giz Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

Climate and environmental data 2025

About this report

Sustainability is GIZ's guiding principle and forms the basis for our contributions to shaping a society that is fit for the future. We compile and analyse all the most important climate and environmental data every year to gain a better understanding of our environmental sustainability and continuously improve our performance. Externally validated information about our activities in Germany is provided by the Eco-Management and Audit Scheme (EMAS). We have also developed our own environmental management tool, the Corporate Sustainability Handprint® (CSH), as a source of data on our operations in other countries.

GIZ has gathered climate and environmental data for its German locations since 1999. Following the implementation of EMAS in 2013, environmental figures are now checked each year by an accredited environmental consultant to ensure that they are complete and plausible. In the same year, we piloted systematic data collection in our partner countries. Annual data compilation has been mandatory since 2018. Further information on the calculation of climate and environmental data can be found in the calculation notes.

The publication 'Climate and Environmental Data 2025' is aimed at GIZ employees and anyone outside the company with a professional interest in our environmental performance. This document includes all the most important climate and environmental data for our sites in both Germany and our partner countries for the period from 1 January to 31 December 2025. The figures for Germany are the totals as at 31 May 2026. Previous publications may show other data.



Summary of climate and environmental data

Workforce	Germany				Abroad			
	2019	2023	2024	2025	2019	2023	2024	2025
Total number of internal staff in full-time equivalents (FTE)	5,183	6,272	5,959	5,801	No distinction between internal and external staff is made.			
Total number of external staff in FTE	315	229	228	205				
Total number of internal and external staff in FTE	**5,497**	**6,502**	**6,187**	**6,006**	**18,228**	**19,921**	**18,855**	**18,255**

Greenhouse Gas (GHG) emissions summary[1]	Germany				Abroad			
	2019	2023	2024	2025	2019	2023	2024	2025
Scope 1								
Heating in t CO_2e	2,760	410	330	292	1,850	1,126	1,422	1,488
Fuel for company vehicles in t CO_2e	23	10	10	9	11,550	9,461	7,817	7,363
Refrigerants in t CO_2e	31	45	17	8	4,048	4,240	4,186	4,219
Generators in t CO_2e	3	0	4	3	1,765	2,350	2,359	2,185
Scope 2								
Electricity[2] in t CO_2e	380	219	238	132	9,693	9,149	7,472	3,663
District heating in t CO_2e	176	168	132	54	351	248	234	167
District cooling in t CO_2e	47	34	44	9	76	0	0	0

1 Due to improved data quality, some of the figures differ from previously published data. This applies in particular to heating in Germany in 2023, as an incorrect projection in a service charge statement has been corrected.
2 Emissions from electricity generation abroad fell significantly in 2025, as the purchase of International Renewable Energy Certificates (I-RECs) led to a reduction in market-based emissions.

Emissions from sourcing biomethane	Germany				Abroad
	2019	2023	2024	2025	
Heating in t CO_2e	no supply	156	172	185	No biomethane is purchased for heating abroad.
Fuel and energy-related emissions[3] in t CO_2e	no supply	56	62	802	

3 The sharp rise in 2025 is due to a change in the composition of biomethane, which has a higher emission factor.

Electricity	Germany				Abroad			
	2019	2023	2024	2025	2019	2023	2024	2025
Electricity (location-based method) in t CO_2e	4,459	4,002	4,068	**3,163**	9,693	9,149	7,472	**7,348**
Electricity (market-based method)[4] in t CO_2e	380	219	238	**132**	9,693	9,149	7,472	**3,663**

4 Outside Germany, GIZ leases almost all of its offices, which means that energy is often supplied by the landlord. For these sites, there is no reliable information available on electricity suppliers, supply contracts or product-related emission factors. A market-based calculation of Scope 2 emissions is therefore not possible for these sites. Emissions are thus accounted for using the location-based method. For the year 2025, I-RECs are factored into the market-based method.

Scope 3	Germany				Abroad			
	2019	2023	2024	2025	2019	2023	2024	2025
Purchased goods and services[5] in t CO_2e	132,223	138,011	143,210	**138,261**	61,789	67,975	41,008	**76,405**
Fuel and energy-related emissions[6] in t CO_2e	412	238	239	**882**	8,276	5,723	5,006	**3,982**
Business trips[7] in t CO_2e	23,275	17,545	17,089	**16,538**	86,254	78,268	72,821	**79,532**
Commuting in t CO_2e	3,042	3,926	3,587	**3,313**	10,008	13,854	13,909	**13,492**
Events in t CO_2e	Data not mapped.	407	228	**285**	Data not mapped in the CSH.			

5 This emission source (Scope 3.1) reports only purchased services, as emissions from construction services and the procurement of goods are not included in the Science Based Targets initiative (SBTi) target coverage for 2021 to 2025 and cannot currently be quantified with sufficient accuracy. The scope of reporting is reviewed on a regular basis.
6 Abroad, fuel- and energy-related emissions have only been calculated since 2021. Therefore, an estimate was made for 2019.
7 In 2023 and 2024, a small number of flights (approx. 0.1%) had incorrect booking codes. These were corrected, resulting in a slight reduction in emissions in each year.

Achievement of SBTi target[8]	Entire company			
	2019	2023	2024	2025
Scope 1 + 2 in t CO_2e	32,709	27,458	24,263	**19,594**
Scope 1 + 2 target pathway in t of CO_2e		26,167	24,532	**22,896**
Scope 3 in t CO_2e	325,157	325,540	296,870	**332,405**
Scope 3 target pathway in t CO_2e		303,480	298,060	**292,641**

8 Some of the figures differ from those previously reported because data quality has improved as a result of more detailed restatements. The base year 2019 remains unchanged, as it is not subject to retrospective adjustments for the purposes of meeting the SBTi targets. The target of reducing Scope 1 and 2 GHG emissions by 30% by 2025 has been clearly achieved, while the target of a 10% reduction in Scope 3 could not be met. From the next reporting year onwards, new SBTi climate targets through 2030 will apply.

Other Airborne Emissions[9]	Germany				Abroad			
	2019	2023	2024	2025	2019	2023	2024	2025
NO_x (nitrogen oxides) in kg	8,822	13,506	12,886	12,082				
SO_2 (sulfur dioxide) in kg	4,964	5,111	4,957	4,689		Data not mapped in the CSH.		
PM10 (coarse particular matter) in kg	233	697	558	526				

9 The figures for 2023 and 2024 have been restated based on new data.

Purchase of emission reduction credits[10]	Germany				Abroad			
	2019	2023	2024	2025	2019	2023	2024	2025
Amount of compensation in t CO_2e	29,721	23,229	21,952	21,526	0	111,583	101,568	102,599
- of which already retired in t CO_2e	29,721	308	21,952	0	0	20,172	101,568	0
- of which still to be retired in t CO_2e	0	22,921	0	21,526	0	91,411	0	102,599

10 The coverage ratio is explained in more detail in the calculation notes. Paris Agreement Crediting Mechanism (PACM) futures were procured for the year 2023; however, these have not yet been issued or retired, as the process managed by the UNFCCC is still being established. During the carry-over process, conversion factors were adjusted, resulting in 50 per cent of the credits procured being refunded in the year 2026. For the year 2024 (and pro rata for 2023), emissions reduction credits were procured from specially qualified climate protection projects in accordance with the rules of the Gold Standard Foundation and the Core Carbon Principles (CCPs) of the Integrity Council for the Voluntary Carbon Market (ICVCM). The figures reflect the situation as of September 2026. In 2026, a tender will be conducted for the outstanding credits (2025 and, on a pro rata basis, 2022 and 2023).

Mobility	Germany				Abroad			
	2019	2023	2024	2025	2019	2023	2024	2025
Total flights in 1,000 km	69,621	56,738	55,823	52,060	361,454	314,416	284,997	326,349
Distance flown per staff member in km	13,434	9,046	9,368	8,974	19,830	15,783	15,115	17,877
Total rail trips in 1,000 km	12,357	8,768	7,214	7,156				
Distance travelled by rail per staff member in km	2,384	1,398	1,211	1,234				
Total trips using company vehicles in 1,000 km	137	108	104	89		Data not mapped in the CSH.		
Total distance travelled in 1,000 km	**82,115**	**65,613**	**63,141**	**59,306**				
Distance travelled per staff member in km	15,845	10,461	10,596	10,223				

Energy Consumption[11]	Germany				Abroad			
	2019	2023	2024	2025	2019	2023	2024	2025
Total energy consumption								
Total energy consumption in kWh	**24,114,794**	**20,019.862**	**20,505,960**	**19,060,405**	**80,277,407**	**71,532,554**	**62,793,915**	**57,835,796**
Total energy consumption per staff member in kWh	4,387	3,079	3,314	**3,173**	4,404	3,591	3,330	**3,168**
Electricity								
Total electricity consumption in kWh	10,088,941	9,055,315	9,203,704	**8,511,006**	19,717,828	19,210,371	16,667,402	**16,241,217**
Total electricity consumption per staff member in kWh	1,835	1,393	1,488	**1,417**	1,082	964	884	**890**
Green electricity percentage	84 %	93 %	93 %	**94 %**	Data not mapped in the CSH.			**52 %**
Heating / Cooling energy								
Total heating / cooling energy in kWh	13,925,530	10,904,529	11,230,151	**10,490,480**	7,083,143	4,363,030	4,248,288	**3,743,036**
Total heating / cooling energy per staff member in kWh	2,533	1,677	1,815	**1,747**	389	219	225	**205**
Percentage of heating energy from renewable sources	12 %	75 %	81 %	**82 %**	Data not mapped in the CSH.			
Fuel for company vehicles and generators								
Total energy consumption from motor vehicle fuel in kWh	94,826	60,018	59,690	**46,503**	46,036,759	38,197,903	32,095,268	**29,003,932**
Total energy consumption from motor vehicle fuel per staff member in kWh	18	10	10	**8**	2,526	1,917	1,702	**1,589**
Total energy consumption by generators in kWh	5,498	0	12,415	**12,415**	7,439,677	9,761,250	9,782,956	**8,847,610**
Total energy consumption by generators per staff member in kWh	1	0	2	**2**	408	490	519	**485**

11 Due to improved data quality, these figures differ in part from previously published data.

Water Consumption[12]	Germany				Abroad			
	2019	2023	2024	2025	2019	2023	2024	2025
Total drinking water consumption in m^3	50,678	28,788	27,040	**28,312**	608,612	364,576	362,994	**392,326**
Total drinking water consumption per employee in litres	9,219	4,428	4,370	**4,714**	33,390	18,301	19,252	**21,491**

12 Due to improved data quality, these figures differ in some respects from data previously published.

Paper Consumption[13]	Germany				Abroad			
	2019	2023	2024	2025	2019	2023	2024	2025
Paper consumption (sheets)	11,897,087	3,589,316	2,468,587	3,300,041	73,673,934	36,958,001	31,734,903	26,178,876
Per-capita paper consumption (sheets per staff member)	2,164	552	399	549	4,042	1,855	1,683	1,434
Percentage of recycled paper used	95 %	100 %	100 %	100 %	15 %	24 %	26 %	30 %

13 Due to improved data quality, these figures for 2023 and 2024 differ in some respects from data previously published.

Waste	Germany				Abroad			
	2019	2023	2024	2025	2019	2023	2024	2025
Total non-hazardous waste in t	1,009	807	834	797				
Total non-hazardous waste per staff member in kg	183	124	135	133				
Total residual waste in t	303	182	180	164				
Total residual waste per staff member in kg	55	28	29	27	Data not mapped in the CSH.			
Total paper waste in t	283	209	215	214				
Total paper waste per staff member in kg	51	32	35	36				
Total hazardous waste in t	5	13	11	11				

Biodiversity	Germany				Abroad			
	2019	2023	2024	2025	2019	2023	2024	2025
Usable space in m^2	157,352	155,333	149,937	142,166				
Usable space per staff member in m^2	29	24	24	24				
Sealed outer surface in m^2	not recorded	42,455	42,455	42,455	Data not mapped in the CSH.			
Green areas (not sealed) in m^2		48,284	45,751	45,751				
Near-natural, biodiversity-friendly areas in m^2		31,184	29,884	29,884				

Notes on calculation methods

In Germany, participating organisational units at six EMAS sites (Bonn, Eschborn, two locations in Berlin, Bonn-Röttgen, Feldafing) compile consumption data for energy, water, paper and waste and submit it to the Sustainability Office. All consumption figures are reviewed and verified for plausibility. The corresponding figures for smaller non-EMAS locations are extrapolated from this compiled data. Also, we calculate an approximate figure to indicate the resources consumed by a single, statistically average employee. This figure is then multiplied by the number of employees at our smaller locations to represent consumption levels at sites without EMAS validation. Outside Germany, consumption data for energy, water and paper are compiled and totalled using the CSH. There have been consistent improvements in data availability and quality in recent years. The CSH data is also verified for plausibility; any discrepancies are clarified. In data collection, zeros indicating 'no consumption' are distinguished from zeros indicating 'missing data'. If country specific data are missing, values are extrapolated using the country average. In case a given environmental aspect is missing, values are imputed using the relevant regional / divisional average to complete the dataset.

The climate and environmental figures per employee shown in the report are based on the number of full-time equivalent (FTE) for the corresponding years. These notes on our calculation methods apply to the current reporting year. The figures for Germany are the totals as at 31 May 2026. Due to better availability of data, some figures have been updated for 2023 and 2024. Furthermore, the Excel system is constantly being improved.

Both EMAS and the CSH provide consumption data for calculating GIZ's greenhouse gas (GHG) emissions. In doing so, we are guided by the international standard known as the Greenhouse Gas Protocol. The Greenhouse Gas Protocol distinguishes between direct and indirect emissions within three so-called scopes:

- **Scope 1:** Direct sources of GHG emissions that are owned or controlled by the company, such as fuel for cars or generators and heating energy from combustion processes;
- **Scope 2:** Indirect emissions from purchased energy such as electricity or district heating/cooling;
- **Scope 3:** Other indirect emissions generated along the upstream and downstream value chain that are therefore also within the responsibility of the company. These include, for example, purchased goods and services, business flights and commuting.

Since the 2021 reporting year, GIZ has aligned its GHG accounting and reporting with the methodological requirements of the Science Based Targets initiative (SBTi). As part of the SBTi validation process, our climate targets for 2025 were also confirmed. To ensure comparability over time, the calculation and reporting methodology was applied retrospectively to previous years. For the first SBTi target cycle (2021–2025), the same Scope 3 categories are reported throughout.

Scope 1 and 2

The emission factors for **heating energy** from combustion processes, such as biomethane and natural gas, and **fuels for cars and generators** are sourced from the German Federal Environment Agency (UBA, 2025), the UK Department for Energy Security and Net Zero (DESNZ, 2025) and the International Energy Agency (IEA, 2025). Within Germany, we also use utility-specific emission factors.

The global warming potential from **refrigerants** is determined using conversion factors specified by the Intergovernmental Panel on Climate Change (IPCC) IV. In Germany, this calculation is based on actual reported amounts of refrigerant refilled during maintenance work. Since 2019, we have also compiled data on refrigerant-related emissions from our operations outside Germany. For this calculation, the capacity of the air-conditioning systems is multiplied by the average leakage rates and the respective emission factors for the refrigerants.

When calculating GHG emissions from purchased **electricity**, we use domestic emission factors from the UBA (2025). Outside Germany, GHG emissions from electricity consumption are calculated on the basis of country-specific emission factors from the IEA (2025).

The emission factors for **district heating and cooling** are based on specific data provided by each energy supplier. Since these specify only a single emission factor that includes but does not distinguish between Scope 2 and Scope 3 emissions, domestic upstream emissions (Scope 3) are accounted for under Scope 2. For emissions abroad, emission factors from DESNZ (2025) are used.

Scope 3

For certain emission categories, data availability is limited, meaning that direct quantification based on primary data is not possible. The corresponding emissions are therefore determined using appropriate estimation methods and available secondary data. One considerable challenge lies in the lack of primary data in the value chain, especially for procurement. An activity-based accounting method is currently being developed for the procurement of services. Emissions from construction services and the procurement of consumer goods and capital goods, on the other hand, are not included in the reduction targets. To date, only estimates based on the expenditure-based method are available for these areas. As a result, they are insufficiently controllable.

GHG emissions from **purchased goods and services** are calculated using the Scope 3 Evaluator developed by the Greenhouse Gas Protocol and Quantis, which uses emission factors from the World Input-Output Database (WIOD, 2015).

The emission factors for indirect GHG emissions from **fuel and energy-related activities** are calculated through specific upstream emission factors for the respective energy source used. In Germany, these factors stem from the UBA (2025), while for the countries abroad they are sourced from the IEA (2025) and the DESNZ (2025).

GHG emissions from **business flights** in line with the German Business Travel Association (VDR) standard. A radiative forcing index (RFI) of 2.7 is applied to reflect additional high altitude effects. The data related to booked business flights, both domestically and abroad, is provided to external service providers. These service providers calculate the data for specific groups of employees, including upstream emissions (well-to-tank). Domestic rail travel is accounted for in accordance with specifications from Deutsche Bahn. In countries other than Germany, the company's own vehicle fleet (Scope 1) is used for business travel. Therefore, business travel emissions (Scope 3) abroad consist solely of air travel.

GHG emissions from **commuting** in Germany were compiled using the results of a mobility survey and calculated using emission factors from the German Environment Agency (UBA). Due to new findings and updating of emission factors, the data from 2022 onwards are only comparable with previous years to a limited extent. For countries abroad, the figures for 2019 were roughly estimated using simplified values. For 2023, a projection was made based on a survey. Starting in 2024, the calculation is performed using country-specific emission factors and average values for the respective countries in the following categories: working and commuting days, commuting distances, and modal splits. Based on this data, emissions were extrapolated to the respective full-time equivalents (FTEs) of each country.

In addition to GHG emissions, the tables summarising our climate and environmental data also take into account **other air pollutants** such as nitrogen oxides (NO_x), sulphur dioxide (SO_2) and particulate matter (PM10) in Germany. The total figures for these additionally recorded air pollutants come from building-related emissions (e.g. from electricity and district heating/cooling), company cars and commuting. Emission factors are derived from the Global Emissions Model of Integrated Systems (GEMIS) 5.0 database and from the Process-Oriented Basic Data for Environmental Management Instruments (ProBas) database maintained by the UBA.

Contribution to climate protection projects through the purchase of emission reduction credits

As we cannot reduce all greenhouse gas emissions from all sources, we purchase emission reduction credits equivalent to the emissions directly attributable to our operations. This includes Scope 1 and 2 emissions for operations in Germany since 2013 and abroad since 2020. Further emission sources have been added in subsequent years. For the reporting years shown (2023 – 2025), the following emission sources are included: business trips, commuting (Germany only), emissions from events (Germany only) and energy-related emissions. These additional sources of emissions lie outside GIZ's direct control and, in some cases, can only be quantified using rough estimates. No emission reduction credits are purchased for these sources. The number of credits is determined in the respective reporting year and is not adjusted retrospectively in subsequent years.

Outlook

From the forthcoming reporting year 2026 onwards, the reporting framework and the reported Scope 3 categories will be reviewed as part of the **SBTi revalidation** process and the setting of new climate targets through to 2030. As part of this process, the scope of the emissions inventory will be updated and calculation methods will be further refined, insofar as this is technically appropriate and feasible based on available data. Furthermore, reporting will be aligned more closely with the requirements of the Corporate Sustainability Reporting Directive (CSRD).

Publication details

Published by
Deutsche Gesellschaft für
Internationale Zusammenarbeit (GIZ) GmbH

Registered offices
Bonn und Eschborn

Friedrich-Ebert-Allee 32 + 36
53113 Bonn, Germany
T +49 228 44 60-0
F +49 228 44 60-17 66

Dag-Hammarskjöld-Weg 1 – 5
65760 Eschborn, Germany
T +49 61 96 79-0
F +49 61 96 79-11 15

E info@giz.de
I www.giz.de

l linkedin.com/company/gizgmbh

Design and Layout
3st kommunikation GmbH, Mainz
kippconcept GmbH, Bonn

Publication date: October 2026