance, on AI or effective feedback conversations. Looking ahead, on-the-job learning will play an increasingly important role.

While our new ‘Workday Learning’ platform already makes it possible to integrate such measures, we are only beginning to explore its potential. For now, we focus on making targeted internal training from specialist departments easily accessible through the system. There are already a few lighthouse examples where managers have taken the initiative to embed learning into their teams’ routines, and we aim to expand on these approaches in the future. Both platforms are interconnected, creating the foundation for a more integrated learning ecosystem over time.”

## Is learning part of the job or done in employees’ own time?

“Clear guidelines are crucial for implementation. We have agreed that employees may allocate up to one hour per week during working hours to independent learning. If a specific development need arises, further learning time can be arranged in consultation with line managers.”

Rebecca Schäfer fosters self-directed learning to support digital and operational transformation at GETEC



**Rebecca Schäfer**  
Team Lead Learning & Development

## Do you have a personal recommendation on LinkedIn Learning?

“Certainly. One of my favourites is ‘Conversations that matter’, which includes the modules ‘Leadership communication in the flow of work’ and ‘Establishing psychological safety in one-to-one meetings’. This course is tailored for all our managers and aims to strengthen communication and trust. Another key recommendation is ‘AI meets the workplace’, which provides a foundational understanding of artificial intelligence, ethical use, prompting techniques, and the integration of Microsoft Copilot with other Microsoft tools.”

## Top courses 2024 to 2025 for GETEC employees

- Preventing harassment in the workplace
- Introduction to ESG: environmental, social and governance
- Managing your emotional response to workplace stress
- How to boost your productivity with AI tools
- Leadership communication in the flow of work
- Giving and receiving feedback

# Occupational health and safety

## EXPLANATION OF THE MATERIAL TOPIC AND ITS BOUNDARY

At GETEC, we are committed to conducting all activities responsibly, with the health, safety and well-being of our employees as a top priority. Many of our colleagues work in maintenance, service or in the installation of energy solutions at plants and construction sites, where they are exposed to industry-specific risks. We therefore apply rigorous occupational health and safety standards to minimise hazards and prevent accidents, which can have significant social and economic consequences. This responsibility extends equally to our contractors. In addition, we take into account

specific occupational safety requirements set by our customers, integrating them into our health and safety management system. Our mission is to provide a safe and healthy environment for everyone working with us, supported by regular training that enables employees to act with foresight and confidence. Healthy, well-trained employees are the foundation of our long-term success. For this reason, occupational health and safety remain material topics across the entire company. In certain cases, country-specific conditions apply; these are outlined in the tables below.

## MANAGEMENT OF MATERIAL TOPICS AND IMPACT

We are committed to providing a safe and healthy working environment for all employees, in line with the requirements of GRI 103-1. Our most recent materiality assessment confirmed "our own workforce" as a material topic, with particular relevance to health,

training and individual development within the framework of our new strategy. Detailed disclosures on these aspects will be published in the coming year and incorporated into our CSR report.

## POLICIES AND COMMITMENTS

All relevant information on occupational safety is made available via our intranet. In addition to our 360° Safety Culture and the company-wide HSEQ policy, our strategy and objectives are embedded within management systems certified to ISO 45001 and ISO 14001. These frameworks ensure that risks to employees and external stakeholders remain very low and that all operations comply with legal requirements.

The management systems are supported by comprehensive process and operating instructions, detailed plant safety and risk assessment templates, structured training programmes, and an accident and incident reporting system with root cause analysis. Further measures include continuous improvement of the working environment and individual conduct, hazardous substance management, activity-based risk assessments, health management and subcontractor oversight.

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

There is also a clear process 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.

## ACTIONS

Our HSEQ policy applies to all GETEC companies in all countries. Due to regional requirements linked to national legislation, each site has its own independent HSEQ management system. Country HSEQ systems are aligned with common GETEC objectives and are coordinated and monitored at Group level.

Our management approach is aligned in accordance with GRI 403 requirements: as part of the reorganisation 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.

## OUR COUNTRY'S 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.

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

**The Netherlands:** HSEQ management system was certified to ISO 50001 and ISO 55001 in 2022. Own emergency team provides first aid on-site and transfers employees to medical care if needed. Medical check-ups focus on psychosocial effects of work.

**Germany:** focus 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.

**Switzerland:** introduction of integrated management system in accordance with ISO 14001 and ISO 9001. HSEQ regulations are strongly integrated into project execution to ensure compliance with standards during construction start-up. Also, 360° Safety Culture programme established, including weekly safety meetings with unit managers.

**Italy:** measures are focused on reducing accident rates. Special training and targeted workplace inspections have been introduced to identify potential risks and analyse near misses. Occupational health services were expanded and the medical team enlarged. A prevention programme was launched in 2023.

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

## ENGAGEMENT WITH EMPLOYEES

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 at country level so that our employees can provide their specific feedback. We have also established meetings with employees returning to work after recovery from a

work accident. These meetings, led by the employee's supervisor, aim to define suitable measures for preventing similar accidents in the future. In the context of ISO 14001 certification, measures exist to involve external stakeholders in the occupational safety issues addressed during the reporting year.



**TRACKING EFFECTIVENESS**

In our previous Sustainability Report (2022, p. 92), we outlined how we monitor the effectiveness of our occupational safety measures, including initiatives implemented by our international subsidiaries in response to accidents. Effectiveness is generally

reviewed through the ISO 14001 and ISO 45001 management systems established in each country and is further verified by external certification audits.

Topic	2024	Target for 2030
Employee occupational safety TRIR – number per million hours	3.6	4.0
Employee occupational safety LTIR – number per million hours	3.9	3.5
Health rate – %	96.7	98

**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.

**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 GETEC was 3.6 and the lost time injury rate (LTIR) 3.9.

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

- **Diversity:** Diversity remains a cornerstone of the corporate culture at GETEC. Since signing the German Diversity Charter in 2021, meaningful steps have been taken to foster inclusion. Our People, Culture and Diversity Circle reflects the richness of our workforce. We are committed to continuing and expanding these initiatives. Diversity drives innovation, collaboration and long-term success. At GETEC, inclusion is not a trend – it's a lasting responsibility.
- **Equal opportunities:** Equal opportunities are a fundamental part of the values at GETEC. Every employee is expected to have fair access to growth and development. Maintaining these principles strengthens our culture of respect and inclusion. At GETEC, equality is key to unlocking the full potential of our diverse workforce.
- **Personnel development** is a key driver of long-term growth and innovation at GETEC. Six employees who completed training on climate, energy and sustainability at EBZ Akademie now act as multipliers. Their expertise helps spread knowledge and strengthen our commitment to future-oriented transformation.
- **Work-life balance:** At GETEC, we believe that a healthy work-life balance is essential for long-term employee satisfaction and performance. We offer mobile working options to support flexibility and individual needs. Flexible working hours allow our teams to better align professional and personal responsibilities. We also support childcare solutions to help employees manage family life more easily. Our goal is to create a working environment that respects personal time and promotes well-being. By enabling balance, we foster motivation, loyalty and productivity.
- **Strategic talent development:** Talent management is a key pillar of future readiness at GETEC. A wide range of development programmes is offered, tailored to different career paths. In addition to vocational training, we provide dual study programmes and internships. Mentoring and coaching are integral parts of our approach to individual growth. These initiatives help us attract, develop and retain top talent across all levels.
- **Social security:** Form and scope of company pension plans at our companies in Italy; supplementary pension plan under the national collective labour 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 recognised certification programme created with the aim of ensuring optimal working conditions. It is an accredited standard meeting the needs of organisations that want to highlight their commitment to sustainable development and, particularly, social issues.
- **Equal pay:** At GETEC, the principle of equal pay is firmly embedded in our compensation philosophy. We are currently conducting a comprehensive review of all salary structures to ensure fairness and transparency. Preliminary analyses indicate no significant discrepancies; however, we remain committed to proactively addressing any potential imbalances. Upholding equity in compensation reinforces trust and supports our inclusive workplace culture.

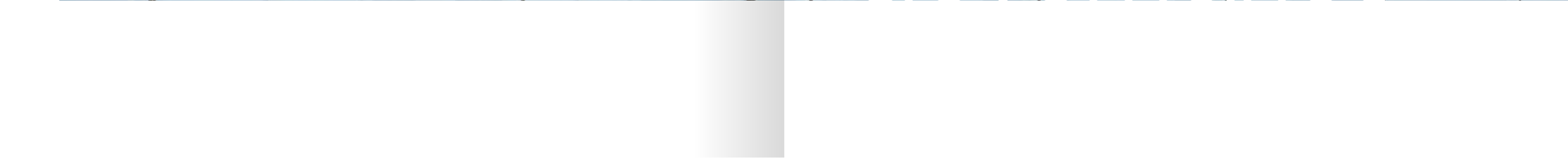
**WE HAVE IMPLEMENTED THESE EXEMPLARY MEASURES TO IMPROVE OCCUPATIONAL HEALTH AND SAFETY:**

- Occupational safety and environmental protection management system, certified to ISO 14001 and ISO 45001: G+E GETEC Holding GmbH, Magdeburg, Germany.
- HSEQ management system (certification) in Switzerland: An integrated management system in accordance with ISO 14001, ISO 45001 and ISO 9001 has been implemented at our sites 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 Information Management System (IMS).
- HSEQ 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 health and safety responsibilities
  - Targeted workplace HSEQ 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: Implementation of Safety and Environmental Walks and Talks (SEWAT) with periodical rotation; contract and departmental managers meet employees at the workplace to discuss safety, environmental and housekeeping issues (conducted twice yearly by a C-level manager).
- Workplace inspections in Italy: Workplace inspections by HSEQ specialists (reviewing compliance with all valid regulations) and follow-up reports; meetings with contract coordinators, contract managers and departmental managers to discuss improvement measures; proposals for improvement derived from the inspections are included in the Management by Objectives (MBO) approach 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 the hospital.
- HSEQ management system (certification) in Italy: An integrated management system in accordance with ISO 14001, ISO 45001 and ISO 50001 has been implemented at the sites to ensure high health and safety standards.





# Governance



# Compliance metrics

Beyond the purchase: governance as the foundation for integrity, transparency and sustainable value creation across the supply chain

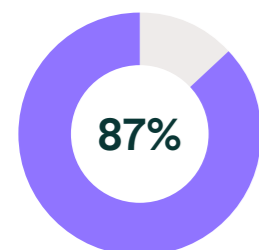
At GETEC, governance is more than just a compliance requirement – it is the backbone of our sustainability strategy. The way we source, assess and collaborate with our partners defines how responsibly and resiliently we operate as a European energy leader. By embedding environmental, social and ethical criteria into every stage of our procurement process, we ensure that the principles of accountability, integrity and transparency guide our daily business decisions.

Our sustainable procurement governance is built on clear responsibilities and robust control mechanisms. A cross-functional procurement excellence Group Function in alignment with country procurement teams oversee all company-wide activities, reporting directly to the executive committee. This structure ensures consistency, transparency and alignment across all regions in which we operate. All suppliers with an annual volume above €100,000 are bound by our Supplier Code of Conduct, which integrates environmental management, human rights, labour practices and anti-corruption principles. Regular audits, ISO-certified management systems and compliance training across Europe strengthen this framework further. To ensure traceability and data quality, GETEC has integrated ESG risks into the company's Enterprise

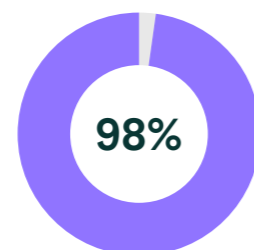
Risk Management system. Supplier assessments are conducted through SAP S4/HANA, while risk-based due diligence processes are supported by tools such as Adiuto and Integrity Next. These digital platforms enable continuous monitoring of sustainability criteria, legal compliance and social responsibility throughout our value chain.

In line with ISO 20400 on sustainable procurement and the German Supply Chain Due Diligence Act (LkSG), GETEC applies a double materiality perspective to evaluate both the financial and non-financial impacts of our supply chain decisions. This ensures that we meet the expectations of regulators, investors and society alike. Furthermore, an ombudsman-based whistleblowing system and accessible grievance mechanisms guarantee compliance with ESRS G1 requirements and uphold ethical conduct across all operations. Our ambition goes beyond regulatory alignment. By linking procurement governance with our climate and social strategies, GETEC contributes actively to the decarbonisation of industries, promotes fair labour practices and safeguards human rights across the value chain. In this way, procurement becomes a strategic lever – transforming compliance into leadership, and accountability into measurable impact.

**% of employees received environmental or cybersecurity training:**



**% of trained employees (code of conduct):**



## Non-compliance with laws and regulations in the governance area

Number of convictions for violation of anti-corruption and anti-bribery laws  
 Amount of fines for violation of anti-corruption and anti-bribery laws  
 Number of incidents of discrimination

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

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

## Non-compliance with laws and regulations in the environmental area

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

# The story behind the €3.1 billion deal

GETEC completes landmark €3.1 billion refinancing to accelerate growth strategy and support customers' energy transition

As already published in 2024, GETEC has successfully completed a €3.1 billion refinancing. The new financing platform will enable GETEC to further expand its reliable, tailor-made, fuel-agnostic and technology-independent solutions – helping even more customers achieve their energy transition and energy efficiency objectives. While the headline figure speaks for itself, the real story lies in the strategy, preparation and execution that made this transaction possible. We spoke with Jan-Eric Meyer-Hubbert, Head of Strategic Finance and Treasury at GETEC, to uncover the story behind the scenes.

## Strategic background

“Since 2022, GETEC has been pursuing a clear growth strategy focused on acquiring and investing in companies to drive sustainable growth,” explains Meyer-Hubbert. “This required the establishment of a strong and modern financing platform.” GETEC traditionally finances assets through a combination of equity and debt, following a deliberately conservative approach compared to many in the industry. For a transaction of this scale, the team

implemented a Common Terms Agreement – a single, overarching contract that defines all key terms and requirements for the financial instruments involved. “This framework streamlines subsequent financing, making follow-on contracts far simpler,” says Meyer-Hubbert. “It was one of the major achievements of this refinancing – allowing us to finance new assets and contracts with greater efficiency.”

## Execution and challenges

The transaction was among the largest infrastructure financings in Europe in 2024. Preparing for this required the gathering and harmonisation of large volumes of internal data, a significant challenge in light of strong growth and recent acquisitions at GETEC. “The due diligence process for a lender investing billions is extremely rigorous,” notes Meyer-Hubbert. “Not all data points were perfectly aligned at the outset, but thanks to outstanding support from across the GETEC team, we were able to deliver exactly what was needed. Once the data was in place, the process ran smoothly.”



“This new financing platform empowers us to seize opportunities within the highly attractive European energy infrastructure solutions market, driving our growth strategy forward.”

Pierre-Alain Graf, CEO

## Transaction highlights



**€3.1 billion** marks the total volume of the refinancing package.



Duration of preparation  
**Approx. 9 months**



**€2 billion** in long-term debt provides a solid foundation for the financing platform at GETEC.



Closing  
**2024**



Close to **€1 billion** is available as a flexible revolving credit facility – enabling GETEC to pre-finance and deliver projects for existing and new customers, or to pursue acquisitions. This element directly supports the company's buy-and-build strategy.

### Building trust with the market

Another key success factor was making the unique business model at GETEC transparent to both the financial community and customers. As part of the process, the company obtained credit ratings from two agencies – a milestone that enhanced market credibility. “The refinancing was oversubscribed,” Meyer-Hubbert recalls. “We retained our long-standing partners and welcomed new, high-calibre investors. It confirmed once again that we are highly attractive to conservative lenders with a very long-term perspective – which aligns perfectly with our long-term customer contracts and asset lifetimes, often extending up to 40 years and beyond.” Long-term institutional clients, such as life insurance companies and pension funds, value not only contract stability at GETEC but also the clarity of the governance structures in place. Each country assumes full responsibility for its projects, agreeing with the customer to build energy assets financed by GETEC. “In this respect,” Meyer-Hubbert adds, “we operate a little like a specialised bank, financing critical energy infrastructure projects that directly contribute to lowering carbon emissions.”

### Sustainability and resilience

Sustainability remains central to the business model at GETEC, while investor expectations continue

to evolve. “A few years ago, sustainability reporting was the primary focus, with investors fixated on formally correct KPIs,” says Meyer-Hubbert. “European investors still place strong emphasis on this, but US investors now look more closely at the actual impact of our projects. This plays to our strengths, as our tangible results speak for themselves.” Resilience is another critical factor for investors. GETEC does not build large power plants for sale; instead, it develops decentralised, bespoke energy solutions – always underpinned by long-term operating contracts. Frequently, projects involve modernising existing assets to increase resilience and security of supply, such as reducing dependency on specific fuels or grid connections. “This approach makes our business inherently resilient – both for GETEC and for our investors,” Meyer-Hubbert affirms.

### Looking ahead

Today, GETEC sees no limits to its market potential. “Our aim is to continue growing with our new financing platform for the foreseeable future,” concludes Meyer-Hubbert. “We are well-positioned to seize new opportunities and deliver sustainable value – for our customers, our partners and our investors.”

## Interview with Jan-Eric Meyer-Hubbert, Head of Strategic Finance & Treasury, GETEC

### How is this business model resilient?

Our model is based on decentralised, tailor-made energy solutions, always secured by long-term operating contracts. We do not rely on selling large plants, but on building and operating assets that guarantee security of supply. This makes our business inherently resilient – for us, our customers and our investors.

### What's your opinion as finance manager on the sustainability focus of GETEC?

Sustainability is at the very core of our business. European investors still expect rigorous reporting, while US investors increasingly look at tangible impact. For us, this is an advantage: our projects deliver measurable CO<sub>2</sub> reductions and efficiency gains. That's real value.

### What was key in the process of refinancing?

Preparation. Bringing together data from across our fast-growing group was challenging but essential. Once the information was harmonised, the process ran smoothly. Transparency and discipline were key.

### What is the strategy for the platform for the future?

The financing platform gives us the flexibility to grow. With it, we can seize opportunities quickly, finance new contracts more efficiently and scale our buy-and-build strategy across Europe.

### What are your criteria for a good GETEC project?

First, a clear customer need. Second, long-term partnership potential. And third, the ability to deliver measurable improvements in efficiency, resilience and sustainability. If these elements align, it's a strong GETEC project.



**Jan-Eric Meyer-Hubbert**  
Head of Strategic Finance & Treasury



“We are delighted that a diverse, international group of banks and institutional investors are keen to partner with us on the energy transition and decarbonisation journey for our customers.”

**Markus Hauck, CFO**



# Safeguarding growth in a complex world

As digitalisation accelerates and regulatory frameworks tighten, GETEC is strengthening its security posture across Europe. Chief Information Security Officer (CISO) Gunar Korm and Italian Information Security Manager Marco Appendino explain how international standards and a culture of awareness form the foundation for lasting security – and why this goes far beyond technology.

## Mr Korm, as CISO you oversee the global security approach at GETEC. What are your priorities in this role?

**Gunar Korm:** “My role is to ensure that information security is embedded in our corporate strategy, not treated as an afterthought. This means aligning governance, risk management and compliance with ESG objectives across all business units and geographies. At the same time, it is about creating a security culture that makes resilience part of everyday decision-making. This also includes measurable KPIs – from the number of employees trained in security awareness to the frequency of maturity assessments – because transparency and accountability are essential elements of good governance.”

## Mr Appendino, you are Information Security Manager at GETEC in Italy. What does this mean in practice?

**Marco Appendino:** “My focus is on translating the company’s strategy into local operational measures. In Italy, we work closely with colleagues from other regions to harmonise architectures, roll out monitoring tools and test response mechanisms. Security is only effective if it works seamlessly across all sites – and that requires local expertise embedded in a European framework. From an ESG perspective, this means ensuring that our plants not only comply with regulation but also demonstrate continuous improvement in awareness levels and incident readiness.”

## The central theme of this year’s sustainability report is resilience. What does this mean from an information security perspective?

**Gunar Korm:** “Resilience is about far more than technical defence. For us, it is the ability to anticipate, withstand and recover from disruptions – whether they are cyberattacks, regulatory changes or supply chain shocks. In the ESG context, resilience means safeguarding the trust of our stakeholders by ensuring that critical energy and information infrastructures remain secure, transparent and reliable at all times. Trust is a key social factor of ESG – and without trust, sustainable growth is impossible.”



## You mentioned that resilience is anchored at the very top of the company. How does the CEO, Pierre-Alain Graf, shape this agenda?

**Gunar Korm:** “His role is decisive. Our CEO makes it very clear that security and resilience are board-level priorities, not back-office tasks. By putting resilience on the executive agenda, he ensures that our strategy has visibility, resources and weight throughout the organisation. This is also how ESG governance comes to life: leadership signals that resilience and security are not optional, but a prerequisite for sustainable value creation. This leadership makes all the difference. It signals to employees and partners alike that security is integral to long-term success at GETEC and to the trust the organisation seeks to build as a sustainable energy solutions provider.”

## How do international standards such as ISO 27001, IEC and NIS contribute to this?

**Gunar Korm:** “These frameworks are essential. ISO 27001\* gives us a globally recognised structure for information security management, enabling us to anchor resilience in measurable processes and governance models. The IEC standards\*\* provide detailed technical guidance, particularly relevant to industrial and energy-related infrastructures. And with NIS\*\*\*, European regulation sets a clear benchmark: resilience is not optional, but mandatory for operators of essential services. By mapping our maturity levels against these standards, we can demonstrate measurable progress – another important ESG KPI.”

**Marco Appendino:** “From a technical perspective, these standards create a shared language across borders. At GETEC, with sites and partners in multiple European countries, harmonisation is crucial. Aligning with ISO, IEC and NIS allows us to close existing blind spots, strengthen maturity levels and ensure that our resilience strategy is not just theoretical but operational in every plant and every process. This alignment also makes our contribution to ESG traceable and auditable – both key factors in building stakeholder confidence.”

\* ISO 27001 – An internationally recognised framework for managing information security. It defines processes and controls that help organisations protect data and ensure business continuity.

\*\* IEC Standards – A collection of technical guidelines developed by the International Electrotechnical Commission, particularly relevant for industrial and energy-related environments. They ensure that systems and processes meet rigorous safety and security benchmarks.

\*\*\*NIS Directive – The European regulation for operators of essential services. It sets mandatory requirements for cyber and information security to strengthen resilience across critical infrastructures.

## KPI'S in GETEC security strategy

- Awareness Training Coverage – Share of employees who regularly complete information security and ESG-related awareness trainings (page 74).
- Maturity Assessments – Frequency and scope of company-wide security maturity checks, benchmarked against ISO and NIS requirements.
- Incident Response Readiness – Number and quality of tested incident response exercises conducted annually.
- Audit and Compliance Rate – Percentage of business units passing internal and external audits without significant findings.
- Stakeholder Trust Metrics – Feedback from partners, regulators and customers on transparency and reliability of security practices.

## Security foundations at GETEC

- **Strategic Guidance** – Security principles that provide orientation for the business and its partners.
- **Enabling the Business** – Protection and growth go hand in hand, with security supporting business objectives.
- **Culture and Integration** – Security is embedded by design into daily operations and decision-making.
- **Risk-based Protection** – A secure environment built on structured risk assessments.
- **Stability in Uncertainty** – Acting as a stabilising force in an increasingly complex world.
- **Resilience** – The overarching goal: anticipating change, absorbing shocks and maintaining reliability.



**Gunar Korm**  
Chief Information  
Security Officer



**Marco Appendino**  
Information Security  
Manager

# Integrity at the heart of governance

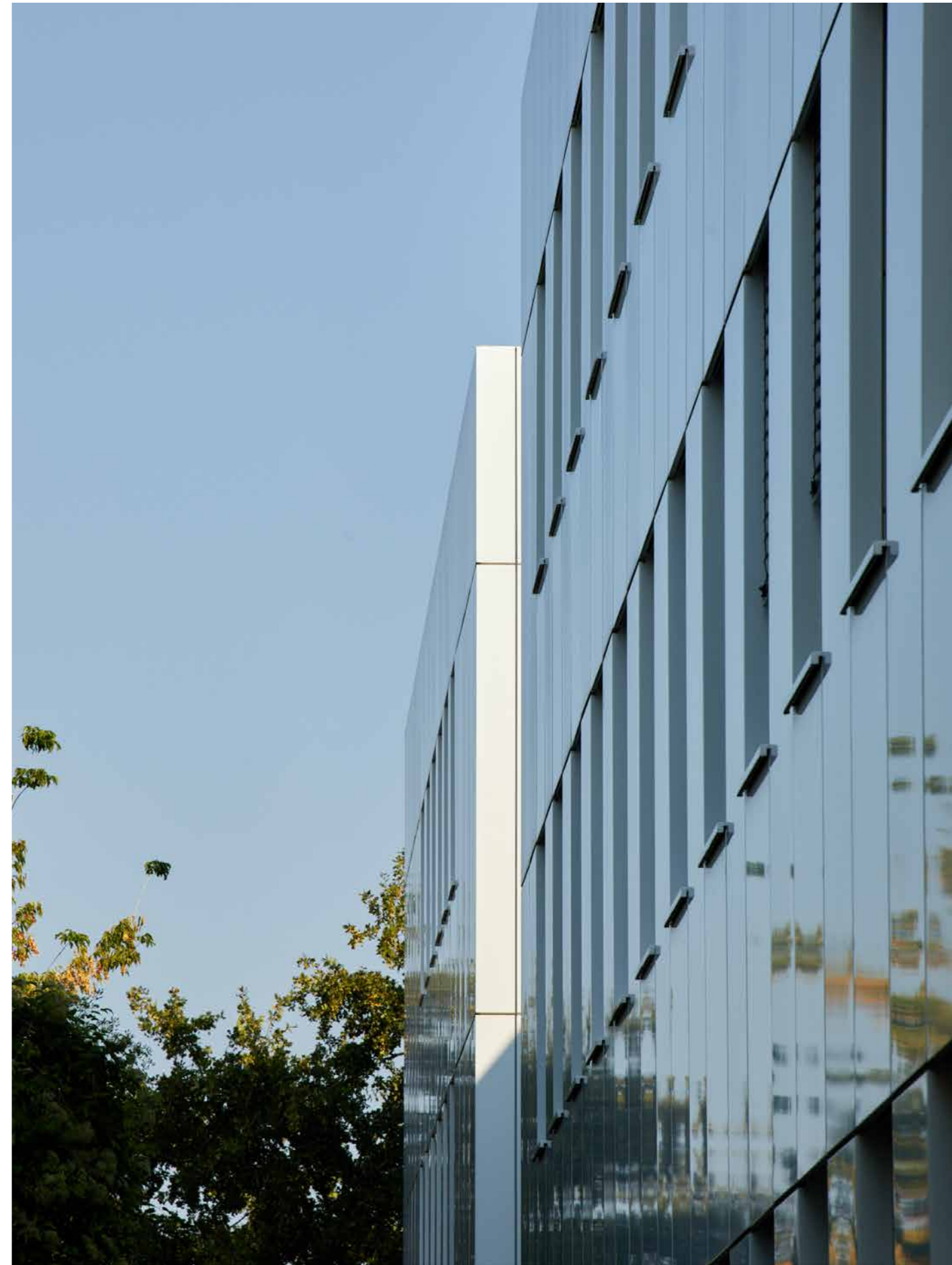
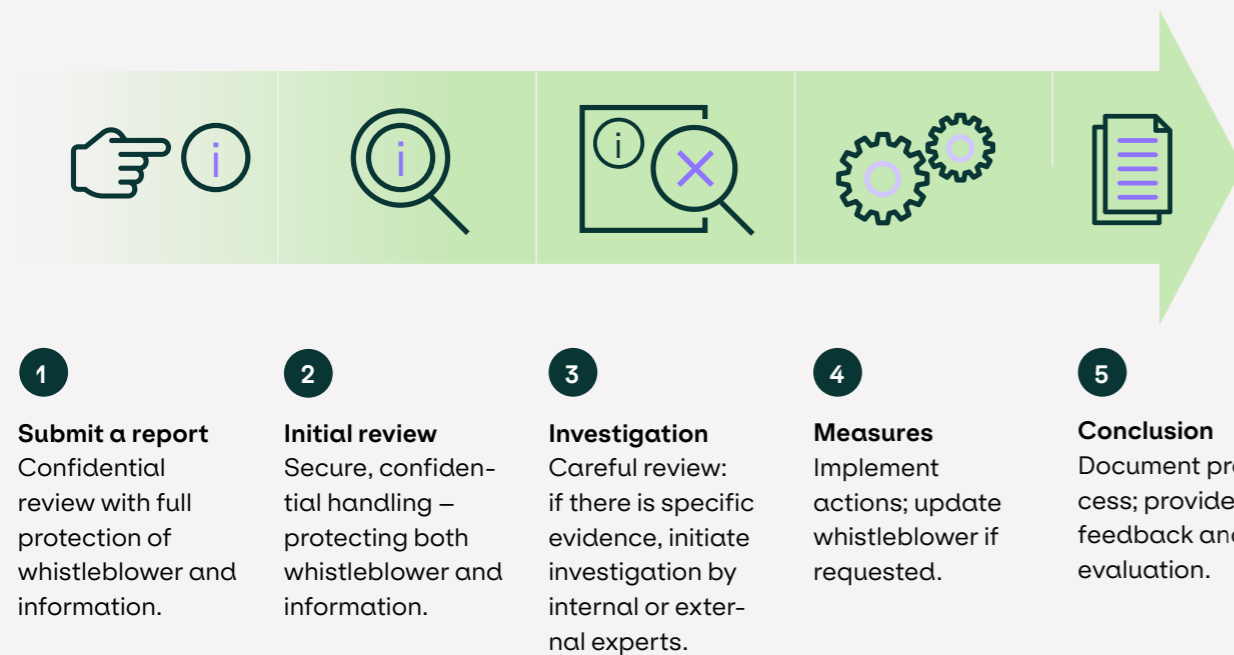
## The GETEC whistleblowing system

Good governance begins with strategy but proves its value in implementation. A clear example is the new whistleblowing system at GETEC, designed to create transparency and to protect those who speak up. Our priority is the safety of our employees, the trust of our business partners, and the safeguarding of sensitive information. Clear rules and processes within the governance framework at GETEC ensure that every stakeholder understands both rights and obligations. Yet when violations occur, they must be reported – immediately and without fear of reprisal. For this purpose, the digital whistleblowing system at GETEC serves as the channel of choice. It is an integral part of our corporate culture, rooted in honesty, integrity and transparency. At GETEC and its subsidiaries across

Europe, adherence to laws, regulations and internal guidelines are embedded in our culture and daily practice.

By upholding integrity in all our actions, we protect not only the company, but also our employees, customers, partners and their stakeholders. Our whistleblowing platform enables anyone to confidentially report potential misconduct at any time. This includes breaches of law – such as antitrust violations, corruption, human rights abuses, theft or discrimination. Every report is handled impartially, with maximum protection for whistleblowers and those concerned, and reviewed carefully to ensure fair and evidence-based outcomes.

### At a glance: How our whistleblowing system works



# Material topic: Ethical business conduct

## 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" in our Sustainability Report 2023, on page 64); 2. The transition from GRI to CSRD reporting is resulting in a change of

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

## MANAGEMENT OF MATERIAL TOPICS

### IMPACTS

In its Code of Conduct 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 and employees from the potential consequences of a violation to applicable regulations. By assigning disciplinary actions up to and including dismissal for violations, we provide guidance and safeguard our operations.

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 jeopardise 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 ethical 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.

The corporate ambition at GETEC is for operations to have a positive impact on the environment and society and to contribute significantly to making a difference for 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.

## POLICIES AND COMMITMENTS

### Socioeconomic compliance policies

Our **Code of Conduct** governs how we behave vis-à-vis our environment and how we seek to act in a legally compliant, moral and ethical manner: <https://www.getec-energyservices.com/en/impact/governance/code-of-conduct>.

All our employees are obliged to familiarise themselves with the Code of Conduct. The Code of Conduct applies to 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.

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/>.

The current SCoC applies to Germany, the Netherlands and Switzerland, while the CoC in Italy also applies to its suppliers and is still to be harmonised 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 Sustainability Report 2022, page 112.**

### 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

### 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 minimise or prevent pollution and health impacts. Our HSEQ Policy (see page 56) applies to all consolidated GETEC companies at all sites. Due to regional requirements, each region 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 programme 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 protection 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 a proportional reduction of its EEG feed-in remuneration. The German Renewable Energy Sources Act (Erneuerbare-Energie-Gesetz, EEG) provides legally guaranteed feed-in remuneration for renewable electricity. 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.

raise employee awareness of the subject. Our **compliance management system** is described in the [Sustainability Report 2022, pages 106 and 107](#).

## 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 country or Group level – can be contacted on compliance issues. Germany and Italy each have their own compliance officer whereas the Netherlands and Switzerland use lawyers who are responsible for compliance issues in the respective country. Moreover, all employees are obliged to familiarise 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 countries' compliance officers regularly monitor the possible occurrence of

incidents. When recognising 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 2026, the GETEC 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.

## COMMUNICATION OF CRITICAL CONCERNS

The independent compliance organisation at GETEC reports directly to the 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.

## 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 the GETEC 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 programme, 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 70). 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 prioritises 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 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 organisation. 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 provides further evidence of the commitment to sustainability and environmental protection at GETEC.

#### 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.

## TRACKING EFFECTIVENESS

Information about tracking the effectiveness of the **compliance measures** taken can be found in the [Sustainability Report 2022, page 105 for environmental compliance and page 114 for socio-economic compliance](#). Supplier audits round off our tracking of

effectiveness. The Legal Management System (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, 2024	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 Germany and its top suppliers. In 2023, 93% of the Group's main suppliers had already accepted the SCoC. They represent 75% of company's total spend (main suppliers > €100,000). It remains our goal to ensure acceptance by all suppliers by 2030.

## COMPLIANCE WITH LAWS AND REGULATIONS

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

# Sustainable procurement and supply chain responsibility

## BEYOND THE PURCHASE: BUILDING A SUSTAINABLE FUTURE

At GETEC, governance defines how we deliver sustainability – from strategic sourcing to supplier accountability. Our commitment to responsible procurement ensures that every partnership contributes to a resilient, low-carbon and ethically governed value chain. By aligning procurement with international standards such as CSRD, ESRS (E1, S2, G1), ISO 20400 and the German Supply Chain Due Diligence Act (LkSG), we combine compliance with innovation and measurable impact.

### Responsible procurement framework

Procurement at GETEC is a strategic driver of our ESG ambitions. Through responsible sourcing and supplier collaboration, we strengthen transparency, resilience and long-term value creation. Key initiatives in 2024 included the automation of supplier assessments in Germany and the introduction of new software to improve purchase-to-pay (P2P) data quality and transparency. A unified supplier evaluation tool for the entire company will be implemented by 2026. These efforts reinforce our ambition to embed sustainability across all procurement processes.

### Governance and oversight

Sustainable procurement governance is overseen by the cross-functional Procurement Excellence Group Function and Country Procurement teams, chaired by the Head of Procurement and reporting directly to the Executive Board. Our policies are aligned with ISO 20400 and include clear minimum requirements for tenders, contractor negotiations, supplier approval and documentation. All suppliers with an annual volume exceeding €100,000 must comply with our Supplier Code of Conduct, covering environmental management, human rights, labour practices and anti-corruption. Regular HSEQ audits, ISO 50001-certified energy management systems, and ISO 37001 anti-corruption certification in Italy strengthen our internal control environment. Compliance and ethics training in the Netherlands and Switzerland ensure consistent awareness across regions.

### Risk management and due diligence

ESG-related risks in the supply chain are fully integrated into the Enterprise Risk Management framework at GETEC. Supplier assessments are managed through SAP S4/HANA, while risk-based due diligence relies on platforms such as Adiuto and Integrity Next. These systems enable continuous ESG screening, supplier self-assessment-questionnaire (SAQ) and monitoring of human rights compliance. In alignment with the LkSG, suppliers in high-risk sectors undergo enhanced human rights screening. No confirmed cases of child or forced labour were identified in 2024. All supplier contracts include binding clauses on compliance with International Labour Organisation (ILO) core standards, anti-discrimination policies and freedom of association.

### Transparency, grievance mechanisms and whistleblowing

Whistleblowing and grievance mechanisms at GETEC are governed by an independent ombudsman service, ensuring compliance with ESRS G1 and LkSG requirements. Anonymous reporting channels are accessible to all suppliers and affected parties, reinforcing our principles of transparency and accountability.

### Climate and social integration

Procurement contributes significantly to our environmental and social goals. Scope 3 emissions from purchased goods and services totalled 347,390.7 t CO<sub>2</sub>e in 2024. Our reduction strategy prioritises low-carbon materials and technologies such as heat pumps and CHP upgrades. Additionally, 80 hours of ESG training were delivered to procurement teams in 2024, focusing on LkSG compliance, Scope 3 accounting and ESG risk assessment – ensuring that governance is paired with operational capability.

### Conclusion

Through clear governance structures, measurable targets and continuous engagement, GETEC ensures that procurement not only meets but exceeds stakeholder expectations. By linking compliance with performance, we transform due diligence into strategic leadership – driving decarbonisation, protecting human rights and reinforcing trust throughout our supply chain.



## 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 Germany since early 2022.

## GETEC ASSOCIATION MEMBERSHIPS

GETEC association memberships	Country
Associazione Italiana Riscaldamento Urbano (AIRU)	Italy
Assistal Associazione Nazionale Costruttori di Impianti, dei Servizi di Efficienza Energetica	Italy
Associazione Italiana di Grossisti di Energia e Trader	Italy
BBA-Akademie der Immobilienwirtschaft e. V.	Germany
Bundesverband freier Immobilien- und Wohnungsunternehmen e. V.	Germany
Bundesverband mittelständische Wirtschaft e. V. (BVMW)	Germany
Business Club Frankfurt 2017 e. V.	Germany
Chemport Europe	The Netherlands
Confindustria Assoimmobiliare	Italy
Deutscher Brownfield Verband e. V. (DEBV)	Germany
Die Wohnungswirtschaft Deutschland (GdW)	Germany
Energie-Agentur der Wirtschaft	The Netherlands
European Chemical Site Promotion Platform (ECSP)	Switzerland
Forum Contracting e. V.	Germany
Grüner Wirtschaftsdialog e. V.	Germany
H2-Hub Schweiz	Switzerland
Industrieverband Hamburg (ivh)	Germany
Nederlandse Vereniging Duurzame Energie (NVDE)	The Netherlands
Noordelijke Productiviteits Alliantie (NPAL)	The Netherlands
Ondernemend Emmen	The Netherlands
Österreichischer Biomasseverband	Austria
Polish Chamber of Chemical Industry (PIPC)	Poland
Polish Federation of Energy	Poland
Polish Federation of Food Manufacturers	Poland
Polish Federation of Heat Production	Poland
Polish Sustainable Investment Forum	Poland
Powerloop	Switzerland
Project 6-25	The Netherlands
Scienceindustries	Switzerland
Stadtmarketing "Pro Magdeburg" e. V.	Germany
SWISSESCO	Switzerland
Verband der Wohnungsgenossenschaften Sachsen-Anhalt e. V. (VdWg)	Germany
Vereniging voor Energie, Milieu en Water (VEMW)	The Netherlands

GETEC association memberships	Country
Verband der Immobilienverwalter Bayern e. V.	Germany
Verband der Thüringer Wohnungs- und Immobilienwirtschaft	Germany
Verband der Wohnungswirtschaft Sachsen-Anhalt	Germany
Verband norddeutscher Wohnungsunternehmen e. V. (VNW)	Germany
Verband Sächsischer Wohnungsgenossenschaften e. V.	Germany
Verein IG-Holzskraft	Austria
Wenb	Austria
Westwinkel	Austria
ZellCheming, Verein der Zellstoff- und Papier-Chemiker und -ingenieure	Germany
Zentraler Immobilien Ausschuss e. V. (ZIA)	Germany
Zentralverband Deutscher Milchwirtschaftler e. V.	Germany

# Turning measurement into management

## GETEC standardised GHG emissions methodology

Resilience and accountability begin with transparent measurement. GETEC greenhouse gas (GHG) emissions accounting follows a standardised and auditable approach that aligns with the GHG Protocol and meets the forthcoming requirements of the Corporate Sustainability Reporting Directive (CSRD). By embedding this framework across all operational entities, GETEC ensures that every ton of CO<sub>2</sub>e is not just measured but managed.

### 1. Data collection: consistency from the ground up

Activity data are gathered at country level across all geographies, covering energy consumption, fuel use and spend-based Scope 3 data. All inputs feed into the central GHG Emissions Tool. This is the backbone for emissions calculation and scope management. This guarantees traceability and comparability across business units.

### 2. Emissions calculation: applying a proven formula

GETEC applies the proven formula Activity Data x Emissions Factor = GHG Emissions, using factors that include CO<sub>2</sub>-equivalents (CO<sub>2</sub>e) for all Kyoto gases. The clarity of the formula and the quality of the factors ensure reproducible, precise results.

### 3. Emissions factors: accuracy before averaging

Emissions factors are chosen by fuel type, use case and data quality. Country-specific factors are applied where required; otherwise EU or global standards ensure consistency. The outcome: a harmonised dataset that supports benchmarking and transparency.

### 4. Scope management: following the GHG Protocol

Emissions are categorised by the GHG Protocol:

- Scope 1: Direct emissions from owned or controlled sources.
- Scope 2: Indirect emissions from purchased electricity and heating.
- Scope 3: Other indirect emissions along the value chain.

This structure links operational responsibility with clear accountability.

### 5. Scope 3 materiality: focusing on what matters

A materiality assessment determines relevant Scope 3 categories. Data are collected only where impact is significant; non-material areas such as product processing or end-of-life treatment are excluded. This focus directs resources toward the highest reduction potential.

### KPI transparency in action

In 2024, GETEC reported Scope 1 emissions of 1,183,374 t CO<sub>2</sub>e, Scope 2 emissions 48,204 for location-based and 66,240 t CO<sub>2</sub>e for market-based calculation, and Scope 3 emissions of 1,372,652 t CO<sub>2</sub>e. The company's coal-based capacity stood at 345 MW, on track for full phase-out by 2030. GHG intensity for Scope 1 and 2 reached 243 g CO<sub>2</sub>/kWh (base year 2020).

Through disciplined data management and methodological rigor, GETEC turns measurement into management – and emissions accounting into a driver of decarbonisation and resilience.

## GETEC KPIs

Topic	2024	Target for 2030	ESRS ID
<b>1. ENVIRONMENT AND TECHNOLOGY KPIs</b>			
Installed coal-based thermal capacity – MW	345	0	–
Disclosure 305-4: GHG emissions intensity – Scope 1 and 2 – g CO <sub>2</sub> /kWh	243	–	–
CO <sub>2</sub> emissions (Scope 1) (direct emissions) – t CO <sub>2</sub> e/a	1,183,374	–	E1-6-44 (a)
CO <sub>2</sub> emissions (Scope 2) (indirect emissions) – t CO <sub>2</sub> e/a	48,204	–	E1-6-49 (a)
CO <sub>2</sub> emissions (Scope 2) (indirect emissions) – t CO <sub>2</sub> e/a	66,240	–	E1-6-49 (b)
CO <sub>2</sub> emissions (Scope 3) (indirect emissions) – t CO <sub>2</sub> e/a	1,372,652	N/A	E1-6-44 (c)
Renewable energy imported/purchased/used (in %)	30	–	E1-5-37 (c)
<b>2. SOCIAL KPIs</b>			
Number of employees (HC)	3,117	–	S1-6-50 (a)
Female employees	647	–	S1-6-50 (a)
Male employees	2,470	–	S1-6-50 (a)
Age group distribution:			
<30	379 (12%)	–	S1-9-66 (b)
30–50	1,609 (52%)	–	S1-9-66 (b)
>50	1,129 (36%)	–	S1-9-66 (b)
Employee occupational safety TRIR – number per million hours	3.6	4.0	–
Employee occupational safety LTIR – number per million hours	3.9	4.5	S1-14-88 (c)
Fatal accidents at work involving employees and partners – number	0	0	–
Partner work safety (LTI and fatalities)	0	0	S1-14-88 (c)
Women in management – %	17	38	–
Women in our office workforce – %	33	38	–
Health rate – %	96.7	98.0	–
Employee training and development – days	2.34 hours/FTE	5 days/FTE	S1-13-83
Apprentices and dual students – % (of the total workforce)	1.5	–	–

## APPENDIX

Topic	2024	Target for 2030	ESRS ID
<b>3. GOVERNANCE KPIs</b>			
Trained employees (Code of Conduct) – %	98	100	–
Employee compliance – relevant incidents – number	0	0	S1-17
Supplier compliance – relevant incidents – number	0	0	–
Technical and environmental compliance of power plants – relevant incidents – number	0	0	–
Disclosure 307-1: Non-compliance with environmental laws and regulations	0	0	–
Total value of significant fines – €	0	0	–
Disclosure 419-1: Non-compliance with laws and regulations in the social and economic area	–	–	–
Total value of significant fines – €	0	0	–
Data security compliance – relevant incidents – number	0	0	–
Procurement volumes in countries with a CPI < 60 points	<1%	<1%	–
Number of sites (offices)	49	–	–
Non-compliance - laws and regulations (in the social and economic area fines, sanctions, incidents)	0	0	–
Non-compliance with (environmental laws and regulations fines, sanctions, incidents)	0	0	–
DEI policy / declaration of principles at GETEC	yes	–	S1-1-20
<b>4. GENERAL / FINANCIAL KPIs</b>			
Sales	1.4 bn	–	–
Term of sales contracts lengths	15 years	–	–
Balance sheet total	2.5 bn	–	–
Number of IND plants	140	–	–
Number of plants supply costumers in the real estate sectors	~11,100	–	–
Number of direct customers	~7,800	–	–
Number of Europe-wide smart control centres	4x 24/7	–	–

## ABBREVIATIONS

24/7	24 hours on 7 weekdays	ISO	Information Security Officer
AI	Artificial intelligence	IT	Information technology
B.V.	Besloten vennootschap met beperkte aansprakelijkheid (Dutch limited liability company)	KfW	KfW Development Bank (Kreditanstalt für Wiederaufbau)
CHP	Combined heat and power plant	KPI	Key performance indicator
CO	Carbon monoxide	LkSG	Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz)
CO <sub>2</sub>	Carbon dioxide	LTI	Lost time incident
CO <sub>2</sub> e	CO <sub>2</sub> equivalents	LTIR	Lost time injury rate
CoC	Code of Conduct	M&A	Mergers and acquisitions
CPI	Corruption Perception Index	MBA	Master of Business Administration
CSRD	Corporate Sustainability Reporting Directive	MW	Megawatt
e/E-	Electric or electronic	NPAL	Noordelijke ProductiviteitsAlliantie
ECSP	Expert Committee on Specifications for Pharmaceutical Preparations	NVDE	Nederlandse Vereniging Duurzame Energie
EEG	Renewable Energy Sources Act (Erneuerbare-Energien-Gesetz)	OT	Operational technology
ESG	Environment, social, governance	PV	Photovoltaics
ESRS	European Sustainability Reporting Standards	RCA	Root cause analysis
FTE	Full-time equivalent	RED II	Renewable Energy Directive
GHG	Greenhouse gas	S.p.A.	Italian public limited company (Società per azioni)
GRI	Global Reporting Initiative	S.r.l.	Italian limited liability company (società a responsabilità limitata)
H <sub>2</sub>	Molecular hydrogen	SCoC	Supplier Code of Conduct
ha	Hectare	SDG	Sustainable Development Goal
HR	Human Resources	t CO <sub>2</sub> e	Tons of CO <sub>2</sub> equivalents
HSEQ	Health, Safety, Environment and Quality	TRIR	Total recordable incident rate
IEC	International Electrotechnical Commission	WENB	Werkgeversvereniging voor bedrijven in energie, telecom, recycling en milieu
ILO	International Labour Organisation	ZIA	German Property Federation (Zentraler Immobilien Ausschuss)
IPC	In-process controls		
ISO	Information security officer		
ISO	International Organisation for Standardization		

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