



GETEC

THE EVOLUTION OF IMPACT



2021



ESG REPORT

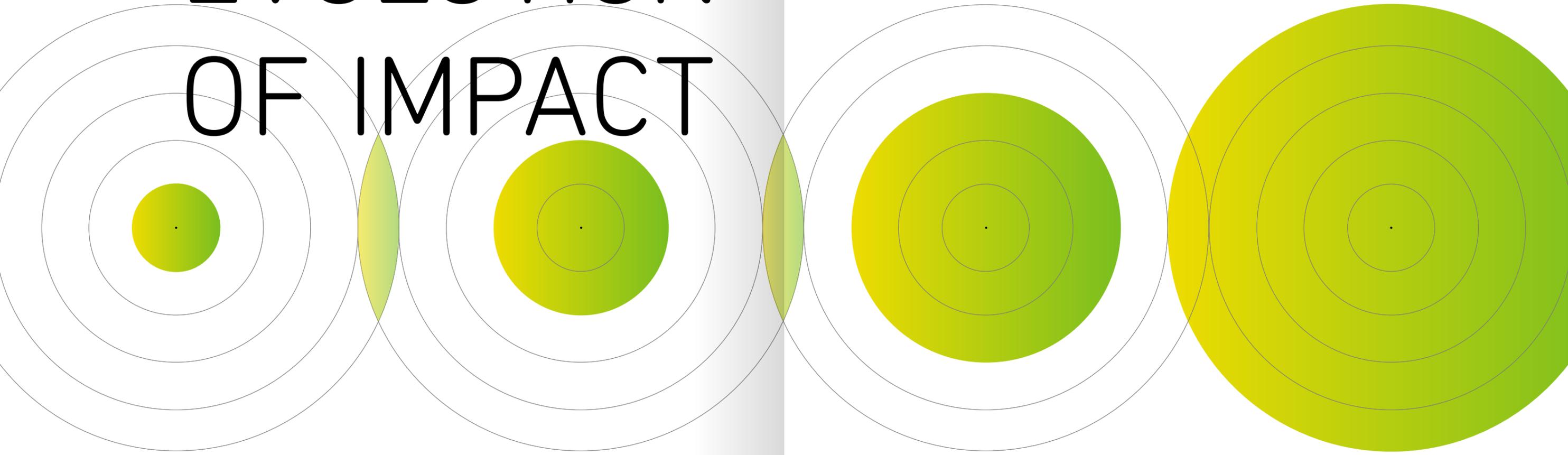
ESG REPORT
GETEC GROUP
G+E GETEC HOLDING GMBH
2021



THE EVOLUTION OF IMPACT	06
FOREWORD CEO T. WAGNER, GETEC	08
GENERAL DISCLOSURES	10
GRI – INTRODUCTION	12–25
HOW WE AIM TO PROVIDE INFORMATION	26
ENVIRONMENT	28
METRICS	30
GRI – ENVIRONMENT	32–52
SMART CONTROL CENTERS	34
SMART DISTRICTS OF THE FUTURE	44
EMMEN MULTICLIENT SITE	47
PODARI BIOMASS COMBINED HEAT AND POWER PLANT	54
MUTTENZ MULTICLIENT SITE	56
INTERVIEW – SUSTAINABILITY: DR. H. BOHNEN, CLARIANT	58
SOCIAL	60
METRICS	62
GRI – SOCIAL	64–81
INTERVIEW – DIVERSITY: T. BARD, GETEC	70
DIVERSE PERSPECTIVES	72
RESULTS OF GETEC EMPLOYEE SURVEY	82
GETEC CHILDCARE	84
GOVERNANCE	86
METRICS	88
GRI – GOVERNANCE	90–108
INTERVIEW – SUPPLIERS: M. VISSMANN, VISSMANN	100
INTERVIEW – COMPLIANCE: S. ISENBERG AND S. FAVA, GETEC	104
INTERVIEW – GOVERNANCE: E. WOSTE, ADVISORY BOARD	110
OUTLOOK	112
APPENDIX	114
LIST OF MEMBERSHIPS	114
LIST OF KPIS/SASB INDEX	116
GRI INDEX	118
ABBREVIATIONS	120
MASTHEAD	122



THE EVOLUTION OF IMPACT



Sustainability is an evolutionary process. It starts with us, in our company. But we don't think that's enough. The heart of our business is helping others to produce and live more sustainably. We bring together many individual aspects – knowledge, innovation, technologies and processes – to achieve maximum impact. We call this

THE EVOLUTION OF IMPACT.

This report shows you how we're implementing this concept.

WHAT IS THE EVOLUTION OF IMPACT?



THOMAS P. WAGNER
GROUP CEO

MR. WAGNER, THE TITLE OF YOUR FIRST SUSTAINABILITY REPORT IS "THE EVOLUTION OF IMPACT." WHY?

GETEC was established with the goal of using our energy solutions to achieve one impact: We want to help companies to produce and people to live more sustainably. Ideally, sustainability should benefit both these groups. But achieving a true impact is not a one-off event. We can't simply press a button to create a beautiful and cleaner world. Sustainability is an evolutionary process. Ultimately, the maximum impact will result from lots of small and big ideas and actions implemented over many years by many people. This is what we mean by "The Evolution of Impact." We want to be a part of this evolution.

HOW FAR ALONG ARE YOU IN THIS EVOLUTION?

Although we're already a leader in the market, we of course hope that we're just at the start of a spectacular development and that our business harbors far more potential. In Germany, the word for sustainability – *Nachhaltigkeit* – was first used in forestry circles by Hans Carl von Carlowitz in 1713. Yet, when our company was established 280 years later, the concept of sustainability in the energy industry usually met with incomprehension. At that time, the main priority was reducing costs. Today, we've progressed much further. Sustainability is now often one of the most important criteria in any energy-related decision – sometimes even more important than the costs.

"ACHIEVING A TRUE IMPACT IS NOT A ONE-OFF EVENT. SUSTAINABILITY IS AN EVOLUTIONARY PROCESS."

HOW ARE YOU GOING TO CONTINUE THE EVOLUTION?

As I already said, we still have many goals. We've formulated it this way: "Making a difference for generations to come." In contrast to traditional companies, this is not a change of strategy for us. Sustainability has been part of our DNA from the start, but now, it underpins our strategy and everything we do more than ever. Sustainability also unites all our stakeholders, as different as they are – from our shareholders to our employees and groups that may perhaps view us with skepticism. In the future, we will be reporting regularly on how we are delivering on this commitment.

OUR ESG STRATEGY

GETEC is committed to the sustainable development of the energy industry, especially in our customer segments of industry and real estate. We are taking responsibility in the energy transition, focusing on intelligent and sustainable energy solutions – GETEC green solutions – to reduce greenhouse gas emissions in the industry and real estate segments. In this way, we aim to combat climate change, improve people's lives and create a future that offers a high quality of life. We aim to advance and foster diversity, inclusion and integration. We are committed to acting responsibly and transparently, thus fulfilling the trust placed in us by our customers, our employees and society in general. This means that we consider both the short-term and long-term impacts on the environment and on society in the decisions we make every day, at the same time focusing on the needs of the present and future generations.

GENERAL DISCLOSURES



WHO WE ARE

GETEC is one of Europe's leading energy suppliers and contracting specialists in the industry and real estate segments. Our value statement "We have the energy for more" guides our more than 2,000 employees at more than 50 sites who apply their excellent engineering skills, outstanding regulatory knowledge, proven swiftness and extensive sustainability expertise in helping our customers to navigate the increasingly complex energy landscape.

We see ourselves as THE partner for our customers when it comes to delivering smart, efficient and green energy solutions. Sustainability, cost-effectiveness and the careful use of resources have been anchored in our DNA from the very start and are permanent components of our ESG strategy. In this way, we support our customers in improving their carbon footprint and have our sights fixed firmly on the future – for the sake of the generations that will follow ours.

Shareholders **75 %**
EQT Infrastructure

25 %
GETEC Energie Holding GmbH

Sites in 9 countries

Head office: Magdeburg, Germany

GETEC GROUP

Segments **INDUSTRY**

REAL ESTATE

Regional platforms **DE ITA CH NL**

Management



THOMAS P. WAGNER
Group CEO



HEIKO LAUBHEIMER
Group CFO



MICHAEL LOWAK
Segment CEO
Real Estate



UDO LACKNER
Group COO

102-1	NAME OF THE ORGANIZATION
102-3	LOCATION OF HEADQUARTERS
102-4	LOCATION OF OPERATIONS

WHAT WE'RE PROUD OF



GETEC sites leading in European markets

Germany	39
Italy	12
Switzerland	1
Netherlands	1
Luxembourg ⁵	1
Poland	1
Hungary ⁵	1
Austria	1
Romania	1

Notes:
 All figures include companies in Italy.
 1. Economic ownership, weighted by adj. EBITDA
 2. Average term of new contracts across all business models (organic, last 3 years)
 3. Adjusted for one-time costs, provisional
 4. FTEs employed in Energy Systems Technology
 KPI reporting date: December 31, 2020
 5. Plant sites only

ANDRÉ SOMMER is not only part of a team in his role as project engineer at GETEC. The former German junior number two at 5,000 and 10,000 meters is also a member of the company's running team which has regularly participated in the Magdeburg Business Relay for many years.

WHAT WE DO

OUR SOLUTIONS FOR INDUSTRY

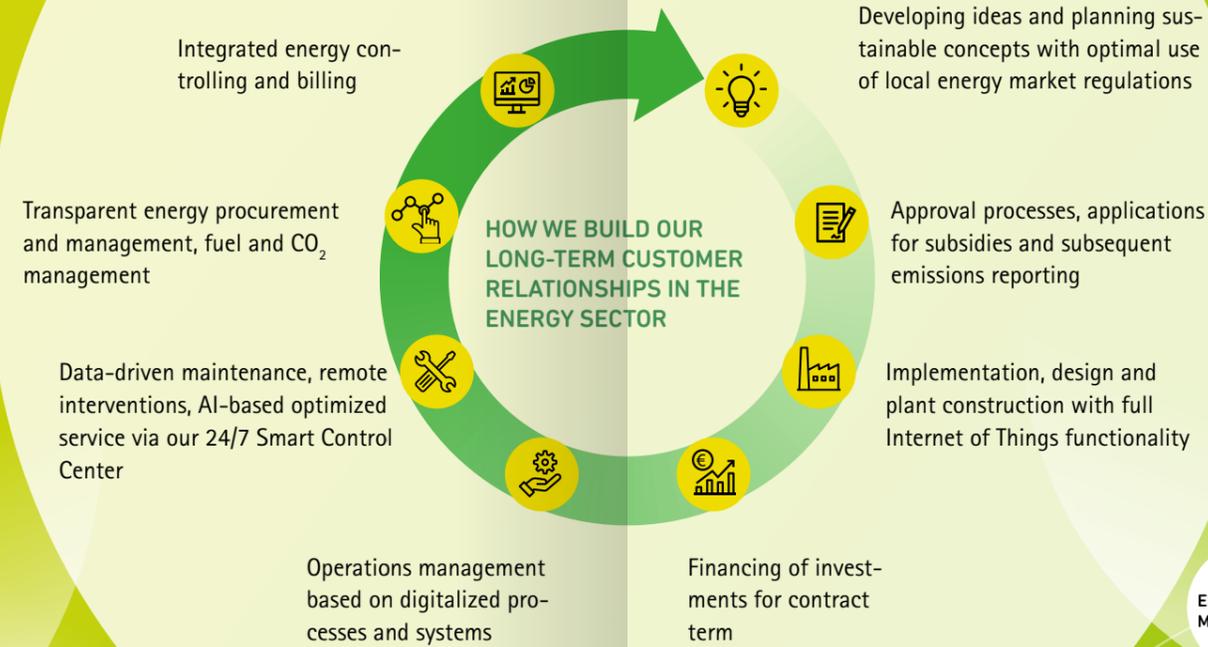
Whether our customers are active in the chemical and pharmaceutical industry, food or paper production, the materials or automotive industries: GETEC delivers exactly the sustainable, smart and efficient solutions they need. We support our industry customers as they work toward achieving net zero production, at the same time ensuring cost-effectiveness and reliability of supply. In developing our solutions, we consider the entire value chain – whether we are working with one customer at a single-client site or with many industrial customers at multiclient sites like the GETEC parks in MuttENZ, Switzerland, and Emmen, Netherlands.



OUR SERVICES

We offer our customers in the industry and real estate segments a comprehensive package of outsourcing solutions. Across the value chain, we implement energy

supply and energy reduction contracts that deliver precisely the cost-effectiveness and sustainability our customers need.



OUR SOLUTIONS FOR REAL ESTATE

Demographic change, affordable housing, climate-neutral supply concepts, e-mobility and digitalization are just some of the challenges currently faced by the real estate and building sectors. Whether for the private residential market, commercial, cooperatives, developers or public housing – we develop, finance and implement full-service green solutions for real estate, for example in smart districts or in the joint venture model. We are the single-source provider of heating, cooling, electricity, site networks, CO₂ monitoring, e-mobility and the smart networking of all elements tailored to customers' needs. With us as their outsourcing partner, customers can lower their energy costs, substantially reduce their carbon footprint and enjoy maximum supply reliability, enabling them to concentrate on their own core business.

REGIONAL PLATFORMS

- GERMANY
MAGDEBURG
- NETHERLANDS
EMMEN
- SWITZERLAND
MUTTENZ, NEAR BASEL
- ITALY
PIACENZA, NEAR MILAN

GETEC operates on four regional platforms in nine European countries.

GO GREEN CONCEPTS FOR REAL ESTATE

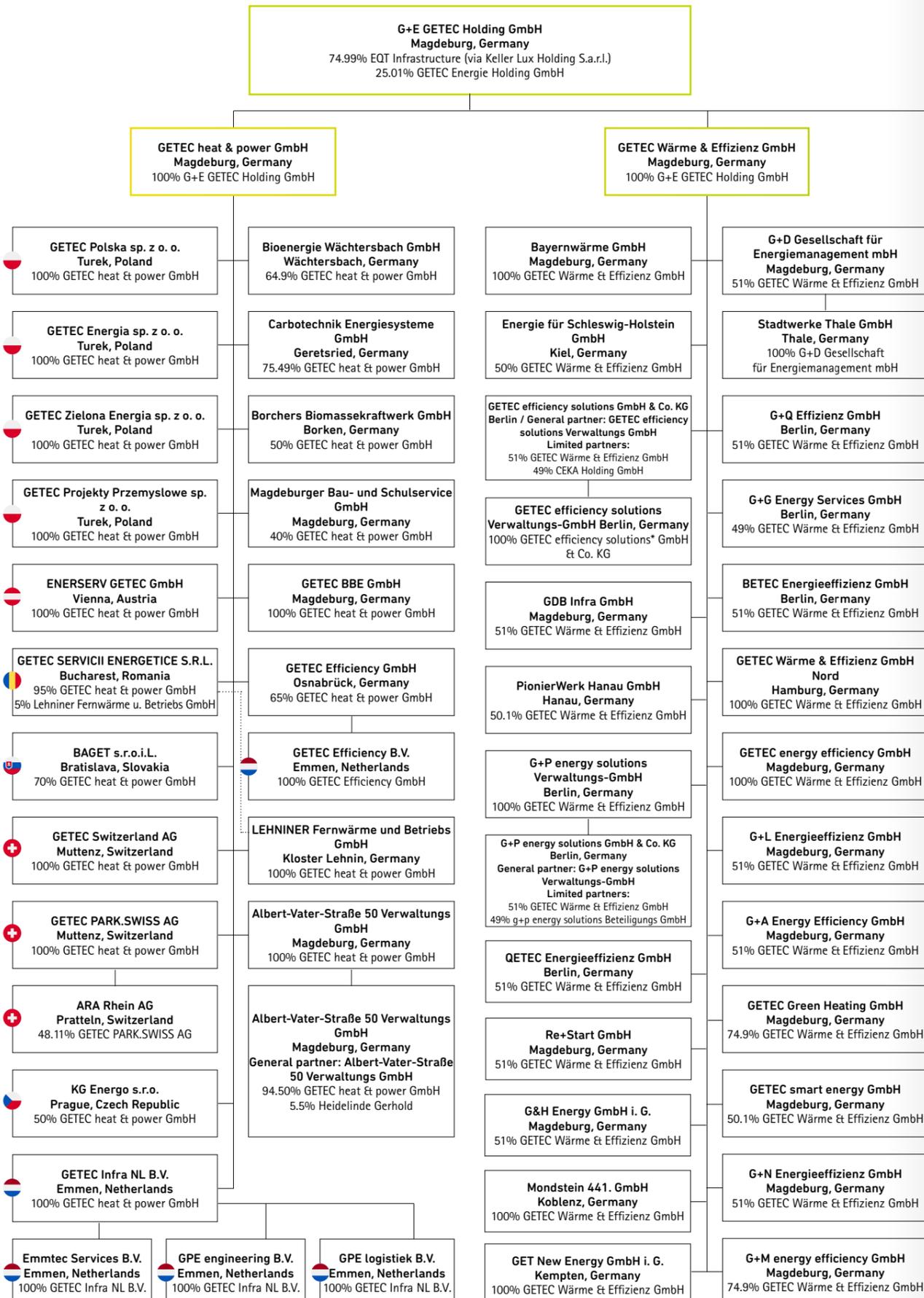


GENERAL DISCLOSURES

102-45 ENTITIES INCLUDED IN THE CONSOLIDATED FINANCIAL STATEMENTS

* Excluding companies established in 2021

102-5 OWNERSHIP AND LEGAL FORM



GRI STANDARD	TOPIC
102-6	MARKETS SERVED
	Geographical locations of product offering
	Germany, Poland, Netherlands, Hungary, Switzerland, Austria, Italy, Romania, Luxembourg
	Industries supplied/customer type
	Industrial, Real Estate
	~170 plants supply ~200 industrial customers in the following sectors: Automotive, Chemical, Agrochemical, Specialty chemical, Pharmaceutical, Food, Paper, Local and district heating, Other industries
	~ 11,350 plants supply customers in the following real estate sectors: Real estate, Trade, Public/communal buildings, District heating and smart districts of the future

102-7	SCALE OF THE ORGANIZATION
	1. Total number of employees ~ 2,000
	2. Total number of operations Number of sites: 56 Number of companies: 59
	3. Net sales ~€850 million in 2020
	4. Total capitalization broken down in terms of debt and equity ~€1.675 billion balance sheet total ~€1.040 billion debt ~€635 million equity

GRI STANDARD TOPIC

102-10 SIGNIFICANT CHANGES TO THE ORGANIZATION AND ITS SUPPLY CHAIN

The reporting of our financial indicators and other KPIs takes account of the fact that, in 2019, the shareholders of G+E GETEC Holding acquired a majority interest in the Italian company Antas S.p.A. (blue box in the organizational chart), which it integrated legally and organizationally into the GETEC Group as the regional platform for Italy effective May 31, 2021. In this report, we make this change transparent by disclosing all relevant data as "Actual 2020" (excluding the Italy platform) and "Pro forma 2020" (including the Italy platform). Example: 2020 sales of around €690 million (excluding the Italy platform) and around €850 million (including the Italy platform).



"WE'RE PROUD TO BE PART OF THE GETEC FAMILY AND WORK TOGETHER TO DEVELOP INNOVATIVE SOLUTIONS FOR THE ENERGY TRANSITION."



G. PONTRELLI, CEO OF ANTAS S.P.A.

BENVENUTO NELLA SQUADRA – WELCOME TO THE TEAM: Antas S.p.A., a leading provider of integrated energy solutions in Italy, was integrated into the GETEC Group in June 2021. The company plans, builds, owns and operates energy plants in the public and private real estate sectors and in the industrial sector. Antas covers the entire spectrum of efficient and sustainable energy solutions in contracting. The company reduces its customers' costs and CO₂ emissions by modernizing and digitalizing their plants. Antas operates more than 5,000 energy plants in northern and central Italy. Its workforce of over 600 generates sales in excess of €160 million. The new member of the GETEC Group also operates a Smart Control Center (see also our story in the "Environment" section) and, like its counterpart in Magdeburg, has great expertise in the field of in-house engineering for sustainable technologies.

Shortly after the integration, we and our photographer visited our new colleagues to capture the mood on the ground. The story of how compliance has been harmonized is a practical example of the integration process and can be found in the "Governance" section.



GRI STANDARD **TOPIC**
102-8 **INFORMATION ON EMPLOYEES AND OTHER WORKERS**

Total number of employees:
~2,000

Employment contracts (temporary/permanent):
Almost all our employment contracts are permanent.

Employees by gender (GETEC Group):

● Male in % ● Female in %

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

Areas of activity by gender (Germany platform):
The ratio differs greatly depending on the area of activity.

● Male in % ● Female in % ● Diverse in %

GETEC HR Department

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

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

102-11 **PRECAUTIONARY PRINCIPLE OR APPROACH**

Risk management is an integral part of GETEC's business processes and forms the basis for key decisions made by the company. The company's uniform principles and control standards for risk assessment were verified during ISO 9001 certification. They are regularly adapted to current requirements on the basis of internal or external audits.

A risk management report systematically and continuously documents the risks that have been identified, describes and assesses the measures that have been initiated to handle the risks, and serves to mitigate threats or at least render them manageable.

The company's Controlling Department performs regular and detailed analyses throughout the year to assess developments at the project level. On this basis, we are able to identify and analyze any deviations from our business plan so that we can take suitable measures to control them.

Uniform reporting throughout the Group is a further effective tool that enables the company's management and Advisory Board to identify and minimize risks. Reporting throughout the fiscal year about the GETEC Group, the Industrial and Real Estate segments and the main (individual) entities allows continuous monitoring of business performance.

Climate protection regulations in the European Union and the urgently needed energy transition will result in increased demand for smart, efficient and customized energy supply solutions in the medium term. As an energy services provider, we see opportunities in the legislative changes aimed at increasing energy efficiency in combination with smart solutions.

GRI STANDARD **TOPIC**
102-12 **EXTERNAL INITIATIVES**

102-13 **MEMBERSHIP OF ASSOCIATIONS**

See the appendix for a complete list.



102-16 **VALUES, PRINCIPLES, STANDARDS, AND NORMS OF BEHAVIOR**

As one of the leading contracting specialists in Europe, we are fully committed to the Ten Principles of the UN Global Compact and the 17 Sustainability Development Goals (SDGs) which are aimed at promoting sustainable development in the economic, ecological and social spheres. Through our business operations, we have the greatest influence on the following SDGs:

- SDG 7 – Affordable and clean energy
- SDG 9 – Industry, innovation and infrastructure
- SDG 11 – Sustainable cities and communities (e.g., districts of the future)
- SDG 13 – Climate action

We also make a significant contribution to these SDGs:

- SDG 3 – Good health and well-being
- SDG 5 – Gender equality (in combination with SDG 10 – Reduced inequalities)
- SDG 8 – Decent work and economic growth



Making a difference for generations to come

The energy transition and reversing climate change represent the project of the century. The goal is nothing less than preserving the basis of life for future generations. This is the responsibility that we as a company have accepted. We see ourselves as a driving force in facilitating the energy transition and supporting our customers on the path to net zero. Our motivation and our mission are the responsible use of resources; sustainable, efficient and digital energy solutions; and the targeted reduction of greenhouse gas emissions for our customers. In this way, we can make a difference for the generations that follow ours.

We are also committed to complying with environmental protection standards and are participating in the fight against corruption. You can find further information about our standards and norms of behavior in the chapter on "Compliance."

GRI STANDARD TOPIC

NEXT LEVEL (2021+): STRONG FOUNDATION FOR GETEC'S 5-YEAR GROWTH VISION

1	GETEC is the decarbonization solution partner with a full range of services for future market needs		GETEC is an integrated energy solution provider on both the (energy) supply and energy savings sides, supporting customers in achieving their CO ₂ targets and enabling the energy transition to a net zero carbon world with clean and innovative (and often single-source) solutions. GETEC is theoretically ¹ already net zero today.
2	Thriving deployment of new green technologies while being agnostic to technologies and manufacturers		GETEC is ready to deploy proven new technologies on the supply side in high-growth areas such as renewable sources, P2X and hydrogen across all end industries, being uniquely positioned with established interfaces and relationships to all key manufacturers of equipment and systems, while being highly agnostic and OEM-independent.
3	GETEC operates in an attractive, policy-supported and resilient market environment		Attractive market poised for strong growth driven by a continuous trend to outsource energy solutions due to increasing complexity and environmental requirements and policy support from the European Green Deal and national climate projects; high resilience to economic downturns because of the contract nature of the market.
4	Undisputed market leader with an increasing pan-European footprint		GETEC is the clear market leader in Germany with a growing European footprint driven by strong competitive advantages over peers thanks to clear sales and technology leadership and regulatory expertise; successfully entered adjacent geographic markets (e.g., Italy, Switzerland, Netherlands) by leveraging strong capabilities from the German market.
5	Superior growth prospects via multiple growth pillars in core business and via M&A platform		Tangible medium-term growth prospects driven by secured order backlog (and growing markets) and ideal position to unlock untapped opportunities on the demand side; thrust to expand into attractive EU markets and uplift other companies via existing platforms and track record from Italy, Switzerland and Netherlands.
6	Commercial and operational excellence supported by leading digital products and services		Strong track record in sales and project execution (time and budget) supported by fully implemented digital processes (e.g., FSM solution, asset digitalization); additional advantage from being the industry innovation leader with internal digital capabilities and successful digital product rollouts paving the way for the next growth wave.

1. Gas and lignite dust portfolio can already be powered with biogas, synthetic gas or biomass dusts today. Usage is driven by political incentives to make these more expensive fuels attractive for customers. Source: BCG analysis

102-40 LIST OF STAKEHOLDER GROUPS

We have identified all groups with an interest in our company as our stakeholders. Our (internal and external) stakeholders include our employees, customers, suppliers and service providers, investors and shareholders, authorities, associations and NGOs.

102-41 COLLECTIVE BARGAINING AGREEMENTS

There are no collective bargaining agreements for the employees of the Germany platform. In Switzerland, 39 percent of employees are covered by collective employment agreements (Gesamtarbeitsverträge, GAV). All platform employees in the Netherlands are covered by collective employment agreements (Collectieve Arbeidsovereenkomst, CAO). Likewise, all our employees in Italy are covered by the national collective bargaining agreement (contratto collettivo nazionale di lavoro, CCNL).

102-42 IDENTIFYING AND SELECTING STAKEHOLDERS

In identifying our stakeholders, we started by analyzing the demands, interests and expectations each group has concerning our company. The next steps involved dividing the various groups into internal and external groups and prioritizing the external groups. We then clustered the internal stakeholder groups in smaller units. The external stakeholders who have expectations of our company – either on the basis of business relationships or legal requirements – have been classified as accurately as possible in order to provide us with a comprehensive view of our stakeholders. We included all the stakeholder groups we identified and therefore believe that their issues and concerns are well documented in the process.

102-43 APPROACH TO STAKEHOLDER ENGAGEMENT

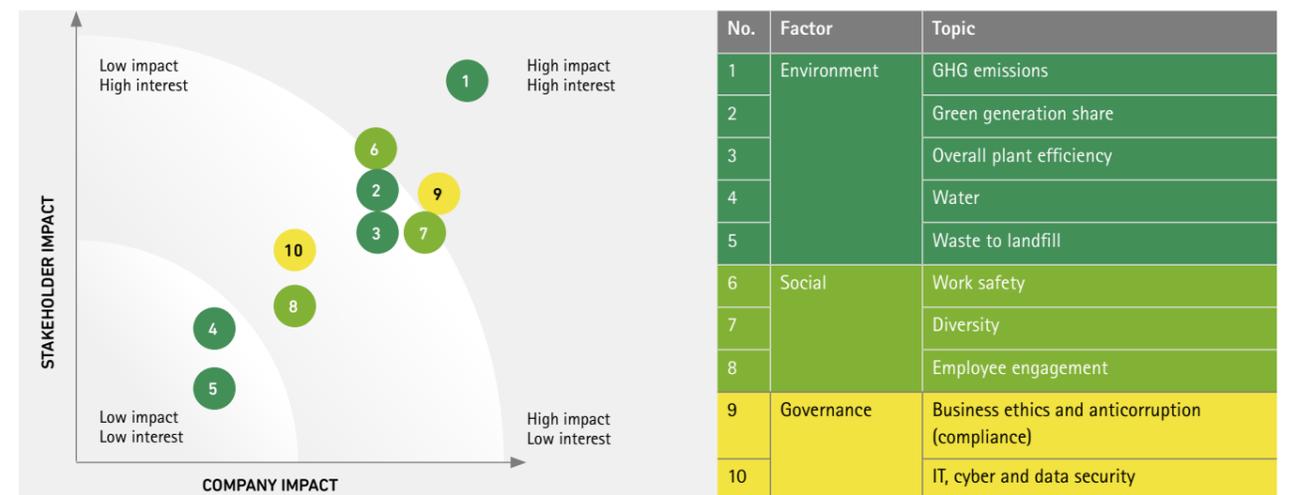
We contact our stakeholders in various ways, using different forms of dialog for each stakeholder group. The table shows the communication formats used for each stakeholder group and the information we obtain in this way.

GRI STANDARD TOPIC

	STAKEHOLDER	FORM OF DIALOG	INFORMATION
External	Customers	<ul style="list-style-type: none"> Invitations to webinars about specific topics like CO₂ pricing, climate policy and its impact on customer business models, information about GETEC and regulatory changes on a regular basis Annual customer meetings Annual customer surveys 	<ul style="list-style-type: none"> Feedback on relevant energy topics from a customer perspective, e.g., green energy solutions, efficient processes, regulatory issues Direct feedback on a wide range of topics, such as how customers perceive GETEC, how customer requirements have been implemented, how customers rate GETEC's services
	Investors (banks and insurers)	<ul style="list-style-type: none"> Regular contact at C-Level and through responsible departments with banks and insurers Annual meetings with lenders: detailed Q&A and information about GETEC's strategy and market approach 	<ul style="list-style-type: none"> Exchange on strategy and business model, feedback from a capital market perspective Information about requirements of banks and insurers on GETEC regarding sustainable finance and ESG
	Government, associations, public authorities	<ul style="list-style-type: none"> Work with associations in which we are a member Discussions with policymakers Ongoing exchange 	<ul style="list-style-type: none"> Discussions about energy policy Amendments to laws Market developments Statements on specific energy-related, environmentally relevant topics
	Suppliers	<ul style="list-style-type: none"> Service provider information Mutually beneficial collaboration 	<ul style="list-style-type: none"> Information on business changes, innovations
	General public, NGOs	<ul style="list-style-type: none"> Partnerships and initiatives involving cities (e.g., Hamburg), sector stakeholders (e.g., ZIA, DENEFF), academia (e.g., New Energy Coalition, IQ Innovation Prize), general public (e.g., Diversity Charter, Alexander Otto Sportstiftung) 	<ul style="list-style-type: none"> Ongoing discussions and feedback on relevant issues and initiatives Information about project developments
	Internal	Employees	<ul style="list-style-type: none"> Intranet, emails to staff, internal newsletter Employee engagement survey Regular meetings (inter- and intradivisional) Annual employee dialogs Works council
Shareholders, Advisory Board		<ul style="list-style-type: none"> Regular coordination meetings with shareholders Advisory Board meetings on a regular basis 	<ul style="list-style-type: none"> Strategic coordination and transparent information about managing opportunities and risks Consulting and performance reviews for all business areas

102-44 KEY TOPICS AND CONCERNS RAISED

The starting point for this report is the materiality analysis we performed in 2017, which was updated this year. The results of the analysis are shown in this matrix. The axes indicate the relevance of the topics for our external stakeholders and for our company.



GRI STANDARD	TOPIC
102-46	DEFINING REPORT CONTENT AND TOPIC BOUNDARIES
	<p>On the basis of the available materiality matrix, we have reviewed and discussed the weighting of the topics and concerns identified. This update process involved company-wide discussion across all our locations. It revealed that two topics had gained significance as a result of our increasing internationalization and because of social developments and strategic decisions: compliance (ethics and anticorruption) and diversity.</p> <p>As we have based this sustainability report on the requirements of the Sustainability Accounting Standards Board (SASB) as well as on GRI Standards, data protection topics were also at the forefront of stakeholder requirements. We saw this as a reason to focus more strongly on our IT topics and identified IT security (the security of our IT infrastructure) as a new key topic. We assessed the weighting within the materiality matrix during the course of 2021 from both internal and external perspectives. We also worked on the further development of our existing management approaches. On this basis, we will give adequate consideration to this topic in the next report.</p> <p>As far as the reporting principles are concerned, we have identified and consulted our stakeholders and will be addressing their interests in the context of the key topics we have defined. In this report, we are presenting GETEC's sustainability performance in a broader context. In describing our management approaches, we provide the detail our stakeholders need in order to assess our performance during the reporting period. The information contained in the report is balanced and expressed clearly. Despite the dynamic growth of our company, which is accompanied by many changes, we are ensuring the comparability of the KPIs and, if estimates are necessary, the high reliability of the values. This also entails publishing the report as early as possible after the end of the reporting year.</p>
102-47	LIST OF MATERIAL TOPICS
	<p>This report focuses on the following four material topics: reducing greenhouse gas emissions (which includes the key topics of green generation share and overall plant efficiency), occupational safety, compliance (ethics and anticorruption) and diversity.</p>

ABOUT THIS REPORT

GRI STANDARD	TOPIC
102-48	RESTATEMENTS OF INFORMATION
102-49	CHANGES IN REPORTING
	As this is our first report, there are no restatements or changes compared with earlier reporting periods.
102-50	REPORTING PERIOD
	The reporting period is the 2020 calendar year.
102-51	DATE OF MOST RECENT REPORT
	This is our first sustainability report.
102-52	REPORTING CYCLE
	In the future, we intend to publish a report annually.
102-53	CONTACT POINT FOR QUESTIONS REGARDING THE REPORT
	<p>ANKE BORTFELDT Head of ESG & Quality for the GETEC Group G+E GETEC Holding GmbH Albert-Vater-Straße 50 39108 Magdeburg Germany anke.bortfeldt@getec.de Phone: +49 (0)391 2568-100</p>
102-54	CLAIMS OF REPORTING IN ACCORDANCE WITH THE GRI STANDARDS
	This report was prepared using the GRI Standards Core Option.
102-56	EXTERNAL ASSURANCE
	External assurance of this report is not planned.

HOW WE AIM TO PROVIDE INFORMATION

ESG REPORTING – OUR NEW TRADITION

Sustainability has been anchored in our corporate DNA right from the start. However, sustainability reporting is something new for us – and just as exciting as our business itself. But how does one go about designing a first sustainability report which has the aim of communicating with and convincing many different stakeholder groups – ideally including our customers, employees and investors?

We felt that a report based solely on the GRI standard didn't go far enough because we don't just use facts and figures to communicate sustainability. Just as important are the people involved, their commitment and our very special GETEC energy, which is something felt by everyone who comes into contact with us.

For that reason, this report brings together the best of two worlds: on the one hand, standardized reporting in accordance with GRI and, on the other hand, stories and case studies from the company, interviews with stakeholders, and graphics to make our complex business more understandable. As we feel it's hard to separate these two perspectives, we have coupled the GRI requirements with articles on corresponding topics. At the same time, we don't want to dilute the facts so we have ensured a clear visual and textual separation of the two.

For example, in the area of emissions, we don't just present CO₂ reduction targets and results but also photo stories showing how these results have actually been achieved at our sites – technically, digitally and personally. The diversity section of the report doesn't only show the proportion of women in our company but also describes our employees' different perspectives because for us, diversity is about more than figures. The same applies to governance, which is about more than just organizational structure. How our company practices governance is demonstrated by the story of two compliance specialists in Germany and Italy who had to harmonize their working cultures and expertise under time pressure.

SUSTAINABILITY CANNOT BE COMMUNICATED BY FIGURES ALONE. JUST AS IMPORTANT ARE THE PEOPLE INVOLVED AND THEIR COMMITMENT.

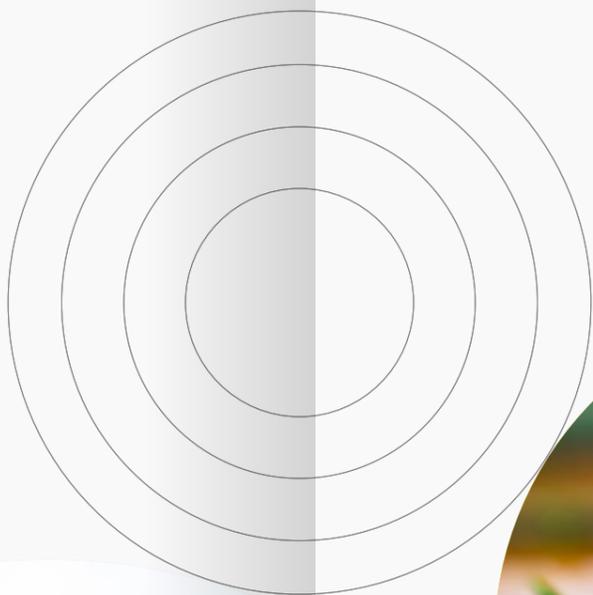
As stated at the start, this is our first sustainability report. However, it certainly won't be our last. Our aim is to create a factual but exciting ESG report that is not an onerous obligation but a genuine tradition for our company.

We hope you enjoy reading it and we look forward to finding out how you like our report and what we could improve in the future.



ANKE BORTFELDT is Head of ESG & Quality for the GETEC Group, with responsibility for developing our sustainability activities and for our integrated management system.

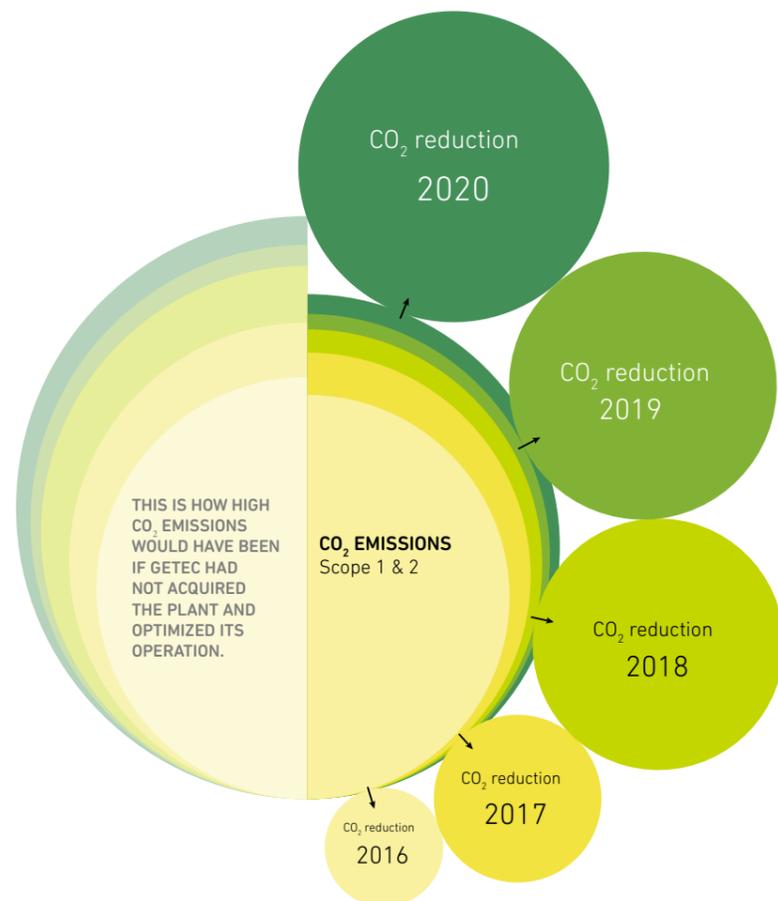
ENVIRON- MENT



ENERGY METRICS

FOR OUR CUSTOMERS AND FUTURE GENERATIONS, WE'RE ON THE PATH TO ZERO EMISSIONS.

As an energy services provider and contracting specialist, we are expected by our customers and other ESG stakeholders to help shape the energy transition. The main focus here is on reducing CO₂ emissions. In this way, we will be preserving the basis for life in the future. We are a pioneer and enabler of the energy transition. Heat from renewables currently accounts for 29 percent of our total output, a share that is nearly twice as high as that of our peers (~15 percent). And our commitment for the future is also ambitious: We are aiming to achieve net zero with our customer portfolio by 2045.

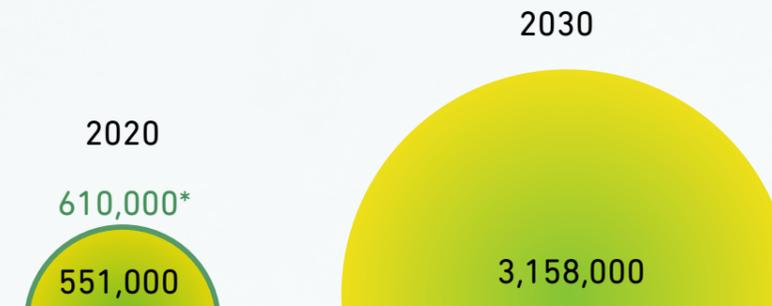


HOW WE EMIT LESS CO₂ FROM MORE PLANTS

We are systematically reducing our CO₂ emissions, even if this sometimes does not appear to be the case at first glance. We are constantly acquiring plants which we optimize to make them more efficient. We are also building new multifuel-ready plants that comply with the highest technical standards. In this way, we and our customers will be able to achieve net zero by 2045. How much CO₂ would have been emitted if we did not operate the plants? Answer: a great deal more.

OUR CO₂ REDUCTIONS COMPARED WITH A STANDARD SOLUTION (SCOPE 1 & 2) - tCO₂e / a

*Total CO₂ reduction in 2020, including Scope 3



MEASURES

- Use of renewables
- H₂- and multifuel-ready concepts
- Networked power-to-heat systems
- Integrated energy efficiency
- Waste-to-energy
- Recycling

INTENSITY

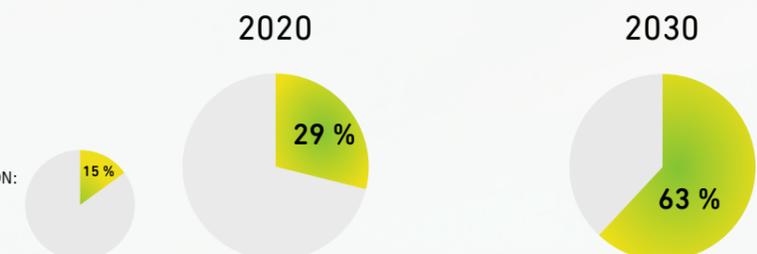
RATIO OF TOTAL EMISSIONS (SCOPE 1 & 2 IN gCO₂) TO GENERATED ENERGY (HEAT AND ELECTRICITY IN kWh)



SHARE

OF RENEWABLE ENERGY PRODUCTION (AMOUNT) - % MWh

BY WAY OF COMPARISON: Market average for heat produced from renewables



SHARE

OF NON-COAL ENERGY PRODUCTION (CAPACITY) - % MWth



REDUCTION OF GREENHOUSE GAS EMISSIONS

GRI 305: EMISSIONS IN COMBINATION WITH GRI 103

GRI STANDARD	TOPIC
103-1	EXPLANATION OF THE MATERIAL TOPIC AND ITS BOUNDARY
	<p>We supply the industrial and real estate sectors with energy solutions that include heat, cooling, steam, electricity, compressed air and other media. Our core competencies concern energy and thus, from a sustainability perspective, also emissions. Our business operations mean that we have a substantial and direct impact on emissions because customers still request the use of fossil fuels, even if this use is gradually decreasing. Depending on a customer's strategy, we always try to find the optimal solution in terms of balancing ecology and economy. Actively reducing greenhouse gases (GHG) is thus the central challenge to our business model that we face as an energy service provider. This is because GHG emissions, especially carbon dioxide (CO₂), are a major factor in climate change.</p> <p>There is increasing pressure on all sectors to act as a result of the Paris Agreement – an agreement within the United Nations Framework Convention on Climate Change and the successor to the Kyoto Protocol – and the European Commission's Green Deal. Our customers are increasingly requesting smart, efficient and green energy solutions and our task is to help them reduce their carbon footprint. The keyword for us here is decarbonization, the shift away from fossil fuels to renewable energy sources.</p> <p>The European Green Deal with around 50 individual measures aims to make the European Union climate-neutral by 2050. At its heart is the European Climate Law, which envisages an initial reduction of 55 percent in CO₂ emissions by 2030 compared with the reference value from 1990. Sector targets for annual reductions have been established by defining annual emission volumes for achieving national climate protection targets.</p> <p>In addition, Germany's Fuel Emissions Trading Act regulates the pricing of emissions and the trade in emission certificates. From 2021, an annually increasing CO₂ levy will be imposed on the use of fossil fuels such as gas, petroleum and oil, thus helping to reach national climate targets and achieve greenhouse gas neutrality by 2050.</p> <p>There is a special focus on the design of the EU taxonomy, which defines the degree of ecological sustainability of an investment. The law aims to increase financial support for private investments in sustainable projects, thus contributing to the European Green Deal. It requires financial market participants such as investment funds to disclose the proportion of ecologically sustainable investments as defined by the law in their portfolios.</p> <p>For some time now, major investors have specified clear requirements for the composition of their portfolios. Sustainable companies develop ESG (environment, social and governance) strategies underpinned by clear measures and milestones. These include a net zero roadmap with a clear plan for reducing their own emissions of greenhouse gases (Scope 1) and emissions by other companies (Scope 2 and 3).</p>

“PARIS AND THE EU GREEN DEAL CLEARLY CHART THE WAY TO NET ZERO. GETEC IS A PIONEER AND ENABLER FOR CLIMATE-NEUTRAL, INTEGRATED AND SMART SOLUTIONS FOR REAL ESTATE AND INDUSTRY.”



MICHAEL LOWAK
Segment CEO
Real Estate

GRI STANDARD	TOPIC
103-2	THE MANAGEMENT APPROACH AND ITS COMPONENTS
	<p>The EU Green Deal with its aim of climate neutrality by 2050, along with sustainable finance, will fundamentally change all sectors, so our customers in industry and real estate need ESG strategies which include clear plans for reducing CO₂ emissions. This requires a green strategy which is then implemented in the form of green solutions tailored individually for each customer. GETEC is committed to implementing the sustainable and economical energy solutions its customers need – smart, green and efficient. In this way, we are supporting our customers on their path toward climate-neutral production and supply.</p> <p>Our business model focuses on the EU Green Deal with its goal of achieving climate neutrality by 2050. It is our stated objective to significantly reduce our CO₂ emissions, thus helping our industrial and real estate customers to become greener. In this way, our company is increasingly evolving as a partner for renewable energy. Since its founding, GETEC has been a driving force in the energy transition in the heat sector. For example, it is standard at GETEC to use more than 29 percent renewable energy. The heat market average is around 15 percent. Responsibilities are allocated in line with our ESG governance structure with management at the top, followed by the head of ESG and the individual departments.</p> <p>Our digitalization approach takes account of the fact that the energy supply of the future will be green, decentralized and volatile. In order to optimally balance energy supply and demand, energy systems must be connected via smart, data-based networks. GETEC uses efficient process control to support its customers in reducing energy consumption, CO₂ emissions and costs. Our intelligent 24/7 Smart Control Centers maximize power plant availability and minimize intervention cycles. The digitalization approach covers:</p> <ul style="list-style-type: none"> · End-to-end energy management <ul style="list-style-type: none"> - Energy generation and production plans are optimized. - Plant monitoring and smart optimization methods reduce fuel consumption. - Intelligent algorithms (AI) help optimize market revenues for electricity. · Supply quality <ul style="list-style-type: none"> - Predictive systems enable us to prevent supply outages. - Digital workforce management helps us to perform repairs more quickly and efficiently. - Thanks to the strong use of IoT in our portfolio, we can optimize plants via remote intervention from the SCC. · Business process integration <ul style="list-style-type: none"> - Commercial processes (ordering, invoicing) are integrated into customers' systems. - Incidents are managed directly in the portal and/or customers' processes. - Integrating service providers into our systems accelerates and optimizes the entire process. · Digital services <ul style="list-style-type: none"> - Digitalization facilitates new solutions tailored to customers' requirements. - Control and monitoring models provide optimization opportunities for real estate and industrial customers.

SMART CONTROL CENTER – THE DIGITAL HEART

THE SMART CONTROL CENTER IN MAGDEBURG IS THE HEART OF THE GERMANY REGIONAL PLATFORM. ABOUT 60 EMPLOYEES WORK IN SHIFTS 24/7 TO MONITOR GETEC'S FACILITIES. WITHOUT THIS POOL OF EXPERTISE, GETEC WOULD BE UNABLE TO KEEP ITS MOST IMPORTANT PROMISE TO ITS CUSTOMERS: EFFICIENCY AND AVAILABILITY.

DIETER UHLEMANN, Head of E/MSR Real Estate for the Germany regional platform, performs open-heart surgery at the server center in Magdeburg. The data lines in the Smart Control Center carry the raw material of the future: information.

The Smart Control Center for the Germany regional platform in Magdeburg has an enormous appetite for information. It receives one gigabyte of data every day: around 30,000 plant status reports, temperature measurements, error messages, throughputs, weather and market data, and consumption forecasts. Information is received from a vast number of sources. It is analyzed in real time and priorities are set. Price developments on the energy markets shape purchasing and selling strategies. Forecasts of how consumption will develop influence the amount of energy produced and inform decisions about whether to fill or empty a storage system. Predictive maintenance identifies problems in plants before they result in outages. This makes it possible to commission the necessary services without delay.

The Smart Control Center in Magdeburg, which steers plants in Germany, Austria and Poland, is not the only one operated by GETEC. Others are located in the regional platforms for Switzerland, the Netherlands and Italy.

“BECAUSE OF COUNTRY-SPECIFIC DIFFERENCES IN THE ENERGY MARKET, ESPECIALLY IN TERMS OF THE REGULATORY FRAMEWORK AND BUSINESS MODELS, IT MAKES SENSE TO OPERATE REGIONAL SMART CONTROL CENTERS IN A NETWORK.”

UDO LACKNER, GROUP COO

Networking the smart control centers has an important advantage: redundancy. Magdeburg can take over in the unlikely event of an outage in the Netherlands or Switzerland.

Clusters of similar plant types, for example biomass plants, have been created across all the smart control centers. This ensures that there is no duplication of effort and that the teams can learn from each other. The prerequisite for this is the installation of GETEC's standardized systems in all the smart control centers so that data are recorded and stored in the same way.

“HARMONIZATION IS THE KEY TO COLLABORATION BETWEEN THE SMART CONTROL CENTERS. THERE'S ENORMOUS POTENTIAL IN TRANSFERRING EXISTING SYSTEMS TO A STANDARDIZED SYSTEM AND DATA ENVIRONMENT.”

RENO SCHRÖDER, HEAD OF E/MSR INDUSTRIAL FOR THE GERMANY PLATFORM

Multilayered data infrastructures like those operated by GETEC are not only highly complex but also vulnerable to hacking attacks. Schröder says, “Cybersecurity is a key element of GETEC's strategy. The results of penetration tests by external security experts are used in the continuous development of our strategy to defend against attacks on plant control systems and data communications. We're aiming for top-class cybersecurity, so the last thing we want is any security loopholes.” The smart control center is a supporting system that enables employees to access plant performance data anytime and anywhere. The central database supplies standardized data to all departments for use in their decision-making.

Just a few minutes are often critical in the event of an impending plant outage. The smart control center signals anomalies in a plant and deploys an intelligent filter to transfer the necessary information to employees within seconds so that they can quickly make the right decisions.

Still, a smart control center is like any other system: It is only as good as the people who operate it and the information it receives. Continuous training in using the systems and applying the rules is essential. If there is a problem somewhere, steps are taken to identify what needs to be done to restore smooth operations.

This not only applies to the employees in the smart control centers but also to those working in the plants, which goes to show that communication between people is also the key to functioning digital processes.

GETEC's smart control centers demonstrate what digital energy management and sustainable power generation involve: gathering granular data, well-trained employees, clearly defined processes, and secure and stable IT systems. Digitalization is not just a cheap buzzword at GETEC but a living strategy at the heart of what the company does.



◀ **Keeping an eye on things**
Status notifications are prioritized automatically so that the operator can quickly identify whether there is just a small deviation in a temperature reading or whether an error could jeopardize a plant's operation. The data are used to define action to prevent or minimize any plant outage.

▼ **Smart control center with a further business focus**
The SCC in Piacenza monitors more than 90% of all power plants, recording data ranging from ambient temperature to building usage and optimal plant management to ensure minimum energy consumption and CO₂ emissions.

► **Specialized systems need qualified employees**
The smart control center brings together data from many different sources. The core competence of GETEC's employees lies in networking and analyzing digital ecosystems, irrespective of the manufacturer or age, and in implementing measures to ensure maximum efficiency.



EVERYTHING UNDER CONTROL

HOW A SMART CONTROL CENTER WORKS



CUSTOMER BENEFITS

SUPPLY QUALITY	END-TO-END ENERGY MANAGEMENT	BUSINESS PROCESS INTEGRATION	DIGITAL SERVICES
Prevent supply outages	Power generation and production are optimized	Commercial processes (invoicing, offers, orders, ...)	Development aligned with customer requirements
Perform repairs rapidly	Fuel consumption is reduced	Faster maintenance and repairs	Intelligent algorithms based on consumption and plant data
Stable operation	Optimized electricity revenues from the market		Benchmarking of buildings and plants



Locations of the GETEC smart control centers for the regional platforms

GRI STANDARD TOPIC

103-2 THE MANAGEMENT APPROACH AND ITS COMPONENTS (CONTINUED)

On the operational level, we offer a range of solutions for reducing emissions. Although we have consolidated our individual measures in product lines, we can also offer individual solution packages for any customer.

Examples of our solutions for reducing emissions:

- Green Steam (for industrial customers at single-client sites)
- Green eHeating and Fossil-to-Green (for real estate customers)
- Smart districts of the future (for real estate customers)
- Industrial multiclient sites (for industrial customers in competence clusters)
- Waste-to-Energy and Waste-to-Value

Solution: Green Steam

For those industries whose energy supply is based on fossil fuels, the pressure to change is particularly strong due to the high CO₂ emissions. From 2021, any manufacturers that have so far not participated in the EU emission trading system will face an additional CO₂ levy. Launched in 2020, GETEC's Green Steam solutions are aimed at these market participants. Process steam is the term used in industry for steam that serves as a heat transfer medium in industrial processes.

Our Green Steam approach combines various technologies to reduce emissions – and support our customers in the long term as they make the switch from fossil fuels to climate neutrality. In addition to assessing the energy value, we also look at all available options for cutting energy consumption. The energy actually needed is utilized as efficiently as possible.

Green Steam enables our industrial customers to switch from energy produced using fossil fuels to a climate-neutral supply and supports them on their path to zero impact production. We take care of project planning, financing and conversion to a climate-neutral energy supply – whether this is based on biomass, green gas, hydrogen or any other climate-neutral solution. With Green Steam, other innovative technologies such as Power-to-X (storage or other use of surplus electricity when there is an oversupply of renewable energy), photovoltaics (conversion of sunlight into electricity) or the use of hydrogen can be integrated into the supply concepts.

We tailor the conversion strategy to each individual customer and calculate the finance requirement. The Green Steam approach optimizes efficiency, the use of subsidies and the fuel and plant design. By modernizing the existing energy supply or building new plants, Green Steam helps our customers to significantly reduce CO₂ emissions compared with standard solutions based on fossil fuels. As a result, our customers are able to switch immediately, quickly and easily from fossil fuels to climate neutrality. In this way, our industrial partners can reduce their carbon footprint substantially.

One reference project is a new climate-neutral power plant built for Pfeleiderer Spezialpapiere to supply its paper mill in Teisnach, Germany. From summer 2022, the company's entire site will be supplied with heat from a modern biomass power plant. In the future, this will reduce CO₂ emissions by more than 27,000 metric tons per year and generate virtually climate-neutral steam for use in production.

Another example of our tailored customer solutions is the utilization of specialty gases by our project partner Haltermann Carless Deutschland in Speyer, Germany. We converted the chemical company's energy supply to use the climate-damaging vent gases which form in storage tanks. The heart of the system is a thermal oil plant combined with a multifuel boiler. State-of-the-art technology integrates the vent gas – which was previously flared off unused – into the combustion process in the thermal oil plant. The vent gas is used to generate heat for the production process, thus helping to significantly reduce fuel consumption by Haltermann Carless.

Before the new plant was commissioned, the specialty gas was simply disposed of by flaring with heating oil – 60,000 liters each year. This resulted in CO₂ emissions of 172 metric tons, which can now be eliminated. The vent gas will also replace around 2 MW of natural gas, assuming the plant runs for 8,200 hours each year (16,400 MWh/a). The CO₂ reduction achieved by using the vent gas and substituting natural gas amounts to 3,280 metric tons each year. Over the course of the 15-year contract period, the CO₂ reduction will thus total more than 50,000 metric tons.

GRI STANDARD TOPIC

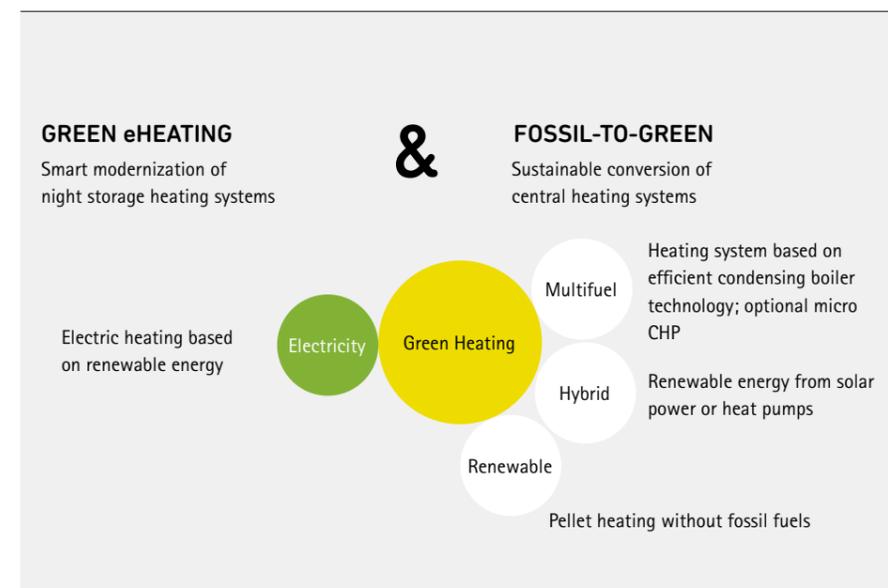
Solution: Green Heating

Since 2020, our solutions for buildings and homes aimed at helping real estate companies on their path to net zero have been consolidated as Green Heating. In this way, we are helping to reduce CO₂ emissions in the real estate sector. We enable our customers – irrespective of their current heating plants – to individualize their heat supply so they can achieve the emission reductions required by law in the medium and long term. The two product modules we offer are Fossil-to-Green and Green eHeating.

The Fossil-to-Green module incorporates various models for modernizing central heating systems. Alongside basic solutions such as state-of-the-art condensing technology are a growing number of renewable options such as pellet heating systems, heat pumps providing simple power-to-heat solutions, and solar energy. The use of hydrogen is a further option, the keyword here being H₂-ready. The aim is to continue reducing carbon emissions step by step. Lastly, we are pursuing a multifuel approach that can be used by the real estate sector. For example, if houses are connected to the gas grid, the existing structure can be supplied with green gas instead of natural gas.

Oil-fired heating systems remain the biggest emitters of carbon dioxide in existing buildings. The CO₂ levy is increasing the pressure to act. Real estate owners can benefit from attractive energy efficiency grants to replace these heating systems. We take care of all application and consultation processes and manage the refurbishment from planning through to operation of a climate-friendly heating system.

The Green eHeating product module offers an economical and sustainable solution to replace obsolete night storage heating systems. In Germany today, more than five million storage heating units are installed in over 1.4 million households. Around half of these electric heating systems are installed in apartments that belong to housing companies. The average age of the systems is more than 20 years. They are less efficient and result in increasing energy costs and decreasing comfort for tenants. In terms of energy efficiency, replacing these systems has additional benefits: The annual storage capacity of all the storage heating systems installed in Germany could total 15 TWh if they were to be combined into virtual power plants. This presupposes the use of new digitally networked and controlled storage systems. If, for example, electricity is generated by wind turbines at night, it can be stored decentrally in a network based on the Internet of Things (IoT). We are working with a partner company that operates an IoT platform. Networking the storage heating systems optimizes energy flows. The intelligent control platform makes it possible to draw on electricity on the basis of weather conditions and requirements. At those times when there is a lot of wind or sunshine, this could be renewable green electricity. In this way, a significant reduction in CO₂ emissions of up to five metric tons per year and apartment can be achieved. We are currently working on a first reference project with Dawonia, a housing company in Bavaria.



GRI STANDARD TOPIC
103-2 THE MANAGEMENT APPROACH AND ITS COMPONENTS (CONTINUED)

Solution: Smart districts of the future

If the key to success in meeting the 2030 climate goals and reversing climate change lies in existing buildings, it is new buildings that must be the focus for the longer term through 2050. Today's new buildings are the old buildings of the future. What we do right today won't need to be corrected and improved at great expense at a later date.

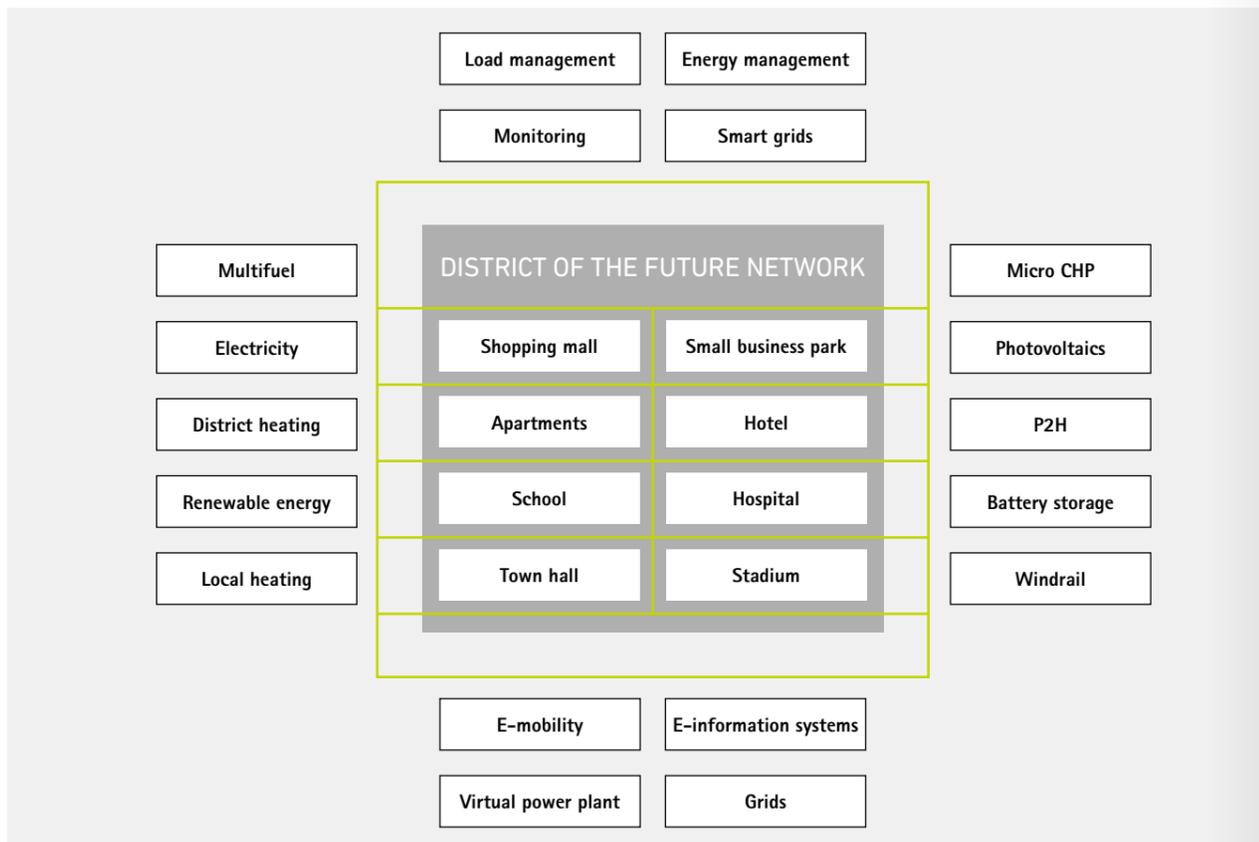
Our attention here is on modern districts of the future, the keywords being demographic change, affordable housing, e-mobility and digitalization. We estimate that around 80 percent of the European population will be living in larger cities or metropolitan regions by 2050.

Holistic approaches are needed for designing residential districts. This requires the real estate and energy industries to collaborate more closely. We are developing comprehensive concepts for supplying infrastructure services to entire districts – for housing associations, private housing companies, construction companies, utility companies and municipalities. Here, too, reducing carbon emissions is a priority. The infrastructure services include heating, cooling, electricity, smart buildings, site networks, CO₂ monitoring, e-mobility, telecommunications and broadband.

In modern districts of the future combining both old and new buildings, we bring together the interests of the entire value chain by automatically networking the sectors by way of decentralized and efficient energy solutions, full data transparency, smart applications and e-mobility.

For GETEC, the energy-optimized development of districts entails implementing energy efficiency measures for the entire district rather than just for individual buildings. These measure include:

- Utility procurement and supply (heating, cooling and electricity)
- Power generation/provision
- Synergy effects from smart networking (smart city)
- Operational optimization, for example using load management
- Infrastructure (e-mobility)
- Integration of smart storage solutions

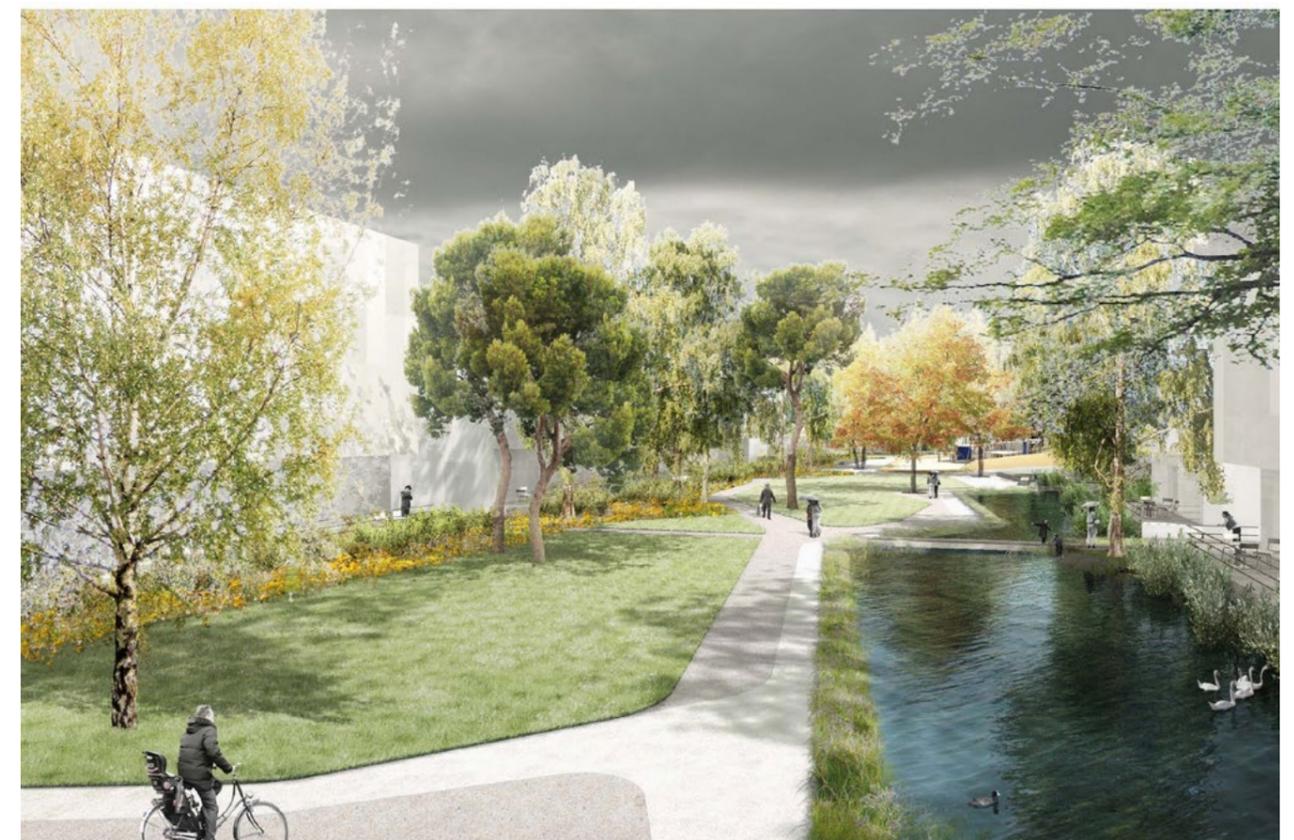


GRI STANDARD TOPIC

Unlike districts with a conventional energy supply, these districts of the future have great potential for CO₂ reduction. Thanks to our district concept, the carbon emissions of the Fischbeker Reethen project in Germany that is being constructed by IBA Hamburg will be cut by more than 95 percent. The district's energy consumption has been estimated at 13,500 MWh per year. Instead of annual CO₂ emissions of 2,550 metric tons with a conventional solution, the new district will emit less than 110 metric tons (5 to 8 g/kWh).

Types of heating and cooling supply

	Classic Minimum standard as per Buildings Energy Act (GEG)		Districts of the future Climate-neutral-ready		Climate-neutral
	Benchmark	CHP	iCHP	KfW 55 EE (55% renewable energy)	Renewable
Contribution from CHP		75%	55%	35%	Powered with biomethane or green hydrogen
Contribution from renewable energy	15%	0%	30%	55%	100%
Contribution from boiler	85%	25%	15%	10%	
CO₂ reduction	-	35%	40% ▶	50% ▶	100%
Generation	Solar power Condensing boiler	Micro CHP Condensing boiler Optional PV	Multifuel micro CHP Heat pump Pellet boiler Optional PV		Heat pump PV mandatory Multifuel micro CHP (with biomethane or hydrogen in the future)



100% FOR FISCHBEKER REETHEN

THIS SMART DISTRICT OF THE FUTURE SHOWS THAT CLIMATE PROTECTION AND COST-EFFECTIVENESS ARE NO CONTRADICTION

During the next few years, IBA Hamburg will be developing a new residential and business district in the immediate vicinity of the Moorgürtel nature reserve southwest of the German city of Hamburg. With Fischbeker Reethen, the aim is to create a lively, urban and green district that makes it possible to live close to nature and work in innovative spaces. The 70-hectare district has been designed as a walkable city with reduced car traffic resulting in a good infrastructure for cyclists and pedestrians. In the development of the district, more or less equal priority is being given to residential and commercial use. On the north side of the area, there will be a "founder's street" with new mixed residential and commercial buildings. The commercial units adjacent to the rail line are intended for use by, for example, knowledge-intensive and research-based businesses and trades. A total of around 2,200 new homes will be built in the Fischbeker Reethen district, about half of which will be publicly subsidized or available as low-cost rental homes.

In terms of climate protection and energy saving, Fischbeker Reethen aims to utilize the potential for environmentally friendly and sustainable construction and living coupled with a resource-saving energy supply. The energy supply concept for the district was developed by the GETEC team. To ensure a sustainable and affordable supply of energy, the tender specified a number of minimum requirements. The heating supply to all homes in the district was required to deliver more than 14,000 MWh/a, be climate-friendly and affordable, and have the minimum possible impact on residents.

The concept produced significantly outperforms the already ambitious minimum requirements for sustainability and affordability that were specified in the tender. Jens Kerstan, Hamburg's Environment Senator, is very satisfied. "The heating supply tender for the Fischbeker Reethen district has shown us that the energy industry is capable of implementing innovative and climate-friendly energy supply concepts at competitive prices. It's government's role to specify these requirements, and it's good to see that climate protection and affordability have been brought together here," says Kerstan. The GETEC solution is based on a mix of various types of renewable energy including geothermal energy, solar energy and two micro combined heat and power plants fueled by biomethane. The concept also includes a power-to-heat unit

FISCHBEKER REETHEN IN FIGURES

- 2,200 homes on an area of 70 ha
- Heating requirement of more than 14,000 MWh/a
- 100 percent renewable energy
- Mixed heating price of €80/MWh
- CO₂ index 8 g/kWh

that converts electricity into heat.

Karen Pein, who as Managing Director of IBA Hamburg is GETEC's customer, says: "In our districts, we're not only providing attractive and affordable homes, we're also creating innovative and viable solutions for the city of the future. This includes ensuring a resource-saving and climate-friendly heat supply."



OTHER DISTRICTS OF THE FUTURE



PIONEER PARK, HANAU

1,600 homes on an area of 50 ha
Heating requirement: 9,550 MWh/a
Energy: Multifuel, combined heat and power, ice storage, smart home, e-mobility

Pioneer Park in Hanau is the largest housing project in the Rhine-Main region and is setting new standards in the development of innovative supply and mobility concepts. This district of the future offers a mix of houses, apartments and business premises.



THE METROPOLITAN PARK, BERLIN

420 homes on an area of 12 ha
Heating requirement: 5,000 MWh/a
Energy: Multifuel, combined heat and power, refrigeration, energy storage, energy grid

In the middle of an extensive park environment, eleven land-marked buildings in Berlin's Staaken Garden City are being converted into modern apartment blocks. Seven blocks of new apartments are also planned.

GRI STANDARD TOPIC

103-2 THE MANAGEMENT APPROACH AND ITS COMPONENTS (CONTINUED)

Solution: Multiclient site for industrial customers (e.g., GETEC parks)

Important site factors for industrial customers seeking to achieve zero-impact production include the energy supply and other services such as waste water treatment and waste-to-energy. GETEC has specific expertise and many years of experience in the energy services sector. In order to optimize energy supply and leverage energy efficiency potential, it often makes sense for a site to acquire and optimize existing and newly planned power generation plants.

A further focus is the development of efficiency measures for an industrial site in order to improve the commercial and energy-related situation for businesses located there. A customer's production process is analyzed to identify, consolidate and leverage energy-saving potential. GETEC applies its experience in heat recovery and, especially, heat transformation to this analysis. In this way, economic and environmentally friendly energy concepts can be tailored for the companies based at the site.

GETEC uses this holistic approach for all of its industrial customers, especially those at the multiclient sites such as Emmen and Muttentz. The concepts also take account of recycling aspects. With the Waste-to-Value approach, GETEC's goal is to recover and reuse used and depleted raw materials or to utilize waste products in thermal recycling.

One of the lighthouse projects of our Go Green strategy is at the GETEC PARK.EMMEN, a multiclient site where we aim to use highly innovative technologies to ensure climate-neutral supply for our customers. In the coming ten years, we aim to reduce the amount of fossil fuels used at the multiclient site by 50 percent. Our long-term goal is to make the site climate-neutral. We are also pursuing this goal to benefit all our other customers at more than 11,500 plants.

To this end, in 2021, one of the largest rooftop photovoltaic plants in the Netherlands – with 21,000 solar panels – will be completed. It generates the equivalent of the annual electricity consumption of 2,700 households. In parallel, the GETEC PARK.EMMEN is planning to construct hydrogen electrolyzers which will allow the gradual addition of green hydrogen to the energy generation mix in the future.

We aim to make our energy services carbon-neutral by 2045. As interim milestones, we have defined targets for Scope 1, 2 and 3 emissions that we aim to achieve by 2030 (see "Emissions metrics").

MORE ENERGY FOR BENELUX

ONE OF THE LARGEST GETEC MULTICLIENT SITES IS IN EMMEN, NETHERLANDS. WHAT IS NOW THE GETEC PARK.EMMEN WAS ACQUIRED IN 2016 WITH THE GOAL OF MAKING IT THE REGIONAL BENELUX PLATFORM OFFERING MORE SUSTAINABLE ENERGY SOLUTIONS TO INDUSTRY AND REAL ESTATE CUSTOMERS.



HENDRIK VAN DER PLOEG, an energy technology engineer, manages the business at GETEC PARK.EMMEN.

SUSTAINABILITY ON A GRAND SCALE

The concept of sustainability entered public awareness primarily as the result of smaller initiatives like the green fair-trade café on the corner. However, climate protection needs scalable solutions of a much larger dimension. One example of this is the multiclient site in Emmen, Netherlands. Covering an area of around 115 hectares, it was originally a conventional industrial park that was acquired by GETEC with the goal of creating a regional platform for the Benelux countries using its enormous engineering and process expertise. GETEC's sustainable technologies have significantly increased the environmental friendliness of the former industrial park, thus supporting the site's customers in their efforts to achieve climate neutrality. As is the case with all GETEC platforms, the local expertise is utilized internationally. However, anyone expecting an ecological idyll will be disappointed. The site is still dominated by industrial plants, pipelines and steel. Emmen's sustainability is not immediately

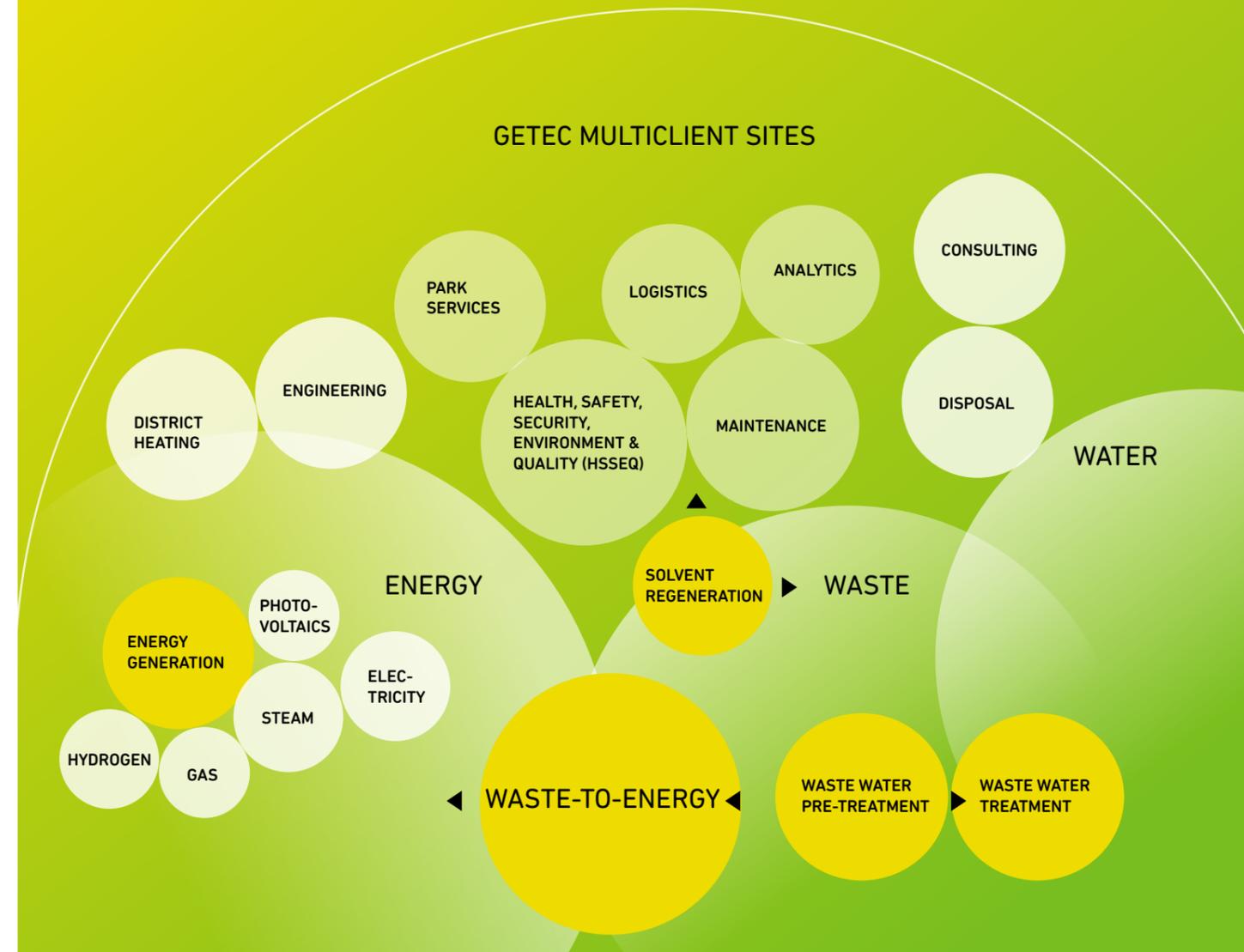
visible to the lay person because it is to be found in the plants' energy balance. The park's enormous annual energy needs are met by natural gas and a 60 MW connection to the public grid. With a view to further decarbonization, the power plants have been converted to multifuel operation. They will be able to use hydrogen and biogas, which means they are ready for net zero operation. And they don't just supply industry customers at the site. The residual heat plant also produces enough energy to supply part of the town of Emmen with heat. But the highlight for the interested lay person is the site's 8.2 MW photovoltaic plant, which is being installed on the roofs of the park's buildings in 2021. With 21,000 solar panels, it will be the largest in the north Netherlands once it is completed.

Sustainable on-site energy production: GETEC supplies steam and electricity from two combined heat and power plants and water from its own wells.



HOW SUSTAINABILITY WORKS

MULTICLIENT SITES – AN OVERVIEW OF THE SYSTEM



The goal pursued at Emmen is shared by the entire GETEC Group: supporting customers in achieving climate-neutral production and energy supply. To this end, GETEC offers various climate-neutral solutions such as waste-to-value or Green Steam. There are a lot of interesting concepts and technologies – GETEC's solutions are as individual as its customers, which in Emmen include industrial and specialty chemical companies with a focus on polymer processing.

ENVIRONMENT

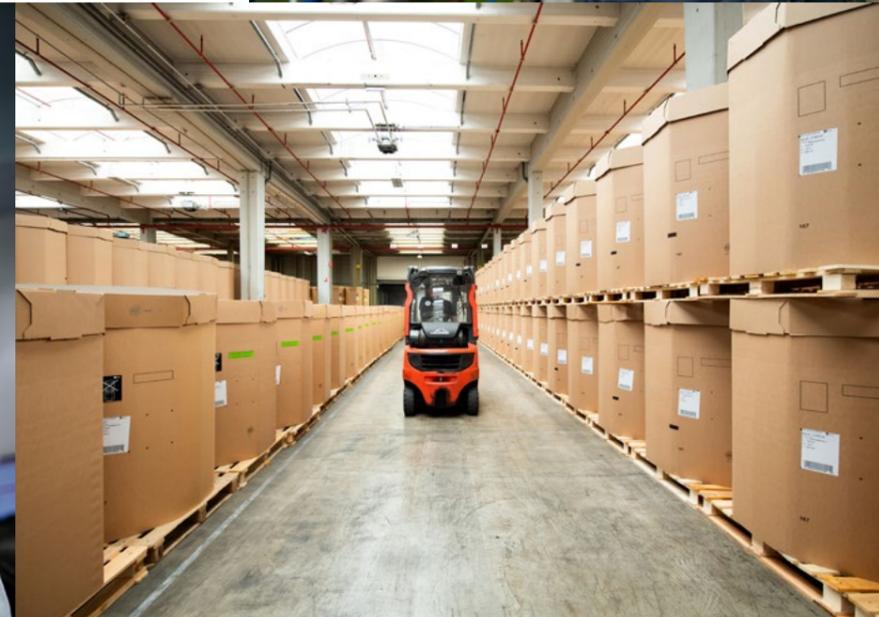
The Emmen multiclient site is also intended to have an impact beyond its immediate vicinity and there are already concrete investment plans. For example, the plants to manufacture and transport green hydrogen are to be used by the three northern Dutch provinces of Groningen, Friesland and Drenthe as well as by various major companies. Plans to construct hydrogen electrolyzers are already in place and the GZI Next consortium – of which GETEC is a member – has been established for this purpose. It is intended to successively increase the use of hydrogen in generating the energy supply for the industrial park. This is not just a vague vision but is already backed by concrete plans.

“WE WANT TO MAKE THE EMMEN MCS CLIMATE-NEUTRAL IN THE LONG TERM. OVER THE NEXT TEN YEARS, WE AIM TO HALVE THE AMOUNT OF HEAT AND ELECTRICITY GENERATED FROM FOSSIL FUELS.”



UDO LACKNER, GROUP COO

Most of the 200-plus employees are from the region. Supported by the company, they organize various activities that benefit both the town and the surrounding area. Each year, the park offers six internships for students from the PRO Emmen vocational training center. The combination of training and hands-on experience gives these young people better opportunities on the job market. The Emmen site also provides internships and support for degree projects to students in various disciplines at all levels. In addition, employees arrange an annual work day when we contribute our labor to helping organizations that provide care to people with mental and/or physical disabilities. Activities include garden work or an excursion to a soccer match at FC Emmen. In Emmen, the company is committed to sustainability based on technology and passion.



▲ GETEC employees outside a gas and steam power plant: The plant's gas turbines have a capacity of 28 MWe, with the steam turbines producing an additional 4 MWe and 6 MWe. The entire plant has a thermal capacity of 91 MWth.

◀ The Emmen site also has a logistics center with warehousing space of more than 100,000 m². Products are stored on the floor, on shelves or in shuttle systems. For environmentally hazardous substances, there is a special store that complies with Dutch regulation PGS 15 governing the storage of hazardous goods.

▲ The laboratory at the Emmen MCS is an independent information provider. Its specialists supply analytical data and unique expertise in fields including biopolymers, monomers and chemicals, delivered within two hours, 24/7.

**THE EMMEN MULTICLIENT SITE
CREATES ENERGY FOR MORE –
SUSTAINABLY.**



GRI STANDARD TOPIC

103-3 EVALUATION OF THE MANAGEMENT APPROACH

Customers are increasingly interested in GETEC'S many green and economical solutions. There is a growing willingness to invest in sustainable technologies and we expect this to gain further traction in the course of 2021. Sustainable finance and the EU taxonomy are exerting significant pressure on industrial customers. The CO₂ levy will also result in a rethink by medium-sized enterprises in particular.

In our management approach, one aspect of controlling is based on CO₂ tracking (Scope 1 and 2). Employees will also continue to receive incentives for marketing carbon-free technologies.

Disclosure 305-1 Direct (Scope 1) GHG emissions

In 2020, the gross volume of our direct (Scope 1) GHG emissions in metric tons of CO₂ equivalents was 1,287,075 tCO₂e (including the Italian site) and 1,129,750 tCO₂e (excluding the Italian site). The calculation primarily includes the reduction of CO₂ as well as the avoidance or destruction of other specialty gases such as laughing gas or vent gas.

Disclosure 305-2 Energy indirect (Scope 2) GHG emissions

As far as Scope 2 emissions are concerned, in other words the gross volume of indirect energy-related GHG emissions, these amounted to 189,127 tCO₂e (including the Italian site) and 159,308 tCO₂e (excluding the Italian site) during the reporting period.

Disclosure 305-3 Other indirect (Scope 3) GHG emissions

The gross volume of other indirect (Scope 3) GHG emissions in 2020 was 852,010 tCO₂e (including the Italian site) and 821,645 tCO₂e (excluding the Italian site).

For further information about GRI 305, see pages 30 and 31.



POWERED BY BIOMASS

In 2018, GETEC started an innovative CHP project for Clariant in Romania. Now nearing completion, the carbon-neutral biomass plant designed by GETEC will power Clariant's cellulose bioethanol facility in Podari. The GETEC power plant will not only be clean; it also uses a revolutionary technology to convert lignin – a residual product of Clariant's ethanol process – into carbon-neutral energy.

The new combined heat and power plant is also benefiting the local community with new jobs across the supply chain for the people of Dolj county, a cleaner environment and a long-term partnership between the company and the community.

THE GOAL IS NOT ONLY TO PRODUCE CLEAN ENERGY BUT ALSO TO ENCOURAGE LOCAL PEOPLE TO PERCEIVE ENERGY DIFFERENTLY BECAUSE THEY CAN SEE HOW PRODUCTION CAN BE BOTH EFFICIENT AND SUSTAINABLE.

134,600 t CO₂/a
SAVING BY THE PLANT COMPARED WITH A CONVENTIONAL GAS-BASED POWER PLANT

121 MW
OF INSTALLED THERMAL CAPACITY AND ADDITIONAL
9 MW
OF ELECTRICAL OUTPUT

CLARIANT PRODUCES BIOFUEL. GETEC GENERATES THE ENERGY FOR THIS FROM BIOMASS.

ENERGY EFFICIENCY AWARD

THE REMIT
Clariant is using its sunliquid® technology to produce bioethanol from wheat straw at its facility in Podari, Romania. The steam and electricity for the site are produced by the new GETEC biomass combined heat and power plant.

THE PROCESS
Energy is produced by burning lignin, a residual product, which is kept in suspension in a tank. Circulating the material from the bottom to the top of the tank ensures an optimal and uniform surface area for combustion.

THE ENERGY
The steam produced is used in the manufacture of bioethanol. In a further pressure stage, it is also converted into electricity for the plant.

THE INNOVATION
The plant utilizes a revolutionary process, producing steam and electricity from lignin, a residual product of Clariant's chemical process. For this concept, Clariant and GETEC won the German Energy Agency's Energy Efficiency Award in the category decided by public vote.

THE START
Ground was broken at the site in 2018. Installation of the large and complex water treatment unit began in October 2020, followed by the start of preparations for work on the steam supply plant. Construction is scheduled to be completed in 2021.

MORE ENERGY FOR SWITZERLAND

GETEC OPERATES SEVERAL REGIONAL PLATFORMS ACROSS EUROPE. THE SWITZERLAND PLATFORM IS LOCATED AT THE MULTICLIENT SITE IN MUTTENZ NEAR BASEL. IT WAS CREATED BY COMBINING TWO FORMER INDUSTRIAL SITES OWNED BY CLARIANT AND NOVARTIS.



GETEC acquired two industrial parks in MuttENZ that were previously operated by Clariant and Novartis and converted them into a modern site to serve major clients in the chemical and pharmaceutical industry and establish a regional platform for Switzerland. The GETEC park near Basel covers an area of 50 hectares and has consolidated all the infrastructure services, expertise and other offerings of the previously separate industrial parks into a comprehensive production and competence center for the life science and chemical industries. Thanks to its excellent connections to roads, waterways and railways and its central location in Europe, the park is an ideal setting for international companies engaged in research, development and production. The large number of multinational companies already based there makes the park a valuable integrated site. Its local engineering and process expertise is used internationally by both customers and the GETEC Group.



Clariant COO **DR. HANS BOHNEN** and Managing Director of the Switzerland Regional Platform **DR. GUIDO ZIMMERMANN** use the break in our interview in MuttENZ to take a walk.

INTERVIEW WITH DR. HANS BOHNEN

LEAVING ASIDE THE USUAL GENERALIZATIONS, WHAT DOES SUSTAINABILITY MEAN TO YOU AS THE COO OF CLARIANT?

We at Clariant realized the importance and commercial significance of sustainability for the specialty chemical industry at an early stage and this is paying off now at the latest. The European Green Deal, the return of the United States to the Paris Agreement and China's commitment to becoming carbon-neutral by 2060 will boost innovation, which will be both a challenge and a major opportunity for companies like us. We must develop distinctive new products and services which can help our customers to overcome the challenges associated with sustainability. This requires a strong focus on innovation, sustainability in supply chains and operational excellence. Clariant holds a very good position in this respect. Increasingly, our tensides are based on biomaterials or organic renewable resources. Our catalysts not only improve our customers' yields but reduce their carbon footprint at the same time. And our sunliquid® technology converts agricultural waste into climate-neutral biofuels.

We also have ambitious new targets for reducing our CO₂ emissions which go far beyond our previous targets. By 2030, we want to achieve a 40 percent reduction in direct greenhouse gas emissions from our own plants (Scope 1) and indirect emissions from the generation of purchased energy (Scope 2) as well as a 14 percent reduction in indirect emissions from the production of procured goods and services (Scope 3). However, our own emission targets are just one side of the coin. It's not just about reducing our own footprint but, more importantly, about reducing our customers' footprints. That's where our true strength lies.

WHAT'S THE STRATEGIC SIGNIFICANCE OF YOUR BIOETHANOL PRODUCTION IN PODARI, ROMANIA, IN THIS RESPECT?

In order to achieve the targets defined in the Paris Agreement, greenhouse gas emissions must be cut dramatically. A major role in this will be played by the transport sector, which accounts for more than 25 percent of global CO₂ emissions. In Europe alone, it is assumed that current political targets will result in annual demand of 5 to 10 million metric tons of innovative biofuels by 2030, which would require a substantial increase in current production capacities.

At our new Podari site, we can produce up to 50,000 metric tons of cellulose ethanol from more than 250,000 metric tons of cereal straw each year using our sunliquid® technology. This second-generation biofuel, which can be added to con-

ventional fuels to produce E10, is characterized by its first-class climate balance. A sunliquid® plant as large as the one in Podari can help cut annual CO₂ emissions by some 120,000 metric tons, which is equivalent to the amount produced by around 35,000 cars. E10 (10 percent ethanol content) is already available in many European countries.

WHY HAVE YOU CHOSEN GETEC TO SUPPLY ENERGY AT THE PODARI SITE?

First of all, GETEC is a very reliable partner. Sustainable operations are increasingly important to us and we are strengthening our focus on sustainable production as a key driver in reducing costs. The goal here is not only to increase yields and reduce emissions but also to lower energy consumption. Our demonstration plant in Straubing had already shown that the sunliquid® process is self-sufficient in terms of energy, so it was a logical step to look for an efficient energy solution for our first industrial-scale bioethanol plant.

The sunliquid® process produces bioethanol from cereal straw, which is an agricultural waste product. GETEC uses lignin, a residual product from this process, to generate energy, supplying the entire Podari site with heat and electricity. We benefit from the fact that GETEC is one of the technology leaders in this field. This zero-impact production concept is very sustainable, efficient and innovative. Our two companies have been honored jointly for this with the German Energy Agency's Energy Efficiency Award.

ARE THERE OTHER EXAMPLES OF COLLABORATION BETWEEN CLARIANT AND GETEC?

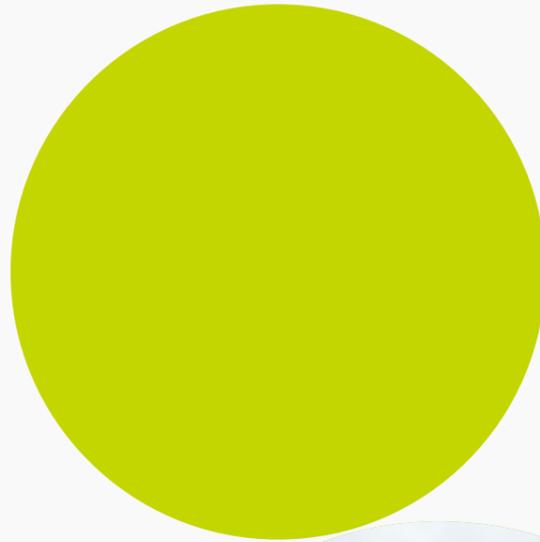
At the end of 2018, GETEC acquired Infrapark Baselland AG in Muttenz, Switzerland, which was previously a wholly owned subsidiary of Clariant. Since then, a production plant operated by our Additives Business Unit as well as other Clariant companies have been tenants at the chemicals and life science park, which now operates as GETEC PARC.SWISS AG. Alongside energy and other production resources, we procure services such as waste water treatment, waste disposal, quality control, logistics and engineering for our additives plant. GETEC also provides the companies at the site with medical services, security, fire services and catering. Our collaboration with GETEC is constructive and forward-looking. Like GETEC, which has already announced investments in the further expansion of automation and digitalization at the industrial park, we will continue investing in our additives plant.



CLARIANT AND GETEC WERE ESTABLISHED AT AROUND THE SAME TIME, CLARIANT AS THE SPIN-OFF FROM A LARGE CORPORATE GROUP AND GETEC AS A START-UP LAUNCHED BY AN ENTREPRENEUR. WHAT CAN BE EXPECTED FROM YOUR FUTURE COLLABORATION?

Suppliers and partner companies are crucial to value creation at Clariant and have a substantial impact on the company's sustainability performance. That's why we are pleased to place our trust in partners such as GETEC which, like Clariant, have the goal of supporting their customers with innovative solutions to achieve sustainability targets.

Dr. Hans Bohnen, Executive Vice President and Chief Operating Officer (COO), became a member of Clariant's Executive Committee in 2018. He is responsible for the Industrial & Consumer Specialties and Catalysts business units, the Biofuels & Derivatives Business Line, Group Procurement Services, Group Operational Excellence, and the North America and Latin America regions. Hans Bohnen was born in Moers, Germany, in 1966. He studied chemistry at the University of Duisberg-Essen, Germany, obtained a PhD in chemistry from the University of Tübingen, Germany, and holds an MBA from Aston Business School in Birmingham, United Kingdom. Between 1995 and 2006, he held various positions in Research & Development, Business Development and Operations for Hoechst AG, Celanese AG and SGL Group. From 2007 to 2009, he worked in strategic management consultancy at Booz Allen Hamilton. In 2010, he became Head of Clariant's Masterbatches Business Unit, before being appointed Head of Clariant Global Business Services to build the company's shared service organization in 2015. Since the start of the coronavirus pandemic, Bohnen has been responsible for Global Emergency Management at Clariant.

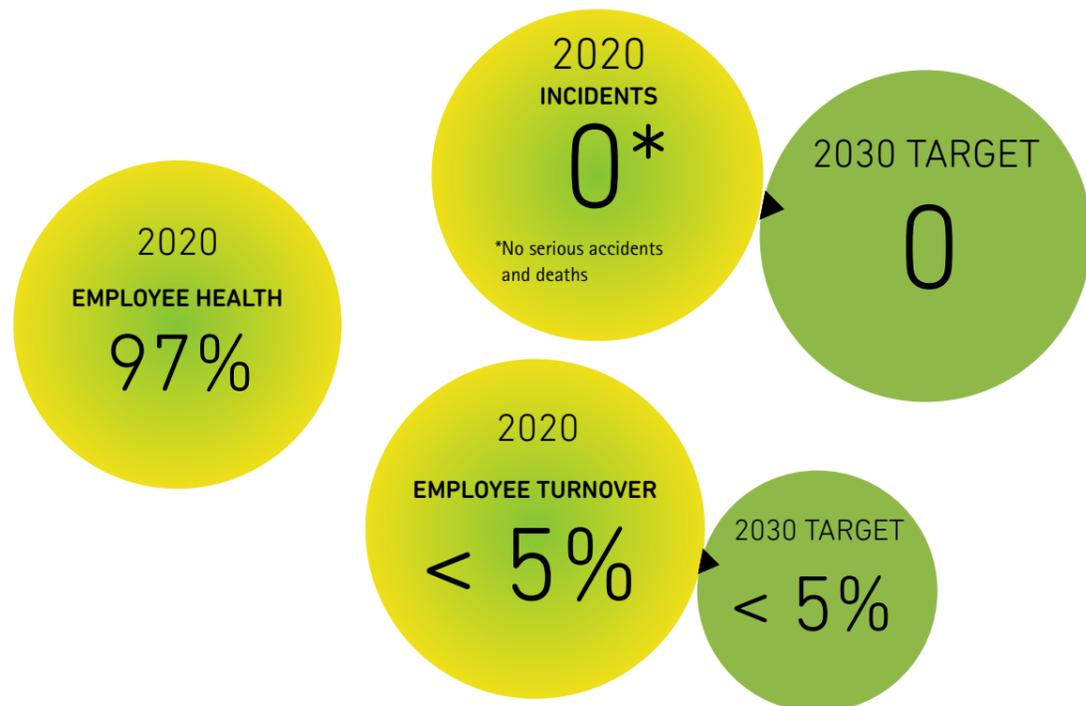


SOCIAL

SAFETY & DIVERSITY METRICS

THE ENERGY INDUSTRY IS A RATHER CONVENTIONAL INDUSTRY. BUT WE WANT OUR COMPANY TO BE A PIONEER.

An awareness for safety and accident prevention has a long tradition in our industry. We are committed to upholding this tradition. Our employees' social engagement is also nothing unusual. However, diversity is a new concept for engineers and industrial employees. We believe that promoting diversity in all areas harbors unique opportunities and enormous potential.



INCIDENCE RATE TOTAL RECORDABLE INJURY RATE (TRIR)	2020 5.96 2030 10% ANNUAL IMPROVEMENT	MEASURES 360° Safety Culture Regular training Continuous process optimization Safety Moments and Stand-up Meetings Root cause analysis of accidents Evaluation of near misses Establishment of cross-platform Work Safety Meetings to foster dialog
ACCIDENT RATE LOST TIME INJURY RATE (LTIR)	2020 3.14 2030 10% ANNUAL IMPROVEMENT	
PARTNER WORK SAFETY (LTI* AND FATALITIES)	2020 0.00 2030 0.00	
* No serious accidents		
PROPORTION OF WOMEN AND GENDER DIVERSE, OVERALL	2020 20.3% 2030 25%	MEASURES Work-life balance Cooperation with universities (dual degree program) International women's network planned
PROPORTION OF WOMEN AND GENDER DIVERSE, MANAGEMENT	2020 8.4% 2030 25%	Mobile working for greater flexibility Trainees and scholarships Girls' & Boys' Days

GRI STANDARD	TOPIC
405	DIVERSITY AND EQUAL OPPORTUNITY (in combination with GRI 103)
103-1	EXPLANATION OF THE MATERIAL TOPIC AND ITS BOUNDARY
	<p>Three strategically relevant aspects make diversity a key topic at GETEC.</p> <p>1. GETEC is a service company whose employees work with people representing a cross-section of society which is "colorful" the world over. In order to remain successful, achieve a high level of customer satisfaction and recruit and retain committed employees, GETEC aims to address the many aspects of diversity and utilize the opportunities it offers. That is why GETEC considers social intelligence and ethnological competence in the hiring process and develops these skills in its general internal training programs. Both evolve as the result of differing professional experience and personal development in the context of various diversity characteristics.</p> <p>2. Various studies and scientific articles on the organization of successful companies reveal a positive correlation between the diversity of teams and corporate success. The 2015 McKinsey study entitled "Why Diversity Matters," for example, revealed a correlation between diversity and business success worldwide in all the countries studied. According to the study, the likelihood of above-average profitability increases by 33 percent in companies characterized by pronounced ethnic diversity. One of the reasons for this correlation is that challenges are best solved by looking at them from many different perspectives. Moreover, a broad range of expertise and experience fosters innovation. That is why it is important for companies to put together teams of employees with the most varied characteristics and maintain a culture of diverse opinion, trust, courage and reliability. GETEC aims to use this potential through both its management principles and its international alignment.</p> <p>3. GETEC must also address the shortage of specialists and managers. Appointing employees with the right qualifications and expertise to the right positions is the biggest challenge – also in light of the company's growth trajectory and internationalization strategy. At the same time, diversity offers GETEC a great opportunity to attract and develop well-qualified specialists and managers with wide-ranging experience – both in internal employee development and external recruiting. Discrediting and discriminating against people in any way is not something GETEC does. Instead, GETEC aims to provide sustainable support for the social development needed to strengthen minorities and create a corporate culture that is characterized by mutual respect and esteem.</p> <p>GETEC underscores this aspiration as a signatory to Germany's Charter for Diversity in the Workplace, which has the motto "Diversity is opportunity."</p> <p>Increasing the proportion of women in STEM subjects will play a key role in implementing this diversity strategy. In the Germany regional platform, this proportion is only around one third, which is comparatively low by international standards. However, in the past ten years, the number of women starting degree courses in these subjects has more or less doubled. For example, the proportion of women studying mechanical and process engineering, two disciplines that are of particular interest to us, increased from 18.8 percent to 23.7 percent between 2008 and 2019 (source: Heise.de).</p> <p>GETEC'S HR strategy is aimed at making the company so attractive in every way that we can attract as many engineers and managers as possible with the most varied intercultural experience, ethnological competence and social intelligence. We are using the following three levers to achieve this:</p>

GRI STANDARD	TOPIC
	<p>Employer attractiveness: The main sites of our four regional platforms are easily accessible and centrally located – at the heart of Europe's energy transition. Alongside the regional platform in Germany (Magdeburg), there are regional platforms in the Netherlands (Emmen), Switzerland (Muttentz, near Basel) and Italy (Piacenza, near Milan). As an energy services provider, our core competence lies in reducing greenhouse gas emissions. Climate change, seen by many in society as the main issue for the coming decades, requires the technical solutions which we are developing and using. All of our employees are making a crucial contribution to the energy transition.</p> <p>Internationalization: Within just a few years, GETEC has evolved from a regional company into a corporate group with Europe-wide operations. Internationalization and growth have fostered and strengthened our intercultural competence. When international teams are working with customers from many countries, it is essential that they share a common "language." Our experience shows that our diverse teams find creative solutions to problems and make us more productive as a company. GETEC's success has resulted in the company being entrusted with a growing number of international projects. We aim to use this momentum to become an attractive employer with a reach far beyond Germany's borders.</p> <p>Individualized working organization: For us, diversity encompasses all ethnic and social competences based on differences in ethnic origin, age, sexual orientation, religious belief and socialization – irrespective of exterior characteristics. Diversity and equal opportunity in the workplace mean ensuring that everyone who works for GETEC has the greatest possible freedom. Therefore, the heart of our diversity policy is to create the optimal conditions within the company to enable each and every employee to develop his or her individual skills, talents and aspirations. In this respect, we view equal opportunity as allowing the maximum possible individuality. When recruiting employees, the goal is not only to achieve excellence but also diversity. We therefore seek to maintain openness as part of our corporate culture. At the same time, however, we want to involve our employees in such a way that they can develop a deep-rooted loyalty to the company.</p> <p>Using these three levers, we aim to access a larger and more diverse pool of potential employees. We are firmly convinced that this will foster a cross-organizational team spirit that will enrich our company and spur the further development of our business.</p>
103-2	THE MANAGEMENT APPROACH AND ITS COMPONENTS
	<p>In order to make diversity measurable and manageable, Group HR and the Group ESG Board have developed an ESG Roadmap that includes specific targets. By 2030, we aim to increase the proportion of women employees and managers Group-wide to 25 percent.</p> <p>We also plan to complete training our employees on the Diversity Charter by the end of 2021. In the years ahead, we will be implementing a range of activities in connection with the Diversity Charter, which supports the company's fundamental approach to equal opportunity. Any cases of discrimination can be reported via the "SpeakUp" compliance hotline. Comparable principles and philosophies apply in the regional platforms in the Netherlands, Switzerland and Italy and are implemented accordingly.</p> <p>We continue to seek certifications to increase GETEC's visibility as an employer. For example, we intend to request an audit of the regional platform in Germany by berufundfamilie Service GmbH to document that our HR policy is aligned with employees' family and life phases. We also aim to acquire "Great Place to Work" certification for the entire company. This quality label is based on a representative and anonymized employee survey in accordance with the Great Place to Work standard and is the foundation for authentic and effective employer branding. We intend to obtain both certifications by 2024 at the latest.</p> <p>In 2021, we will be seeking comprehensive advice on our vision for inclusion and diversity with a view to developing an inclusion and diversity campaign. This process – from analysis through implementation to evaluation – is likely to last until 2023. The Diversity Working Group, which was brought together in line with the principles described above and will speak a common language, started its work in 2021.</p>

GRI STANDARD TOPIC

Work-life balance

All GETEC's regional platforms have tools to flexibilize working methods or working hours in order to improve employees' work-life balance. The regional platforms in Italy, Switzerland and Germany offer flexible working hours. In the Netherlands, working time models have been defined on the basis of production needs. The key content of the collective agreement on working time that has been in place in Germany since 2020 is outlined by way of example. A collective agreement governing working time has been in place for the regional platform in Germany since 2020. As far as is organizationally possible, this agreement gives employees greater working time flexibility and improved options for taking time off in lieu – the prerequisite is coordination within the teams. We rely on everyone involved to demonstrate a high degree of responsibility in utilizing the available flexibility. The agreement is based on the principle that there is close contact between managers and their team members.

On the basis of the agreement, employees can perform their work between 6 a.m. and 8 p.m. Working time accounts record employees' working time from month to month. Any time credit is compensated with time off in lieu for leisure activities. Our flexible working time provisions foster our employees' ability to achieve a work-life balance. We have also introduced special vacation days for various events (wedding, birth of a child, etc.). These provisions apply equally to same-sex partnerships.

In Germany's 2020 award for the best works councils, our works council was ranked among the top ten for the collective agreement on working time. This is proof that constructive collaboration in a spirit of goodwill between an employer and employee representatives – like that practiced at GETEC – can be the foundation for success stories.

Greater flexibility thanks to mobile working

Mobile working is another important flexibilization tool to improve employees' work-life balance. All four regional platforms offer mobile working wherever an employee's role and activity allows it. Of course, this approach was strengthened during the coronavirus pandemic, a side-effect of which has been that employees have even greater individual responsibility for managing the balance between their work and family life. In the 2020 reporting year, the regional platform for Germany began negotiations with the works council on how to structure mobile working, which resulted in a collective agreement in March 2021. This gives our employees greater flexibility that will continue once the pandemic is over. With the digitalization of our work processes, we are expanding virtual management, strengthening trust and increasing our attractiveness as an employer. Our employees are not restricted to a certain workplace for mobile working, which means, for example, that they can use travel time more efficiently as well. Participation in mobile working is voluntary. In Germany, it is limited by law to a maximum of eight days in any calendar month. Employees of the regional platform in Switzerland have the option of one mobile working day each week.

The conditions for mobile working are: The employee's activity is fundamentally suited to mobile working; the operational benefit and cost-effectiveness for the company and the functioning of operating processes are ensured; participation in team, departmental and project meetings is guaranteed; there is a high degree of mutual trust. Mobile working cannot be used for activities and work which, by their nature, must be performed outside the company's premises or facilities. These include: support and on-call services; marketing, service and installation activities; customer visits.

On-site childcare facilities

To provide employees with further support in balancing work and family life, a company childcare facility has been operated at the Magdeburg site of the Germany regional platform since 2014. It is run by Johanniter-Unfall-Hilfe e. V., offering 39 places for infants and toddlers and 44 places for preschoolers. The daycare facility is a single-story building with full accessibility. Covering an area of 925 square meters, it houses group rooms, sleep spaces, sanitary facilities and a creative room. The outside space of 5,000 square meters consists of lawns, sandpits, a sensory path, climbing frames, swings, a trampoline and raised beds for growing vegetables, flowers and herbs.

GRI STANDARD TOPIC

Cooperation with education and training institutes

Most of GETEC's regional platforms cooperate with various education and training institutes. One prime example of the company's support for integration and diversity is found at the Germany regional platform, where GETEC is cooperating with DAA (Deutsche Angestellten-Akademie) to provide tutoring and language teaching to its apprentices, such as those from a migrant background. These activities receive financial support from Germany's Federal Employment Agency. Experience has shown that this kind of support has a positive impact on apprentices' personal development and grades.

At present, only a few of our apprentices (from Syria and Ukraine) are benefiting from this offering. In the future, however, we are planning to hire large numbers of apprentices with an international background in order to have enough qualified employees.

In Germany, GETEC is collaborating with the Chamber of Industry and Commerce to recruit motivated, engaged and qualified young people from all over the world on the basis of the Skilled Immigration Act.

The deciding factors in hiring a young person are that we can see a genuine interest in the profession they have applied for, as well as commitment, a willingness to learn, and team spirit. We obtain advice and support from the Chamber of Industry and Commerce in Magdeburg for the necessary formalities such as residence permits. In addition, the company provides its young apprentices with close support to help them integrate in their training and working environment. This support is based on the GETEC Group's open and constructive corporate philosophy.

Trainee program and dual degree program

GETEC aims to retain young specialists and managers in the long term via its talent development strategy. In Germany, the company offers a trainee program for university graduates and a dual degree program for students. Both programs focus on the transfer of company-specific knowledge. In an intensive assessment phase, we get to know the strengths and weaknesses of the young people applying for the programs and assess whether they are a good fit for our company.

The core idea of the **trainee program** is that the participants (who already have a university degree) go through job rotation and further practical training to develop their skills as versatile young specialists. The trainees learn to think and act across departmental boundaries and to apply what they have learned as team or project managers or experts. We differentiate between the **classic trainee program for managers** and the **specialist trainee program for experts**. Trainee managers benefit from a broad-based and open training program that combines job rotation in various departments, learning on the job and training off the job. By contrast, the training of our future experts focuses on job rotation in only relevant departments and further training in certain areas and in the intended specialization. From the start, the area in which these trainees will be deployed is clear.

The dual degree program differs from traditional degree courses in its stronger practical orientation. As part of their university degree, **dual students** complete planned practical internships at GETEC. This integrates them into the company's structure right from the start and enables them to start working for GETEC as soon as they have graduated. We cooperate with various universities for our dual degree program. For example, in 2020, we concluded a cooperation agreement with Magdeburg-Stendal University of Applied Sciences for the bachelor's program in business administration. Until 2019, we maintained a close collaboration with the University of Magdeburg, contributing seminars on contracting and providing scholarships. The pandemic brought this collaboration to a halt in 2020 but discussions about future cooperation will take place in 2021.

Future collaborations across Europe are being discussed and will be implemented from 2022. The regional platforms in Italy and the Netherlands also cooperate with universities. The Netherlands regional platform maintains close links with NHL Stenden University of Applied Sciences and Drenthe University of Professional Education.

At our company, both our trainees and our dual students receive intensive support from partners, mentors, managers and dedicated HR contacts.

GRI STANDARD	TOPIC
	<p>Partners help with onboarding and getting to know the new working environment. They answer questions about day-to-day business and help the trainees and dual students build a social network. Mentors are experienced specialists and managers who support the trainees and dual students in their specialist and personal development and in building a professional network. Each trainee and dual student is assigned a manager as a dedicated contact in the relevant department who sets clear targets and is responsible for assessing a candidate's personality. Regular feedback sessions are held together with HR and the mentor. The HR Department discusses deployments, training measures and employment options and otherwise collaborates closely with the managers supporting trainees and students.</p> <p>In the long term, we are planning to increase the number of trainees, dual students and apprentices to 5 percent of the workforce.</p> <hr/> <p>Specialist career path: applying expert knowledge</p> <p>With our specialist career path, we aim to retain specialist employees by offering them clear career perspectives. On the other hand, we want to maximize the diversity of the segments and skills within our company. The regional platforms in Switzerland and Germany have implemented specific career path concepts and similar concepts are planned in Italy in the future.</p> <p>The specialist career path in Germany focuses on engineers whom we would like to develop as experts for our company. We apply an agile career path concept that balances horizontal, vertical and diagonal development routes.</p> <p>Our specialist career path has the following objectives:</p> <ul style="list-style-type: none"> · Long-term retention of expert knowledge and skills throughout the company · Increased attractiveness as an employer of experts · Increased transfer of knowledge and targeted positioning of proven knowledge in the right areas of the company · Qualification, personalization and potential development of all experts aligned with target groups and the company's needs · Increased competitiveness of the company and the functions critical to success · Greater visibility of experts and expertise within the company · Career development mobility and permeability within the specialist and management career paths · Long-term development of the company's career culture <p>We have defined the following success factors for the specialist career path: Expert positions must be anchored within the company by means of appreciation, the acceptance of impulses derived from expert knowledge, access by experts to strategically relevant information and their inclusion in projects and strategic decision-making. The visibility of experts is enhanced by presentations, technical articles, networking and project assignments from top management in preparation for strategic decisions. They have a demanding range of tasks: Experts are the main points of contact for questions about their specialization and as mentors. They build their own knowledge and make it available to others. They moderate working groups. They see themselves as the drivers of innovation and standardization.</p> <p>We aim to strengthen the role of experts within our company in the long term. The key to this is to reflect personal aspirations in the tasks associated with the specialist career path. These include providing strategic advice to management, delivering in-house training, and coaching young talents.</p> <p>In 2020, there were 24 experts on the specialist career path in Germany (2019: 28).</p>
	<p>Scholarship program: attracting talent</p> <p>Up to and including 2019, GETEC in Germany awarded scholarships to 22 students pursuing both bachelor's and master's programs in disciplines such as mechanical, process and electrical engineering and mathematics. In 2020, GETEC did not award any scholarships due to the pandemic because the students normally receive on-site support and also complete an internship with the company. The goal is to restart the scholarship program.</p>

GRI STANDARD	TOPIC
	<p>Scholarships give us the opportunity to provide financial support to students, developing their enthusiasm for the company through internships and projects and thus securing qualified talents for the future. Further advantages for us are: We decide on the scholarship recipients; we save time and money looking for talent by developing the loyalty of qualified students with internships, thesis supervision, etc.; the universities give us the opportunity to present our company at career events, which enables GETEC to improve its image and profile.</p> <hr/> <p>Partnerships and initiatives</p> <p>In Germany, GETEC cooperates with Magdeburg's public transportation company as a training partner, offering modules for electronics and mechatronics technicians. Training covers the basics of electrical engineering and electronic measurement technology, control circuit design and control technology, drive technology and network systems. In 2020, we also initiated a cooperation with the professional training center of the Magdeburg Chamber of Trade. Its training courses are a new component of our apprenticeship programs for electronics and mechatronics technicians. Also in 2020, we planned to establish an international women's network to foster an improved dialog between the women employed by our company. However, the pandemic delayed the start and it has been postponed to 2021.</p> <p>In order to interest more young people in a career at GETEC, our German offices in Osnabrück, Hamburg, Berlin and Magdeburg have previously participated in both Girls' Day and Boys' Day. This offering was well-received. Moreover, each year, the Netherlands regional platform raises the rainbow flag in a special show of support for diversity.</p> <hr/> <p>Interesting preschoolers in technology</p> <p>Since 2017, we have been cooperating with the daycare center at our Magdeburg site to offer a program that explains to the children in simple terms what their parents do. Either an engineer comes into the center and reports on his or her job or the preschoolers visit the engineers – as was the case in 2019. The children got to see the model steam engine and visit the control center as well as learning other interesting facts about GETEC. In this way, we give "our" children an early introduction to technology and energy. The pandemic in 2020 interrupted the program.</p>
103-3	<p>EVALUATION OF THE MANAGEMENT APPROACH</p> <p>During the reporting period, we specified our diversity strategy more precisely and took steps toward its implementation. In the period from 2021 to 2023, we expect to be able to assess where our management approach is achieving the desired effects and where we need to make adjustments.</p> <p>In principle, however, it can be stated that GETEC employs a significant proportion of women, especially in the commercial area. There are enough female candidates on the labor market with the qualifications and profiles we are seeking. This is proof that GETEC takes a "gender-free" approach to the labor market. As an engineering-based company, GETEC is ultimately dependent on women choosing to pursue the relevant degree programs (mechanical and process engineering). For this reason, our recruiting policy seeks to address young women earlier, hence our cooperation with schools and universities.</p>
405-1	<p>DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES</p> <p>In 2020, women accounted for 8 percent of our managers and 20 percent of our workforce overall. In the reporting period, "other" was not recorded for data protection reasons. Around 25 percent of our employees are below 35 years of age, one third between 36 and 50, and around 43 percent older than 50. The latter also applies to the members of the Advisory Board, none of whom are women. During the reporting period, around 2 percent of GETEC's employees were disabled. Looking only at the German sites, women make up 50 percent of the commercial functions in the CEO and CFO departments (based on a commercial apprenticeship or a business administration degree). A similar pattern can be seen in the management functions: In some parts of the finance area (Accounts and Financial Accounting departments and commercial customer service), more than 60 percent of the management functions are held by women.</p>

HOW WE SEE DIVERSITY

The mix of teams comprised of individuals with different characters and personalities from various countries and religious backgrounds and of different ages and sexual orientations is an asset to the company. This conviction guides the managing board, with Torsten Bard as Head of HR & Organization, in defining the company's personnel development strategy. "The more diverse and varied our outlook on the world, the more successful we will be," he says. "After all, life itself is diverse." For this reason, GETEC's management aims to make diversity one of the key elements of its employer branding.

However, Bard sees diversity as far more than just a corporate strategy. It is a social issue that has found its rightful place in public debate. He hopes that, in the medium term, society will accept diversity as normal. "My vision is that there will soon be no need for any discussion about diversity because we will have accepted it as the most natural thing in the world," he says. This is in line with the commitment made by the company's managing board.

However, not all of society has yet reached this stage, so Bard addresses diversity in his day-to-day work. He thinks GETEC is making good progress here. In particular, two factors are accelerating the Group's diversity. The first of these is GETEC's increasing internationalization. The company is expanding and utilizing opportunities for growth beyond Germany's borders. Bard cites a few figures: "In 2016, almost all our revenue was generated in Germany. Now, more than half comes from other countries." It's therefore only logical that the company's workforce is becoming more international and more diverse.

The second factor is the shortage of qualified labor. As an energy services provider with a reputation as a problem-solver that is actively shaping the energy transition, GETEC seeks to employ the best people who are capable of designing the

smartest solutions for using energy efficiently and reducing carbon emissions. Nowadays, the best talent often comes from an international background. And, in a company that is driven by engineers, a growing number of women are working in areas that were formerly dominated by men. Bard is also very careful to ensure a mix of both young and experienced people.

"THE GREATER THE DIVERSITY IN A TEAM, THE BETTER ITS ABILITY TO FOCUS ON NEW ISSUES."

"For some years now, the management approach at GETEC has been very strongly aligned with ESG aspects. We are better able to achieve these goals with teams that are more diverse and bring their varied perspectives to seeking new solutions," Bard says. ESG stands for environment, social and governance, and Bard feels it is important to focus on these goals. He has observed that "the greater the diversity in a team, the better its ability to focus on new issues." He doesn't want a corporate policy that is just about checking boxes, and this applies to diversity in particular. "When I'm hiring someone new, it's not about having one more nationality at the company or someone of a particular age at a site or a different skin color in a department. I'm not interested in external characteristics like this but in what each applicant can bring to our company. That's how we can achieve maximum diversity." However, diversity doesn't happen by itself. It's the result of many conscious decisions. The goal is to find the best AND the most diverse.

TORSTEN BARD is Head of HR & Organization at the GETEC Group. In his opinion, diversity is still very much about pigeonholing people. He is convinced that his daughter's generation will take a far more relaxed and independent approach to cultural diversity.



DIVERSE PERSPECTIVES

HOW IS DIVERSITY EXPERIENCED AT GETEC? FIVE PERSPECTIVES

For Faranak Yazdani, diversity is about cultural variety. She has noticed that society is becoming increasingly heterogeneous and that the working world is changing. In her view, diversity should be anchored in a company's strategy – as it is at GETEC. A young woman with a migrant background, she works in the male-dominated field of IT. She noticed during the recruitment process and when she joined the company that GETEC takes diversity seriously. She feels that diverse personal experiences and cultural backgrounds are welcome and that the company seeks to benefit from different points of view. In her eyes, people with a migrant background offer great potential for the company because they know how to move between different cultures, often speak several languages and are very flexible. The advantages this brings when it comes to solving problems make GETEC more competitive and crisis-proof.

FARANAK YAZDANI, 33, has been an IT business analyst at GETEC since 2019. She moved to Magdeburg from Iran in 2014 to complete a master's degree in business IT.

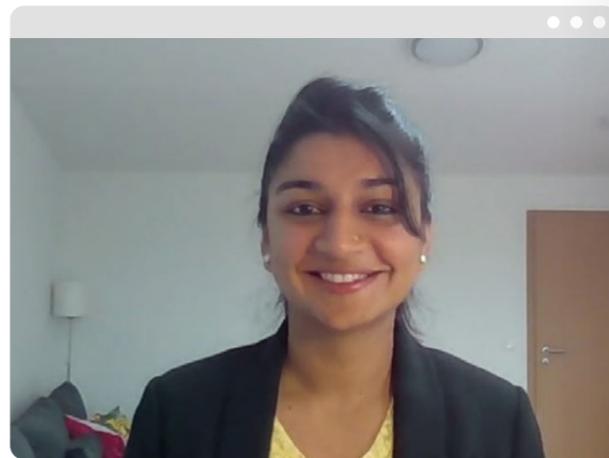




“PREJUDICE SHOULD CONTINUE TO HAVE NO PLACE AT GETEC IF WE DON'T WANT TO MISS OUT ON TALENTED PEOPLE.”

As a manager, Choukri Nouili's priority is to find the best people for his team. When he's hiring new employees, he assesses their ability to contribute to the company's success and how well they will fit in with the team. He doesn't usually look at the photo on the application until he has complete this assessment. He focuses especially on an applicant's background because he feels that it's very important to achieve the right mix within the team. In his view, GETEC is more diverse than the energy companies he has worked for previously. Management is increasingly employing "other" people and that impressed him. In his case, his name was no obstacle. Prejudice should continue to have no place at GETEC if talented people are not to be missed out on. He knows that anyone hearing his name would not immediately think he had been born and raised in the Rhineland.

CHOUKRI NOUILI, 46, is a manager at GETEC. His parents came to Germany from Tunisia. He has a business degree and moved to Magdeburg in 2019 to become Head of Controlling at the GETEC Group.



It was always Gargi Purnapatre's dream to develop the expertise needed for the energy transition. At GETEC, she has had the opportunity to actively shape and advance this change. A very well-educated and highly flexible young woman with a multicultural background, she stood out in a large pool of applicants to GETEC. She sees herself as the face of diversity at GETEC and it's something very dear to her heart. Each individual should be recognized and valued irrespective of his or her language, skin color, ethnic origin or gender. Gargi's multicultural background is seen as an advantage by her colleagues at GETEC. She always becomes aware of the esteem in which she is held when her colleagues ask for her opinion.

GARGI PURNAPATRE, 29, was born and raised in India. She studied mechanical engineering there before completing a master's degree in energy and process engineering at the Technical University of Berlin. She has worked as an energy consultant for GETEC since summer 2020.



“THE ENERGY INDUSTRY IS DOMINATED BY MEN AND THERE AREN'T MANY PEOPLE WITH A MIGRANT BACKGROUND.”

For Gergina Stefanova, diversity means treating all people equally, irrespective of their gender, skin color, ethnic origin or religion. She considers the energy industry to be rather conservative. It is dominated by men and there aren't many people with a migrant background. She views her employer more positively in this respect. The teams at GETEC are more diverse, with an above-average number of women in marketing and project development in particular. Nevertheless, there's still room for improvement. GETEC's management takes diversity very seriously and is working to achieve further progress. She says she can feel the Group's growing internationalization and is certain that the journey toward greater diversity is not yet at an end.

GERGINA STEFANOVA, 40, has lived in Germany since 2001. A native of Bulgaria, she studied law in Mannheim. She started working for GETEC in January 2016 and is now the Head of Key Account Management in Berlin.



Sami Galabi first experienced diversity in Germany. In Syria, his only contact was with Kurds and Arabs. At GETEC, he finds it exciting to exchange views with colleagues from many different countries, such as the trainee in his department who comes from Ukraine. He feels that his employer is becoming increasingly international. GETEC employees from Poland, Romania and Italy now also come to him when they have IT problems. Having concentrated on improving his German in recent years, he is now having to use English more again.

SAMI GALABI, 27, came to Germany from Syria in 2015. A Kurd, he graduated from high school in his native country. At GETEC, he trained as an IT systems integration specialist.

OCCUPATIONAL SAFETY

GRI 403: OCCUPATIONAL HEALTH AND SAFETY

GRI 103: INFORMATION ABOUT THE MANAGEMENT APPROACH

GRI STANDARD	TOPIC
103-1	EXPLANATION OF THE MATERIAL TOPIC AND ITS BOUNDARY
	<p>Many of our employees work in maintenance and service or in installing our energy solutions in plants or on construction sites. They are therefore exposed to the risks that are usual for the industry. At GETEC, the protection of our employees is therefore our main priority. We want to provide a safe and healthy environment to everyone who works for us and give them the training they need to be able to move safely and with foresight in this environment. We have therefore identified occupational health and safety as key topics.</p> <p>Our goal is prevent accidents from happening. To this end, we have developed our 360° Safety Culture. This approach comprises nine principles ranging from rapid investigation through the implementation of safety standards to comprehensive training. Accidents can have severe consequences for GETEC, both economically and socially. We also feel the same sense of responsibility for workplace safety when it comes to our contractors. And customers may also stipulate occupational safety requirements that need to be considered in our occupational health and safety management system.</p> <p>Well-qualified, motivated and healthy employees are GETEC's greatest asset and the foundation for our success. Alongside good working conditions, a flexible working organization and personnel development, protecting the health of our employees is a natural priority for us.</p>
103-2	THE MANAGEMENT APPROACH AND ITS COMPONENTS in combination with other GRI 403 requirements
403-1	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM
	<p>Our occupational health and safety management system applies across the GETEC Group and complies with the relevant legislation in each country. In Germany, for example, it is aligned with German Social Accident Insurance (DGUV) regulations.</p> <p>In addition to our 360° Safety Culture, our HSSE Group Policy and our strategy and targets, our occupational health and safety management system encompasses the following elements: a wide range of process and operating instructions intended to ensure the safe operation of plants; documented training; an accident and incident reporting system combined with root cause analysis and measures for the continuous improvement of the working environment and individual conduct; hazardous substance management; plant- and activity-based hazard assessment; health management; subcontractor management.</p> <p>In addition, we provide our employees with high-quality protective work wear from Engelbert Strauss, a company with which we have concluded a master agreement. The proper use of personal protective equipment (PPE) is described in an operating instruction. Supplementary DGUV regulations must also be observed.</p> <p>360° Safety Culture – for everyone</p> <p>Alongside our HSSE management system, we maintain a 360° Safety Culture throughout our company. It applies to all GETEC Group employees and encompasses the following principles:</p>



Examples of our safety culture in practice are reported as Safety Moments, which comprise the first agenda item at company meetings. If an accident has occurred, it will be discussed. Or there are brief reminders on topics such as COS: cleanliness + order = safety. We recently introduced monthly stand-up meetings in our operating areas which address any unsafe situations or near misses in order to identify potential sources of risk.

In order to anchor these principles more strongly in our day-to-day work, we have added occupational safety as a performance parameter on the feedback form used in the annual employee dialog.

Our 360° Safety Culture, our HSSE Policy and our HSSE management system (or the equivalent management system used by our regional platforms) apply to all GETEC Group employees. In the reporting period, there were differences between the individual companies with respect to ISO 45001 certification. Part of our management system has already been certified in accordance with this standard, with other parts to follow in the future. Our sites in the Netherlands and Italy have also been certified to ISO 45001. Due to the stricter safety requirements in the chemical industry, our sites in Muttentz and Emmen have already implemented high standards which they are constantly improving.

In 2020, the following companies/sites were certified to ISO 45001:2018:

- GETEC Contracting GmbH (wholly owned subsidiary of G+E GETEC Holding GmbH) for the Osnabrück, Kiel and Neubiberg sites
- GETEC PARK.EMMEN (Netherlands): certification for logistics
- Antas (Italy) for the Gragnano Trebbiense, Casalecchio di Reno, Genoa and Gragnano sites

The medium-term goal is to obtain ISO 45001 certification for other companies. The short-term goal is the certification of G+E GETEC Holding GmbH. In June 2021, the certification audit was successfully carried out.

GRI STANDARD	TOPIC
403-2	HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION
	<p>In addition to the legally prescribed reporting obligations, GETEC has a system for reporting accidents at work, commuting accidents and near misses. A detailed process instruction describes the accident reporting system and is applicable to all GETEC Group employees. The goal is to ensure a standardized and uniform reporting chain in the event of accidents at work, commuting accidents, near misses and unsafe situations. This procedure also ensures that management is immediately informed in the event of an incident and that standardized measures are implemented.</p> <p>In addition, the relevant department performs a root cause analysis and a safety evaluation in order to rule out repeat accidents. This is done by asking the persons involved specific "why" questions to determine the cause of an error or problem. The root cause analysis is aimed at eliminating the actual cause rather than the symptoms so that similar problems can be avoided in the future. We do this using the 5W method, so called because experience shows that the fifth "why" question will reveal the root cause. However, the number of questions is not limited to five. As many questions as necessary should be asked until the cause has been clearly identified and cannot be broken down any further.</p> <p>Root cause analysis serves to record and evaluate the individual steps in determining preventive action to avoid repeat accidents, thus helping to continuously optimize occupational health and safety. The HSSE department of the respective regional platform is responsible for subsequently updating the relevant process instructions, for example, and for implementing further improvements. Management is responsible for ensuring the implementation of and compliance with process instructions via the management cascade.</p> <p>Process instruction for occupational safety Each incident within the scope of this process instruction – for example, each accident that results in medical treatment (medical treatment case, MTC), accident at work resulting in lost working time, commuting accident, near miss or unsafe situation – must be reported to the respective direct supervisor immediately. The supervisor informs the regional platform's HSSE department without delay using the procedure that has been defined for this purpose. Central accident statistics are also maintained by the regional platform's HSSE department. Accident figures are reported using the most common international occupational safety indicator (LTIR – lost time injury rate), both cumulatively and on the basis of each million hours worked.</p>
403-3	OCCUPATIONAL HEALTH SERVICES
	<p>In the reporting year, GETEC's Germany platform was served by various decentralized occupational health services such as BAD Gesundheitsvorsorge und Sicherheitstechnik GmbH, the DEKRA testing and certification company, and a number of doctors' offices at selected sites. With a view to creating a uniform organization for our occupational health and medical care services and improving coordination, we are planning their centralization by BAD Gesundheitsvorsorge und Sicherheitstechnik GmbH in the course of 2021 and 2022. In this way, we aim to achieve transparency while ensuring the provision of flexible medical care at all our sites. The regional platforms for Switzerland and the Netherlands have their own medical care services at the respective sites. At our platform in Italy, we employ an occupational health physician who has a coordinating role. In addition, external occupational health specialists work for the company throughout Italy.</p>
403-4	WORKER PARTICIPATION, CONSULTATION, AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY
	<p>GETEC has implemented various safety committees in all its regional platforms. In Germany, this is the Occupational Safety Committee (Arbeitssicherheitsausschuss, ASA) which has the task of discussing issues relating to occupational safety, plant safety, occupational health and prevention, consulting on measures and preparing decisions. The Occupational Safety Committee meets at least once every quarter and then reports to GETEC's management. It is made up of the Head of HSSE (including the regional platforms), representatives from the works council, safety experts, (technical) managers from various departments and the company's medical officer. The safety committees for the other regional platforms work in the same or a similar way.</p>



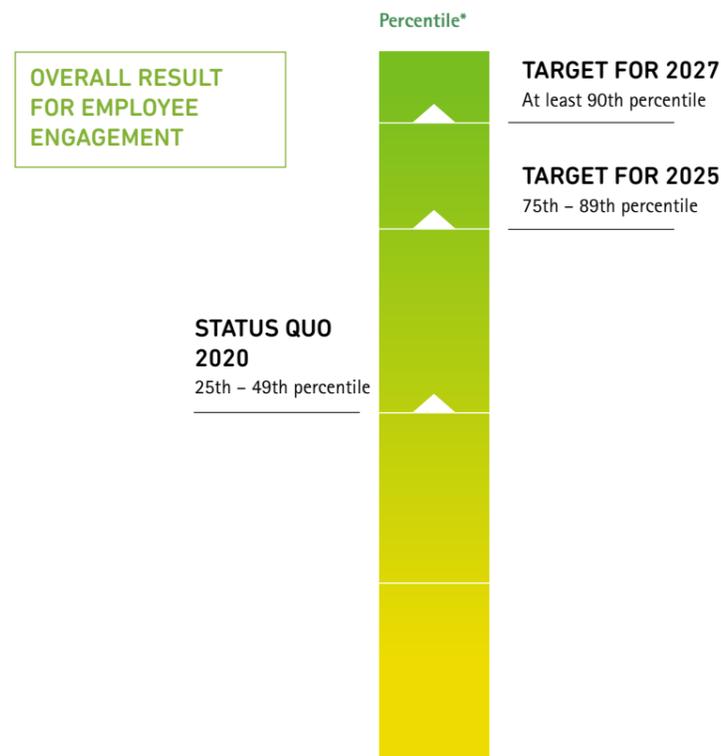
GINIE MULDER, Logistics team lead, stands among packaging in the warehouse at the Emmen multiclient site and checks the aluminum containers before they are filled with the customer's material.

GRI STANDARD	TOPIC
	<p>Our employees participate in developing, implementing and assessing our occupational health and safety management system in the following ways:</p> <ul style="list-style-type: none"> · All necessary information is made available in our intranet. It includes the 360° Safety Culture and HSSE Policy, the process and operating instructions and detailed forms for plant safety and hazard assessments. · We conduct meetings with employees who are returning to work after their recovery following an accident at work. Such meetings are led by the employee's supervisor. The goal is to identify and define suitable measures to prevent similar accidents. The involvement of the employee affected is invaluable in this respect. The outcome of the meeting is documented. <p>In 2020, the COVID-19 pandemic made it necessary to introduce additional processes and structures in order to manage the crisis. We established a coronavirus Crisis Team which met at least once a week during the reporting period. It was responsible for collating and evaluating information about the company's situation and its employees and about the political and regulatory environment in order to develop suitable measures for the company. The Crisis Team steered implementation of the measures and monitored their effectiveness. Made up of management members and specialists from the Communications, HSSE and HR departments, it continued its work in 2021. The Crisis Team issued various HSSE instructions in which it defined and regularly updated measures to protect the health of employees, customers and business partners. The measures included the "hands, face, space, fresh air" formula, room use concepts, temperature measurement, new visitor regulations, the introduction of mobile working, business travel restrictions, virtual meetings by video, testing for employees and much more. Our employees could access information about the latest occupational health measures via the company's intranet and were given regular updates in video podcasts by management and the head of the Crisis Team. GETEC was able to successfully manage the coronavirus year 2020 by taking the right measures at an early stage, providing information frequently and implementing its plans systematically.</p>
403-5	<p>WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY</p> <p>Our occupational health and safety system is underpinned by continuous training and development measures. We use SAM, an online training system, to offer various safety training sessions, either as mandatory annual training or as additional briefings. Both technical employees and office staff must receive training on certain topics. Supervisors are responsible for assigning training measures to their employees. There are various training packages depending on an employee's activity profile. Training for office staff includes fire prevention, first aid and electrical hazards. The package for technical employees includes additional training in the use of personal protective equipment and the maintenance of plant and machinery, the safe use of tools, hot media and hazardous substances, and the use of ladders and step ladders.</p> <p>Planned amount of training: Average of 25 training measures per employee per year</p> <p>Average total training per employee in 2020: 6.25 hours</p> <p>Average of 19 safety training measures per employee: 4.75 hours</p> <p>6 training measures on other topics: 1.5 hours</p>
403-6	<p>PROMOTION OF WORKER HEALTH</p> <p>GETEC provides its employees with ergonomic office furniture that meets the highest standards. For the Germany regional platform, we have implemented office concepts at the Berlin and Hamburg sites which offer spaces reserved for personal conversations. Regular workplace inspections are performed in all regional companies in compliance with local HSSE standards with the aim of further optimizing offices as well as defining and implementing measures. In Germany, the works council that was established in 2019 is consulted on these measures.</p>

GRI STANDARD	TOPIC
	<p>For many years, there has been a running group at the Magdeburg site which trains for competitions such as the Magdeburg Business Run. Running groups from other sites also take part so the event not only promotes health but also has a team-building effect. During the COVID-19 pandemic in 2020 and 2021, the race was held virtually with the runners connected via an app. This new format enabled the Group's employees from other countries to participate as well, thus motivating them to run. This not only benefits employees' health but also strengthens teams across national borders.</p> <p>Our goal is to continue promoting our employees' health through prevention measures (workshops, health days), collaborations with gyms and company sports offerings. In the medium term, we're aiming to establish a sustainable health management system focusing on communication, training for managers and change management. A structured analysis will be performed to establish health management requirements. Strategic HR and organizational development measures are designed to place the focus on managers, framework conditions and occupational safety.</p>
403-7	<p>PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY IMPACTS DIRECTLY LINKED BY BUSINESS RELATIONSHIPS</p> <p>We expect our business partners to ensure a safe and healthy working environment in their companies. Suppliers are expected to ensure the high quality of their business processes, especially concerning occupational health and safety. Our newly developed Supplier Code of Conduct, which was accepted by three quarters of our top suppliers in 2020, defines the following requirements: Our business partners comply with the principles and applicable provisions of occupational health and safety in the workplace. They ensure appropriate controls, safe working procedures, preventive maintenance and the necessary technical protection measures to minimize occupational health and safety risks and ensure a safe working environment for their employees and third parties on the basis of applicable local legislation. Our service agreements now include a clause concerning the reporting of accidents to GETEC.</p> <p>Collaboration with subcontractors If the employees of one or more contractors or independent subcontractors work at a specific location, the companies must cooperate concerning safety and health protection in accordance with section 13 of Germany's Industrial Safety Regulation and section 6 of DGUV Regulation 1 (principles of prevention). In particular, they must appoint a coordinator to plan operations if this is necessary to prevent potential hazards to each other's employees. The coordinator must have certain qualifications and the necessary authority to issue instructions to prevent specific hazards. In some cases, Germany's Construction Site Ordinance (BauStellV) applies. GETEC manages the cooperation between several employers by way of an operating instruction, a health and safety plan and a questionnaire to be completed by the coordinator.</p>
103-3	<p>EVALUATION OF THE MANAGEMENT APPROACH</p> <p>A root cause analysis (see above) is performed after accidents, near misses and unsafe situations. New accident prevention measures are defined based on the results. The relevant department is responsible for implementing the measures and, together with the HSSE Department, monitors their implementation and evaluates their effectiveness.</p> <p>Over the past three years, the accident rate at GETEC has declined continuously. It is significantly below all empirical and average values in our sector and we continue to work on keeping the accident rate as low as possible.</p>
403-9	<p>WORK-RELATED INJURIES</p> <p>The number of accidents resulting in lost working time (one day and more) per million hours worked (lost time injury rate, LTIR) during the reporting period was 3.14. There were no deaths. We continue to measure the total recordable incident rate (TRIR), which stood at 5.96 per million hours worked in 2020. This figure for recordable work-related injuries includes, for example, medical treatment and accidents resulting in a restricted ability to work.</p>

HOW ENGAGED ARE OUR EMPLOYEES?

SUMMARIZED RESULTS OF THE EMPLOYEE ENGAGEMENT SURVEY AND HOW WE AIM TO IMPROVE



* **EXPLANATION OF PERCENTILE:** The 25th percentile indicates that 75% of the working groups are above this result. The higher the percentile, the stronger this element in comparison with the database. The percentile rating is used as a reference value for comparing the results of your team with those of other teams.

** **EXPLANATION OF POINTS:** Up to 5 points can be allocated. The strength or weakness of the number of points does not depend on the absolute number of points but on how comparable working groups answered the same question. The basis for the reference group is the Gallup database.

STRENGTHS**

Results in the 25th - 49th percentile



WEAKNESSES**

Results in the 25th percentile



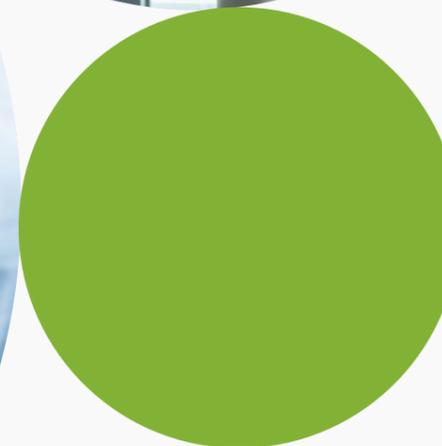
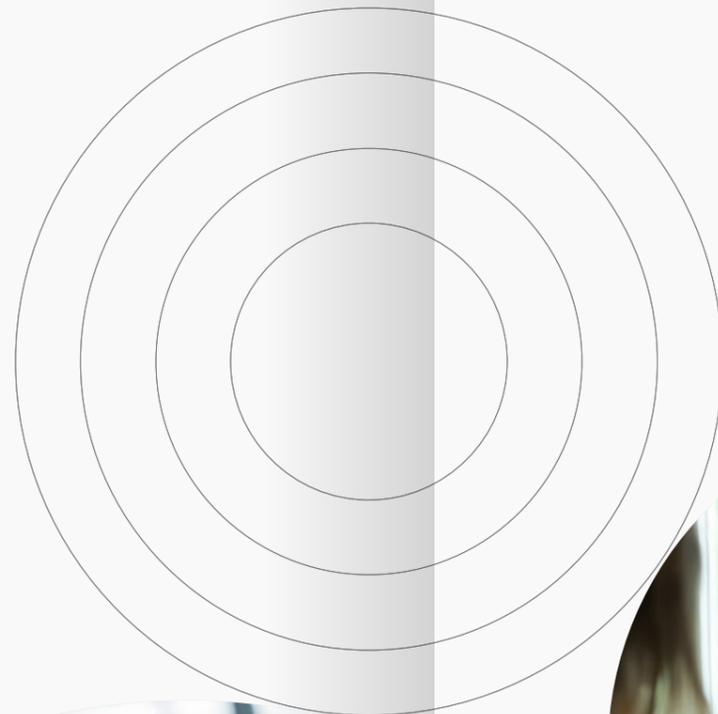
HOW DO WE USE THE RESULTS TO IMPROVE?

- Teams are given the results in a meeting.
- Teams discuss the results with their supervisor and, if necessary, with their HR Business Partner.
- Teams analyze the results without their supervisor and then present their conclusions to him/her. This may be done anonymously via a trusted representative.
- Employees choose what they consider to be the three most relevant fields of action and define measures.
- An expert or trusted representative moderates a subsequent session to discuss the fields of action and measures and to review their viability and ensure that their progress is discussed regularly.
- An action plan is produced for management and HR.
- Implementation is monitored.



FLORIAN KLITSCH, Head of Project Management Office at the GETEC Group, collects his child from the GETEC daycare center. His partner also works for GETEC. Having a daycare center right next to the company's headquarters in Magdeburg is very practical for all three of them. The facility was opened in 2014 and is operated by Johanniter-Unfall-Hilfe e.V. With an indoor area of 925 m² and outdoor space of 5,000 m², the center has a creative room, a sensory path, a trampoline, raised beds for growing vegetables, flowers and herbs, and all the usual facilities – and a lot of space for the 39 infants and toddlers, 44 preschoolers and a beehive.

GOVERN- NANCE



COMPLIANCE METRICS

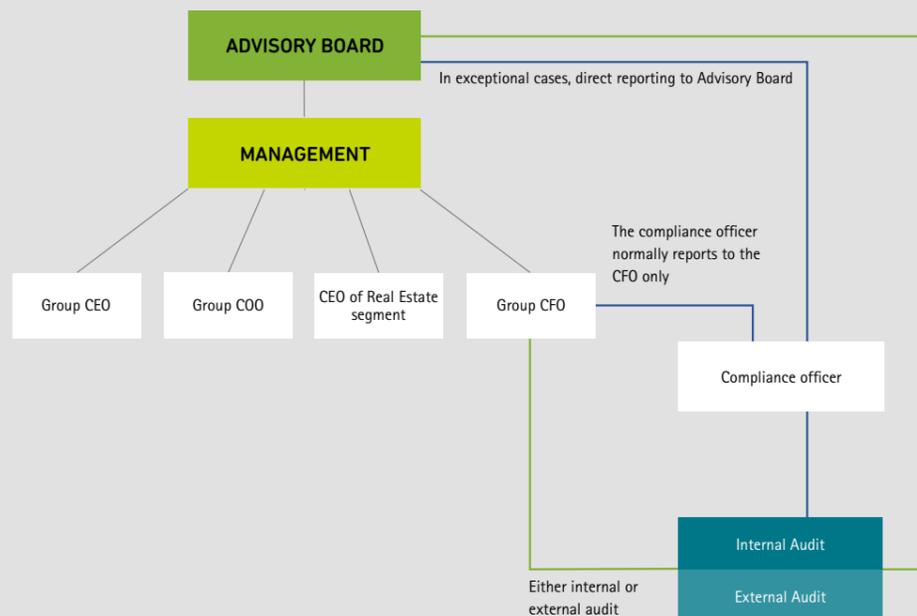
A COMPANY'S MANAGEMENT IS ONLY AS GOOD AS THE PEOPLE INVOLVED AND THE SUPPORT PROVIDED BY THE SYSTEMS THAT HAVE BEEN IMPLEMENTED.

A company can only ever be as good as its management. Whereas management was previously always tied to individuals, today processes are increasingly designed so that the organization can be managed independent of specific individuals. Implementing ESG and compliance systems, providing training in regulations and, of course, the people involved play a key role in the success of modern corporate management.



GETEC Group compliance organization

102-18 GOVERNANCE STRUCTURE



EMPLOYEES TRAINED (CODE OF CONDUCT)



MEASURES

- Cultivating the compliance culture
- Training and audit plan
- Annual confirmation of compliance with the Code of Conduct

PURCHASING VOLUME IN COUNTRIES WITH CPI < 60 POINTS



MEASURES

- Risk assessment of countries and industries
- Guideline for sustainable procurement
- Minimum requirements for procurement processes

SUPPLIERS RECOGNIZING GETEC SUPPLIER CODE OF CONDUCT



MEASURES

- Acceptance of Supplier Code of Conduct on conclusion of contracts
- Verification of compliance with the Supplier Code of Conduct
- Clear rules in the event of noncompliance

* Main suppliers

COMPLIANCE (ETHICS/ANTI-CORRUPTION) & ENVIRONMENTAL COMPLIANCE

GRI 419: SOCIOECONOMIC COMPLIANCE

GRI 307: ENVIRONMENTAL COMPLIANCE

IN COMBINATION WITH GRI 103

GRI STANDARD	TOPIC
103-1	EXPLANATION OF THE MATERIAL TOPIC AND ITS BOUNDARY
	<p>Our business success is based to a significant extent on our reputation in the market. Notwithstanding our own expectations and our culture of compliance, any noncompliance with legal requirements, contractual provisions, company regulations and ethical standards could damage this reputation. Besides resulting in criminal and civil penalties, misconduct may also mean that we fail to win new contracts from customers or they cancel existing contracts, that we are excluded from tenders or that our subcontractors no longer want to work with us.</p> <p>At GETEC, ethical conduct is a given. Just as we expect our business partners and stakeholders to behave ethically, we set ourselves high standards as well. We are convinced that all stakeholders, but especially those who are vulnerable, benefit when ethical standards are upheld in business life. Ethical conduct also means preventing rather than tolerating or inciting corruption.</p> <p>Upholding ethical standards and preventing corruption are of great importance in the business development of a company like GETEC. Irrespective of the expectations we have of ourselves, violations of these principles jeopardize our company's continued development, either because the company's assets are reduced or because the company is exposed to the disadvantages outlined above. We also cannot accept corruption over fair competition.</p> <p>We already have to submit statements concerning our compliance with ethical business standards when participating in both public and private tenders. Accordingly, GETEC is very careful to ensure that no violations occur and provides regular training for both management and the rest of the workforce. Our compliance organization investigates any potential violations that are identified or reported. If it is found that a violation has actually occurred, the necessary measures are taken to compensate for any damage and prevent a recurrence of the violation. Extreme cases may result in dismissal.</p> <p>Our compliance regulations apply to all consolidated companies of the GETEC Group, with the exception of those in Italy. These companies were first integrated into the GETEC Group in mid-2021. As integration continues, the existing compliance regulations, which are fundamentally comparable with those of the GETEC Group, will be harmonized with the Group's standard regulations.</p> <p>We do not believe that our corporate responsibility is restricted just to our company. As one of the leading energy services providers and contracting specialists for the industrial and real estate sectors in Europe, we also assume responsibility for our customers and business partners. On the one hand, we help them navigate the increasingly complex energy landscape and offer our expertise in smart, efficient and green energy solutions. On the other hand, we support our partner companies in other sustainability issues such as compliance. Our Supplier Code of Conduct requires our suppliers to accept our understanding of fair conduct and compliance in the supply chain. Any violations by our suppliers always reflect on GETEC. We launched the social assessment of our suppliers in 2020 and the roll-out process is ongoing.</p> <p>Environmental compliance also plays a key role for companies in our industry. In our view, observing environmentally relevant legislation is essential. Violations may result in fines, sanctions, a negative reputation and environmental damage. A functioning environmental compliance system is critical to our business model and applies to all sites and platforms. Our Implementation, Permits, Environmental Protection, Operations and Service departments are responsible for this.</p>

103-2

THE MANAGEMENT APPROACH AND ITS COMPONENTS

Compliance management system

GETEC has implemented a Group-wide compliance management system.

Its main features are as follows:

An independent compliance organization has been established, the independence of which is ensured by a direct reporting line to the Chairman of the GETEC Group Advisory Board. The compliance organization is authorized to implement all the measures it considers appropriate and to directly instruct other organizational units.

A further feature is the internal organization of the Compliance Department. It has its own regulations with the following structure:

1. Structure and tasks of the compliance organization
2. Overview of compliance-relevant areas of activity
3. Compliance management reporting
4. Request for compliance statements
5. Process for auditing compliance processes
6. Checklist for deadlines and regular requests
7. Compliance training plan
8. Compliance audit plan

Compliance-relevant areas of activity

At the GETEC Group, compliance-relevant areas of activity are defined as those with a higher risk of compliance violations. Each compliance-relevant area of activity is assigned to a risk category (low, medium, high). Depending on the respective risk categories, the management of the GETEC Group proposes the audit focus in the annual audit plan. The list of compliance-relevant areas of activity and risk categories is reviewed in the first quarter of a calendar year and adjusted if necessary.

In the Industrial Segment, compliance-relevant activities range from ordering services through participating in events and protecting operational secrets to competition law. In the Real Estate Segment, the use of brokers and consultants is especially sensitive. In Operations, activities such as procurement, emission control and permits are considered to be a medium compliance risk. Of the central service units, Procurement (preventing corruption), Accounting, Finance and Treasury (checking incoming payments and invoices, approving payments) are assigned to the high risk category. Within Energy Management, compliance mainly affects Procurement. In the case of transactions outside Germany, a risk assessment is required for each country.

The goals of the management system are to avoid compliance violations across the Group and establish a compliance culture that extends beyond the boundaries of the company itself. It requires both GETEC employees and external employees to proactively report on activities. This is the only way to embed the compliance culture within the company and beyond and to prevent violations.

GRI STANDARD **TOPIC****Compliance organization**

The compliance organization of the GETEC Group is made up of the compliance officer, the compliance assistant and the CFO, to whom the compliance officer reports. In exceptional cases, the compliance officer reports to the Chairman of the GETEC Group Advisory Board, which is part of the compliance organization in this case only.

The compliance organization's assignment is to support the management of the GETEC Group in ensuring compliance by the GETEC Group and its employees with the applicable external and internal regulations (governance). The main activities are:

- Preparing proposals for new regulations or updates of existing regulations with compliance-relevant content
- Preparing an overview of the parts of the GETEC Group that are particularly exposed to compliance issues
- Preparing compliance audit plans and performing general compliance audits after approval by the management of the GETEC Group
- Providing information and training to the Group on compliance-relevant aspects
- Performing compliance reporting
- Investigating compliance cases

Tax compliance is not in the remit of the compliance organization.

The compliance organization exercises its own discretion in its activities and organizes its tasks independently. It decides whether to use external resources in the performance of its tasks. The relevant decisions in this respect are usually made by the compliance officer in consultation with the CFO.

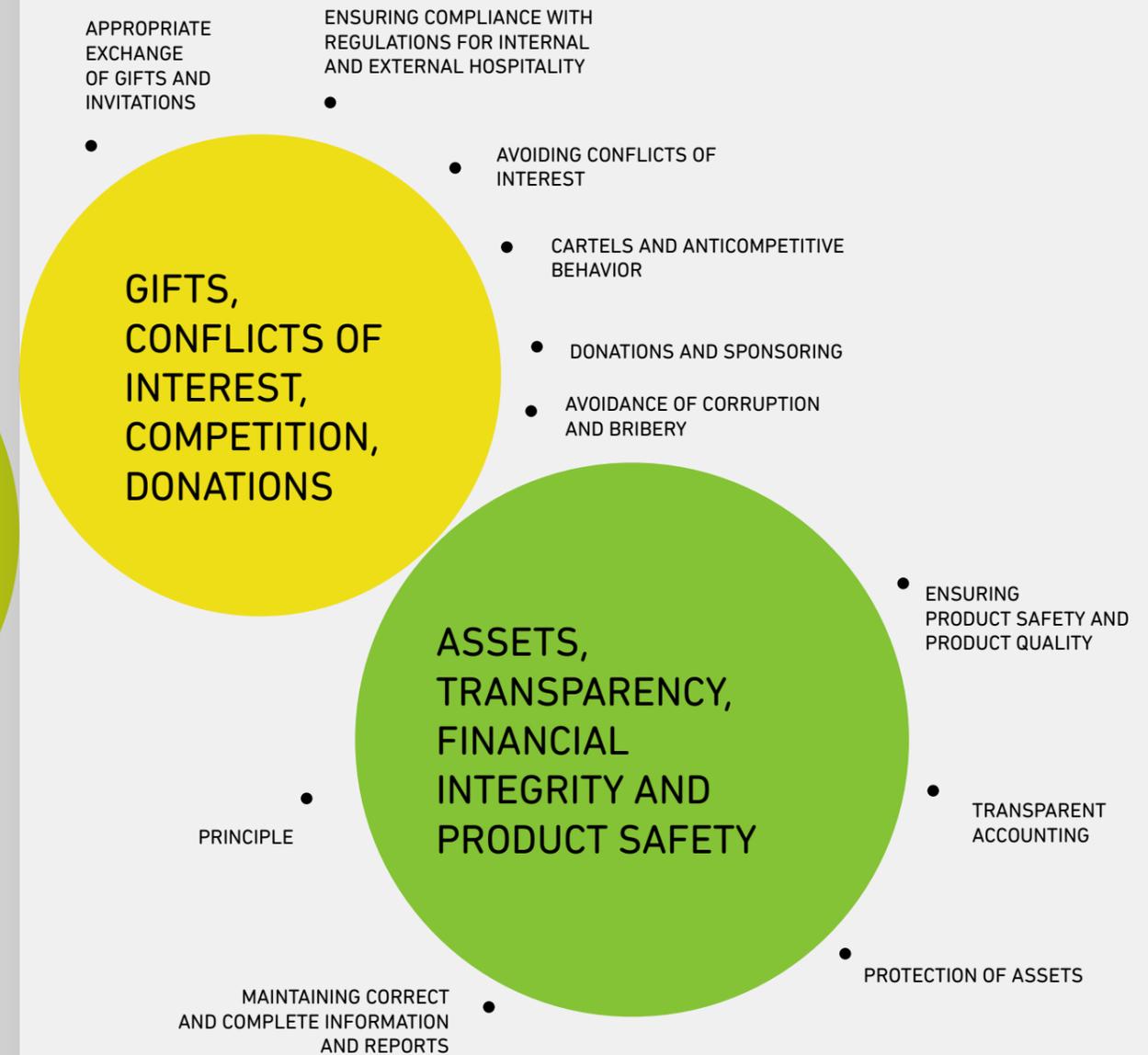
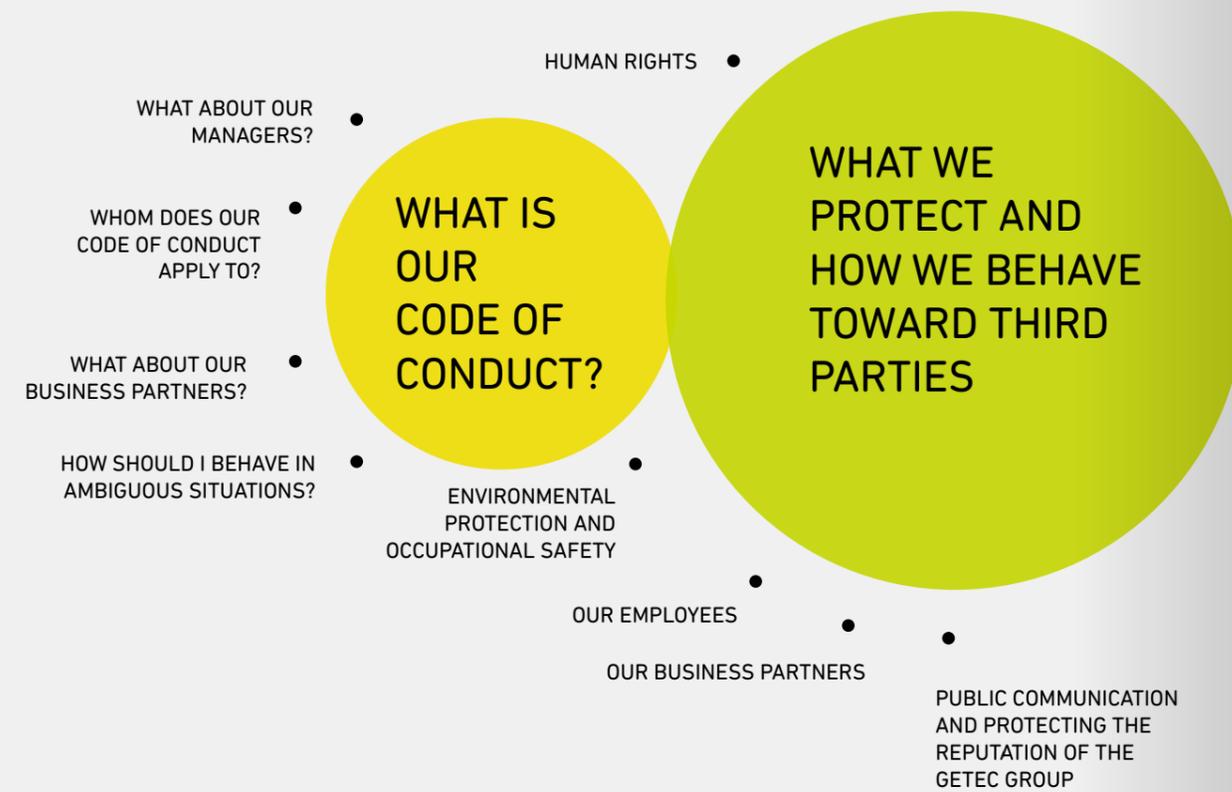


SILVIO FAVA, head of the Legal department in Italy and Compliance Officer for the Italy regional platform in Piacenza.

OUR CODE OF CONDUCT AT A GLANCE

Compliance is essential and a matter of course for us. Our Code of Conduct summarizes all the basic rules governing how we act. It contains a promise to ourselves and to all the people and organizations we have dealings with that our conduct will be ethically and morally irreproachable and comply with all the laws, guidelines and regulations that apply to us.

Our Code of Conduct applies without exception to all GETEC employees and corporate bodies. It specifies what is expected of each person who works for GETEC and supports us in ensuring a responsible and respectful way of working. All employees are obliged to familiarize themselves with the Code of Conduct, consulting their supervisor for guidance if necessary. In addition, all members of the top three management levels are required to provide formal confirmation each year that all employees act in compliance with our Code of Conduct. All employees should ensure that their work is always safe and ethically irreproachable, complies with the applicable laws and regulations, corresponds with GETEC's requirements and values, and aligns with the company's targets.



You can download our complete Code of Conduct here:

[DOWNLOAD](#)

OUR SUPPLIER CODE OF CONDUCT AT A GLANCE

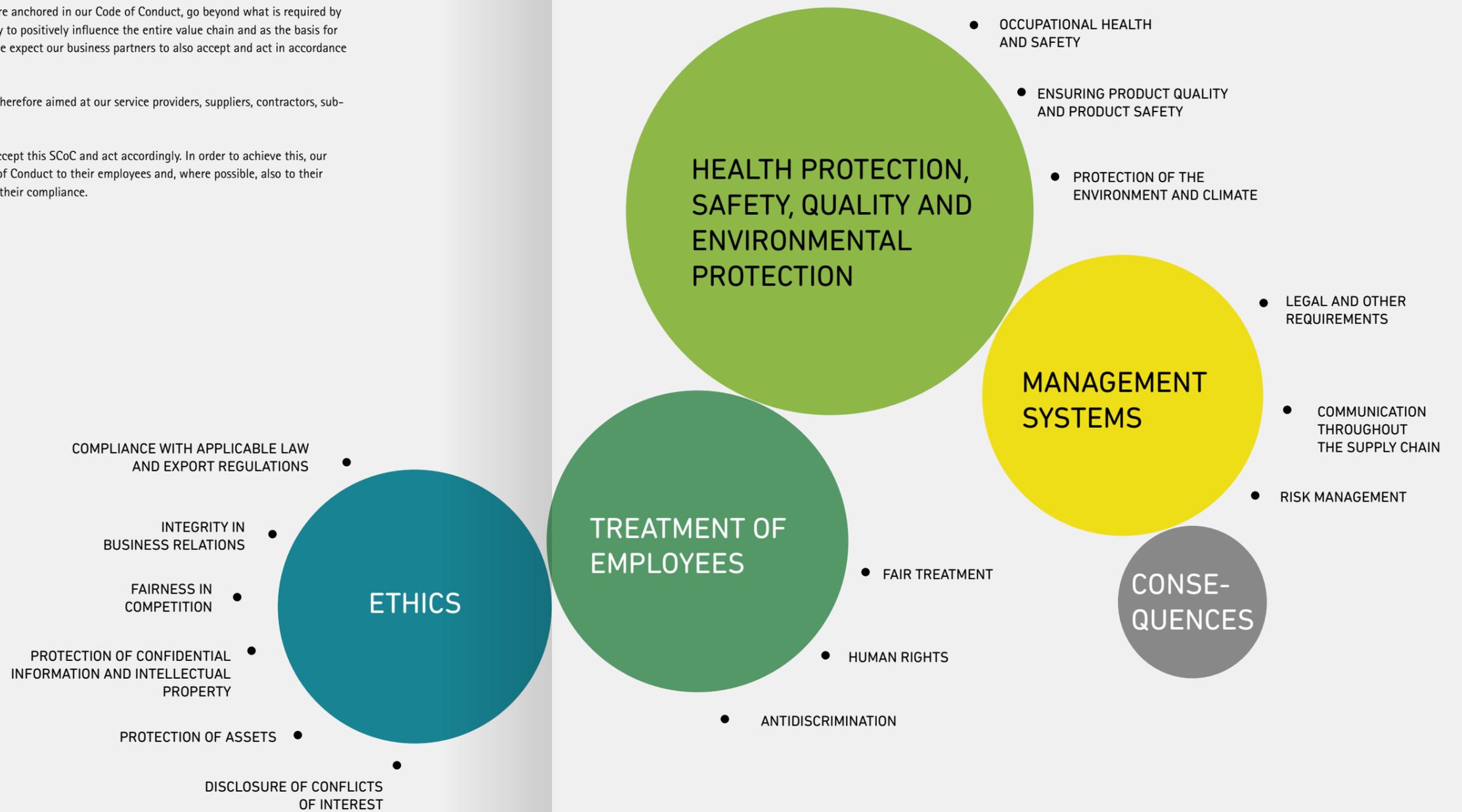
Our voluntary rules on behavior, which are anchored in our Code of Conduct, go beyond what is required by law. We see these rules as an opportunity to positively influence the entire value chain and as the basis for a collaborative partnership. That's why we expect our business partners to also accept and act in accordance with these rules.

Our Supplier Code of Conduct (SCoC) is therefore aimed at our service providers, suppliers, contractors, sub-contractors and consultants.

GETEC expects its business partners to accept this SCoC and act accordingly. In order to achieve this, our business partners also provide the Code of Conduct to their employees and, where possible, also to their consultants and contractors, and ensure their compliance.

You can download our complete Supplier Code of Conduct here:

[DOWNLOAD](#)



GRI STANDARD TOPIC

This SCoC is an essential element of our business relationships and must be expressly accepted by our business partners when we conclude contracts with them if they do not have their own equivalent rules. If a business partner is unable to comply with part of this SCoC, we expect that business partner to take immediate remedial action to ensure compliance with the SCoC. We reserve the right to terminate agreements with business partners who are unable to verify their compliance with this SCoC in the course of a review (audit, assessment).

The SCoC was rolled out in 2020. Acceptance by the suppliers took place gradually in the reporting year and is continuing. We started with our main suppliers in 2020 and 77 percent of them accepted the SCoC that year. Our goal is to ensure acceptance by all suppliers as soon as possible.

We procure materials and services in accordance with all applicable laws and regulations as well as our own policies. In order to fulfill our responsibility in the procurement of goods and services, we have drawn up a sustainable procurement directive. While the planned central procurement department is still being established, this directive will apply to all technical procurement activities, with the exception of the procurement of energy and fuels. The directive is binding on all our employees and guides them on how to ensure sustainability in procurement. In addition, it defines minimum requirements for procurement activities. These cover, for example, tenders, negotiations with contractors, contract awards, supplier approval, contractual terms and documentation.

GETEC also assesses the risks specific to individual countries and industries. This risk assessment makes it possible to identify and evaluate the sustainability risks in countries where our business partners' direct suppliers have their head office or, on the basis of supplier audits, use subcontractors from these countries. The goal of the analysis is to establish whether GETEC obtains raw materials or materials from a region or an industry which does not comply with minimum social and environmental standards or does not comply fully. We use the Corruption Perception Index (CPI) from Transparency International to evaluate country and industry risks.

Environmental compliance

Respect for the environment is part of our corporate philosophy and is firmly anchored in the way we operate. It is our goal to cause as few accidents as possible, to avoid serious accidents altogether, to avoid risks to health and to cause no damage to the environment.

Below are examples of environmental topics with reference to the relevant legislation.

- Emission control: Monitoring of existing plants that require a permit under Germany's emission control legislation, plants as defined in the 42nd and 44th Ordinances on the Implementation of the Federal Immission Control Act
- Preparation of permit procedures, monitoring plans and emission reports in accordance with Germany's emission control legislation
- Reporting, e.g., renewable energy levy, self supply with energy, energy statistics
- Preparation and submission of emission statement in accordance with the 11th Ordinance on the Implementation of the Federal Immission Control Act
- Preparation of applications and support for necessary modifications to existing plants that require a permit under Germany's emission control legislation
- Performance of permit procedures and preparation of application documents (permits for new plants in accordance with the 4th Ordinance on the Implementation of the Federal Immission Control Act and permits for modification in accordance with section 16 of the Federal Immission Control Act)

We also expect our partner companies to have a functioning environmental compliance system and to satisfy the following requirements:

- Compliance with all applicable environmental, occupational health and safety regulations is ensured.
- Their products are developed, manufactured, transported, stored, used and disposed of safely and in an environmentally compatible way.
- The environment, human life and health are protected against any hazards that might arise in connection with their manufacturing processes and products.
- They operate in a way that minimizes the use of resources, recycling and/or reducing waste and emissions to the air, water and soil in such a way as to limit their impacts on human health, biodiversity, climate change and water scarcity.

GRI STANDARD TOPIC

SpeakUp whistleblowing system

SpeakUp is the name of our whistleblowing system which was launched in 2019 and is an important part of our compliance management system. There are detailed instructions for employees on how to use the system. Their anonymity is guaranteed by the fact that the system is operated by an external provider. All reports – whether they are made by phone or via the internet – are submitted entirely anonymously. Compliance-relevant issues should preferably be reported directly to the respective supervisor or to Legal and Compliance, as has been the case to date. SpeakUp is not intended to replace proven reporting channels but is an additional option for particularly sensitive issues.



The GETEC Group has defined an extensive catalog of standard sanctions for compliance violations that take place within and outside the company. These sanctions range from reprimands and written warnings to dismissal (for employees) and delisting (for customers). The fundamental principle is that a sanction must always be proportionate to the violation. Legal and Compliance is responsible for deciding sanctions. The management of the GETEC Group has the discretion to decide on how to react to a compliance violation that is not covered by the sanctions catalog.

WHAT RESPONSIBILITY DO SUPPLIERS HAVE?



THE VISSMANN COMPANY BEARS YOUR NAME. DOES THIS MEAN YOU HAVE A PARTICULAR RESPONSIBILITY WHEN IT COMES TO ETHICAL CONDUCT?

Sustainability underpins everything we do. Our purpose is: "We create living spaces for generations to come." Every day, all 12,700 members of the global Viessmann family bring this purpose to life, each one of them taking responsibility for their actions. The coronavirus pandemic has demonstrated

impressively the extent to which responsible conduct is embedded in our company. We have experienced the incredible team spirit, pragmatism and entrepreneurship of our family members. At the same time, we have raised our social responsibility to a new level during the crisis, manufacturing disinfectants, masks, mobile respirators and air purification solutions and providing them to those who have been most severely affected by the pandemic.

YOU'RE NOT ONLY ONE OF GETEC'S MAIN SUPPLIERS BUT ALSO HAVE A COLLABORATION AGREEMENT. WHAT MADE YOU TAKE THIS STEP?

GETEC and Viessmann are not only leaders in their respective fields – contracting and plant engineering – but also share the same mission of providing smart and sustainable energy solutions tailored exactly to users' individual needs. In this way, we help our customers contribute to climate protection.

"WE CREATE LIVING SPACES FOR GENERATIONS TO COME"

YOU HAVE THE REPUTATION OF BEING VISSMANN'S MR. INNOVATOR. WHAT DO YOU THINK WILL CHANGE IN THE FUTURE WHEN IT COMES TO SUPPLIER SELECTION, COLLABORATION AND SUPPLY CHAINS?

If you want to shape the future, you need to chart your course early on. That's what we at Viessmann have done – also regarding our collaboration with suppliers. Our entire value chain is based on the principle of sustainability and our partners apply the same principles. We all feel that we have an obligation to future generations and are unanimous in our belief that we need to collaborate if we are to preserve the quality of life on earth.

Maximilian Viessmann is Co-CEO of the Viessmann Group. In 2018, Professor Martin Viessmann's son took over the management of the company together with Joachim Janssen. An industrial engineer and management consultant, he has been active in the company since 2015. In addition to the digital and cultural transformation of the Group, Viessmann is driving the further development of the heating and climate business. With the values "responsible," "team-oriented" and "entrepreneurial," the family-owned company expresses how it puts people front and center and continually invests in the development and diversity of the 12,700 members of the Viessmann family.

GRI STANDARD	TOPIC
102-9	SUPPLY CHAIN
	<p>In the 2020 reporting year, most of the GETEC Group's organizational units procured the materials, goods, components and services they needed individually. In the medium term, large-scale requirements are to be coordinated by Central Technical Procurement, which we are developing in 2021 as part of a strategy project.</p> <p>The GETEC Group obtains goods and services from the energy and environment, metal and electronics, chemicals and raw materials, construction and services sectors. They are consolidated in 15 categories and individual suppliers may cover more than one category. The items procured include components for heating and cooling, electricity generation in boiler and condensation systems, fuel supply, measurement and control equipment, construction, maintenance, assembly and facility management. The "Miscellaneous" category covers laboratory and testing services, logistics, packaging, travel and vehicle fleet.</p> <hr/> <p>A significant part of our supply chain concerns the project business which, depending on the customer, is often a one-time business. In the case of a major project, we may place orders with more than 100 suppliers and service providers. They deliver, for example, all the components we need for a power plant – from a pump costing €100 to a boiler system worth €20 million. After completion of a plant, we often collaborate with specialized component service providers for many years. These partnerships enable us to exert a large influence on the companies' ESG development.</p> <p>In 2020, the regional platform for Germany had a total of some 4,800 suppliers and expenditures in the triple-digit million euro range. Around 20 percent of this is accounted for by annual expenditures to ensure the ongoing operation of installed plants. We often use third-party contractors to service and maintain our over 170 plants in the Industrial Segment and some 11,500 heating and cooling plants in the Real Estate Segment.</p> <p>Most of our suppliers – more than 5,800 – are based in Germany, with the remainder in Austria, Poland, the Netherlands, Romania, Luxembourg, the United Kingdom (a low double-digit number) and various other countries.</p> <p>Our major project in Romania – a power plant for Clariant – serves to illustrate our supply chain. Of the investment costs of more than €50 million, around 15 percent was paid for general construction, civil engineering and peripheral construction services. The components for the boiler system were sourced all over Europe. The steelwork, for example, came from Turkey. The individual components were delivered to the construction site in Romania and assembled there.</p> <p>GETEC Energy Management GmbH, also known as the Energy Management and Energy Markets Competence Center, is responsible for procuring primary fuels for all GETEC Group units in the regional platform for Germany. All our energy management suppliers and service providers come from Germany. In the reporting year, around 35 of them worked directly for GETEC Energy Management GmbH and around 300 (mainly biomass suppliers) for other GETEC Group companies. In 2020, we paid more than €100 million to energy management suppliers and service providers. These include, firstly, primary fuel suppliers (natural gas, biomethane, electricity and heating oil), secondly, producers of biomass (wood chips, landscaping products) such as forestry companies and producers of pulverized lignite, and thirdly, the providers of market information, invoicing services or IT services. The GETEC Group regional platforms in the Netherlands, Switzerland and Italy take a similar approach and apply similar standards.</p> <p>In 2020, the GETEC.PARK.SWISS multiclient site in Muttenz procured goods and services in the double-digit million euro range from more than 1,000 suppliers and service providers. These are assigned to the following sectors: chemicals, services, energy and liquids, packaging, construction and maintenance services, and technical equipment. The goods purchased included measuring and control systems, batteries, equipment, construction materials, chemicals, electrical components, seals, fuels and gases, coolants, filters, hardware and software, pumps and pipes. The Muttenz multiclient site procured the following services: analytics, inspection, calibration, construction and plant planning, IT services. The suppliers are headquartered in Switzerland, Austria, Belgium, Germany, France, Ireland, Israel, Italy, the Netherlands and Sweden.</p>

In 2020, the GETEC PARK.EMMEN multiclient site procured the following goods and services: mechanical components such as valves and bearings, IT and automation, electrical equipment and measuring instruments, laboratory materials and equipment, tests and inspections, transportation and fuel, chemicals and packaging materials. In the reporting year, the number of contractual suppliers (including service providers) totaled more than 560. The Emmen multiclient site spent an amount in the low single-digit million euro range on procuring goods and services. Most of the suppliers are headquartered in the Netherlands, with others from Germany, Belgium, the United States, Ireland and Switzerland.

In 2020, the regional platform for Italy procured goods and services from around 1,000 active suppliers at a cost in the high double-digit million euro range. The largest proportion of this amount (more than 40 percent) was paid for contractual services, one third went for gas and chemical products and 17 percent for materials. The rest was assigned to categories such as consultancy, general services, IT and telecommunications.

"THE GOAL IS FOR BOTH TO IMPLEMENT BEST PRACTICE"

AN ITALIAN COMPANY HAS BEEN INTEGRATED INTO THE GETEC GROUP. HOW CAN THE TWO CULTURES BE COMBINED? COMPLIANCE OFFICERS SEBASTIAN ISENBERG AND SILVIO FAVA EXPLAIN.

Following the acquisition and integration of the Italian company Antas S.p.A. by the GETEC Group, the compliance systems of the two partners now need to be harmonized. The compliance officers of GETEC and Antas, Sebastian Isenberg and Silvio Fava, explain how they intend to bring together two different compliance cultures.



SEBASTIAN ISENBERG in Magdeburg, Germany



SILVIO FAVA in Piacenza, Italy

MR. ISENBERG, WHAT ADVANTAGES HAS THE MERGER OF GETEC AND ANTAS DELIVERED IN TERMS OF COMPLIANCE FOR BOTH PARTNERS? HOW DO YOU SEE IT FROM GETEC'S PERSPECTIVE?

SEBASTIAN ISENBERG: We are both benefiting from a transfer of knowledge. As the two companies have different cultural backgrounds and compliance is structured differently in some respects, we can both learn a lot from each other. In terms of measures, for example, we can make our compliance organizations more effective by combining the best of both worlds. To this end, we are currently comparing our compliance rules to identify where there are gaps that need filling and which aspects we can learn from each other. The goal is best practice for both of us.

MR. FAVA, WHICH ASPECTS OF THIS LEARNING PROCESS ARE IMPORTANT FOR ANTAS?

SILVIO FAVA: We have a functioning compliance system but we can still learn a lot from GETEC's compliance structure. This includes, for example, the rule that each member of the company's management has to make an individual compliance statement each year. This is not something we have practiced to date. However, we're now working to implement it as well.

MR. ISENBERG, WHAT MOST IMPRESSED YOU WHEN YOU STARTED TO LOOK AT ITALIAN LAW?

ISENBERG: One interesting aspect is Italy's Law 231 from June 8, 2001, which stipulates comparatively unusual compliance requirements. It provides a company with a framework and, if the company operates strictly within this framework, it is relatively well protected if a compliance issue arises. This is ensured by the organization and management model (Modello Organizzativo e Gestionale, MOG) and the largely independent advisory and oversight committee (Organismo di Vigilanza, ODV) required by the law. While the legal framework in Germany is different, we are now considering whether it makes sense to voluntarily implement comparable organizational structures at GETEC in Germany.

WHERE DO YOU SEE THE BIGGEST DIFFERENCES BETWEEN THE TWO COMPANIES IN TERMS OF COMPLIANCE?

ISENBERG: At the start of 2021, we gave a joint presentation to the Advisory Board about current cases requiring action by the compliance organizations. We found that there were more cases in Germany. Of course, one of the reasons for this is that the GETEC Group is larger and employs far more people than Antas.

FAVA: The compliance cultures of the two companies are different. One reason for this is certainly the differences in their previous ownership structures. Until 2019, Antas was a family-owned company, which meant that until my appointment that year, the company had never had a compliance manager. In order to satisfy the requirements of Law 231, the company implemented the organization and management model and established an advisory and oversight committee as a control body. In other words, we've already made a lot of progress. But it's still not enough.

ISENBERG: GETEC went through a similar change to its ownership structure in 2017, so we know only too well that it takes time to achieve the associated cultural shift. It's also essential that top management backs this shift. And it does – at both companies.

WHERE IS COMPLIANCE LOCATED IN THE TWO COMPANIES? WHOM DO YOU REPORT TO?

ISENBERG: At GETEC, compliance is accorded special priority. As General Counsel, I report directly to the CFO and via him to the CEO. As Compliance Officer, I also report to the CFO and to the Chairman of the Advisory Board. In the case of relevant incidents, I have direct access to him.

FAVA: In Italy, the Compliance Officer reports to the CEO. However, in cases involving the management of Antas, I would report directly to the CEO of the GETEC Group, Thomas Wagner.

WHAT DO YOU CONSIDER TO BE THE BIGGEST CHALLENGES OF THE INTEGRATION?

ISENBERG: We're only just getting to know each other but it's already evident that the different legislative frameworks in the two countries are a major challenge. And it's a factor in the integration that we cannot influence.



SEBASTIAN ISENBERG has been Head of Legal at the GETEC Group since 2010 and the company's Compliance Officer since 2018.

SILVIO FAVA was appointed as the Compliance Officer at Antas in 2019. He also heads the company's Legal department.

FAVA: Because of the previous situation at Antas that I already mentioned, we now need to establish a stronger compliance culture. This will be a longer process which we've just launched and are pursuing with great determination. The members of our current management team are contributing their experience of working in large companies to the process.

WHAT IS THE FUTURE PLAN FOR INTEGRATION?

ISENBERG: Both companies have functioning compliance systems so I see no need to rush things. However, we're optimistic that we will have harmonized compliance by the third quarter of 2021.

GRI STANDARD	TOPIC
103-3	EVALUATION OF THE MANAGEMENT APPROACH
	<p>Our compliance management system has proven effective in past years and our compliance organization has given a positive assessment of the management approach. There is no evidence that it is necessary to make any fundamental changes to the management approach. It is more a matter of extending or supplementing the approach. For example, GETEC's internal Code of Conduct was used as the basis for its Supplier Code of Conduct. To the extent possible for a medium-sized enterprise, management accords high priority to this matter. The compliance organization is structured to ensure its independence in performing its activities – employee training, compliance investigations and continuous improvement.</p> <p>There is no particular process for evaluating the management approach. In principle, it is evaluated by the industry and management experts who make up the company's Advisory Board as well as by the compliance organization of the main shareholder, EQT. In addition, the compliance organization reviews the appropriateness and effectiveness of its own processes and policies at regular intervals and implements any changes that may be necessary. The established compliance organization was examined in the context of an EcoVadis evaluation which resulted in very few suggestions for optimization. Overall, the company achieved a silver medal in the evaluation.</p>
419-1 & 307-1	NON-COMPLIANCE WITH LAWS AND REGULATIONS IN THE SOCIAL AND ECONOMIC AREA NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS
	<p>During the reporting period, there were no cases of noncompliance either with laws and regulations in the social and economic area or with environmental laws and regulations that resulted in the company incurring fines or official sanctions.</p>

“FOR US, COMPLIANCE IS A MATTER OF COURSE AND, AT THE SAME TIME, THE MOST IMPORTANT ASSET WE HAVE IN OUR STOCK OF TRUST AND RELIABILITY. IN THIS WAY, WE GIVE ALL OF OUR STAKEHOLDERS A CLEAR SIGNAL THAT GETEC IS AN INTEGRATED PARTNER THAT KEEPS TO THE RULES AND PLAYS FAIR – ALWAYS.”



HEIKO LAUBHEIMER
Group CFO

WHY CHOOSE GETEC, MR. WOSTE?



YOU'VE BEEN A MEMBER OF THE GETEC ADVISORY BOARD SINCE 2017. WHAT ATTRACTED YOU TO THIS ROLE?

I have a traditional energy industry background. I'm fascinated by the electricity, water, gas and heating business and the social responsibility it entails. Whereas the energy business used to be mostly about supply, pricing and technology, the industry has transformed into the champion of climate protection in the last few years – not always entirely voluntarily. When I was looking for a new challenge back in 2015, I wanted to continue playing an active role in this very

exciting field. The question was where I should get involved. The energy market is driven by a few large companies and many mid-sized enterprises. I've been involved in both. In my view, it's the mid-sized enterprises like GETEC which will shape the future. They are faster, more agile and more innovative because, for one thing, they have leaner structures. As far as sustainability is concerned, they are unencumbered by any difficult history constantly coming back to haunt them. That's why they can be freer and more courageous in their approach. For me, finding GETEC in 2017 was like finding a rough diamond. It appealed to me to use my expertise to help make it shine.

WHAT PROGRESS HAS BEEN MADE IN ESG SINCE THEN? ARE YOU SATISFIED?

If I were satisfied, that would mean that I see no room for improvement. In terms of sustainability, we're just getting started. However, as the member of the Advisory Board with a focus on ESG, what has satisfied me at GETEC is the way this issue has been given priority within the organization. The company doesn't just talk about it, it actually gets on with it. Of course, as a technology-driven company, GETEC is especially strong in the areas of emissions, occupational safety and environmentally friendly technology. The issue of compliance is also taken seriously. As far as diversity is concerned, however, there are still a number of challenges but that is quite normal in a company that employs a large number of engineers. The most important thing is that there is the will to actively address ESG issues.

“THE EXCITING THING FOR ME IS COMBINING MANY INDIVIDUAL SOLUTIONS IN AN ECONOMICALLY VIABLE AND EFFICIENT SYSTEM THAT FUNCTIONS INTERNATIONALLY.”

WHAT CAN WE EXPECT FROM GETEC IN THE YEARS AHEAD?

It goes without saying that, as a member of the Advisory Board, I can't reveal everything I know. But one thing can certainly be expected from GETEC in the years ahead: growth. But this isn't a financial report so I'll be more precise and say sustainable growth. We will see the implementation of new, environmentally friendly technologies in the fields of power production, heating supply and waste-to-value, for example. But what's really exciting for me is combining many individual solutions in an economically viable and efficient system that functions internationally. I consider GETEC to be a pioneer in this field. I expect the company to set standards in this market.

Ewald Woste is a member of the Advisory Board of G+E GETEC Holding GmbH. His career has included roles as CEO of Mainova AG, CEO of Thüga Aktiengesellschaft and President of Germany's Federal Association of Energy and Water Management (Bundesverband der Energie- und Wasserwirtschaft e.V. – BDEW). He has been a Senior Advisor at EQT since 2015. In addition, he holds positions on various supervisory boards in Germany and Austria.

Thanks to his diverse roles in the energy sector, he is very experienced in dealing with political influences in a regulated business environment and is particularly knowledgeable about environmental, social and governance (ESG) criteria and the associated sustainability performance of companies.

OUTLOOK

THESE PROJECTS ARE IN THE DEVELOPMENT PHASE
AND WE WILL REPORT ON THEM NEXT YEAR.

Digitalization INCREASING EFFICIENCY THROUGH AI

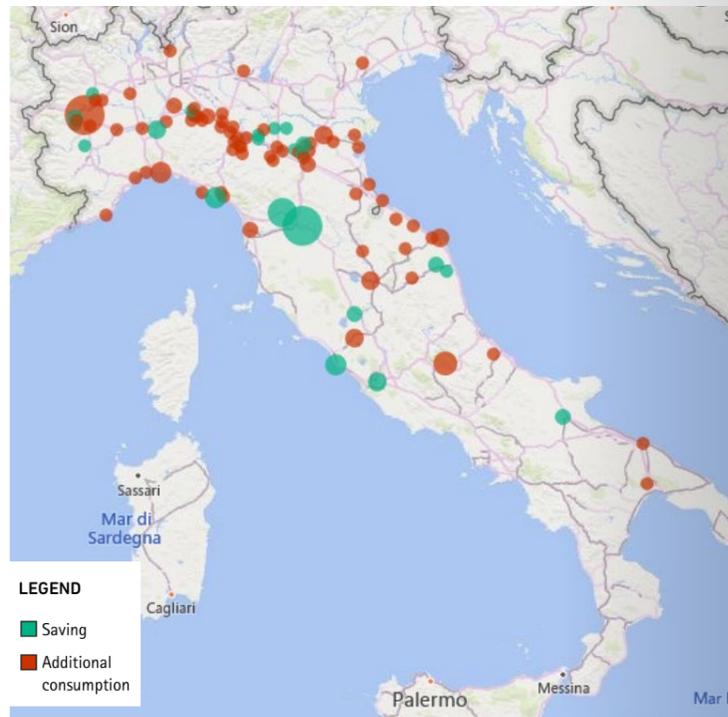
GETEC's regional platform in Italy manages a broad portfolio of more than 3,000 buildings in northern and central Italy. The various buildings and energy plants are characterized by their widely differing consumption. Energy costs are the main cost factor here – and also the most variable.

Of course, the platform in Italy also supplies its customers with energy but the approach is different. We sell services, especially energy-saving and efficiency services. So how do we now intend to make this varied plant portfolio more efficient for our customers and more environmentally friendly at the same time? This is where digitalization and artificial intelligence (AI) come into play.

The regional platform in Italy controls and monitors 91 percent of the energy plants in buildings via a smart control center. As part of the new AI project, the same number of plants and buildings are being equipped with a building management system (BMS) and other control systems, i.e., an automated system to control, monitor and display information about building functions.

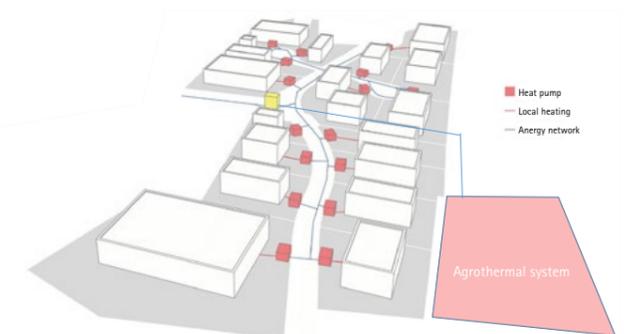
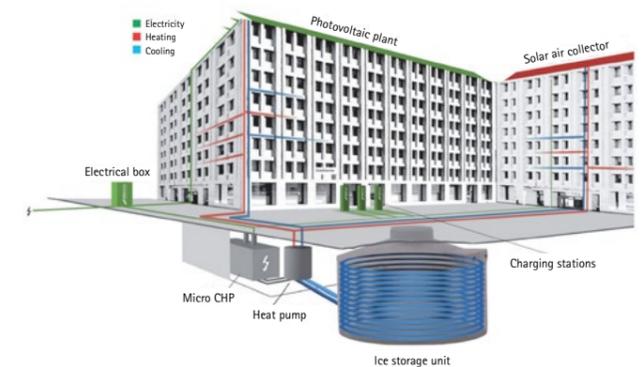
The key feature of the new solution is an integrative system named Veroenergy, which links the smart control center and the control systems. Veroenergy communicates with both the BMS and the monitoring systems, which gives us the possibility for analysis, benchmarking and trend evaluation with the goal of continuous improvement.

The results are convincing. The average energy saving achieved in recent years was 15 percent, 5 percent of which was attributable to requalification of the plants and 10 percent to digitalization and the monitoring and control processes. This means that two thirds of our energy savings could be achieved using the integrated Veroenergy system. The energy savings also result in an enormous reduction in NO_x, CO and CO₂ emissions. This all goes to show that digitalization is a true enabler in reducing costs and emissions, delivering a substantial contribution for our customers on their path to net zero.



Real Estate ICE STORAGE AT THE HANSAPARK IN NUREMBERG

The construction of an innovative GETEC energy concept has begun: an ice storage system for the Hansapark neighborhood in Nuremberg. The basic idea is to combine heating and cooling requirements and manage them via an innovative control system. This generates sustainable energy. The heart of the system is an underground ice store for heating and cooling. Solar and ambient heat are fed into the water-filled storage unit. A heat pump extracts the stored heat to warm the surrounding buildings. Extracting the heat reduces the temperature in the ice storage unit to the freezing point. The crystallization energy released in the form of heat as the water freezes is then used. More than 90 Wh are produced per kilogram of water. In one freezing cycle, the ice storage system with a volume of 300 cubic meters can produce the same amount of energy as the combustion of around 2,900 liters of heating oil. However, heating oil is not a renewable resource, unlike the water in the ice storage system. In summer, the ice generated by operating the heat pump is used to cool the buildings, without any additional energy requirement.



Real Estate BLURADO CLIMATE-NEUTRAL BUSINESS PARK IN RADOLFZELL

GETEC is investor and operator of the first business park in Germany that is powered entirely with renewable energy from sources such as agrothermics. Complete elimination of the use of fossil fuels is made by possible by a cold local heating network, an agrothermal system and a photovoltaic plant that generates electricity to power the heat pumps and also to cover some of the park's electricity requirement. The companies in the park thus have access to carbon-neutral heat and electricity.

Agrothermal power generation involves the use of geothermal energy collectors sunk around two meters below the earth in neighboring fields and meadows. These collectors use the temperature differential of the soil to provide the companies in the business park with heat in the winter and deliver cooling in the summer by way of temperature recovery. The photovoltaic plant supplements power generation in the park. The park's autonomous energy supply makes it an innovative and unique project in Germany: a clean energy park.

Industrial PFLEIDERER TEISNACH (BMW REFERENCE PROJECT)

Pfleiderer Spezialpapiere has commissioned GETEC to plan and build a new climate-neutral power plant for its paper mill in Teisnach, Germany. In the future, the specialty paper manufacturer's entire site will be supplied with heat from a modern biomass power plant. Operation is scheduled to start in July 2022. This new investment will reduce CO₂ emissions by more than 27,000 metric tons per year and generate virtually climate-neutral steam for use in production. The model project is being implemented on the basis of GETEC's Green Steam concept and will take Pfleiderer Spezialpapiere a big step closer to climate-neutral production. The project has been [included](#) as a reference project by Germany's Federal Ministry for Economic Affairs and Energy (BMWi).

APPENDIX

GETEC ASSOCIATION MEMBERSHIPS

AHK Polska	SBE
BBA-Akademie der Immobilienwirtschaft e.V.	Stadtmarketing "Pro Magdeburg" e.V.
Bundesverband der Immobilienverwalter e.V. BVI	SWISSESCO
Bundesverband freier Immobilien- und Wohnungsunternehmen e. V. Niedersachsen/Bremen	VDIV Deutschland
Bundesverband für Materialwirtschaft, Einkauf und Logistik	VdW Verband der Wohnungsgenossenschaften Sachsen-Anhalt e.V.
Creditreform MD Harland KG	Verband der Immobilienverwalter Hessen e. V.
Deutsche Unternehmensinitiative Energieeffizienz e.V. DENEFF	Verband der Thüringer Wohnungs- und Immobilienwirtschaft
Die Wohnungswirtschaft Deutschland, gdW	Verband der Wohnungswirtschaft Sachsen-Anhalt
ECSP	Verband Sächsischer Wohnungsgenossenschaften e.V.
EHI Retail Institute e. V.	Verein IG-Holzwerk
eid Evangelischer Immobilienverband Deutschland	VIK - Verband der Industriellen Energie- und Kraftwirtschaft
Forum Contracting e.V.	VNW Verband norddeutscher Wohnungsunternehmen e. V.
Frauen in der Immobilienwirtschaft	Wenb
Grüner Wirtschaftsdialog e.V.	Westwinkel
Industrieclub Magdeburg e.V.	Wirtschaftskreis Mitte e.V.
ivh-Industrieverband Hamburg	Wirtschaftsrat 1. FC Union Berlin
NPAL	Wirtschaftsrat der CDU
NVDE	ZellCheming, Verein der Zellstoff- und Papier-Chemiker und -ingenieure
Ondernemend formerly VPB	Zentralverband Deutscher Milchwirtschaftler e.V.
Österreichischer Biomasseverband	ZIA Zentraler Immobilien Ausschuss e.V.
Powerloop	ZNU - Zentrum für Nachhaltige Unternehmensentwicklung
Project 6-25	

EXTERNAL INITIATIVES

Name of initiative	Brief description	Start of support	GETEC contact
Diversity Charter	As a member company, GETEC is a signatory to Germany's Diversity Charter, which aims to advance the recognition, appreciation and inclusion of diversity in the workplace.	2021	Torsten Bard
ZIA campaign: "Wir geben Leben Raum" (We give life space)	GETEC is a member of the ZIA (German Property Federation) structural transformation task force and a co-developer of the campaign. This is aimed at the main areas of community and diversity, housing, climate protection and work so it has a strong sociocultural message.	2021	Michael Lowak
DENEFF	The Deutsche Unternehmensinitiative Energieeffizienz e.V. (the German Industry Initiative for Energy Efficiency) is a cross-industry network of pioneering companies and organizations dedicated to an ambitious and effective energy efficiency policy. The aim is to create the right political framework to improve energy efficiency, stop climate change and create a future worth living in and a growing market for the products and services offered by the energy efficiency sector.	2020	Michael Lowak

EXTERNAL INITIATIVES

Name of initiative	Brief description	Start of support	GETEC contact
New Energy Coalition – Hydrogen Valley Initiative	GETEC is a member of the New Energy Coalition, which is developing a functional green hydrogen network (Hydrogen Valley) in the northern Netherlands. The region's application for funding has been approved by the European Commission's Fuel Cells and Hydrogen Joint Undertaking (FCH JU). The six-year HEAVENN project started in January 2020.	2020	Hendrik van de Ploeg
ZNU	Support for "ZNU goes ZERO" partners on their path to lower CO ₂ emissions associated with energy issues	2021	Torben Adelmund
ProQuartier Hamburg	ProQuartier was established in July 2021 as a subsidiary of SAGA Siedlungs-Aktiengesellschaft, Hamburg. It develops concepts and projects for urban districts and existing residential areas with the aim of improving living conditions and people's satisfaction with them. ProQuartier also organizes cultural events and public sports activities and provides support for revitalizing the facilities for tenants, e.g., redesigning play areas for children.	2016	Florian Unger
Alexander Otto Sportstiftung	The Alexander Otto Sportstiftung is a foundation that supports socially disadvantaged athletes and sports clubs and disabled young people in Hamburg. It owns a skating rink and ball sports arena in the Altona Volkspark, which is supported by GETEC. GETEC is also a member of the foundation's board of trustees.	2019	Florian Unger
UmweltPartnerschaft Hamburg	The goal of the UmweltPartnerschaft Hamburg is to promote sustainability and the efficient use of resources by companies in Hamburg. GWN is an active member of the partnership because, through the construction of sustainable plants for customers, it is investing in voluntary environmental protection services and sustainability.	2015	Florian Unger
IQ Innovationspreis	For many years, GETEC has been supporting the IQ Innovationspreis (innovation prize) for young scientists and innovative start-ups.	2019	Christian FaBelt
Kunstverein ZINNOBER	For more than 20 years, GETEC has been supporting the Kunstverein ZINNOBER, an arts club which fosters the artistic talent of disabled young people.	2000	Christian FaBelt
ProM	ProM is Magdeburg's city marketing association which, for many years, has organized a range of campaigns to publicize the city and build its image as a nice place to live. GETEC is actively involved in the association's work.	2000	Christian FaBelt

GETEC KPIs

Topic	December 31, 2020	Target for 2030	SASB
1. ENVIRONMENTAL / TECHNICAL KPIs			
(a) GETEC Group			
Reduction of CO ₂ e emissions (Scope 1 & 2) - tCO ₂ e / a	551,000	3,158,000	110a.1
Reduction of CO ₂ e emissions (Scope 3) - tCO ₂ e / a	59,000	n.a	110a.1
Total reduction of CO ₂ e emissions - tCO ₂ e / a	610,000	n.a	110a.1
Share of non-coal energy production (capacity) - % MWth	92.7%	100%	
Share of renewable energy production (amount) - % MWh	29.0%	63%	
Disclosure 305-4: GHG emissions intensity - Scope 1&2 - gCO ₂ /kWh	219	89	
CO ₂ emissions (Scope 1) (direct emissions) - tCO ₂ e / a	1,287,075	2,329,000	110a.1
CO ₂ emissions (Scope 2) (indirect emissions) - tCO ₂ e / a	189,127	327,000	110a.1
CO ₂ emissions (Scope 3) (indirect emissions) - tCO ₂ e / a	852,010	n.a.	110a.1
(b) GETEC Group (excluding Italy platform)			
Reduction of CO ₂ e emissions (Scope 1 & 2) - tCO ₂ e / a	511,000	*	110a.1
Reduction of CO ₂ e emissions (Scope 3) - tCO ₂ e / a	59,000	*	110a.1
Total reduction of CO ₂ e emissions - tCO ₂ e / a	570,000	*	110a.1
Share of non-coal energy production (capacity) - % MWth	89.6%	*	
Share of renewable energy production (amount) - % MWh	32.4%	*	
Disclosure 305-4: GHG emissions intensity - Scope 1&2 - gCO ₂ /kWh	219	*	
CO ₂ emissions (Scope 1) (direct emissions) - tCO ₂ e / a	1,129,750	*	110a.1
CO ₂ emissions (Scope 2) (indirect emissions) - tCO ₂ e / a	159,308	*	110a.1
CO ₂ emissions (Scope 3) (indirect emissions) - tCO ₂ e / a	821,645	*	110a.1
2. SOCIAL KPIs			
(a) GETEC Group			
Employee work safety TRIR - no./1m. hrs	5.96	Zero serious incidents	320a.1
Employee work safety LTIR - no./1m. hrs	3.14	Zero serious incidents	320a.1
Employee and partner work fatalities - no.	0.00	Zero fatal incidents	320a.1
Proportion of women/gender diverse in management - %	8.4%	25%	
Proportion of women/gender diverse overall - %	20.3%	25%	
(b) GETEC Group (excluding Italy platform)			
Employee work safety TRIR - no./1m. hrs	5.32	*	320a.1
Employee work safety LTIR - no./1m. hrs	1.23	*	320a.1
Employee and partner work fatalities - no.	0.00	*	320a.1
Proportion of women/gender diverse in management - %	11%	*	
Proportion of women/gender diverse overall - %	22%	*	

GETEC KPIs

Topic	December 31, 2020	Target for 2030	SASB
3. GOVERNANCE KPIs			
(a) GETEC Group			
Employees trained (Code of Conduct) - %	88%	100%	
Employee compliance - material incidents - no.	2	0	
Supplier compliance - material incidents - no.	1	0	
Technical and environmental compliance of energy assets - material incidents - no.	1	0	
Disclosure 307-1: Non-compliance with environmental laws and regulations			
- Total value of significant fines - €	0	0	
Disclosure 419- 1: Non-compliance with laws and regulations in the social and economic area			
- Total value of significant fines - €	0	0	
Data security compliance incidents - material incidents - no.	0	0	550a.1
Purchasing volume in countries with CPI < 60 points	< 1%	< 1%	
Suppliers recognizing GETEC Supplier Code of Conduct	77%**	100%	
(b) GETEC Group (excluding Italy platform)			
Employees trained (Code of Conduct)	100%	*	
Employee compliance - material incidents	2	*	
Supplier compliance - material incidents	1	*	
Technical and environmental compliance of energy assets (material incidents)	0	*	
Disclosure 307-1: Non-compliance with environmental laws and regulations			
- Total value of significant fines - €	0	*	
Disclosure 419-1: Non-compliance with laws and regulations in the social and economic area			
- Total value of significant fines - €	0	*	
Data security compliance incidents - material incidents	0	*	550a.1
Purchasing volume in countries with CPI < 60 points	< 1%	*	
Suppliers recognizing GETEC Supplier Code of Conduct	77%**	*	

* 2030 targets are shown for the entire Group.

** Main suppliers

What is the SASB?

The Sustainability Accounting Standards Board (SASB) is an independent standard-setting body which supports companies in the disclosure of financially relevant environmental, social and governance (ESG) issues. Our disclosures for 2020 are based on the SASB Standard "Electric Utilities & Power Generators." The comparison with and use of additional SASB Standards is planned.

GRI INDEX (DISCLOSURE 102-55)

Standard	Aspects	Disclosure	Description	Page
GRI 102:				12
General Disclosures				
	Organizational profile	102-1	Name of the organization	12
		102-2	Activities, brands, products, and services	14/15
		102-3	Location of headquarters	12
		102-4	Location of operations	13
		102-5	Ownership and legal form	16/17
		102-6	Markets served	17
		102-7	Scale of the organization	17
		102-8	Information on employees and other workers	20
		102-9	Supply chain	102/103
		102-10	Significant changes to the organization and its supply chain	18
		102-11	Precautionary Principle or approach	20
		102-12	External initiatives	21+114
		102-13	Membership of associations	21+114
	Strategy	102-14	Statement from senior decision-maker	8/9
	Ethics and integrity	102-16	Values, principles, standards, and norms of behavior	21
	Governance	102-18	Governance structure	12
	Stakeholder engagement	102-40	List of stakeholder groups	22
		102-41	Collective bargaining agreements	22
		102-42	Identifying and selecting stakeholders	22
		102-43	Approach to stakeholder engagement	22/23
		102-44	Key topics and concerns raised	23
	Reporting practice	102-46	Defining report content and topic Boundaries	24
		102-47	List of material topics	24
		102-48	Restatements of information	25
		102-49	Changes in reporting	25
		102-50	Reporting period	25
		102-51	Date of most recent report	25
		102-52	Reporting cycle	25
		102-53	Contact point for questions regarding the report	25
		102-54	Claims of reporting in accordance with the GRI Standards	25
		102-56	External assurance	25
GRI 305:				32
Emissions				
		103-1	Explanation of the material topic and its Boundary	32
		103-2	The management approach and its components	33, 40, 41, 42, 43, 46
		103-3	Evaluation of the management approach	52
		305-1	Direct (Scope 1) GHG emissions	52, 31
		305-2	Energy indirect (Scope 2) GHG emissions	52, 31
		305-3	Other indirect (Scope 3) GHG emissions	52
		305-4	GHG emissions intensity	31

GRI INDEX (DISCLOSURE 102-55)

Standard	Aspects	Disclosure	Description	Page
GRI 307:				90
Environmental Compliance				
GRI 419:				90
Socioeconomic Compliance				
		103-1	Explanation of the material topic and its Boundary	90
		103-2	The management approach and its components	91-99
		103-3	Evaluation of the management approach	108
		307-1	Non-compliance with environmental laws and regulations	108
		419-1	Non-compliance with laws and regulations in the social and economic area	108
GRI 403:				76
Occupational Health and Safety				
		103-1	Explanation of the material topic and its Boundary	76
		103-2	The management approach and its components	76
		103-3	Evaluation of the management approach	81
		403-1	Occupational health and safety management system	76
		403-2	Hazard identification, risk assessment, and incident investigation	78
		403-3	Occupational health services	78
		403-4	Worker participation, consultation, and communication on occupational health and safety	78+80
		403-5	Worker training on occupational health and safety	80
		403-6	Promotion of worker health	80
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	81
		403-9	Work-related injuries	81
GRI 405:				64
Diversity and Equal Opportunity				
		103-1	Explanation of the material topic and its Boundary	64
		103-2	The management approach and its components	65-69
		103-3	Evaluation of the management approach	69
		405-1	Diversity of governance bodies and employees	69

MASTHEAD

PUBLISHED BY:

G+E GETEC HOLDING GMBH
Albert-Vater-Straße 50
39108 Magdeburg
Germany

REPRESENTED BY:

Thomas P. Wagner (Group CEO)

RESPONSIBLE FOR PUBLICATION:

Corporate and Marketing Communication

WE WOULD WELCOME YOUR FEEDBACK.



Christian Faßelt
Head of Marketing and Communications
Phone: +49 (0)391.2568-392
christian.fasselt@GETEC.de

EDITING AND DESIGN:

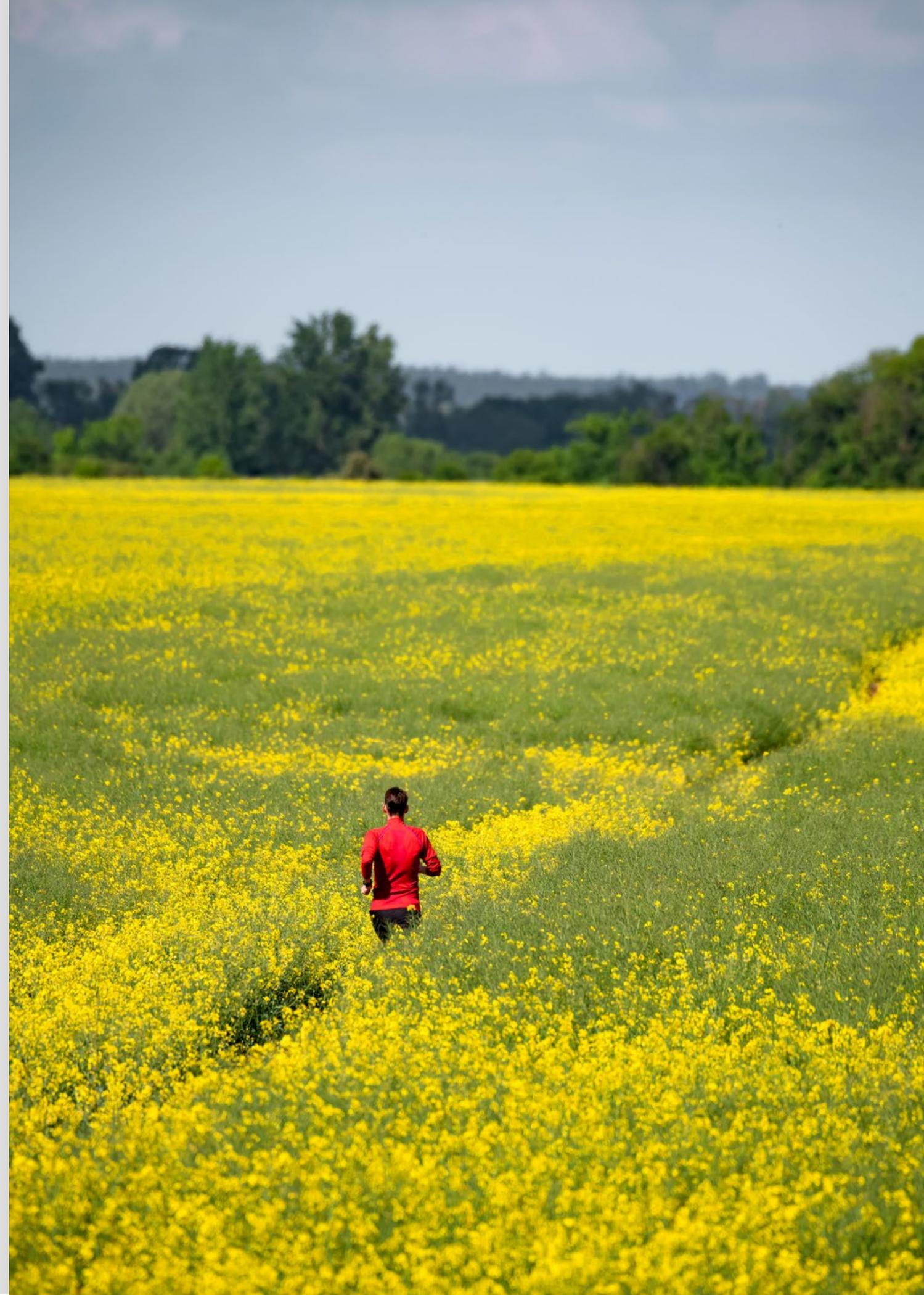
Content Refinery / vorm.berlin

PHOTOS:

Benjamin Pritzkeleit for GETEC, Interview Woste (Imago), GETEC, Envato Elements, Fischbeker Reethen (IBA Hamburg), The Metropolitan Park, Berlin (Prinz von Preußen Grundbesitz AG), Pioneer Park, Hanau (Pionierwerk GmbH), Viessmann, Antas, Quartier Hansapark, Nuremberg (Skapa Invest GmbH), Blurado (Wirtschaftsförderung der Stadt Radolfzell am Bodensee), Pfeleiderer Spezialpapiere

CONTACT:

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





GETEC