



GETT.GERMANY

SUSTAINABILITY REPORT

2024

Executive Summary



Sustainability Report- Executive Summary

Reporting year 2024

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1 GETT.SUSTAINABILITY

With our 2023 sustainability report, we successfully disclosed our sustainability activities and the sustainable transformation of GETT for the first time. Building on this foundation, we are presenting our second report in 2024, which documents the progress and developments of the past year. Through a stakeholder and materiality analysis, we have once again identified key areas of action that shape our sustainability strategy. Our efforts continue to contribute to 9 of the 17 global sustainability goals, which we promote through targeted measures in the areas of economy, ecology, and social responsibility.

The 2024 report not only highlights the continuation of our previous successes but also clearly shows how we learn from the experiences of the previous year and continuously develop our strategy. A solid foundation has thus been established for the future orientation of GETT in terms of sustainable development.



2 GETT.GOVERNANCE

Sustainability is firmly anchored in GETT's corporate culture. We combine economic progress with environmental and social responsibility by focusing on strict compliance standards, ensuring fair working conditions, and protecting human rights. Our economic performance forms the foundation of our sustainability strategy, supported by transparent financial activities and investments in environmentally friendly technologies.

We strive for a sustainable value chain and carefully evaluate our suppliers based on social and environmental criteria. We attach particular importance to avoiding conflict minerals in our products. In, we are actively involved in social projects and regional initiatives.

founded
1996



active at
5 locations
worldwide



turnover in 2024
19,2 Mio €
location Treuen

Our philosophy:
Sustainability
as the core of our
corporate values

0 violations
against essential
laws in 2024



61 %
local
sourcing
budget



2 sponsorships
and **9** individual
Donation targets realised



47 New suppliers
checked according to
social and
ecological criteria



OUR GOVERNANCE GOALS

- By the end of 2029: labelling strategy to provide information about sustainability in our own products
- By the end of 2029: Establishment of contingency plans to prevent supply chain disruptions and to build resilient supply chains
- Long-term collaboration on the greening of communal areas by 2029

3 GETT.ECOLOGY

GETT implements numerous measures to reduce its ecological footprint. The focus is set on the reduction of greenhouse gas emissions, the expansion of renewable energies and the responsible usage of resources. For example, our energy management system was able to reduce total energy consumption at the Treuen site by 18% compared to the baseline year.

We analyze emissions within the supply chain, consider the mobility needs of our employees, and optimize material usage towards higher levels of sustainable packaging and recycling processes. In addition, we promote sustainable product development that combines durability and recyclability to strengthen our contribution to climate protection.

18 %

energy savings
in 2024
compared to 2022



energy consumption 2024

550 MWh

(Electricity, natural gas,
heating oil)

Total energy consumption
reduced by

24 %

compared to 2022



34

energy management
activities carried
out with a savings target



826 t

CO₂e-
emissions in 2024
(Scope 1, 2 and 3)



-19,5 %

reduction of
CO₂-emissions
compared to 2022



approx. **18 t**
of packaging
material used



approx. **26 t**
of waste
generated
in 2023



approx. **25 %**
of our waste
was forwarded
to recycling



OUR ECOLOGICAL GOALS

- By the end of 2025: Creation of a path to reduce greenhouse gas emissions by 50% until 2030
- Implementation of a recycling and reutilization strategy by the end of 2029
- By the end of 2030: Achieving 100% share of renewable energy sources in the energy supply

4 GETT.SOCIAL

At GETT, we pursue a sustainable and socially responsible corporate strategy based on a fair and supportive working environment. Our employees, the heart of our company, contribute significantly to the success and realisation of our vision of a sustainable future.

With a strong focus on equal opportunities, fair working conditions, and the protection of human rights, we foster an inclusive workplace culture. GETT prioritizes the health and safety of its employees, offers family-friendly working models, and invests specifically in professional training and development to help shape a fair and sustainable future.

almost **130**
employees at
our location
in Treuen



57 %
percentage of
women at GETT



**4-day-
week**



introduced in 2023

11 withdrawal
and **7** new hires
of staff in 2024



12,6
years average
length of
employment



4
employees on
parental leave



0 cases of
discrimination



123
sick notes



7
work-related
injuries



OUR SOCIAL GOALS

- Integration of the topic "Operational Sustainability" into the company's own training platform by the end of 2026
- Ongoing participation of employees in corporate decisions that affect them (e.g. 4-day week)
- Institutionalization of our value charter within the GETT.GROUP and among the workforce at the Treuen site

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