
# Sustainability Report 2025

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The highlighted text is editorial content.

# Europe's energy transition – turning resilience into opportunity

GETEC is a leading European specialist for reliable, decarbonised energy and infrastructure solutions, and committed to empowering the success of our customers and shaping the energy transition to a digital and environmentally responsible world. That transition achieved a major milestone in 2025: for the first time in Europe, renewables (30%) produced more electricity than fossil fuels (29%). We are working towards this benchmark with 26% of renewable energy imported, purchased or used in our own energy and infrastructure solutions in 2025.

Integral to the energy transition is a long-term vision, with solutions that are reliable, scalable, future-proof and cost-effective. Europe's industrial landscape is incredibly diverse, and not all countries and customers share the same energy profiles, regulatory standards and climate conditions. At GETEC, we consider our experience in diversity a strength. We thrive at helping our industry, real estate and public sector customers get the most effective energy and infrastructure solutions based on their specific needs, so they can focus on their core business. Importantly, we provide our customers with the resilience they need to recover from any setback, adapt quickly to change, face challenges and emerge stronger.

This is why our 2025 Sustainability Report is not just a review of our environmental, social and governance efforts over the last 12 months. It is an insight into the opportunities of the future, and illustrates how deploying innovative solutions today is helping to create a better tomorrow. Our customer success stories include heating buildings and neighbourhoods with waste heat recovered from data centres, using biomass to phase out fossil fuels, tracking emissions in real-time with digital tools to optimise energy efficiency, and many more. By taking a holistic approach to achieving climate targets, ensuring security of supply and keeping energy affordable, GETEC is building the energy infrastructure of the future. To succeed, sustainability is key. Modernising energy infrastructure, using renewable energy sources and deploying AI-driven energy management systems generate added value for our customers while helping them to achieve their decarbonisation goals.

Together with our customers, partners and employees, we aim to anticipate risks, deliver sustainable energy solutions and create long-term value #ForGenerationsToCome.

**Pierre-Alain Graf**
CEO

# Who we are

**GETEC is a leading European specialist for decarbonised energy and infrastructure solutions**
Operating in seven European countries and with our headquarters in Magdeburg, Germany, we support customers across different segments, including a wide range of industries, the real estate sector and the public sector. We are committed to empowering the success of our customers with cost-effective energy solutions, to drive the energy transition and reduce emissions on a large scale.

As a trusted partner in providing reliable energy, we develop, build, finance, own, operate and manage (DBFOOM) critical energy infrastructure and industrial parks. We aim to be the European leader in the energy and infrastructure sector and generate long-term value for our customers, offering proven technologies, a fuel sourcing advantage and digitally optimised solutions.

We leverage our engineering, regulatory and compliance expertise to help customers navigate the complexities of the current energy landscape, empowering their success and enabling them to focus on their core business. Through our Managed Energy Infrastructure model, our customers benefit from a financing solution that delivers energy reliability, predictable costs and improved efficiency.

**1,121,447 t/y**
Scope 1 $CO_2$ emissions

**63,464 t/y**
Scope 2 location-based $CO_2$ emissions

**7**
Countries, including Germany, Italy, Switzerland, the Netherlands, Belgium, Poland and Austria

**48**
Office locations

**11,000 +**
Plants in operation covering a broad portfolio of decarbonised energy

**15 years**
Term of sales from long-term contracts

**2030**
Target for lignite dust phase-out

**€1.4 bn**
Revenue

**3,100 +**
Employees with extensive engineering, regulatory and sustainability expertise

**55%**
reduction in installed coal-based thermal capacity compared to 2024

All financial figures shown correspond to fiscal year 2025.

# GETEC Executive Team

**Pierre-Alain Graf**
CEO

**Markus Hauck**
CFO

**Rukmini Glanard**
CBO & CEO International

**Dr Alexander Jawad**
CHRO

**Dr Guido Zimmermann**
CEO & CTO Germany

**Giovanni Pontrelli**
CEO Italy

**Dr Urs Zimmerli**
CEO Switzerland & Industrial Parks

## Sustainability leadership

GETEC engages in independent sustainability assessments and adheres to recognised standards, including GRESB 2025 (4 stars), UN Global Compact and has a gold rating from EcoVadis.

## Our vision

GETEC aims to be the trusted leader in shaping the energy transition to a digital and decarbonised world.

## Our mission

GETEC empowers the success of our customers by providing reliable, decarbonised energy and infrastructure solutions for today's industries and tomorrow's world.

# What we do

**GETEC partners with customers to achieve their decarbonisation ambitions by managing and optimising their energy supply and infrastructure**

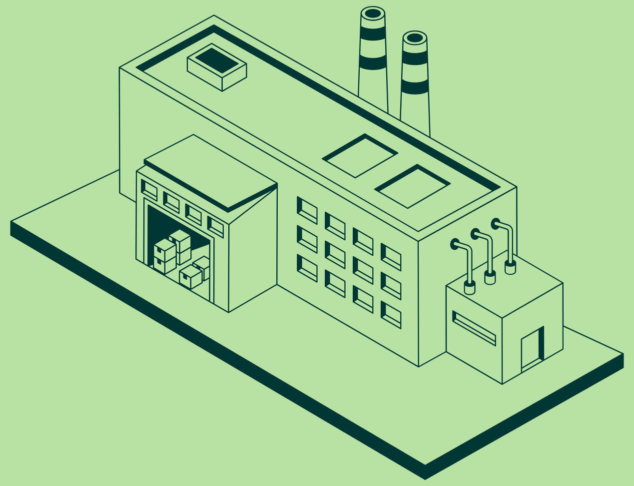
We provide reliable, decarbonised energy and develop, finance and run critical energy infrastructure so that our customers can focus on their core business. With customised solutions and innovative services, GETEC helps companies reduce emissions, boost efficiency and secure long-term competitiveness. From developing new infrastructure to modernising existing assets, our expert teams ensure reliability and continuous optimisation, with solutions that turn complexity into opportunity for industries, real estate and the public sector.

# Our Sectors

## Real estate & public sector

### Residential Real Estate

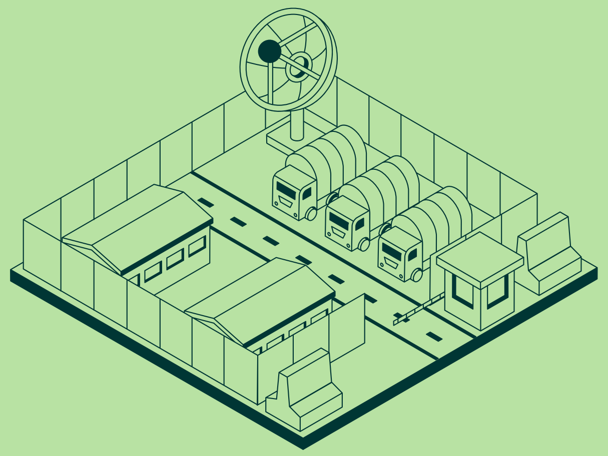
### Commercial Real Estate



### Healthcare

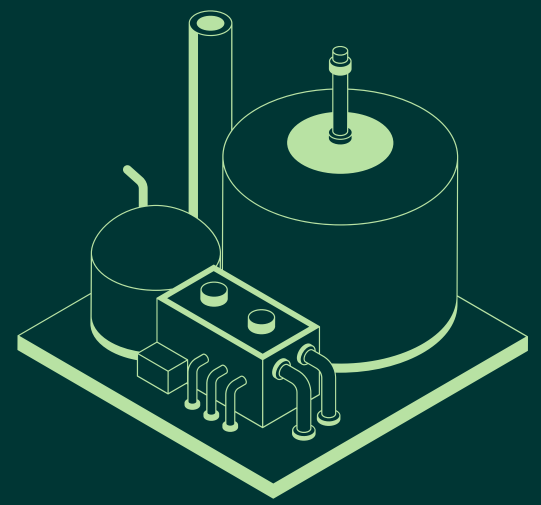
### Municipalities

### Defence

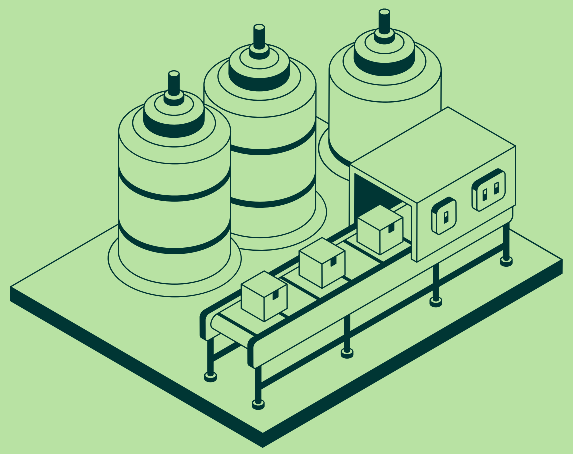


## Industry

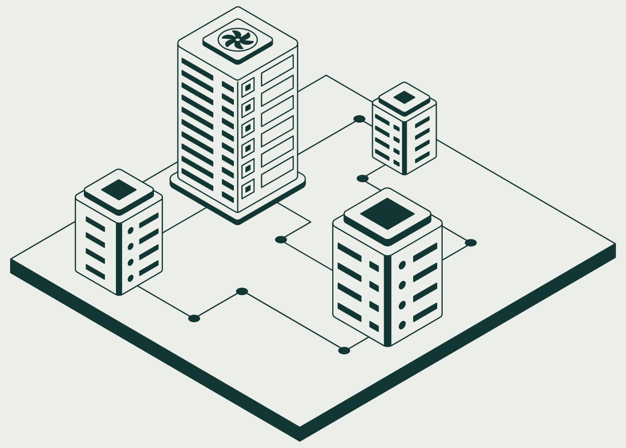
### Chemical and Life Science



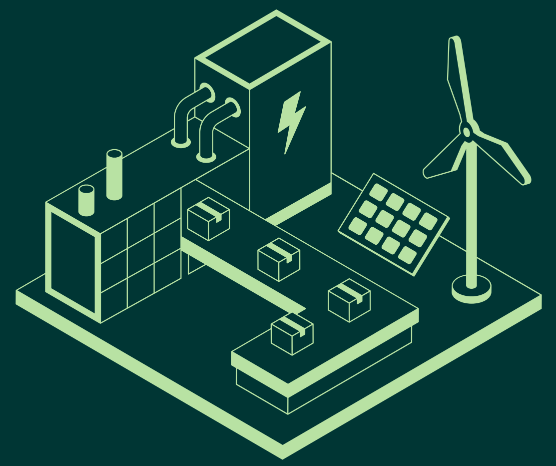
### Food and Dairy



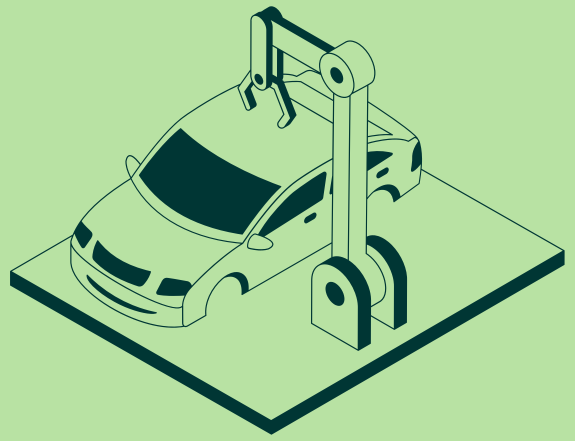
### Data Centres



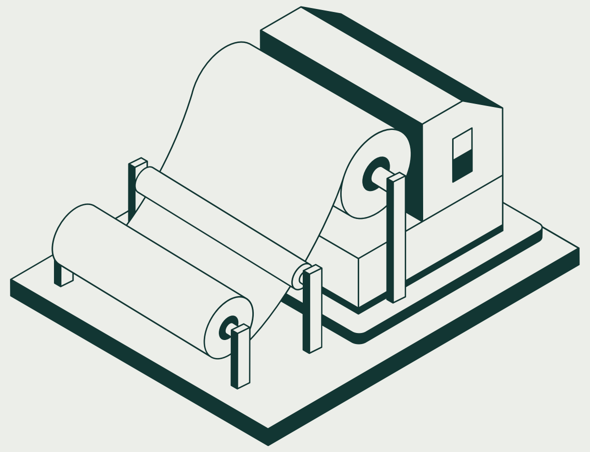
### Manufacturing



### Automotive



### Paper



**Delivery environments**

Municipal or public-sector areas • Single industrial or real estate site on customer premises • Multi-client energy ecosystems Industrial Parks operated by GETEC

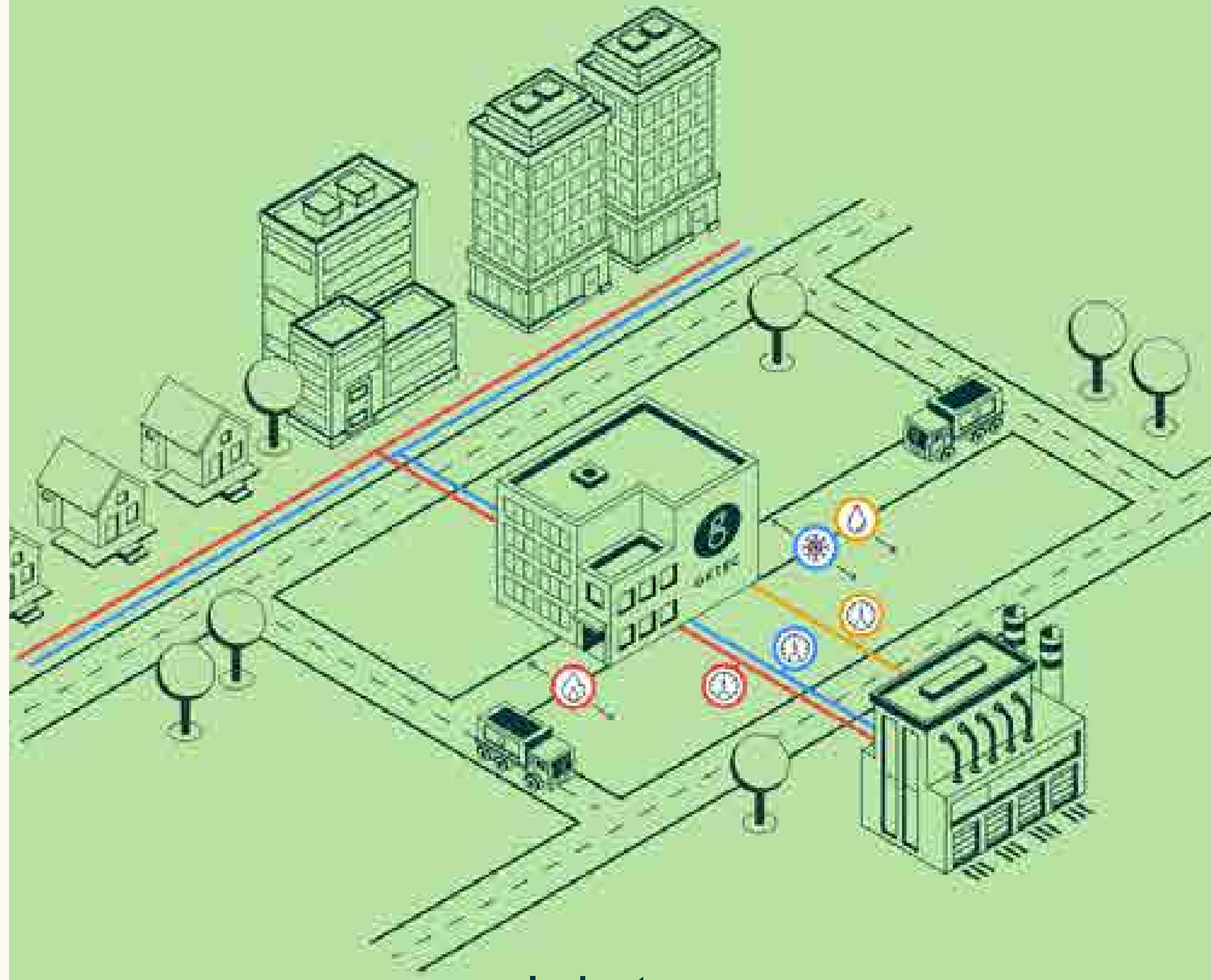
# Our business model is based on a design-build-finance-own-operate-maintain (DBFOOM) approach and delivers a resilient, future-proof energy supply.

| | |
|---|---|
| **D** Design | Develop optimal, technology-agnostic energy and infrastructure solutions that enable customers to improve their energy efficiency, cost-effectiveness and environmental footprint |
| **B** Build | Manage the execution of new energy infrastructure solutions and the modernisation of existing assets, and coordinate equipment suppliers, construction partners and subcontractors |
| **F** Finance | Invest capital in our customers' energy infrastructure solution |
| **O** Own | Retain asset ownership with a leasing-style agreement that delivers end-to-end energy and infrastructure solutions as-a-service |
| **O** Operate | Provide on-site operations personnel and/or remote monitoring systems for high reliability, efficiency and output |
| **M** Maintain | Maintain assets proactively to preserve performance, including data-driven optimisation and remote intervention |

## Our solutions are essential to over 1.5 million end users

- Energy reliability and cost savings
- $CO_2$ reduction
- No customer CAPEX required
- Everything from one partner

**Real estate and public sector**
Providing heating and cooling to residential, commercial and public real estate



**Industry**
Providing heating, steam, cooling, energy recovery, waste management and wastewater treatment to critical industries

# GETEC solutions and capabilities

GETEC ensures a reliable energy supply and consistently high-performance operations across the full lifecycle of its infrastructure.

Adopting a fuel and technology-agnostic approach, the company combines secure and diversified energy sourcing with tailored system design to meet evolving customer needs. In doing so, GETEC enables flexible and pragmatic pathways towards decarbonisation while maintaining security of supply.

State-of-the-art, regulation-compliant, and energy-efficient infrastructure forms the foundation of this approach, supporting the transition to lower-carbon energy systems and long-term operational sustainability.

For GETEC, decarbonisation refers to measurable reductions in greenhouse gas emissions achieved through asset transformation, electrification, energy efficiency improvements, fuel switching and the increased use of renewable and lower-carbon energy sources. Decarbonisation does not necessarily imply the complete elimination of emissions but reflects a progressive reduction aligned with the transition to a lower-carbon energy system.

## Utility services

- Steam
- Heat
- Cooling
- Power
- Energy recovery
- Waste and water treatment

## Technologies

- Combined heat and power
- Power to heat
- Refrigeration
- Waste to heat
- District heating
- Heat pumps
- Photovoltaics
- Battery energy storage systems

## Energy sources and fuels

- Biomass
- Biomethane
- Natural gas
- Electricity
- Geothermal

# Bringing our ESG strategy to life

## Three questions for
## Liza Steudle, Head of ESG

**How is the company's strategy aligned with ESG factors?**

*Sustainability considerations are embedded across the full value chain, with a clear focus on reducing carbon intensity, increasing renewable energy share and enabling customer decarbonisation. Strategic targets are approved at Group level and operationalised through defined KPIs.*

**How is GETEC actively mitigating climate-related risks?**

*GETEC is progressively strengthening the integration of climate-related risks into its enterprise risk management. We systematically assess both transition risks, such as regulatory change or carbon pricing, and physical risks, including extreme weather impacts on assets. We are also advancing asset-level risk assessment by improving data availability, digital monitoring and transparency across the portfolio.*

**What emerging ESG trends or challenges could have an impact on the energy industry in the next 3–5 years?**

*Regulation will still demand consistent, externally verifiable data elevating sustainability to the same level of rigour as financial reporting. Expectations from customers and investors are shifting decisively towards tangible outcomes: real decarbonisation, transparent value chains and credible Scope 3 management rather than headline targets. For an asset-heavy business like GETEC, the defining challenge will be managing transition risk at speed. Technology choices, fuel strategies and capital allocation must anticipate regulatory change and avoid lock-in. This is where digitalisation, real-time data and flexibility in energy systems become critical enablers of resilience and growth.*

**Across Europe, the CEOs in our country organisations turn ESG strategy into tangible impact, driving decarbonisation, empowering people and creating value for communities and customers.**

**Giovanni Pontrelli, CEO Italy**
Sustainability at GETEC is defined by how ESG is applied in everyday operations. In complex environments such as hospitals, public infrastructure and industrial sites, responsible energy management means reliability, safety and measurable performance.

The energy transition succeeds through pragmatic ESG action. By optimising existing assets, increasing energy efficiency and selecting technologies that work in practice, we help our customers strengthen resilience and create long-term value.

Lower carbon footprints strengthen competitiveness, resilience and long-term planning. By embedding decarbonisation into their operating models, our customers actively factor ESG-performance into investment decisions and economic outcomes.

**Dr Guido Zimmermann, CEO Germany**
Engineering excellence is the foundation of ESG at GETEC. Our role is to translate complex regulatory and decarbonisation requirements into integrated, economically viable energy systems. This means transforming existing infrastructure at scale by combining deep engineering expertise, digital system control and regulatory know-how. Together with our customers, we turn ESG ambitions and climate targets into reliable and affordable solutions.

For GETEC, ESG becomes real when it works at scale. Engineering is the discipline that connects climate targets with technical feasibility and investment logic. Only systems that are robust, controllable and compliant can deliver sustainable impact across thousands of assets.

**Dr Urs Zimmerli, CEO Switzerland & Industrial Parks**
In multi-client industrial parks, ESG is an operational reality. Multiple customers with differing sustainability ambitions require transparent governance and reliable data. GETEC manages this complexity by operating energy systems across entire sites.

We create transparency on emissions, efficiency, and resource use, enabling fair allocation, informed decisions, and measurable progress for all customers. This strengthens collaboration, secures operational reliability, and helps industrial parks remain competitive and future-ready.

Ultimately, ESG in industrial parks is about trust. Shared data and neutral operation ensure decarbonisation ambitions reinforce each other and support long-term competitiveness.

**Rukmini Glanard, CEO International & CBO**
Across diverse market environments, ESG starts with understanding our customers' realities. At GETEC, our ambition is to deliver energy solutions that combine reliability, competitiveness and measurable sustainability impact.

Customer-centricity is therefore the foundation of our ESG approach. By tailoring solutions to specific needs and scaling proven concepts, we enable our customers to decarbonise while securing supply and economic performance.

Our task at an international level is to scale what works. ESG creates value when successful solutions are replicated across markets – consistently, efficiently and with clear impact. This is how sustainability becomes a growth driver for GETEC and our customers.

**Our ESG strategy**

# ESRS 2 – General disclosures

# About this report

GETEC is committed to driving decarbonisation, empowering people and creating value for communities and customers alike. This sustainability report covers our own operations as well as our upstream and downstream value chain. It includes information on significant impacts, risks and opportunities related to our direct and indirect business relationships, as identified through our 2024 Double Materiality Assessment, which will be updated in 2026. The sustainability statement was prepared on a consolidated basis, with the scope of consolidation also applying to the financial statement. No subsidiaries are exempted from the sustainability reporting for GETEC. No specific pieces of information are omitted and no exemptions are used.

# Data on emissions and the value chain

At GETEC, we employ a systematic approach to estimate and report various data points along the value chain, relying on indirect sources, such as industry averages and proxies, to ensure comprehensive coverage. We use primary data for fuel-related Scope 3 greenhouse gas emissions. For other Scope 3 categories, calculations are based on industry averages and revenue-related emission factors. This is due to the challenges involved in obtaining accurate supplier-specific information. The preparation of these estimates is outlined in our environment data management tool and is subject to periodic review and refinement based on practical experience, advancements in environmental, social and governance (ESG) reporting and other relevant factors. Given the estimation uncertainties involved, we expect the spend-based calculated Scope 3 greenhouse gas emissions to exhibit medium accuracy overall. Scope 3 emissions calculated based on fuel data are highly accurate.

In 2025, our focus was on harmonising our greenhouse gas accounting with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). Taking this as a starting point, we will continuously identify and leverage potential for optimisation in the accuracy of value chain data. In doing so, we intend to gradually concentrate on the most significant emission categories according to their share of total emissions.

**Estimation sources and outcome uncertainty**
Assumptions are made for the energy output data of GETEC Germany and the water inflow data of GETEC Germany and GETEC Italy. More details can be found in the chapters on environmental data.

**Water inflow in Germany and Italy**
In Germany, assets are categorised into three groups: steam-producing units, heating networks and water circulation systems. Within each group, assets are further divided by capacity. For each capacity group, average consumption rates are calculated using meter data from representative assets. These averages are then used to estimate consumption for each group and for Germany overall.

In Italy, for industry division assets, water consumption is based on actual meter readings available monthly in our energy management tool. For real estate assets without meters, water inflows are estimated using assumptions. Plants are grouped by capacity, while estimated refill volumes are applied per group to account for potential leakages in closed customer-owned circuits.

**Disclosures regarding other legislation or reporting standards**
No further frameworks are applied for GETEC.

# Administration and management

For GETEC, administrative, management and supervisory bodies are defined as the GETEC Executive Team (executive members) and the Advisory Board (non-executive members). The GETEC Executive Team (GET) consists of nine members, while the Advisory Board has five members. There is no direct representation of employees and other workers in the GET or Advisory Board.

| | Female | Male |
|---|---|---|
| Board's (GET) gender diversity ratio | 11% | 89% |

**GETEC Executive Team:**
In 2025, the members of the GET are Pierre-Alain Graf (CEO), Markus Hauck (CFO), Rukmini Glanard (CBO and CEO International), Dr Guido Zimmermann (CTO), Dr Alexander Jawad (CHRO), Giovanni Pontrelli (CEO Italy), Dr Thomas Stephanblome (CEO Germany), Martijn van der Zande (CEO Benelux) and Dr Urs Zimmerli (CEO Switzerland). Dr Thomas Stephanblome and Martijn van der Zande left GETEC in 2026. The GET meets 12 times a year.

| | Percentage |
|---|---|
| Percentage of independent Advisory Board members | 80% |

**Advisory Board:**
In 2025, the members of the Advisory Board are Anne Berner (Chair), Dr Luis Pais Correia, Ben Francis, Javier Abad Marturet, and Dr Dahai Yu. Dr Klaus-Dieter Maubach succeeded Dr Dahai Yu in 2026. Georgina Yea succeeded Ben Francis in 2026. Tuomas Syrjänen joined in 2026. The Advisory Board meets six times a year.

**Experience and expertise**
The members of our GET and Advisory Board have vast experience relevant to the sectors, solutions and geographic locations of GETEC. All GET members have spent many years in leadership positions at reputable companies in the energy industry, which is enriched by experiences in other sectors, such as the chemical, IT and telecommunications industries. The country CEOs are part of the GET, as it is crucial to have local perspectives for strategic decisions. The members of the Advisory Board are characterised by the diversity of their experience, including positions in private industry (such as manufacturing, chemistry and private equity), academia, politics and NGOs. A detailed overview of each member's experience and background is available on our website: GETEC Leadership

Collectively, the GETEC Executive Team and Advisory Board have the necessary experience and expertise to oversee and provide advice on our material sustainability topics, ensure that the appropriate skills and expertise are available, and oversee sustainability matters. Additionally, they leverage this expertise through specific sessions led by the ESG department during management meetings, ensuring comprehensive knowledge and competency of relevant topics for the company.

# Strategy, business model and value chain

GETEC is a leading provider of energy and infrastructure solutions, specialising in the engineering, financing and long-term operation of decentralised and low-carbon energy infrastructure. The company's core competencies span the entire value chain – from initial planning and construction to high-efficiency distribution – enabling industrial, real estate and municipal clients to optimise their carbon footprint through "Managed Energy Infrastructure."

Sustainability is a core component of our corporate strategy. The company is pursuing the clearly defined goal of net zero for Scope 1 and Scope 2 emissions by 2045, which is five years ahead of the EU-wide 2050 target. We continue to reduce Scope 1 and Scope 2 emissions through measurable, portfolio-wide initiatives, including transforming and modernising existing assets, efficiency and energy improvements, switching to low-$CO_2$ fuels where technically and economically feasible, integrating renewable and low-carbon energy, phasing out lignite and coal plants by 2030, and introducing more combined heat and power plants. GETEC also makes strategic investments and customer-specific decarbonisation solutions, helping to finance transformations where customers face capital expenditure (CapEx) or technology barriers.

To manage decarbonisation, GETEC uses systematic Greenhouse gas (GHG) accounting for Scope 1 and Scope 2 emissions, including robust baseline and digital monitoring. The company discloses annual limited assurance of selected energy, environmental and emissions data, for the communication of progress, target deviations and corrective actions. This is supported by regular internal reviews that ensure transparency, timely decision-making and accountability for delivery against our 2045 ambition. Oversight for GHG accounting is anchored in ESG leadership, clear responsibilities, our strict Code of Conduct and Supplier Code of Conduct, and ISO management systems.

**Environmental, social and governance**
GETEC is one of Europe's leading partners in shaping the energy transition. We continuously enhance the success and resilience of our customers with decarbonised energy, infrastructure solutions and energy management. Sustainability is a key driver of innovation, technology and future viability. Our values of impact, reliability, unity and a pioneering spirit provide the foundation for all our actions across environmental, social and governance aspects. Our most significant areas of activity are contracting, services, energy costs and plant construction. GETEC is not active in the fossil fuel sector, as defined by the CSRD, and has no activities in the cultivation and production of tobacco.

For environment, we focus on reducing our own $CO_2$ footprint and that of our customers, transforming energy intensive industries and real estate, expanding the use of renewable energy and phasing out coal by 2030. AI-enabled Smart Control Centres help to enhance energy management and identify opportunities to improve efficiency. We also adhere to the energy and environmental standards of ISO 14001, ISO 50001 amongst others.

In the social area, we provide a safe and motivating work environment that promotes diversity across all facets of our company. By 2030, we aim to have 33% of women in management and 40% of women in the office workforce. Our employees have access to professional development, learning and talent management programmes. Additionally, we have a 360° safety culture, targeting zero accidents, and follow strict health and safety standards, such as ISO 45001.

GETEC has a transparent and modern corporate governance, supported by digital data processes, an effective whistleblowing system and supply chain transparency. We value integrity and compliance, especially from our partners and suppliers, and strengthen our market position through robust governance and digital transformation. We also follow the standards for anti-corruption (ISO 37001) and quality management (ISO 9001).

**Areas of expertise and market reach**
GETEC specialises in the implementation of advanced cogeneration (combined heat and power) and trigeneration (combined heat, power and cooling) plants. By simultaneously generating electricity, thermal energy and refrigeration from a single source, we maximise fuel utilisation and significantly reduce primary energy consumption. This integrated approach is a cornerstone of our impact strategy, providing essential energy streams for industrial sites, municipal networks and data centres while lowering greenhouse gas emissions. Additionally, we design and operate specialised heating and steam facilities tailored for complex industrial processes and district heating networks. These systems are engineered for high reliability and are increasingly being transitioned to specified renewable or lower-carbon fuels, with emissions assessed using defined lifecycle methodologies, to meet evolving regulatory requirements and corporate climate targets.

Europe is the main market for GETEC. Our customer base is diverse and includes companies in the real estate sector (both commercial and residential), municipalities, state governments, industrial businesses, healthcare and social service institutions, as well as private investors. The company tailors its services to meet the specific requirements of each customer. We are committed to consistently embedding sustainability into our strategy and business model and addressing the key challenges and opportunities facing our organisation, our industry and our customers.

### Business model and value chain description

GETEC operates across multiple sectors (industry, real estate and municipalities) and geographies in Europe. While the underlying value chain structure is consistent, the specific technologies deployed and the scale of operations adapt to the needs of each key customer. We deliver high-impact energy contracting, enabling our customers to focus on their core business. We have the financial capital required to fund the development and long-term operation of decentralised energy assets. We leverage significant financial resources through our stable ownership structure and institutional investors, ensuring the long-term viability of multi-decade energy projects. This is backed by our technical know-how, which encompasses proprietary project development frameworks, our expertise in navigating complex regulatory environments, and our energy market optimisation capabilities. We help our customers reduce the risks of complex energy transitions and navigate the rapid shift in European energy legislation.

To further the energy transition, our operational inputs are shifting toward a sustainable mix. A diversified sourcing reduces transition risks and aligns our customers' portfolios with global net zero trajectories. We also source high-performance components through a resilient supply chain of specialised manufacturers, including for high-efficiency boilers, heat pumps and photovoltaic (PV) modules. Our technology-neutral approach ensures the optimal technical solution for every specific local requirement. Enabling all of this to happen is our highly skilled workforce. Their ability to optimise and maintain complex systems is essential to our operational excellence. We invest heavily in talent development to strengthen our position in the energy services sector.

### The importance of resilience

At GETEC, resilience is the foundation for the energy transition and integral to our sustainability strategy. We define resilience as balancing economic viability, security of supply and environmental impact. Resilience is embedded in every project and partnership, and we are determined to be a leader in supporting the energy transition together with our customers, partners and employees. Our strategies for a resilient future cover digital transformation, centralised procurement, employee development, governance optimisation, financial robustness and security.

# Our engagement with stakeholders

**Stakeholder engagement**

| Key stakeholders | Key issues | How we engage |
| --- | --- | --- |
| **Employees and workers' representatives** | • Employee feedback<br>• Operational and policy improvements based on employee surveys and Works Council meetings<br>• Leadership communication and alignment with leadership decisions<br>• Employee satisfaction and well-being<br>• Employer attractiveness | • Engagement survey<br>• Group-wide and local town halls<br>• Works Council meetings<br>• Annual country-level events<br>• Works Council assemblies<br>• Leadership communication activities, such as leadership calls<br>• Group-wide newsletter<br>• Pulse survey tool |
| **Customers** | • Customer needs, expectations and feedback<br>• Customer satisfaction and experience (co-creation) of lower-carbon energy solutions<br>• Support for customers' sustainability and decarbonisation targets<br>• Tailoring energy contracting models to customer requirements<br>• Service and operational improvements based on customer feedback and survey insights | • Customer surveys<br>• Feedback tools<br>• Direct dialogue via sales teams and account management<br>• Regular project meetings |
| **Investor and the Advisory Board** | • Alignment of investor expectations with business strategy<br>• Investment strategy alignment with sustainability frameworks<br>• Financial and non-financial targets and performance<br>• ESG monitoring and performance improvement<br>• ESG ratings compliance with regulatory frameworks | • Board of Directors meetings<br>• Investment Committee meetings<br>• Annual Strategy Review<br>• Ongoing dialogue between the investors and relevant stakeholder groups within the company |
| **Banks/lenders** | • Financial performance<br>• Business developments<br>• Compliance with financing terms and obligations<br>• Alignment with lender requirements<br>• ESG monitoring and performance improvement | • Formal meetings, including the Annual Management Presentation<br>• Written communication providing both financial and non-financial information<br>• Ongoing dialogue between GETEC and its financial stakeholders |

**Stakeholder engagement (continued)**

| Key stakeholders | Key issues | How we engage |
|---|---|---|
| **Political stakeholders: European Union and national governments** | • Evolving regulations and legal requirements<br>• Compliance with EU directives and national legal frameworks<br>• Transition risks and opportunities in the energy sector<br>• Climate and sustainability-related developments<br>• Long-term strategic planning<br>• Funding programs | • Participation in political and social development processes at both EU and national level: monitoring legislative procedures, dialogue formats with political decision-makers, participation in political and industry events, and the publication of company positions on relevant topics |
| **Industry associations** | • Legislative processes and political dialogue<br>• Industry developments and trends<br>• Development of industry standards<br>• Exchange of industry experience and knowledge | • Participation in association committees and working groups<br>• Membership meetings<br>• Contribution to association position papers<br>• Sponsorship of association events |
| **General public (NGOs, local authorities, affected communities and the environment)** | • Company role as an employer in local communities<br>• Knowledge sharing with school and university students<br>• Interests and requirements of the general public<br>• Sustainability and decarbonisation efforts<br>• Responsible contribution to society<br>• Local requirements and social expectations | • Cooperation with educational institutions<br>• Participation in events with local communities and society<br>• Participation in initiatives and industry associations<br>• Sponsoring and donations to local communities<br>• Formal interaction with local stakeholders and authorities through licensing procedures |

# Materiality assessment and risk management

GETEC conducted its first Double Materiality Assessment (DMA) in 2024 and has integrated it into various internal processes. The GET approves material sustainability Impacts, Risks and Opportunities (IROs) as well as the strategic direction and targets for sustainability, including their links to the corporate strategy. It is accountable for the company's sustainability ambitions and reviews the DMA, performance on material sustainability matters and progress towards targets ahead of the Advisory Board review.

**Risk management and internal controls**
GETEC has established processes to identify, assess and manage risks and opportunities across the company, including those related to sustainability. These processes help ensure that relevant risks are recognised at an early stage and addressed in a structured way.

Risks and opportunities are regularly reviewed and assigned to responsible owners within the organisation. This supports informed decision-making and helps GETEC prepare for future developments in its business environment.

The main risks and opportunities for GETEC lie in the regulatory environment and general market developments, particularly in the energy market. Depending on how strongly decarbonisation is driven by the political and regulatory framework, these changes will either be negative for GETEC (delay in decarbonisation requirements and $CO_2$ pricing) or positive (acceleration of decarbonisation and increase in the cost of fossil fuels).

Since these risks and opportunities are externally driven, there are only limited possibilities to influence the risk or opportunity itself. In addition to political work, the key mitigation strategy is to identify regulatory changes at an early stage, analyse their impact on strategic and operational business, and take countermeasures if possible.

Another significant risk is cyberattacks on our IT and OT infrastructure. As a measure, the expansion of the IT/OT security area is being driven forward and attack vectors are being gradually closed by analysing the systems.

In 2025, work began on establishing a new reporting system for enterprise risks. A dashboard was created to give risk owners and management continuous access to the risk and opportunity portfolio. Work also began on coordinating an annual risk and opportunity report with the Audit & Risk Committee. In risk reporting, the established controls are specified under the already established measures, where available. Internal control tests are carried out by the Internal Audit department and the results are communicated to risk management and the Audit & Risk Committee.

# Assessment of material impacts, risks and opportunities

As part of our CSRD-compliant Double Materiality Assessment (DMA), we identify and assess material impacts (inside-out), risks and opportunities (outside-in) across our value chain, reflecting both our impacts on the environment and society as well as the sustainability-related effects on our financial performance. The assessment follows a structured and documented process aligned with ESRS and CSRD requirements, including identification of IROs, evaluation of severity and likelihood, consideration of value-chain relevance, and aggregation into material topics. Internal and external stakeholders were involved to ensure robustness and transparency.

For the current reporting period, we disclose a selection of the most important and material IROs identified in our initial DMA. These IROs represent the topics with the highest relevance and decision-useful value for external readers, management and internal stakeholders. While a broader set of IROs has been identified and assessed, the current report focuses on a prioritised subset to ensure clarity, proportionality and consistency with our current maturity level, while avoiding premature or incomplete disclosures.

Beyond regulatory compliance, the disclosure of selected IROs aims to raise awareness and transparency regarding our sustainability impacts, risks and opportunities. It supports informed decision-making by external stakeholders, internal teams and management, and strengthens integration into strategy and governance. As we look ahead, we will continue to build on our existing materiality and reporting practices and will progressively expand the scope, depth and granularity of IRO disclosures in line with the full CSRD requirements in future reporting cycles.

**Identifying and assessing material IROs**
The detailed DMA, carried out in 2024, engaged our ESG team, delegates from various departments relevant to different stakeholder groups, and our GET. We conducted specialised workshops employing the DMA strategy to harness their collective knowledge effectively. Our approach included an exhaustive review of all subjects and subtopics listed in the ESRS, enabling us to identify our IROs. When assessing the effects on individuals and the environment, we considered both positive and negative consequences, whether actual or potential. Moreover, our financial evaluation focused on sustainability-related risks that could negatively impact our business financially, as well as opportunities that might benefit our business positively. This evaluation covered activities within our own operations and value chain.

The assessment resulted in the development of a materiality matrix. The IRO definition was based on a combination of current status, environmental analysis, public studies and tools (such as the CSRD-Risk Check), desktop research regarding ESG controversies in the media, public GETEC reports, and professional judgment of the core team and supporting members in the DMA process. The individual impact and financial scores assigned to the short-listed IROs were used to calculate an average score for each ESRS topic. If either the average impact score or the average financial score for a specific topic surpassed our predetermined threshold, the topic was deemed material and the respective material IROs were reported.

To establish a shared understanding of the new CSRD regulation and the objectives of the DMA, onboarding sessions were conducted. Prior to this, subject-matter experts with deep knowledge of each ESRS standard were selected and DMA workshops were organised with their participation. These experts represented a diverse group of employees, including those focused on sustainability impacts and risks at both the corporate and business levels, as well as individuals working in regulatory and public affairs.

**Impacts**
The evaluation of impacts was aligned with the categories established by the ESRS. Following an initial identification of topics carried out by selected experts, who considered key peers, standards, frameworks and stakeholder requirements, a comprehensive list of potential material sustainability topics was created. Next, a shortlist was generated through pre-selection and categorisation by the core team responsible for the DMA. For each topic in the shortlist, potential and actual impacts were determined and evaluated. The process included all regions where GETEC is active and considered activities by partners, especially those in supply chains in countries with heightened risks. We took into account activities both within our own operations and those arising from our business relationships and value chain.

Additionally, we implemented workshops with internal experts from GETEC as representatives for affected stakeholder groups. Both actual and potential impacts (positive and negative) were evaluated based on their likelihood of occurrence, scale (severity), scope (number of stakeholders affected), and, in the case of negative impacts only, irremediability (the extent to which the impact can be reversed). The significance of a negative impact was determined by the combination of severity and likelihood, resulting in a numerical rating (impact assessment).

**Risks and opportunities**
As part of the DMA, we assessed which risks and opportunities may arise as a consequence of the identified impacts. These risks and opportunities were assessed based on their likelihood of occurrence and the magnitude of potential financial effects. The significance was derived by multiplying these two factors to produce a numerical rating as a risk assessment. Together with specialised consulting firms that provided support during the DMA process, we established specific thresholds to determine the materiality of the identified IROs. After identifying potential material impacts, we evaluated their financial materiality to consider all aspects of our operations. We derived associated risks and opportunities from the previously shortlisted impacts and dependencies.

The results of the quantitative analysis (IRO scores) were complemented by qualitative discussions in refinement workshops with stakeholder representatives and a meeting with our GET to validate the results of the assessment. Going forward, sustainability-related risks will be assessed and prioritised using the same criteria as all other risks within the Group Risk Management process. This will ensure that sustainability risks are equally reflected in the company's overall risk profile.

**Integration into management processes**
As part of the first-time DMA, sustainability-related risks were identified and assessed in a separate process. Integration into the existing Group Risk Management process has not yet taken place in the reporting period. We plan to link risks and opportunities between the DMA and the Group Risk Management process in future reports. The envisioned approach foresees reconciling the sustainability-related risks and opportunities identified through the DMA with those captured in the Group-wide risk assessment. This alignment aims to close potential gaps, ensure consistency and enable the definition of appropriate mitigation measures and responsible functions. The goal is to enhance the integration of sustainability considerations into the overall assessment of the Group's risk profile and decision-making processes.

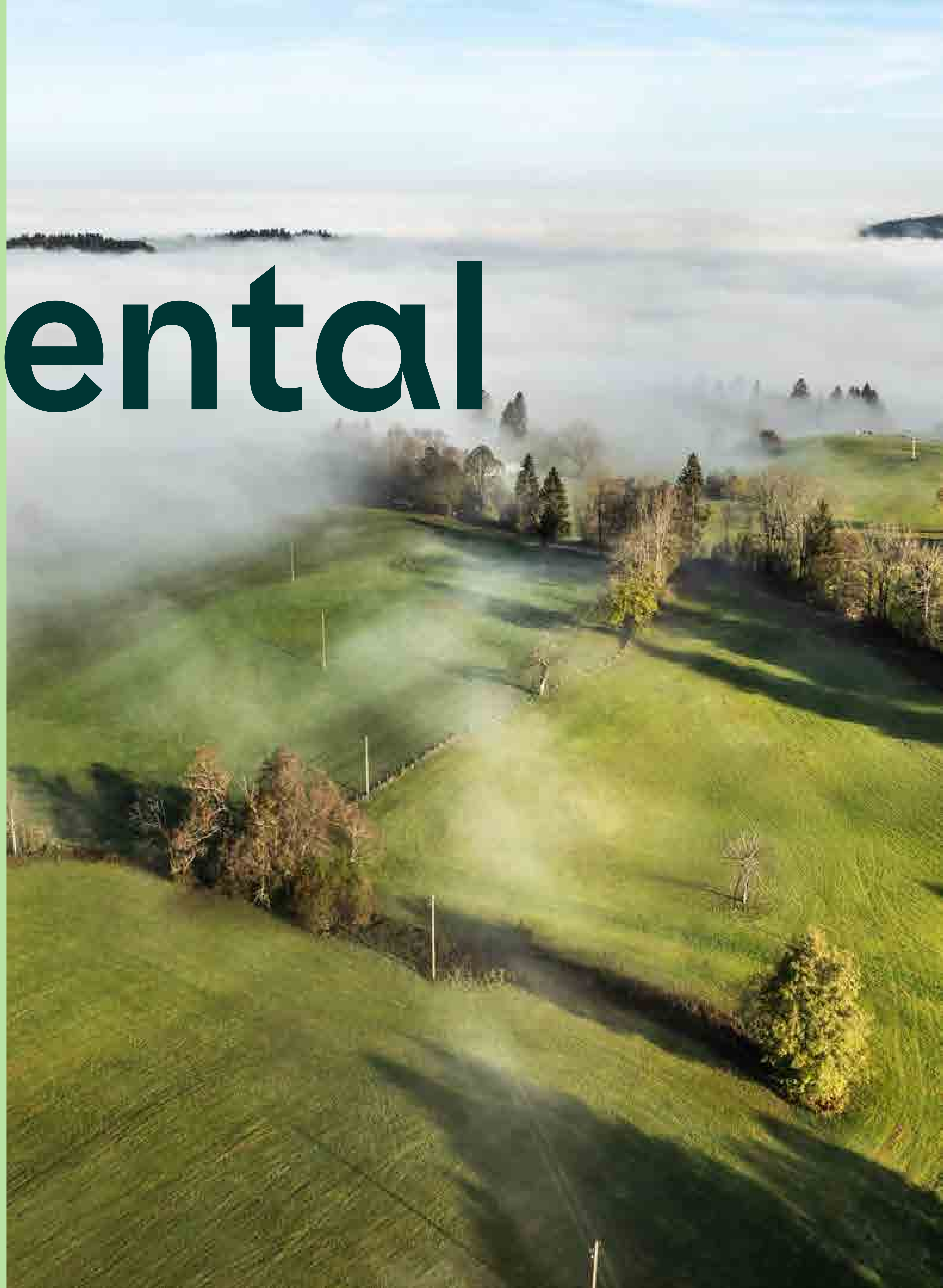
# Sustainability policies

The policies, agreements and instructions that are applicable to our material topics are outlined in the graphic below. We continuously track and ensure the effectiveness of our policies and actions. Additionally, our corporate risk management system addresses physical and transition risks, ensuring monitoring and improvement.

**Policies**

| | Code of Conduct | HSEQ Policy | DEI Policy | Human Rights Declaration | Declaration of Principles | Supplier Code of Conduct |
|---|---|---|---|---|---|---|
| **Topic** | General Conduct at GETEC: Human rights, corporate culture, protection of whistleblowers, anti-corruption and anti-bribery, health and safety of our own workforce, management of relationships with suppliers. | Climate change, pollution, resource use and circularity, health and safety. | Equal treatment and opportunities for all. | Human rights. | Human rights. | Human rights, anti-corruption and anti-bribery, health and safety of workers in the value chain, equal treatment and opportunities, climate change, pollution. |
| **Content** | The Code of Conduct covers GETEC values and compliance topics, such as anti-bribery and anti-corruption, conflict of interest, gifting and entertainment, exports and sanctions, fair trade, non-retaliation, supply chain and ethical sourcing, and sustainability. | The Health, Safety, Environment, and Quality (HSEQ) Policy aims to ensure the principles of occupational health and safety, environmental protection, and quality are integrated into the company's business decisions and plans. Additionally, it provides a reference framework for establishing sustainable and effective HSEQ management systems. | The key provisions of the policy help to create an inclusive and equitable work environment through fair employment practices, accommodations for those in need and mechanisms for reporting and addressing violations. | Respecting human rights in relationships with employees, suppliers and business partners. | Details the company's compliance processes with the German Supply Chain Due Diligence Act (LkSG), and presents the identified human rights and environmental risks, along with the expectations for our employees and suppliers. | The Supplier Code of Conduct covers GETEC values and compliance topics, such as anti-bribery and anti-corruption, conflict of interest, gifting and entertainment, exports and sanctions, fair trade, non-retaliation, supply chain and ethical sourcing, and sustainability. |
| **Scope** | GETEC | GETEC and suppliers | GETEC | GETEC | GETEC | Suppliers |
| **Third-party standards taken into account** | Universal Declaration of Human Rights, Standards of the International Labour Organization. | ISO 14001, ISO 45001 and ISO 9001. | Not applicable. | UN Guiding Principles on Business and Human Rights. | UN UDHR, UN ICESCR, ILO Declaration on Fundamental Principles and Rights at Work, UNGPs, UN Global Compact, and OECD Due Diligence Guidance for Responsible Business Conduct. | Universal Declaration of Human Rights, Standards of the International Labour Organization. |
| **Publicly accessible** | Yes | No | No | No | No | Yes |

# Environmental



# E1 – Climate change

GETEC is committed to decarbonisation, particularly in energy-intensive sectors, real estate and the public domain, to mitigate the impact of climate change and further the transition to renewable energy sources and infrastructure designed to improve energy efficiency and reduce operational emissions. A key issue is greenhouse gas emissions from our company-owned sites (Scope 1 and Scope 2) and from upstream and downstream operations (Scope 3). GETEC aims to achieve net zero for Scope 1 and Scope 2 emissions by 2045, and is working towards achieving this through measurable, portfolio-wide initiatives. Our business model and expansion of renewable energies help to reduce emissions in the energy sector, for our own operations and our customers. We also assist our customers with navigating complex and evolving regulations. Reductions in Scope 1 emissions and coal capacity signal clear decarbonisation progress, keeping us on track towards our net zero 2045 goal.

**Improving energy efficiency**

In industry, the real estate sector and municipalities, high energy consumption and low levels of energy efficiency affect sustainability and the lack of energy efficiency impact sustainability and economic performance. GETEC helps to improve energy efficiency by transforming and modernising existing assets, implementing energy improvements, switching to low-carbon fuels, offering a reliable energy supply, integrating renewable and low-carbon energy, phasing out lignite and coal plants by 2030, and introducing more combined heat and power plants. With Managed Energy Infrastructure, customers benefit from the reduced risks and upfront investments of self-owned energy infrastructures. Here, GETEC delivers reliable, efficient and professionally managed solutions at predictable costs, with optimised fuel sourcing, proven decarbonisation technologies and advanced digital tools as part of an integrated energy ecosystem that delivers measurable value while advancing decarbonisation targets. We are also targeting inefficient customer plants for innovative decarbonisation solutions, such as with systems that recover waste heat for use elsewhere, reducing energy losses and the associated costs.

Key Performance Indicators (KPIs) for the environment include:

- GHG emissions intensity for Scope 1 and 2 emissions: 238g $CO_2e$/kWh
- $CO_2$-emissions Scope 1 and 2 (location-based): 1,184,911 $tCO_2e$
- Installed coal-based thermal capacity Scope 1 and 2: 154 MW
- Share of renewable sources in total energy consumption: 26%

**Climate change impacts and GHG emissions**

To identify our impacts on climate change, findings from the GHG inventories of previous years were taken into account during the DMA process. The distinction between Scope 1, 2 and 3 was particularly helpful in order to consider the key phases in the value chain. The topic of climate change is currently being addressed by the HSEQ policy and GETEC Executive Team (GET) commitments, as outlined in our sustainability reports.

**The key targets include:**

- Climate change mitigation: commitment to achieve net zero for GETEC facilities by 2045
- Energy efficiency: commitment to improve the efficiency of GETEC assets
- Renewable energy deployment: commitment to phase-out coal by 2030 and transition to energy solutions that improve efficiency and support measurable greenhouse-gas reductions.

Further climate change related targets are under development.

**Project highlights from 2025:**

- Implementation of various actions to prevent waste heat through insulation measures at Milchwerke Stendal in Germany, saving 730,752 kWh of natural gas per year and an estimated 150 tonnes of $CO_2$
- Modernisation of the boiler system at Tunnelweg Thale in Germany, saving 955,144 kWh of natural gas per year and an estimated 196 tonnes of $CO_2$
- Implementation of a waste heat recovery project for a data centre in Rozzano, Italy, saving 3,156,402 $m^3$ of natural gas per year and an estimated 6,205 tonnes of $CO_2$
- Replacement of technical components to increase energy efficiency at GETEC.Muttenz in Switzerland, saving 150,450 kWh of electricity, 1,435,523 kWh of natural gas and 610,000 kWh of fuel oil

# Targets in relation to climate change

GETEC has targets related to climate change in place: achieving net zero by 2045 (GETEC Scope 1 and Scope 2) and phase-out coal-based assets by 2030 (base 2020).

**Targets**

| | **Net zero target** | **Coal phase-out** |
|---|---|---|
| Material sustainability topic considered by the target | Climate change | Climate change |
| Measurable target | Achieving net zero by 2045 (residual emissions may be offset) | Coal phase-out by 2030 |
| Nature of the target | The target is valid for the entire group progress of the target, measured in total GHG emission reductions. | The target is valid for the entire group progress of the target, measured in installed coal-based thermal capacity. |
| Scope | The target is valid for GETEC operations (Scope 1 and 2) | The target is valid for GETEC operations |
| Baseline value | 1,231,578 $tCO_2e$ | Progress towards the coal phase-out target is measured against a baseline 2020 |
| Baseline year | 2024 | 2020 |
| Target year | By 2045 | By 2030 |
| Methodologies and significant assumptions used | The target is based on the defined approach for GHG accounting of GETEC, with international standards considered. | We continuously review the proportion of installed capacity per energy fuel and compare this with the targets we have set. |
| Scientific evidence (for environmental targets) | GETEC defines its climate targets with reference to recognised international frameworks. We continuously assess the development of external target-setting frameworks to support the further evolution of our climate strategy. | We take European and national regulatory requirements into account for the coal phase-out. The target is not based on scientific evidence |
| How stakeholders have been involved | The target is communicated to our stakeholders via the annual sustainability report. | We consider national and EU-wide regulatory requirements and communicate our targets to stakeholders via our annual sustainability report. |
| Changes in the target and corresponding metrics or underlying measurement methodologies, significant assumptions, limitations, sources and adopted processes to collect data | No changes were made to the environmental targets. | No changes were made to the environmental targets. |
| Description of performance against the disclosed target | Performance is driven by continuous reduction of operational emissions through asset transformation, efficiency improvements, fuel switching, and the integration of renewable and low-carbon energy solutions across the portfolio. Progress is monitored through systematic GHG accounting and regular data collection, enabling transparency on emissions development and supporting the ongoing decarbonisation pathway toward the target. | GETEC is on track to meet its disclosed target of achieving 0 MW installed coal capacity in its portfolio by 2030. As of 2025, the installed coal-based thermal capacity (Scope 1 and 2) has been reduced to 154 MW (2024: 345 MW), with continuous monitoring through asset-level tracking systems. Progress is reviewed quarterly against the phase-out plan. Current data confirm that reductions are proceeding as planned, ensuring full phase-out or conversion by the target year. |

# Energy consumption and mix

Energy consumption at GETEC encompasses all the energy used by the company and customers. The energy mix refers to the specific combination of primary sources used to meet those needs. GETEC currently has a 26% share of renewable sources in the total energy consumption.

**Energy consumption and mix**

| | Amount |
|---|---|
| Fuel consumption from coal and coal products | 385,860 MWh |
| Fuel consumption from natural gas | 4,071,157 MWh |
| Fuel consumption from other non-renewable sources (excl. coal, natural gas) | 313,685 MWh |
| **Total fossil energy consumption** | **4,770,702 MWh** |
| **Total renewable energy consumption (incl. biomethane and biomass)** | **1,695,255 MWh** |
| Share of renewable sources in total energy consumption | 26% |

# Hilchenbach to the future

## To further decarbonisation for the SMS group, GETEC has installed a unique power-to-heat system that features one of the largest air-to-water heat pump systems currently available in Germany.

Offsetting 6,000 tonnes of $CO_2$ requires more than 200,000 trees. At the SMS group production plant in Hilchenbach, around 100 kilometres east of Cologne, a new power-to-heat system from GETEC is saving precisely that amount of $CO_2$ each year. This one-of-a-kind system supplies 50,000 m$^2$ of halls, offices and buildings with heat while also saving an estimated 15% of energy through improved efficiency. Introducing the all-electric system is a key driver for the SMS group to achieve the goal of climate neutrality at the Hilchenbach site by 2030.

The SMS group is renowned worldwide for its technologies, products and services for the metals industry. GETEC has operated a heating plant based on fossil fuels to supply heat to the SMS buildings in Hilchenbach since 2004, and has now converted that plant. The new air-to-water heat pump system transforms the heating network into an electrified system, with a two-stage heat pump cascade, an electric boiler, a heat storage tank and peripherals for heating water.

“This innovative system is proof that the energy transition can be achieved today, economically, sustainably and practically,” says Dr Guido Zimmermann, CEO of GETEC Germany. “Together with the SMS group, we have set a benchmark with a future-proof solution that shows what is possible for decarbonised energy and infrastructure solutions.”

**The game-changing heat pump system**
It is estimated that air-to-water heat pumps typically use 70–80% less energy than boilers heated with fossil fuels. They are also highly efficient, generating 3–5 units of heat for every one unit of electricity consumed. At Hilchenbach, the new heat pumps from GETEC replaced the existing natural gas-fired system, transforming the 3.4-kilometre-long heating network that is expected to reduce operational $CO_2$ emissions by approximately 6,000 tonnes per year compared with the previous system.

The system features four air-to-water heat pumps combined into one integrated heating solution that is currently one of the largest such systems installed in Germany. These pumps extract thermal energy from the ambient air, even at sub-zero temperatures, and store this energy in tanks. Then, water-to-water heat pumps heat the tanks up to 85 degrees Celsius. In this way, the entire system generates a thermal output of 4 MWth. A buffer storage system guarantees heat availability at peak requirements, while an electric boiler provides a temperature boost to increase the flow temperature up to 95 degrees Celsius. As it is a closed system, no additional water is needed or consumed.

“The power-to-heat plant is a central building block on our way to climate-neutral operation at the Hilchenbach site,” says Fabíola Fernandez, CFO, SMS group. “We are driving the decarbonisation of the global steel industry. However, it is just as important to us to take on responsibility in-house and to consistently implement sustainability in our plants.”

In the interest of lower project costs and a shorter construction time, the power-to-heat system was integrated into the existing boiler house. GETEC made tremendous efforts to keep the old system operating during construction, to ensure an uninterrupted heat supply.

**Staged process and digital control**

The heat pump’s staged process is adaptable based on the season and the heating requirements. Once the ambient air energy is extracted and stored, the heat pumps transform the stored energy to the desired output temperature level. The electric boiler is controlled externally for participation in the electricity grid, enabling SMS to generate additional revenue through supporting the local energy market while also helping to stabilise the grid.

The intelligent control system has an AI-supported forecasting and predictive use model that adjusts the operation depending on the weather and load. The four different modes of operation (generate, store, absorb and load) enable the system to optimise energy; to decouple heat generation from heat use in time and, in particular, to use cheap and renewable electricity.

"The switch to renewable energies and the reduction of greenhouse gas emissions represent a major contribution to our sustainability efforts, which focus not only on emissions throughout the entire value chain, but also on the company's internal activities," says Marc Hoffmann, Executive Vice President, SMS group.

**Powering towards a sustainable future**

GETEC has ensured the system is ready for the future, with a modular design that can be expanded to include additional regenerative system components. This could include integrating waste heat sources, such as electrolysers and fuel cells, into the system to further increase the energy efficiency of the plant.

For the project, GETEC took on the approvals, engineering, plant installation, financing and much more. GETEC also ensures the operation, maintenance and servicing for the next ten years. Funded by the Federal Ministry for Economic Affairs and Energy in Germany and financed by the European Union – NextGenerationEU, the project emphasises the commitment of GETEC and the SMS group to phasing out fossil fuels and implementing renewable energy projects.

"This is a lighthouse project for GETEC and a model for future developments" says Dr Zimmermann. "It offers a viable template for decarbonised and flexible heat supply systems, without using fossil fuels, for a wide range of industries and municipalities."

**6,000 tonnes of $CO_2$ saved per year**

**15% energy savings**

**50,000m² of halls, offices and buildings**

**95 degrees Celsius heating capacity**

**3.4-kilometre-long heating network**

# Emissions and energy metrics

GETEC bases its Scope 1, 2 and 3 emissions inventory on the GHG Protocol – Corporate Standard in its currently valid version. Further standards and guidelines of the GHG Protocol are also considered (Scope 3 Standard, Scope 3 Calculation Guidance and Scope 2 Guidance). The standard emission factors sourced from internationally recognised and regularly updated databases are integrated into our GHG accounting tool. This approach ensures methodological consistency, comparability and alignment with the GHG Protocol. Where national regulations or country-specific legal requirements mandate the use of specific emission factors, these more granular factors are applied in place of generic factors. This hierarchical approach supports regulatory compliance while ensuring the most appropriate representation of emissions across different jurisdictions and reporting scopes.

In accordance with the requirements of the ESRS, the inventory boundaries are defined based on the financial control approach and the operational control approach. In terms of the Global Warming Potential (GWP) of GHG, we use the most recent GWP values published by the IPCC based on a 100-year time horizon.

**Scope 1**

Stationary combustion, mobile combustion and fugitive emissions are key emission sources for GETEC. Activity data includes the use of fuels and the emission of fugitive emissions. It is aggregated based on country-specific details, requirements and assets and reported annually. Calculating emissions from combustion processes is based on the underlying energy data for the GETEC countries. For fugitive emissions from leaks, such as small leakages are detected via refilling approach of e.g. isolation gas used in power switching units. Emissions from leaks in refrigeration systems are recorded on the basis of maintenance logs and refill quantities, where possible. If there is a lack of data, estimates of average leakage rates are used.

**Scope 2**

Both market-based and location-based approaches are used to calculate Scope 2 emissions. Activity data includes electricity consumption and purchased heating, which is collected and aggregated by the GETEC countries and analysed for accuracy and completeness, before integrating it into the environmental data management tool. The market-based electricity mix is calculated for each country on the basis of the energy supplier data, taking into account the purchase of certificates of origin. To calculate location-based Scope 2 emissions, national emission factors for the electricity generation are applied. Supplier-specific energy mixes are used to calculate market-based emissions. In cases where specific data is unavailable, country averages are assumed. These assumptions are documented, and their accuracy and uncertainties are assessed.

**Scope 3**

GETEC considers both upstream and downstream emissions, applying mostly a spend-based approach to calculate Scope 3 emissions. Where available, activity data is applied (such as with the use of sold products). Emissions from employee commuting are estimated based on the size of the organisation. Relevant Scope 3 categories are identified based on the criterion of whether this category occurs in our business activities (applying the GHG Protocol – Scope 3 Standard). Data is provided by the accounting and procurement departments, then validated and integrated into the environmental data management tool. While primary data is available for “fuel and energy-related activities”, “use of sold products” and “downstream leased assets” (based on fuel consumption), estimates are made for further Scope 3 categories, using spend-based emission factors. We are striving for increasingly accurate primary data, especially for significant sources. These assumptions are documented, detailing their basis and potential uncertainties.

**Biogenic emissions**

For Scope 1 and Scope 3, biogenic emissions are calculated based on data-based emission factors. The use of biomass and biomethane as a fuel, for example, is monitored very precisely so that reliable activity data can be generated. For Scope 2, the emission factors do not provide the percentage of biomass or biogenic emissions, therefore this cannot be disclosed. Biogenic emissions are calculated based on the primary data from the combustion of biomass fuels. The biogenic emission factors are selected based on the fuel type, and the emissions are calculated separately.

**Emissions factors**

The emission factors best suited to the activity under consideration are used. We also ensure that the number of different databases remains manageable so that possible changes and updates can be tracked. The environmental tool ensures that these changes are considered. The data is converted to emissions ($tCO_2$ equivalent) in accordance with the GHG Protocol, using the respective emission factors, such as for the different fuel types. Checks are implemented and the most recent emission factors are used to avoid calculation errors and ensure auditability.

### GHG tracking and reporting

We use a dedicated environmental data management platform as the primary system for integrating activity data, assigning emission factors and calculating GHG emissions for Scope 1, 2 and 3. It supports systematic data collection, updating and storage, and ensures granular data disaggregation. Continuous improvement processes within the tool enhance data quality and accuracy, facilitating comprehensive GHG accounting across the company. Through these structured methodologies, assumptions, emission factors and advanced tools, we ensure precise monitoring and reporting of GHG emissions, aligned with environmental sustainability objectives and ESRS requirements.

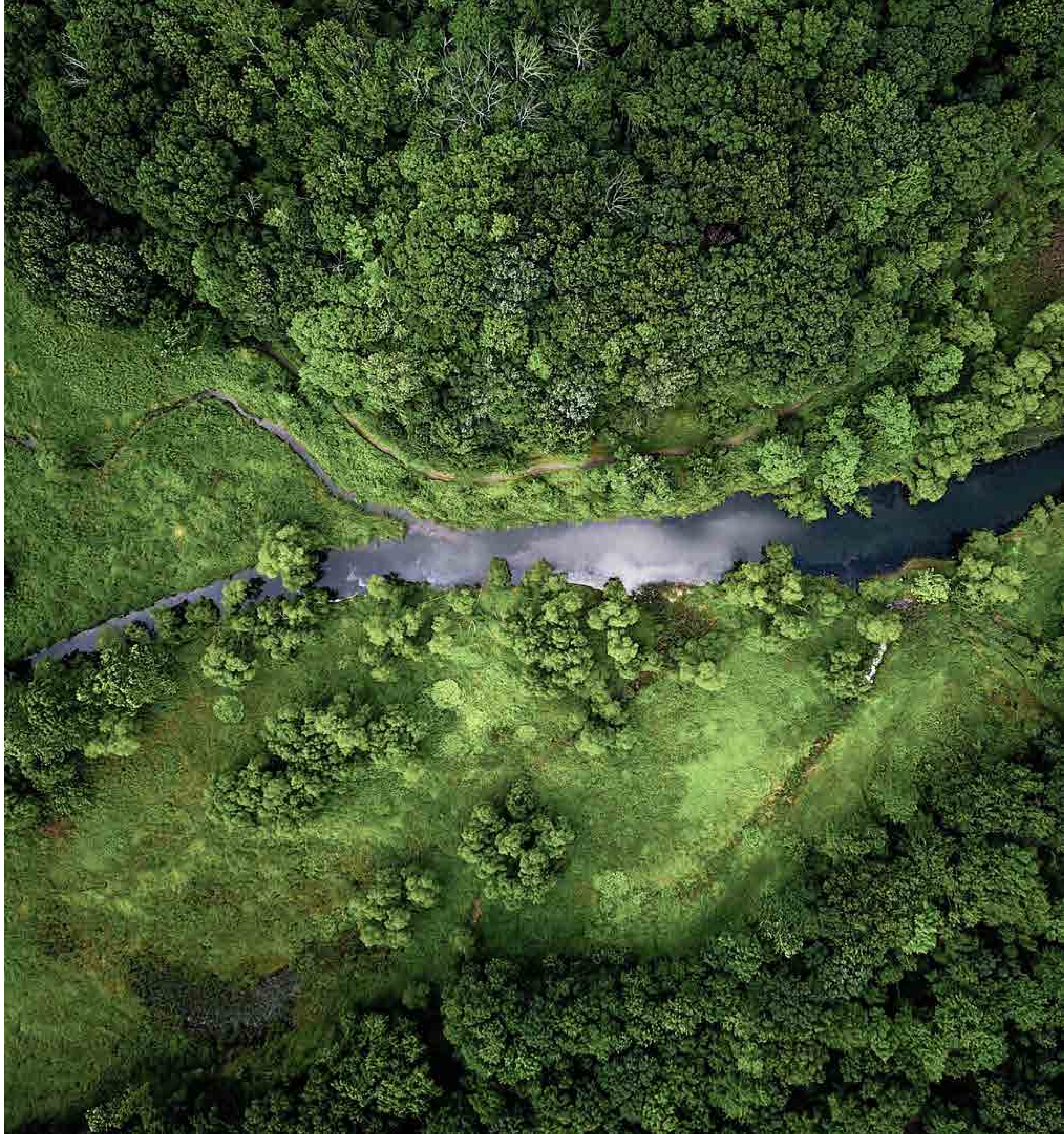
### Total GHG emissions

**Total GHG emissions ($tCO_2e$)**

| | Amount |
|---|---|
| Gross Scope 1 emissions | 1,121,447 |
| Gross Scope 2 emissions (location-based) | 63,464 |
| Gross Scope 2 emissions (market-based) | 104,918 |
| Gross Scope 3 emissions | 811,233 |
| **Total GHG emissions** | **1,996,144** |

### External assurance

All of our environmental metrics are externally assured by PricewaterhouseCoopers (PwC). Assured data includes Scope 1 and 2 market- and location-based emissions, energy data as well as metrics on water use.



# Emissions removal and mitigation projects

GETEC reports GHG emissions in accordance with the requirements of the CSRD and ESRS, applying a transparent and consistent methodological framework across the company. Our reporting covers Scope 1, Scope 2 (both location-based and market-based) and Scope 3 emissions, whereby Scope 3 reporting is based on an assessment of relevant categories in line with ESRS requirements. The climate targets and decarbonisation strategy are currently focused on Scope 1 and Scope 2 emissions, reflecting our direct operational influence. Every asset and business model is analysed based on financial or operational control and then assessed. Assets with operational control are within Scope 1.

**Removals and carbon credits**

GETEC has no GHG removals and storage resulting from projects developed in our own operations or that contributed to the value chain. Outside the value chain, an estimated 4,942 metric tonnes of $CO_2$ equivalent of GHG emission reductions or removals from climate change mitigation projects are financed through the purchase of carbon credits. Additionally, GETEC uses carbon credits for one pilot project in GETEC Germany. The carbon credits applied are certified 100% by "Gold Standard for the Global Goals".

**Methodologies and data sources**

GETEC applies the GHG Protocol Corporate Accounting and Reporting Standard as its leading methodological framework, complemented by the requirements of CSRD and ESRS. This ensures consistency, comparability and alignment with internationally recognised standards and regulatory expectations. GHG emissions are primarily calculated based on primary activity data, such as measured fuel and energy consumption at the asset level. Where actual data is not yet available, extrapolations, assumptions and recognised calculation methodologies are applied in a consistent and documented manner. This approach applies across all scopes, with continuous improvements planned as data availability and quality increase.

**Residual emissions and decarbonisation**

GETEC is continuously working on the decarbonisation of its operations, including asset modernisation, fuel switching and efficiency improvements. Residual GHG emissions are understood as emissions remaining after the implementation of currently feasible technical and operational reduction measures. As our decarbonisation pathway evolves and new technological, regulatory and market insights emerge, targets, measures and assumptions will be regularly reviewed and updated. Our primary focus is on physical emission reductions within our own operations. As part of the development of a climate transition plan, we will define a strategy for dealing with residual emissions. At present, specific criteria for the offsetting of residual emissions, including eligible project types, quality standards and certification schemes, have not yet been defined. Should offsetting be required, these criteria will be developed at a later stage, taking into account regulatory developments, best practices and internal governance requirements.

**Pollution and HSEQ policy**

Within the company portfolio, there are power plants and waste treatment facilities that have emissions which can adversely affect local air quality and impact local ecosystems. The company's HSEQ Policy addresses the topics of mitigating negative impacts related to pollution of air, water and soil, and avoiding incidents and emergency situations. These measures ensure a consistent and proactive approach to protecting people, the environment and our operational continuity. The policy aims to prevent incidents and emergencies across our own operations and the upstream and downstream value chain. Where incidents cannot be fully avoided, our policies ensure effective control and mitigation of impacts on people and the environment.

Key policy elements include:

- Risk prevention: regular safety and environmental risk assessments, supported by technical and organisational controls, safe work procedures, and contractor safety requirements.
- Emergency preparedness: standardised emergency response plans, trained response teams and periodic drills with internal and external stakeholders.
- Incident response and impact mitigation: rapid activation of emergency procedures, protection of personnel, containment of environmental releases and coordination with authorities.
- Incident reporting and learning: systematic reporting, investigation and root-cause analysis to prevent recurrence and strengthen overall process and operation.

# Mixing it with the best

## A flexible energy solution from GETEC at the Econopark in Berlin lowers energy consumption, reduces $CO_2$ emissions and provides the climate-friendly template for other real estate providers to follow.

In 19th-century Berlin, leather production was concentrated along the rivers, including the Panke, in the northern outskirts of the city. At that time, the tanner and leather goods industry caused significant pollution, leading to the river being referred to as the “Stinky Panke”. Leather production continued in various forms until 1992. Since then, the area has recovered brilliantly, and this is best exemplified by the Econopark situated at 8–10 Pankstrasse, the site of a former leather factory.

The eight striking red brick buildings have been fully refurbished under the ownership GSG Berlin, one of the largest providers of office and commercial spaces in Berlin. GETEC is collaborating with GSG to equip these properties with flexible and cost-efficient energy solutions. For the Econopark, this means an estimated 50% energy consumption saving and up to 85% reduction of $CO_2$ emissions (approximately 446 tonnes per year), with 90% of the heat supply from renewable sources. This benchmark project also provides a blueprint for the sustainable transformation of other buildings in the GSG portfolio.

“We have introduced a system that can both heat and cool, with an implementation that required almost no costs for tenants,” says Martin Kuhn, Project Engineer at GETEC.

“For GSG Berlin, the added value of our cooperation lies not only in us assuming the investment burden, supporting the construction process and optimising plant operation, but also in taking responsibility for the heating and cooling supply as part of the contracting.”

**The benefits of a flexible energy mix**
Previously at the Econopark, heating was exclusively with gas (there was no cooling), which resulted in high energy costs and significant $CO_2$ emissions. By introducing a flexible energy mix with a total heating capacity of 2,300 kW, GETEC enables GSG Berlin to minimise the effects of fluctuating energy costs and ensure stable operation while also reducing the environmental impact of the site.

The sustainable, flexible and cost-efficient energy concept uses the ambient air as a heat source and features an intelligent energy management system for demand-oriented heat distribution. There are two reversible heat pumps (each 400 kW) to generate heating and cooling, two pellet boilers (each 350 kW) for sustainable heat supply, and a natural gas boiler (1 MW) as a peak load reserve on very cold days. The large storage tank (30 $m^3$) can store both heat and cooling. The combination of these systems provides an estimated capacity of 1.7 MW of heat and 700 kW of cooling.

**50%** reduction of energy consumption

**85%** reduction of $CO_2$ emissions

**90%** heat supply from renewable sources

**1.7 MW** estimated heating capacity

**43,000m²** site with more than **200** tenants

**700 kW** estimated cooling capacity

"We are pleased with the successful collaboration with GETEC, not just for reducing $CO_2$ emissions and energy consumption, but also for collecting valuable experience for further projects that offer electrified cooling and heating with lower operational greenhouse gas emissions for our tenants," says Gökhan Olkun, Head of Energy and Sustainability Management at GSG Berlin. "Doing this without additional costs for office and commercial tenants and without further structural interventions in the properties was an important additional benefit."

**On the banks of the Panke**

The Econopark has more than 200 tenants, including security technicians, manufacturers, courier services, freight forwarding companies, music producers and a large canteen that supplies food to more than 30% of Berlin's schools. There are charging stations for electric vehicles, as well as communal farm kitchens that promote cooperation and exchange between the people who work on site.

Here, GETEC has successfully integrated a complex and low-carbon energy solution into the existing building structure, and this included using the existing heating infrastructure and radiators. In recognition of this outstanding achievement, the project was nominated for the renowned RealGreen Award of the German Corporate Initiative for Energy Efficiency e. V. (DENEFF).

# E5 – Resource use and circular economy

Our core competence is energy, through the reliable and secure supply of steam, heating, cooling, electricity, energy recovery, waste treatment and waste water treatment. We take a holistic approach, with our solutions often forming a systemic network of different technologies that include smart resource use and circular economy. We construct high-quality plants and use durable materials which reduce maintenance and repair frequency, lowering long-term resource consumption. We enable our customers to transition to more efficient services and processes that reduce operational costs and resource usage. We also invest in waste treatment technologies, such as waste-to-energy systems and smart waste sorting, to further reduce costs.

**Resource inflows**

GETEC relies on a variety of resource inflows, including the procurement of energy fuels and essential materials for operations and infrastructure. Both fossil-based and bio-based energy fuels continue to play a role in today's energy systems. While the energy transition is driving a shift toward lower-emission and renewable alternatives, fossil fuel value chains encompass exploration, extraction, processing, refining and distribution. Bio-based fuels, such as biomass and bio-methane, require sourcing raw materials, pre-treatment, conversion and refining, followed by transportation and distribution to power sites. Materials such as steel and aluminium are the basis for constructing power plants, while concrete ensures structural stability. Critical raw materials, such as silicon and silver, are essential for solar panel production and technical components, and rare earth elements are crucial for magnetic components in various energy technologies.

Upstream activities include extracting and mining raw materials, mostly outside the EU, followed by manufacturing, assembly and logistics to deliver these components to operational sites. In the value chain of an energy supplier, further substances play a significant role, which also include hazardous ones. These hazardous substances can be chemicals used in the maintenance and operation of power plants, such as solvents, cleaning agents and industrial lubricants. Additionally, materials such as lead, cadmium and mercury are used in various energy technologies, including PV systems. The handling, transportation and disposal of hazardous substances require careful management to mitigate environmental and health risks. These resource inflows and associated upstream activities support our operations, infrastructure and technologies. We continue to manage associated impacts while pursuing a balanced portofolio with a growing share of renewable, efficient  and lower-carbon energy assets.

**Waste composition**

Our primary activity is the operation and maintenance of power plants. We are also involved in the construction of plants and the deconstruction of plants at the end of their lifetime. These activities result in a variety of waste streams. For the construction of power plants, waste includes packaging, concrete, bricks, metals, soil and insulation materials. For the operation and maintenance of power plants, waste includes filters, contaminated filters, ashes, electronic waste, metals, waste oils, packaging waste, contaminated packaging and municipal waste. For the end of the lifecycle of power plants, waste includes concrete, bricks, metals, soil, insulation materials, electronic waste (including from PV systems), and batteries. Other GETEC activities that lead to further waste streams include hazardous waste from distillation plants.

GETEC applies responsible waste and hazardous material management practices to minimise environmental impact, ensure compliance, and support the safe and efficient operation of its facilities.

**Waste**

| | In tonnes and percentage |
|---|---|
| Total waste generated | 131,189 t |
| Hazardous waste | 86,888 t |
| Non-hazardous waste | 44,301 t |
| Waste recovery | 8,955 t |
| Share of waste recovery from total | 7% |
| Radioactive waste | 0 t |

# GETEC PARK.MUTTENZ shifts sustainability into a higher gear

**As GETEC Switzerland continues to replace old motors with new and more efficient ones, an electric motor – recognised in a competition as one of the oldest still operating in Switzerland – was finally retired after decades of reliable service.**

In 1953, a Brown Boveri three-phase electric motor was installed in boiler room 2061 on what is now the site of GETEC PARK.MUTTENZ. Replacing this motor, which ran for more than 70 years, is part of an ongoing programme to phase out the use of old motors and replace them with more efficient ones, and it exemplifies how we constantly find ways to reduce emissions and become more efficient.

This programme even resulted in the Boveri motor being identified as one of the oldest in operation in Switzerland, thanks to a competition run by ABB Switzerland, a leading technology company in electrification and automation. The ABB Motor Challenge ran at the end of 2024 to find old electric motors that could potentially be replaced with new motors.

"In industrial use and when operated within load limits, electric motors have a very long life," says Reto Stahl, Head of Operations, in Muttenz. "While old motors have been of great service to our site, we are committed to increasing efficiency and saving energy with a more modern solution, which is fully in line with how we are always looking for ways to improve."

**GETEC PARK.MUTTENZ** is an innovative and integrated industrial park located near Basel, enabling chemical and life sciences companies to achieve their corporate and sustainability goals. The park features state-of-the-art infrastructure, reliable energy solutions and comprehensive services, and has an advanced network of established production companies and qualified service providers. Companies benefit from flexible design options, financial agility, uninterrupted operation, access to experienced specialists and economies of scale that optimise operating costs.

**The ABB Motor Challenge** was a promotion to show how significant savings can be achieved by replacing old motors with modern, energy-efficient drive systems that are correctly dimensioned for the application. ABB searched for the oldest electric motors still in operation in Switzerland, with a 5.5 to 200 kW power range and a minimum operating time of 2,000 hours per year. 48 companies took part. GETEC was one of the three companies selected.

As one of the selected companies in the challenge, GETEC Switzerland was supplied with an IE5 synchronous resistance motor and an ACS580 frequency converter that offers up to 24% energy savings through higher efficiency and speed control.

**Taking motor sustainability to a new level**
Electric motors consume around 50% of global electricity. Replacing old technology with more efficient motors and drives provides significant energy savings, and this is something GETEC Switzerland is doing across its sites.

The IE5 motor GETEC received from ABB was tailored to the specific application: to drive a pump that keeps a steam boiler warm when it is not fully in operation. The IE5 is efficient and highly reliable, and made without magnets or rare earth materials, while the frequency converter provides the ideal speed for driving the pump.

“As a service provider and plant operator in the energy sector, we continuously implement sustainable, efficient and innovative solutions to achieve our goal of climate neutrality,” says Arthur Gebhardt, Senior Manager Business Development and New Technologies.

While the old motor occasionally required repairs over the decades, the new motor is expected to be very low-maintenance. The IE5 is designed for use in demanding industrial applications, with lower winding and bearing temperatures, and offers a long service life and minimal downtime. Additionally, the high torque and power density enable higher productivity during long periods of operation.

“While old motors have been of great service to our site, we are committed to increasing energy efficiency and saving energy with a more modern solution, which is fully in line with how we are always looking for ways to improve,” says Stahl.


***“The new motor has proven to be robust and reliable, and helps to reduce energy consumption and operating costs.”***

**Arthur Gebhardt**
Senior Manager Business Development
and New Technologies

# A place in the Italian sun

**Within the industrial area of Trento, the capital of the Trentino-Alto Adige region in Northern Italy, which has a strong manufacturing presence, GETEC has developed a partnership with the SEPR plant, part of Saint-Gobain.**

The surroundings are conducive to the development of renewable energy solutions, with approximately 2,800 hours of sunshine per year. The initiative aims to harness the local solar potential while reducing emissions associated with the site's energy consumption.

Saint-Gobain is recognised as a global leader in light and sustainable construction, thanks to its ability to design, manufacture and distribute advanced materials and solutions for the construction and industrial sectors. Its solutions are applied across buildings, transportation, infrastructure and a wide range of industrial environments, contributing to improved performance, comfort and sustainability, while addressing challenges related to decarbonisation, resource preservation and urbanisation.

To maximise the plant's energy performance, GETEC implemented a diversified technical solution leveraging multiple installation surfaces, achieving a total installed capacity of 2.3 MWp: 1,450 kWp installed on ground-mounted systems, 565 kWp installed on building rooftops and 285 kWp integrated into carports and canopies. This configuration optimises all available surfaces, ensuring efficient and consistent energy production.

Following its connection to the grid in the second half of 2025, the plant reduced $CO_2$ emissions by more than 250 tonnes in the remainder of the year. At full capacity, it is expected to deliver annual reductions of approximately 745 tonnes of $CO_2$.

The project is based on a 20-year on-site Power Purchase Agreement (PPA) model. GETEC acts as a fully integrated energy partner, taking responsibility for both plant and energy management, supported by a performance guarantee expressed in €/MWh. The agreement includes ordinary and extraordinary maintenance, as well as continuous technical support, ensuring long-term cost stability and maximum operational efficiency for SEPR.

# Social



# S1 – Own workforce

Our commitment to the social dimension of ESG is rooted in creating a safe, inclusive, diverse 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. We are a company where collaboration sparks innovation, every action creates meaningful impact and bold ideas turn into breakthroughs. Here, our employees grow, are recognised and help to shape our future while building a sustainable and better tomorrow.

## GETEC values in action: Building a great place to work

**Pioneering Spirit**
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, establishing leadership principles, and creating inspiring onboarding experiences, GETEC demonstrates that pioneering is as much about people and culture as it is about technology.

**Impact**
Every GETEC branding initiative is designed to show the tangible difference that our employees make – whether delivering renewable and efficient 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 our reputation as a dependable employer. Reliability is a value that builds trust and not just a statement on paper. The diverse and specialised skills of our employees enhance the delivery of comprehensive customer solutions.

**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, we ensure that all employees feel part of one cohesive organisation working towards a common mission.

Key Performance Indicators (KPIs) for our workforce include:

- Women in management: 18%
- Women in office workforce: 33%
- Lost time rate (LTIR): 1.84

**Key targets (for 2030) include:**

- Raising the number of women in management positions to 33%
- Raising the number of women in office workforce to 40%
- Reducing the number of workplace accidents resulting in at least one day's absence from work (LTIR) to a minimum, at least below 4%

**Project highlights from 2025:**

- Launched an international, multilingual intranet designed to reach all employees
- Introduced Group-wide Leadership Principles
- Continued the digitalisation of our HR service structures through the implementation of a new global HR management tool

# Policies and engagement

GETEC has policies in place to foster diversity, equity and inclusion (DEI) within its workforce and is committed to continuous engagement with its workforce, ensuring that employees across all levels have access to transparent communication, structured feedback mechanisms and meaningful participation in corporate decision-making. A workplace accident prevention policy and management system and a DEI policy are in place. The DEI policy promotes equal opportunities and helps create a workplace where everyone is treated with dignity and respect, regardless of the following grounds for discrimination: race, religious beliefs, pregnancy (including childbirth or related medical conditions, as well as breastfeeding needs), gender, sexual orientation, gender identity or expression, transgender status, national origin, ethnic origin or background, social origin, family or marital status, age, disability (physical or mental), medical condition, genetic information, veteran's status or military service, or based on union membership or union activity.

**Inclusion and positive action**

GETEC ensures reasonable accommodations for qualified individuals with disabilities and for those with needs related to religious observance or personal religious expression. Each accommodation is assessed on a case-by-case basis. The company is committed to creating a work environment free from discrimination, harassment and bullying, and promotes inclusive leadership behaviours. Personnel decisions are based on merit, considering qualifications, skills, performance and achievements. GETEC tailors tools, resources and mindsets to meet the unique needs of individuals and ensures everyone has a fair and equitable opportunity to contribute to their fullest potential. Our DEI commitments extend through structured training, accountability mechanisms, inclusive leadership expectations, reporting systems and anti-retaliation protection, ensuring a proactive and responsive approach to preventing, addressing and learning from incidents of discrimination while promoting diversity and inclusion at all organisational levels.

**Workforce engagement**

GETEC ensures that employee perspectives are considered in all HR-related ESG initiatives. The feedback collected helps shape workforce policies and ESG strategies. We maintain structured review mechanisms to assess workforce engagement, employee performance and organisational progress towards strategic objectives. These processes ensure that employee feedback, performance metrics and leadership decisions are aligned and continuously monitored. Additionally, we use demographic insights to analyse workforce engagement trends and ensure that vulnerable groups receive targeted support when necessary, and systematically assess the effectiveness of initiatives through surveys, status reports, feedback loops and workforce participation monitoring. The overall accountability for employee engagement methods rests with the GETEC CHRO.

# Workforce characteristics

At GETEC, 3,209 employees from 51 different countries work together to drive the energy transition forward every day. Most of the company's activities are performed by workers who are employees.

**Employee head count by gender**

| Gender | Number of employees |
|---|---|
| Male | 2,536 |
| Female | 673 |
| Other | 0 |
| Not reported | 0 |
| **Total** | **3,209** |

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 remains a material topic across the entire company.

GETEC is a pan-European company with various local entities that manage operations in their own countries as well as in neighbouring ones. The majority of our employees (87%) are experienced professionals over the age of 30. Apprentices and students account for 2% of the total GETEC workforce.

**Employee age demographic**

| Age group | Number | Percentage |
|---|---|---|
| Under 30 years old | 382 | 12 |
| 30-50 years old | 1,613 | 50 |
| Over 50 years old | 1,214 | 38 |

The company meets current challenges and prepares for the demands that lie ahead by fostering a pioneering spirit among its employees and instilling a strong sense of unity.

Each and every employee can seek advice on the implementation of our guidelines and practices for responsible business conduct. GETEC relies on transparency, sustainability and legal compliance to demonstrate its global role as a responsible employer, stakeholder and industry leader.

# Building a brand that delivers on its promises

## Carla Haag, Head of Marketing at GETEC, explains how a customer-centric approach and a unified marketing and communications ecosystem are advancing the GETEC sustainability mission.

The energy transition is more than a technical and operational challenge. It also depends on transparent communications that build trust among stakeholders. For GETEC, 2025 marked a decisive step in aligning how we communicate who we are, what we do and what we stand for. The development of a refreshed brand identity and the creation of an integrated marketing and communications ecosystem were part of our strategic investment in transparency, trust and long-term stakeholder value – and a direct expression of our ESG commitments.

Customer centricity means genuinely understanding and responding to customer needs. While it is often treated solely as a commercial value, at GETEC, we view it as a sustainability driver and a competitive advantage. When we listen closely to the challenges our customers face, we become better partners in helping them reduce emissions, comply with tightening energy regulations and meet their own sustainability priorities.

**A brand built on accountability**

Aligning our communications started with a brand refresh. It was grounded in the premise that sustainability must be visible, credible and consistent across every customer touchpoint and in all our internal and external communications. We built accountability into the brand architecture, under our corporate value of reliability. Central to this is a positioning that reflects the role of GETEC as a trusted partner in Europe.

As a leading specialist for energy and infrastructure, we are shaping the future of energy through innovation and customised solutions, showcasing our value of a pioneering spirit. Through our Managed Energy Infrastructure business model, we deliver energy and infrastructure as-a-service, sharing operational, financial and environmental risks with our customers. This innovative model is essentially a sustainability proposition: we invest in and own the energy infrastructure so that our customers can focus on their core business while benefiting from lower emissions, reliability and improved energy efficiency.

Our brand refresh explicitly connects this business model to measurable impact, another of our corporate values. Previously, we described our work only in technical terms. Now, we speak about outcomes and benefits. This shift was informed by stakeholder research that shows industrial, real estate and public sector customers want more than just energy services – they want a trusted partner to help them navigate the regulatory, financial and reputational challenges of the energy transition. This includes striking the right balance of co-existing technologies and fuels to enable customers to progress on their decarbonisation journeys.

**An integrated marketing and communications ecosystem**

Together with the brand refresh, we began the development of an integrated marketing and communications ecosystem designed to connect our brand promise with customer experience across the full lifecycle. This starts with talented and cross-functional teams working in unity, our fourth corporate value, to achieve common goals. Our first deliverable was a unified digital presence designed to support customers throughout their research and decision-making journey. By providing clear, consistent and easily accessible information, we help customers navigate the complexity of energy solutions and better understand the options available to achieve their energy, operational and sustainability goals.

Integral to this work was the development of a content strategy anchored in sector-specific expertise and knowledge. The energy challenges facing the chemical industry differ from those of commercial real estate portfolios or municipal utilities. Our marketing and communications reflect those differences. This strengthens our commercial relevance and reinforces the credibility of GETEC as a long-term and trusted partner capable of delivering energy and infrastructure solutions that improve efficiency and support measurable emissions reductions at scale and in context. Stakeholder confidence is built by demonstrating competence, reliability and consistency in delivering added value over time. Internally, the new ecosystem introduced shared tools and standards across markets, improving collaboration between country teams and ensuring that our sustainability messaging is accurate and consistent, whether a customer encounters us in Germany, Italy or elsewhere across Europe. Consistency of message is not just a brand imperative – in an ESG context, it is an essential part of governance supporting transparency and accountability.

**Customer centricity as a sustainability driver**

A brand identity communicates what the company does and reflects who the company is. At GETEC, the voices and perspectives we feature demonstrate our commitment to diversity and our dedication to our customers. When our content includes human diversity in the range of sectors, geographies and stakeholders we serve, it resonates more authentically.

Marketing and communications play a key role at many touchpoints along the customer's journey. Customer centricity ensures relevance and transparency, as we present our solutions and set expectations honestly, communicate progress, and share customer outcomes. Our goal is not only to communicate to our customers, but to communicate with our customers. This distinction matters for building a relationship of trust and for the collaborative attitude the energy transition demands.

Importantly, our customer focus supports the social aspect of our ESG goals. Industrial customers, municipal operators and real estate managers are embedded in communities, meaning the energy security, affordability and resilience we help them achieve have a broader social impact. By making these connections visible in our communications, we help customers articulate and quantify their own ESG impact, creating a culture of commitment, long-term thinking and shared accountability.

**The journey ahead**

Our work to align brand, marketing, business and ESG ambition is ongoing. We will continue to develop our reporting capabilities to better quantify and communicate the sustainability impact delivered through customer partnerships. We will also expand our thought leadership presence at European policy forums, reinforcing the voice of GETEC on industrial decarbonisation, energy security and the future of energy provision.

Ultimately, a brand is a promise. A unified marketing and communications ecosystem is one of the ways a company delivers on that promise. For GETEC, our promise is clear. We are the partner that makes the energy transition achievable, manageable and sustainable for the industries, sectors and communities we serve – to deliver the solutions they need to operate successfully today and #ForGenerationsToCome.

> ***"Customer centricity is more than commercial value – at GETEC, it is a core driver of sustainability."***
>
> **Carla Haag**
> Head of Marketing

# Remediation and raising concerns

GETEC effectively manages material impacts on its workforce by implementing structured procedures, ensuring compliance with human rights principles and fostering a transparent and accountable corporate culture. Workforce-related risks are assessed through regular internal risk assessments, engagement surveys and compliance monitoring. Key focus areas include workplace discrimination, unfair treatment, occupational safety and labour rights. Employees and stakeholders can report concerns confidentially and securely through the company's whistleblowing system. Reports related to material workforce impacts are covered by the legal and HR compliance teams, ensuring prompt investigation. Where applicable, remediation measures are implemented, including policy changes, training initiatives and corrective actions. Findings related to workforce impacts are included in internal governance reports. A detailed workforce impact assessment report is submitted to the GETEC Executive and Advisory Board annually, ensuring accountability and continuous improvement.

**Channels for raising concerns**

There are several ways in which employees can raise concerns or needs. They can speak to their direct manager, contact their regional compliance manager or HR partner, contact the ethics and compliance officer, or use the whistleblower portal. A grievance and complaints handling mechanism related to employee matters is also in place. 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, in which GETEC confirms the protection of all individuals against any retaliation when concerns are raised in good faith. Regularly recurring engagement surveys capture employee feedback which can be addressed locally and globally to our employee base.

**Tracking and monitoring effectiveness**

For any raised issues, tracking and monitoring is ensured through full documentation, progress reporting and the involvement of relevant experts. The effectiveness of the channels is maintained through systematic feedback loops, confidentiality safeguards and periodic evaluations of the whistleblowing system's performance. Issues raised through the whistleblowing system are tracked and monitored through a structured, five-step process that ensures both transparency and effectiveness:

1. Submission and initial review – reports can be submitted anonymously or with a name. Each report is received confidentially and initially reviewed by the Compliance Consulting & Service team to ensure proper handling and protection of the whistleblower's identity.

2. Investigation – if the initial review identifies concrete indications, a formal investigation is initiated by internal or external experts. Relevant internal functions (such as Finance, Internal Audit, HR) are involved as needed to ensure comprehensive fact-finding.

3. Action and reporting – necessary corrective measures are implemented based on the investigation results. The whistleblower is kept informed about the progress and outcome of the investigation, if desired.

4. Documentation and evaluation – the entire process, including actions taken and outcomes achieved, is fully documented. This serves as a monitoring mechanism to track how issues are raised, investigated and resolved.

5. Effectiveness and feedback – a final assessment of the whistleblowing system's effectiveness is conducted and feedback is provided to the whistleblower. This includes evaluating whether the system is functioning as intended and whether improvements are needed.

**Incidents, complaints and fines**

| Topic | Amount |
|---|---|
| Total number of incidents of discrimination, including harassment | 1 |
| Number of complaints filed through channels for people in our own workforce to raise concerns | 21 |
| Number of complaints filed to National Contact Points for OECD Multinational Enterprises | 0 |
| Amount of material fines, penalties and compensation for damages as a result of the incidents and complaints | 0 |
| Total amount of fines, penalties and compensation for damages as a result of the incidents and complaints disclosed above | 0 |

# Occupational health and safety

All employees at GETEC companies are covered by an occupational health and safety management system. 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 4.28 and the lost time injury rate (LTIR) was 1.84, based on one million working hours.

**Safety incidents**

| Standard | Topic | Rate | Target 2030 |
|---|---|---|---|
| S1-14-88 (c) | Incidence rate (TRIR)* | 4.28 | 3.5 |
| | Lost time rate (LTIR)* | 1.84 | 4.0 |
| | Partner Work Safety (LTI and Fatalities) | 0 | 0 |

* Unit based on one million working hours.

We are committed to conducting all activities responsibly, with the health, safety and well-being of our employees as a top priority. In the reporting year, our employee health rate remained stable at 97%. This figure represents the share of available working days not lost due to sickness, expressed as a percentage of total available working days.

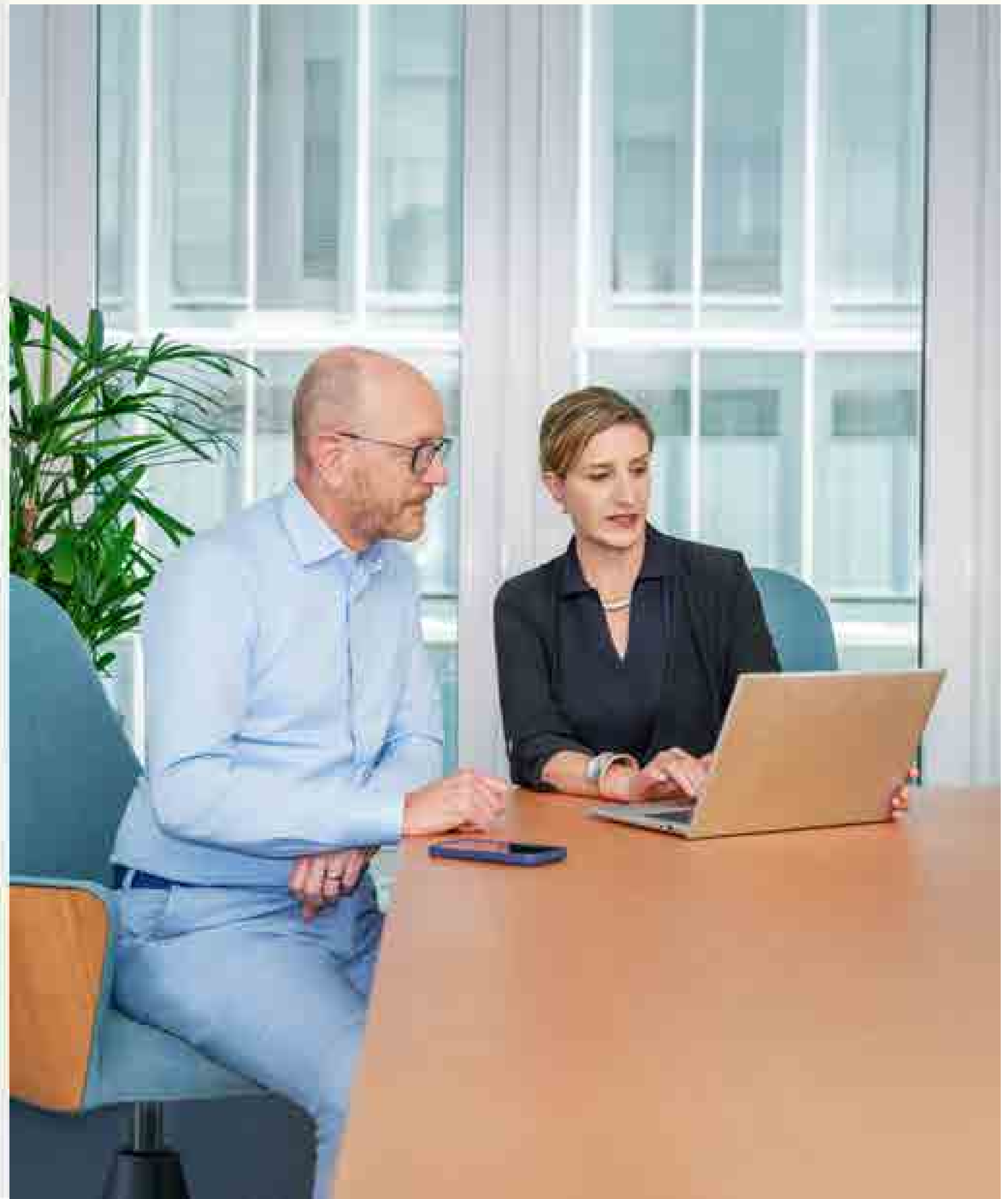
All relevant information on occupational safety is made available via our intranet. In addition to our 360° Safety Culture and the company-wide HSEQ policy, our strategy and objectives are embedded within management systems certified to ISO 45001 and ISO 14001. These frameworks ensure that risks to employees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

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. Our policies are adapted for implementation in the individual countries in line with their respective culture and local laws.

# Leadership principles

## Shaping culture, empowering leaders and creating impact



Over the past decade, GETEC has evolved from a collection of strong local companies into a pan-European group with a vision to become the European trusted leader in shaping the energy transition to a digital and decarbonised world. Achieving this has required more than new strategies; it demanded a unifying leadership culture. Now, our Leadership Principles shape how we lead ourselves, others and the business, and form the foundation for a shared, future-oriented leadership culture across all GETEC countries.

The Leadership Principles set the course for our actions, helping us navigate complex situations and providing crucial alignment for strategy and decision-making. They unite our diverse organisation behind a clear purpose to operate as ONE GETEC, enabling us to work together towards shared goals, organisational success and a decarbonised future.

“Our ambition is to create a culture where leadership is not defined by hierarchy, but by the courage to take responsibility, inspire others and drive positive change,” says Dr Alexander Jawad, CHRO at GETEC. “Our Leadership Principles are the compass that guides us on this path.”

**Turning vision and values into principles**

Developing these principles was a deliberate, collaborative process rooted in our ambition to incorporate our values and strategy while enabling all GETEC leaders to promote consistent, value-driven leadership behaviour across the organisation. Building on insights from our company-wide values analysis, we placed internal exchange at the heart of this process. Selected leaders from all countries were actively involved, sharing perspectives, challenging assumptions and co-creating a framework that truly fits the company’s reality.

The main part of the development took place in joint workshops, where we defined the leadership behaviours that are the most important for our continued success. Throughout, the focus was on translating values and strategy into clear principles that make expectations and orientation for everyone transparent and actionable.

**A framework in three pillars**

As a result of this process, we structured our Leadership Principles into three logical and interconnected pillars: Leading Myself, Leading Others and Leading the Business. This sequence reflects the natural progression of leadership. It begins with self-leadership as the foundation, followed by the ability to positively influence and empower others, and ultimately leads to the responsibility to shape the business and drive impact.

We intentionally chose the term “Leading Others” because we believe that everyone who takes responsibility, drives topics forward and positively influences others, regardless of hierarchy, can be a leader in a broader sense. This inclusive understanding is essential for fostering a culture where leadership is lived at all levels and across all functions.

With these Leadership Principles, GETEC provides clear orientation for both leaders and employees. For leaders, the principles serve as a compass for value-driven behaviour and decision-making, supporting them in navigating complexity, aligning decisions with long-term goals and acting as role models who create clarity, empower others and build trust. For employees, the principles clarify what they can expect from leadership and create a shared understanding that strengthens collaboration and enables everyone to contribute to the company’s vision.

“True leadership begins with ourselves when we are willing to take responsibility for our actions and decisions,” says Rebecca Schäfer, Team Lead Learning & Development at GETEC. “Only those who consciously reflect on their own actions, act as genuine role models and communicate with openness and clarity lay the foundation for trust and meaningful transformation.”

## GETEC Leadership Principles

## Three dimensions of leadership. One shared ambition.

### Leading Myself

**I take ownership.**
I solve problems proactively, take end-to-end accountability and focus on delivering results.

**I provide clarity.**
I simplify complexity, set priorities and align on what matters most.

**I lead by example.**
I act as a role model with integrity, continuously reflecting and evolving.

### Leading Others

**We build trust.**
We foster teamwork and build a safe, inclusive environment where everyone thrives.

**We empower.**
We invest in people, unlock potential and inspire growth

**We thrive when working together.**
We break silos, foster engagement and create a positive and motivating atmosphere.

### Leading the Business

**We make customers our priority.**
We understand their needs, create the best solution and measure results for our joint success.

**We embrace agility.**
We challenge the status quo, adapt, innovate and turn challenges into opportunities.

**We drive meaningful impact.**
We align strategy, ambition and sustainable growth, making bold decisions to shape the future.

**Building a leadership culture**

Our Leadership Principles mark the starting point of a longer journey to anchor a shared leadership culture that guides how we think, decide and act across the organisation. Important first steps have already been taken to translate the principles into practice and integrate them into everyday leadership.

A key milestone was the multi-step kick-off in 2025, culminating in the Leadership Days Marketplace, which made the principles tangible through practical and interactive formats. Since then, the internal “Leadership Principle of the Month” campaign has provided structure and continuity, supported by tools, questions and team exercises.

The principles are also being embedded into key people processes, including performance management, global and local learning formats, and the onboarding for new leaders. The next step will take place in 2026 with the launch of a group-wide foundational programme on leadership culture, designed to further support the practical implementation of principles into day-to-day leadership.

Our ambition is for every leader to live the principles authentically and visibly. We aspire for leadership to be recognised as a key driver of sustainable performance and cultural transformation, and that progress and success are consistently measured and celebrated across the company.

“We are on the way to building a joint leadership culture that connects, inspires and empowers,” says Schäfer. “Our Leadership Principles are the starting point. The real impact comes when we bring them to life, together.”

***“Our ambition is to create a culture where leadership is not defined by hierarchy, but by the courage to take responsibility, inspire others and drive positive change.”***

**Dr Alexander Jawad**
CHRO


# S2 – Workers in the value chain

For people working for suppliers, contractors or in the downstream value chain who are not part of our own workforce, we ensure that any impacts on these workers regarding human rights, working conditions, fair wages, health and safety, and equal treatment are effectively identified and managed. The assessment, management and reporting of risks to these workers is supported by our Supplier Code of Conduct and our auditing and remediation plans. Violation of human and employee rights in the value chain, such as forced labour and child labour, leads to loss of education, loss of freedom, reduced quality of life, dissatisfaction and adverse health effects for workers in the value chain and is not tolerated at GETEC.

Human rights are part of the company's fundaments and ethics. GETEC respects human rights in accordance with the UN Guiding Principles on Business and Human Rights in our relationships with our employees, suppliers and business partners. Furthermore, GETEC expects business partners and suppliers to uphold these principles and urges them to adopt such declarations within their own businesses. Violations can be reported through the GETEC whistleblowing channels and are thoroughly investigated. Should a violation be confirmed, measurements will be taken to stop the violation or terminate the relationship with the supplier or contractor.

GETEC defines its sustainability targets internally, in alignment with its procurement policies, supplier due diligence requirements and human rights commitments. Our target is to increase the participation rate of the largest suppliers in the Supplier Engagement Programme to >90% by 2027. The target group comprises all the largest suppliers, defined as active suppliers during the reporting year with an annual spend exceeding €50,000.

# Governance



# G1 – Governance

Governance is the backbone of our sustainability strategy. The way we engage with our employees and source, assess and collaborate with our partners defines how responsibly we operate as one of the leading European energy and infrastructure solutions provider. By embedding environmental, social and ethical criteria into every stage of our processes, we ensure that the principles of accountability, integrity and transparency guide our daily business decisions. We have measures in place to detect and prevent corruption and bribery, while our IT security systems protect against attacks to critical systems, loss of data access and data breaches that result in the loss of the personal data of employees and customers.

**Corporate culture**

GETEC is committed to fostering a robust corporate culture that is actively shaped and continuously developed through a structured and participatory approach involving employees across all levels of the organisation. To establish a shared understanding of the company's values, a series of interactive workshops with approximately 260 employees across all countries were conducted in November and December of 2025 and in January 2026. These sessions introduced the company's values and explored how they are reflected in daily work. Employees were also invited to share their perspectives on the organisation's culture. Insights from these discussions were used to derive concrete recommendations for cultural development.

In parallel, around 80 leaders participated in dedicated "Leadership Days" workshops to engage more deeply with the company's values. These values were initially defined through a comprehensive process that included the evaluation of engagement survey results and in-depth, one-hour interviews with 27 senior leaders, focusing on aligning the cultural foundation with the company's long-term strategic goals for 2030.

Based on these values, a set of Leadership Principles was developed, structured around the themes of "Leading myself", "Leading my team" and "Leading the business". These principles serve as the basis for identifying and developing the behavioural and leadership capabilities required across the organisation. This was followed by the definition of a set of Core Competencies that showcase key behaviours and skills that are needed across roles and levels to reach the strategic goals of the organisation. The Core Competencies are additionally implemented in the Career Model which provides transparency on career paths and development opportunities our employees have when working at GETEC. To promote and embed these elements, a Culture Playbook will be developed. It will be shared via the company intranet, supported by a network of internal ambassadors who will champion the values and leadership principles throughout the organisation.

Culture evaluation mechanisms include regular employee engagement surveys, which track cultural trends and areas for improvement. To further promote awareness and alignment, an ambassador network has been set up and a company-wide roadshow has been conducted, visiting key locations to present the overall strategy and brand. This directly responds to concerns raised during the initial employee workshops.

This comprehensive process ensures that corporate culture is not only defined top-down, but also co-created with employees, continuously developed and anchored in everyday behaviour and leadership.

**Reporting unlawful behaviour**

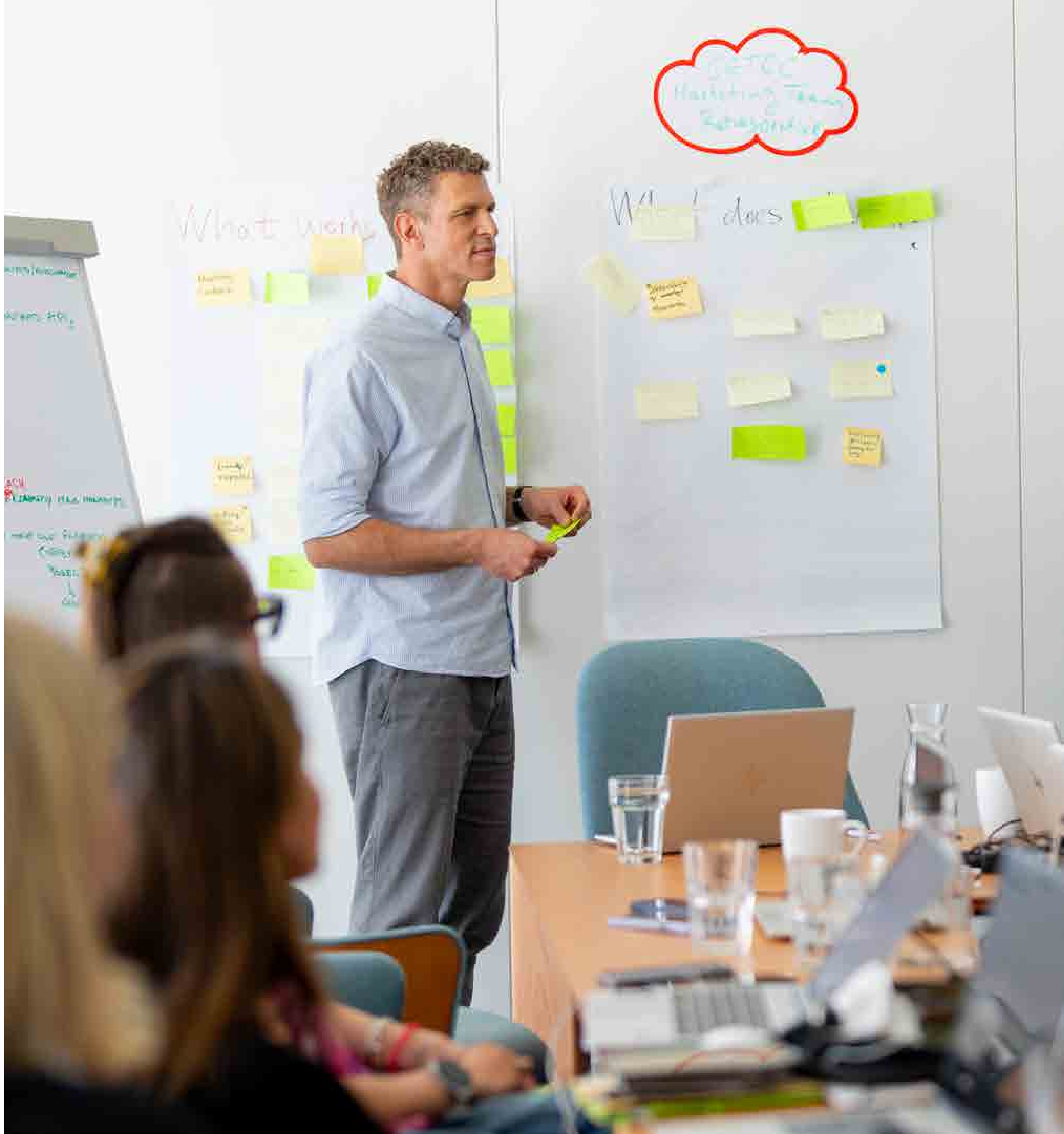
GETEC sets out binding guidelines for conducting internal inquiries to investigate alleged breaches, their cause and who should be held accountable. Those guidelines are approved by the audit committee, while the content and nature of alleged breaches are reported on an annual basis. Concerns are reported by internal and external stakeholders through the whistleblower channels. All reported concerns are analysed. In case further information is needed, additional questions are raised in the whistleblower portal or directly, depending on how the concern is reported. Based on this initial review, a plan of action is defined and interviews are scheduled with the individuals affected and potential witnesses. Once this process is finalised, it is summarised in a report to executive management together with recommendations on the measures to take and implement to avoid a violation in the future.

**Whistleblower protection**

GETEC has an externally operated whistleblowing system that allows for anonymous reporting and communication with the whistleblower. In cases where the name of the whistleblower is known to the investigator, it is not shared with anyone or included in the report. Non-retaliation is covered by the Code of Conduct and part of the mandatory compliance trainings. All documents shared in the context of a compliance investigation are marked and handled as strictly confidential. Stakeholders involved also take part in the mandatory trainings. Employees can raise concerns by speaking to their direct manager, contacting their regional compliance manager HR partner, contacting the ethics and compliance officer, or using the whistleblower portal.

**Investigating business conduct**
Any allegations or incidents indicating potential violations of our Code of Conduct, including but not limited to anti-corruption and anti-bribery laws, will be promptly investigated by the regional compliance manager or the ethics and compliance officer. Reports may be submitted directly to the compliance organisation or through an externally operated whistleblowing portal. The sales and procurement departments are most exposed to the risk of corruption and bribery and a special focus is placed on monitoring their operations.

**Business conduct training policy**
Business conduct is covered by the annual mandatory compliance training for all employees. The training covers the topics of the Code of Conduct, explains the scope of individual topics (such as anti-bribery, conflict of interest, gifts and hospitality), why it is relevant and what each employee can do to avoid a violation. The training is reviewed and updated on an annual basis.



# A shared language for performance and growth

## The GETEC Core Competency Framework translates our values and leadership principles into observable behaviours. It provides fair and transparent guidance for how we work, collaborate and lead across countries, functions and roles.

As a pan-European company operating across different countries, industries and regulatory contexts, GETEC needs a consistent behavioural foundation that applies across the entire organisation. Our Core Competency Framework establishes this shared baseline and supports modern performance management and talent development by making expectations clearer and more comparable regardless of role or location.

Building on our GETEC Strategy, values and leadership principles, we developed a group-wide competency framework that turns culture into practice: tangible behaviours that can be observed, discussed and strengthened through feedback and development. It provides a consistent backbone for people processes, such as development, talent management and performance dialogues.

"Leadership principles define what great leadership at GETEC looks like," says Rebecca Schäfer, Team Lead Learning & Development at GETEC. "Our core competencies describe the measurable behaviours that matter across roles, helping teams deliver on strategy and create sustainable, long-term value."

**Defining key behaviours**
The Core Competency Framework was developed through a structured process combining internal and external perspectives. It drew on interviews and input from selected functional leaders, country leadership perspectives, customer feedback and validation rounds with key stakeholder groups, including operative colleagues, Heads of HR, the Advisory Board, and the GETEC Executive Team. This broad involvement ensured the final framework reflects the company's reality and priorities.

The competencies are organised into five categories that mirror the behavioural side of performance: Business, Results, People, Self and, for people managers, Leader. To make them role-relevant, we differentiate behavioural descriptions for three target groups: operative employees, office employees and leadership roles.

**Making competencies usable in everyday work**
To embed the framework into daily routines, the core competencies are integrated into the HR information system (HRIS) and are supported by clear behavioural anchors per target group. Employees and leaders can use the

GETEC Core Competencies

| | Operative Employee | Office Employee | People Manager |
|---|---|---|---|
| **Business (Business Acumen)** | Focuses on customer needs<br>Cultivates innovation through technology | Leverages a strategic mindset<br>Deals with complexity and decisions<br>Focuses on customer needs<br>Cultivates innovation through technology | |
| **Results (Execution)** | Drives results through ownership and smart processes | | |
| **People (Building Relationships)** | Fosters collaboration<br>Shows open and effective communication | | |
| **Self (Self-Development & Awareness)** | Demonstrates resilience | | |
| **Leader (Empowering Leadership)** | | | Attracts and develops talents<br>Builds effective teams |

shared competency language to prepare for and enrich feedback and performance conversations, as well as development planning that focuses not only on what was achieved, but increasingly also on how results were delivered.

In the HRIS, each competency is assessed using a 3-point scale: Exceeds, Meets and Does not meet.

**Shaping the future**
Introducing core competencies is a deliberate, step-by-step cultural shift. The framework has recently been introduced and tested in practice, and the goal is to embed it more deeply over time as a shared, value-based foundation for performance management and talent development. This creates an opportunity to strengthen transparency, trust and development quality through more meaningful conversations and clearer behavioural expectations.

"Our vision for shaping the energy transition attracts top talent to GETEC, and our culture is what enables us to retain them," says Dr Alexander Jawad, CHRO. "We believe great careers grow where curiosity is encouraged, feedback is valued and people are given the opportunity to develop."

***"We believe great careers grow where curiosity is encouraged, feedback is valued and people are given the opportunity to develop."***

**Dr Alexander Jawad**
Chief Human Resources Officer

# Anti-corruption and anti-bribery

GETEC maintains a zero-tolerance approach to corruption and bribery and places the highest priority on compliance with applicable laws, regulations and internal policies. Acting lawfully and with integrity is fundamental to safeguarding the company, its employees customers and business partners. To ensure effective prevention, detection and remediation of misconduct, the company operates a comprehensive whistleblower system. This system enables employees and stakeholders to report suspected violations, such as corruption, antitrust breaches, human rights infringements, theft, discrimination, and breaches of confidentiality at any time. Accessibility and anonymity are guaranteed, and reports are processed in accordance with strict procedural principles.

Whistleblowers and affected individuals receive maximum protection. All reports are handled through a fair and confidential process. Any form of retaliation, including discrimination, intimidation or hostility, is investigated and sanctioned. Investigations commence only after careful review and confirmation of credible indications of misconduct. An independent external service provider manages the intake and processing of reports, ensuring confidentiality and safeguarding whistleblower rights. Dialogue with the whistleblower is encouraged to clarify details and ensure accuracy.

Where allegations are substantiated, GETEC undertakes further investigation with internal or external experts as required. The HR department may assist in clarifying matters and implementing corrective measures. Investigations are conducted under the responsibility of the regional compliance managers or the ethics and compliance officer. The compliance team reports all cases of corruption and bribery to the GET, to the risk management department and to the Remuneration Committee. Subsidiaries are responsible for managing cases within their respective operations.

**Policies and training**

All relevant policies are available through the GETEC intranet. New employees must participate in a compliance training and receive a copy of the Code of Conduct. Annual compliance training is required for all employees. The scope of the training includes the topics covered by the Code of Conduct and provides employees with guidance on what is allowed and what needs to be avoided. Anti-corruption and anti-bribery training is covered by this annual mandatory compliance training to all employees and during departmental meetings where more in-depth training is required. In addition, managers regularly address topics of the Code of Conduct during departmental meetings.

### Incidents of corruption or bribery

**Incidents of corruption or bribery**

| Metric | Value |
|---|---|
| Amount of fines for violation of anti-corruption and anti-bribery laws | Zero |
| Number of convictions for violation of anti-corruption and anti-bribery laws | Zero |

**Political influence and lobbying**

The Head of Political Affairs at GETEC reports directly to the CEO. GETEC manages all of its lobbying activities at the country level. The GET is informed about the lobbying activities on a regular basis. The main topics of our lobbying activities are energy policy, legislation in decarbonisation, promotion of innovation, strategic memberships in associations, networking with political decision-makers and continuous monitoring of political developments. Lobbying activity aims to represent the interests of the contracting industry, promoting electrified and low-carbon energy solutions and actively shaping the framework conditions for the energy transition. No current members of the management team have held a comparable position in public administration in the two years prior to their appointment. GETEC made no direct or indirect financial and in-kind political contributions in the reporting year.

# Reaching a new standard for IT security

## GETEC has achieved a major milestone on its path toward harmonising information security across its European operations, with the successful ISO 27001 certification in Germany and Italy.

For any company's information security management systems, the risk of cybercrime is a serious concern, particularly from phishing, ransomware and other attacks that may compromise the confidentiality, integrity or availability of information. With digital technologies constantly evolving, new threats continue to emerge. Companies need to be risk-aware and to regularly identify and address weaknesses.

The ISO 27001 is the leading global standard for information security. It protects data confidentiality, establishes the infrastructure to mitigate risks and ensures compliance across a range of IT systems. GETEC has received this certification in Germany and Italy. It shows we are strengthening our European security strategy while also enhancing risk management, cyber-resilience and operational excellence. Our holistic approach covers the vetting of people and policies, improving security controls and aligning with current security standards.

"As we continue to harmonise our information security across Europe, this certification confirms the effectiveness of our company-wide efforts," says Gunar Korm, Chief Information Security Officer at GETEC. "It also reinforces our strategic commitment to trust, stability, top-tier security and high-quality standards."

In Europe, an estimated 1–in–5 enterprises experienced security incidents in 2023, with the electricity, gas and water supply sectors heavily targeted. A rising concern is Distributed Denial of Service (DDoS) attacks that attempt to overload the targeted system, causing service disruptions and operational downtime that can have significant business impacts.

***"At GETEC, we view energy supply and information security as inseparable components of a stable and resilient future."***

**Gunar Korm**
Chief Information Security Officer

**Securing our digital future**

GETEC has a clear strategic approach to cybersecurity: it is a cornerstone of our corporate governance, as we continue to unify our information security management systems and make resilience a guiding entrepreneurial principle.

"Cybersecurity is no longer a cost factor, but a business enabler for growth, supported by reliable and certified processes," says Marco Appendino, IT Infrastructure & Security Manager at GETEC. "Security translates directly into trust and market opportunities, for existing customers as well as for new business."

The successful ISO 27001 audits in Germany and Italy prove that GETEC has a high level of security architecture in place. We are planning further rollout across the European countries where we work, to establish a unified security culture and achieve the certification in our European subsidiaries. As the IS0 27001 provides customers and partners with confidence in our information security management practices, it serves as an important competitive differentiator and supports business growth in the energy sector.

**What is ISO 27001?**

It is the world's best-known standard for information security management systems, defining the requirements these systems must meet. It provides companies with guidance for establishing, implementing, maintaining and continually improving cybersecurity. Receiving the certification means the company has systems that manage risks related to the security of data owned or handled by the company, aligned with the best practices and principles of the international standard.

# From data to safer operations

## With the introduction of its new HSEQ dashboard, GETEC has taken a decisive step towards data-driven safety and performance management, with a tool that provides transparent insights into key HSEQ indicators and enables targeted action throughout the company.

Across seven European countries and in 48 office locations, GETEC provides a safe and healthy environment for all of our employees. This includes our colleagues who work in maintenance, service and the installation of energy solutions at plants and construction sites. We apply rigorous standards for health protection, occupational and process safety, and environmental stewardship.

To take this further, as part of the ONE GETEC approach, a new digital HSEQ dashboard was implemented in April 2025. The dashboard has established a uniform, company-wide data foundation that enables transparent performance comparisons, early risk identification and fact-based management decisions across all operations. The system allows the HSEQ team to actively identify weaknesses, challenge existing practices and continuously steer safety performance across countries and business units.

"The dashboard has fundamentally changed how we manage HSEQ at GETEC, enabling us to move from reactive reporting to proactive steering, focusing on leading indicators and preventive action," says Christian Schagun, Head of HSEQ at GETEC. "Through the systematic introduction of safety walks and observations, and the increased discussion of leading indicators, we have made significant improvements for HSEQ, especially in the area of safety."

The dashboard has already enabled decisions to be made as a result of the data collected. Based on dashboard insights, the HSEQ team prioritised countries with elevated risk exposure, standardised safety walk methodologies and redeployed resources to address the most critical gaps. Additionally, any deviations are communicated to the right management body, to ensure swift resolution and actionable change.

***"Turning data into actionable insights is a key driver for decision-making, safety culture and operational efficiency. By identifying trends early, we can act before an issue escalates."***

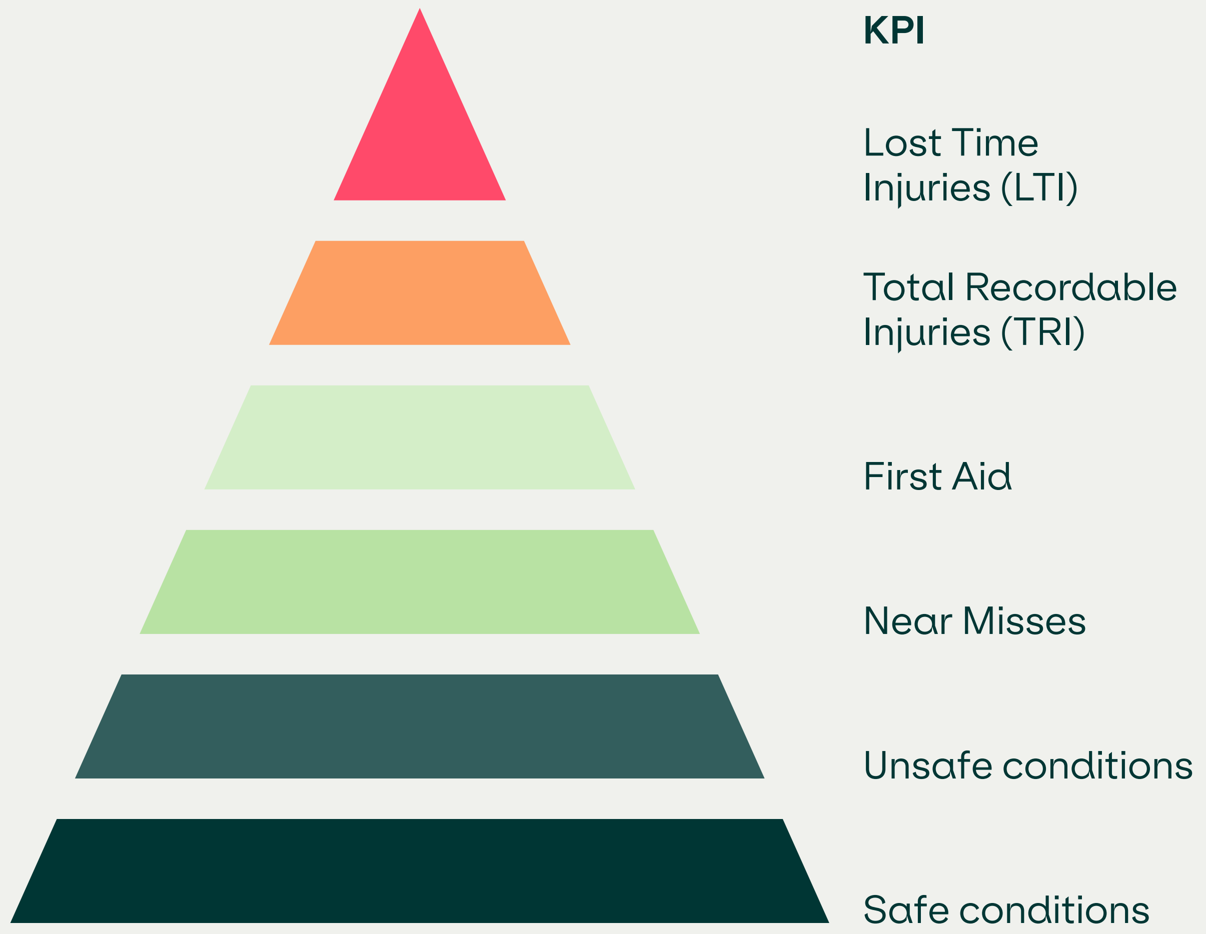
**Christian Schagun**
Head of HSEQ

**A 360° approach to HSEQ**
The GETEC HSEQ Policy aims to ensure the principles of occupational health and safety, environmental protection, and quality are integrated into the company's business decisions and plans. It provides a reference framework for establishing sustainable and effective HSEQ management systems. The policy applies to GETEC, its subsidiaries where effective control is exercised, their directors and employees, as well as contracted third parties.

**KPIs in 2025 and beyond**
HSEQ is a fundamental part of our daily operations. In 2025, the dashboard focused on providing transparency for a range of indicators, including the total recordable incident rate (TRIR), the lost time to injury rate (LTIR), the number of safety walks, employee training rates, environmental events and safety observations by categories. It also monitored the Safety Pyramid: TRIR, LTIR, first aid, near misses, unsafe and safe conditions, and emergency drills.

Looking ahead, the HSEQ team will further strengthen structured incident management, ensuring that incidents are analysed systematically, linked to corrective measures, assigned clear ownership and tracked until closure. An additional tool will integrate a dashboard that is generated live from the system, offering a more modern layout, higher data quality and real-time data.

**Safety Pyramid**



# Appendix

# List of KPIs

**GETEC KPIs**

| ESRS ID | Topic | Unit | 2024 | 2025 | Target (year) |
|---|---|---|---|---|---|
| **Environmental KPI** | | | | | |
| **GHG emissions** | | | | | |
| | Installed coal-based thermal capacity | MW | 345 | 154 | 0 (2030) |
| | GHG emissions intensity per kWh for Scope 1 and 2 | g $CO_2e$/kWh | 243 | 238 | |
| E1-6-48 (a) | $CO_2$ emissions: Scope 1 | t $CO_2e$/y | 1,183,374 | 1,121,447 | net zero (2045) |
| E1-6-49 (a) | $CO_2$ emissions: Scope 2 (location-based) | t $CO_2e$/y | 48,204 | 63,464 | net zero (2045) |
| E1-6-49 (b) | $CO_2$ emissions: Scope 2 (market-based) | t $CO_2e$/y | 66,240 | 104,918 | net zero (2045) |
| E1-6-44 (c) | $CO_2$ emissions: Scope 3 | t $CO_2e$/y | 1,372,652 | 811,233 | |
| **Energy consumption and mix** | | | | | |
| E1-5-38 (a) | Fuel consumption from coal and coal products | MWh | | 385,860 | |
| E1-5-38 (c) | Fuel consumption from natural gas | MWh | | 4,071,157 | |
| E1-5-38 (d) | Fuel consumption from other non-renewable sources (excl. coal, natural gas) | MWh | | 313,685 | |
| E1-5-37 (a) | Total fossil energy consumption | MWh | | 4,770,702 | |
| E1-5-37 (c) | Total renewable energy consumption (incl. biomethane and biomass) | MWh | | 1,695,255 | |
| E1-5-36 | Renewable energy imported/purchased/used | % | 30 | 26 | |
| **Waste** | | | | | |
| E5-5-37 (a) | Total waste generated | t | | 131,189 | |
| E5-5-37 (b) | Hazardous waste | t | | 86,888 | |
| E5-5-37 (b) | Non-hazardous waste | t | | 44,301 | |
| E5-5-37 (b) | Waste recovery | t | | 8,955 | |

**GETEC KPIs (continued)**

| ESRS ID | Topic | Unit | 2024 | 2025 | Target (year) |
|---|---|---|---|---|---|
| E5-5-37 (d) | Share of waste recovery from total | % | | 7 | |
| E5-5-39 | Radioactive waste | t | | 0 | |
| **Social KPI** | | | | | |
| **Workforce characteristics** | | | | | |
| S1-6-50 (a) | Number of employees | Headcount | 3,117 | 3,209 | |
| S1-6-50 (a) | Male | Headcount | 2,470 | 2,536 | |
| S1-6-50 (a) | Female | Headcount | 674 | 673 | |
| | Women in management | % | 17 | 18 | 33 (2030) |
| | Women in our office workforce | % | 33 | 33 | 40 (2030) |
| ESRS2-21 (d) | Board's gender diversity ratio | % | 13% female/ 87% male | 11% female/ 89% male | |
| **Age distribution** | | | | | |
| S1-9-66 (b) | <30 | Headcount | 379 | 382 | |
| S1-9-66 (b) | 30–50 | Headcount | 1,609 | 1,613 | |
| S1-9-66 (b) | >50 | Headcount | 1,129 | 1,214 | |
| **Health and safety metrics** | | | | | |
| | Partner Work Safety (LTI and Fatalities) | Number | 0 | 0 | 0 (2030) |
| S1-14-88 (c) | Incident rate (TRIR) | Number per one million working hours | 3.6 | 4.28 | 4.0 (by 2030) |
| | Lost time rate (LTIR) | Number per one million working hours | 3.9 | 1.84 | 1.5 (by 2030) |
| | Health rate | % | 97 | 97 | 98 (2030) |

**GETEC KPIs (continued)**

| ESRS ID | Topic | Unit | 2024 | 2025 | Target (year) |
|---|---|---|---|---|---|
| **Incidents and complaints** | | | | | |
| S1-17 | Total number of incidents of discrimination, including harassment | Number | 0 | 1 | |
| S1-3 | Complaints filed through channels for people in our own workforce to raise concerns | Number | | 21 | |
| S1-17-104 (a) | Complaints filed to National Contact Points for OECD Multinational Enterprises | Number | | 0 | |
| S1-17-104 (b) | Material fines, penalties and compensation for damages as a result of the incidents and complaints | Amount | | 0 | |
| **Governance KPI** | | | | | |
| **General governance metrics** | | | | | |
| G1-4-24 (a) | Convictions for violation of anti-corruption and anti-bribery laws | Number | | 0 | 0 yearly |
| G1-4-24 (a) | Fines for violation of anti-corruption and anti-bribery laws | Amount | | 0 | 0 yearly |
| G1-5-29 (b) | Monetary value of direct and indirect financial and in-kind political contributions | Amount | | 0 | 0 yearly |
| | Trained employees (Code of Conduct) | % | 98 | | 95 yearly (2030)* |
| | Participation rate of the largest suppliers in the Supplier Engagement Programme | % | | | >90 (2027) |
| **General and financial KPIs** | | | | | |
| | Revenue | Billion € | 1.4 | 1.4 | |
| | Sites (offices) | Number | 49 | 48 | |
| | Term of sales contracts | Years | 15 | 15 | |
| | Plants in operation | Number | ~11,100 | ~11,000 | |

* 100 percent is not realistic due to unforeseeable circumstances, such as illness or a prolonged absence of an employee.

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