

SUSTAINABILITY REPORT 2021

BUILDING TOMORROW THE SUSTAINABLE WAY



CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY
AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

02



GOETZPARTNERS
SUSTAINABILITY
REPORT 2021

CONTENT

FOREWORD 03

ABOUT GOETZPARTNERS 04

Who we are and what we do 05

Defining our values 06

SUSTAINABILITY AT GOETZPARTNERS 07

How we approach sustainability 08

How sustainability is organized at goetzpartners 10

Materiality and stakeholder management 11

PEOPLE 15

How we take responsibility for all our employees 16

PROJECTS 23

How we manage our projects responsibly 24

PLANET 28

How we're helping to combat climate change 29

PHILANTHROPY 36

How we play our part 37

APPENDIX 41

Key figures 42

About this report 46

GRI Index 47

UN Global Compact
Communication on Progress 54

Publishing credits 57



FOREWORD

[GRI 102-14]

Dear Reader,

We founded goetzpartners with a simple goal in mind: to create an advisory firm that takes a new approach to engaging with clients and the wider world. Helping others do business better enabled us to transform our responsibility to drive changes benefiting current and future generations into a reality. This principle continues to shape our corporate culture today.

As we write this report, our world faces tremendous macroeconomic and social challenges. 2021 brought tough times for the world – and goetzpartners was no exception. During the second year of the COVID-19 pandemic, we had to continue limiting in-person interaction with our clients and in our offices. We also had to keep our spirits up, even when we couldn't meet face to face. The pandemic also had ramifications for staffing and supply chains and we continue to feel this today. The M&A market remains a hotbed of activity. The impacts of climate change also left their mark last year in the form of extreme weather events like flooding and heat waves. And with the war in Ukraine, the rising cost of living, and energy shortages never far from the headlines, 2022 looks set to be another difficult year.

In light of these challenges, goetzpartners is more committed than ever to our employees and to society. That's no real surprise because sustainability has been a core element of our identity since goetzpartners was created thirty years ago. Long before regulations defined a framework, goetzpartners made the long-term future of our clients, colleagues, the climate, and local communities a priority. Our formal Corporate Social Responsibility program was launched in 2014 with volunteering projects in Germany, followed by pro-bono projects and financial support from the goetzpartners Foundation. Ever since then, we've continuously been refining our program to reflect new requirements from internal and external stakeholders organized around four pillars: People, Projects, Planet and Philanthropy.



Another recent milestone in our sustainability journey was our decision to join the UN Global Compact in 2021, the world's largest corporate sustainability initiative. This report includes information about how we are putting the Global Compact's ten principles into action. We're further highlighting our commitment by reporting in accordance with GRI principles for the first time.

Since our first CSR report in 2019, we have offset our emissions through environmental projects with WWF. In 2021, we collaborated with ClimatePartner and now officially bear the label of a carbon-neutral company as goetzpartners Holding AG. But we're not stopping there: we aim to cut our CO₂ emissions per full-time employee by 50% by 2030 compared to the base year 2014. goetzpartners remains focused on advancing diversity and helping our clients embrace sustainability in their day-to-day activities as well. In order to achieve our aim of building a bridge between the for-profit and the non-profit world, we're also working with Wider Sense, a consulting firm focusing on social impact, philanthropy, and the non-profit sector.

Our commercial success and our contributions to society are rooted in the tireless efforts of our employees worldwide. On behalf of them all, we invite you to read about the ways we are helping create a better planet for our clients, employees, and society.

Dr. Stephan Goetz,
Founder & Managing Partner

Stefan Sanktjohanser,
Founder & Managing Partner

CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY
AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

04



**GOETZPARTNERS
SUSTAINABILITY
REPORT 2021**

ABOUT GOETZPARTNERS

CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY
AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

05



**GOETZPARTNERS
SUSTAINABILITY
REPORT 2021**

WHO WE ARE AND WHAT WE DO

[GRI 102-1, -2, -3, -4, -5, -6, -7]

goetzpartners is an independent advisory firm that provides services for businesses in all key areas of entrepreneurial activity: strategy, mergers and acquisitions (M&A), and transformation. A total workforce of 365 people operating out of nine countries empowers us to help companies all over the world cope with the challenges created by a constantly changing environment. goetzpartners provides advisory services to decision-makers and top executives in major industries, such as business services, infrastructure, transportation and energy, financial institutions, pharma, healthcare and medtech, industrials and mobility, retail and fast-moving consumer goods, and technology, media and telecommunication. In 2021, goetzpartners generated total sales of EUR 134.5 million.

Established in 1991, goetzpartners is headquartered in Munich and owned by founders and Managing Partners Dr. Stephan Goetz and Stefan Sanktjohanser. Today, the goetzpartners' brand operates under the umbrella of its parent company, goetzpartners Holding AG. Three main entities – goetzpartners Corporate Finance Holding GmbH, goetzpartners Management Consultants Holding GmbH and goetzpartners Corporate Services GmbH – and their respective national representations are housed under this roof. Four of our twelve offices are located in Germany (Berlin, Dusseldorf, Frankfurt, and Munich), with one branch each in the UK (London), Spain (Madrid), Italy (Milan), France (Paris), the Czech Republic (Prague), Switzerland (Freienbach near Zurich), China (Shanghai), and the US (New York).

goetzpartners ranks as one of the ten highest-grossing advisory firms in Germany (Lünendonk List). Moreover, the company has received numerous awards for our outstanding advisory services, including the Best of Consulting Award from the leading German business magazine WirtschaftsWoche, which goetzpartners has won six times to date.





DEFINING OUR VALUES

[GRI 102-16]

In 2016, goetzpartners embarked on a wide-ranging process to identify our values as a company. After comprehensive conversations with our employees about the beliefs and principles guiding our actions, we pinpointed five core values that reinforce our shared identity: Soul, Trust, Dedication, Voice, and Impact.

SOUL

At goetzpartners, we don't just pay lip service to empathy and mutual respect. The way we see things, it makes sense to stand up for each other and to work together to foster what we believe in. This sets us apart – as does our company's engaging, cohesive team atmosphere, which imbues goetzpartners with a **UNIQUE SPIRIT**.

TRUST

We have the confidence to engage with complex challenges and work together with **HONESTY AND RESPECT**. Each person can express concerns or provide constructive criticism. This helps everyone know where they stand, and builds trust within our team and with our clients.

DEDICATION

WE COMMIT 100%. At goetzpartners, we bring our hearts and minds to every project, and we're dedicated to making things work. This approach comes easy because we enjoy taking on challenges as a team and doing things the right way from the very beginning.

VOICE

We are convinced that every voice in our company is essential. Everyone can contribute ideas, move an initiative forward, or take responsibility. We listen to every voice and this gives people the confidence to express views openly and honestly to colleagues and clients, and to **SPEAK AS ENTREPRENEURS**.

IMPACT

We want to bring about real change, constantly evolve as a company, and create genuine value added for our clients, the environment, and society. We deliver results that clients can rely on and make sure that we always act with honesty and integrity. And we bring on board members of the client organization – truly the only way to **ENSURE LONG-TERM SUCCESS**.

CONTENT

FOREWORD

ABOUT GOETZPARTNERS

**SUSTAINABILITY
AT GOETZPARTNERS**

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

07



**GOETZPARTNERS
SUSTAINABILITY
REPORT 2021**

SUSTAINABILITY AT GOETZPARTNERS

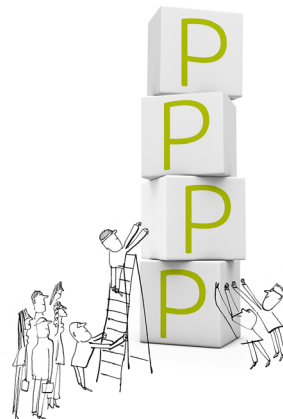


HOW WE APPROACH SUSTAINABILITY

[GRI 102-11, -16]

Sustainability is and always has been an essential part of our identity. In the 30 years since its inception, goetzpartners has taken steps to sustain our employees, clients, environment, and society. In the past, we have crafted an evolving set of HR policies to support staff, helped the World Wildlife Fund with a project to foster biodiversity and offset our carbon footprint. We have also chosen several volunteer projects to help non-profit organizations give back to the community. These are just a few of our campaigns.

In 2014, we created a formal sustainability program revolving around four pillars: People, Projects, Planet, and Philanthropy. Today, these same four areas still guide our actions:



PEOPLE

We understand the responsibility that we bear for our employees. We treat our people fairly and pay competitive salaries while helping them grow with training, feedback, and mentorship. And we foster diversity and treat everybody with respect.

PROJECTS

A Project Evaluation Board selects our clients and projects based on standards contained in our Code of Conduct and Ethics. We also undertake projects thoughtfully and respectfully, with full awareness of their consequences for our clients, their employees, and society at large.

PLANET

In light of our responsibility to our planet and future generations, we strive to do our best for the environment and climate. We try to minimize business travel and choose environmentally friendly options wherever viable. goetzpartners has also introduced a new way of working policy called Flexible Hybrid Work that allows people to work from home (projects permitting) to reduce the number of commutes. What's more, we endeavor to reduce emissions from our offices and will switch to green power in our offices where practicable.

PHILANTHROPY

We support numerous non-profit organizations by volunteering our time, talents, and financial resources. Our involvement here focuses on young people and integration projects. Along with undertaking pro-bono consulting projects and supporting social sabbaticals, we also offer funding through the goetzpartners Foundation. This helps us build long-term relationships with our partners to provide them with the reliable and wide-ranging support they need.

CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

09



GOETZPARTNERS
SUSTAINABILITY
REPORT 2021

At goetzpartners, we support the 17 UN Sustainable Development Goals (SDGs) and want to arrange our sustainability strategy around this blueprint for a better and more sustainable future. This aspiration means that we will consider the UN goals more when setting targets and detail how goetzpartners benefits from our commitment to the SDGs. The following SDGs are especially relevant to our company:



[GRI 102-12]

We are involved in initiatives that share our dedication to responsible corporate action, such as the United Nations Global Compact, which we joined in 2021, and the Diversity Charter corporate initiative



CHARTA DER VIELFALT

goetzpartners is also consistently working with our partner organization



WIDER SENSE

to take our sustainability program to the next level.



Sustainability was already part of our DNA when I joined goetzpartners 18 years ago. We are constantly taking steps to advance our formal sustainability program, established in 2014. Improving our clients' sustainability and our own is one of our **biggest missions** as consultants in order to help overcome **current and future societal challenges**.

Armin Raffalski,
Head of ESG Practice

CONTENT

FOREWORD

ABOUT GOETZPARTNERS

**SUSTAINABILITY
AT GOETZPARTNERS**

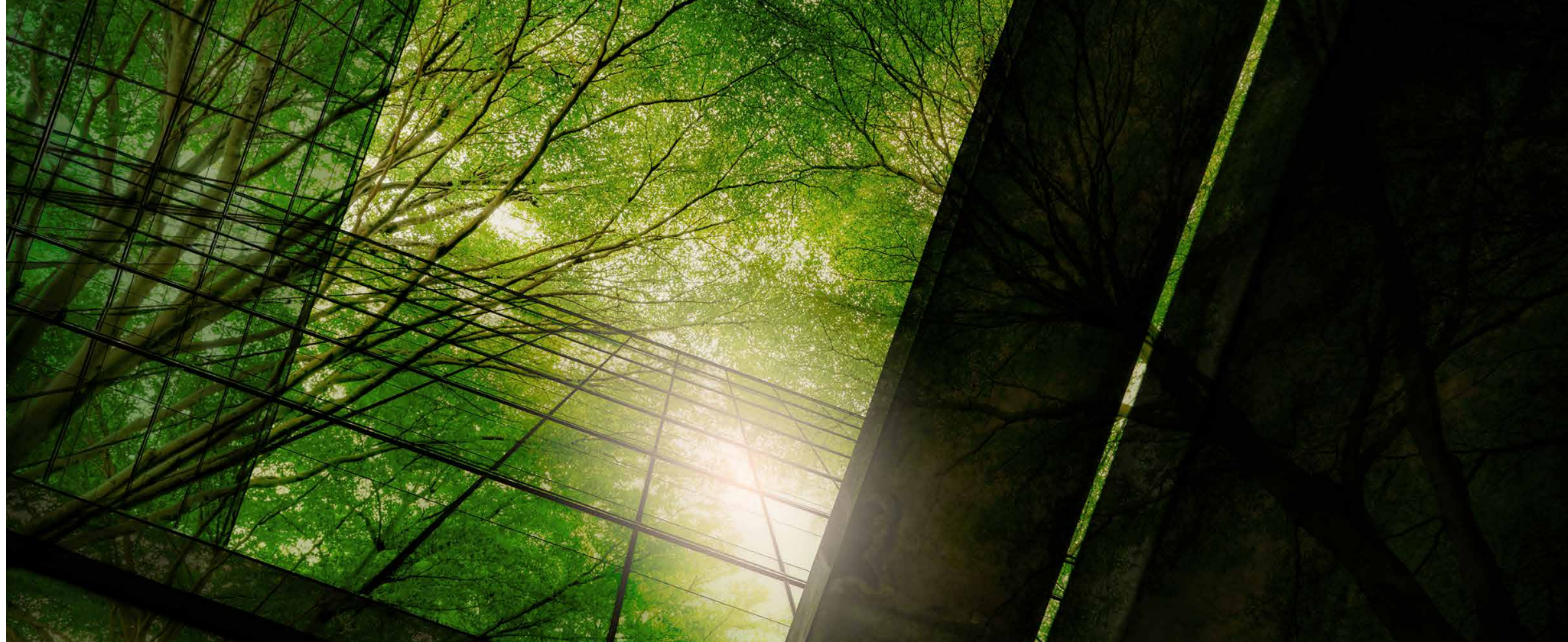
PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX



10

HOW SUSTAINABILITY IS ORGANIZED AT GOETZPARTNERS

[GRI 102-18]

Our Head of ESG Practice bears overall responsibility for sustainability-related matters. As a Partner at goetzpartners, he works closely with the heads of departments to identify best practices and advance our policies and procedures. He sets the strategic framework and objectives, and ensures that the right structures and processes are in place to underpin our efforts. The Head of ESG Practice provides an

annual update to the Office of the Chairman, to the Joint Executive Board and to all staff at events where ideas for improving our endeavors are discussed and approved. We published our first report on sustainability activities in 2019. Starting this year, our sustainability reports will be drawn up in accordance with GRI standards, detailing our ambitions and activities.



**GOETZPARTNERS
SUSTAINABILITY
REPORT 2021**



MATERIALITY AND STAKEHOLDER MANAGEMENT

As an independent advisory firm, goetzpartners knows the importance of listening to everyone at the table. Our years of experience and expertise in this field stood us in good stead as we conducted our first materiality analysis. This process is described in greater depth below. It delivered insights that helped us better understand the nature of the key topics as we develop and refine our sustainability management and reporting approach. We conducted our materiality analysis in accordance with the double materiality principle. In other words, we looked at external issues that affect our company ('outside-in') and at the ways we impact the world around us ('inside-out').

OUR MATERIALITY ANALYSIS [GRI 102-46]

Desk research was the point of departure for our materiality journey. We drew on secondary data, such as studies, sustainability reports, draft laws, and legislation, to identify key standards, ascertain trends, and learn from our peers. At an internal workshop attended by representatives of different parts of our companies, we distilled the results into a longlist of topics that are relevant for goetzpartners' future and for key **stakeholders**, such as employees, clients, competitors, standard-setting agencies, legislators, and the wider public. goetzpartners sought to learn more by interviewing internal and external experts in order to understand what matters most to them. Working together with these experts, we also analyzed the impacts of (potential future) regulations, financial market expectations, and our competitors' practices. This overarching approach delivered insights for our outside-in and inside-out analyses and ensured we didn't overlook any topics. On top of this, we captured the perspectives of our employees by carrying out an online survey about sustainability issues across all our international operations. A second internal workshop was then held to evaluate and rank material topics in order of priority. As the final step in the process, our management team discussed and validated the findings.

OUR MATERIAL TOPICS [GRI 102-47]

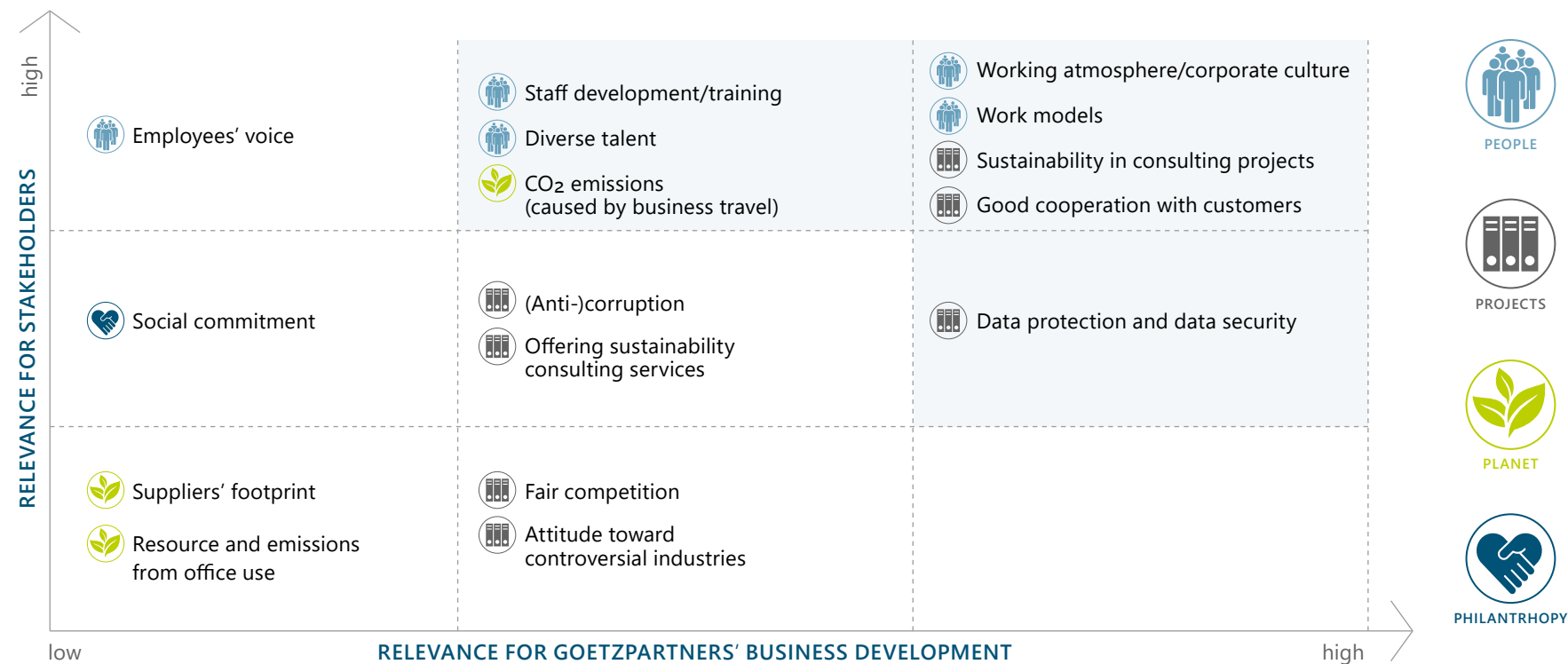
Based on the materiality analysis, we identified eight material topics that shape our actions as a responsible company. These topics were then attached to our four strategic action areas: People, Projects, Planet and Philanthropy. One note: The materiality analysis originally only assessed our CO₂ emissions from business travel, as these account for the largest share of our carbon footprint. The scope and included information on our Scope 1, 2 and 3 emissions have been expanded in this report with a view to presenting a complete overview of our emissions. We will keep a watchful eye on the importance of these topics and reassess them as necessary in line with the latest developments. In addition, representing a departure from the findings of the materiality analysis, we have chosen to include social commitment as one of our strategic areas of action and as part of our longstanding sustainability management approach.

PEOPLE	Working atmosphere/ corporate culture	GRI 401: Employment
	Work models	
	Staff development/training	GRI 404: Training and education
	Diverse talent	GRI 405: Diversity and equal opportunity GRI 406: Non-discrimination
PROJECTS	Sustainability in consulting projects	No topic-specific GRI indicator
	Good cooperation with customers	GRI 419: Socioeconomic compliance
	Data protection and data security	GRI 418: Customer privacy
PLANET	CO ₂ emissions	GRI 305: Emissions
PHILANTHROPY	Social commitment	No topic-specific GRI indicator



MATERIALITY MATRIX

The following matrix shows the topics on the longlist drawn up as part of the materiality analysis described above. The topics identified in the analysis as material for goetzpartners are located in the upper right segment – making them particularly relevant from both an internal and external perspective.





HOW WE ENGAGE WITH STAKEHOLDERS

[GRI 102-40, -42]

goetzpartners regularly evaluates the stakeholder groups and topics that are particularly significant for our business. The most recent update was conducted as part of the materiality analysis to prepare for this report. Our relevant stakeholders are displayed in the image below.

INTERNAL

Employees
Management
Shareholders

ECONOMIC

Clients
Financial institutions
Suppliers/partners
Competitors

SOCIETAL

Legislators
Authorities
General public
Non-profit organizations

LEARNING FROM DIFFERENT STAKEHOLDER EXPECTATIONS

[GRI 102-44]

Across the board, we know that all our stakeholders have growing expectations when it comes to sustainability. For instance, our owners want us to help our clients become more sustainable. One of the public's expectations is that we advise our customers responsibly, for example, when reviewing processes or optimizing logistics. In addition, we are expected to reduce business travel in the interests of the general public. Topics like work-life balance and gender equality are especially important to our employees. And our clients want us to foster diversity and share their sustainability standards with us as a supplier.





COMPREHENSIVE STAKEHOLDER DIALOGUE

[GRI 102-43]

Bearing these varying priorities in mind, we engage in different types of dialogue with our stakeholders. Of course, we know that it will take all of us working together to combat climate change. That's why we are talking to past, present, and future clients about sustainability at their companies, and proactively working to help them transform into carbon-neutral businesses. We are assisting them in closing the information gap by publishing studies on sustainability and environmental topics. To name just a few examples, we have published a study on hydrogen and undertaken a pro-bono consulting project in partnership with the climate innovation think tank Future Cleantech Architects.

We know our employees are the mainstay of our operations. Hence, we regularly solicit their feedback and listen to their ideas in a variety of ways, ranging from a bottom-up group and team barometers to CSR surveys providing feedback on philanthropic activities.

Further evaluating and promoting good corporate citizenship is fostered by also integrating external perspectives. Together with our partner Wider Sense, we published the Missed Opportunities study in 2021, which presents good corporate citizenship practices using the example of German DAX 40 companies:



STUDY ON CORPORATE CITIZENSHIP OF DAX 40 COMPANIES

Furthermore, we are in regular discussions with various foundations that jointly support our non-profit partners.

WORKING WITH CORPORATE ASSOCIATIONS AND INITIATIVES

[GRI 102-13]

Working together with top decision-makers from the worlds of business and politics enables us to connect the right people and the right ideas, and unlock valuable synergies. We also have a network of partners who share our commitment to responsible corporate action, such as the following industry or business-related associations:

- Münchner Sicherheitskonferenz (Munich Security Conference)
- American Chamber of Commerce Germany
- Swiss American Chamber of Commerce
- Deutsche Gesellschaft für Auswärtige Politik (DGAP)
(German Council on Foreign Relations)
- The Owners' Forum
- Swiss Healthcare Licensing Group
- BBUG Baden-Badener Unternehmer Gespräche
(Baden-Baden Entrepreneur Talks)
- Bundesforum Mittelstand (Federal Forum of Medium-Sized Businesses)
- TUM Management Alumni
- Munich network – Netzwerk München
- Münchner Unternehmenssteuerforum (Munich Corporate Tax Forum)
- Die Familienunternehmen (The Family Businesses)
- Invest Europe

CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY
AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

15



GOETZPARTNERS
SUSTAINABILITY
REPORT 2021

PEOPLE





HOW WE TAKE RESPONSIBILITY FOR ALL OUR EMPLOYEES

[GRI 103-1]

At our heart, we are a people company. Everyone matters at goetzpartners. That's equally true for our support staff and our consultants. We know that our unique workforce culture is the backbone of our success, so keeping our company as a place where people are genuinely happy in their work is a top priority. As a consequence, we recognize that attracting and retaining skilled talent is more crucial than ever amidst growing competition for the best candidates and the need for new professional profiles and qualifications.

We do our utmost to be an attractive employer and promote a working environment where everyone can reach their full potential. Each generation of people entering the workforce comes with its own needs and priorities. As we work to attract and retain Gen Z staff, we need to recognize their desire for a healthy work-life balance as a key criterion when choosing an employer.

Our people-centric approach also focuses on diversity. Consultancies that fail to foster diversity are squandering the opportunities afforded by a larger and more diverse pool of talent, and failing to live up to their clients' desire for equitable representation across genders and cultures.



GOALS

We want to attract and retain outstanding employees and offer them premier development opportunities so that they too can perform well for goetzpartners every day. Our goal is to keep improving learning opportunities, creating a stronger learning culture in the process. To keep our team up to date, we aim to have all employees undertake at least 40 hours of training each year. Our aim is to increase the proportion of women and advance diversity: By 2030, we aim to have women staffing at least 50% of all jobs and 30% of all management positions worldwide. We also intend to build a more diverse workforce in terms of our employees' country of origin and professional background.

CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY
AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

17



**GOETZPARTNERS
SUSTAINABILITY
REPORT 2021**

MANAGEMENT APPROACH

[GRI 103-2]

In our experience, employees who feel seen, heard, and valued as team members are top performers. At goetzpartners, our staff also value their creative freedom and the ability to live their aspirations. Three qualities – Care, Involve, and Connect – help to advance these fundamentals and our corporate development.

Our Human Resources Strategy has three key areas that we plan to drive forward in the years ahead:

FLEXIBLE
WORKING MODELS
("New Work")

STAFF DEVELOPMENT
AND CONTINUING
EDUCATION

DIVERSE
TALENTS

We know that listening and learning start with us. That's why we solicit feedback from our employees across different units, hierarchical levels, and offices. Likewise, our Human Resources Strategy is developed with representatives of every group of employees, from managing partners and executives to junior employees.



I started my career at goetzpartners as an intern and later became an Associate Consultant. For me, this choice was clear, since goetzpartners provides me with **unique support and opportunities** that range from mentorship and training, flexible work programs, and secondments in the goetzpartners' ecosystems to co-investments in assets of DICP, an investor in goetzpartners' ecosystem. At the same time, the one-of-a-kind spirit at goetzpartners makes it a truly **fun place to work**.

Maximilian von Waldthausen,
Consultant



EMBRACING FLEXIBLE WORKING MODELS AND NEW WAYS OF WORKING

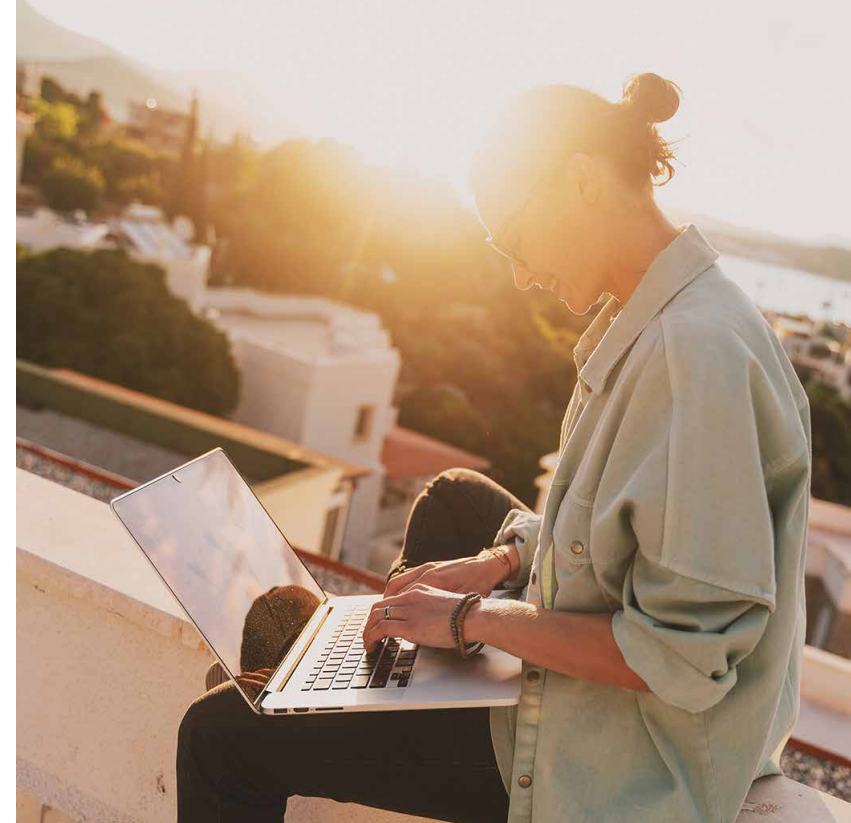
[GRI 103-2]

We don't take a cookie-cutter approach to human resources. We know that different employees have different needs, so we craft solutions tailored to each member of our team. There are several flexible work programs:

- After 1.5 to 2 years with our company, employees have the option of taking a **SABBATICAL** for personal reasons or to volunteer with non-profit organizations (the latter with financial support from goetzpartners).
- In an increasingly popular option, our Management Consulting professionals can choose each year whether they would like to work **10, 11, OR 12 MONTHS** in the following year.
- Regular **PART-TIME EMPLOYMENT** is also an option for all units.

In 2021, about 9% of our employees worked part-time, and some 10% of our Management Consultants took advantage of our varied flexible working models, such as sabbaticals.¹ These options also help advance diversity at goetzpartners since they offer colleagues the opportunity to shape their workday based on personal circumstances.

¹) The data relate to goetzpartners Holding AG and its subsidiaries (refer to "About this report").



Our flexibility also extends to the places where our people work. We recognize that the world of work has changed and that mindsets have shifted among clients, employees, and stakeholders alike. Our new "Flexible Hybrid Work" policy reflects these novel ways of working while respecting our priority of providing clients with high-quality consulting services. Approximately 95% of our employees, in other words, almost everyone but front-desk and service staff, have the ability to work remotely. We want to document what they – and we – are learning about the new world of work, so we have also developed a best-practice platform that will help transfer knowledge and methods.



ADVANCING STAFF DEVELOPMENT AND CONTINUING EDUCATION

[GRI 103-2, 404-1]

Our human resources approach is anchored in a career model developed for goetzpartners' divisions that details roles, functions, and requirements across different levels of seniority. The model empowers employees to take ownership of their professional development. And it means we can set clear standards for recruiting, employee evaluations, promotion, and bonus decisions, and engage in ongoing discussions about what skills and expertise our company needs today and tomorrow. We invest in our employees' professional and personal development in a three-pronged approach made up of individual support and mentorship, regular feedback, and a wide range of learning opportunities.

Caring for our employees and helping them unlock their unique potential is a top priority. Each employee has two key points of contact: a development manager (senior) who acts as their career coach and regularly meets with the employee to discuss their progress, and a mentor who provides support and advice, especially to new employees.

Many professional training courses are mandatory, meaning that all employees take part in the courses defined for their hierarchical level each year. In addition, our goetzpartners Academy offers a comprehensive education and training plan based on five building blocks:

- **THE TRAINING CALENDAR**
- **TRAINING CAMPS**
- **E-LEARNING PLATFORMS**
- **INDIVIDUAL TRAINING AND COACHING**
- **AND LEAVE TO PURSUE MASTER/MBA/PHD PROGRAMS.**

In recent years, we have focused on expanding our individual learning opportunities. Many employees now have their own training budget. They are assisted by HR in using this budget to select the right course or coach. What's more, employees can shape their learning in a flexible manner using several e-learning platforms. In 2021, we offered a total of 860 training days – an average of 3.5 days per employee.¹

At the end of 2021, we introduced a career-path ecosystem. This gives our employees the opportunity to undertake a 3 to 12-month exchange in different parts of the goetzpartners' ecosystem – e.g. other units, offices or investment firms – broadening their horizons in the process.

¹⁾ The data relate to goetzpartners Holding AG and its subsidiaries (refer to "About this report").



BUILDING A DIVERSE POOL OF TALENT

[GRI 103 -2, 405-1]

We care about diversity, equity, and inclusion – and not just because it's the right thing to do. We believe that projects deliver the best results when driven by a diverse team with a broad range of personalities and strengths. Our commitment to diversity is enshrined in company-wide rules, including our



CODE OF CONDUCT AND ETHICS

and our company values, and it is reflected in our membership of the Diversity Charter corporate initiative:



CHARTA DER VIELFALT

Gender diversity is a particular concern for goetzpartners. At the end of 2021, women accounted for approximately 34% of our total workforce and 40% of the professionals and support staff working for our company. At 14%, this ratio is lower at the management level.¹ We're taking action with an internal campaign to raise awareness about the need for change, piloting a part-time consultant model, and mandatory inclusion training for the senior team. Our vibrant women@goetzpartners special-interest group aims to support female colleagues at work, build networks, and promote women's interests through speed networking events with executives, recruiting events, and training sessions geared specifically toward women. The "Female Leadership Inspiration" event series was established in 2021 to highlight role models and their career paths with the aim of inspiring women to break through the glass ceiling.

¹) The data relate to goetzpartners Holding AG and its subsidiaries (refer to "About this report").

DIVERSITY IN WORKFORCE (in %)¹



goetzpartners offers equal pay through our simple and straightforward salary model whereby employees at each level of seniority and grade are paid a fixed universal salary. Our HR team also makes sure that bonuses and promotions are handed out fairly. goetzpartners does not tolerate discrimination of any kind on account of race, ethnic origin, skin color, nationality, gender, religion or ideology, disability, age, sexual orientation, or any other legally protected status. As role models, managers have a special responsibility to ensure that our workplace is free of discrimination and harassment. Any violations of the law or internal regulations can be reported directly to the compliance officer or anonymously using our whistleblowing hotline. All such reports will be examined and dealt with appropriately.



EVALUATION

[GRI 103-3]

The most important way of evaluating our Human Resources strategy is by simply having conversations with our employees. We communicate with our people and work together to develop goetzpartners and our strategy through our Bottom-up Group and the Managers' Club. In addition, our performance management tools offer space for reciprocal feedback. Regular project evaluations, 360-degree feedback, bottom-up assessments of managers, and monthly team barometers have been established to ensure a holistic view of employees and to give them impetus for further development. All our employees received a regular performance and career development review in 2021.

Another way to evaluate our appeal as an employer is to look at the trend in our staff numbers. In 2021, we recruited 47 full-time employees and around 60 interns.¹

Furthermore, as a regular participant in the Great Place to Work survey, goetzpartners receives feedback that spurs us on to make improvements and confirms that we are making progress in key areas. In 2021, our employees rated us with high scores in an anonymous survey – demonstrating that we have taken the right approach in our efforts to create an authentic and open corporate culture. We achieved a rating of 92% in the team spirit category, 85% in the fairness category and 82% in the credibility category. This gives goetzpartners a Trust Index® (average of the Great Place to Work model) of 83%, which is significantly above the average of 60% among the 1,032 organizations surveyed.

¹⁾ The data relate to goetzpartners Holding AG and its subsidiaries (refer to "About this report").

Overall, 90% of respondents agreed that goetzpartners is a very attractive employer. In light of our strong level of approval, we were designated as a



GREAT PLACE TO WORK® certified.¹

Another acknowledgement that puts us in the top 1 percent of all employers in Germany is the



LEADING EMPLOYER 2021 certification,

which is awarded as part of the independent **LEADING EMPLOYERS** meta study.¹ We are very proud of this encouraging feedback from within our own ranks and from external stakeholders, which gives us fresh momentum to keep working hard to address our employees' concerns. Our high-quality standards and fair treatment of our interns have won us the

FAIR COMPANY seal

of approval in Germany – an honor we have held for many years.





KEEPING OUR STAFF SAFE AND SOUND

As a responsible employer, the health and safety of our employees is a top priority, especially during the COVID-19 pandemic. In 2020, various measures were put in place to protect our employees. We have closely evaluated developments and always adjusted to the pandemic situation at the time. Our team has been working from home since the start of the first lockdown in Germany in March 2020, and our offices have only been staffed to levels that ensure adequate social distancing, depending on the current level of infection and legal requirements. We've also taken steps so people can work safely on-site, including free masks and regular access to tests. Furthermore, we offered a vaccination program at our offices, supplementing our existing flu prevention program.

We offer preventative healthcare services beyond statutory requirements, such as vaccinations, eye tests, and ergonomic advice. All employees at our headquarters have access to a fitness and recreation room. goetzpartners knows that we must ensure a psychologically safe working environment and support employees facing mental health struggles. We work with an external provider to offer employees a round-the-clock crisis hotline and additional services, including referrals to specialized experts and institutions. Our employees who travel internationally receive appropriate medical advice and vaccinations in advance. A 24/7 emergency hotline is just one element of our commitment to keeping our employees safe – no matter where they are in the world.

HIGHLIGHTS

GREAT PLACE TO WORK® CERTIFIED:

90% of respondents agreed that goetzpartners is a **VERY ATTRACTIVE EMPLOYER**

NEW BENEFIT PROGRAM:

We have revised our benefits and subsidize the company pension fund, for instance.



CAREER PATH ECOSYSTEM:

Our employees can explore goetzpartners and its ecosystem in multiple ways.

CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY
AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

23



GOETZPARTNERS
SUSTAINABILITY
REPORT 2021

PROJECTS



CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY
AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

24



GOETZPARTNERS
SUSTAINABILITY
REPORT 2021

HOW WE MANAGE OUR PROJECTS RESPONSIBLY

[GRI 103-1]

Relationships are at the heart of everything we do. And since relationships thrive and endure when people do the right thing, we demonstrate ethical behavior every step of the way. goetzpartners strives to be a reliable and efficient partner that clients turn to when they need help.

Sustainability is playing an increasingly important role for our clients – and for our business as well. Amid mounting pressure from regulators and the wider public, building expertise in sustainability is more important than ever to maintain high-quality services. It's important to remember that integrating sustainability means shifting mindsets from maximizing profits in the short term to reaping long-term financial and non-financial benefits.

No matter what topics we advise our clients on, compliance and data security are always the keys to consulting projects. After all, transparency and trust are the cornerstones of success.

GOALS

We know that satisfied clients are repeat clients, so we also strive to constantly improve client satisfaction. goetzpartners wants to build our expertise in sustainability consulting and so help our clients meet looming challenges presented by climate change and stricter regulatory requirements. Strengthening our profile will entail us charting a clear course, building knowledge, and undertaking beacon projects.





MANAGEMENT APPROACH: FORGING STRONG RELATIONSHIPS WITH OUR CLIENTS

[GRI 102-11, 103-2]

We help clients scrutinize and refine their core businesses, and develop new business models to shape their markets. The secret to our shared success? Our advisors. These transparent, honest, and motivated experts are eager to walk alongside clients as they move through critical periods – and have companies choosing and returning to goetzpartners. Our employees from the corporate service team are always on hand to assist our consultants in every team.

As our reputation is one of our greatest assets, we have a Reputational Risk and Project Selection Policy that helps us take a holistic view of possible risks when choosing clients and projects. Our corporate governance structure also reflects this focus with Reputational Risk and Ethics Boards and a Project Evaluation Board discusses and approves prospective projects. Our



CODE OF CONDUCT AND ETHICS

is available to all our employees and the general public. It sets out what we stand for: honest, fair, and responsible practices.

As a responsible business, we don't tolerate breaches of our policies and practices. That's why we set up channels like our whistleblowing tool for people to report complaints or potential violations of legal or professional standards and our ESG principles – even before whistleblowing regulations became a legal requirement. Our Chief Compliance Officer ensures that we comply with all laws and regulations and meet public expectations in areas such as data protection, data security, anti-corruption, anti-bribery, insider information, and whistleblowing procedures.



We work with goetzpartners because they **make the difference**. Besides great expertise and experience, their way of working with our teams is always spot on – prudent, empathic, and collaborative. Their consultants **fully understand** what's happening on the ground and support our teams with straightforward, logical, and ready-to-implement solutions.

Sven Seidel,
CEO,
PHOENIX Pharmahandel GmbH & Co KG



EMBEDDING SUSTAINABILITY IN OUR CONSULTING PROJECTS

[GRI 103-2]

Serving as a reliable partner for our clients today entails us constantly analyzing our actions. Being ready to cater to their needs tomorrow will require new ideas and solutions. Not only do we value sustainability as a company, but sustainability is also an issue in projects with our clients and plays a role in strategic decisions. We help our clients establish a sustainable culture of innovation at their companies in various ways by constantly innovating ourselves. Considering sustainability in our consulting projects is our biggest lever to make a difference. Even though we are not sustainability specialists, we can accompany our clients on the journey and think it through effectively in our projects.

Incorporating sustainability aspects into consulting projects additionally positions us as an attractive employer. The next generation is increasingly interested in working for purpose-driven companies and embracing sustainability is therefore essential to attracting a young and diverse workforce.

CONFIDENTIALITY AND DATA PRIVACY

[GRI 103-2]

Clients rightly expect a high level of confidentiality. The information they share with us during project work needs to be safely stored. Everyone working for us must submit a written declaration of commitment to maintain confidentiality before starting work with our company. All our employees also regularly take part in confidentiality, anti-corruption and anti-bribery training. We have strict archiving guidelines and internal information segregation wall procedures and use state-of-the-art encryption technologies.

1) The data relate to goetzpartners Management Consultants GmbH.
2) The data relate to goetzpartners Corporate Finance GmbH.

An information security management system and a data protection system are aligned with all applicable regulations to maintain the confidentiality and integrity of data we obtain during our relationships. Our data-privacy and information-security due diligence obligations are enshrined in policies and guidelines, such as our



PRIVACY POLICY

They define the actions required by law, our reporting and information obligations, reporting channels, and deletion routines.

Data protection and data security require a high level of diligence, appropriate training, along with investments in IT. At goetzpartners, we have a multi-layer encrypted backup system. Since the IT landscape is constantly changing, we keep updating our acceptable use policy to reflect the latest developments – and, of course, notify our employees of new requirements. All goetzpartners' team members are also required to complete annual data protection and data security training. Our IT team monitors threats from phishing or hacking attempts around the clock to keep information safe.

EVALUATION

[GRI 103-3, 418-1, 419-1]

Our clients' verdict on our performance is the most critical metric of success. Their feedback helps us to constantly improve our services. goetzpartners does not yet have a systematized process of surveying clients, especially by an external and neutral body, and mainly gathers such information in debriefs or in informal discussions with project managers. Our clients' level of satisfaction is reflected in the number of follow-up projects: Despite the wide range of clients we serve, 26% of our management consulting clients¹ and 19% of our corporate finance clients² in 2021 were repeat clients.

CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY
AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

27



GOETZPARTNERS
SUSTAINABILITY
REPORT 2021

In 2021, the weekly business news magazine WirtschaftsWoche honored us with a “Best of Consulting” award in the ‘organization’ category for a challenging turnaround project that we carried out for one of our clients. goetzpartners also featured on the best list in ‘strategy development’, ‘M&A’ and ‘finance & risk management’ in the



BEST ADVISORS 2022 ranking

published by business magazine brand eins and major market research company Statista. We have also been chosen as one of the



WORLD'S BEST MANAGEMENT CONSULTING FIRMS 2022

by Forbes magazine and research institute Statista. In the first-time ranking, goetzpartners made it to the top in four categories: ‘strategy’, ‘M&A’, ‘finance, risk & compliance’ and ‘industrial goods & services’.

Our restructuring and digital practice portfolios turned in the strongest performances in the year under review. Sustainability has not yet been a major element of client projects in 2021, but that will change in the years ahead. In the past, there have already been initial projects in which the topics of sustainability and social responsibility have played a central role, for instance, as part of customer projects or studies with Wider Sense.

In 2021, we received questions from our employees about data protection and confidentiality through various channels. However, there were no reportable data privacy incidents and zero substantiated complaints about violations of customer privacy or other misconduct. Furthermore, goetzpartners faced no fines or non-monetary sanctions for non-compliance with laws or regulations.

HIGHLIGHTS

**WE ARE
AWARDED**



WIRTSCHAFTSWOCHE AWARD

“Best of Consulting 2021”:
second place within the ‘organization’ category



BRAND EINS & STATISTA

ranking “Best Advisors 2022”: on the best list for
‘strategy development’, ‘M&A’, and ‘finance and
risk management’

FORBES MAGAZINE & STATISTA

Featured in “World’s Best Management
Consulting Firms 2022”



CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY
AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

28



GOETZPARTNERS
SUSTAINABILITY
REPORT 2021

PLANET



CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY
AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

29



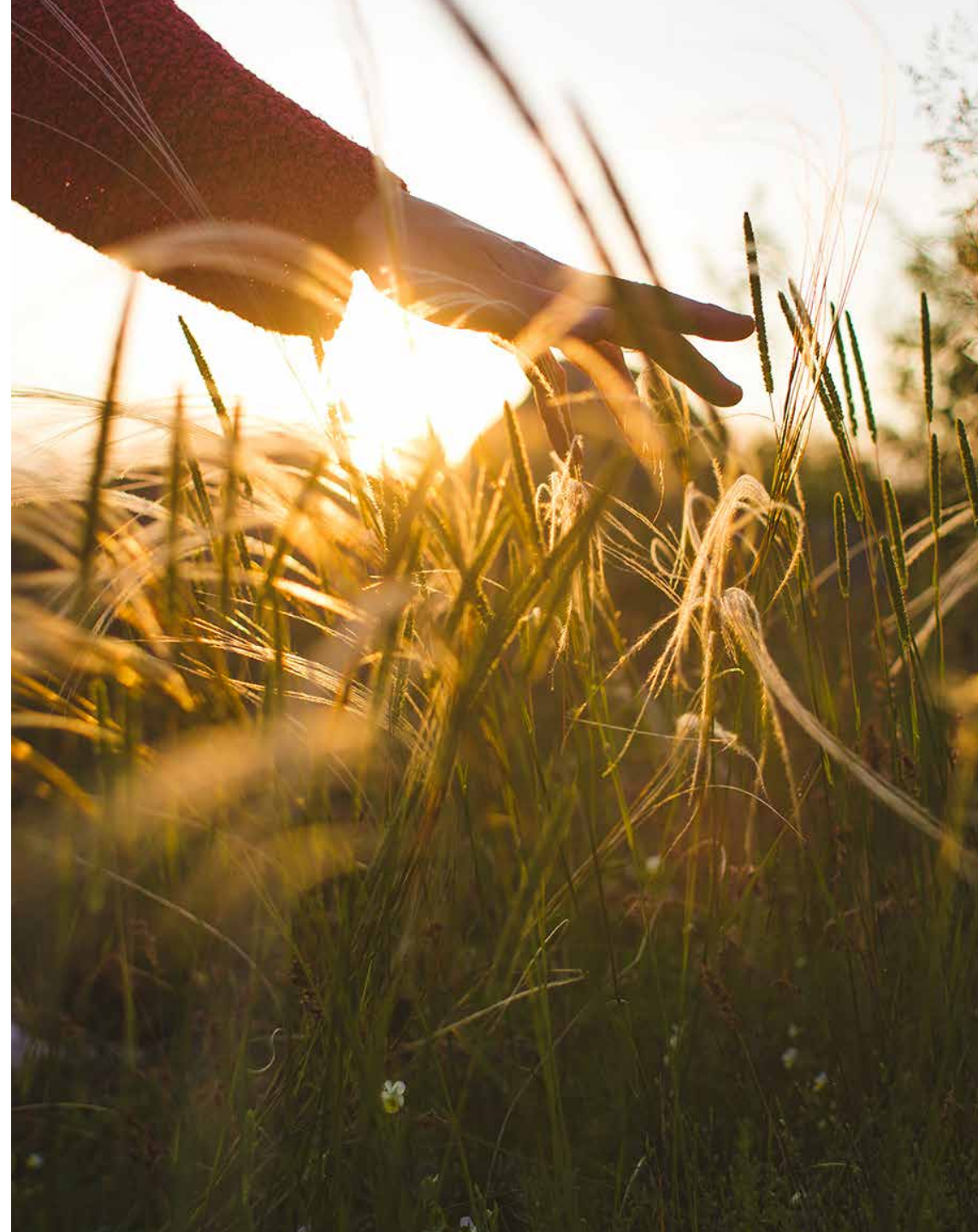
GOETZPARTNERS
SUSTAINABILITY
REPORT 2021

HOW WE'RE HELPING TO COMBAT CLIMATE CHANGE

[GRI 103-1]

At goetzpartners, we recognize that climate change is one of the defining issues of our time. With temperatures rising, droughts spreading, and severe weather events becoming more frequent and intense, now is the time to act. Reaching the goals of the Paris Agreement and safeguarding our planet for future generations mean that we have to reduce greenhouse gas emissions. This process will require ambitious targets and bold thinking – and we stand ready to play our part.

goetzpartners' carbon emissions are primarily associated with our offices, our company cars, our IT infrastructure, and the commuter and business travel undertaken by our staff. Given the severe threats that global warming poses to the environment and the economy, we want to do all we can to reduce our carbon emissions. That's why we are trying to constantly minimize our footprint and offset any emissions we cannot reduce. In doing so, we are meeting the demands of our customers, our employees, and the general public. While reducing carbon emissions offers a cost advantage in times of soaring energy prices, the culture of being a responsible company is the force truly driving our approach.





GOALS

In 2021, we obtained the carbon-neutral company label by offsetting unavoidable emissions using certified compensation measures.¹ And we want to reduce our carbon footprint further: By 2030, we are aiming to cut our Scope 1-3 emissions by 50% for each full-time employee (FTE) compared to our 2014 baseline. We want to achieve this ambition by using renewable energy at all locations by the end of 2022 (provided that reliable energy supply can be guaranteed), and raise the percentage of electric and hybrid vehicles in our fleet to 80% by the end of 2026. In addition, remote project work with our clients as well as flexible working models for our employees contribute to achieving this goal. We are going to evaluate further potential for reduction and implement appropriate measures.

MANAGEMENT APPROACH

[GRI 103-2]

We all share a responsibility to our planet and to future generations. With this in mind, goetzpartners is committed to doing its best to protect our climate and our environment as we engage in business at our offices in Germany and around the globe.

Our Head of ESG Practice oversees all sustainability-related matters at our company. As such, he is responsible for implementing our environmental management system, rolling out our climate strategy, and ensuring compliance with our policies. The Head of ESG Practice also works in close cooperation with heads of the relevant departments, such as human resources (on travel policies), facility management (offices), IT (IT equipment), and fleet (company cars). Engaging in this intracompany dialogue helps us identify best practices and refine our policies and procedures.

Needless to say, goetzpartners fully complies with statutory requirements. We adhere to all local and global regulations, notably the provisions of national water and waste legislation. Above and beyond these requirements, we have established travel, car, and new work policies to support sustainable behavior in our company. In addition, we have put in place a

SUPPLIER CODE OF CONDUCT

This framework communicates the ethical and environmental goals that our suppliers have to meet.

¹⁾ The data relate to goetzpartners Holding AG and its subsidiaries (refer to "About this report").

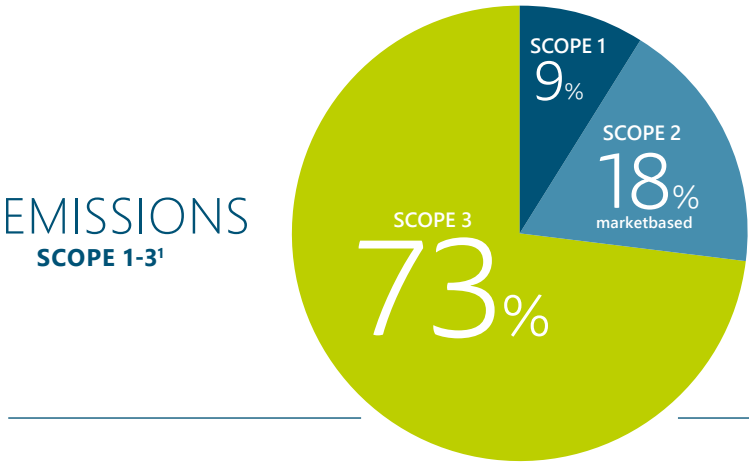
REDUCING OUR CO₂ FOOTPRINT
[GRI 103-2]

On the basis of the Greenhouse Gas Protocol (GHG Protocol), an internationally recognized climate reporting standard, we categorize our greenhouse gas emissions into three groups or ‘scopes’:

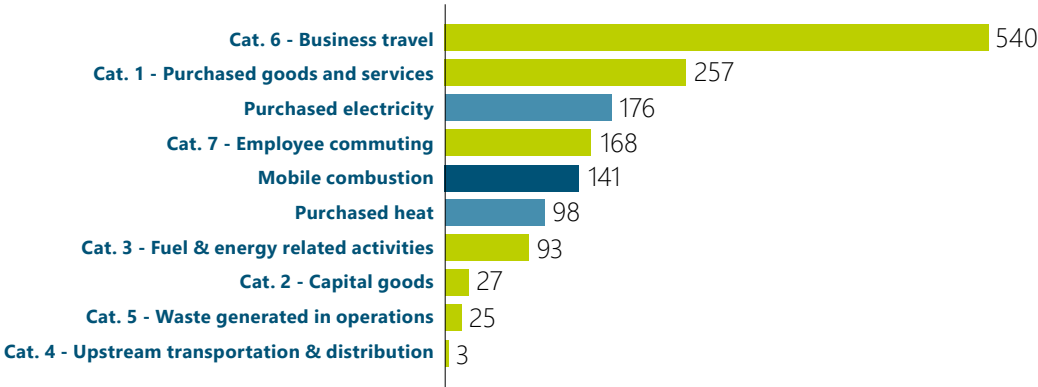
SCOPE 1	SCOPE 2	SCOPE 3
Direct emissions from sources owned or controlled by us, such as our vehicle fleet	Indirect emissions from purchased electricity, heat and cooling	All other emissions along the value chain, e.g. from business travel (cat. 1-7)

In 2021, goetzpartners’ greenhouse gas emissions totaled 1,528 metric tons of CO₂ equivalents (t CO₂e)¹. These calculations are based on business travel, our offices and related products, our staff commuting to and from our offices, and our vehicle fleet. At nearly 49%, business travel accounts for the largest share of our Scope 3 emissions. Our carbon footprint has fallen significantly by 64% compared with the initial measurement in 2014, primarily because of the COVID-19 pandemic and fewer journeys across the board as a result. Owing to our international advisory services, we assume that these effects will decrease again in the future – but we want to counteract them with our measures and sustainably reduce our emissions. As we developed our reduction ambition, we decided to use 2014 as our baseline, since this represents our emissions under realistic conditions. In 2014, goetzpartners emitted 19.01 t CO₂e for each employee (FTE)¹. By 2030, we want to reduce these emissions for each employee (FTE) by 50%.

¹⁾ The data relate to goetzpartners Holding AG and its subsidiaries (refer to “About this report”).



EMISSIONS BY ORIGIN (in t CO₂e)¹



We have taken many steps to minimize our carbon footprint. These actions are set out in a strategy to reduce carbon emissions in four main areas: business travel, our fleet of vehicles, our offices, and our suppliers. All emissions that we cannot reduce with these measures are offset with the help of certified projects.



Minimizing business travel

Meetings are essential for the day-to-day operations of a consulting firm like ours. Having said that, we know that business travel is one of the key levers that needs adjustment in order to reduce CO₂ emissions from our operations. During the COVID-19 pandemic, we put in place infrastructure that enables remote working wherever possible – this applies to around 95% of the goetzpartners' team (working from home is not an option for service functions such as housekeeping activities). We plan to maintain these structures as far as possible. And we have introduced the "Flexible Hybrid Work" policy, which allows staff to take advantage of hybrid working models (project permitting). We also encourage our clients to work remotely as far as possible. When working with clients, we set up remote or hybrid projects, with their approval and this significantly reduces travel.

We are continually minimizing travel for training and meetings within goetzpartners. Our new travel policy reflects our focus on environmental issues by eliminating short-distance flights. Going forward, employees will not be allowed to fly for work to destinations that can be reached by train in less than four hours, except when urgently required. For instance, they are no longer permitted to fly from Frankfurt to

Munich. And all our employees automatically fly economy class on short-haul flights. Launching this new travel policy encourages our employees to choose the most cost-effective and environmentally friendly means of transport. The project manager oversees compliance with the policy and must approve any flights.

Greening our fleet

Alongside our efforts to reduce air travel, we are working to lower the impact of travel by car as well. We have put in place a car policy that specifies which vehicles our employees can use as company cars. Further reducing CO₂ emissions from our fleet will be facilitated by our plan to switch to 80% hybrid and electric company vehicles by the end of 2026. At the same time, our employees and visitors to our sites throughout Germany are increasingly asking us to provide parking spaces where they can charge electric vehicles. Today, just 27% of goetzpartners' employees eligible for company cars have a car at all, and 41% of the cars in our fleet were hybrid or electric in June 2022 (December 2021: 32%); two charging stations are available at our locations.¹ Although some technical challenges lie ahead in the short to medium term, we are working with landlords to provide the charging facilities needed to keep our fleet of electric cars on the road.

¹) The data relate to goetzpartners Holding AG and its subsidiaries (refer to "About this report").

CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY
AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

33



**GOETZPARTNERS
SUSTAINABILITY
REPORT 2021**

Maximizing energy efficiency at our offices

At goetzpartners, we use energy to power our infrastructure and heat our offices. We are undertaking a number of measures to improve the energy efficiency of our offices and reduce emissions associated with electricity and heat. All of our offices are leased, so we are working with landlords to improve energy efficiency as far as possible. Some of our offices already run on green energy. We are planning to switch all our offices to green energy at the end of 2022 – provided that a reliable energy supply can be guaranteed. As we look to the future of our company, we will take energy efficiency into account when choosing new office locations, for instance, by opting for buildings with cooling ceilings rather than air-conditioning systems.

Partnering with local and sustainable suppliers

Another aspect of reducing our Scope 3 emissions relates to our suppliers. That's why our



SUPPLIER CODE OF CONDUCT

sets out our requirements in this arena along with prerequisites, such as complying with all laws to protect the environment, implementing an environmental management system, minimizing and monitoring resource consumption, and handling hazardous substances responsibly. IT equipment accounts for a large proportion of the goods we purchase. Wherever possible, we source energy-saving IT products and work with leasing partners. This means, for example, that our laptops are not scrapped after we have finished using them but are refurbished and reused once they have been returned to the service provider. What's more, we source our office supplies, and catering and food for our offices locally and/or from sustainable and environmentally friendly suppliers whenever possible.



CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY
AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

34



**GOETZPARTNERS
SUSTAINABILITY
REPORT 2021**

Offsetting our emissions

We offset any emissions that we cannot avoid or reduce. Since 2004, goetzpartners has been supporting a WWF environmental project to protect the rainforest in Borneo, which saves around 1,500 metric tons of CO₂ annually. As part of this project, natural forest stands are reforested, the biodiversity and ecosystem of the rainforest are preserved, and local communities are involved in conservation efforts. Together with WWF, we aim to save around 95,000 metric tons of CO₂ by 2024.

Since last year, we have been offsetting our emissions with a certified wind energy project in northeastern Brazil through ClimatePartner, making us certified carbon neutral in 2021.¹ A total of 156 turbines in 14 wind farms feed renewable electricity to the Brazilian power grid with a total capacity of 358.8 megawatts. This project makes annual CO₂ savings of around 652,150 metric tons of CO₂ that would otherwise have been emitted by generating power from fossil fuels. This CO₂ saving makes an important contribution to climate protection and supports local communities with clean energy.



CLIMATEPARTNER

¹) The data relate to goetzpartners Holding AG and its subsidiaries (refer to "About this report").



Thanks to the wide-ranging support provided by Dr. Stephan Goetz and Stefan Sanktjohanser since 2004, we have been able to carry out collaborative forest management, community development, forest restoration and environmental education in order to **preserve the natural treasures** in West Kalimantan, helping to **conserve biodiversity** and reduce carbon emissions in this region.

Christoph Heinrich,
CEO,
WWF Germany

CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY
AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

35



GOETZPARTNERS
SUSTAINABILITY
REPORT 2021

EVALUATION


[GRI 103-3]

At the start of each new reporting year, we will map our progress by measuring all sustainability-related key performance indicators (KPIs), including CO₂ emissions and their drivers. Our CO₂ emissions are measured annually by an external service provider. We then review and adjust our practices as necessary, in a process involving the Head of ESG practice. The results will be shared with department heads and discussed at the Office of the Chairman, and with the Joint Executive Board.



HIGHLIGHTS




 **63%** of eligible employees do not have a company vehicle

41% of company vehicles are **ELECTRIC OR HYBRID**, with this percentage steadily rising.

SWITCH TO
100%
GREEN
ELECTRICITY

where possible by the end of 2022



CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY
AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

36



GOETZPARTNERS
SUSTAINABILITY
REPORT 2021

PHILANTHROPY





HOW WE PLAY OUR PART

[GRI 103-1]

Giving back is an integral part of our identity. That's why we have chosen to detail our activities and ambitions in this report, even though our philanthropic activities didn't rank highest in our materiality analysis. As a company, we believe that we have an obligation to support those less fortunate than ourselves by donating our time, talent, and energy.

GOALS

At goetzpartners, our philanthropic activities are directed toward two primary goals. On the one hand, volunteering projects connect our employees with people in need. On the other, our pro-bono projects and donations made through the goetzpartners Foundation help strengthen non-profit organizations and multiply their impact.

MANAGEMENT APPROACH

[GRI 103-2]

Our philanthropic work can be grouped into two main areas: Helping children and young people and integrating migrants into society. In 2014, our philanthropy program was created by the Head of ESG Practice, who is in charge of its development, collecting and incorporating feedback, and providing annual updates to the Office of the Chairman, the Joint Executive Board, and all goetzpartners' staff. While engaging in philanthropic activities is voluntary, we inform employees of the program during the onboarding process, track engagement, and review involvement in bonus discussions.

Over the years, goetzpartners has established a program with

FIVE COMPLEMENTARY PILLARS:

- 1 **Volunteering projects**
We provide on-site support for non-profit organizations, for instance, by organizing football tournaments for refugees, renovating group homes for girls, and helping youth-center attendees apply and interview for jobs.
- 2 **Social sabbaticals**
We support colleagues in taking sabbaticals at non-profit organizations.
- 3 **Pro-bono consulting projects**
We undertake pro-bono projects to advise non-profit organizations on everything from market research and fundraising strategies to organizational design and business cases for start-ups.
- 4 **Donations through the goetzpartners Foundation**
We give to non-profit organizations through the goetzpartners Foundation. The goetzpartners Foundation's decision-making body meets at the end of each year to determine the support we will provide in the subsequent year. Along with matching contributions from our colleagues, we also donate to organizations we work with.
- 5 **Partnership with Wider Sense**
We work with Wider Sense, a Berlin-based consulting firm that advises corporations, foundations, and donors – including goetzpartners – on professional philanthropy and corporate citizenship. We also publish joint studies on corporate citizenship and occasionally advise clients in joint projects.



EXEMPLARY PHILANTHROPIC PROJECTS

Donating time

ZEIT DES LACHENS ('TIME FOR LAUGHTER')



is a Munich-based organization that runs full-day events for young patients, their relatives, and hospital staff. Their performances and activities comprise visits to children's hospitals with famous athletes, musicians, and magicians to improve the hospital stay for children. Afterwards, laughing yoga sessions for parents and hospital staff create moments of joy. goetzpartners has supported Zeit des Lachens since 2012. When hospital visits were restricted during the COVID-19 pandemic, a new format had to be developed. Since 2020, we have provided support for a digital version of the events, known as Digital Laughing Week. The week-long series of events consists of virtual interactive entertainment from famous celebrities to reach children throughout Germany. Children in hospitals, other care facilities, or even at home can watch the videos. More events are already being planned.



FIND OUT MORE BY VISITING
www.zeitdeslachens.de

GUT SCHÖRGHOF/MALTESER



Malteser
...weil Nähe zählt.

This initiative, which we have supported since 2013, helps children who have lost a parent and families with a child or parent who has been diagnosed with an incurable illness. When the focus is on caring for the terminally ill child or parent, healthy brothers and sisters tend to miss out. Each year, we work with a team from Malteser Munich to organize an event for children who have lost a parent and for the siblings of seriously ill children or parents. In 2021, about 10 colleagues and 20 children took part in a variety of exciting games at the Gut Schörghof horse farm and showed their courage at a climbing park.



FIND OUT MORE BY VISITING
www.jugendhospizdienst.de

CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY
AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

39



GOETZPARTNERS
SUSTAINABILITY
REPORT 2021

Providing pro-bono advice



SchlaU WERKSTATT

SchlaU Schule is a school for refugees in Munich that has won numerous prizes, including the “Deutscher Schulpreis” and the “Bayerischer Schulpreis”. SchlaU Werkstatt is a spin-off organization that develops and rolls out plans to educate and integrate refugees throughout Germany. goetzpartners has supported SchlaU since 2004, long before our philanthropy program was formally established. In 2018, WirtschaftsWoche honored our longstanding partnership with SchlaU as the best project in the “Best of Consulting” Special Award Pro Bono category. In the year under review, goetzpartners helped SchlaU Werkstatt refine its strategy, organization, and funding plan.



FIND OUT MORE BY VISITING
www.schlau-werkstatt.de

IMPACT SOCIETY



As a start-up providing payroll, accounting, and controlling services to small and medium-sized NGOs, Impact Society helps organizations achieve growth by handling back-office operations on their behalf. In 2021, goetzpartners helped Impact Society revamp its business model, revise its business case, and secure initial start-up funding from a well-known German foundation.



FIND OUT MORE BY VISITING
www.impact-society.ngo



On our recommendation, goetzpartners has supported a number of our grantees with pro-bono advice – ranging from the SchlaU Schule and Werkstatt through Phase-BE and KARUNA to the Impact Society. goetzpartners’ staff provided **valuable support** with their professionalism, dedication, and empathy that led to long-term partnerships and had a **real impact**.

Felix Dresewski,
Managing Director,
Kurt and Maria Dohle Stiftung



Lending a financial hand

In 2021, goetzpartners approved donations of EUR 10,000 to each of the following organizations through the goetzpartners Foundation:

- Deutsch-Ukrainischer Hilfsverein e.V., an NGO founded by a Ukrainian employee of goetzpartners to support Ukrainians in need in Ukraine and Germany
- The refugee organization UNO Flüchtlingshilfe e.V.
- Arbeitskreis Humanitäre Unterstützung im Landkreis Cham, a local group supporting the poorest people in Eastern Europe
- SchlaU Werkstatt für Migrationspädagogik gGmbH, an organization helping migrants access equal educational opportunities and shape their own future.

These donations were paid out in 2022. goetzpartners has also made financial contributions to other organizations through employee donations.

EVALUATION

[GRI 103-3]

At present, goetzpartners only measures the input of our activities in terms of the projects we support, the hours we spend, and the money we donate. In 2021, we supported 16 volunteering and 8 pro-bono consulting projects. Altogether, we donated 120 hours and a sum of EUR 40,000. Our volunteering hours dropped sharply due to the COVID-19 pandemic (2018: 1,200 hours). Going forward, we plan to improve how we measure the output, outcome and impact of our activities. We share what we have learned with other companies at workshops, panels, and presentations. And we also publish a regular study on good corporate citizenship.

HIGHLIGHTS



CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY
AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

41



**GOETZPARTNERS
SUSTAINABILITY
REPORT 2021**

APPENDIX



KEY FIGURES

PEOPLE

[GRI 102-7]

Total number of employees

on the reference date December 31, 2021 (headcount)

	2021
Total number of employees	365

[GRI 102-8]

Proportion of employees by gender and employment type

on the reference date December 31, 2021 (headcount, in %)¹

	2021		
	Total	Male	Female
Full-time	91.1	97.5	78.6
Part-time	8.9	2.5	21.4

[GRI 102-8]

Proportion of employees by region

on the reference date December 31, 2021 (headcount, in %)¹

	2021
Germany	80.9
Europe (excluding Germany)	13.8
Asia	5.3

[GRI 405-1]

Diversity in the workforce

(headcount, in %)¹

	2021		
	Total workforce	Management positions	Professionals & support staff
By gender			
Percentage of women	34.1	14.3	40.0
Percentage of men	65.9	85.7	60.0
By age			
Under 30 years old	31.7	0.0	41.1
30-50 years old	58.1	69.6	54.7
Over 50 years old	10.2	30.4	4.2

¹) The data relate to goetzpartners Holding AG and its subsidiaries (refer to "About this report"). TransConnect Unternehmensberatungs- und Beteiligungs GmbH and Deutsche Invest Equity Partners GmbH (incl. investments) are not included.



[GRI 401-1]

New employee hires (full-time, headcount)¹

	2021	
	#	%
New employee hires by gender		
Total	47	100
of whom male	35	74.5
of whom female	12	25.5
New employee hires by region		
Total Germany	37	78.7
Other countries	10	21.3
New employee hires by age		
Under 30 years old	33	70.2
30-50 years old	14	29.8
Over 50 years old	0	0.0

[GRI 401-3]

Parental leave in Germany¹

	2021
Proportion of employees who were entitled to parental leave	100%
Total number of employees that took parental leave	7
of whom male	1
of whom female	6

[GRI 404-1]

Training days and hours¹

	2021
Total number of training days	860
Average number of training days per employee	3.5
Average number of training hours per employee	28

¹) The data relate to goetzpartners Holding AG and its subsidiaries (refer to "About this report"). TransConnect Unternehmensberatungs- und Beteiligungs GmbH and Deutsche Invest Equity Partners GmbH (incl. investments) are not included.

PROJECTS

[GRI 418-1]
Data security

	2021
Total number of identified leaks, thefts, or losses of customer data	0
Percentage of employees who received training on data security	100%

Percentage of clients with follow-up projects

	2021	
	Management Consulting	Corporate Finance
Number of clients in 2021	90	54
of whom repeat clients	23 (26%)	10 (19%)



**PLANET**

[GRI 305-1, -2, -3, -4]

Greenhouse gas emissions (in metric tons of CO₂ equivalent)¹

	2021
Total CO ₂ emissions (Scope 1-3)	1,528
Scope 1	141
Scope 2 (electricity, location-based)	215
Scope 2 (market-based)	274
Scope 3	1,113
Scope 3, Cat. 1: Purchased goods and services	257
Scope 3, Cat. 2: Capital goods	27
Scope 3, Cat. 3: Fuel and energy-related activities (not included in Scope 1 or 2)	93
Scope 3, Cat. 4: Upstream transportation and distribution	3
Scope 3, Cat. 5: Waste generated in operations	25
Scope 3, Cat. 6: Business travel	540
Scope 3, Cat. 7: Employee commuting	168
GHG emissions intensity ratio: GHG emissions per FTE	6.2 t CO ₂ e/FTE
Offset CO ₂	1,680

Car fleet¹

	2021
Number of employees eligible for company cars	127
Number of employees with company cars	34
of which hybrids and electric	11
Number of e-charging stations at goetzpartners' locations	2

PHILANTHROPY

	2021
Number of social initiatives/projects supported (volunteering)	16
Number of pro-bono projects	8
Number of hours dedicated to social causes/ social responsibility initiatives (volunteering)	120

¹) The data relate to goetzpartners Holding AG and its subsidiaries (refer to "About this report"). TransConnect Unternehmensberatungs- und Beteiligungs GmbH and Deutsche Invest Equity Partners GmbH (incl. investments) are not included.



ABOUT THIS REPORT

[GRI 102-45, -50, -51, -52, -53, -54, -56]

This Sustainability Report sets out how we are doing our bit to make the world a more sustainable place. This report also informs stakeholders about our material topics, our actions to address these key sustainability issues, and our goals along the way. Although we previously detailed our efforts in a CSR report published in 2019, this is the first time we are disclosing non-financial information in accordance with the standards of the Global Reporting Initiative (GRI): 'Core' option. The relevant GRI indicators are designated in the text and in the **GRI INDEX**. The index also shows which parts of our report also comply with the criteria of the Sustainability Accounting Standards Board (SASB). Information about how we work toward the Sustainable Development Goals (SDGs) is provided throughout the report's chapters and in the GRI Index. At the same time, this report serves as goetzpartners' first **COMMUNICATION ON PROGRESS** (CoP) as a signatory of the UN Global Compact. Page 54 in the appendix contains more information about how we are meeting our commitment to implement the UN Global Compact's ten principles.

This Sustainability Report covers the 2021 calendar year (January 1 to December 31, 2021), with a deadline for inclusion of August 30, 2022. Going forward, we plan to update our non-financial information on an annual basis in an abridged interim report. If there are significant changes in our business activities or new regulatory requirements, we will comply with our reporting obligation accordingly.



Should you have any questions or comments, please get in touch with our contact for the report:

ARMIN RAFFALSKI (Head of ESG Practice)
Armin.Raffalski@goetzpartners.com

This Sustainability Report covers all goetzpartners' entities, namely:

goetzpartners Holding AG, and its subsidiaries:

- goetzpartners Corporate Services GmbH
- goetzpartners Corporate Finance Holding GmbH, and its subsidiaries:
 - goetzpartners Corporate Finance GmbH
 - goetzpartners Corporate Finance s.r.o.
 - goetzpartners Corporate Finance S.A.
 - goetzpartners Corporate Finance SAS
 - goetzpartners Management Consultants Co. Ltd.
 - goetzpartners securities Ltd.
- goetzpartners Russia GmbH¹⁾
- goetzpartners Management Consultants Holding GmbH, and its subsidiaries:
 - goetzpartners Management Consultants GmbH
 - goetzpartners s.r.l.
 - goetzpartners USA Corp.
 - goetzpartners Management Consultants ME Ltd.

TransConnect Unternehmensberatungs- und Beteiligungs GmbH

Deutsche Invest Equity Partners GmbH (incl. shareholdings)

Unless otherwise mentioned, figures apply to the 2021 calendar year with a reporting date of December 31, 2021, and to all goetzpartners' entities named above. Projections were made at appropriate points for our organizational unit in Switzerland with only one employee.

This report has not undergone an external audit. It is available in English.

¹⁾ We ceased operations in Russia following the Russian invasion of Ukraine at the start of 2022. This entity is, however, still reflected in the data collected for 2021.



GRI INDEX

[GRI 102-55]

This report has been prepared in accordance with the GRI Standards: 'Core option'. The GRI Index lists the GRI indicators applied and information about them. Where limited or no information is available for a GRI indicator, we have noted this accordingly.

GRI	Disclosure title	Report chapter	Page	Comment	SASB	SDGs
GRI 102 General disclosures 2016						
Organizational profile						
102-1	Name of the organization	Who we are and what we do	05			
102-2	Activities, brands, products, and services	Who we are and what we do	05			
102-3	Location of headquarters	Who we are and what we do	05			
102-4	Location of operations	Who we are and what we do	05			
102-5	Ownership and legal form	Who we are and what we do	05			
102-6	Markets served	Who we are and what we do	05			
102-7	Scale of the organization	Who we are and what we do	05	<p>As a consulting firm, we focus our activities, i.e. our consulting services, on strategy, M&A, and transformation. Our services are versatile and individually tailored to our clients. In 2021, we carried out 128 management consulting projects and 66 corporate finance projects.</p> <p>The information on total capitalization is confidential, so we do not provide any information apart from the legal requirements in this category.</p>		
102-8	Information on employees and other workers	Key figures – People	42	<p>A breakdown of the total number of employees by employment contract (permanent and temporary) in terms of gender and region is not included in data collection at the moment but will be developed for future reporting. Apart from interns or a few exceptions, our employees are generally employed on a permanent basis. The majority of our operations are carried out by employees rather than workers who are not employees.</p>	SV-PS-000.A	

CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

48



GOETZPARTNERS
SUSTAINABILITY
REPORT 2021

GRI	Disclosure title	Report chapter	Page	Comment	SASB	SDGs
102-9	Supply chain			As a consulting firm, we procure energy and office supplies in particular. We attach importance to local suppliers. As an international company, we have various local suppliers - mainly in the nine countries where we operate - and only a few main suppliers. We are aware that our responsibility for human rights goes beyond goetzpartners. Our Supplier Code of Conduct stipulates that human rights must be respected throughout our supply chains.		
102-10	Significant changes to the organization and its supply chain			Not applicable for goetzpartners, as this is our first GRI report.		
102-11	Precautionary Principle or approach	How we approach sustainability Forging strong relationships with our clients	08 25			
102-12	External initiatives	How we approach sustainability	08			17
102-13	Membership of associations	Working with corporate associations and initiatives	14			17
Strategy						
102-14	Statement from senior decision-maker	Foreword	03			
Ethics and integrity						
102-16	Values, principles, standards, and norms of behavior	Defining our values How we approach sustainability	06 08			
Governance						
102-18	Governance structure	How sustainability is organized at goetzpartners	10			
Stakeholder engagement						
102-40	List of stakeholder groups	How we engage with stakeholders	13			
102-41	Collective bargaining agreements			Not relevant for goetzpartners.		

CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

49



GOETZPARTNERS
SUSTAINABILITY
REPORT 2021

GRI	Disclosure title	Report chapter	Page	Comment	SASB	SDGs
102-42	Identifying and selecting stakeholders	How we engage with stakeholders	13			
102-43	Approach to stakeholder engagement	Comprehensive stakeholder dialogue	14			
102-44	Key topics and concerns raised	Learning from different stakeholder expectations	13			
102-45	Entities included in the consolidated financial statements	About this report	46			
102-46	Defining report content and topic Boundaries	Our materiality analysis	11			
102-47	List of material topics	Our material topics	11			
102-48	Restatements of information			Not applicable for goetzpartners, as this is our first GRI report.		
102-49	Changes in reporting			Not applicable for goetzpartners, as this is our first GRI report.		
102-50	Reporting period	About this report	46			
102-51	Date of most recent report	About this report	46			
102-52	Reporting cycle	About this report	46			
102-53	Contact point for questions regarding the report	About this report Publishing credits	46 57			
102-54	Claims of reporting in accordance with the GRI Standards	About this report	46			
102-55	GRI content index	GRI Index	47			
102-56	External assurance	About this report	46	This report has not undergone an external audit.		



GRI	Disclosure title	Report chapter	Page	Comment	SASB	SDGs
Material topics						
CO₂ EMISSIONS						
GRI 103 Management approach 2016						
103-1	Explanation of the material topic and its Boundaries	Planet	28			
103-2	The management approach and its components	Planet – Management approach Reducing our CO ₂ footprint	30 31			13
103-3	Evaluation of the management approach	Planet – Evaluation	35			
GRI 305 Emissions 2016						
305-1	Direct (Scope 1) GHG emissions	Key figures – Planet	45			
305-2	Energy indirect (Scope 2) GHG emissions	Key figures – Planet	45			
305-3	Other indirect (Scope 3) GHG emissions	Key figures – Planet	45			
305-4	GHG emissions intensity	Key figures – Planet	45			
WORKING ATMOSPHERE/CORPORATE CULTURE & WORK MODELS						
GRI 103 Management approach 2016						
103-1	Explanation of the material topic and its Boundaries	People	15			
103-2	The management approach and its components	People – Management approach Embracing flexible working models and new ways of working	17 18			3, 8, 10
103-3	Evaluation of the management approach	People – Evaluation	21			

CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

51



GOETZPARTNERS
SUSTAINABILITY
REPORT 2021

GRI	Disclosure title	Report chapter	Page	Comment	SASB	SDGs
GRI 401 Employment 2016						
401-1	New employee hires and employee turnover	People – Evaluation Key figures – People	21 43	For confidentiality reasons, we do not publish any data on employee turnover and only use it for internal evaluation.		
401-3	Parental leave	Key figures – People	43	In Germany, 100% of our employees are entitled to parental leave. At our other sites, we also comply with the relevant legal requirements; an evaluation is not possible for 2021.		
STAFF DEVELOPMENT/TRAINING						
GRI 103 Management approach 2016						
103-1	Explanation of the material topic and its Boundaries	People	15			
103-2	The management approach and its components	People – Management approach Advancing staff development and continuing education	17 19			
103-3	Evaluation of the management approach	People – Evaluation	21			
GRI 404 Training and education 2016						
404-1	Average hours of training per year per employee	Key figures – People	43	No information is available about the breakdown of average hours of training by gender and employee category, as our training takes place depending on the hierarchy level. The effort required to collect more accurate data is not commensurate with the insights gained.		
404-3	Percentage of employees receiving regular performance and career development reviews	People	15	All employees receive an annual performance and career development review with their supervisor.		
DIVERSE TALENTS						
GRI 103 Management approach 2016						
103-1	Explanation of the material topic and its Boundaries	People	15			

CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

52



GOETZPARTNERS
SUSTAINABILITY
REPORT 2021

GRI	Disclosure title	Report chapter	Page	Comment	SASB	SDGs
103-2	The management approach and its components	People – Management approach Building a diverse pool of talent	17 20			5, 10
103-3	Evaluation of the management approach	People – Evaluation	21			
GRI 405 Diversity and equal opportunity 2016						
405-1	Diversity of governance bodies and employees	Key figures – People	42		SV-PS-330a.1	
405-2	Ratio of basic salary and remuneration of women to men			There is a uniform fixed salary for each hierarchical level and grade, regardless of gender. Fairness in the distribution of bonuses and promotions is a top priority and is monitored and tracked by HR.		
GRI 406 Non-discrimination						
406-1	Incidents of discrimination and corrective actions taken			No cases of discrimination occurred at goetzpartners in the reporting year.		
DATA PROTECTION & DATA SECURITY						
GRI 103 Management approach 2016						
103-1	Explanation of the material topic and its Boundaries	Projects	23			
103-2	The management approach and its components	Projects – Management approach Confidentiality and data privacy	25 26		SV-PS-230a.1+2	
103-3	Evaluation of the management approach	Projects – Evaluation	26			
GRI 418 Customer privacy 2016						
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Projects – Evaluation	26	No reportable data privacy incidents and zero substantiated complaints about violations of customer privacy or other misconduct in 2021.	SV-PS-230a.3	

CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

53



GOETZPARTNERS
SUSTAINABILITY
REPORT 2021

GRI	Disclosure title	Report chapter	Page	Comment	SASB	SDGs
GOOD COOPERATION WITH CUSTOMERS						
GRI 103 Management approach 2016						
103-1	Explanation of the material topic and its Boundaries	Projects	23			
103-2	The management approach and its components	Projects – Management approach Forging strong relationships with our clients	25 25		SV-PS-510a.1	
103-3	Evaluation of the management approach	Projects – Evaluation	26			
GRI 419 Socioeconomic compliance 2016						
419-1	Non-compliance with laws and regulations in the social and economic area	Projects – Evaluation	26	No fines and non-monetary sanctions for non-compliance with laws and/or regulations were incurred in 2021.	SV-PS-510a.2	
SUSTAINABILITY IN CONSULTING PROJECTS						
GRI 103 Management approach 2016						
103-1	Explanation of the material topic and its Boundaries	Projects	23			
103-2	The management approach and its components	Projects – Management approach Embedding sustainability in our consulting projects	25 26			8
103-3	Evaluation of the management approach	Projects – Evaluation	26			
SOCIAL COMMITMENT						
GRI 103 Management approach 2016						
103-1	Explanation of the material topic and its Boundaries	Philanthropy	36			
103-2	The management approach and its components	Philanthropy – Management approach	37			17
103-3	Evaluation of the management approach	Philanthropy – Evaluation	40			



UN GLOBAL COMPACT COMMUNICATION ON PROGRESS

goetzpartners joined the United Nations Global Compact in November 2021. By taking this step, we are committing to uphold the ten principles of more sustainable business in areas from human rights and labor standards to environmental protection and the fight against corruption. This Sustainability Report also serves as a Communication on Progress (CoP) toward these principles. The table below provides information on our activities supporting the principles and references the corresponding points in the report and other supporting documents.

Principles	Our commitments	Links/ References
Human Rights and Labor		
1. Support of human rights	goetzpartners is committed to responsible corporate governance and supports the principles of the UN Global Compact on human rights and labor standards.	Code of Conduct and Ethics
2. Exclusion of human rights abuses	We respect and support the UN Universal Declaration of Human Rights (UDHR) and the International Labour Organization (ILO) conventions.	Code of Conduct for Suppliers
3. Freedom of association	With this in mind, we expect our suppliers, their companies, employees, agents, subcontractors, and distributors to comply with our social and corporate governance standards. In other words, we expect them to take reasonable steps to avoid modern slavery, human trafficking and forced or child labor in their supply chain or in any part of their business. We set out these requirements in our Code of Conduct for Suppliers. Our Whistleblower Hotline serves as a structural mechanism that all employees and third parties can use to report potential violations anonymously.	PEOPLE
4. Elimination of all forms of forced labor		Key figures - PEOPLE
5. Abolition of child labor		



Principles	Our commitments	Links/ References
6. Prevention of discrimination	We treat all people with respect and dignity. No employee shall be physically, psychologically, sexually, or verbally harassed or abused on the basis of their gender, age, race, family background, origin, or religion. We are against all kinds of discrimination or harassment. While complying with all applicable laws, we commit ourselves to upholding the highest standards of integrity and to treating each other and our stakeholders with fairness and respect.	Code of Conduct and Ethics
		PEOPLE
	Our Code of Conduct and Ethics details the values and principles by which we govern ourselves and which govern our relationships with third parties. We have zero tolerance for misconduct or for disregarding proper conduct. All employees at goetzpartners must report relevant information to the Compliance Officer or they can use our Whistleblower Hotline.	Key figures - PEOPLE
Environment		
7. Precautionary environmental protection	goetzpartners is committed to doing its best to protect our climate and our environment as we engage in business at offices around the globe. We play our part by creating internal structures and responsibilities, implementing an environmental management system, carrying out our climate strategy, and ensuring compliance with our policies.	PLANET
8. Initiatives for promoting environmental responsibility	We are constantly trying to minimize our footprint: We are cutting business travel, switching to green energy, expanding our hybrid/electric car fleet and sourcing locally and/or from sustainable/eco-friendly suppliers where practicable. Our Code of Conduct for Suppliers sets out our requirements in this arena. We offset emissions that we cannot avoid or reduce.	Key figures - PLANET
		Code of Conduct for Suppliers

Principles	Our commitments	Links/ References
9. Development and diffusion of environmentally friendly technologies	Considering sustainability in our consulting projects is our biggest lever to make a difference. Even though we are not sustainability specialists, we can accompany our clients on the journey and think it through in our projects.	PROJECTS Key figures - PROJECTS
Anti-Corruption		
10. Work against corruption	The values and principles that we apply to ourselves and our relationships with others are set out in our Code of Conduct and Ethics. We take a zero-tolerance approach to wrongdoing and disregarding proper conduct. That's why all our employees are required to complete anti-corruption and anti-bribery training courses and, in case of suspicion, to report relevant information to our compliance mechanisms.	Code of Conduct and Ethics PROJECTS Key figures - PROJECTS



CONTENT

FOREWORD

ABOUT GOETZPARTNERS

SUSTAINABILITY
AT GOETZPARTNERS

PEOPLE

PROJECTS

PLANET

PHILANTHROPY

APPENDIX

57



**GOETZPARTNERS
SUSTAINABILITY
REPORT 2021**

PUBLISHING CREDITS

Published by

goetzpartners Holding AG
Prinzregentenstr. 56
80538 Munich
Germany
goetzpartners.com

Contact

[GRI 102-53]
Armin Raffalski
Head of ESG Practice
Partner Management Consultants Düsseldorf
armin.raffalski@goetzpartners.com

Concept, consulting, and editing

Stakeholder Reporting GmbH, Hamburg, Germany

Design and layout

MILK & HONEY, Munich, Germany

Release

December 15, 2022

Photography

goetzpartners Holding AG

Disclaimer

This report contains statements on the future development of goetzpartners that are based on forecasts and information currently available to goetzpartners as of the dates stated in this report. Actual future developments may differ from current estimates due to unforeseeable events. goetzpartners can, therefore, not be held responsible for such statements. Known and unknown risks, uncertainties, and other factors could lead to material differences between actual future situations, developments or performances and estimates given here. goetzpartners does not intend, and does not assume any liability whatsoever, to update forward-looking statements or to adapt them to future events or developments.

© 2022 goetzpartners. All rights reserved.

