


Giesecke+Devrient Sustainability presentation

As of April 2025



At G+D, we have a strong purpose

We make the lives
of billions of people
more secure.



and we shape trust in
the digital age, with
built-in security tech.

We believe that trust grows from sustainable behavior, therefore G+D actively contributes to preserving our planet and a livable society



„Sustainability is not a goal, but a path that we are pursuing with determination and transparency in order to ensure the future viability of G+D and our society. **Trust in the company can only grow from sustainable action.**“

Ralf Wintergerst
Group CEO



„As a global family-owned company, **we not only deliver innovative solutions but also take responsibility:** for our employees, our customers, and for the world, we want to shape and preserve.“

Gabriel v. Mitschke-Collande
Group CDO and Head of ESG Committee



„**With our climate transition plan, we now have a roadmap to achieve net zero by 2040.** It's a very good foundation, on which we can continuously build and expand our measures together with our stakeholders.“

Ann-Kathrin Röndigs
Head of Sustainability & Management Systems

We have a long history of sustainability engagement at G+D



We continuously receive strong ESG ratings and maintain certified management systems

ESG RATINGS



**GIESECKE+DEVRIENT
MOBILE SECURITY**



**GIESECKE+DEVRIENT
EPAYMENTS**



**GIESECKE+DEVRIENT
B Rating (range: A to D-)**

ESG CERTIFICATIONS



**APPROVED NET
ZERO TARGETS**

CERTIFIED MANAGEMENT SYSTEMS -

production sites:

ISO 9001: Quality

ISO 14001: Environment

ISO 45001: Health & Safety



additionally at selected sites:

ISO 50001: Energy

ISO 27001: Data Security

Our sustainability strategy addresses ten material topics



ENVIRONMENTAL

- CLIMATE ACTION
- RESPONSIBLE USE OF RESOURCES
- SUSTAINABILITY-BY-DESIGN



SOCIAL

- HEALTHY & INCLUSIVE WORKPLACE
- LIFELONG LEARNING
- HUMAN RIGHTS IN THE SUPPLY CHAIN
- SOCIETAL IMPACT



GOVERNANCE

- BUSINESS ETHICS, INTEGRITY & COMPLIANCE
- DIGITAL RESPONSIBILITY
- IT SECURITY

...and we have set measurable targets and track our progress

	NORTH STAR AMBITION 2030	BASELINE 2022	AS-IS 2024	PROGRESS
Climate Action	Reduce Scope 1 and 2 GHG emissions by 42%	89 ktCO2e	34 ktCO2e	target achieved
	Reduce Scope 3 GHG emissions from main emission drivers by 25%	486 kt CO2e	530 kt CO2e	-
	100% green electricity at all G+D sites worldwide	9%	99%	fully on track
Responsible Use of Resources	Reduce water use by 10%	582k m ³	689 m ³	-
	Zero waste-to-landfill	1883 t	1667 t	on track
	No virgin plastic in our payment cards	9%	19%	on track
	100% of physical SIM cards sold are from recycled plastics	1%	9%	on track
Healthy & Inclusive Workplace	20% women in executive management	9%	16%	fully on track
	Equal representation of women in line management	<i>local targets</i>		on track
	Health & Safety Mgmt. System in place at all operational sites	77%	76%	on track

G+D's Management Board is directly accountable for our ESG targets

Supervisory Board



G+D Management Board



ESG Committee

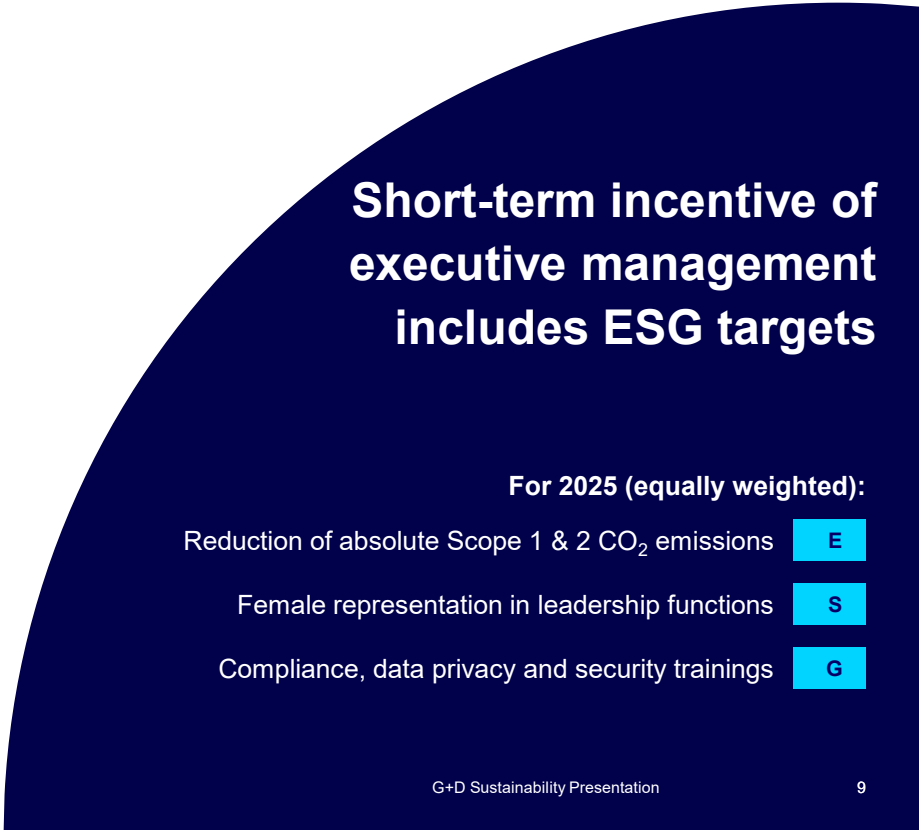
Task: Meets on a quarterly basis to monitor progress of our sustainability targets and to provide guidance for board decisions on sustainability investments.

Head: Group CDO

Members: Divisional management representatives, Heads of Sustainability, People & Governance, Purchasing and Brand Communications

Sustainability Organization incl. Global Head of Sustainability

Divisions



Short-term incentive of executive management includes ESG targets

For 2025 (equally weighted):

- Reduction of absolute Scope 1 & 2 CO₂ emissions **E**
- Female representation in leadership functions **S**
- Compliance, data privacy and security trainings **G**

...and we create transparency for our stakeholders with our annual Sustainability Report



26 **Stakeholder Sustainability Report**

Sustainability Strategy

Sustainability is a key component of G+D's corporate strategy, focusing on three elements:

Our sustainability strategy follows the UN's framework, with environmental, social, and governance as its pillars. In the following, we describe our strategic approach for each pillar:

Environmental: We are committed to reducing the impact of climate change and other environmental risks. We are using digital technology to improve energy efficiency and reduce our carbon footprint. We are also investing in research and development to create sustainable products and services.

Social: We are committed to the well-being of our employees and the communities we operate in. We are investing in training and development programs to help our employees grow and advance their careers. We are also supporting social and environmental initiatives in the communities where we operate.

Governance: We are committed to high standards of ethical and legal conduct. We are implementing robust risk management and compliance programs to ensure the integrity of our operations. We are also promoting transparency and accountability in our reporting.

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Stakeholder Engagement

Stakeholder engagement is a cornerstone of our sustainability strategy. We believe that our sustainability goals can only be achieved through meaningful collaboration with our stakeholders. Through ongoing dialogue, we integrate their perspectives into our decision-making process, ensuring that our strategies and initiatives are aligned with their needs and expectations.

To ensure a comprehensive approach, we maintain regular communication with all stakeholders. Our dialogue channels include:

- Annual Sustainability Report
- Stakeholder dialogues
- Workshops
- Surveys
- Interviews
- Public consultations
- Investor briefings
- Media engagements
- Industry conferences
- Academic collaborations
- Government consultations
- NGO partnerships
- Supplier and customer engagements
- Employee feedback mechanisms
- Community outreach programs
- Partnership forums
- Public forums
- Industry associations
- Regulatory consultations
- Academic collaborations
- Government consultations
- NGO partnerships
- Supplier and customer engagements
- Employee feedback mechanisms
- Community outreach programs
- Partnership forums
- Public forums
- Industry associations

Our approach is guided by the following principles:

- Materiality:** We focus on issues that are most significant to our stakeholders and our business.
- Transparency:** We provide clear and accessible information about our engagement activities and outcomes.
- Accountability:** We are committed to acting on the feedback we receive from our stakeholders.
- Collaboration:** We seek to build long-term relationships with our stakeholders, based on mutual trust and shared values.

4 **Research & Development** **Sustainability & R&D**

Interviews with Gabriel von Mitschke-Collado

Sustainability is an innovation driver

For in the field of integrated security technologies, the areas of digital security, financial platforms, and so significantly driving the transition to green energy, Gabriel von Mitschke-Collado, Group Chief of sustainable transformation.

Leadership & Innovation: Sustainability is not just a buzzword; it's a driver of innovation. By integrating sustainability into our R&D process, we are able to identify new opportunities for growth and differentiation in the market.

Customer-Centric Innovation: We are focused on creating products and services that meet the needs of our customers while also being sustainable. This customer-centric approach is key to our success in the market.

Collaborative Innovation: We believe that innovation is a collective effort. We are actively seeking out partnerships with academia, industry, and government to accelerate our R&D efforts.

Investment in Innovation: We are committed to investing in the latest technologies and talent to stay at the forefront of innovation in our industry.

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Portrait: Gabriel von Mitschke-Collado is a member of the Board of Directors of Giesecke+Devrient and has been a member of the Executive Board since 2019. He is responsible for the areas of digital security, financial platforms, and so significantly driving the transition to green energy, and is also responsible for the areas of sustainability, innovation, and so significantly driving the transition to green energy.

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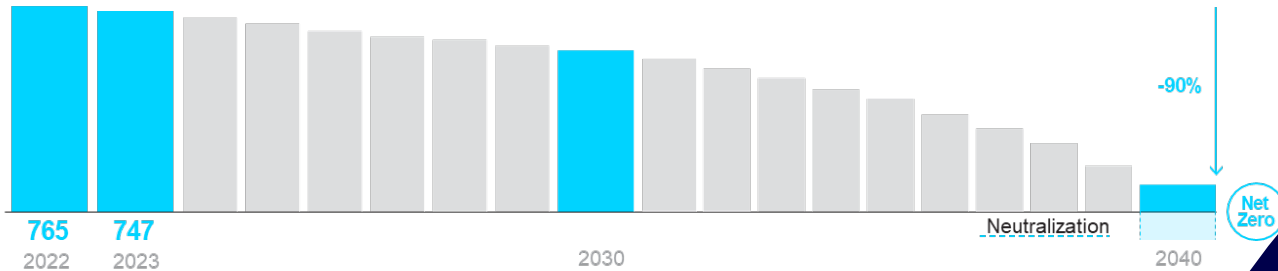
Investment in Innovation: We are committed to investing in the latest technologies and talent to stay at the forefront of innovation in our industry.

» In alignment with European Sustainability Reporting Standards (voluntary application) [LEARN MORE](#)

Environmental sustainability

We are committed to Net Zero by 2040

Total GHG emissions in thousand tonnes CO₂e



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Our main levers to achieve Net Zero

- Increase energy efficiency
- Replace fossil fuels
- Transition to renewable electricity
- Rethink product design & material input
- Engage suppliers
- Innovate end-of-life solutions



Our targets are science-based and we have developed a detailed Climate Transition Plan with significant investments into the transformation of our production processes.

Next to climate action, responsible resource use is important to us

Materials

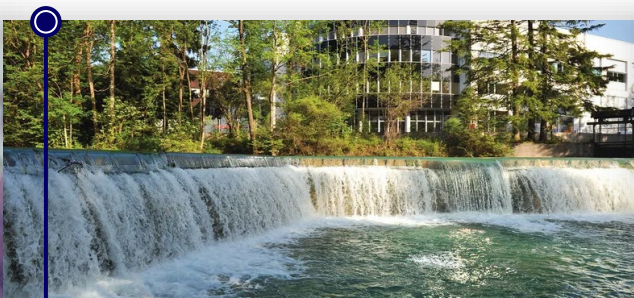


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No virgin plastics in our payment and SIM cards until 2030

We continuously replace virgin plastic with recycled, industrial compostable or biodegradable materials in payment and SIM cards across our portfolio.

Water

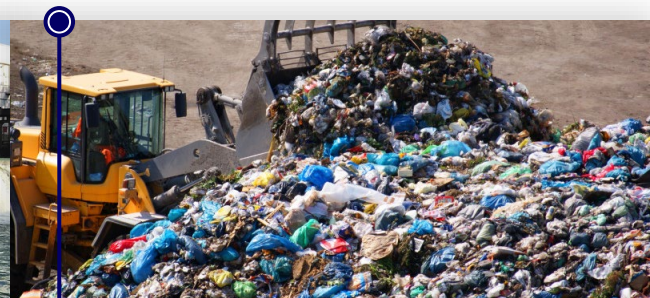


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Reduce water use by 10% until 2030 compared to 2022

For our factory in Louisenthal, water is one of the most important resources. We use it to generate electricity, to cool the mill, and in large quantities to produce the paper itself. We already reduced water consumption by 40% since 2010, but we will not stop there!

Waste



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Zero waste-to-landfill until 2030

As landfilling is the disposal method with the most serious environmental impact, we are not only striving for a general reduction in waste volumes, but also want to stop sending any waste to landfill by 2030.

Wherever possible, we offer our customers sustainable alternatives across our product portfolio

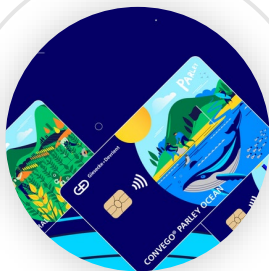
Produced with
renewable electricity



Long lifetime and
durability



Renewable and recycled
materials



Efficient production
process



Sustainable end
of life solution



- » Sustainability-by-design criteria are an integral part of our product development processes
- » We can also support you on your sustainability journey, please contact us

DIGITAL

SECURITY

Digital twins, resource efficiency and the Internet of Things



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Reducing the environmental impact of classical SIM cards

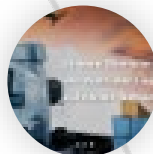
We reduce the size of the SIM card body to cut down on the use of materials. The SIM card body is made with recycled plastic. The SIM card is produced with 100% renewable electricity. We cooperate with our supply chain partners to reduce emissions from transportation and chip production.



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eSIM - the more eco-friendly SIM

G+D's embedded SIM (eSIM) management solution replaces traditional, removable SIM cards with an embedded SIM chip, thus saving the use of extra materials and reducing waste and logistics. eSIM management allows for digitally loading SIM data anywhere around the globe.



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Enabling sustainability in logistics

With our end-to-end IoT solution in the transportation and logistics sector, we enable our customers to significantly decrease transport emissions.



Green powered data centers

Our data centers are powered with 100% renewable electricity. We have a continuous focus to improve our energy efficiency.

FINANCIAL PLATFORMS

Eco-innovative payment solutions



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Offering sustainable payment cards – with individual solutions

We use eco-innovative materials for more sustainable payment cards as well as paperless, digital, and streamlined card issuance processes for a more efficient, secure, and eco-friendly user experience.



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Partnerships extend innovation-enabling decarbonization

G+D is partnering with reliable stakeholders to empower banks to decarbonize their operations. ToPay Green enables digital banking users to track and neutralize the carbon footprints of their transactions.



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Recycling services

We offer our customers expertise and advisory to help them design end-of-life solutions for payment cards to close the loop.

CURRENCY

TECHNOLOGY

Green Banknote & Green Cash Cycle



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Designing and producing green banknotes

Our “Hybrid Green Banknote” is based on our hybrid substrate and has the lowest carbon footprint within the lifecycle of a banknote, achieved by its high durability and the use of organic cotton and wood pulp. The “Green LongLife” is our durable, purely biobased substrate. It has a 30% lower carbon footprint than the previous LongLife substrate.



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Ensuring a sustainable cash cycle

We advise our customers on sustainable cash center design; we build transparency of our carbon emissions and derive green solutions for a vital cash ecosystem. We offer remote solutions using AI to save travel emissions and we save on packaging, using for example our NotaTrays.



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Offering sustainable end-of-life solutions by repurposing banknotes

From becoming a thermal energy source or compost to even become a new valuable raw material by our latest Banknote Fiber Extractor technology: we are supporting our customers to find their individual repurposing solution.

Social responsibility

Accessibility and inclusion are part of our product DNA


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Advocating legal identity as an essential human right

At our joint venture Veridos we emphasize that a legal identity is a human right that enables individuals to participate in the social, political and economic spheres. A significant barrier to financial inclusion globally is the lack of documentation, which prevents individuals from accessing modern financial systems. Technological solutions and frameworks for legal identity already exist, making the achievement of SDG 16.9 technically feasible. We work with governments to provide citizens with the necessary systems.


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Making payments more accessible to everyone

Our More Accessible Payments Initiative is dedicated to creating a barrier-free payment landscape. Beyond just tools and platforms which enable physical and digital payments, it embodies a social commitment, promoting co-creation, amplifying awareness, and rallying collective action to achieve an inclusive payment environment for all.


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Central Bank Digital Currency: a way to drive digital and financial inclusion

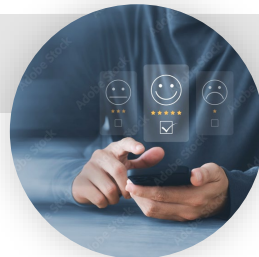
Everyone should have access to convenient and secure digital payments. These must be inclusive and resilient. Central bank digital currencies (CBDCs) provide a public way to pay and store money digitally. We are here to build your national CBDC solution – one that supports all players in the payment industry.

Our responsibility towards our employees: At G+D, we build the team of the future



Team Development

- Annual groupwide **People Reviews**
- **Job Shadowing, Mentoring & Coaching**
- **Global Talent Program**
- Several **leadership development programs**



Employee experience

- Group-wide **Pulse Checks**
- **Global Mobility Program** and **Mobile Office Abroad**
- **Health Campaigns** and e.g. G+D Sports Club in Munich
- **Family Support**, such as a children's vacation program



Attraction

Ambition 40 initiative: Attract new employees within 40 days by **ensuring fair, efficient and inclusive recruitment practices**



Mindset

One global management culture called "Heartbeat": Our common understanding how we want to work together

- Company-wide **Diversity, Equity, Inclusion Policy**
- Regular trainings, **diversity networks** and resource group

We care about human rights in our supply chain

Key Elements of our Human Rights Due Diligence Program



Policy statement on human rights strategy

...publicly available on our website

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Human Rights Officers in all divisions

...ensure implementation of human rights strategy



Supplier Code of Conduct

...outlines G+D's human rights expectations vis-à-vis its global direct suppliers

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Supplier Management tool

...ensures that human rights Due Diligence is fully embedded in our procurement process



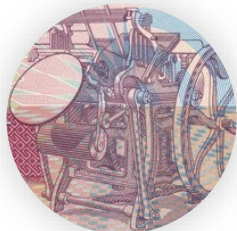
G+D whistleblower tool and procedure

...enables everyone, including workers in the supply chain, to submit a complaint globally 24/7

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We support society beyond our business activities through the G+D foundation and employee-led initiatives

G+D FOUNDATION IN GERMANY



Preserve our roots: We support our cultural heritage with the Museum of Printing Arts in Leipzig and our extensive banknote collection.



Shape the future: In the wider Munich area, we are a funding partner of several initiatives that foster intercultural understanding, tolerance and respect as well as education and equal opportunity for children and young adults.

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G+D EMPLOYEES WORLDWIDE



We organize corporate volunteering activities and support employee-led initiatives such as educational, health or environmental projects in many communities globally.



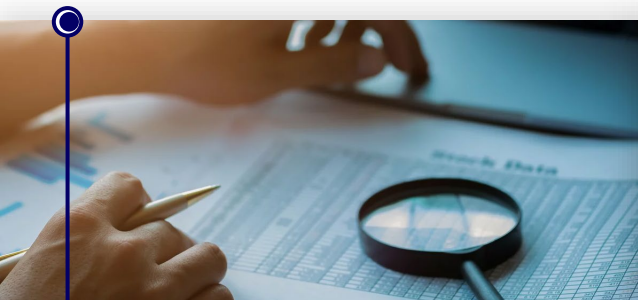
We organize fundraising campaigns and donate to international organizations in case of humanitarian disasters.

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Good governance

Compliance at G+D – We create trust!

Our code of conduct



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“Zero tolerance” when it comes to compliance

- Our Code of Conduct describes how we want to lead at G+D
- Annual mandatory eLearning campaigns on key areas for all relevant employees

Our compliance program



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A robust and effective compliance program

- Compliance resources for all G+D business locations across more than 30 countries worldwide
- Our program is designed to detect, prevent and react
- Regular internal and external audits support our commitment to continuously improve our program

Our company culture



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A culture of trust, integrity and compliance

- Our whistleblowing hotline “G+D Integrity Line” is available globally 24/7 to all employees and external third parties and allows anonymous reporting
- Everyone who reports a concern in good faith is protected from retaliation



Acting responsibly – Our Code of Conduct

“Trust through our products and in our company has been and remains the core of G+D’s long-standing success. Responsible, sustainable and lawful behavior form the foundation for this.

The G+D code of conduct lays down our basic rules and principles that everyone must observe. They are not negotiable. We do not accept any violations.”

Dr. Ralf Wintergerst | *Group CEO Giesecke+Devrient*

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Digital responsibility lies at the core of G+D's value proposition


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Data Security – part of our DNA

We implement advanced security protocols to protect data from unauthorized access, breaches, and other cyber threats. Our security and IT management systems are subject to constant review and improvement.


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Data Privacy – one of our core competencies

G+D complies with legal privacy requirements and customer specifications, protecting the personal rights of customers, contractual partners, and employees. Compliance with Binding Corporate Rules is confirmed through annual internal audits and external reviews.



Ethical Practices – anchored in our culture

G+D upholds ethical standards in all data handling practices, ensuring fairness and integrity. These standards are also applied in the development and deployment of AI technologies.



Sustainable Operations – reducing our footprint

We continuously improve energy efficiency in our operations and use renewable electricity in our data centers. We utilize digital tools to track our ESG performance and gain further insights into our emission hotspots.



Employees – our engine for digitalization

G+D provides upskilling and training opportunities to our employees, ensuring they are equipped for the digital future.

Creating Confidence



sustainability@gi-de.com