

GEZE GROUP OF COMPANIES

SUSTAINABILITY REPORT





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At a glance



GOALS FOR SUSTAINABLE DEVELOPMENT

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

At GEZE, we see it as our responsibility to develop intelligent products that contribute to reducing energy consumption and CO₂ emissions in buildings. We remain convinced that sustainability must be considered holistically and firmly anchored as a value in the entire organisation and in our culture in order to contribute to a liveable future through liveable buildings.

Sandra Alber
Chief Officer Legal & Finance

4,238,653 kg CO₂e savings

compared to purchasing the German electricity mix in 2023*

(*in the 2023 calendar year, covering all GEZE locations in Germany, including the supply chain (emissions for provision and transportation))



50%

Women on the board of management. Two out of four management positions are held by women

100 %

Green power at the headquarters in Leonberg

Global CO₂e balance sheet ensures transparency

at all locations worldwide – incl. Scope 3

Award for

- Fair professional training 2021 – 2023
- Fair trainee programme 2021 – 2024





Stable revenue increase of **11 %** compared to the previous year.

STRONG PARTNER

for social projects – regional and global

Foreword

DEAR READERS,

The momentum around the topic of sustainability is growing and becoming increasingly important across all sectors. Both the legal requirements and our own standards are becoming more and more specific and require targeted measures for implementation.

Sustainability is considered holistically at GEZE and is anchored as a value in the entire organisation. All activities are also brought together under the umbrella of the newly created sustainability-management position. The various fields of action are actively addressed and their effectiveness reviewed through targeted consulting and controlling measures.

With our approach, we not only promote the identification and utilisation of local, but also international potential in order to effectively pursue our sustainability goals and implement them globally.

Other important aspects, such as the implementation of the Supply Chain Act, also take top priority in this global view. During this fiscal year, we have prepared intensively for the global implementation of this law.

The implementation of the Supply Chain Act emphasises our desire to take responsibility as a family business at various levels of the supply chain.

It also demonstrates our commitment to ethical and sustainable behaviour.

We see compliance with these regulations not only as a legal requirement, but also as a moral obligation. By taking on this responsibility, we are sending out a clear signal regarding our values, and we are determined to put them into practice.

This year, we will also be showcasing solutions on the product level that help make liveable buildings possible. This includes, for example, our digital product solution myGEZE Control, which not only helps to reduce energy consumption in buildings, but also underscores our user promise. In this way, every door can make a contribution to sustainability.

As a globally active family business, we see it as our responsibility to make a valuable contribution to a liveable future together with our business partners.

We look forward to developing and implementing further innovative approaches to promote sustainability in our company.


Sandra Daniela Alber,
Chief Officer Legal & Finance

We are
GEZE

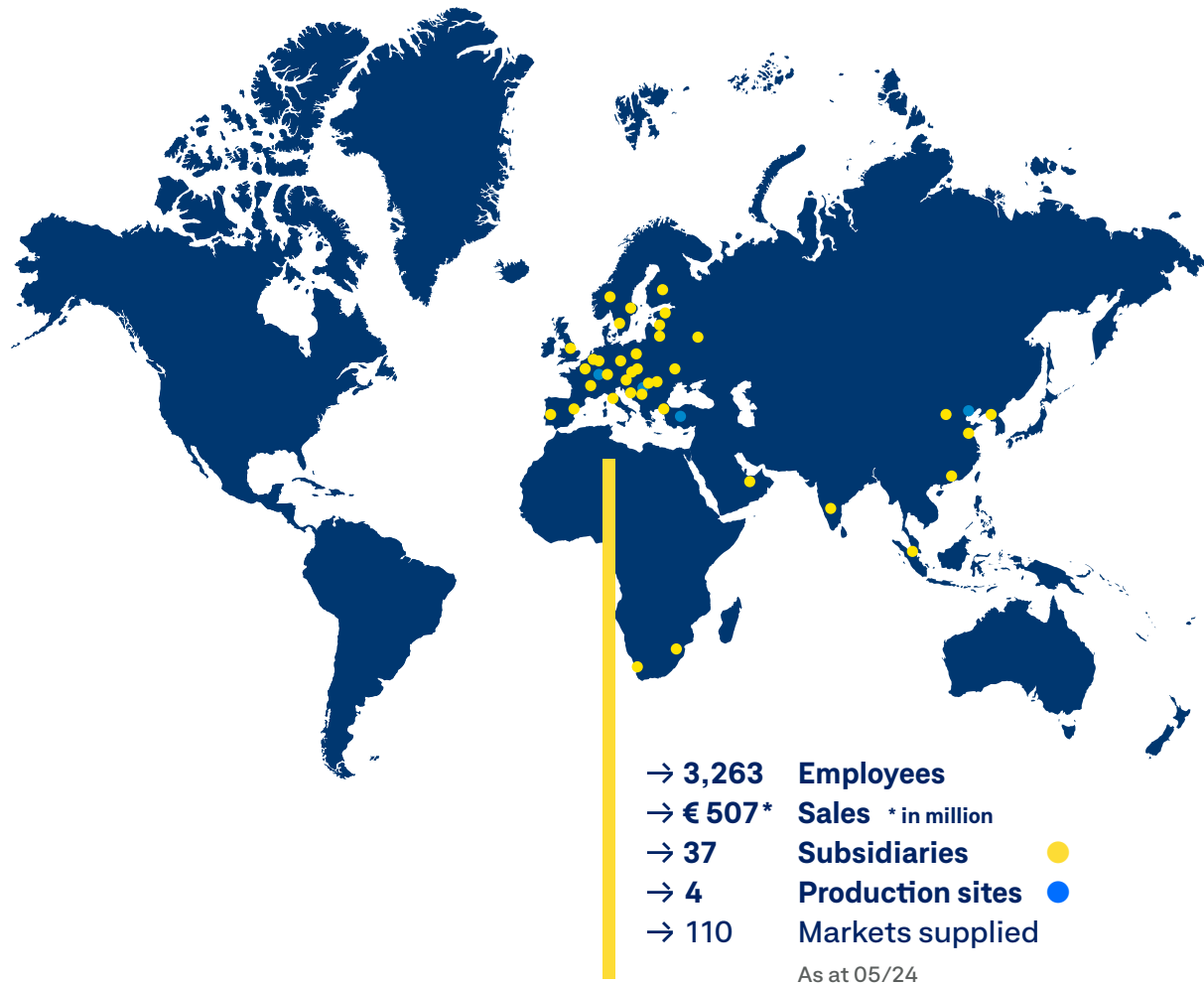


ABOUT GEZE

GEZE GmbH is an owner-managed family business with over 160 years of tradition and stands for both innovation and the highest level of quality in products, processes and service. As a leading manufacturer of door, window and safety technology, GEZE not only realises individual, but also coordinated system solutions in the construction industry.

At GEZE, we combine tradition with innovation, always with the aim of making buildings more intelligent and more liveable – in the long term, more liveable also means more sustainable. We have been able to significantly influence technical building systems in the past with pioneering developments – and we will continue to do so in the future.

Our head office, with more than 1,000 employees, is located in Leonberg in south-west Germany. This is where our international headquarters are located, including development, production, distribution and administration. In addition to six other branches in Germany, GEZE Service GmbH is represented throughout Germany at several locations. Internationally, GEZE now has production facilities in China, Serbia and Turkey as well as more than 35 foreign subsidiaries, which are mainly based in Europe and Asia. As a result, GEZE is directly represented in more than 100 countries. Additional markets can also be served by deliveries from trading partners.



OUR UNDERSTANDING OF SUSTAINABILITY

For us at GEZE, responsible, sustainable action is a fundamental building block for ensuring a positive long-term outlook for employees and customers, as well as securing a liveable future on this planet. Sustainability is more than just a strategy for GEZE: sustainable action is part of our original business processes and behaviour and is increasingly being integrated into the organisation, into all processes and into the entire product portfolio. We do not see sustainability as a one-off project, but as a fundamental part of our business processes.

We want to fulfil more than just the legal expectations and bear our responsibility holistically. To achieve this, we are pursuing a sustainable transformation with goals and activities in three overarching action areas:

- 1. Sustainability along the product life cycle
- 2. Climate & environment
- 3. Regional responsibility in a global network

Our activities in these three action areas not only promote our social, ecological and economic sustainability, but also take into account both our existing strengths and areas where we have the greatest need for action.

From an organisational standpoint, the topic of sustainability is firmly anchored throughout GEZE. Responsibility for all economic, ecological and social matters as well as top-level decision-making lies with the board of management.

The respective departments, for example the HR department, product development or purchasing, are responsible for implementing individual measures.

Sustainability as an integral component company-wide means establishing this topic, which is highly relevant for us strategically, across all departments. In order to maintain a continuous dialogue, share and increase collective knowledge, a sustainability roundtable was established, which takes place every 8 weeks on site in Leonberg and which brings all relevant specialist areas together. This framework makes it possible to discuss topics, find joint approaches for solutions and take action. Subsequently, regular digital meetings are held with contact persons from all countries worldwide so that the topic of sustainability is discussed at the highest possible level of information and can be promoted and advanced accordingly – always with a focus on improving our global sustainability.

By means of targeted activities in the three defined action areas of “People, Planet and Product”, we aim to continuously improve and, as such, also invest in our future. Only in this way can we see ourselves as a sustainable company with a good strategic orientation worldwide.

OUR ACTION AREAS

- 1. Sustainability along the product life cycle
- 2. Climate & environment
- 3. Regional responsibility in the global network



COMPLIANCE

Our success over the past 160 years and the services we provide every day, are based on familiar principles and values. These are, however, continually scrutinised and further developed. We combine tradition with innovation and will continue to implement this principle of success. As an internationally operating company, compliance with laws and regulations is a matter of course for us. Likewise – in our view – ethical and economic values are interdependent.

With a global coverage rate of 93 %, the Group-wide compliance training sensitises our employees to this topic. It also ensures that our employees worldwide comply with regulations and laws as well as ethical standards in their actions. Our anti-corruption guideline and procedures are also part of the mandatory training. During the reporting year, 127 of the 144 newly-hired employees in Germany took part in this compliance training, corresponding to over 88 % of new hires. The remaining 12 % can be explained primarily by new hires made shortly before the end of the fiscal year. The global number of participants could not be taken into account for the reporting year. The board of management was also involved in creating and introducing the applicable anti-corruption guidelines and procedures as well as the compliance training.

Managers support their employees in their independence and personal responsibility. To avoid any confusion, everyone must know, understand and comply with the statutory regulations and internal guidelines relevant to their own area of responsibility and in terms of general business activities.

All employees and external users can make use of our whistleblower system at <https://sustainability.geze.com/en> to anonymously report rule violations or suspected violations to an independent third party so that they can be investigated. There is also the option of contacting superiors or the relevant internal departments at any time with information. Critical concerns are passed on directly to the board of management.

No violations or critical suspected cases were reported via the whistleblower system in the reporting fiscal year.

INCIDENTS OF CORRUPTION

Number of reports of corruption [worldwide]

	2020/2021	2021/2022	2022/2023 ¹
GEZE worldwide	0	0	0
Total	0	0	0

¹Since the global whistleblower system was implemented in 2023, there have been no reports of breaches there either.

COMPLIANCE TRAINING

Compliance training¹

	2020/2021	2021/2022	2022/2023
Germany	51	92	127
Rest of Europe	0	0	0
Asia/ Pacific	0	0	2
Africa	0	0	0
Total	51	92	129

¹The data was taken from our internal systems as at 30 June each year.

DATA PROTECTION TRAINING

Data protection training^{1,2}

	2020/2021	2021/2022	2022/2023
Germany	91	96	131
Rest of Europe	0	401	260
Asia/ Pacific	0	104	107
Africa	0	14	0
Total	91	511	498

¹ Summarised data on data protection training courses – new EU GDPR training – PLS 6 and General Data Protection Regulation (GDPR) – training for commercial employees

² The data was taken from our internal systems as at 30 June of each year

PRECAUTIONARY PRINCIPLE AND RISK MANAGEMENT

As a globally active company, we are exposed to a variety of risks, making active risk management and its holistic integration into all business areas and processes an essential component of our corporate management. As a result, not only risks but also new opportunities are recognised at an early stage. This enables risks to be minimised and appropriate countermeasures to be initiated in good time if necessary.

Furthermore, when developing and manufacturing our products, we are committed to taking account of natural resources, environmental protection, energy use and consumption and energy efficiency. We ensure that the resources required for this are available and we want to use them responsibly. In the course of continuous improvement, we also systematically recognise risks and opportunities and use them to identify targets, for example in workplace health and safety, to improve energy-related performance or to conserve natural resources.



STAKEHOLDERS AND THEIR INVOLVEMENT

Our stakeholders are essential partners for the implementation of our sustainability activities, which is why we attach great importance to a lively dialogue and a strong relationship with them. This enables us to better understand and take into account the individual needs of our stakeholders.

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

STAKEHOLDER GROUP	DESCRIPTION	REQUIREMENTS
Customers	- Architects - Dealers - Installation engineers - Sales partners - Other	- Product quality - Sustainability standards and certificates - Customer satisfaction
Shareholders	- Partners - Main shareholders	- Competitiveness and economic development - Innovative products - Sustainability standards - Compliant management
Employees	- Managers - Employees - Trainees - Students	- Further education - Qualification - Occupational safety and health protection
Suppliers	- Raw material suppliers - Part suppliers - System suppliers - Other	- Sustainability standards and certificates - Order security - Certificates
Network	- Associations - Initiatives - Other	- Active participation and exchange - Association work
Authorities, politicians, market	- State - Banks - Certification bodies - Other	- Compliance with legal regulations and standards - Responsible behaviour - Compliant management
Environment	- Society - Municipalities - Other	- Safe workplaces - Funding and commitment - Integration of the municipalities

Thanks to our membership in numerous associations, we are able to jointly represent the interests of the entire industry in politics, business and society – both in Germany and globally. For example, GEZE promotes sustainable building through its membership in the DGNB, represents industry interests in its standardisation work and is a member of Building Smart e.V. A complete list of our memberships in associations and initiatives can be found in the Annex (from page 39).

MATERIALITY ANALYSIS

The content of this sustainability report is based on a multi-stage materiality analysis carried out by a working group as part of reporting in 2022. Through this process, we were able to identify and delineate all of our key focus topics in the area of sustainability and assign them to the corresponding action areas. These also form the structure of this report. The comprehensive GRI criteria, the general ESG criteria, our corporate strategy and interviews with individual stakeholders served as a basis. In addition, actual and potential operational impacts of individual activities and topics were identified and assessed. All criteria available for selection were checked for completeness and supplemented for FY 2022/2023.

The topics highlighted in the following report have a considerable influence on our long-term corporate success as well as a significant impact on our environment, society and economy.



KEY TOPICS

Sustainability along the product life cycle

- Circular economy
 - Material
 - Product longevity
 - Waste
 - Supplier management

Environment and climate

- Decarbonisation
- Energy
- CO₂ footprint

Regional responsibility in the global network

- Employees
- Occupational safety and health protection
- Professional training and further education
- Society
- Combating corruption¹
- Supply Chain Act
- Regional suppliers

¹For reasons of thematic coherence, the focus topic of combating corruption is not covered in the chapter Regional responsibility in the global network, but in the chapter on Compliance.

GEZE SUPPORTS THE ENTIRE BUILDING LIFE CYCLE



SUSTAINABLE DEVELOPMENT GOALS

Since our founding, we have been working on making buildings more liveable. Our future on this planet should also remain liveable in the long term – and we at GEZE are endeavouring to help make sure this is the case. We are aware of our responsibility and have made it our mission to ensure that our activities remain sustainable. The 17 Sustainable Development Goals (SDGs) of the United Nations form the foundation of our actions, for socially, ecologically and economically sustainable development.

We are committed to the Sustainable Development Goals and have integrated them into our guiding management principles. We are contributing in particular to the following six goals:

SUSTAINABLE DEVELOPMENT GOALS

11 SUSTAINABLE CITIES AND COMMUNITIES

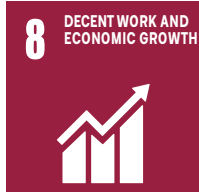
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

13 CLIMATE ACTION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

12 SUSTAINABLE CONSUMPTION AND PRODUCTION

SDG	OUR CONTRIBUTION	CHAPTER
	Buildings offer great potential for saving energy, as they account for around 35% of Germany's total final energy consumption. Energy-efficient solutions in the construction industry are therefore an essential part of sustainably reducing consumption. Many of our products are already contributing to this goal: for example, our automatic swing doors improve buildings' energy footprints through reliable closing.	→ Energy, emissions p. 25–27
	We support sustainable economic growth, pursue occupational safety and health protection with high quality standards and actively promote a healthy working environment. Good apprenticeships and degree programmes are also among our priorities. We are also committed to the professional integration of refugees.	→ We are GEZE p. 6 → Employment p. 31–33 → Professional training and further education p. 34–35 → Occupational safety and Health protection p. 36–37
	We always want to find ways to make our activities and products more sustainable. Expanding our innovation activities through our development centre is part of our strategy. We want to reduce our impact on the environment and the climate through technical innovation. We also strive to be more transparent.	→ Our products p. 19–21 → Employment p. 31–33
	With our solutions, we help make buildings, and therefore cities and communities, inclusive, safe, resilient and sustainable. Many of our products already ensure greater energy efficiency in buildings, improve indoor air quality or make buildings inclusive and safer, thanks to automated features.	→ Our products p. 19–21
	Our planet's resources are finite, so we use them in a responsible manner. To this end, we are constantly working on process optimisation in production, the supply chain and our material efficiency in order to be able to offer our customers sustainable and durable products.	→ Our products p. 19–21
	We will be greenhouse gas neutral by 2045 thanks to continuous reduction measures and directly protect our planet through the use of renewable energies. On the product level, our building systems help ensure that heat is not wasted unnecessarily and that buildings are generally more energy efficient.	→ Emissions p. 27–29



SUSTAINABILITY ALONG THE
PRODUCT LIFE CYCLE

GEZE stands for high quality and reliable products that we use to create responsible and liveable buildings. With our range of services, we work to provide our customers with concrete answers to the challenges of our time. This also means finding solutions for sustainable, energy-efficient and resource-saving management and building.

To achieve this, we are constantly working to optimise production processes and our supply chain, reduce our use of materials and waste and develop more sustainable product innovations. GEZE has always been focused on the long term. As a family business, we have always concentrated on long-term concepts, instead of short-term profits. Sustainability influences our everyday actions along the entire supply chain – from purchasing our raw materials to recycling and waste management. At the same time, we are aware of the impact that our activities along the supply chain have on the environment, climate and people. We have therefore also included corresponding due diligence obligations in our supplier contracts.

In line with our understanding of sustainability, there is no central person responsible for the product life cycle; rather, sustainability is integrated into all relevant areas. This primarily includes the areas of research and development as well as purchasing and quality management. Other departments include product development and management, facility management, our production and logistics activities as well as all service measures after production and the areas of disposal and recycling.

To manage and improve our environmental performance and energy efficiency, our main production site in Leonberg has been certified in accordance with DIN EN ISO 14001 since 2012 and DIN EN ISO 50001 since 2016. Our site in the UK has also implemented its own environmental and energy management systems. The forum of the international Sustainability Roundtable, in which all international subsidiaries meet once a month, is used to further improve cross-market performance and expand existing measures in the area of sustainability. This takes place in addition to the Sustainability Roundtables in Leonberg, which focus on strengthening the concept of sustainability within the company and product improvements based on ecological and social aspects.

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

We support and advise our customers throughout the entire product life cycle in order to find and provide the best solutions alongside them. From planning and design, through processing and installation, to service and maintenance, GEZE is a holistic solution provider that networks the players in all phases of the building life cycle. GEZE realises both individual and coordinated system solutions that combine individual functional and safety requirements in an intelligent system.

OUR PRODUCTS

As a leading manufacturer of door, window and safety technology, we have long focussed on high product quality, enabling us to offer our customers long-lasting solutions.

GEZE provides its customers with important documents relating to the sustainability aspects of our product portfolio, which they can access at any time on our website. This includes regular checks to ensure compliance with important environmental requirements such as REACH, RoHS, PoP and WEEE. New requirements in the catalogue are immediately translated into corresponding measures.

Another aspect of sustainability is environmental product declarations (EPDs), which can be used to identify the environmental impact of individual products. In general, EPDs form the basis for building sustainability assessments, such as those carried out by the international BREEAM and LEED assessment systems, the German Sustainable Building Council (DGNB) or the German Federal Ministry of Building. Based on the revised EN 15804 A2, the GEZE EPDs will be re-evaluated and made available to our customers. In addition, new EPDs are being created in order to be able to offer sustainability certificates for as many GEZE products as possible. The certificates support our customers in achieving goals like obtaining green building certifications.

In order to further expand our expertise in the area of product sustainability, we are continuously working on expanding our competences and reviewing our product range for potential improvements in the area of sustainability. We are constantly evaluating various sustainability requirements based on our customers, the competition, product compliance, other organisations and our own strategy. Sustainability also plays a major role in the area of new product development, which is why several specific measures are currently being identified in the product development process and implemented in the respective responsible departments. This includes the addition of extensive sustainability requirements in the product specifications and the definition of a KPI system for evaluating sustainability at product level. At the same time, our active involvement in groups and associations drives product innovation.

In 2023, we were able to introduce “myGEZE Control” as a new product in the area of digitalised building management, which was new for GEZE at the time. The two areas of building automation control and building physical security management can be linked together via this central module. The special potential of “myGEZE Control” lies in the optimisation of processes, efficiency, the digital operation and evaluation of data, interoperability with other systems and trades of a building and the improvement in building security. In addition, “myGEZE Control” can also be integrated into existing, customised systems.

Solutions that can fulfil future requirements are essential for our long-term success as a company. This begins in the area of research and development.

Our ambition is to be able to map the ecological footprints of our products in the future. These include material compositions and material efficiency, among other things. This allows effective improvement measures to be derived and implemented at the product level.

USE OF MATERIALS AND RESOURCE MANAGEMENT

Our planet’s resources are finite, which is why we need to use them responsibly. When developing and manufacturing our products, we are committed to respecting natural resources and using them responsibly along the entire supply chain. Ecological and social dimensions are consistently taken into account and reviewed as early as the material procurement stage for our products. In addition, we only use materials that fulfil our high quality standards. This means that waste through unnecessary scrapping can be avoided.

Since 01.01.2024, GEZE GmbH has been subject to the German Supply Chain Act (LkSG) due to the size of the company. Under this Act, Purchasing is obligated to analyse our direct suppliers for potential environmental risks as part of a regular or event-driven risk assessment and, if necessary, initiate measures to mitigate these.

Metals and alloys are predominantly used in the solid materials group in the manufacture of our products, with aluminium accounting for 60 % and steel 40 % of the material volume used. Metals such as brass form the smallest group with < 1 %.

SOLID MATERIALS USED

	IN T	IN %
Aluminium	4,880	60
Steel	2,946	40
Other solid materials	< 1	0
Total	7,826	100

In order to realise short transport routes, we generally aim to have our main suppliers close to our production sites. In order to meet the requirements of sustainable logistics, we pursue the goal of optimised routes throughout Germany by collecting resources from suppliers ourselves. We source around 85 % of our raw materials from Europe, of which over 65 % come from Germany. We source the remaining approx. 15 % of materials from Asia. The high proportion of European raw materials also has a positive effect on transport routes, as both our main production site and two of our three other production sites are located in Europe.

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

PACKAGING MATERIALS USED^{1,2}

	IN T	IN %
Wood	1,236	64
Cardboard	618	32
Plastic	74	4
Total	1,928	100

¹As the figures were not available at the time of reporting, average growth of 2% compared to the previous year is assumed.
²"Other packaging materials" could not be included in the table. This corresponds to a purchasing volume of around 3 %.

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

In the second half of 2022, we were also able to recycle almost 950 tonnes of the packaging materials we use, saving 230 tonnes of CO₂ emissions. The data for the first half of 2023 is not available yet. We work with a packaging circulation system with over 160,000 packages throughout Germany to ensure that packaging is used in the most resource-efficient and reusable way possible, with the aim of avoiding single-use packaging.

In the areas of production and logistics, our fundamental principles are energy efficiency, resource conservation and environmental friendliness. Here, too, we aim to position ourselves for the long term in such a way that our products are produced as sustainably as possible. Our facility management aims to reduce our energy consumption and minimise our impact on the environment.

The total global waste volume in the reporting year was 3913 tonnes, with a slight increase of 8 % compared to the previous year. This figure includes waste from both production and distribution companies. The proportion of non-hazardous waste was 90 %, meaning that the proportion of hazardous waste was 10 %.

WASTE GENERATED BY REGION¹
Waste

NON-HAZARDOUS WASTE IN [T]	2021/2022	2022/2023	CHANGE IN %
Germany	2,417	2,674	+ 11 %
Rest of Europe	365	428	+ 17 %
Asia / Pacific	436	406	- 7 %
Total	3,218	3,508	+ 9 %

HAZARDOUS WASTE IN [T]

Germany	306	319	+ 4 %
Rest of Europe	22	20	- 9 %
Asia / Pacific	64	66	+ 3 %
Total	392	405	+ 3 %

¹The data used for the international distribution subsidiaries was determined using average values to calculate consumption, as no primary data on waste could be collected

Incidentally, thanks to their high proportion of metallic raw materials, our products can also normally be recycled at the end of their product life.

SUPPLIER MANAGEMENT

GEZE works to form long-term supplier relationships built around our values. We cooperate with almost 1,500 suppliers to procure raw materials, components and services, which are necessary for our end products. We want to utilise all of these acquired resources responsibly, economically and efficiently. The aim of our supplier management is to build and maintain sustainable partnerships in which each member fulfils its corporate responsibility and acts in accordance with human rights due diligence and environmental and climate protection goals.

In order to achieve this objective, our purchasing department at GEZE works closely with neighbouring functional areas to enable the best possible selection when awarding contracts. Our suppliers are assessed as part of a comprehensive risk analysis, both when awarding contracts to existing suppliers and when initiating new relationships. In addition to economic criteria, this also includes topics such as country risks, environmental factors, compliance risks and certifications according to defined weights. The official data from the OECD and Transparency International are also included. The continuous development of our comprehensive risk management also makes a significant contribution to securing our supply chains. In the past fiscal year, around 20 % of the purchasing volume was analysed in greater depth as part of the annual supply chain risk assessments; there were no abnormalities in the results.

In addition, 13 international suppliers were audited for compliance with the certified management systems in an intensive on-site audit. Thanks to numerous new product developments that were recently awarded, we have maintained a stronger overall presence with our suppliers. This also enables us to fulfil our controlling duties in the supply chain.

GEZE is also subject to the regulations of the German Supply Chain Act starting in 2024. All relevant company processes for the application of the law have already been identified and preparations are underway. We see the associated requirements as guidelines for fulfilling our corporate responsibility to comply with human rights in our supply chains while documenting and communicating more intensively about the measures GEZE has long been positively implementing in these areas.

GEZE SERVICE

GEZE Service offers sustainable and innovative service concepts from initial installation so that users can take full advantage the service life of our products and to ensure that they fulfil their tasks safely and without faults.

GEZE Service is primarily a strong partner for our customers in Germany. In addition to our head office, we are also represented at five other locations. Our service is characterised not only by speed, reliability and efficiency, but also by a high degree of flexibility and customer proximity, our customised service portfolio and our wide-ranging expertise. We offer customers with many and large properties a comprehensive overview of the property so that they can make sustainable and targeted investments while conserving resources. Our service centre with help desk is available to our customers around the clock, every day of the year. Our service includes installation, maintenance, repairs, retrofitting, refurbishment and spare parts management for all products. At GEZE Service, we also follow the approach of customer-orientated quality management and are certified according to DIN ISO 9001.

We are happy to empower our customers and help them stay up to date with training courses, seminars or technical presentations on topics such as standardisation, guidelines or certifications. At our networking events, architects and experts from the construction industry can meet, exchange ideas and join forces. Thanks to our service network of GEZE technicians and qualified partners, we currently serve over 20,000 customers worldwide.





Climate and environment

CLIMATE AND ENVIRONMENT

Another important field of action in the area of sustainability is the area of environment and climate. We want to protect and preserve both through responsible action and targeted measures. The topics of energy and emissions are at the centre of our activities.

For GEZE, the potential here is twofold: Firstly, as a company we want to operate in the most environmentally friendly and low-emission manner possible. In terms of the three stages of transparency, reduction and offsetting, we balance all greenhouse gas emissions generated within the company including in the supply chain, continuously reduce our own CO₂e emissions and compensate for selected emissions; in this way, we aim to be greenhouse gas neutral by 2045. Secondly, as part of the construction industry, we want to offer our customers environmentally friendly products for sustainable buildings that contribute to greater energy efficiency in buildings or improve indoor air quality, for example.

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

CERTIFICATIONS
NUMBER of certifications for environmental management and energy management systems [GEZE GmbH]

	2020/2021	2021/2022	2022/2023
ISO 14001	1	1	1
ISO 50001	1	1	1
Total	2	2	2

ENERGY SAVING POTENTIAL THROUGH GEZE PRODUCTS

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

Our automatic door systems, such as the Slimdrive or Powerturn, for example, reduce the loss of hot or cold air through the door opening by reliably closing the door. Draft-free opening of the building entrance, also keeps energy loss low. Some of our window technology solutions, for example the Slimchain chain drive, also have a positive effect on the energy balance of buildings, as controlled opening of the windows enables particularly energy-saving ventilation.

In general, further energy-saving potential can be realised through the ever-increasing, integrated networking of GEZE products. Drives are only activated when there is an actual demand. The opening and closing of windows and doors is then directly user-orientated and is coordinated and in harmony with the rest of the technical building system.

ENERGY IN THE COMPANY

In addition to our versatile solutions and their energy-saving potential, we as a company also want to operate in an energy-efficient manner. In order to identify specific areas and measures where we can start reduction measures, our worldwide energy consumption was determined as part of the global CO₂e assessment. Global energy consumption within the organisation amounted to 47,639 MWh in the reporting year. This total is made up of electricity (33 %), heat (29 %) and fuel (38 %).

ENERGY CONSUMPTION WITHIN THE ORGANISATION¹
Energy consumption in MWh

POWER	2021/2022	2022/2023	CHANGE IN %
Renewable electricity	8,840	8,697	
Non-renewable electricity	7,978	6,746	
Total electricity	16,818	15,443	- 8%

HEAT	2021/2022	2022/2023	CHANGE IN %
Gas	9,451	12,052	
District heating	249	924	
Steam	1,006	875	
Total heat	11,381	13,851	+ 22%

FUEL	2021/2022	2022/2023	CHANGE IN %
Diesel	16,852	16,592	
Petrol	2,163	1,753	
Total fuel	19,227	18,345	- 6%

Total energy consumption	47,426	47,639	+ 0.5%
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¹To prepare the data, the consumption quantities of the energy used were taken from the invoices of the suppliers and utilities and verified using programmes provided by the utilities. In the case of global locations where invoices could not be viewed, the activity data was transmitted by the purchasing department and offset against average values.

Within Germany, we already purchase 100% certified green electricity. In addition, our head office is supplied with heat thanks to our own efficient cogeneration plant (CHP). The natural gas for cogeneration plant operation is offset by means of CO₂e emission reduction credits. In order to increase our energy awareness and keep an eye on energy consumption at the Leonberg production site, an energy monitoring system was also implemented. This enables us to carry out detailed analyses of energy consumption and thus to implement targeted measures to improve energy efficiency.

In rented buildings outside Germany, where the power supply cannot be influenced in general, natural gas or conventional electricity is used. Globally, the share of electricity from renewable sources is 52%.

ENERGY INTENSITY



The energy intensity totalled 15.03 MWh per employee in the reporting year. This ratio represents the total energy consumption in relation to the number of full-time employees at GEZE. Only energy consumption within the organisation was taken into account and remained almost the same at 15.16 MWh per employee compared to the previous fiscal year.

ENERGY REQUIREMENTS OF ELECTRIFIED PRODUCTS SOLD¹,²



¹The methodology for calculating the electricity consumption of the automatic door closers and windows sold in the accounting period is based on the "Technical Guidance for Calculating Scope 3 Emissions" of the Greenhouse Gas Protocol.
²The assumed electricity demand and the service life of the end products originate from GEZE's Research & Development department and were originally designed for the "Ecodesign preparatory study for Building Automation and Control Systems (BACS)".

The consumption of electrified products sold contributes significantly to energy requirements outside the organisation. In the reporting year, this totalled 81,839 MWh. The value is the result of all end products sold during the balancing period and the amount of electricity required over the entire service life of the respective products. The high value is primarily due to the long service lives of our products, which are between 10 and 15 years.

EMISSIONS

A global CO₂e balance sheet was also prepared for the 2022/23 reporting year in order to determine targeted reduction measures. In total, our business activities resulted in greenhouse gas emissions totalling 162,889 tonnes of CO₂e, with a slight increase of 3% compared to the 2021/22 fiscal year. This figure includes not only emissions from energy consumption, production, logistics and business travel, but also all emissions generated by our supply chain and the use of our products.

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

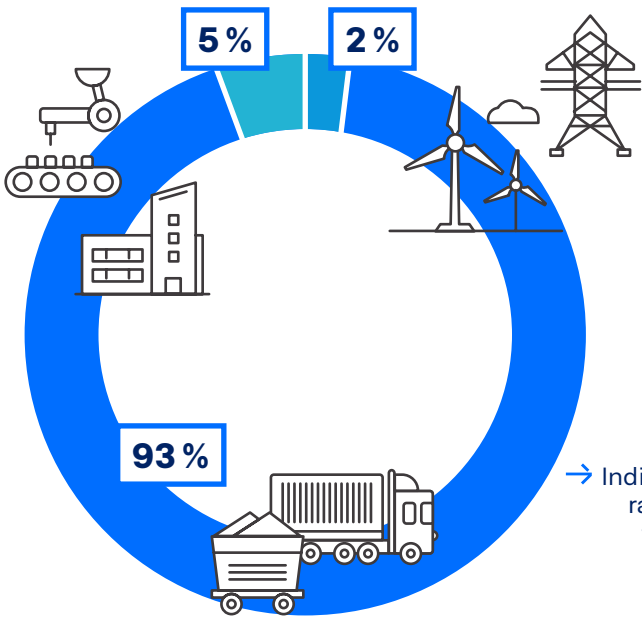
The direct emissions in Scope 1 correspond to 5% of the total CO₂e-balance. These include process emissions and the greenhouse gases emitted by stationary and mobile systems. Scope 2, which breaks down the indirect greenhouse gas emissions from the purchase of electricity and district heating, accounts for 2%. This is also due to the already high proportion of renewable energies. Over the coming years, we aim to further reduce our own emissions (Scope 1 and 2) through targeted measures. The first projects for doing so have already been initiated. Extensive energy efficiency measures have been implemented in our production facility in Leonberg in recent years, for example through our cogeneration plant or preparations for installing a photovoltaic system on one of our production halls in Leonberg.

SCOPE 1

→ Direct emissions from real estate, vehicle fleet and production

SCOPE 2

→ Indirect emissions from procured energy



SCOPE 3

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

DIRECT, INDIRECT AND OTHER GREENHOUSE GAS EMISSIONS¹⁻⁷
SCOPE 1 – 3 Emissions in tonnes of CO₂

SCOPE 1	2021/2022	2022/2023	CHANGE IN %
Stationary systems	1,939	2,789	+ 44 %
Mobile systems	5,256	5,012	- 5 %
Leakage of gases	1,208	165	- 86 %
Process emissions	13	13	- 4 %
Total Scope 1	8,416	7,979	- 5 %
SCOPE 2			
Electricity (market-based)	4,129	3,554	- 14 %
Heat	95	95	+ 0.4 %
Steam	438	381	- 13 %
Total Scope 2	4,662	4,030	- 14 %
SCOPE 3			
Purchased goods and services	104,031	113,169	+ 8.8 %
Capital goods	10,118	10,516	+ 4 %
Fuel and energy-related activities	1,628	1,506	- 7 %
Upstream transport and distribution	1,276	1,252	- 2 %
Waste generated during operation	405	375	- 7 %
Business trips	402	328	- 18 %
Commuting of employees	3,304	3,369	+ 2 %
Downstream distribution and transport	1,407	1,015	- 28 %
Use of products	22,983	19,394	- 16 %
Total Scope 3	145,554	150,879	+ 4 %
Total emissions			
	158,632	162,889	+ 3 %

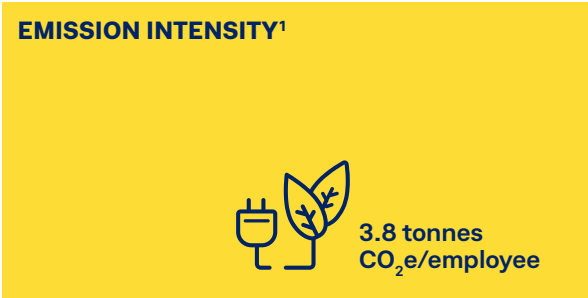
¹The calculation is based on the “IPCC 2021 GWP100” method, in which all gases that contribute to global warming are considered and included.
²The accounting relates to the 2022/2023 fiscal year.
³The emission factors are largely taken from the “ecoinvent” database.
⁴The operational control approach was selected as the consolidation approach for calculating the greenhouse gas inventory, in which all GHG emissions of the locations are fully taken into account, provided that GEZE decides on its business policy and strategy.
⁵The calculation of the greenhouse gas inventory follows the guidelines of the WRI/WBCSD Greenhouse Gas Protocol. Data collection is based on consumption invoices and purchasing data. Where this is not yet possible, it is based on extrapolations based on the number of employees or processing companies. Only a few minor areas, such as the procurement of office materials and equipment, were not taken into account. As the purchasing data from the “Purchased goods and services” and “Capital goods” categories often only reflect economic values, the calculation method here is largely expenditure-based. Where information on the mass of goods was available, the average data method could be used.
⁶Market-specific emission factors were used for global locations where no supplier-specific emission factors for electricity were available
⁷No incineration or biodegradation of biomass took place.

All other greenhouse gases, which are broken down in Scope 3, amount to 150,879 tonnes of CO₂e. This corresponds to 93% of the CO₂e balance. This area of the greenhouse gas balance is the most comprehensive; it includes the CO₂e footprint of purchased materials and capital goods during the reporting period, including raw materials and purchased vehicles. Scope 3 also includes emissions from fuel and energy-related activities, upstream transport and distribution, waste generated and greenhouse gases from business trips and commuting. These emissions from the upstream value chain amount to 130,515 tonnes of CO₂e and account for 96% of the total carbon footprint. The emission value from the downstream value chain is also recorded in Scope 3. This includes emissions from transport and distribution as well as emissions from the use phase of products sold and amounts to 20,366 tonnes of CO₂e. This was calculated using the average electricity mix of the target markets and corresponds to the remaining 1% of the CO₂e balance.

The indirect activities of our business operations also have an impact on the climate and environment. In order to gradually reduce these, we have expanded sustainability criteria such as energy efficiency in our product development. We have also taken the first steps towards electrifying our vehicle fleet.

Overall, we have set the goal of decarbonising the company worldwide. We want to continuously reduce our emissions in Scope 1 to 3 in order to achieve greenhouse gas neutrality for the entire company by 2045.

Initial measures come from the areas of Scope 1 to 3 and are currently being developed and defined.



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

The emissions intensity in the reporting year was 3.8 tonnes of CO₂e per employee. This ratio puts our corporate footprint in relation to the number of full-time employees. All direct and indirect greenhouse gases (Scope 1 and 2) were taken into account in the calculation.

To bind greenhouse gases, we also planted a total of 20,000 trees in Kenya, Tanzania, Cameroon, Nepal and Guatemala together with the organisation Tree-edom and gave away further tree sponsorships in 2021 as part of the “German Sustainability Action Days” initiative. As a permanent project, the company’s forest supports the local infrastructure and creates jobs, as it is managed by 588 smallholders on a long-term basis. You can find out more about our social commitment in the chapter Regional responsibility in the global network from [page 30](#).



Regional responsibility
in the global network

REGIONAL RESPONSIBILITY IN
THE GLOBAL NETWORK

At GEZE, we are proud of our history and especially of the achievements of our employees. For us, taking a holistic approach to responsibility means involving our employees and society in addition to economic and environmental concerns – both at the regional level and in the global network.

Our board of management and executives prioritise responsibility towards our more than 3,000 employees, as they have been the cornerstone of our success since our founding. Our goals in the area of sustainability can also only be achieved with the motivation, impetus and drive of our employees. In addition to our employees, social commitment is another way in which we as a company can promote sustainability. GEZE is also a strong partner, both for local communities within Germany and on a global level. Our support for social projects and the promotion of social initiatives has always been part of our corporate identity and will remain so in the future. For example, the decades-long cooperation with the supplier Atrio e.V. Behindertenwerkstätten (sheltered workshops) in Leonberg supports social and professional participation and inclusion.

EMPLOYMENT

Our employees are the core and driving force behind our growth and the continuous development of our company, which is why they are so important to GEZE. Our employees are also embedded in our management approach, as we can only realise and secure our company's success with committed and responsible employees. Each employee makes an important contribution to the profitability of the company.

At the end of the 2022/2023 fiscal year, GEZE employed 3,263 people, 46 % of whom worked in Germany. The remaining 54 % are distributed among our international subsidiaries in Europe (36 %), Asia/Pacific (17 %) and Africa (1 %).

EMPLOYEES BY REGION^{1,2}

	2021/2022	2022/2023	CHANGE IN %
Germany	1,461	1,482	
Rest of Europe	1,152	1,206	
Asia/Pacific	556	539	
Africa	34	36	
Total	3,203	3,263	+ 1.9 %

¹The table includes all employees (headcount) including apprentices, trainees, dual students and leased employees.
²The data was taken from our internal systems for the reporting date 30 June 2023.

EMPLOYEES BY REGION AND GENDER 2022/2023^{1,2}

2022/2023			
	FEMALE	MALE	TOTAL
Germany	370	1,112	1,482
Rest of Europe	376	830	1,206
Asia/Pacific	113	426	539
Africa	14	22	36
Total	873	2,390	3,263

¹The table includes all employees (headcount) including apprentices, trainees, dual students and leased employees.
²The data was taken from our internal systems for the reporting date 30 June 2023.

Of the 3,263 employees, 3,167 were employed full-time and 96 part-time. 2,812 employees were in permanent positions at the end of the reporting year. This corresponds to 86 % of the total workforce. This means that only 14 % of employees worldwide were in temporary positions. In 2022/2023, the 3,263 employees also included 39 apprentices, trainees and dual students. In the reporting year, there were also 410 employees worldwide who were employed under a lease, 135 of them in Germany and 275 outside Germany. Most of the leased employees worked in production.

In the fiscal year under review, 476 new employees were hired worldwide, accounting for 15 % of the total workforce. GEZE continues to grow, especially in Europe.

FLUCTUATION RATE BY REGION^{1,2}

FLUCTUATION RATE ^{1,2}	2021/2022	2022/2023	CHANGE IN %
Germany	5.6 %	6.0 %	
Rest of Europe	14.3 %	13.8 %	
Asia/Pacific	9.7 %	8.4 %	
Africa	17.4 %	16.9 %	
Total	9.5 %	9.3 %	-0.25 %

¹The table includes all employees (headcount) including apprentices, trainees, dual students and leased employees.
²The data was taken from our internal systems for the reporting date 30 June 2023.

Wherever possible, our employees can organise their working day more flexibly with our hybrid working model and combine the best of both worlds.

GEZE also offers its employees a wide range of additional company benefits, regardless of their type of employment. In Germany, the additional benefits include the option of a company pension scheme, capital-forming benefits, mobility benefits such as a company ticket or an extended range of company cars and bicycles as well as an extensive corporate benefits catalogue, which includes employee flats for new employees and a comprehensive range of health and sports services. GEZE also focuses on additional benefits in the area of family and career: GEZE has been working together with PME Familienservice Stuttgart for several years now, offering our employees the opportunity to take advantage of free services in the areas of childcare, home care/elder care and life-long coaching throughout Germany. PME also offers a wide range of free further education opportunities and seminars. For our employees in Germany, our mobile working model was extended to other European countries during the school holidays in order to support our employees in securing childcare.

In the area of health and nutrition, we are delighted that our company cafeteria in Leonberg has been “Schmeck den Süden (Taste the South)” certified since 2023. Together with our partner Aramark, we were able to further develop the culinary offerings regionally and seasonally, focussing on high-quality, organic and sustainably produced food.

At a global level, most subsidiaries offer additional benefits in the areas of mobility, sport and health, further education and, in some cases, company pension schemes. Team spirit at our company is strengthened by regular excursions and team events. A standardised, global benefits catalogue is currently being developed.

PROFESSIONAL TRAINING AND FURTHER EDUCATION

GEZE offers training and further education opportunities at the highest level. As a result, GEZE has already been distinguished with the “Fair Professional Training” seal from independent market research institute Trendence for the 3rd time in a row in 2023. Apprentices at GEZE GmbH achieved outstanding examination results in the final examinations, and we were presented with the certificate for outstanding training performance by the Chamber of Industry and Commerce.

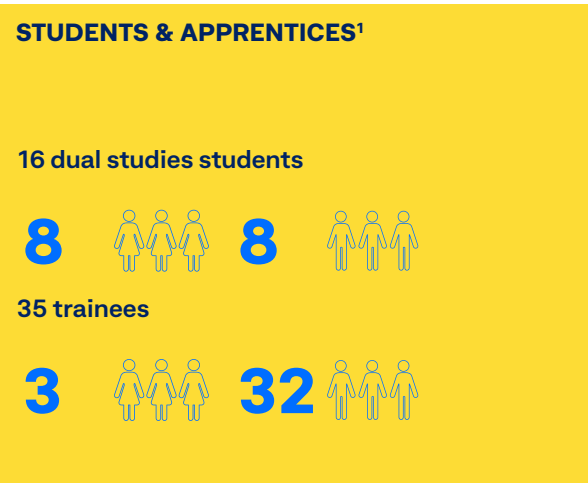
In the last fiscal year, we trained 35 apprentices across Germany in the fields of IT, industrial mechanics, mechatronics or machine and plant management, and 24 dual students in nine different degree programmes.

GEZE offers its trainees and students a high level of practical relevance, varied professional training programmes and exciting projects. With the support of expert professional trainers and professional training mentors, and a great deal of personal responsibility, both core and specialised skills as well as individual abilities can be specifically fostered during the training years. A global perspective, thanks to close exchange with our international subsidiaries, is also an integral part of the programme. In addition, GEZE has a particularly high hiring rate of its qualified apprentices. The professional training at GEZE is often the start of a successful career, as many GEZE managers began their career in the company themselves with a professional training or CSU degree programme.

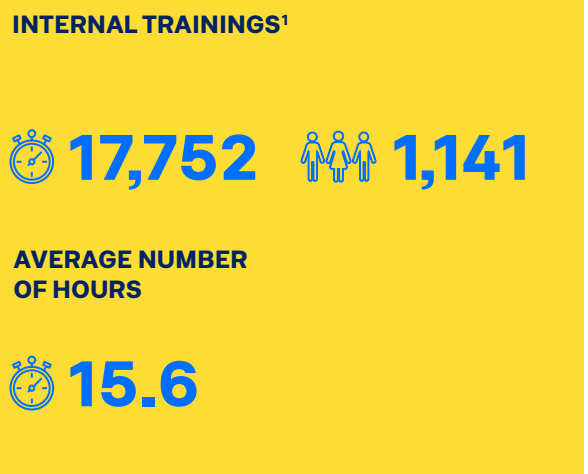
In order to maintain a constant hiring rate in the company in the future, two to three training ambassadors are trained each year – in cooperation with the Chamber of Industry and Commerce, to promote and provide information about dual degree programme and the company at various events.

Our employees also took advantage of our wide range of training and further education programmes, which include both online and face-to-face training, in the last fiscal year. Whether trainee, apprentice, specialist or manager – programming for specific target audiences, our employees can improve their specialist knowledge, methodological skills and social skills.

Just like our environment, our training and further education concepts are in constant development, as new requirements in the world of work demand new skills. How well we are positioned as a learning organisation will have a direct impact on our competitiveness in the future. In line with this change, feedback workshops have been established for all GEZE GmbH employees. These workshops have also been successfully introduced in the subsidiaries and form the cornerstone of our feedback, error and trust culture. In addition, we were able to expand our programming for managers, for example with our “Manager’s Toolkit” Leadership Framework. The programme for managers is to be expanded even further in the future.



¹ The data was taken from our internal systems for the reporting date 30 June 2023.



¹ The data was taken from our internal systems for the reporting date 30 June 2023 and applies for locations throughout Germany

In the 2022/2023 fiscal year, the average number of hours of internal further education per employee was 15.6. The figures were collected systematically for the German locations. All other locations and external training courses were not included in the overview. However, it can be assumed that the figures at other GEZE locations differ only slightly.

DIVERSITY

Recognising, promoting, valuing and appreciating the diversity of the workforce as a success factor – that is the basic idea behind diversity management. This is because, when the diversity of our society is reflected in our workforce, this improves our innovative ability and agility. In addition to equal rights for all, our aim is to enable all employees to realise their full potential through free development. Our managers serve as role models at GEZE, which is why the topic of diversity is firmly anchored here.

It is currently being implemented internationally through our recruiting guidelines for managers, which emphasise diversity. This initiative was also accompanied by corresponding communication in internal and external social media. Under the #hrRespect campaign, we also have a team that is committed to precisely these issues and is planning further initiatives.

All employees at all GEZE locations are connected to our global HR system, through which an annual performance appraisal and feedback meeting are conducted. It also enables systematic development plans, support in the area of development measures and activities and networks employees with one another. This allows us to show every employee their own individual paths and development opportunities.

Employees can also request individual feedback, for example after completing a project. In addition, the Position Pulse Check is carried out for all new employees after approximately three months to ensure that all new employees have settled in well and feel comfortable with us. Professional assessments are carried out at least once a year in order to be able to identify performance developments.

Two out of four board of management positions at GEZE GmbH are currently held by women, meaning our company has achieved a ratio of 50%. At the next management level of division and department heads, the proportion of female managers is 14.2%. We also implement the statutory quotas for women and currently have achieved a ratio of 16.7 % women on the Supervisory Board. In future, the number of women in management positions is to be further increased both at GEZE and on the Supervisory Board.

Establishing and living out diversity at all levels takes time and change. We still have a few milestones ahead of us in order to fully realise diversity at GEZE. Our promise: We will increase diversity and inclusion at GEZE with targeted measures, education and awareness.



OCCUPATIONAL SAFETY AND HEALTH PROTECTION

Occupational safety and health protection are also key topics at GEZE, which is why they are also firmly anchored in the company’s management guidelines. Our aim is to create a working environment in which health hazards are not only eliminated, but in which the health of our employees is actively promoted. We are doing so with the help of a wide-ranging programme at national and global levels.

Our EHS Coordinator is our contact for the occupational safety and health protection authorities and certification bodies, supports the board of management in maintaining a legally compliant occupational safety organisation, is responsible for the further development of the topic and coordinates all those responsible for occupational safety and health protection and environmental protection.

The occupational safety committee, consisting of employer representatives, works council members, the company doctor, occupational safety specialists and safety officers, also plays a central role in the area of occupational safety and health protection. The Health and Safety Committee discusses all matters relating to occupational safety and health protection and accident prevention at least four times a year. In addition to these two areas of responsibility, health and safety at work is also the responsibility of managers.

They support their employees in their independence and personal responsibility, because everyone commits to comply with the legal and trade association requirements and safety regulations and to conduct themselves in such a way as to ensure that neither they nor others are endangered.

External service providers, visitors, suppliers, customers, etc. are also involved in occupational safety and health protection, instructed accordingly and obliged to comply with the applicable regulations.

As a percentage, 45 % of employees worldwide are represented by the occupational safety and health protection committee.

Identified security risks are eliminated as quickly as possible and can be systematically reported. We also ensure that we systematically identify and continuously optimise hazards, risks and opportunities in the course of continuous improvement – including in the area of health and safety.

In addition to measures to prevent risks, we have made it our mission to actively promote a healthy working environment. Our catalogue of additional company benefits also includes services in the area of health and sport, such as departmental sports groups. These measures are also intended to strengthen employee loyalty, motivation and the working climate and reduce sickness-related absences in the long term.

GEZE GmbH has established an extensive occupational safety and health protection management system that fulfils all legal requirements of the dual occupational safety and health protection system in Germany and is also based on the requirements of ISO 45001.

In Germany, 100% of employees are covered by the system. At a global level, i.e. all markets except Germany, over 80% of all GEZE employees are covered by occupational safety and health protection systems that at least comply with the legal requirements of the individual countries.

We are currently preparing for certification of our occupational safety and health protection management system in Germany in accordance with the international standard ISO 45001, with the goal of achieving this certification in the first quarter of 2025.

Other international locations, such as the UK, are already certified according to ISO 45001 or are also aiming for this certification in the medium term, such as our production facility in Serbia.

An overview of the complete training programme is available to all employees on the intranet. Some trainings are already available online

WORK-RELATED ACCIDENTS GEZE GMBH AND GEZE SERVICE ^{1,2}	2020/ 2021	2021/ 2022	2022/ 2023	CHANGE IN % FISCAL YEAR 2021/2022 TO 2022/2023
GEZE GmbH	33	17	19	
GEZE Service	15	10	15	
Total	48	27	29	+ 7 %

¹The table contains all reportable work-related accidents at GEZE GmbH and GEZE Service.
²The data was taken from our internal systems as at 30 June of each year

ABSENCE RATES AT GEZE GMBH AND GEZE SERVICE ^{1,2}	2021/2022	2022/2023	CHANGE IN %
GEZE GmbH and GEZE Service	439	330	- 25 %

¹Illustration of absence rates in working days
²The data was taken from our internal systems as at 30 June of each year.

Overall, we can report a significant reduction in the area of work-related accidents for GEZE GmbH and GEZE Service compared to the 2020/2021 fiscal year, reductions which were kept constant for the 2021/2022 fiscal year.

We have also seen a significant reduction of 25% in the number of work-related accidents compared to the fiscal year 2021/ 2022.

SOCIETY

As a family business, we know where we come from – and where we want to go. That is why we never forget our roots and very consciously assume social responsibility – both regionally and globally. From supporting social projects to funding education, we always look beyond our own horizons and support people in need of assistance.

Together with the “Hoffnungsträger” foundation, for example, we are committed to the integration of refugees in Germany. Together, we were able to build “Hoffnungshäuser” (Hope Houses) for refugees, which offer integrative housing.

Employees regularly take part in the Leonberg City Run and the Ditzinger Lebenslauf. The latter is a charity run that raises money for the Mukoviszidose e.V. (Cystic Fibrosis Association).

In the health care sector, we also support the paediatric clinic in Stuttgart’s Olga Hospital, so that young patients can receive state-of-the-art care in a child-friendly atmosphere, and make donations to the Leonberg hospice for terminally ill patients and their relatives.

Globally, we are active in cooperation with the children’s aid organisation “Plan International” to improve the living conditions of children, young people and their families. On the occasion of our 150th anniversary, we took over 150 sponsorships for needy children from all over the world and increased the number of children supported by GEZE on the occasion of our 160th company anniversary.

At the end of the year, we once again opted for the “Donations instead of gifts” Christmas campaign.

1.6 million children in Côte d’Ivoire do not go to school. The region also suffers from extreme environmental pollution. UNICEF is tackling these two problems together – with schools built from recycled plastic bricks. The triad of environmental protection, education and the construction of liveable buildings fits in perfectly with our corporate principles, which is why we are delighted to be able to support this project.

In the area of biodiversity, we are pleased to be able to support a honey bee project with our partner, beefuture. The climate-neutral year-round honey produced by the bees can be purchased by employees at the Leonberg site. The profits from honey sales are also channelled back into the bee project to further promote and support biodiversity.

Annex

ABOUT THIS REPORT

This report is the second sustainability report of the GEZE Group. It relates to the 2022/2023 fiscal year, which covers the period from 1st July 2022 to 30 June 2023. All subsidiaries as at 30 June 2023 were included.

The board of management was closely involved in all steps of the reporting process, including the materiality analysis, and informed about the progress of the reporting every two weeks. The content was approved by the respective specialist departments, which provided the relevant information for the report. Gender-neutral language was used as often as possible for personal names and nouns. Where this was not possible, the generic masculine was used for reasons of better readability; corresponding terms apply in principle to all genders in the sense of equal treatment.

GRI CONTENT INDEX

This report was prepared in accordance with the standards of the Global Reporting Initiative (GRI). The 2021 standard update was applied. The selection of the specific standard disclosures is based on our materiality analysis. The report is not subject to an external audit. The sector standards have not been included in this report as they have not yet been published. The translation of the 2021 standard update was carried out independently, as the official translation has not yet been published.

ORGANISATION AND ITS REPORTING PRACTICES

		PAGE	COMMENT / OMISSION
Organisation and its reporting practices			
GRI 2-1	Organisational profile	7	
GRI 2-2	Entities included in the reporting	7, 39	Further information is available in the Group management report.
GRI 2-3	Reporting period, frequency and contact person	39	
GRI 2-4	New presentation of information		2-4 does not apply.
GRI 2-5	External audit	39	No external audit.
Activities and employees			
GRI 2-6	Activities, supply chain and other	7, 17-23	
GRI 2-7	Employees	7, 30-33	2-7iii does not apply.
GRI 2-8	Workers who are not employees	32	
Governance			
GRI 2-9	Management structure and composition		The required information is available in the Group management report.



ORGANISATION AND ITS REPORTING PRACTICES

		PAGE	COMMENT / OMISSION
Governance			
GRI 2-10	Appointment and selection of the highest governing body		The required information is available in the Group management report.
GRI 2-11	Chair of the highest governance body		2-11 does not apply.
GRI 2-12	The role of the highest governance body in the supervision of impact management	8	
GRI 2-13	Delegation of responsibility for impact management	8	
GRI 2-14	The role of the highest governance body in sustainability reporting	39	
GRI 2-15	Conflicts of interest	9	2-15b does not apply.
GRI 2-16	Communication of critical concerns		Data for 2-16b not available.
GRI 2-17	Collective knowledge of the highest governing body	8	
GRI 2-18	Evaluation of the performance of the highest governing body	8	
GRI 2-19	Remuneration policy		The required information is subject to internal confidentiality restrictions.
GRI 2-20	Procedure for determining the disposition		The required information is subject to internal confidentiality restrictions.
GRI 2-21	Annual total remuneration ratio		The required information is subject to internal confidentiality restrictions.
Strategies, policies and practices			
GRI 2-22	Statement by the highest decision-maker	5	
GRI 2-23	Internal guidelines	9	
GRI 2-24	Embedding internal guidelines	9	
GRI 2-25	Procedure for remedying negative effects	8-15	
GRI 2-26	Mechanisms for consultation and raising concerns	9	
GRI 2-27	Compliance with laws and regulations		There were no violations of the law during the reporting period.
GRI 2-28	Membership in associations	12, 43-44	
Stakeholder engagement			
GRI 2-29	Approach to stakeholder engagement	12	
GRI 2-30	Collective labour agreements	32	No data is available for 30b.
GRI 3: Material topics			
GRI 3-1	Procedure for determining material topics	13	
GRI 3-2	List of key topics	14	

ORGANISATION AND ITS REPORTING PRACTICES

		PAGE	COMMENT / OMISSION
GRI 200: Economy GRI 205: Anti-corruption			
GRI 3-3	Management of material topics	8-9	
GRI 205-2	Communication and training on anti-corruption policies and procedures	9	
GRI 205-3	Incidents of corruption and measures taken	10	
GRI 300: Environment GRI 301: Materials			
GRI 3-3	Management of material topics	8, 19-23	
GRI 301-1	Materials used by weight or volume	20	
GRI 302: Energy			
GRI 3-3	Management of material topics	8, 19-23	
GRI 302-1	Energy consumption within the organisation	26	
GRI 301-2	Energy consumption outside the organisation	27	
GRI 302-3	Energy intensity	26	
GRI 305: Emissions			
GRI 3-3	Management of material topics	8, 27-29	
GRI 305-1	Direct GHG - Emissions (Scope 1)	28	
GRI 305-2	Indirect energy-related GHG - emissions	28	
GRI 305-3	(Scope 2)	28	
GRI 305-4	Other indirect GHG - Emissions (Scope 3)	29	
GRI: 306: Waste			
GRI 3-3	Management of material topics	8, 20	
GRI 306-3	Produced waste	20	
GRI: 308: Environmental assessment of suppliers			
GRI 3-3	Management of material topics	8, 22-23	
GRI 308-1	New suppliers that have been screened using environmental criteria	22-23	
GRI 400: Social GRI 401: Employment			
GRI 3-3	Management of material topics	8, 31-33, 35	
GRI 401-1	Newly hired employees and employee fluctuation	31-32	
GRI 401-2	Company benefits that are only available to full-time employees, but not offered to temporary workers or part-time employees	33	

ORGANISATION AND ITS REPORTING PRACTICES

		PAGE	COMMENT / OMISSION
GRI 403: Occupational safety and health protection			
GRI 3-3	Management of material topics	8, 36-37	
GRI 403-1	Management system for occupational safety and health protection	36	The requirements of the system take into account the ArbStättG (Working Conditions Act), ArbStättG (Occupational Safety Act), DGUV V1 and DGUV V2 and in accordance with ISO 45001 (DE) or the respective national legal requirements.
GRI 403-2	Hazard identification, risk assessment and investigation of incidents	36-37	
GRI 403-3	Occupational health services	36-37	
GRI 403-5	Employee training on occupational safety and health protection	36	
GRI 403-8	Employees covered by a management system for occupational safety and health protection	36	
GRI 404: Professional training and further education			
GRI 3-3	Management of material topics	8, 22-23	
GRI 404-1	Average number of hours for professional training and further education per year	35	Data for breakdown by gender and employee category is not available.
GRI 401-3	Percentage of employees receiving regular performance and career development reviews	35	
GRI 414: Social assessment of suppliers			
GRI 3-3	Management of material topics	8, 22-23	
GRI 414-1	New suppliers assessed on the basis of social criteria	22-23	

ASSOCIATION NAME GERMANY (ABBREVIATION)

GRI 3: Material topics
BACnet Interest Group Europe e. V. (BIGEU)
building SMART e.V.
Bundesverband Bausysteme e.V. Products for BIM
Bundesverband Metall (cooperation in workgroup)
ccBIM e.V. Competence Centre for Building Information Modelling
German Sustainable Building Council (DGNB)
DKE German Commission for Electrical, Electronic & Information Technologies in DIN and VDE (DKE)
ETIM Germany e.V.
Fachverband Schloss- und Beschlagindustrie e.V. (FV S+B)
Fachverband Türautomation e.V. (FTA)
Fachvereinigung Krankenhaustechnik e.V. (FKT)
Gütegemeinschaft Schlösser und Beschläge e.V. in the Lock and Fittings Association (FV S+B)
Institut für Fenstertechnik e.V. (i.f.t.)
KNX Association
Architectural export network NAX
Window + Facade Association (VFF)
Verband für Fassadentechnik e.V. (VFT)
Association of German Engineers e.V. (VDI)
German Electrical and Electronic Manufacturers' Association e.V. (ZVEI)

INTERNATIONAL

GRI 3: Material topics

China Door Standardisation Committee
Door & Window Hardware Committee
Aluminium Window Curtain-wall Committee
China Hardware Technological Innovation Strategy Union
Glasbrancheföreningen
Låsesmedforeningen
Glassbransjeforbundet
Standard Norway Committee. SN/K 027 doors, windows, shutters, fittings and hanging walls
Sikkerhedsbranchen
ÉVOSZ (National Federation of Hungarian Building Contractors)
MSZT (Hungarian Association of Standards member of the European TEN working group 33)
MABIM (Hungarian Information Modelling Association)
Bulgarian association for doors and windows
NUZOP (National Association for Fire Protection)
SZPV (Slovenian association for fire protection)
Austrian Standards Institute Vienna
Austrian Federal Fire Brigade Association
Austrian Institute for Building Technology
MA 34 – Construction and Facility Management
Trade associations of the federal state guild for carpenters, metalworkers,
ANIMA confindustria meccanica varia (UNAC)
ZWIĄZEK POLSKIE OKNA I DRZWI
SITP – Polish Association of Fire Protection Specialists
ITB – Building Research Institute
SARP – Polish Association of Architects
ASEFAVE (Asociación Española de Fabricantes de Fachadas Ligeras y Ventana)
AENOR (Asociación Española de Normalización y Certificación)
APSEI Associação Portuguesa de Segurança
AECALPO asociación empresarial referente del sector del cerramiento en Galicia
FFB / SNFPSPA La Fédération Française du Bâtiment
FIM / UNIQ Union Nationale des Industries de la Quincaillerie
Ketenstandaard
NKVK De Nederlandse Kamer van Koophandel voor België en Luxemburg
VMRG
Federatie Veilig Nederland (Technology in brandveiligheid & beveiliging)
Federatie Aluminium Constructeurs (FAC)
12 Build Procurement software voor de bouwsector
Cobouw Bouwberichten
Building Forums Belgium
Metalworkers' Union / SMU
Association of the Swiss Door Industry VST
Trade and household association
Sponsoring educational network Schreiner bin
Green Building Society
Guild of Architectural Ironmongers
The Association of Architectural Aluminium Manufacturers of South Africa (AAAMSA)
Guild of Architectural Ironmongers (GAI)
Automatic Door Suppliers Association (ADSA)
Council for Aluminium in Building
British Woodworking Federation
Finishes & Interiors Sector
Door & Hardware Federation (DHF)

Sitemap

PUBLISHER:

GEZE GmbH
Reinhold-Vöster-Str. 21-29
71229 Leonberg
Germany

Phone: +49-7152-203-0
Fax: +49-7152-2033-10
Website: www.geze.com

Contact
If you have any questions about the report,
you can contact sustainability@geze.com.

PICTURE CREDITS

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