



Giesecke+Devrient



# Progress Report 2020

Creating  
Confidence

[www.gi-de.com](http://www.gi-de.com)

# Statement of Continued Support

The Covid-19 pandemic shook the world in 2020. It remains a challenge for society as a whole because it significantly affects how we live, work, and organize our economy. At G+D, our top priorities in this situation have been safeguarding the health of our employees around the world and ensuring the continuity of our business processes.

We acted quickly at all our locations to implement an extensive range of measures around hygiene, information, and remote working. These are coordinated across the entire Group by our special Covid-19 task force. We also made sure that our customers were able to count on our support as a reliable partner during the global crisis. For example, we advised the federal authorities in Germany on setting up home working environments for their employees without compromising security. We have played our part in protecting the security of institutions and of global payments – whether made in cash, by card, or digitally.

Many challenges that have become particularly apparent during the pandemic will persist going forward. A huge boost has been given to digital transformation in almost all areas of life. While this presents many opportunities, the risk of cyber crime also increases. With our core competencies in the field of security technologies, we are well placed to help build a resilient and sustainable society.

Despite the additional challenges that faced us in 2020, we were able to make progress on developing G+D's strategic direction as planned. In addition to enhancing our business portfolio, we focused on how G+D should work and interact in a digitized working environment and have developed relevant guidelines to serve as a framework.

Although the Covid-19 pandemic was the dominant issue in 2020, we remained committed to socially and ecologically sustainable development last year and initiated a range of new activities in accordance with our six corporate responsibility principles. In 2020, we already achieved our climate goal for 2022.

Upon my initiative, a working group focusing on the Sustainable Development Goals (SDGs) was established during the year. It is tasked with conducting an analysis of our future contribution to the United Nations' 17 SDGs and developing specific targets and a new climate goal for 2022 and beyond by the summer of 2021. In this context, G+D has become one of 24 German companies to join the SDG Ambition Initiative, part of the United Nations Global Compact. We intend to continue driving forward sustainability in 2021 and embed it even more strongly in our company at both the strategic and the organizational level.

This report for the UN Global Compact provides an overview of Giesecke+Devrient's efforts to promote sustainability. It relates to our activities in the 2020 fiscal year.

In publishing our tenth progress report, we are pleased to be also renewing our commitment to the UN Global Compact for another year.



**Ralf Wintergerst**  
Group CEO Giesecke+Devrient



# About Giesecke+Devrient

Giesecke+Devrient (G+D) is a global security technology provider headquartered in Munich, Germany. Founded in 1852, the company has a workforce of around 11,500 employees and generated sales of EUR 2.31 billion in the 2020 fiscal year. A total of 74 subsidiaries and joint ventures across 33 countries ensure customer proximity worldwide.

Technology that engineers trust is G+D's core area of expertise. As a trusted international partner to institutions with extremely demanding requirements, G+D secures the essential values of enterprises and public institutions around the world. We create innovative security solutions for the reliable protection of analog and digital payment transactions, the digital connectivity of people and machines on the Internet, the protection and management of identities, and secure digital infrastructures.

G+D Currency Technology provides solutions for secure end-to-end cash management. The business sector produces and distributes banknote paper, banknotes, and technologically advanced security features. The portfolio includes banknote processing machines of different sizes and complete cash center solutions.

The products and solutions offered by G+D Mobile Security safeguard data, identities, and a wide range of digital transactions. This includes the entire smart card and secure digital payments business in the banking sector as well as solutions for secure access and identity management. Mobile Security also offers IoT and digital connectivity solutions and services for the trusted connection of people and machines in the Internet of Things. In particular, these include eSIM management, eOS software licensing, and the SIM card business and digital identities.

Veridos – our joint venture with the Bundesdruckerei – offers secure and forward-looking solutions for identification and identity solution. These include traditional printed documents as well as electronic ID documents. Highly secure travel documents, ID systems, and health-care cards can be used for conventional identification purposes as well as for authentication and protection in digital business processes.

secunet is a leading German provider of high-quality cyber security solutions and an IT security partner to the Federal Republic of Germany. It offers public authorities and industrial enterprises an extensive portfolio of products and consulting services around the protection of data and infrastructures and for the transmission, storage, and processing of information. This includes encryption technology up to the highest security level.

# Our Responsibility

## Global challenges

Protecting people's health was the number one priority in 2020. In addition to combating the Covid-19 pandemic, the international community also faces other major challenges – from climate change and surging social inequalities worldwide fueled by the pandemic to increasing scarcity of resources and biodiversity loss. Politics, business, and civil society have continued to focus on sustainable development issues, even during the pandemic.

Key trends, such as digital transformation, have been boosted by the pandemic, as has flexibility in the workplace – for example, through the increase in working from home. This offers huge potential for progress and development after the crisis while also posing specific challenges regarding the shape and security of future markets.

## How businesses contribute to sustainable development

The commitment of all stakeholders in society is required in order to achieve effective sustainable development. Business can take a proactive approach to sustainable global development by crafting innovative solutions, creating new opportunities, minimizing their own ecological footprint, and acting in a socially and ecologically

responsible manner. The Sustainable Development Goals (SDGs) drawn up by the United Nations are therefore also aimed explicitly at the corporate world – in addition to private households and state institutions – and underline its role as a major player in forging a sustainable future.

## Our responsibility

G+D is keenly aware of its corporate responsibility. During the Covid-19 crisis, our main priorities have been safeguarding the health of our employees around the world and ensuring the continuity of our business processes. We have also acted to ensure that safety and hygiene standards are adhered to among our service providers and business partners and along our supply chain. Notwithstanding the challenges resulting from the Covid-19 pandemic, we continue to strive for global leadership in security technology. Particularly in times of a pandemic, our core business is especially relevant for society and our responsibility grows accordingly. With our business portfolio for analog and digital payment transactions, for example, we make sure that systems that are essential for society remain fully operational even in times of crisis. Security of data and identities has become even more important during the pandemic now that many aspects of everyday life have moved online. We guarantee digital protection for mobile communications and for critical data networks.

Despite the specific challenges caused by the pandemic, our ambitions remain high when it comes to sustainability. In addition to our business portfolio, we aim to have a positive impact on society and the environment through our policies and actions along our value chain. Our commitment to reduce CO<sub>2</sub>-emissions significantly still stands. We achieved our climate goal of a 25 percent reductions in emissions by 2022 already in 2020.

Open and transparent dialog remains an important part of our CR approach. We share and learn from other companies and stakeholders in climate initiatives, such as the Carbon Disclosure Project (CDP), and in the Peer Learning Group of the German Global Compact Network (DGCN). We are also a founding member of the Munich Business Climate Pact, which promotes dialog and cooperation with important local stakeholders to bring about a sustained reduction in CO<sub>2</sub> emissions.

### Our corporate responsibility strategy

The G+D values of innovation, reliability, and collaboration also form our approach to corporate responsibility (CR). We are working to implement these values for the shared benefit of society and the environment. Our CR strategy is based inter alia on the United Nations Global Compact and Sustainable Development Goals (SDGs).

Following internal interviews and an analysis of customer requirements, we defined the key CR issues for G+D, which are reflected in the six G+D CR principles. By focusing on the areas of employees, environment, supply chain, business portfolio, business practices, and society, we are creating a coherent structure for our commitment to sustainability and ensuring maximum transparency.

### Governance

Our sustainability activities are coordinated and organized through our CR governance structure. Our Group CEO, Ralf Wintergerst, is responsible for the general direction of all CR activities across the G+D Group. The individual business sectors are responsible for implementing these activities in their own sphere based on Group-wide specifications. In 2021, we aim to create a stronger organizational structure around sustainability and align our activities with our corporate strategy in a more focused way.

### SDG mapping

G+D believes the SDGs will become even more important as a reference point for corporate responsibility in the future. These goals were adopted by the United Nations General Assembly in the fall of 2015. They entered into force in 2016 and are a core component in the 2030 Agenda for Sustainable Development, which calls on governments, business, and civil society to support the implementation of all 17 Sustainable Development Goals and 169 associated targets by 2030. Our CEO, Ralf Wintergerst, established a working group focusing on the SDGs in 2020. At G+D, we identified which of the 17 SDGs were directly impacted by the Group's activities. In doing so, we considered the interests of our various stakeholder groups in particular. The results show that ten SDGs are impacted by our CR principles.



SDGs 3, 8, 9, 10, 12, 13, and 16 are particularly relevant to our core business.

At the end of 2020, we became one of 24 German companies to participate in the United Nations' SDG Ambition Initiative. By mid-2021, we intend to conduct an in-depth examination and analysis of how our activities impact the SDGs. We aim to define specific targets for our prioritized SDGs during this process. In the same context, we will also draft a new climate goal in 2021.

### Implementation of CR activities

In order to flesh out our CR strategy in more detail, G+D has defined further Group-wide targets and measures in addition to the above-mentioned climate goal. We measure our results using selected, centralized KPIs. These include accidents at work (action area "employees"), CO<sub>2</sub> emissions, and hazardous waste and water treatment (action area "environmental and climate protection"). With regard to supply chain sustainability, we established a Group-wide approach to the selection and auditing of suppliers based on sustainability criteria. This approach also covers issues, such as human rights and conflict minerals. The specific targets are currently being developed.

Our Group-wide CR activities during the 2020 reporting year are documented in this progress report.

## SDG Ambition Initiative

SDG Ambition is an initiative established by the UN Global Compact Network. The aim is to help companies embed the UN's Sustainable Development Goals into their core business at the national level. The initiative provides companies with a management framework to help them integrate the SDGs into their business activities and processes as well as to measure and manage performance and results. This includes ten ambitious SDG benchmarks. The program was launched in January 2021 and will run for around six months.

## G+D CR Principles



**Principle 1:**  
**Responsibility to our employees**



**Principle 2:**  
**Responsibility to our environment**



**Principle 3:**  
**Responsibility in our supply chain**



**Principle 4:**  
**Responsibility through our business portfolio**



**Principle 5:**  
**Responsibility for our business practices**



**Principle 6:**  
**Responsibility for our society**



## Principle 1:

# Responsibility to Our Employees

The health and safety of our employees was our main priority last year. Nonetheless, we also made progress across further key areas in 2020. There were new activities in Learning and Development, Diversity and Equal Opportunities, Wellbeing and Work-Life Balance, and Good Working Conditions and Employee Engagement. In the area of employees, our Growing Together initiative is of central importance because it promotes a new way of working and collaboration at G+D.

## Growing Together

Growing Together is part of a Group-wide program to set G+D's strategic direction for the new decade. In the initiative, we pulled together ideas on how we wish to shape our working relationships at G+D in the future. Over a period of several months, staff members at G+D met in four global working groups to discuss their views on key issues. These discussions resulted in a strategy paper covering a number of priority issues, such as trust and responsibility at G+D, remote working, flexible office concepts, business travel, and shared digital tools and platforms. The measures proposed in the strategy paper provide a framework for practical implementation, which will be handled at the local level by the companies in the 33 countries in which G+D operates. G+D's worldwide locations thus have the ability to respond flexibly to local circumstances and specific business requirements in the future.

## Health and safety

Protecting our staff from infection was our number one priority in 2020. Our crisis management response to the pandemic was based on a process defined by G+D; the result was a global hygiene concept consisting of a range of measures. G+D employees around the world were requested to work from home where possible, protective equipment, such as masks, was provided, hygiene rules were put in place, and business travel was suspended apart from a few unavoidable exceptions,

as were internal face-to-face meetings. Comprehensive information on all these measures was communicated internally to all employees. We set up a Covid-19 task force that includes the Group's Management Board. We also formed Covid-19 crisis teams locally to ensure employees in all parts of the company are provided with information quickly and are able to respond to pandemic-related developments at any time, including at the local level. In addition to implementing protective measures, we continually collected data on confirmed and suspected Covid-19 cases and on the number of people who have recovered, in order to ensure transparency. Where possible, we provided testing facilities at our locations so that any employees with suspected symptoms can find out quickly and easily whether they are infected.

## Occupational safety and health management

We have implemented a certified occupational health and safety management system at all relevant locations worldwide. In 2020, we successfully conducted certification procedures in accordance with the new ISO 45001 standard (previously: OHSAS 18001). In addition to the Munich site, this involved five certified Currency Technology production locations with around 55 percent of all employees. In the Mobile Security business sector, there are 16 certified production facilities, covering some 70 percent of its employees. Veridos' Munich site was certified to the ISO 45001 standard. Further locations will follow in 2021.

## Number of Employees Involved in a Recordable Injury



In our G+D training program, we address specific prevention and health-related topics, including ergonomics guidance, employee welfare counseling, and addiction counseling. We also offer specialist presentations on issues such as burn-out and addiction. G+D in Germany has conducted an online survey as part of a psychological stress assessment. In workshops, a number of mandatory policies were developed with the aim of reducing existing psychological stress among employees.

We have special measures in place to facilitate reintegration when returning to work after extended periods of sick leave. In doing so, we want to ensure that employees receive full support from G+D so they are able to settle back into everyday working life after a long period of absence, including during the pandemic.

Many preventive measures are also offered at our subsidiaries. For example, G+D Mobile Security in the US has set up an online platform to help staff maintain their physical and mental health. Employees are encouraged to take part in various activities and receive points for doing so; these can then be redeemed against healthcare services.

### Wellbeing and work-life balance

G+D is committed to promoting the wellbeing of its staff and seeks to ensure that each employee finds his or her own personal work-life balance. This presents a major challenge during the pandemic because everyday working life has changed drastically for many of our employees as a result of remote working.

The individual locations offer a range of options to help staff make the technical, physical, and mental adjustments required for working from home. These include online exercise sessions, new IT tools, surveys on wellbeing, and digital stress management courses.

With communication still mainly taking place in digital form, creative solutions have been developed to address the new challenges. For example, Veridos has launched a pilot project in which Wednesday morning is designated "silent morning." There are no calls or meetings during this time. Guidance for e-mail and meeting etiquette has also been drawn up to facilitate digital working and make it more productive.

With the Group-wide Growing Together initiative, we want to permanently change the way we work and how we collaborate. Even before the pandemic, G+D offered a range of options for working from home and remote working. In the future, we aim to enable our employees around the world to work remotely on two or three days per week. The number of internal face-to-face meetings and business trips will be significantly reduced. We allow staff to participate in meetings virtually whenever possible, and we will amend our travel guidance. Staff in production cannot work remotely to the same extent, but they are to be offered one day of remote working per week, where possible.

In addition to changed priorities regarding the protection and health of staff in 2020, G+D also maintained its established programs for wellbeing and work-life balance and even expanded them in certain areas.

For example, G+D supports its employees if their personal circumstances change – whether it be through pregnancy, illness, or the need to care for dependent relatives. We offer flexible working time models with no core working hours, no mandatory minimum attendance hours, and no maximum limit on monthly leave. In some areas, employees can also choose to work on a Saturday instead of a weekday.

Since 2004, our HR policy in Germany has been subject to external assessment in the berufundfamilie audit – a strategic management instrument that reflects our focus on accommodating different life stages. We are certified to the highest audit level and were successfully re-audited again in 2020 in relation to our sites in Munich and Leipzig. In the course of further planned action for the coming years, we will extend the working time corridors for flexible working arrangements and trial new shift models.



## Learning and development

### Training

Given the rapid pace of change in the workplace – which is being further accelerated by digital transformation – the importance of lifelong learning continues to grow. We therefore see internal training and development as crucial for the future viability of our company. We evaluate the knowledge and skills our employees require – both now and in the future. We continuously update and expand our professional development resources and offer a high-quality, comprehensive training program as well as personal career guidance and coaching.

During the reporting period, we introduced a new system for managing and implementing G+D's internal professional development resources. This new learning management system will be fully implemented in Germany in 2021 and also rolled out in other countries at the same time. We are thus expanding our range of opportunities, enhancing the quality of the training, and making it easier for our employees to access our professional development resources.

### Talent acquisition and development

For an innovative company like G+D, it is vital to ensure we remain an attractive employer for the best young talent and continue to recruit the experts of the future. The markets in which G+D operates are extremely dynamic and growing faster than the number of qualified people available. Accordingly, we are constantly working to discover young talent and junior staff with the skills we need at the earliest possible stage. Many career fairs and action days at universities were unable to take place in the reporting year due to the Covid-19 pandemic. We therefore moved more of our national and international activities online, using social media channels and hosting virtual career fairs and events.

In 2020, as in previous years, we attracted young employees through professional training opportunities, dual and master's study programs, and direct entry into the workforce. The trainees at our Munich site are given the opportunity to gain insights into different areas of the business. We also have direct access to talented employees of the future through our work with universities in various locations, including Barcelona, Munich, and Stockholm.

We also strive to offer targeted support to talented young people within the company. Our talent program, which has been organized at the division level up to now, will be redesigned and standardized across the Group from 2021 onward – we will also enable employees to nominate themselves in the future.

### New leadership culture

Mutual trust is a key element of our Growing Together program. We want to break down hierarchies, with managers acting more like coaches in the future. We also want to give staff greater personal responsibility and encourage them to engage more proactively in company processes. The aim is to promote a leadership style based on mutual trust between employee and manager.

G+D has rolled out a new development program for executive managers worldwide. It has been running since February 2020 and is based on approaches such as peer-to-peer advice and tackling issues together as interdisciplinary teams. The program comprises the following focus areas: New Work, New Leadership, Collaboration, and Agility. During 2021, we will launch a new management program aimed at managers below executive management level. There are also opportunities to interact in small groups, provide feedback, and address issues that require clarification, where necessary – for example, staff at Veridos can participate in "C-you" meetings.

### Diversity and equal opportunities

G+D values a diverse workforce in terms of gender, age, cultural origin, and ways of thinking. Collaboration is central to our ethos. We learn from each other because we are all different – this reinforces our cohesion and also strengthens G+D as a company. We believe that when we consider a diverse range of perspectives, we benefit from enhanced innovative ability and increased competitiveness and productivity. Embracing diversity also helps to foster a culture of tolerance and openness – qualities that are essential for a company like G+D, which operates in 33 countries worldwide. We value diversity in many ways, including through our commitment to the "Charta der Vielfalt" (German Diversity Charter), an employer initiative that promotes diversity in companies and institutions.

In 2020, G+D adopted an online format for its series of talks entitled "Working@G+D" with CFO and Director of Labor Relations, Dr. Peter Zattler. Following the "Women@G+D" event in 2019, we expanded our focus last year to include other aspects of diversity. Specifically, we looked at the experiences that G+D employees from other countries have had in Germany. Using the "Women@G+D" event as a basis, we launched a new initiative in 2020 that will be taken forward in a virtual format in 2021: Women Working Out Loud. It will offer G+D's female colleagues around the world an opportunity for interdisciplinary exchange. They will be able to share experiences and learn from each other.

## Women in Management Roles Worldwide in Percent



In Germany, we have formed a Group-wide diversity working group that meets regularly to discuss important issues. The aim is to network with existing working groups in the divisions, learn from each other, and work together to implement new initiatives.

Our onboarding process at Group headquarters in Munich has been adapted to address the issues and needs of employees from other countries. Diversity is also a key criterion when recruiting trainees and selecting participants in our talent programs.

In countries with specific legislation in this area, such as the USA, India, and South Africa, we have set up corresponding programs to promote equal opportunities and anti-discrimination. In the US, G+D Mobile Security established a Diversity, Equity & Inclusion council in October 2020. It aims to make G+D the best company in the industry for diversity and inclusion.

Equal opportunities for women and having a higher proportion of women in management and key positions are important goals for G+D as we seek to achieve greater diversity throughout the company. A third of our Supervisory Board is already made up of women, meaning we have exceeded the standards required by law. Since 2021, the G+D senior management team is mixed gender-wise.

Worldwide, we aim to increase the proportion of women in leadership positions. We will seek to achieve these objectives by filling vacant posts with suitable female candidates and providing targeted professional support for women at G+D.

## Good working conditions and employee engagement

As an attractive employer, it is important that G+D provides good working conditions and a modern work environment. To enable continuous dialog with staff, we use a wide range of communication and feedback tools and we encourage employees to share their opinions and ideas. For example, Currency Technology offers a number of tutorials (called Scribble Videos) that enable staff to acquire techniques around feedback, which include teaching them how to prepare, provide, and receive feedback.

In the Group-wide Growing Together program, one of the aims is to design the workplace of the future. The way we use our offices around the world is changing; we are seeking to achieve greater flexibility and want to offer remote working as standard. In the future, staff will attend the office in person mainly for teamwork activities and for processes that require personal interaction. To make the most effective use of the available office space, the existing desks will be used by employees on an alternate basis where this is possible and practicable. The space currently occupied by individual workstations will be used as group work areas or communal spaces.

G+D has put a virtual onboarding process in place to successfully integrate new employees into the company during the Covid-19 pandemic. New employees can familiarize themselves virtually with the work environment and gain an understanding of work topics and also attend online meetings covering health and safety issues. They are also given an online introduction to key policies and guidance resources.

## The future of work at our office in Dubai

When we moved our offices in Dubai, staff participated in the design of the new office space. There are no longer any individual desks; the flexible offices provide plenty of room for a greater variety of conference rooms and meeting areas for informal chats and joint brainstorming sessions. Feedback from colleagues indicates that the new office concept is having a positive effect on creativity and that employees are enjoying their work more.

### Strengthening cooperation and communication

The Growing Together initiative is also dedicated to reinforcing the culture of trust at G+D and promoting a sense of responsibility. All employees are able to contribute their ideas and can help shape the future of G+D. We also intend to place even greater emphasis on ensuring our employees identify with the company and its values. This aspect is becoming more important in an increasingly digitized working environment because there is less scope for personal interaction and shared experiences.

We are committed to keeping our workforce involved, informed, and inspired. Accordingly, we organize hackathons – held virtually for the first time in 2020 – and establish think tanks on major technological trends with the aim of generating ideas and suggestions from within the company. With our intranet, dialog platforms, business talks, and town hall meetings, we create transparency and provide opportunities for our staff to talk with and among each other. We significantly expanded our digital information and communication formats across the company in 2020. In addition to regular videos from our CEO on the current situation and on strategic topics, there were also digital employee events. We are working to provide globally standardized tools and platforms so that we can further develop communication and cooperation within G+D in the digital future.



## Principle 1: Responsibility to our employees

Our success is driven by the talent, knowledge, and day-to-day commitment of our 11,500 employees. The protection of their health, their professional development, and personal wellbeing are therefore central elements in our HR policy – along with diversity and equal opportunities. This is also intended to make G+D an attractive employer for new talent. Using carefully targeted measures, we ensure all our employees have the skills they need for their current and future roles, plus an enjoyable working environment and the optimum work-life balance.

Our commitment to our staff supports the following SDGs: 3, 4, 5, 8, and 10. The key areas “Wellbeing and Work-Life Balance” and “Health and Safety” strengthen SDG 3 (Good Health and Wellbeing) and SDG 5 (Gender Equality). Our key area “Learning and Development” contributes to SDG 4 (Quality Education), while “Diversity and Equal Opportunities” contributes to SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), and SDG 10 (Reduced Inequalities).





## Principle 2:

# Responsibility to Our Environment

Climate change is one of the greatest challenges of our time, and it is vital that all stakeholders take swift action. With our climate goal we are making an important contribution towards reducing CO<sub>2</sub> emissions. G+D is also taking action on other environmental issues and embracing its responsibility to reduce its ecological footprint – e.g. through product innovations that minimize resource consumption and promote recycling and by incorporating measures for cutting greenhouse gas emissions in our production processes. Our energy and environmental management systems allow us to measure and document our progress.

### Group-wide climate goal

In our Group-wide climate goal, adopted in 2018, we pledged to reduce our emissions by 2022 to a level in line with the two-degree limit set forth in the Paris Agreement. This means cutting our direct and indirect emissions (tCO<sub>2</sub>) by 25 percent in relation to sales by 2022 (base year 2016). We already achieved this goal in the reporting year: CO<sub>2</sub> emissions for scope 1 and 2 have fallen by 32 percent. As part of our commitment to the UN's SDG Ambition Initiative, we aim to define a new even more ambitious climate goal in 2021 to apply after 2022.

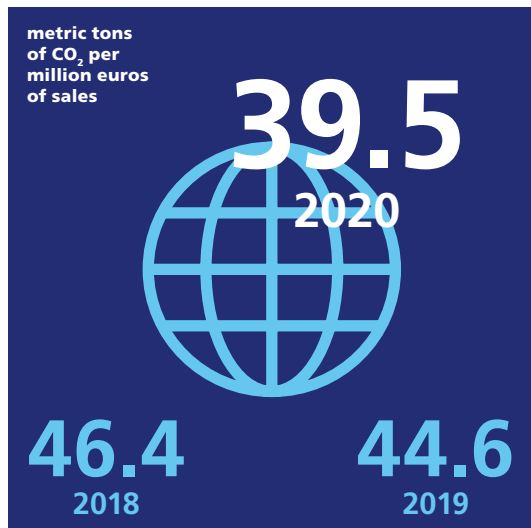
### Measures for climate protection

To reduce our greenhouse gas emissions, we are steadily transitioning to renewable energy sources – increasingly produced ourselves – and implementing a range of efficiency measures. In 2020, G+D completed a major project in the renewable energy field. At our banknote printing facility in Malaysia, solar panels were installed across an area of 9,000 square meters. These panels were connected to the grid in December 2020. The investment totaled EUR 1.6 million, with the electricity being fed into the public power network. This measure has allowed us to reduce our costs for purchased electricity by as much as 12 percent a year.

Louisenthal paper mill has been generating renewable energy from a dedicated hydropower system for many years and operates a heat recycling network on its site. It commissioned a new air-water heat exchanger in mid-2020. The heat obtained results in an annual saving in natural gas of at least one million kilowatt hours and CO<sub>2</sub> emissions are reduced by 200 metric tons a year. In recent years, the paper mill has invested a total of EUR 15 million in energy efficiency and climate protection measures in the field of banknote paper and foil manufacturing. The International Association of Currency Affairs (IACA) recognized this commitment to sustainability in 2020.

In terms of our scope 3 emissions, there was a considerable reduction in emissions related to business travel in the reporting year due to the travel restrictions imposed. In 2020 for example, flight emissions from Germany were only 18 percent of their usual level, corresponding to a saving of nearly 4,000t CO<sub>2</sub> compared to the previous year. In view of this, G+D has decided to restrict the number of business trips to a minimum in the future; meetings will be held virtually whenever possible.

## Direct and indirect CO<sub>2</sub> Emissions (Scope 1 and 2)



G+D is a long-time member of the Peer Learning Group Climate of the German Global Compact Network. The group has between 10 and 15 member companies and deals with specific aspects of climate management. Members share their experience on topics, such as climate strategy, climate risk analysis, scope 3 emissions, and the use of methodologies to develop science-based targets. Virtual working group meetings on topics including net zero and climate neutrality were held in 2020.

## Reducing the ecological footprint of the product portfolio

In addition to climate protection, there are many other areas that contribute towards sustainable development. Conserving resources and protecting the environment are two that are particularly important to G+D. Through our innovations in product design and product development, manufacturing, and services, we and our customers are making an important contribution to sustainable and forward-looking solutions.

## Product design and development

Our researchers and developers are continually working on innovative product designs. With the Convego® Beyond product line, G+D has broken new ground in payment card design and consolidated three different types of environmentally friendly cards. Convego® Recycle is the first ever payment card with a body made of 100 percent recycled PVC. Convego® Natural has a card body made entirely from plant-based materials that are compostable under industrial conditions and can be safely incinerated. The Convego® Parley Ocean card, meanwhile, was developed in conjunction with the environmental organization Parley for the Oceans and is produced using plastic waste collected from the world's oceans and beaches. Going forward, G+D is planning to manufacture even more environmentally friendly products out of plastic collected by Parley. We also calculate the CO<sub>2</sub> footprint of innovative payment cards throughout their entire lifecycle and optimize them in terms of raw materials, production, transportation, use, and recycling.

Together with Mastercard and other partners, G+D is working to convince more and more banks of the benefits of sustainable card types – more than 60 banks worldwide now offer “green” payment cards.

Sustainable payment cards are just one of many innovative products developed by G+D. Two years ago, we started offering mobile network operators our Half SIM – a product that uses only 50 percent of the plastic of a traditional SIM. The smaller card body means it also weighs 40 percent less, which in turn reduces its CO<sub>2</sub> footprint en route to customers.

## The Munich Climate Pact

G+D is committed to taking environmental action in Munich as part of the Climate Pact established by Munich's business community. G+D is one of the founding members of the Pact, which includes a total of 15 of the largest companies in Munich. A series of environmental action days are planned across multiple companies in 2021 and 2022.

Embedded SIMs – eSIMs – dispense with the card body altogether and are becoming ever more important given increasing interconnection of people and machines. The eSIM is permanently installed as a chip when a device is manufactured. Personalization is then carried out remotely by providing the network operator-specific data online or via mobile communications or Wi-Fi. The logistics are likewise simplified as only the SIM chips have to be shipped to device manufacturers. In addition, eSIMs do not have to be physically replaced during the lifecycle of a device – remote personalization updates are sufficient in order to adapt to changing requirements and make new services available. In the reporting year, a new project was also launched, in which G+D is measuring the product carbon footprint of SIM cards and eSIMs for the first time.

We are also increasingly taking account of sustainability factors when it comes to banknotes. Our banknote paper is typically manufactured from cotton comber noil – a waste product from the production of yarns in spinning mills that is also available from organically grown cotton if the customer prefers.

As part of our sustainability initiative entitled “Life of a Banknote,” we will be working jointly with a central bank in 2021 to develop a “green” banknote concept that will be unveiled in 2022. This project takes a holistic view of the product lifecycle, from raw materials and energy use through production and distribution to end-of-life recycling. In all three value streams of substrate, foil, and printing, appropriate measures will be taken to minimize the ecological footprint, including making greater use of recycled materials. When the banknotes are then in circulation, the new, reusable NotaTracc tray loading module will help reduce plastic packaging during transportation.

### Sustainability in production

In addition to developing sustainable innovative products, we have put a number of measures in place to conserve resources during production and make our processes more environmentally friendly.

We make use of artificial intelligence in the smartcard personalization process at our facility in Coburg, for example. By doing so, we have successfully boosted resource efficiency, enhanced quality, and made manufacturing even more sustainable. Intelligent systems make it possible to quickly detect when various different factors combine to cause production defects, allowing them to be remedied at an early stage. This enables us to reduce the level of rejects at the plant. We are planning to roll out this pilot study worldwide at other G+D production locations, subject to capacity and practical constraints. In banknote production, we are using data analysis to refine error detection; this again allows us to avoid rejects and to optimize the use of resources.

### Hazardous Waste



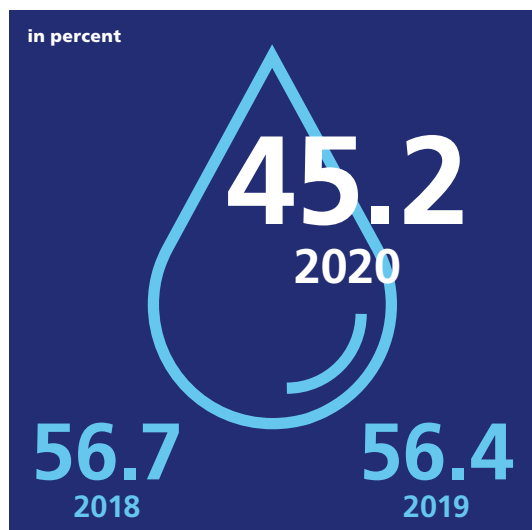
Another important way in which we are helping to protect the environment is by reducing the use of chemicals and managing them responsibly during the product manufacturing process. G+D strictly adheres to RoHS guidelines and REACH regulation on restricting hazardous substances and chemicals. We use the BOM-check database to monitor implementation. As the lists of hazardous substances and chemicals are constantly being expanded, we review our suppliers’ compliance declarations every year. This allows us to ensure that the guidelines are also being observed in our supply chain.

In addition, G+D is constantly searching for alternative materials for the various production processes while also refining these processes to reduce or even eliminate the use of chemicals that are potentially harmful for the environment. In 2020 we were able to reduce total waste by 7 %, while our hazardous waste slightly increased.

We are continually refining recycling options at our production sites. For example, when PVC cards are produced, the rejects are separated into the two main components, plastic and chip, and then recycled. We work with various main suppliers to ensure that packaging for raw materials is reused over a number of years, as is the case with the packaging used to transport cards within the organization. In some cases, smartcards are now transported in cardboard boxes and not in plastic containers, as was previously the case.

We continue to comply with recycling requirements for raw materials after the use phase; the majority of smartcards have been covered by WEEE Directive 2012/19/EU since 2018. We are therefore required to register the smartcard and label it with the WEEE symbol. In compliance with the Directive, we take back end-of-life products, such as smartcards and wearables like smart watches, from the end user, collect the raw materials appropriately, and arrange recycling. This process reduces the amount of electrical equipment that finds its way into household waste and enables rare raw materials to be reused. G+D works closely with a major recycling company to ensure that all services associated with registering equipment, reporting quantities, paying fees, and taking back items are carried out efficiently in the individual EU countries.

## Water Recycling and reuse



## Service and maintenance

New technologies that make processes more sustainable are being deployed increasingly in our services business. For example, G+D Visual Support – an augmented reality app for smartphones – provides the basis for distance learning on customer service for banknote processing solutions. The first learning session took place over a period of four days in spring 2020. G+D Visual Support is also suitable for remote maintenance, machine sign-off processes, and virtual site inspections. Using these technologies avoids the need for travel, and therefore eliminates CO<sub>2</sub> emissions, while also boosting customer satisfaction as technical problems and queries can be dealt with quickly and efficiently. In addition to augmented reality applications, G+D is currently developing virtual reality training in the service segment.

## Environmental management and certifications

Our environmental management systems enable us to systematically improve our environmental performance, comply with legislation, and meet our own environmental targets. The metrics captured by these systems include energy consumption, CO<sub>2</sub> emissions, waste volumes, and water consumption.

We record this information for our largest sites worldwide (i.e. those with over 100 employees). These indicators are based on the internationally recognized Global Reporting Initiative (GRI). Using our Group-wide SoFi database, we track qualitative and quantitative trends around our environmental activities as well as health and safety.

G+D uses an emissions controlling system to monitor the impact of climate protection measures. We report our greenhouse gas emissions in line with the internationally recognized Greenhouse Gas Protocol. Additionally, we have been documenting our corporate carbon footprint since 2009. In the world's most extensive climate protection ranking, the CDP, we occupied a solid mid-table position in 2020 in the supplier category.

We have implemented the EU Energy Efficiency Directive at all our European locations. Our 20 largest production sites have environmental management systems in place that are certified to ISO 14001.

We also deploy ISO 50001 energy management systems at the banknote paper mills in Louisenthal and Königstein.



## Principle 2: Responsibility to Our Environment

Our responsibility to the environment is one we take extremely seriously. We are working hard to preserve a decent world for current and future generations. Accordingly, we are reducing our greenhouse gas emissions, making more efficient use of resources, and deploying innovative technologies. In adopting these measures to protect the climate and environment, we are continuously seeking to reduce the impact of our operations.

Our commitment to the environment contributes to SDGs 7, 12, and 13. Our climate goal supports SDG 7 and SDG 13 (Affordable and Clean Energy and Climate Action). Our environmental impact management also contributes to SDG 7 as well as SDG 12 (Responsible Consumption and Production). We are likewise supporting SDG 12 with measures to manage and reduce our use of chemicals.







### Principle 3:

# Responsibility in Our Supply Chain

In a globalized world, it is becoming increasingly important to consider ecological and social aspects when selecting, acquiring, and processing raw materials. We therefore use a range of instruments to embed sustainability throughout the procurement process.

In 2020, it was a priority to maintain our global supply chains and thus meet our obligations to our customers. We also remained committed to continuously improving our supply chains in line with ecological and social criteria. In Germany, we took part in a voluntary NAP monitoring (part of the National Action Plan for Business and Human Rights launched by the German government). This National Action Plan informed the drafting of the subsequent Act on Corporate Due Diligence in Supply Chains.

### Group-wide procurement standards and sustainability criteria as a framework

Our Group-wide procurement manual sets out the framework requirements for supply chain sustainability and recommends environmental and social criteria for the selection and development of suppliers. These requirements are being continuously expanded and fleshed out in greater detail by G+D. Among suppliers for smartcard manufacturing, the proportion of audited A and B suppliers was increased from 30 to 46 percent. The audits are conducted in accordance with the internationally recognized SMETA 4-pillar standard. The areas audited include labor standards, health and safety, and environmental management systems. The Supplier Code of Conduct is used consistently throughout the process – all suppliers and sub-suppliers are required to sign this or prove they have an equivalent code.

We have set up a new working group to promote sustainable procurement and further improve the supply chain. Formed in early 2020, the group has already assessed where procurement could contribute to the UN's Sustainable Development Goals and identified which SDGs should be prioritized in the future.

We have now rolled out our Supplier Management Portal (SMP) across the Group. The SMP supports purchasers around supplier qualification and selection procedures. We aim to expand the portal in 2021 to cover e-sourcing and contract management. This will enable us to follow standardized procedures for contracts and invitations to tender, particularly in relation to sustainability requirements.

In banknote paper production and printing, we also reviewed our suppliers of direct materials, such as inks, coatings, fillers, and chemicals, during the reporting year. The main focus was on their sustainability activities. An initial evaluation indicated that two thirds of the suppliers are already active in this area; however, one third are undertaking no or very few activities relating to sustainability. The results provide a basis for future audits, cooperation agreements, and the opportunity to review our suppliers. This procedure will be extended to suppliers of other items in 2021. In the current year, a Group-wide Supplier Code of Conduct will also be published via the SMP, in which sustainability requirements for suppliers will be set out in greater detail.

## Human rights and labor standards

We uphold human rights and labor standards. Accordingly, we also work closely with all our suppliers to maintain those values throughout our supply chain. Our policy on forced labor, human trafficking, and slavery complies with the UK Modern Slavery Act. We confirm our commitment to this policy in our annual modern slavery statement. The Modern Slavery Act forms an integral part of G+D's processes, our Code of Conduct, and our procurement standards.

In the smartcard sector, G+D again participated in annual reporting on conflict minerals in 2020 in accordance with the requirements of the Dodd-Frank Act. This system utilizes a standardized process to record and check the composition of all incoming materials, e.g. for smartcard production. Our aim is to make sure that no raw materials are procured from conflict zones. We are also working in conjunction with our suppliers to eliminate non-certified smelting works from our supply chain. In order to become more efficient in this area, we plan to introduce a new compliance tool in 2021.

To ensure our suppliers meet our standards on human rights and conflict minerals, our compliance questionnaires and Code of Conduct include questions and policies on child labor, forced labor, human trafficking, slavery, the sourcing of raw materials from conflict zones, and on other relevant local human rights and labor issues.



## Prinzip 3: Responsibility in Our Supply Chain

We apply strict environmental and social standards to our extensive supply chain that meet or exceed all relevant national and international regulations. Sustainability is an important criterion whenever we select a new supplier. We also work with our suppliers to improve transparency in the supply chain, identify risks, and avoid associated negative outcomes.

With our responsible approach to our supply chain – including Group-wide procurement standards and a commitment to human rights – we are actively contributing to SDG 8 (Decent Work and Economic Growth) and SDG 12 (Responsible Consumption and Production).

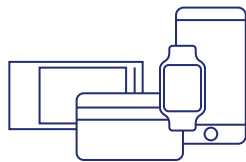




## Principle 4:

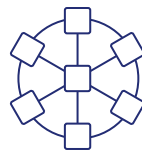
# Responsibility through Our Business Portfolio

G+D specializes in securing essential values across four key fields: payment, connectivity, identities, and digital infrastructures. With its products and solutions, G+D creates important conditions for sustainable development in many countries worldwide. In particular, 2020 showed that solutions from G+D also play a critical role in global security and stability by providing reliable protection in important security-related areas. We are continuously evolving our business portfolio and adapting it to meet the challenges of the future in order to ensure that we remain a reliable partner for security and innovation in our global community.



### Payment

Our products and solutions guarantee secure payment in physical, electronic, and digital form.



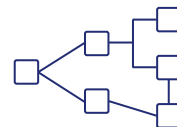
### Connectivity

In a 24/7 digital world, connectivity for mobile devices and applications presents huge challenges. G+D supplies key technologies for trusted connections between people and machines on the Internet of Things.



### Identities

In modern societies, the identities of citizens, users, and things require special protection. G+D provides governments and public authorities all over the world with reliable, integrated ID solutions.



### Digital infrastructures

The need for digital protection is growing daily as increased networking of devices and systems opens up new avenues for cyber attacks. Innovative approaches to IT and data security are required. Tailored solutions developed by G+D protect digital systems, networks, and confidential data, meeting even the most demanding requirements.

## Contribution to global development by G+D locations

Through our projects and investment in many parts of the world, we are continuing to help create jobs in our customers' home countries. We also promote the development of knowledge and productive capacities locally through our sites abroad. This active contribution to sustainable economic growth is particularly beneficial in developing and emerging countries.

### Payment: Financial inclusion through a variety of payment options

G+D products provide the security required for global commerce. We enable reliable physical, electronic and digital payment transactions.

G+D has a systemically relevant role in the Covid-19 pandemic. In countries where industrial production has been halted (e.g. Malaysia), G+D has been allowed to carry on manufacturing in order to produce banknotes or provide replacement credit cards. This recognizes that G+D's products and services ensure that economic activity remains secure and sustained worldwide.

Through our diverse range of payment methods, we support social inclusion and help to ensure the stability of essential societal institutions. For example, in countries where the mobile network is more developed than traditional payment systems, we enable people to make secure payments using a smartphone. There are also countries where people have no access to a bank and are totally reliant on cash to pay for everyday goods and services. A prepaid payment card with biometric features can be used by people who have no ID documents or bank account. In the future, central bank digital currencies (CBDC) will be issued as a digital payment method. CBDCs can be used by anyone, regardless of whether they have a bank account or access to technical infrastructure. A dedicated business unit at G+D is driving forward the development of this new means of payment of the future.

### Connectivity: Security for sustainable innovation

G+D secures digital connectivity between people and machines on the Internet, thus building the foundations for solutions and services that improve the quality and sustainability of people's lives.

The Internet of Things can improve energy efficiency and reliability of supply while also bringing down costs. For example, 5G-based management of wind, tidal, and solar farms offers a host of potential benefits. There are also new opportunities for public authorities and private service providers in the areas of recycling, street lighting, and autonomous waste collection, all of which benefit the wider community and environment. Smart home and office technologies enable centralized control and can significantly improve the energy efficiency of appliances and HVAC systems. All these applications require secure data connectivity, which G+D products in the field of connectivity provide.

### Sustainable mobility

Connected vehicles and autonomous driving will improve resource efficiency, enable intermodal mobility in cities, and offer new opportunities for car-sharing models. Nine of the ten leading automotive manufacturers use embedded SIM technology from G+D for their vehicle networking applications.

## Climate protection through cooperation

In a joint project with engineering specialists IAV, the Louisenenthal paper mill has developed an energy-efficient, foil-based heating concept for electric vehicles. Known as SmartMesh foil, it requires less energy and thus increases the car's range by up to six percent.

## Identities: Securing identities and social inclusion

Secure personal identification is an essential prerequisite for legal protection and freedom of movement. It also enables people to access government services, such as health and education. Our secure ID solutions and services play a major role in providing these capabilities.

In the current pandemic, governments also need smart solutions to help protect their citizens and ensure compliance with national crisis management policies. Veridos offers a new e-government platform that enables secure, convenient, and privacy-friendly digital verification of sensitive documents, such as vaccination certificates.

SDG 16.9 calls for all people worldwide to have a legal identity by 2030. As a specialist in secure identities, Veridos is supporting this goal by developing modern, digitized population register systems. It is also working constructively with other stakeholders to develop new ideas for protecting identities. Veridos is involved in European Union research projects, for example, and leads a consortium focusing on border control, in which identification by smartphone is one of the topics under discussion. In this research project, we attach particular importance to ensuring that ethical implications and issues around inclusion are addressed during the development process.

## Digital infrastructures: Digital solutions for a more sustainable life

As a result of the Covid-19 pandemic, remote working is more relevant than ever before. For many companies and organizations, it has gone from being a nice-to-have to a must-have. Data security is an essential requirement for using the technical tools of both the present and the future. G+D meets that demand with specially tailored solutions. In 2020, companies, public authorities, and embassies all had to quickly create secure home working environments for their employees. Performing a rapid switch to more working from home increases the risk of cyber attacks because many companies had to relax their security standards to enable staff to work remotely. This scenario poses a significant challenge, especially when it comes to sensitive government and administrative data. As an IT security partner to the German government, secunet has helped all federal authorities to establish secure connections between their employees' computers and the authorities' networks – a major logistical feat. The company thus played a key role in enabling critical infrastructures to remain fully operational and resilient despite the crisis.

By creating secure work environments for remote working, we are also contributing to sustainable developments in the workplace, with companies using electronic communication and virtual conferencing. This reduces commuting and business travel and cuts the associated CO<sub>2</sub> emissions.

### Better healthcare through remote diagnostics

Remote diagnostics can significantly improve healthcare access for people in rural and remote areas, as well as in developing countries. Using 5G, health professionals can provide continuous, real-time patient care – including medication, if required. It is even possible to perform remote surgery via augmented reality and robotic systems, e.g. in emergencies or during natural disasters. G+D provides the technical basis for reliable network availability and the secure electronic exchange of confidential data.

## Fundamental importance of data protection

Our products provide a solid basis for the secure handling of data and thus create confidence among users. Products and solutions that involve large volumes of data inevitably raise questions about data protection and ethical data practices. At G+D, data protection is therefore of fundamental importance when it comes to developing new digital solutions – both in terms of privacy by design and privacy by default. We want to fully utilize the opportunities offered by digitalization while at the same time respecting the data protection rights of all individuals.



## Principle 4: Responsibility through Our Business Portfolio

In all our products and services, we are committed to providing the best possible security, quality, and reliability for our customers. Working closely with customers, we are also contributing to global and inclusive economic growth. By securing payment processes as well as networking, digitalization, and identification systems, we are enabling our customers to create new digital business models and develop solutions and services that make our lives more convenient and sustainable.

Our responsible approach to our products and solutions supports numerous SDGs. By promoting secure and inclusive economic growth, we are contributing to SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), and SDG 10 (Reduced Inequalities). We are also working to improve social inclusion in support of SDG 10 (Reduced Inequalities) and SDG 16 (Peace, Justice and Strong Institutions). SDG 16 is further strengthened by our contribution to global security and stability. Finally, G+D's efforts to promote sustainability are supporting SDG 8 (Decent Work and Economic Growth), SDG 10 (Reduced Inequalities), SDG 12 (Responsible Consumption and Production), and 13 (Climate Action).





## Principle 5:

# Responsibility for Our Business Practices

G+D uses a range of instruments to uphold its values and standards. They are the basis for our reputation as a company and for the trust of our customers. It is important not only that we comply with legislation and our own internal guidelines, but also that we act in accordance with our core values and provide transparency in everything we do.

### Central compliance management system and risk analysis

To ensure sustained commercial success, we need to weigh opportunities vs. risks for our business on a daily basis. The compliance management system and risk analysis are both part of the “House of Corporate Governance” at G+D.

Our compliance management system (CMS) ensures Group-wide regulatory compliance to avoid issues, such as corruption and antitrust law violations. We aim to eliminate sources of error before breaches occur. We have therefore created compliance committees in all business sectors and at the Group level tasked with regularly monitoring the CMS. The CMS was audited at G+D Currency Technology, G+D Mobile Security and Veridos by external parties in accordance with IDWPS 980.

In the reporting year, we also introduced a new, Group-wide Risk and Compliance Committee (GRCC). It assesses risks centrally and drives forward development of the compliance systems within G+D. We have also updated the business partner verification process. Implementation is scheduled for 2021.

We proactively and systematically identify and assess emerging risks – including potential compliance breaches in relation to corruption and antitrust law – and introduce preventive measures. The Group-wide risk assessment conducted in 2019 was expanded last year and action items for minimizing risk were defined. This will enable us to adopt a holistic and consolidated approach to risk. In addition to gross risk, in 2020, we also calculated net risk. This takes into consideration our internal response to external risks and produces a more accurate picture.

Open communication and staff training are important in preventing compliance incidents. We are therefore constantly strengthening our internal communications around this subject. We provide e-learning content on the basic principles of compliance, on anti-corruption measures, on antitrust law, and on data protection.

### Internet-based whistleblower system

Whistleblowers are playing an increasingly important role in revealing abuses in society, politics, and business. Staff, business partners, and other stakeholders can report issues, such as corruption, violations of antitrust law, and embezzlement of company funds. G+D actively encourages people to raise concerns: Whistleblowers can report issues to their managers, the compliance officer, or via the “Tell G+D” whistleblower system. “Tell G+D” meets all the requirements of the EU directive; as such, internal and external whistleblowers can request to remain anonymous.

## Code of Conduct

Our Group-wide Code of Conduct combines inter alia the UN Global Compact, the core labor standards of the UN's International Labor Organization (ILO), the UN Declaration of Human Rights, and the requirements of the ISO 45001 standard. Compliance with all points is checked by the internal Corporate Audit function. The Code of Conduct will be revised and updated in 2021.

## Banknote Ethics Initiative (BnEI)

G+D is a co-founder of this banknote industry initiative to promote ethical business practices, prevent corruption, and ensure compliance with antitrust law. Following the successful audit of Currency Technology (CT) in 2017, its membership was verified in a letter of confirmation in November 2018. CT was successfully audited again in 2020.

## Data protection

G+D has a special commitment to data protection, particularly in the context of corporate digital responsibility. Data protection is addressed at several levels. We handle the personal data of our employees, our business partners, and in particular our customers with the utmost care and comply with all the relevant laws and regulations. As a provider of personalization solutions and digital business models, we are committed to maintaining a particularly high standard of data protection because our customers entrust us with large quantities of often highly sensitive data.

We ensure the security of this data through our Group-wide data protection management system and Binding Corporate Rules (BCR) that regulate the handling of personal data.

Our data protection management system, which was fully digitized in 2020, enables us to meet consistent data protection and data security standards for the collection, processing, and use of personal data.

Through a Group-wide network of local data privacy officers and data protection coordinators, we ensure that the management system is effectively implemented and maintained. In 2020, we delivered Group-wide e-learning sessions and subject-specific information events, which included holding a "Data Protection Week" on the intranet to raise employee awareness of data protection and its particular relevance for G+D.

Our Binding Corporate Rules (BCRs) provide consistent and comprehensive data protection. They are based on the EU GDPR, which is implemented at all locations across the Group. BCRs can be provided for both data controllers and data processors (contractors).

## An overview of our data protection management system

The system defines standard practices in the following key areas:

- Documentation of all processes and processing related to data protection
- Creation and management of all documentation and contracts required for external data processing
- Implementation of and support for customer inquiries
- Processing of right of access requests from data subjects
- Compliance with legally required measures for deletion of personal data
- Internal training

G+D was the first German company to introduce BCRs for both roles. Our BCRs have been approved by the relevant regulatory authorities in the EU. The regular BCR audits were carried out successfully at all subsidiaries in 2020.

The EU General Data Protection Regulation (GDPR) requires organizations to report personal data breaches. In the 2020 reporting year, there were two data breaches; however, the rights and freedoms of those concerned were not affected. No action was required on the part of the relevant authorities.



## Transparency

Ensuring transparency in everything we do is a prerequisite for retaining the trust of our customers and for our reputation as a company. We are constantly working to improve our transparency. Our management systems for compliance, data security, health and safety, and environmental performance help us achieve this goal. We collect and publish information and news in our annual report, in our publicity materials, and in this progress report.

We also provide information about our activities on relevant platforms, such as the CDP (formerly the Carbon Disclosure Project), which require us to publish various data, including our environmental data. This is then assessed against transparent criteria and made available to business partners. We also participate in EcoVadis. Mobile Security improved its EcoVadis rating last year, gaining silver status. G+D thus ranks among the top 20 percent of companies registered with EcoVadis.

[www.ecovadis.com](http://www.ecovadis.com)



## Principle 5: Responsibility for Our Business Practices

By adhering to our values as well as national and international laws and guidelines, we strengthen our reputation as a company and create the foundation for trusting relationships with our customers. Our compliance management system and G+D Code of Conduct serve to embed integrity and adherence to the law within our organization and also in our business relationships throughout the value chain.

By accepting responsibility for our business practices, we are promoting SDGs 8 and 16. We contribute to SDG 8 (Decent Work and Economic Growth) through our sustainable business model and to SDG 16 (Peace, Justice and Strong Institutions) through our promotion of business ethics, opposition to corruption, and support for global data protection and cyber security.





## Principle 6:

# Responsibility for Our Society

G+D and the Giesecke+Devrient Foundation jointly initiated a fundraising campaign in 2020. The aim was to provide fast, unbureaucratic support to people and organizations in Germany who had been hit particularly hard by the Covid-19 pandemic. At the same time, the G+D Foundation stepped up its commitment to the arts, culture, and education.

### Global fundraising campaign: EUR 700,000 raised

The Covid-19 crisis is threatening the livelihoods of many people, be they socially disadvantaged families, freelance artists, or children and young people who have been particularly affected. Welfare organizations are not always able to help because many of them have seen a significant reduction in donations over the past year. As a family-owned company, we are committed to meeting our social responsibility, especially in times of crisis. In summer 2020, we joined forces with the G+D Foundation to launch a fundraising campaign in Germany under the slogan “G+D vs. Corona.” Staff and the shareholder family donated a total of EUR 173,000, with G+D doubling this sum to around EUR 350,000. Further donations were received from G+D employees and subsidiaries around the world, bringing the final total to EUR 700,000. The money has been given to projects and local charitable organizations in various locations.

In Germany, G+D employees voted on which charitable organizations close to G+D’s German sites should receive the donations. The organizations chosen were Förderkreis Kinderdialyse Leipzig e.V., Paritätisches Haus für Mutter und Kind München gemeinnützige GmbH, Förderturm – Ideen für Essener Kinder e.V., the Bavarian Red Cross, and TUM University Foundation. A donation was also made to artists in need via the arts association bbk berlin. In addition to the financial support given to the recipients mentioned above, G+D in coordination with the City of Munich donated 100,000 protective masks, which were distributed to local hospitals, retirement homes, and facilities for people with disabilities.

Various G+D locations around the world also took action locally. For example, donations from employees at G+D Brazil were given to Casa da Criança, an organization supporting children, young people, and families in need. Help from customers and suppliers meant the colleagues in Brazil were also able to provide donations of items alongside the financial support. At G+D Indonesia, donations were used to buy food parcels, which were then given to needy families living near G+D locations. Employees in Nigeria, South Africa, Saudi Arabia, and the United Arab Emirates joined forces as part of “G+D vs. Corona” and gave their donations to local charitable organizations in each country, while G+D Iberia gave its donations to Spanish charity Caritas. Other activities took place in the US, the UK, and India as part of the “G+D vs. Corona” campaign.

### Giesecke+Devrient Foundation: new activities and areas of focus

The Giesecke+Devrient Foundation has been dedicated to supporting the arts, culture, and education since it was founded in 2010. The Foundation drove forward implementation of various charitable projects during the reporting year. In addition to the Group-wide G+D Covid-19 donation campaign, two new programs were developed in which the Foundation played a major role. The “Artist in Residence” support program for artists was established in conjunction with the Museum of the Printing Arts in Leipzig. Through this program, the Foundation gave four artists the opportunity to undertake a four-week residency at the museum. The purpose of the residency was to create artistic projects in the field of printing arts. The museum will exhibit the works resulting from these projects in 2021.

The Foundation's second new project was developed together with Impro macht Schule e.V. in Munich and supported schoolchildren from migrant backgrounds. It was designed to make entry into working life easier by training them in techniques from improvisational theater.

In the arts field, the G+D Foundation provides substantial support to the Museum of the Printing Arts, Leipzig. The Foundation has significantly increased the amount of internal reporting with regard to the museum, leading to G+D employees now identifying more strongly with it.

In the field of education, the Foundation supported the Lernpatenakademie in Munich, which trains volunteers to help schoolchildren with their studies.

As part of the Deutschlandstipendium Scholarship Program initiated by the German government, the Foundation provided financial support to a total of 15 university students at TU Munich in 2020. The students received the financial grant on the basis of their performance, their social commitment, and their personal circumstances.

The international support programs and partnerships that are normally also an important part of the Foundation's work had to be suspended in the reporting year due to the Covid-19 pandemic. These included the development program for young people organized in conjunction with the Goethe Institute, where a three-week language course and intensive cultural program for 20 young people from Egypt, Bangladesh, and Ukraine had been planned. The alumni program, likewise organized together with the Goethe Institute, also had to be postponed. It would have involved an intensive language course and a two-month internship at G+D for four students from Madagascar and Tanzania.



## Principle 6: Responsibility for Our Society

As a longstanding and independent family-owned company, we believe entrepreneurship and social responsibility go hand in hand. Economic activity is only truly sustainable in a society that is equitable, progressive, open, and secure.

With our commitment to social responsibility through the G+D Foundation, we are contributing to SDGs 4 (Quality Education), 10 (Reduced Inequalities), and 16 (Peace, Justice and Strong Institutions).





**Giesecke+Devrient**

**Giesecke+Devrient GmbH**

Corporate Communications

Prinzregentenstrasse 159

P.O. Box 800729

81607 Munich

Germany

P +49 89 41 19-13 86

[csr@gi-de.com](mailto:csr@gi-de.com)

[www.gi-de.com](http://www.gi-de.com)