

Sustainability Programme 2030

With a sustainable GIZ for a future worth living.



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Sustainability is not new territory for GIZ. Rather, it is **the path we are already following as a company** – resolutely, collectively and with future generations in mind. **Sustainability guides our work and our actions.** Every day, we implement solutions to pressing issues such as the transition to a sustainable energy supply or fair skilled labour migration. To be credible in our business, we must therefore also make **our operational processes as sustainable** as possible. In doing so, we simultaneously enhance our economic performance.

The Sustainability Programme 2030 sets the course for this. It has a clear motto: With a sustainable GIZ for a future worth living.

The programme focuses on three key areas: (1) **Climate & Energy**, (2) **People & the Workplace**, and (3) **Data & Cost-effectiveness**. Why are these the priority areas? Climate & Energy, because we are consistently moving towards a greenhouse gas-neutral GIZ. People & the Workplace, because major changes are successful only if they are socially just and focus on people. And Data & Cost-effectiveness, because we need robust, efficient foundations to steer the company through this transformation.

We know where we want to be by 2030. We strive for a GIZ that uses renewable energy at all its locations, promotes environmentally conscious mobility and in doing so, reduces operating costs. We work to enhance an attractive, diverse working environment that is inclusive and family-friendly for our staff. We support our suppliers in fulfilling their duty to upholding human rights, reducing risks for us in the process. And we use a digital database that provides us with sustainability information – simply, accurately and quickly.

We are guided by **two principles**. Firstly, we focus on the most pressing fields of activity and the **most effective** measures. Secondly, we rely on an **efficient** implementation structure and shared responsibility between the Management Board and our key business areas. The result is a streamlined sustainability programme that sets clear priorities, pursues them in a measurable way and implements them cost-effectively.

With the Sustainability Programme 2030, we aim to reach another milestone on our **journey towards a sustainable GIZ**. Every journey requires careful planning and knowledge of the terrain. It means taking unconventional paths or staying the course in difficult moments. GIZ will continue to evolve, just as our environment will continue to change. We are embarking on this journey based on conviction and a sense of responsibility to achieving a future worth living.



Climate and Energy

Pledge

By 2050 at the latest, we intend to make our business model greenhouse gas neutral. To achieve this, we are following a clear plan and aim to meet ambitious interim targets by 2030. In the process, we will credibly fulfil the commitments of the Paris Agreement. As a federal enterprise and a service provider for sustainable development, we are therefore setting a good example.

Key performance indicators

1. **Scopes 1 and 2:** 46% reduction in absolute GHG emissions by 2030 (based on 2019, 95% coverage)
2. **Scope 3:** 27% reduction in absolute GHG emissions by 2030 (based on 2019, coverage 67%)
3. Annual reduction in absolute GHG emissions at department and corporate unit level between 2027 and 2030 by at least 4.6% in Scopes 1 and 2 and 2.7% in Scope 3 (comparative figure for each based on 2019)¹
4. **Scopes 1, 2 and 3:** 90% reduction of GHG emissions by 2050 at the latest (based on 2019; coverage 95% in Scopes 1 and 2, and 90% in Scope 3)



People & the Workplace

Pledge

As a federal enterprise, we are committed to respecting human rights and, as an employer, we create a diverse, non-discriminatory and inclusive working environment.

Key performance indicators²

1. Diversity and anti-discrimination are mainstreamed in the HR Department's digital transformation processes
2. The 'workandfamily' audit and 'work&diversity' audit have been carried out; measures will be implemented by 2029
3. Equal pay analysis and certification, as well as reporting on the gender pay gap, have been produced
4. The action plans for inclusion have been developed and are being fully implemented according to plan each year



Data & Cost-effectiveness

Pledge

GIZ's data collection and evaluation systems are developed to an extent that enables us to manage our sustainability performance in a targeted and efficient manner. By digitalising our ESG processes, we significantly reduce administrative burdens, improve data quality and enable integration with other business processes.

Key performance indicators

1. Auditors have verified the reliability of our ESG data
2. We digitally collect and evaluate 100% of our ESG data

Core principles

Efficiency
Effectiveness

¹ Upon adoption of the Climate Transition Plan, this key performance indicator will be reviewed and adjusted if necessary.

² A key performance indicator relating to a future European supply chain law will be added at a later date.

FIELD OF ACTIVITY 1

Climate and Energy

Pledge

By 2050 at the latest, we intend to make our business model greenhouse gas neutral. To achieve this, we are following a clear plan and aim to meet ambitious interim targets by 2030. In the process, we will credibly fulfil the commitments of the Paris Agreement. As a federal enterprise and a service provider for sustainable development, we are therefore setting a good example.

Overarching objective

We meet the requirements of the Science Based Targets initiative (SBTi) throughout the company on the path to creating a greenhouse gas-neutral GIZ.

Description

As a signatory to the Paris Agreement, the German Government is committed to the global climate and sustainability agenda. As a federal enterprise, GIZ also wishes to contribute to achieving the Paris Agreement. By participating in the Science Based Targets initiative (SBTi), we have committed to ambitious climate goals and aim to reduce our greenhouse gas (GHG) emissions to net zero by 2050. Within this framework, it is necessary to develop a long-term climate transition plan. This plan includes measures to reduce emissions from properties, the vehicle fleet, flights, service contracts and goods, materials and equipment. Switching to renewable energy sources and improving energy efficiency is key to this. The specific implementation takes place largely within the operational business areas.

By combining objectives with established standards, transparency and deep integration into the operating model, we strengthen the credibility of our climate management activities. We also make a significant contribution to the company's overall cost-effectiveness by reducing operating expenses and greenhouse gas offsetting costs. This approach is also reflected in innovative measures, such as the company's own climate initiative for the field structure and the greenhouse gas budget for business travel.

As an organization deeply committed to sustainability, GIZ is dedicated to achieving carbon neutrality as soon as possible. Beyond merely meeting the SBTi's minimum target (2050 at the latest), the organization continuously evaluates the economic feasibility of accelerated target achievement.

Key performance indicators (KPIs)

- Scopes 1 and 2:** 46 % reduction in absolute GHG emissions by 2030 (based on 2019, 95% coverage)
- Scope 3:** Reduction in absolute GHG emissions by 2030 by 27 % (based on 2019, coverage 67 %)
- Annual reduction in absolute GHG emissions at department and corporate unit level between 2027 and 2030 by at least 4.6 % in Scopes 1 and 2, and 2.7 % in Scope 3 (comparative figure for each based on 2019)³
- Scopes 1, 2 and 3:** 90 % reduction of GHG emissions by 2050 at the latest (based on 2019; coverage 95 % in Scopes 1 and 2, and 90 % in Scope 3)



³ Upon adoption of the Climate Transition Plan, this key performance indicator will be reviewed and adjusted if necessary.

FIELD OF ACTIVITY 2

People & the Workplace



Pledge

As a federal enterprise, we are committed to respecting human rights and, as an employer, we create a diverse, non-discriminatory and inclusive working environment.

Overarching objectives

1. We continuously develop our management system for due diligence obligations in a risk-oriented manner and strengthen our supply chains.
2. We consistently mainstream diversity and anti-discrimination in our HR processes and ensure a diverse, inclusive corporate culture in line with the HR Strategy 2023+ Ensuring GIZ's long-term viability.
3. We report on unjustified pay gaps between our employees.
4. We consistently implement the objectives set out in GIZ's Inclusion Agreement through action plans for the entire company and individual operations.

Description

Satisfied and motivated staff, as well as trusting, responsible collaboration with suppliers and partners, are fundamental prerequisites for long-term employability and effectiveness. At the same time, measures for climate action and environmental protection are sustainable only if you always observe the social aspect.

That is why, in the 'People & the Workplace' field of activity, GIZ focuses on people, both within and outside the company, throughout its supply chains.

In its Human Rights Strategy Policy Statement, GIZ clearly commits to fulfilling its human rights due diligence obligations. In doing so, we consistently adhere to the UN Guiding Principles on Business and Human Rights and the binding political requirements set by lawmakers. These requirements are currently the subject of extensive debate at national and international level, which we are closely monitoring for GIZ. We are continuously developing our management of human rights due diligence in line with these principles, adopting a risk-based approach. Furthermore, we work closely with our suppliers and service providers to address environmental and social risks within our supply chain.

As an employer, we are also committed to creating a people-focused working environment.⁴ GIZ is a clear advocate of diversity and anti-discrimination, and promotes a diverse and inclusive corporate culture. Diversity is part of our staff's professionalism, in line with our HR Strategy, and therefore part of GIZ's future viability. We are committed to ensuring that our staff and managers are made aware of diversity issues, for example through training, and we integrate diversity and anti-discrimination into our HR processes. We are committed to fair pay and a family-friendly and life stage-oriented HR policy. The 'workandfamily' audit, which we introduced in 2006, serves as a management tool and seal of quality we can use to have our work assessed externally. The next audit will take place in 2026. In addition to evaluating the activities to date, an action plan to be implemented over a three-year period is also in development.

We are also committed to inclusion both in and outside Germany, and aim to contribute to the implementation of the UN Convention on the Rights of Persons with Disabilities and the Diversity Charter. For this reason, in 2020 we adopted the Inclusion Agreement for employees with severe disabilities. The agreement serves to plan, organise and manage the employment of people with disabilities and sets out five objectives for fair collaboration. These are implemented through action plans agreed for the entire company or individual departments and are reflected in the sustainability programme.

Key performance indicators (KPIs)⁵

1. Diversity and anti-discrimination are mainstreamed in the HR Department's digital transformation processes
2. The 'workandfamily' audit and 'work&diversity' audit have been carried out; measures will be implemented by 2029
3. Equal pay analysis and certification, as well as reporting on the gender pay gap, have been produced
4. The action plans for inclusion have been developed and are being fully implemented according to plan each year

⁴ See the 'Responsibility and Diversity' field of activity of the HR Strategy 2023+ Ensuring GIZ's long-term viability

⁵ A key performance indicator relating to a future European supply chain law will be added at a later date.

FIELD OF ACTIVITY 3

Data & Cost-effectiveness

Pledge

GIZ's data collection and evaluation systems are developed to an extent that enable us to manage our sustainability performance in a targeted and efficient manner. By digitalising our ESG processes, we significantly reduce administrative burdens, improve data quality and enable integration with other business processes.

Overarching objective

We establish a data-driven, robust and efficient framework for managing our sustainability performance.

Description

Systematic, digital and system-supported collection of data on environmental, social and governance issues (ESG data) forms the basis for managing sustainability performance efficiently and disclosing it to our stakeholders.

This is because the importance of company-wide ESG data relevant for management is growing rapidly. Among other things, achieving our company-wide climate goals largely depends on reliable data that is also available on an interim basis.

With the Corporate Sustainability Reporting Directive (CSRD) due to come into force from the reporting year 2027, sustainability reporting will also undergo a significant change. In terms of content, the CSRD obliges companies to identify material ESG issues as part of a materiality analysis⁶ and to report on them annually in the management report. In addition, independent auditors will examine compliance with the CSRD in future.

We are therefore establishing the necessary processes to improve the basis and availability of ESG data and are creating the digital data infrastructure required to do so.

Key performance indicators (KPIs)

1. Auditors have verified the reliability of our ESG data
2. We digitally collect and evaluate 100 % of our ESG data



⁶ The materiality analysis forms part of sustainability reporting. It identifies the issues that are material to GIZ, which are then reported on. The Corporate Sustainability Reporting Directive (CSRD) prescribes the process.

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