EN 2023/24

GEZE

GEZE GROUP OF COMPANIES

SUSTAINABILITY REPORT





CONTENTS

04 FOREWORD

05 WE ARE GEZE
06 About GEZE
07 Our understanding of sustainability
08 Compliance
10 Precautionary principle and risk management
11 Stakeholders and their involvement
12 Materiality analysis
14 Sustainable Development Goals

16 SUSTAINABILITY THROUGHOUT THE PRODUCT LIFE CYCLE
17 Our products
18 Use of materials and resource management
19 Supplier management
20 GEZE Service

21 CLIMATE AND ENVIRONMENT
22 Energy consumption
24 Emissions

26 REGIONAL RESPONSIBILITY IN THE GLOBAL NETWORK
27 Employment
29 Professional training and further education
30 Diversity
30 Occupational safety and health protection
31 Company

32 ANNEX
32 GRI Content Index
37 Complete table of associations
38 Sitemap

Foreword

DEAR READERS,

Sustainability is a key component of GEZE's corporate strategy. We take responsibility for our employees, customers, partners, society and the environment. Our actions are guided by the three areas of People, Planet and Product and are focused on the goals of continuous improvement and taking advantage of opportunities for sustainable development.

At the same time, we are in the midst of an important development phase: as part of a comprehensive transformation plan, we are currently working to further strengthen our sustainability efforts. This includes developing specific measures to reduce CO_2 and gradually professionalising our structures and processes. This process is crucial to enabling us to fulfil our responsibilities even more systematically and effectively in future.

The results of this work will be documented in more detail in future reports. This report focuses on the current status of our efforts, documents the progress we have achieved and makes transparent which issues were of particular importance during the reporting year.

In this way, we aim to provide clear insight for our stakeholders and illustrate how GEZE is driving sustainable and future-proof corporate development step by step.



Sandra Daniela Alber,
Chief Officer Legal & Finance


GEZE
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 branch offices in Germany, GEZE Service GmbH is represented across 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. By supplying its products to trading partners, GEZE can reliably serve additional markets and reach new customer groups.



→ 3,326 Employees
→ € 522* Sales * in million
→ 37 Subsidiaries
→ 4 Production sites
→ 110 Markets supplied

As of 06/24

OUR UNDERSTANDING OF SUSTAINABILITY

For GEZE, responsible, sustainable action is key to offering employees and customers positive long-term prospects and ensuring a liveable future on our planet. For us, sustainability is not merely a strategy, but is firmly anchored in our business processes, conduct, procedures and overall product portfolio. It is not a one-off project, but a fundamental part of our corporate practice. Our aim is not only to comply with legal requirements, but also to fulfil our responsibilities in a holistic manner.

To this end, we pursue goals and activities in three overarching action areas:

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

Our activities in these three areas support social, environmental and economic sustainability, taking into account our existing strengths and identifying key areas where action is needed. Sustainability is firmly anchored in GEZE's organisational structure: the board of management is responsible for all economic, ecological and social issues, and is the ultimate decision-making authority in these areas.

The respective departments, such as Human Resources, Product Development or Purchasing, are responsible for implementing specific measures. Sustainability is an integral part of our corporate strategy, which means we are committed to embedding this highly relevant topic across all departments and throughout the entire company.

In order to systematically share collective knowledge within the organisation and continuously advance sustainability activities, quarterly management events are held both nationally and internationally to report on progress, measures and relevant developments. In addition, information is published on the intranet at regular intervals, offering employees the opportunity to participate, provide feedback and exchange ideas. These measures ensure that knowledge is shared effectively, experiences are shared and implementation of the sustainability strategy is supported in a transparent way.

With targeted activities in the three action areas of "People, Planet and Product", we are continuously working to improve while investing in our future. By doing so, we strengthen global sustainability and focus our strategic efforts.

OUR ACTION AREAS

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



COMPLIANCE

GEZE's success is based on established values and principles – principles which we continuously question and develop. Our aim is to combine tradition with innovation, and to pursue this principle consistently in future. As a global company, we consider compliance with laws and fundamental rights to be a matter of course. At the same time, it is clear to us that ethical conduct and economic strength are inextricably linked.

To reinforce this understanding, we conduct mandatory compliance training across the Group. Covering 93 % of our global workforce, these trainings raise awareness among our employees of legal requirements and ethical standards. Our anti-corruption guidelines and procedures are included in this training. In the reporting year, 149 out of 155 new employees in Germany took part in the programme – representing over 96 % of new hires. Most of the remaining 4 % of employees were appointed shortly before the end of the reporting period. Global participant numbers could not be obtained for the reporting year. The board of management was actively involved in developing and introducing the guidelines and training courses.

Our managers support their teams in acting independently and responsibly. This requires that all employees know, understand and consistently apply the legal regulations and internal guidelines relevant to their areas of responsibility.

In addition, both employees and external partners have the option of reporting violations or suspected violations anonymously to an independent third party via our whistleblower system https://www.geze.de/en/whistleblower-system. Alternatively, information can be passed on directly to supervisors or internal departments at any time. Critical issues are brought directly to the attention of the board of management.

During the reporting year, no violations or critical suspected violations were reported via the whistleblower system.

INCIDENTS OF CORRUPTION

Number of reports of corruption [worldwide]

	2020/2021	2021/2022	2022/2023[1]	2023/2024
GEZE worldwide	0	0	0	0

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

COMPLIANCE TRAINING

Compliance training[1]

	2020/2021	2021/2022	2022/2023	2023/2024
Germany	51	92	127	193
Rest of Europe	0	0	0	0
Asia/ Pacific	0	0	2	1
Africa	0	0	0	0

[1] The 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	2023/2024
Germany	91	96	131	188
Rest of Europe	0	401	260	67
Asia/ Pacific	0	104	107	78
Africa	0	14	0	6

[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

Active risk management, which is holistically embedded in all business areas and processes, is an essential component of our corporate governance as an international company. Through this approach, risks can be identified at an early stage, opportunities recognised and appropriate countermeasures initiated in good time to minimise potential negative effects.

When developing and manufacturing our products, we take a forward-looking approach, using natural resources carefully and considering environmental protection, energy use, energy consumption and energy efficiency. We ensure that the necessary resources are available and used responsibly. Through continuous improvement processes, we systematically identify risks and opportunities and conduct a target analysis from them – for example, in occupational health and safety, to increase energy-related performance or to conserve resources.



STAKEHOLDERS AND THEIR INVOLVEMENT

Our stakeholders are indispensable partners for successfully implementing our sustainability goals. That is why we attach great value to continuous dialogue and building reliable relationships. This exchange enables us to fully understand the expectations and needs of our stakeholders and to incorporate them into our decisions. Communication takes place through a variety of channels: personal conversations, the GEZE customer service number, our website and social media channels, the intranet for internal target groups, our newsletter, and topic-specific events such as conferences, trade fairs, and seminars. A detailed overview of relevant stakeholders and their sustainability requirements is provided 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

In addition, we are actively involved in numerous associations and initiatives. A complete list of our association and initiative memberships can be found in the appendix.

MATERIALITY ANALYSIS

The actual and potential impacts of our business activities have been systematically recorded and assessed. This allows risks, opportunities, and appropriate measures to be identified at an early stage. All criteria used for the materiality analysis were comprehensively reviewed for completeness and updated for the 2023/2024 financial year.



KEY TOPICS

Sustainability along the product life cycle

- Material
- Product durability
- Waste
- Supplier management

Environment and climate

- Decarbonisation
- Energy
- CO_2 footprint

Regional responsibility in the global network

- Employees
- Occupational safety and health protection
- Professional training and further education
- Society
- Combating corruption[1]
- Supply Chain Act
- Regional suppliers

[1] For 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.

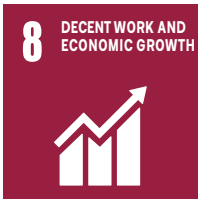
GEZE SUPPORTS THE ENTIRE BUILDING LIFE CYCLE



SUSTAINABLE DEVELOPMENT GOALS

Our goal is to make buildings more liveable – and at the same time contribute to a long-term liveable future on our planet. That is why we consistently focus our activities on sustainability. Our work is based on the United Nations' 17 Sustainable Development Goals (SDGs), which are enshrined in our management principles. We are actively contributing to six of these goals in particular:



SDG	OUR CONTRIBUTION
	Energy-efficient solutions in the construction industry are essential to reducing resource consumption in the long-term. Many of our products are already contributing to this goal: for example, our automatic swing doors improve buildings' energy footprints through reliable closing.
	We set high standards for occupational health and safety. We also actively promote a healthy work environment. Excellent apprenticeships and degree programmes are also among our priorities.
	We want to reduce our impact on the environment and the climate through technical innovation. We also strive to be more transparent.
	With our solutions, we help make buildings, and there 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 safer and more accessible through intelligent automation solutions.
	We are continuously working to optimise production processes, the supply chain and our material efficiency in order to offer our customers sustainable and durable products.
	By using renewable energy sources, we are making a direct contribution to protecting our planet. On the product level, our building systems help ensure that heat is not wasted unnecessarily and that buildings are generally more energy efficient.



Sustainability along the product life cycle

SUSTAINABILITY THROUGHOUT THE PRODUCT LIFE CYCLE

According to our understanding, no single area is responsible for sustainability throughout the product life cycle; rather, this responsibility is shared by all relevant areas. These include, in particular, research and development, purchasing and quality management. Other departments involved include product development and management, facility management, production and logistics, as well as after-sales service, disposal and recycling.

To control and continuously improve our environmental performance and energy efficiency, our main production site in Leonberg has been certified according to DIN EN ISO 14001 since 2012 and according to DIN EN ISO 50001 since 2016. The quality management systems of GEZE GmbH in Leonberg and GEZE Service GmbH have been certified according to DIN EN ISO 9001 for several years. Quality management in accordance with ISO 9001 has also been implemented at some international locations, such as in Turkey.

OUR PRODUCTS

GEZE provides its customers with important documents on sustainability aspects of its product portfolio. These are available on our website at any time. This includes, in particular, regular checks on compliance with key environmental requirements such as REACH, RoHS, PoP and WEEE. We also publish environmental product declarations (EPDs), which transparently show the environmental impact of individual products. EPDs form the basis for building assessments in international systems such as BREEAM, LEED, the German Sustainable Building Council (DGNB) or for corresponding specifications of the Federal Ministry of Construction.

In order to continuously expand our expertise in the area of product sustainability, we constantly review our product range for potential improvements. In doing so, we evaluate various sustainability requirements based on the expectations of our customers, our competitors, product compliance, external organisations and our own corporate strategy. Developing solutions that will also meet future requirements is crucial for our long-term business success.

Even in research and development, we focus on mapping the ecological footprint of our products, particularly with regard to material composition and material efficiency. Based on this information, we can derive and implement targeted improvement measures at the product level.

USE OF MATERIALS AND RESOURCE MANAGEMENT

In developing and manufacturing our products, we are committed to using natural resources responsibly throughout the entire supply chain. Ecological and social aspects are systematically considered and reviewed starting from the material procurement stage. At the same time, we only use materials that meet our high quality standards. We primarily use metals and alloys in production: aluminium accounts for around 60 % and steel for around 40 % of the material volume used, while metals such as brass only represent a small proportion.

SOLID MATERIALS USED

	IN %
Aluminium	60
Steel	40
Other solid materials	0
Total	**100**

In order to keep transport distances short, we generally aim to work with key suppliers located close to our production sites. To make our logistics processes more sustainable, we optimise our routes throughout Germany. Around 85 % of our raw material purchases come from Europe, with over 65 % coming from Germany; the remaining approx. 15 % come from Asia. Purchasing such a high share of our materials from Europe also reduces logistics costs, as our main production site and two other sites are located in Europe.

Packaging materials are used at several points in the value chain, primarily to protect products and intermediate products.

PACKAGING MATERIALS USED[1,2]

	IN T	IN %
Wood	1,205	64
Cardboard	602	32
Plastic	72	4
Total	**1,879**	**100**

[1] As no fully consolidated values for the financial year were available at the time of reporting, an average reduction of 2.5% compared with the previous year was assumed on the basis of the information available.
[2] "Other packaging materials" could not be included in the table. This corresponds to a purchasing volume of around 3 %.

In the second half of 2024, almost 750 tonnes of packaging material were returned to the cycle. To ensure that packaging is used and reused in the most resource-efficient way possible, we operate a circulation system with over 160,000 pieces of packaging throughout Germany in order to avoid single-use packaging.

Total global waste generated in the reporting year amounted to 3,701, tonnes, a decrease of 5 % compared to the previous year. This figure includes waste from production and distribution companies. Approximately 90 % was non-hazardous waste, while 10 % was classified as hazardous.

WASTE GENERATED BY REGION[1]
Waste

NON-HAZARDOUS WASTE IN [T]	2022/2023	2023/2024	CHANGE IN %
Germany	2,674	2,316	- 13 %
Rest of Europe	428	630	+47%
Asia / Pacific	406	372	- 8%
Total	**3,508**	**3,318**	**- 5%**

HAZARDOUS WASTE IN [T]			
Germany	319	371	+ 16%
Rest of Europe	20	12	- 40 %
Asia / Pacific	66	-	
Total	**405**	**383**	**- 5 %**

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

SUPPLIER MANAGEMENT

GEZE maintains long-standing, value-oriented relationships with nearly 1,500 suppliers. The aim of our supplier management is to establish long-term partnerships, in which all parties fulfil their corporate responsibilities, meet due diligence obligations in relation to human rights, and meet environmental and climate protection goals. To do so, the purchasing department works closely with related functional areas to ensure the best possible selection when awarding contracts. Both existing suppliers and new partnerships are assessed as part of a comprehensive risk analysis. In addition to economic criteria, this analysis also includes country-specific risks, environmental factors, compliance risks and certifications, which are taken into account according to defined weightings. Official data from the OECD and Transparency International are also included.

The continuous development of our risk management system contributes significantly to securing supply chains. In the past financial year, approximately 80 % of our purchasing volume was subject to a detailed annual risk assessment. The results showed no abnormalities. In addition, 15 international suppliers were subjected to intensive on-site audits to verify compliance with the certified management systems.

GEZE SERVICE

In order to fully utilise the service life of our products and ensure safe and trouble-free operation, GEZE Service offers sustainable and innovative service concepts from the initial installation onwards. 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 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. Through training courses, seminars and presentations on topics such as standardisation, guidelines and certification, we help our customers to stay up to date. Our networking events provide architects and experts from the construction industry with an opportunity to meet, exchange ideas and form working relationships. Thanks to our service network of GEZE technicians and qualified partners, we currently provide service to over 20,000 customers worldwide.





Climate and environment

CLIMATE AND ENVIRONMENT

Climate and environment is another key action area related to sustainability. We protect and preserve the climate and the environment through responsible actions and targeted measures. Our goal is to be greenhouse gas neutral by 2045. At the same time, as part of the construction industry, we want to provide our customers with products that are environmentally friendly and sustainable, for example through higher energy efficiency in buildings. At our main production site in Leonberg, we operate environmental and energy management systems in accordance with ISO 14001 and ISO 50001, which are regularly audited by external certification bodies.

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

	2020/2021	2021/2022	2022/2023	2023/2024
ISO 14001	1	1	1	1
ISO 50001	1	1	1	1
Total	**2**	**2**	**2**	**2**

ENERGY IN THE COMPANY

Global energy consumption within the organisation amounted to 40,799 MWh in the reporting year, broken down into electricity (36 %), heat (26 %) and fuel (38 %).

In Germany, we already purchase 100 % certified green electricity. Our headquarters is also supplied with heat from its own efficient cogeneration plant (CHP), with the natural gas used for this purpose being offset by CO_2 emission reduction credits.

At our Leonberg site, our energy monitoring system enables detailed analyses of energy consumption, allowing targeted measures to be implemented to increase energy efficiency. In rented buildings outside Germany, where we cannot directly influence the power supply, natural gas or conventional electricity is used. Globally, 50 % of our electricity comes from renewable sources.

ENERGY INTENSITY



12.77 MWh/ employee

Energy intensity in the reporting year was 12.77 MWh per employee. This value compares total energy consumption to the number of full-time employees at GEZE and has fallen compared to the previous year, from 15.03 MWh per employee.

ENERGY CONSUMPTION WITHIN THE ORGANISATION[1]

Energy consumption in MWh

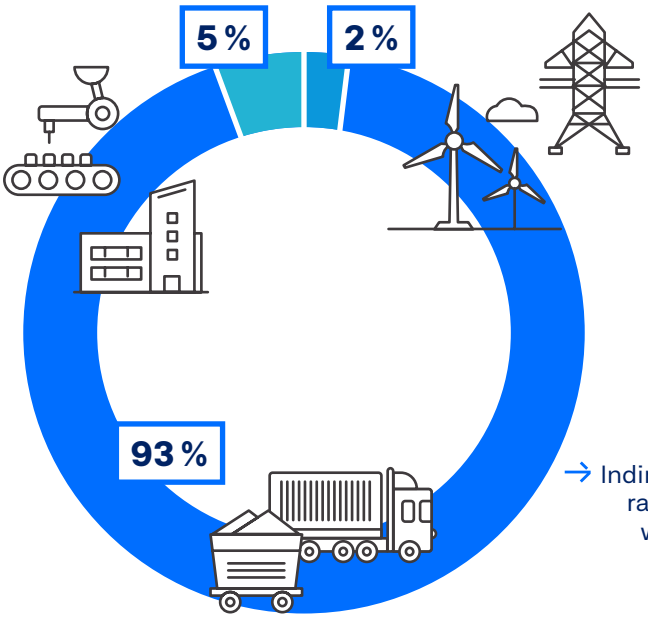
POWER	2022/2023	2023/24 LEONBERG	2023/24 REST OF THE WORLD	CHANGE IN %
Renewable electricity	8,697	7,453		
Non-renewable electricity	7,978		7,331	
Total electricity	**16,675**		**14,784**	**– 11%**
HEAT				
Gas	12,052	6,709	2087	
District heating	924	222	588	
Steam	875		928.68	
Fuel oil		149	155.815	
Total heat	**13,851**		**10,535**	**– 24%**
FUEL				
Diesel	16,592	1,829	11,844	
Petrol	1,753	85	1,722	
Total fuel	**18,345**		**15,480**	**– 16%**
Total energy consumption	**48,871**		**40,799**	**– 17%**

[1] To 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.

EMISSIONS

This report refers to the reporting year 2023/2024. The most recent complete data available for greenhouse gas emissions is from the reporting year 2022/2023. This data has already been published and is presented here again to ensure consistent comparisons. The emission data for 2023/2024 is currently being collected.

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.

Emissions intensity amounted to 3.8 tonnes of CO_2e 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.

Emissions intensity in the reporting year amounted to 3.8 tonnes of CO_2e per employee. This ratio describes 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.

EMISSION INTENSITY[1]

3.8 tonnes CO_2e/employee

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

To bind greenhouse gases, we also planted a total of 20,000 trees in Kenya, Tanzania, Cameroon, Nepal and Guatemala together with the organisation Treedom 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 26*.

DIRECT, INDIRECT AND OTHER GREENHOUSE GAS EMISSIONS[1-7]

SCOPE 1 – 3 Emissions in tonnes of CO_2

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 %**

[1] The calculation is based on the "IPCC 2021 GWP100" method, in which all gases that contribute to global warming are considered and included.
[2] The accounting relates to the 2022/2023 fiscal year.
[3] The emission factors are largely taken from the "ecoinvent" database.
[4] The 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.
[5] The 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.
[6] Market-specific emission factors were used for global locations where no supplier-specific emission factors for electricity were available
[7] No incineration or biodegradation of biomass took place.



Regional responsibility in the global network

REGIONAL RESPONSIBILITY IN THE GLOBAL NETWORK

For us, taking holistic responsibility means not only considering economic and environmental aspects, but also including our employees and society, both at the regional and the global level. For the board of management and executives, responsibility towards our more than 3,000 employees is a top priority, as they have been the foundation of our company's success since its inception. GEZE is also a reliable partner for local communities in Germany and internationally. Supporting social projects and promoting social initiatives has always been part of our corporate identity and remains an integral part of our activities.

EMPLOYMENT

Our employees are also centrally involved in our management approach, because it is only through their commitment and willingness to take responsibility that we can ensure the success of our company. Every employee makes an important contribution to the economic and qualitative strength of the company.

EMPLOYEES BY REGION[1,2]

	2022/2023	2023/2024	CHANGE IN %
Germany	1,482	1,504	
Rest of Europe	1,206	1,288	
Asia/Pacific	539	474	
Africa	36	34	
Total	**3,263**	**3,300**	**+ 1.01%**

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

EMPLOYEES BY REGION AND GENDER 2022/2023[1,2]

	2023/2024		
	FEMALE	MALE	TOTAL
Germany	365	1,139	**1,504**
Rest of Europe	368	920	**1,288**
Asia/Pacific	107	367	**474**
Africa	15	19	**34**
Total	**855**	**2,445**	**3,300**

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

Of our 3,300 employees, 3,193 were employed full-time and 105 part-time. At the end of the reporting year, 2,854 employees had permanent contracts, representing 86 % of the total workforce, while 14 % of employees worldwide were on fixed-term contracts. In the 2023/2024 financial year, this included 64 apprentices, trainees and dual students. In addition, 120 employees worldwide were employed on a leasing basis, 40 of whom were in Germany and 80 at international locations, mainly in production.

In the reporting year shown, 510 new employees were hired worldwide, representing 15.5 % of the total workforce. GEZE continues to grow, especially in Europe.

FLUCTUATION RATE BY REGION[1,2]

FLUCTUATION RATE[1,2]	2022/2023	2023/2024	CHANGE IN %
Germany	6.0 %	5.0%	
Rest of Europe	13.8 %	10.7%	
Asia/Pacific	8.4 %	6.1%	
Africa	16.9 %	17.3%	
Total	**9.3 %**	**7.6%**	**–1.7%**

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

Where possible, our employees use a hybrid working model to organise their daily work flexibly and combine the advantages of on-site and remote working. Regardless of the type of employment, GEZE offers a wide range of additional company benefits. We strive to help our employees achieve a good work/life balance. In the area of health and nutrition, we work together with our partner Aramark to ensure that our culinary offerings are regional, seasonal, and sustainable. At a global level, most subsidiaries offer additional benefits in the areas of mobility, sport and health, further training and, in some cases, company pension schemes. Regular team dinners and events also strengthen team spirit within the company.

PROFESSIONAL TRAINING AND FURTHER EDUCATION

In the 2023/2024 financial year, GEZE trained 32 apprentices throughout Germany in the fields of computer science, industrial mechanics, mechatronics, and machine and plant operation. In addition, 20 dual students completed their studies in nine different subject areas. Our professional training and study programmes are characterised by their high practical relevance, varied training plans and the opportunity to work on exciting projects. Supported by trained instructors, professional training mentors and a high degree of personal responsibility, junior staff develop both professional and personal skills. International exchanges with our subsidiaries are also an integral part of these programmes, strengthening the global perspective of our professional training. In addition to professional training, GEZE offers a wide range of further education measures for employees at all levels, from trainees and apprentices to specialists and managers. These combine online formats with classroom training and are continuously adapted to new requirements in order to promote specialist knowledge, methodological competence and social skills in the long-term. In the reporting year, the average training time per employee at the German locations was 21.5 hours.

External training courses and the figures for international locations are not included, but are likely comparable.

To promote performance and development, all employees worldwide are connected to our global HR system. This provides for an annual performance appraisal and a structured feedback meeting. In addition, employees can request individual feedback, for example after completing a project. For new employees, the New Position Pulse Check takes place after around 70 days as part of their onboarding and ensure that they are settling in well at the company. In addition, professional assessments are carried out at least once a year to systematically monitor individual performance and skills development.

INTERNAL TRAININGS[1]

25,687 **1,194**

AVERAGE NUMBER OF HOURS

21.5

[1] This data was taken from our internal systems and refers to locations throughout Germany.

STUDENTS & APPRENTICES[1]

20 dual studies students

9 **11**

32 trainees

1 **31**

[1] This data was taken from our internal systems, as of 24th June.



DIVERSITY

GEZE pursues the goal of promoting equality and giving all employees the opportunity to freely develop their full potential. Our managers play a key role in setting an example in this regard, which is why diversity is firmly anchored as part of their responsibilities. Internationally, we are already implementing this through a recruitment guide for managers.

Two of the three positions on the board of management of GEZE GmbH are currently held by women, which corresponds to a rate of 67 %. At the next management level – divisional and departmental heads – the proportion of women is 11.76 %. Furthermore, the proportion of women on the supervisory board currently stands at 16.7 %.



OCCUPATIONAL SAFETY AND HEALTH PROTECTION

GEZE aims to create a working environment that is not only free from health hazards, but also actively promotes the health of its employees. To this end, we are implementing a broad programme at both the national and international level.

Our EHS Coordinator plays a key role in this work. He acts as a contact person for occupational safety authorities and certification bodies, supports the board of management in ensuring legal compliance within the organisation, and coordinates the representatives for occupational safety, health and environmental protection. In addition, the Occupational Health and Safety Committee, consisting of employer representatives, the works council, the company physician, occupational safety specialists and safety officers, meets at least four times a year to discuss all issues relating to occupational safety and accident prevention. Managers are also involved in this work: they support their teams in taking personal responsibility and ensure that legal and occupational health and safety requirements are met. In addition, external service providers, visitors, suppliers and customers are also involved, instructed and obliged to comply with the applicable rules.

In the reporting year, 45 % of employees worldwide were represented by the Occupational Health and Safety Committee. Safety risks can be reported systematically at any time so that they can be eliminated immediately. At the same time, we continuously identify risks, opportunities and threats and derive improvement measures from them. In addition, we focus on promoting health, for example through sports and prevention programmes, which are also designed to boost motivation and employee loyalty and improve the working atmosphere, as well as reduce absenteeism due to illness.

Our occupational health and safety management system meets all legal requirements of the dual occupational health and safety system in Germany and is also based on ISO 45001. In Germany, 100 % of employees are covered by this system, and worldwide over 80 % are covered. GEZE GmbH and GEZE Service have

been ISO 45001 certified since April 2025; other locations such as the UK and our Serbian production facility are already certified or are in the process of preparing for certification. The entire range of training courses is available to all employees on the intranet.

Thanks to these measures, workplace accidents at GEZE GmbH and GEZE Service have been significantly reduced since 2020/2021 and have remained at this low level through the 2023/2024 financial year.

WORK-RELATED ACCIDENTS GEZE GMBH AND GEZE SERVICE[1,2]	2021/ 2022	2022/ 2023	2023/2024	CHANGE IN % FISCAL YEAR 2022/2023 TO 2023/2024
GEZE GmbH	17	19	16	
GEZE Service	10	15	9	
Total	**27**	**29**	**25**	**– 14 %**

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

SOCIETY

As a family business, we know where our roots lie and what kind of future we want to shape. That is why we consciously take on social responsibility, both regionally and globally. We are involved in social projects and educational initiatives, and we work specifically to support those who need help. Our employees regularly take part in charity events, including the Leonberg City Run and the Ditzingen Run for Life to benefit Mukoviszidose e.V. In the health sector, we support the children's hospital at Stuttgart

Olgahospital, helping to provide state-of-the-art medical care and a child-friendly atmosphere. We are also making our mark in the area of biodiversity: together with our partner beefuture, we are supporting a honeybee project. Climate-neutral honey is produced year-round, and can be purchased by employees at the Leonberg site, with the proceeds going directly back into the project and thus actively helping promote biodiversity.



Annex

ABOUT THIS REPORT

This report is the third sustainability report published by the GEZE Group. It refers to the 2023/2024 financial year, which covers the period from 1st July 2023 to 30th June 2024. All subsidiaries as at 30th June 2024 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	6	
GRI 2-2	Entities included in the reporting	6	Further information is available in the Group management report.
GRI 2-3	Reporting period, frequency and contact person		
GRI 2-4	New presentation of information		2-4 does not apply.
GRI 2-5	External audit		No external audit.
Activities and employees			
GRI 2-6	Activities, supply chain and other	6, 17 – 20	
GRI 2-7	Employees	6, 27	2-7iii does not apply.
GRI 2-8	Workers who are not employees	27	
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	7	
GRI 2–13	Delegation of responsibility for impact management	7	
GRI 2–14	The role of the highest governance body in sustainability reporting		
GRI 2–15	Conflicts of interest	8	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	7	
GRI 2–18	Evaluation of the performance of the highest governing body	7	
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	4	
GRI 2–23	Internal guidelines	8	
GRI 2–24	Embedding internal guidelines	8	
GRI 2–25	Procedure for remedying negative effects	7, 8, 10 – 12	
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	11	
Stakeholder engagement			
GRI 2–29	Approach to stakeholder engagement	11	
GRI 2–30	Collective labour agreements		No data is available for 30b.
GRI 3: Material topics			
GRI 3–1	Procedure for determining material topics		
GRI 3–2	List of key topics		

ORGANISATION AND ITS REPORTING PRACTICES

		PAGE	COMMENT / OMISSION
GRI 200: Economy **GRI 205: Anti-corruption**			
GRI 3-3	Management of material topics	7, 8	
GRI 205-2	Communication and training on anti-corruption policies and procedures	9	
GRI 205-3	Incidents of corruption and measures taken	8	
GRI 300: Environment **GRI 301: Materials**			
GRI 3-3	Management of material topics	7, 17 – 20	
GRI 301-1	Materials used by weight or volume	18	
GRI 302: Energy			
GRI 3-3	Management of material topics	7, 17 – 20	
GRI 302-1	Energy consumption within the organisation	22	
GRI 301-2	Energy consumption outside the organisation	22	
GRI 302-3	Energy intensity	22	
GRI 305: Emissions			
GRI 3-3	Management of material topics	7, 24	
GRI 305-1	Direct GHG - Emissions (Scope 1)	24	
GRI 305-2	Indirect energy-related GHG - emissions	24	
GRI 305-3	(Scope 2)	24	
GRI 305-4	Other indirect GHG - Emissions (Scope 3)	24	
GRI: 306: Waste			
GRI 3-3	Management of material topics	7, 18	
GRI 306-3	Produced waste	18	
GRI: 308: Environmental assessment of suppliers			
GRI 3-3	Management of material topics	7, 19, 20	
GRI 308-1	New suppliers that have been screened using environmental criteria	19, 20	
GRI 400: Social **GRI 401: Employment**			
GRI 3-3	Management of material topics	7, 27, 29, 30	
GRI 401-1	Newly hired employees and employee fluctuation	27	
GRI 401-2	Company benefits that are only available to full-time employees, but not offered to temporary workers or part-time employees	27	

ORGANISATION AND ITS REPORTING PRACTICES

		PAGE	COMMENT / OMISSION
GRI 403: Occupational safety and health protection			
GRI 3-3	Management of material topics	7, 30	
GRI 403-1	Management system for occupational safety and health protection	30	The requirements of the system take into account the ArSchG (Working Conditions Act), ASiG (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	30	
GRI 403-3	Occupational health services	30	
GRI 403-5	Employee training on occupational safety and health protection	30	
GRI 403-8	Employees covered by a management system for occupational safety and health protection	30	
GRI 404: Professional training and further education			
GRI 3-3	Management of material topics	7, 19, 20	
GRI 404-1	Average number of hours for professional training and further education per year	29	Data for breakdown by gender and employee category is not available.
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	29	
GRI 414: Social assessment of suppliers			
GRI 3-3	Management of material topics	7, 19, 20	
GRI 414-1	New suppliers assessed on the basis of social criteria	19, 20	

ASSOCIATION NAME GERMANY (ABBREVIATION)

GRI 3: Material topics
BACnet Interest Group Europe e. V. (BIGEU)
Bundesverband Bausysteme e.V. Products for BIM
Bundesverband Metall (cooperation in workgroup)
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 Building 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 / SNFPSA 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 Buildung
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

P. 01:	Adobe Stock
P. 05:	Jürgen Pollak / GEZE GmbH
P. 10/29/30:	Michael Collela / GEZE GmbH
P. 21:	Jürgen Biniasch / GEZE GmbH
P. 12/16/20/26:	Karin Fiedler / GEZE GmbH
P. 31:	Leo Leister for Lake.Office / GEZE GmbH

Ver. 2025_11 – EN – Subject to change without notice, all rights reserved

Connecting expertise – building solutions.

GEZE

www.geze.com