

EMPOWER A SUSTAINABLE FUTURE

SUSTAINABILITY AND IMS REPORT 2024

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“2024 is more than a milestone — it’s proof that our long-term vision is turning into action. With science-based goals and collective ambition, we are accelerating toward a future where sustainability defines success.”

ACCELERATING IMPACT, STRENGTHENING COMMITMENT

In a world facing urgent climate challenges, Diehl Metering continues to lead with purpose. Through bold commitments and measurable progress, we are shaping a future where business success and environmental responsibility go hand in hand — for generations to come.

At Diehl Metering, sustainability has always been more than a responsibility — it is a core value that guides our strategy, operations, and partnerships. Long before regulations required it, we embedded sustainable practices into every aspect of our business. In 2024, we reaffirmed this commitment and advanced our actions with renewed determination.

This year, we joined the Science Based Targets initiative (SBTi), marking a significant milestone in our climate strategy. By committing to net-zero emissions by 2050, we align our goals with the latest climate science and global expectations. We are also proud to be part of the UN-backed “Race to Zero” campaign, reinforcing our ambition to act swiftly and transparently in reducing emissions.

Our sustainability journey continues to be guided by our 7 Priority Programs, which help us continuously assess and improve our performance across environmental, ethical, and social dimensions. These programs are the foundation of our efforts to grow responsibly and innovate sustainably.

We are especially proud of the recognition we’ve earned in 2024. Diehl Metering received a Gold Medal from EcoVadis, a result of collective efforts across teams and sites. Our Saint-Louis site in France reached an even higher milestone, achieving the Platinum Medal and ranking in the top 1% of companies assessed worldwide.

In addition, we secured ISO 45001 certification, reinforcing our commitment to health and safety in the workplace. This complements our existing ISO 9001, ISO 14001 and MID certifications and demonstrates our dedication to high standards across the board.

As we look ahead, our dedication to sustainability is not just enduring — it is accelerating. We remain firmly focused and continue to operate with the conviction that we must go further, faster, and together.

Yours,
Dr. Christof Bosbach,
CEO Diehl Metering

A photograph of three men in a modern office environment. The man on the left, wearing a dark blue quilted turtleneck, is looking towards the other two. The man in the center, wearing a dark blue button-down shirt, is holding a small white electronic device. The man on the right, wearing a white button-down shirt, is holding a tablet and a pen, appearing to be writing or pointing at the screen. They are standing around a light-colored table. In the background, there are large glass pendant lights and a green plant on the left.

COMPANY PRESENTATION



A GROUP-WIDE COMMITMENT TO SUSTAINABILITY

Diehl Metering is part of the Diehl Group, sharing its values and benefiting from the synergies between its different companies and activities.

The Diehl Group operates 5 divisions, with over 18 600 employees worldwide and achieved a turnover of 4.6 billion euros in 2024. The group's commitment to sustainability is shaped by its origins as a family-owned business. Ever since it was created as a small foundry in 1902, Diehl has focused on caring for generations of employees, customers, and suppliers, while continual growth means it has always had an eye on the future. Today, the group remains strongly connected to local communities, actively contributing to social improvement. Furthermore, its commitment spans its broad portfolio, ranging from complex metal alloys to sophisticated components systems and services.

All divisions of the group, including Diehl Metering, have a common commitment to sustainability and share many of the same objectives.



ABOUT DIEHL METERING

SUSTAINABILITY AND ETHICS ARE OUR ROOTS

Diehl Metering is a global specialist in intelligent metering solutions for water and thermal energy. As a trusted partner of utilities, we develop and deliver end-to-end systems that support efficient, transparent, and sustainable resource management. Our offer combines intelligent meters, robust communication technologies, and advanced data analytics — all integrated into scalable IoT platforms. Every day, our solutions process over 25 billion data readings, helping utilities monitor networks in real time, detect leaks, prevent failures, and optimize performance. From residential buildings to entire cities, our systems enable automated readings, remote diagnostics, and predictive maintenance — reducing operational costs and improving service quality. Utilities gain better control over their networks and deliver greater value to their customers.

With decades of experience and a strong culture of innovation, Diehl Metering works closely with public and private operators to co-create tailored smart utility infrastructures. Our solutions are deployed in over 80 countries, supporting the transition to more resilient cities and more responsible resource use.



OUR HERITAGE



Beginnings

- 1862** The NEPTUN foundry is founded in Wrocław, Poland, providing fittings for water and gas installations.
- 1912** NEPTUN becomes HYDROMETER Breslauer Wassermesserfabrik. Even today, industry experts still consider this name a guarantee of quality.
- 1951** The company headquarters move from Wrocław to Ansbach, Germany.

Driven by innovation

- 1996** Our IZAR radio technology is launched.
- 1998** The French company Sappel and Polish subsidiary Mirometr are incorporated into the HYDROMETER Group.
- 2001** The Austrian company ELIN Wasserwerkstechnik joins the HYDROMETER Group. From a tradition fitting and metering producer to an important part of the global Diehl Group.
- 2003** Integration of the HYDROMETER Group into the Diehl Group.
- 2008** All business units become Diehl Metering.

Working for a sustainable future

- 2012** Diehl Metering Germany celebrates its 150th anniversary.
- 2019** Our HYDRUS 2.0 ultrasonic meter is launched.
- 2020** Diehl Metering achieves IMS multi-site certification for both ISO 9001 and 14001 standards, as well as MID certification.
- 2021** Adherence to the UN Global Compact.
- 2023** Diehl Metering is awarded the Bronze medal by EcoVadis for its first company-wide global evaluation.
- 2024** Diehl Metering gets multi-site certification ISO 45001 and commits to the Science Based Targets initiative (SBTi).



CLICK OR SCAN
TO LEARN MORE
ABOUT OUR
HERITAGE

KEY FIGURES

OVER 1 950

EMPLOYEES
WORLDWIDE

OVER 460

MILLION €
ANNUAL
TURNOVER

15

LOCATIONS
WORLDWIDE

OVER 160

YEARS
COMBINED
EXPERIENCE
IN OUR DNA

OVER 25

YEARS
OF EXPERTISE
IN RADIO AND
ULTRASONIC
TECHNOLOGIES



DIEHL METERING
GLOBAL

TOP 5%

OF COMPANIES RATED
WORLDWIDE FOR
THEIR SUSTAINABLE
DEVELOPMENT
PERFORMANCE

15.5

MILLION
ULTRASONIC
METERS PRODUCED
TO DATE

37.8

MILLION
VOLUMETRIC
METERS PRODUCED
TO DATE

OVER 7.1

MILLION
METERS PRODUCED
PER YEAR



DIEHL METERING
BAZANOWICE, POLAND



DIEHL METERING
SAINT-LOUIS, FRANCE

**SITE SPECIFIC
AWARDS**

HIGHLIGHTING
SUSTAINABLE
DEVELOPMENT
PERFORMANCE

FIRST

ULTRASONIC &
VOLUMETRIC WATER
METERS ON THE
MARKET

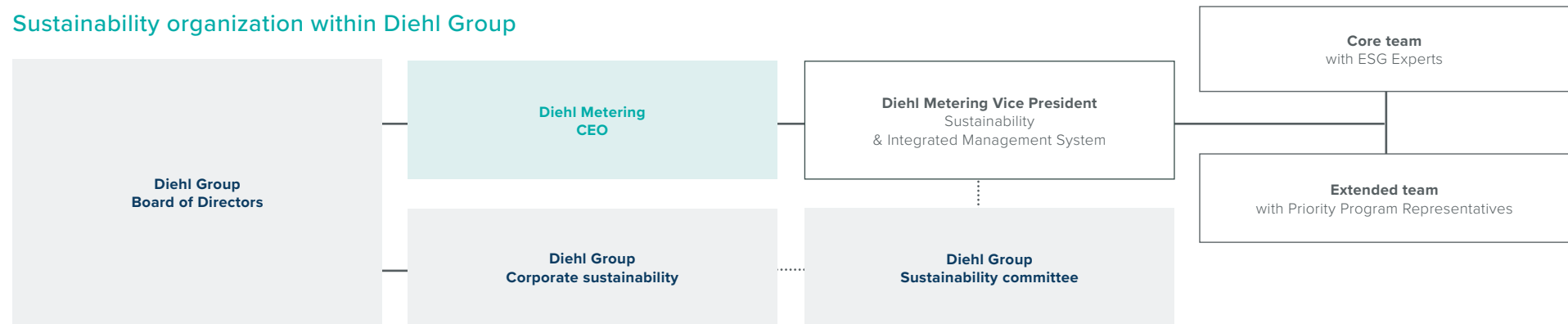
64.4

MILLION
RADIO MODULES
PRODUCED
TO DATE

ORGANIZATION

Our company is structured to ensure we always make the best-informed decisions and maximize the impact of our actions on the ground. To ensure the integration of sustainability in all activities and functional areas, we have adopted a company-wide sustainability approach.

Sustainability organization within Diehl Group



Diehl Metering Organization

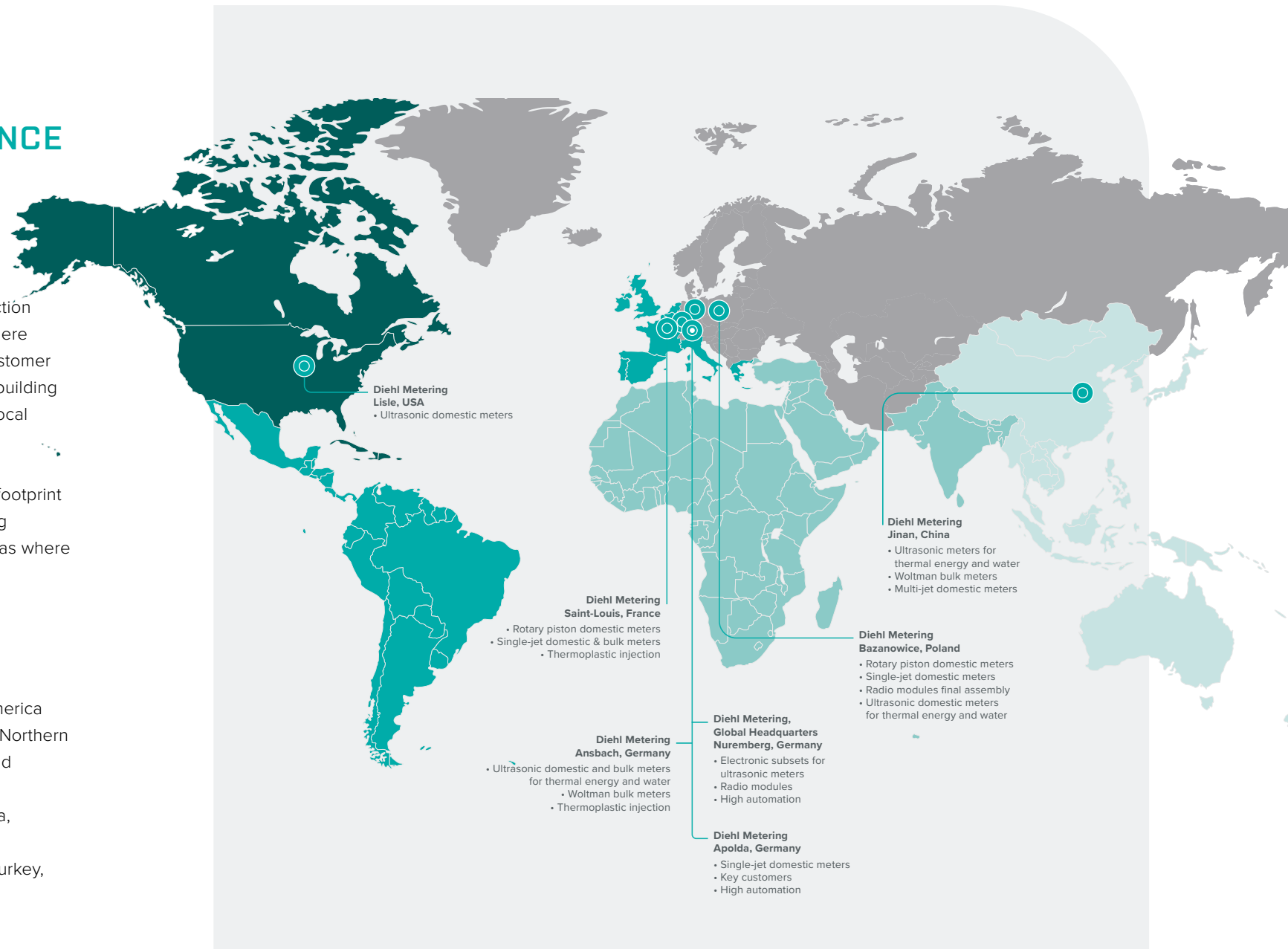
DIVISION BOARD	Diehl Metering CEO Speaker / Strategy / Personnel development		Diehl Metering COO Production / Development / Quality		Diehl Metering CSO Marketing / Sales		Diehl Metering CFO Commercial management	
BUSINESS UNITS	Metering & Connectivity				Analytics & Services			
	Corporate Innovation Management	People Management	Development	Global Operations & Supply Chain Management	Business Development & Partners	Sales Regions	Group Support	IT Management
CORPORATE FUNCTIONS	Strategy	Main sites	Quality Management	Operations Strategy & Engineering	Marketing & Communication	Sales Operations	Strategic Purchasing	Finance & Controlling
	Sustainability & Integrated Management System							

A LOCAL PRESENCE AROUND THE WORLD

With 5 sales regions and 7 production areas worldwide, we aim to be where our customers are. We believe customer proximity is not only essential for building relationships and understanding local needs; it is also crucial in terms of sustainability. By having a local presence, we reduce our carbon footprint by limiting transport while enabling economic development in the areas where we operate.

Sales Regions

- SR1 North America
- SR2 Western Europe
Middle and South America
- SR3 Central, Eastern and Northern
Europe, Caucasus and
Central Asia
- SR4 China, Southeast Asia,
Australia
- SR5 Middle East, Africa, Turkey,
South Asia



INNOVATIVE AND DATA-DRIVEN SOLUTIONS

As a trusted partner of utilities, we offer intelligent solutions that empower the efficient management of water and heat delivery. We have a long history of designing customized solutions to the metering and connectivity sectors. We work hard to understand our customers' needs and deliver quickly, focusing on listening, analyzing the current infrastructure, and addressing the challenge they face:

Meter what matters

We offer optimized, high-performance water and heat meters to measure what is precious to us.

Connect the future

We build IoT connections that open up infinite possibilities by providing a solid foundation for smart utilities deployment.

Turn data into action

Our AI-driven software turn metering data into actionable insights to seize new opportunities for economic and environmental performance.



TRUSTED INTELLIGENCE BEHIND WATER AND HEAT



WATER METERS

Precision-engineered, smart water meters enhancing efficiency, sustainability, and consumption transparency



HEAT METERS

Heat meters to ensure precise, efficient energy measurement for optimized heating and cooling systems



REMOTE METER READING

Fixed and mobile solutions for automated, reliable, real-time data collection



METER-TO-CASH DATAFLOW

End-to-end solutions to streamline processes with automated, accurate, and efficient dataflow



LEAK DETECTION

Software solution to detect leaks, reduce losses, optimize network management



FORECAST MANAGEMENT

Software solution to forecast energy demand accurately, enabling smart planning and resource optimization

INTELLIGENT SOLUTIONS



“Chartres Métropole saved nearly 600 000 m³ of water in one year thanks to Diehl Metering’s complete solution. By replacing meters, installing radio modules, and using smart data tools, we have improved network efficiency and significantly reduced post-meter leaks.”

Adrien Dubost,
Technical Sales Representative, France

A CONCRETE IMPACT FOR UTILITIES, COMMUNITIES AND THE PLANET

Whether their objective is improving consumer satisfaction, increasing operational efficiency, or driving return on investment, we design, install and maintain the most relevant metering systems for our customers’ situation – from sensors and gateways to software.

Drive return on investment

Our smart metering technologies deliver long-lasting value by optimizing resource usage, reducing manual interventions, and enabling precise billing. This leads to faster payback periods and sustained financial performance for utilities.

Increase operational efficiency

By automating data collection and network management, our systems reduce the need for field visits, detect anomalies faster, and optimize maintenance planning. Utilities benefit from streamlined workflows, reduced labor costs, and quicker decision-making.

Reduce water and energy loss

Leaks, theft, and unmonitored consumption are major pain points for utilities worldwide. Our intelligent infrastructure enables proactive monitoring and rapid anomaly detection, minimizing water and energy losses across the network.

Improve consumer satisfaction

Real-time data transparency and accurate consumption insights empower end-users to better understand and manage their utility usage. This transparency builds trust, reduces billing disputes, and enhances overall service satisfaction.

Together, these capabilities not only improve utility performance but also create tangible benefits for communities through better service and for the planet by conserving vital natural resources.

WHAT DRIVES US

At Diehl Metering, everything we do is motivated by people. That's why our corporate culture has three focuses: our customers, employees and shareholders. They are the starting point for how we act and how we envisage the future.



OUR VISION EMPOWER AND INNOVATE FOR A SUSTAINABLE FUTURE

With global trends impacting our planet, we are convinced that it is now ever more urgent to find new and responsible ways to use our natural resources. We believe in a world where resources are managed optimally, everywhere. Through advanced technologies and solutions, we empower our customers and the communities they serve to contribute to a more sustainable tomorrow.



OUR MISSION FOCUSED ON CUSTOMERS, EMPLOYEES AND SUSTAINABILITY

We have a strong mission built on the pillars of customer satisfaction, people development, and sustainable growth.

Customer satisfaction comes first - we serve customers over the long term and create added value.

Our people drive us - we promote skills and common culture.

Responsibility is our duty - we contribute towards saving our planet's resources; at the same time we make an important contribution to the future development of the Diehl Group.

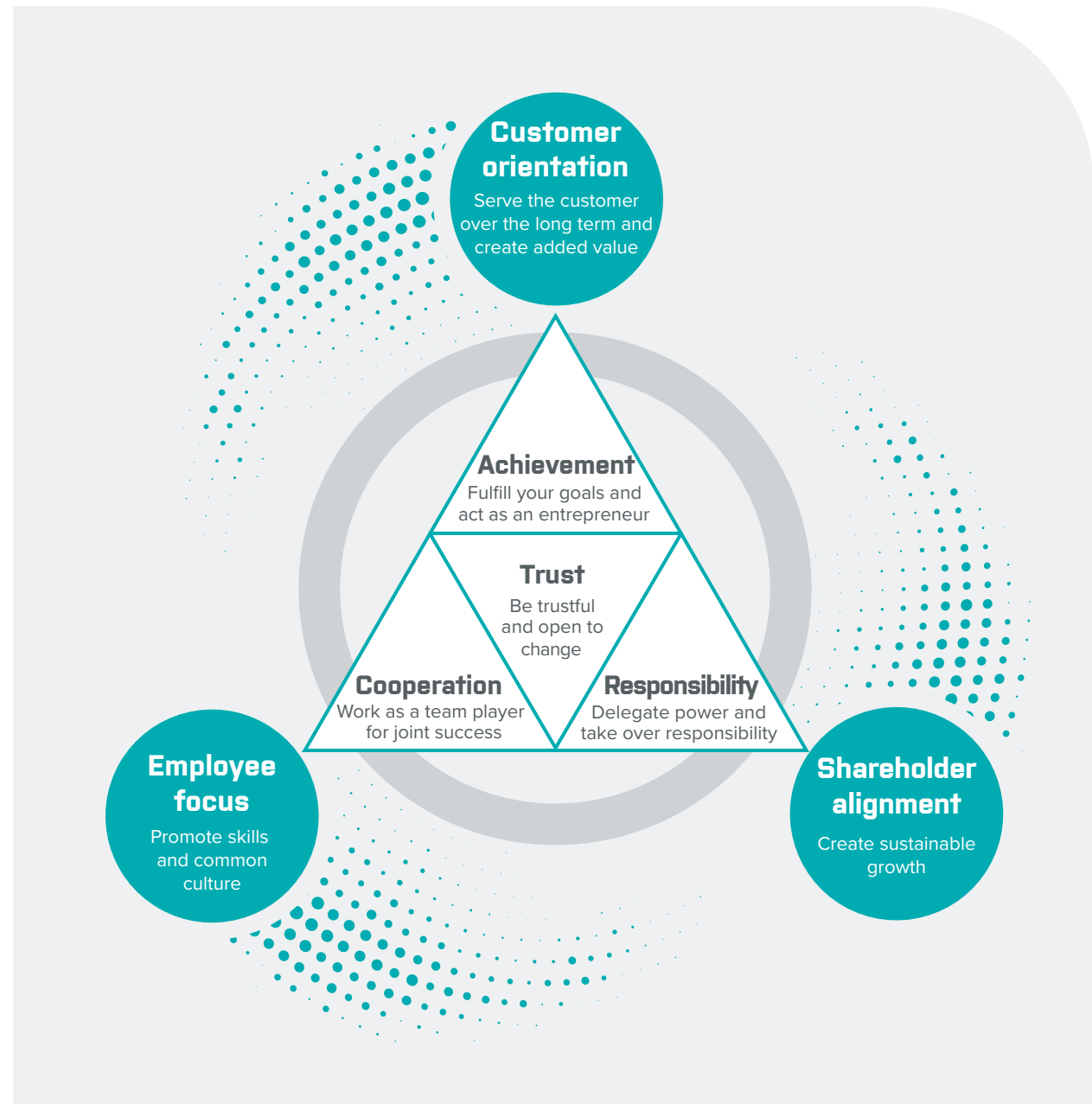
In all these ways, we bring our company claim to life:

Empower a sustainable future.

OUR GUIDING PRINCIPLES CUSTOMERS, EMPLOYEES AND SHAREHOLDERS ARE OUR THREE ANCHORS.

For all these different groups, we use a common approach based on the shared values of cooperation, trust, responsibility and achievement.

These guiding principles help us to provide customers with enduring value for their business and the environment. They support us to give our teams opportunities to innovate and make a real difference to people everywhere. And they steer us to provide communities with the means to manage water and energy more economically and more responsibly.





GOVERNANCE



ENSURING QUALITY AND COMPLIANCE WITH OUR IMS

We prioritize excellence through an integrated management system designed to streamline our operations. By embracing a process approach, we aim to ensure performance at every level.

OUR IMS POLICY

We, as Diehl Metering leaders, are engaged in ensuring performance in metrology, quality, environmental protection, health, safety, and security. We're committed to implementing, sustaining, and improving the effectiveness of our IMS on an ongoing basis.

To our interested parties, we guarantee processes, products and services that meet their expectations. It's all based on applying the standards and regulatory texts in our IMS (Integrated Management System) documentation.

We also strive for excellence in legal metrology through the ISO 17025 accreditation of our calibration and testing laboratory. And to demonstrate our sustainability commitment, we are part of the UN Global Compact as a signatory member since 2021.

The road to excellence never ends. We strongly rely on your commitment, your passion, and your persistence in...

SHAPING THE WAY WE USE RESOURCES.

Dr. C. Bosbach

A. Geuther

R. Edel

J-C. Luttringer



IMS REQUIREMENTS

We make our vision and mission tangible by complying with worldwide standards in the fields of metrology, quality, health, safety, security, information security, environmental protection, energy efficiency and prevention of pollution.

Above all, Division Board and process owners ensure that all employees:

- apply the requirements of the IMS documentation,
- respect best professional practices to maintain the quality of their work,
- ensure the conformity to type of manufactured and installed products (legal metrology, ATEX, drinking water contact...),
- prohibit any modification of a regulatory or metrological nature,
- ensure integrity and loyalty in all activities (impartiality, rejection of bribery, free competition, transparency in relationships and protection of intellectual property),
- reduce environmental impacts and improve energy efficiency from products and activities,
- increase health & safety by improving work conditions,
- ensure the confidentiality, integrity & availability information according to the Diehl 20 golden rules,
- ensure that our lobbying activities do not undermine progress toward sustainability goals.



To ensure daily visibility of our process approach, our IMS policy is displayed at all sites.

The scope of our certified IMS according to ISO 9001, ISO 14001 and ISO 45001 requirements is: design, manufacturing, sales and service of smart solutions for water, thermal energy, gas metering, data transmission and data management systems and software. The scope of legal metrology certification is water and thermal energy. Focusing on the MID, German law MessEG/EV and French law about installation of heat meters, the chapter 8.3 of ISO 9001 v:2015 "Design and development of products and services" is excluded.

We also support the 17 sustainable development goals from the United Nations and follow the 10 principles of the UN Global Compact in our daily business.



**CLICK OR SCAN
TO LEARN MORE
ABOUT OUR IMS &
CERTIFICATIONS**



LEGAL METROLOGY: OUR CORE BUSINESS

At Diehl Metering, legal metrology is more than just an activity. It is the very essence of our company, the guiding thread that drives each of our actions. Since our inception, we have been committed to ensuring the accuracy and reliability of our measuring instruments, meeting the strictest requirements of our customers and regulators.

Many countries around the world impose legal requirements on measurement devices if they are used for commercial transactions. In the EU, for example, the amended Measuring Instruments Directive 2014/32/ EU, known as MID, requires manufacturers to carry out a specific instrument compliance evaluation. All meters distributed by Diehl Metering conform with this directive, as well as with other applicable national, European and international standards.

This legal metrology is designed to promote fairness and traceability and to reduce the potential for fraud or unethical behavior. It also ensures that organizations can rely on accurate and consistent measurements over time so they can monitor their progress in terms of efficiency and sustainability.

Legal metrology is therefore a valuable tool for strengthening sustainable practices.



A LEADER IN METROLOGICAL TESTING

As a producer and supplier of meters and other measuring devices, Diehl Metering is subject to national, European and international standards of legal metrology. We take pride not only in complying with these standards, but also in being a reference for precision, traceability and reliability in our sector.

Our metrology team operates accredited laboratories in several locations around the world. We cover all common test technologies, including calibration, acceptance and inspection tests. Furthermore, our testbench construction department develops and manufactures its own test facilities.

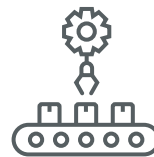


A NETWORK OF METROLOGY EXPERTS

As a recognized leader in metrology, we regularly collaborate with external laboratories to ensure consistent and high levels of quality in our industry. As well as carrying out our own internal calibrations, we work with trusted experts for external calibrations.

We undertake interlaboratory loop comparisons between our own laboratories and external establishments, and customers. And we partner with key metrology players to further develop the sector.

QUALITY ASSURANCE AT EVERY STEP OF THE PRODUCT LIFECYCLE



Technical Design

Manufacturing

Installation

Use

Repair



“Early action is key to risk and problem-solving. In preventive quality, my team tackles technical risks at the design stage to protect the Company and our Customers. My experience leading Saint-Louis operational quality team gave me insight into the significant resources required to resolve unforeseen issues later in the process.”

Maximilien Issenmann,
Head of Preventive Quality, France

ANTICIPATING TO BETTER SERVE

At Diehl Metering, preventive quality is central to our strategy. We adhere to the highest standards, including VDA Band 04 and IATF 16949, ensuring robust preventive measures and consistent product quality throughout the entire life cycle. Through risk analyses and advanced data tools, we proactively identify potential issues and implement early actions to secure quality from the outset.

Failure Mode and Effect Analysis

A risk management tool that identifies and ranks potential failures to reduce risk, prioritize key features, and ensure product quality.

Special and Critical Characteristics

Key product features defined to meet customer and regulatory requirements, highlighted in technical docs, with controls applied throughout the product life cycle.

Production Parts Approval Process

A structured process ensuring suppliers can reliably produce defect-free parts that meet customer requirements.



SUCCESS STORY

Diehl Metering has achieved a milestone in sustainability and innovation by becoming the first manufacturer to successfully complete the demanding VDE/FNN qualification procedure for extending the calibration period of electronic water and heat meters in Germany.

The HYDRUS 171 series, along with the SHARKY 775, met the requirements of the German regulatory framework (Section 4.3 of the GM-VA SPV), enabling calibration extensions from 6 to 12 years. This process, supervised over four years by the state-approved test center in Ansbach and monitored by authorities, involved real-world testing of 3×396 meters installed with selected customers. The achievement reflects our commitment to product quality, waste reduction, and long-term value while reinforcing our contribution to the energy transition by supporting VDE FNN's vision of a resilient, interconnected power grid.

Through compliance with the highest technical standards, we provide intelligent, durable, and IoT-ready metering solutions that not only extend product lifecycle but also empower utilities worldwide to build more sustainable and future-proof water and heat networks.

DOUBLE MATERIALITY

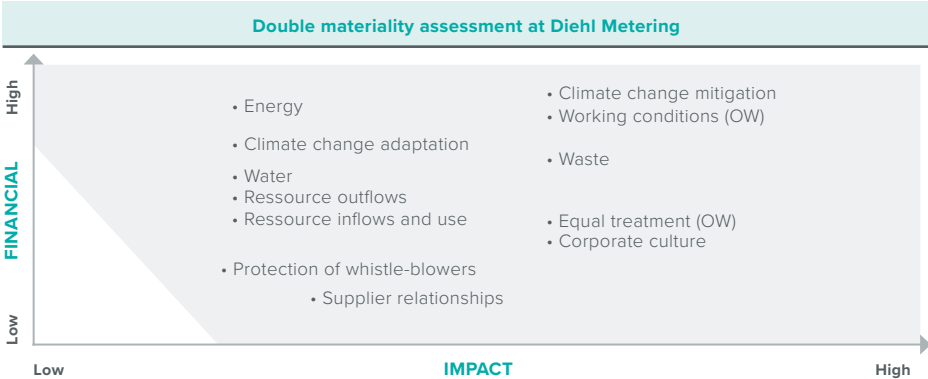


At Diehl Metering, we conduct risk assessments to protect our operations, reputation, and assets. By identifying our key stakeholder groups—employees, customers, partners, communities, and institutions—and understanding their expectations, we ensure effective and targeted risk mitigation.

Effective risk management boosts compliance, efficiency, and stakeholder trust. Under double materiality, companies assess both financial risks from sustainability issues and their broader impacts on society and the environment. This ensures disclosures reflect both investor relevance and wider sustainability implications.

In 2023, Diehl Metering conducted a materiality assessment using a thorough methodology and based on the European Sustainability Reporting Standards (ESRS) to define strategic priorities in the area of sustainability. As a result, 12 key sustainability matters in 3 areas were identified. Our sustainability strategy covers all the matters via the Priority Programs implementation, see page 36.

Key sustainability matters		
Environment	Social	Governance
Climate change mitigation	Working conditions	Protection of whistle-blowers
Energy	Equal treatment	Supplier relationships
Climate change adaptation	Corporate culture	
Water		
Waste		
Resource outflows		
Resource inflow and use		



A photograph of a middle-aged man with grey hair tied in a bun, wearing a dark blue button-down shirt. He is standing on a rooftop garden, leaning over a black metal railing and holding a small white cloth. The background shows lush green plants in raised beds and a city skyline with tall buildings under a clear blue sky.

ENVIRONMENT



MONITORING GREENHOUSE GASES

Reducing greenhouse gas emissions is a core environmental goal for Diehl Metering. Through our Priority Programs—covering key areas such as value chain collaboration, sustainable practices, and innovation—we drive continuous improvement. GHG emissions across 3 scopes are assessed annually by an external partner following the GHG Protocol, together with our internal sustainability department. We're also standardizing our methods to improve data quality and carbon footprint accuracy. In June 2024, we joined the Science Based Targets initiative, committing to net-zero by 2050. By June 2026, we aim to set science-based targets: 1.5°C-aligned for direct and energy-related emissions, and well-below 2°C for indirect emissions across our value chain.

**WE ARE COMMITTED
TO NET-ZERO
BY 2050 THROUGH
SBTI PROCESS**



**Commit
2024**



Develop



**Submit
2026**

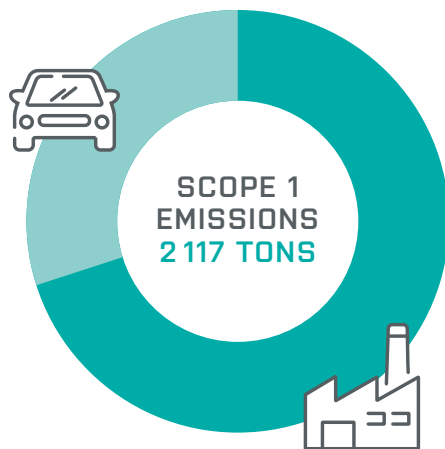


Communicate



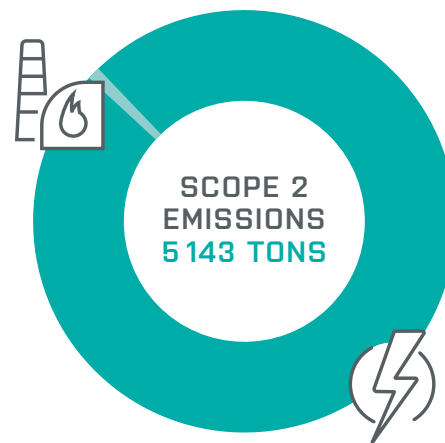
Disclose

146 158 TONS OF CO₂ EQUIVALENT EMISSIONS IN 2024



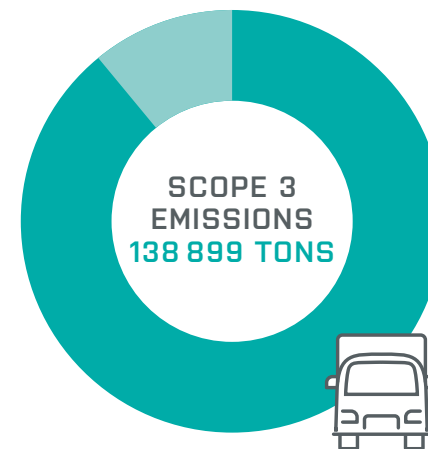
**DIRECT EMISSIONS
FROM OUR OWN OPERATIONS**

- 70% Stationary Combustion
- 30% Mobile Combustion



**INDIRECT EMISSIONS
FROM PURCHASED ENERGY**

- 99% Production of Electricity
- 1% District Heating Systems



**INDIRECT EMISSIONS
FROM EXTERNAL VALUE-CHAIN**

- 89% Upstream Activities
- 11% Downstream Activities

SCOPE 1 AND 2 EMISSIONS IN TONS OF CO₂ EQUIVALENT



SCOPE 2 EMISSIONS



SCOPE 1 EMISSIONS

2 117
TONS
OF CO₂ EQ

5 143
TONS
OF CO₂ EQ

Diehl Metering GmbH
Ansbach, Germany

■ 629 ■ 1 453



Diehl Metering S.A.S.
Saint-Louis, France

■ 378 ■ 219



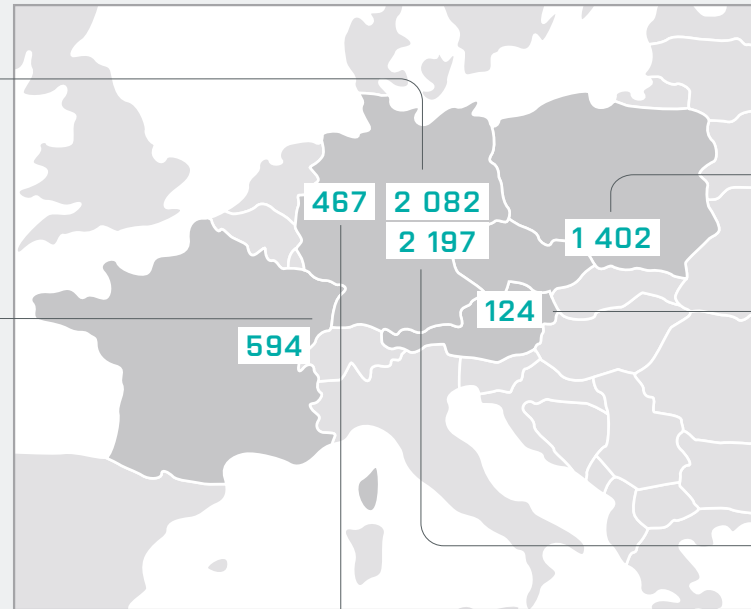
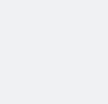
Diehl Metering GmbH
Apolda, Germany

■ 152 ■ 315



Diehl Metering LLC
Lisle, USA

■ 17 ■ 126



Diehl Metering sp.z.o.o.
Bazanowice, Poland

■ 209 ■ 1 193

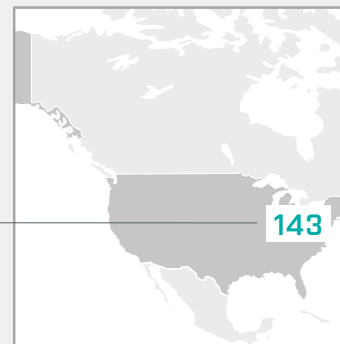
Diehl Metering GesmbH
Wien, Austria

■ 70 ■ 54



Diehl Metering GmbH,
Nuremberg, Germany

■ 660 ■ 1 537



Diehl Metering Ltd
Jinan, China

■ 0 ■ 246



SCOPE 3 EMISSIONS IN TONS OF CO₂ EQUIVALENT

UPSTREAM EMISSIONS

123 868
TONS OF CO₂ EQ

101 815 TONS OF CO₂ EQ
PURCHASED
GOODS & SERVICES



12 349 TONS OF CO₂ EQ
CAPITAL
GOODS



2 338 TONS OF CO₂ EQ
BUSINESS
TRAVEL



3 816 TONS OF CO₂ EQ
EMPLOYEE
COMMUTING



1 154 TONS OF CO₂ EQ
TRANSPORTATION &
DISTRIBUTION



1 743 TONS OF CO₂ EQ
FUEL & ENERGY
RELATED ACTIVITIES



654 TONS OF CO₂ EQ
WASTE GENERATED
IN OPERATIONS



DOWNSTREAM EMISSIONS

6 446 TONS OF CO₂ EQ
END-OF-LIFE
TREATMENT OF
SOLD PRODUCTS



5 329 TONS OF CO₂ EQ
TRANSPORTATION
& DISTRIBUTION



3 256 TONS OF CO₂ EQ
USE OF SOLD
PRODUCTS



15 031
TONS OF CO₂ EQ



SOCIAL

HUMAN RIGHTS AND LABOR



Human dignity is an indispensable part of Diehl Metering's business and operations. We believe strongly in respecting and protecting people everywhere: our employees, our customers, our supply chain, and society as a whole.

EMPLOYEE SUPPORT

We value our people as our greatest strength and prioritize listening. Open dialogue is part of our culture — employees can speak directly with managers, and Employee Representatives support ongoing communication. We comply with labor laws and hold regular feedback sessions focused on performance, strengths, expectations, and future skill development.

In 2024, we completed the first cycle of our Upward Feedback program, where

senior managers received structured feedback on their leadership. Each will define actions for improvement, with progress reviewed every two years.

Our global employee survey (Oct 7–25) had a 90% participation rate, up from 72% in 2022. Conducted in five languages, it covered sustainability, satisfaction, and our Guiding Principles. The average score rose to 3.9 (up from 3.7), reflecting continued improvement and a strong culture of engagement.

RESULTS OF THE EMPLOYEE SURVEY ON WORKING CONDITIONS AND SUSTAINABILITY IN 2024



I identify myself with the goals of sustainability in Diehl Metering



I am satisfied with my working place



My company gives me the opportunity to balance out my job with my private life



I would recommend Diehl Metering as employer to a friend



HEALTH AND WELL-BEING

We care deeply about our employees' most valuable asset: their health. From personal protective equipment to ergonomic workstations, we prioritize safety and well-being in every role. Our canteens increasingly offer healthy, affordable meals and free drinking water. We also encourage sports participation, often linking it to charitable causes.

To support employees with families, many sites offer dedicated breastfeeding rooms, company-run nurseries for children aged 10 weeks to 3 years, and summer programs for children up to 14. Flexible working hours and mobile office options help staff balance work and personal life. For older employees, we offer support in transitioning toward retirement, maintaining contact even afterward.

Beyond fulfilling all legal health and safety requirements, we offer attractive additional benefits — from ergonomic office equipment to subsidized private health insurance, depending on the site. Our commitment to a safe workplace is reflected in our accident frequency rate of 2.74 at the Diehl Metering level. Health & Safety officers monitor this closely, working continuously to improve conditions, reduce physical strain, and enhance workplace ergonomics.



DIVERSITY, EQUITY AND INCLUSION

At Diehl Metering, we believe diversity enriches us as a company. That's why we are actively working to strengthen employee diversity in terms of gender, background, ethnicity, age and nationality.

Across our company, we have 55 different nationalities represented in our workforce. At certain sites, we have made significant progress in promoting women to leadership positions, and we continue to act to reach full equality. We have set diversity and promoting women in their careers as one of our strategic goals.



GENDER EQUITY

At Diehl Metering, diversity and inclusion continue to grow. In 2024, women made up 43% of our workforce (up from 42%) and 23% of management roles (up from 21%). As a family-owned company, we support work-life balance through flexible working arrangements and dedicated maternity support. We promote equal opportunity at every stage, from recruitment to leadership development. We apply equal pay for equal work and respect national equality standards. Everyone, regardless of gender, age, or background, has equal access to training and career advancement — so all talents can thrive.

DISABILITIES

All our employees are made aware that successful integration is everyone's business! Today, 3.4% of our employees have disabilities.

AGE DIVERSITY

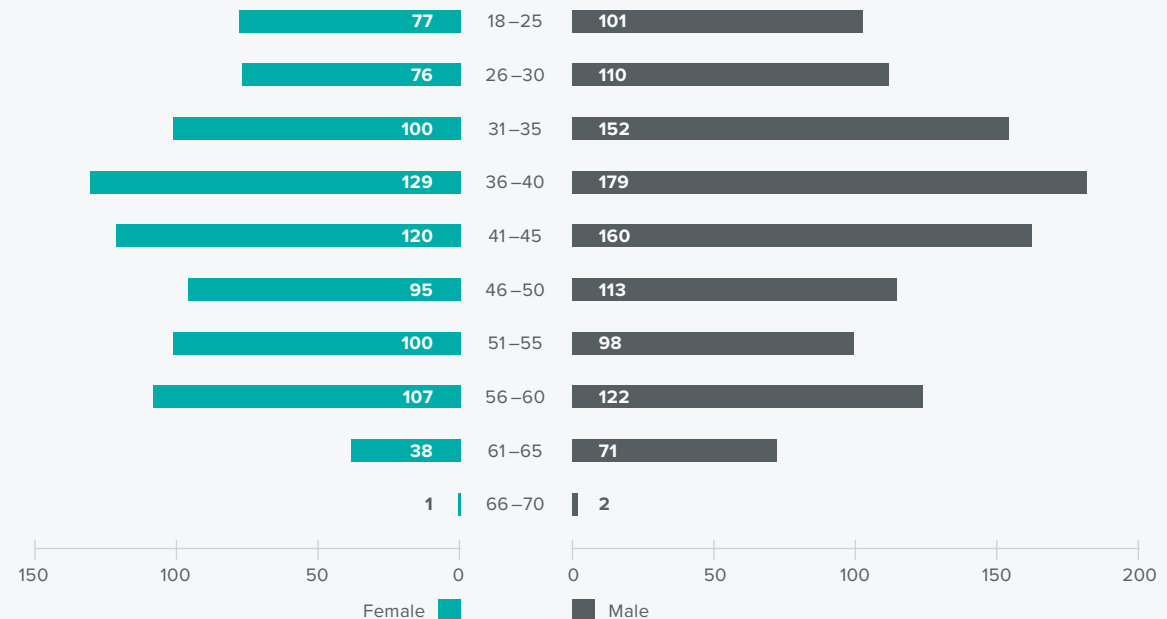
To attract young talent, Diehl Metering offers a variety of training opportunities across our sites. In France, we run a robust apprenticeship program for individuals aged 16 to 30 — and beyond, through professionalization contracts.

Apprentices split their time between school and on-the-job training, supported by dedicated mentors from both the company and their academic institution. Around 30 apprentices are regularly enrolled, working toward diplomas in fields ranging from technical specializations to engineering.

While there's no obligation to hire after graduation, we see apprenticeships as a valuable way to identify and develop future talent. This program reflects our long-term commitment to learning, growth, and team development.



AGE PYRAMID 2024



Share of male (grey) and female (green) employees according to age groups



A MILESTONE INITIATIVE DURING EUROPEAN SUSTAINABLE DEVELOPMENT WEEK

As part of its commitment to fostering an inclusive and respectful work environment, Diehl Metering actively promoted diversity during the European Sustainable Development Week (ESDW) through a powerful company-wide initiative.

With a focus on topics such as diversity, culture, and feedback, the company facilitated over 1 000 interactive workshops across all sites—including production—engaging employees in meaningful discussions around identity, equity, and belonging. Led by internal moderators, these sessions achieved a participation rate of 32% of the workforce, with attendees often joining multiple workshops. Participants especially valued the dynamic, interactive format, the rich diversity of themes, and the open exchange fostered within heterogeneous groups.

This initiative not only raised awareness of the importance of diversity in terms of gender, background, ethnicity, age, and nationality, but also laid the foundation for a more inclusive future: Diehl Metering is now moving forward with the implementation of division-wide diversity training as a concrete next step.





7 PRIORITY PROGRAMS

7 PRIORITY PROGRAMS

We have designed our 7 Priority Programs to cover a wide range of ESG (Environment, Social and Governance) criteria while also incorporating all the UN Sustainable Development Goals (SDGs) that are relevant to our business.

In this way, our 7 Priority Programs are our comprehensive approach to tackling sustainability in all its forms.



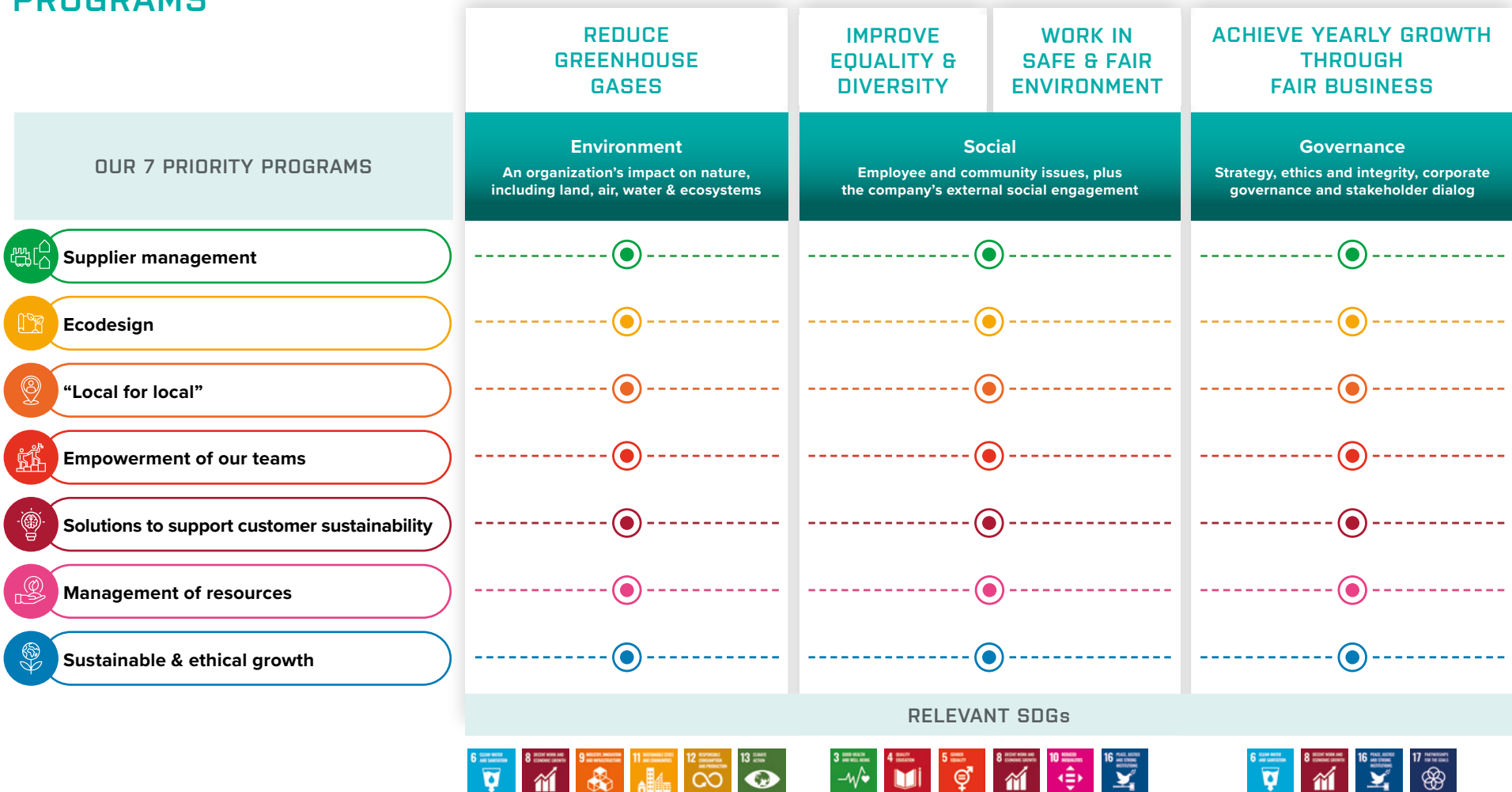
UN Global Compact

Since 2021, Diehl Metering has been a signatory of UN Global Compact, the United Nations' voluntary initiative for companies to contribute to a sustainable world. Consult our UN Global Compact page.



OUR FOCUS TARGETS THROUGH THE PRIORITY PROGRAMS

Each of our 7 Priority Programs contributes to ESG pillars (Environment, Social, and Governance) ensuring that, collectively, they provide comprehensive coverage of all criteria and UN Sustainable Development Goals (SDGs) relevant to our business.



SUPPLIER MANAGEMENT

STRATEGY & GOALS

Strategic Purchasing promotes sustainability by fostering long-term, responsible supplier partnerships. By embedding ESG principles into procurement, we drive ethical practices and innovation—crucial for resilience in today's complex, evolving supply chains.

SELECTING THE RIGHT PARTNERS

At Diehl Metering, sustainable supplier management begins with clear, responsible principles for selecting the right partners. This approach not only ensures the long-term efficiency and resilience of our operations but also guarantees compliance with evolving regulations, such as the EU Due Diligence Law, which mandates responsible supply chain management.

To uphold our environmental, social, and governance (ESG) commitments, we have established five key criteria to guide our supplier selection and evaluation:

- **Reliable & Responsible Supply**

Ensuring consistent quality, on-time delivery, and adherence to contractual commitments while minimizing environmental impact.

- **Long-Term, Sustainable Partnerships**

Building mutually beneficial relationships that enhance competitiveness and drive shared sustainability goals.

- **Innovation & Optimization**

Encouraging financial, technological, and environmental advancements that contribute to a more efficient and responsible supply chain.

- **Social & Regional Responsibility**

Supporting local economies, fair labor practices, and community development to promote sustainable growth.

- **Transparency & Ethical Business Conduct**

Upholding honest communication, fairness, and compliance with responsible commercial practices.

STRATEGY & GOALS

Ecovadis rating

Our commitment to sustainability and continuous improvement in supplier management is also reflected in our EcoVadis rating. We have successfully improved our score across all evaluated entities, surpassing 70%, demonstrating our dedication to responsible sourcing and our willingness to evolve in line with global ESG standards.

Supplier code of conduct

We require all our suppliers to sign the Diehl Code of Conduct for Suppliers, which formalizes our expectations regarding ethics, human rights, and environmental responsibility. This Code sets clear, binding principles for conducting business with the Diehl Group, ensuring compliance with legal and ethical standards. Our commitment is already showing results: we have successfully signed the Supplier Code of Conduct with more than 60% of our main suppliers, marking a significant step toward a more ethical and sustainable supply chain.

By embedding these commitments into our supplier relationships, we reinforce our dedication to responsible and sustainable business practices, making integrity a fundamental pillar of our operations.

ACHIEVEMENTS & ACTIONS

Global initiatives

The Priority Program has also influenced our global purchasing strategy and targets. As a result, we have set clear objectives for our purchasing activities:

- enhancing our EcoVadis rating to achieve excellence,
- collaborating with our main suppliers to implement clear GHG reduction measures for Scope 3.1,
- actively supporting other priority programs, such as EcoDesign and Local for Local.

These initiatives reinforce our commitment to sustainable and responsible procurement while driving continuous improvement across our supply chain. Through a detailed analysis of our greenhouse gas emissions, we gained valuable insights into the key levers for reduction. As a result, our strategic purchasers and commodity managers have initiated workshops with supplier experts to identify opportunities for effective reduction measures.

By fostering this collaboration, we aim to drive meaningful progress toward lower emissions and a more sustainable supply chain.



“In Purchasing, we have realized that sustainability and business goals can go hand in hand. By implementing worldwide actions, we can achieve ESG benefits while also supporting classical purchasing objectives such as cost savings and ensuring material availability. This approach allows us to drive both sustainability and efficiency, creating long-term value for our company and stakeholders.”

Florian Wasmeier
Strategic Purchaser, Germany

ECODESIGN

STRATEGY & GOALS

Since 2006, Diehl Metering has conducted life cycle assessments (LCAs) to understand and reduce the environmental impact of its products. Over time, we've enhanced both the scope and quality of LCAs and our ecodesign practices. Today, our Ecodesign Priority Program focuses on creating products with demonstrably lower environmental impact.

DEVELOP PRODUCTS WITH A PROVEN LOWER ENVIRONMENTAL IMPACT

We define the environmental impact of a product using categories that include climate change, air pollution, water pollution, resource depletion, etc. Every step of the product life cycle is considered with an eco-design approach. This enables us to identify the key factors for reducing the environmental impact of our products.

Our main challenges include designing more eco-friendly products, increasing the use of recycled materials while meeting water regulation standards, and improving the end-of-life management of our meters to support a more circular and responsible value chain.



ACHIEVEMENTS & ACTIONS

ECODESIGN
IN ACTION

When designing a product, we combine the use of LCAs and internal ecodesign tools to anticipate the environmental impact from cradle (raw material extraction and processing) to grave (material recycling or final disposal).

The development of the clip-on radio new generation illustrates our commitment to ecodesign, offering a product with significantly reduced environmental impact thanks to careful material selection and improved architecture that deliver significant benefits:

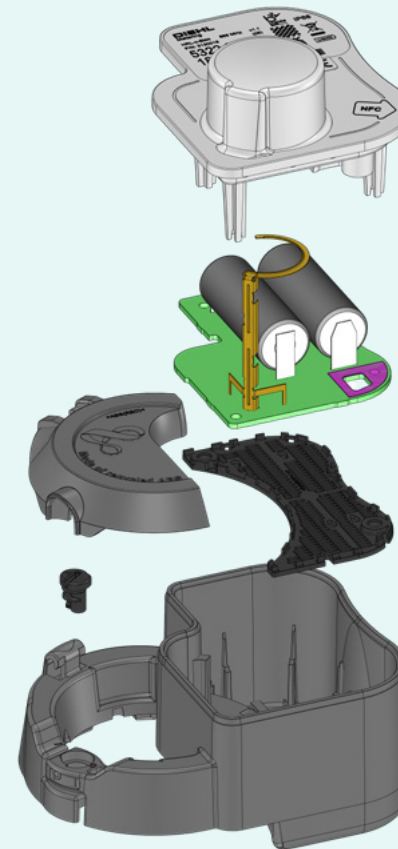
- lower environmental impact through new materials and better recyclability,
- lighter weight improves resource use and transport efficiency,
- easier to dismantle for better waste handling and reuse.

DESIGN INNOVATIONS FOR OUR CLIP-ON RADIO
NEW GENERATIONNEW DESICCANT
CONCEPT

The traditional potting compound has been replaced with a molecular sieve, significantly reducing the environmental footprint.

RECYCLABILITY
ENABLED

The new design allows easy access to electronic components, making the product fully recyclable.

USE OF RECYCLED
MATERIALS

The redesign includes two new parts made from recycled materials, further supporting circular economy principles.

MATERIAL
SELECTION

All materials were chosen for their lower environmental impact, aligning with our priorities.

LOCAL FOR LOCAL

Many of our products are complex. They are made up of components that often require specific expertise only available in certain locations around the world.

STRATEGY & GOALS

A TARGETED APPROACH TO LOCALIZATION

Our target is to ensure a high percentage of local assembly and local supply to be closer to our clients. To achieve this, we are developing a pragmatic approach of localization:

- what can be localized (plastic parts, electronics, brass parts, cardboard, etc.),
- what cannot be localized (know-how, technical parts, etc.),
- what it doesn't make sense to localize,
- which parts could be discontinued (instead of localizing).



ACHIEVEMENTS & ACTIONS

CUTTING
TRANSPORT
DISTANCES

Our “Local for local” approach is part of our global strategy to meet customer needs more sustainably. The goal is to source, produce, and deliver our products as close to the customer as possible. This supports local economies and reduces our carbon footprint by cutting down transport distances and emissions from trucks and shipping.

A key milestone has been launching local assembly of our HYDRUS 2 meters in Lisle, USA, along with developing a regional supply chain for components. This ambitious project required significant investment but is already showing promising sustainability results.



ACHIEVEMENTS & ACTIONS

STRENGTHENING
LOCAL
COMPETENCES

Our license model focuses on developing local partners for local markets. In countries like Morocco, Tunisia, Brazil, and Saudi Arabia, we provide technology, parts, and production expertise. This supports job creation and know-how in all regions. We’re also building a partnership ecosystem and developing subcontractors to boost local sourcing of standard components and strengthen regional supply chains.

“Local for local” is not just about promoting local suppliers; it’s also about prioritizing the local sourcing of raw materials. We are working hard in this area, and are currently on track to have most of our brass and plastic raw materials locally sourced.

EMPOWERMENT OF OUR TEAMS

STRATEGY & GOALS

Aligning people management with our Priority Program and sustainability strategy enhances the effectiveness of our actions. We are now connecting our initiatives to clear, measurable targets. One key objective is to increase the share of women in leadership roles at Diehl Metering to 25% by 2030.

UNLOCKING POTENTIAL ACROSS OUR TEAMS

Diehl Metering's strategy focuses on sustainable growth, supported by empowering employees. This means giving teams clarity, resources, and the opportunity to grow. Our Priority Program strengthens our culture and promotes individual development, guided by shared values from our Guiding Principles. We foster transparency to help employees understand decision-making processes and contribute to the company's direction and their own careers.

Managers receive dedicated training, and teams are encouraged to act with an entrepreneurial mindset aligned with our strategic goals. We also support them in understanding market and customer needs and turning these into practical solutions. By uniting employees through a common language and empowering culture, we aim to build a safe, motivating environment where everyone can reach their full potential and actively shape the company's future.



ACHIEVEMENTS & ACTIONS



“As a mother of two, balancing family and career is not always easy. At Diehl Metering, I’ve found true support through flexible hours, trust, and a people-first culture — especially as I’ve taken on the role of Senior Head of People Operations. Here, empowerment means leading authentically and growing as both a professional and a parent. It’s a place where women can thrive without choosing between work and family.

Dorota Kapnik,
Senior Head of People Operations, Poland

BUILDING OUR CULTURE

In 2024, Diehl Metering launched a company-wide culture initiative to strengthen alignment around shared values. Workshops were held across all sites, involving managers, employees, and works councils to co-create a corporate culture map. Key events like the Metering Management Conference and European Sustainability Development Week supported this cultural exchange. The initiative encouraged cross-national dialogue on values, helping shape a common vision. A follow-up employee survey showed improved results across most cultural areas and a slight increase in overall satisfaction. High participation was central to the program’s success, ensuring employees feel connected to the evolving culture. This initiative aligns closely with our Guiding Principles and is designed to enhance well-being, motivation, retention, and company attractiveness. Actions identified during workshops are now being implemented in close collaboration with employee groups.

THE EMPLOYER HANDBOOK

The implementation and publication of the Employer Handbook ensures greater transparency for all employees. It clearly outlines available benefits, internal regulations, and contact persons, making key information easily accessible. This fosters clarity, trust, and a stronger connection between employees and the organization’s values, support structures, and commitments.

DEVELOPMENT OF WOMEN LEADERS

We encourage female employees to take on these roles and professions, and to become who they want to be, expressing the full potential of their talent. By offering a flexible working structure, we enable team members to balance their professional lives with personal responsibilities, including parenthood.

SOLUTIONS TO SUPPORT CUSTOMER SUSTAINABILITY

STRATEGY & GOALS

At Diehl Metering, we work hard to reduce waste. Our solutions help customers make better use of precious resources. And we design them to enable safe, economically-viable, and climate-friendly ways of supplying water and energy to more people. That's what our Priority Program "Solutions to support customer sustainability" is all about.

SAVE RESOURCE AND REDUCE CO₂ EMISSIONS

We create solutions that help our customers and their end customers to be more sustainable. Our strategy focuses on developing fixed and passive drive-by networks that improve logistical efficiency and generate high-resolution data and real-time alarms. This allows customers to react more quickly to inefficiencies in their network.

We also actively promote better end-consumer behavior, providing them with tools and the awareness to use water and energy more efficiently. Our ultimate aim is to help everyone save resource and reduce CO₂ emissions.



ACHIEVEMENTS & ACTIONS

PRECISION SOLUTIONS FOR SAVING WATER

Metrology is the foundation of our solutions and services – and a key source of sustainability for our customers. By developing extremely accurate products and supporting customers with our metrological know-how, we help them ensure fair billing for consumers and enable them to detect even the smallest leakages in their network so they can prevent water loss.

We design meters with an extremely high dynamic range, ensuring every drop of water counts. Thanks to certification in line with the European Measuring Instruments Directive (MID), our customers and consumers can rely on the same high levels of quality all over the world.



Tackling Non-Revenue Water

Non-Revenue Water (NRW) — water lost due to leaks, theft, or poor monitoring — is a major global issue with economic, ecological, and humanitarian consequences. In some networks, NRW reaches 30–40%, raising costs and hindering infrastructure investment. Diehl Metering helps utilities combat NRW by turning meter and sensor data into actionable insights through advanced analytics.

Our solutions support water conservation, reduce damage to networks, and cut operational costs. Real-world results include a drop in NRW for Inframoura (Portugal) from 15% in 2018 to 7.1% in 2022, and water savings of 600 000 m³ in one year in Chartres, France. We empower utilities to protect resources and contribute to long-term sustainability through smart, data-driven water management.

ACHIEVEMENTS & ACTIONS

DIGITAL TRANSPARENCY FOR SUSTAINABILITY

Saving resources in a heat or water network requires a thorough understanding of what's going on. Our IZAR@ NET software solution offers utilities a clear picture of their network. Using meter data, it sends out alerts if units are dysfunctional or when an anomaly is detected. The result is significant heat and water savings, as well as automated billing to eliminate human error.

Our fixed network offer enables customers to automate meter reading, thereby eliminating manual reading and the need to use cars and trucks with their associated carbon footprint. Furthermore, the higher granularity of data in fixed networks allows utilities to comply with new requirements to inform consumers about their monthly usage. This, in turn, improves consumers' awareness about consumption and encourages a better use of resources.

ACHIEVEMENTS & ACTIONS

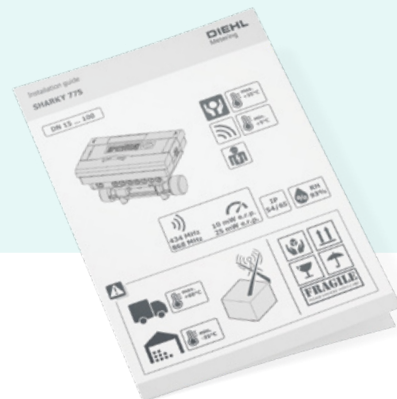
ANALYTICS FOR
SMARTER HEATING
AND COOLING

Much of the heat produced in a heat network never reaches consumers. This means utilities face additional costs, wasted energy, and poor sustainability. But the causes of heat loss are multiple, ranging from aging pipes to inadequate insulation – and identifying the source may not be simple.

With its Energy Forecast Management solution, Diehl Metering empowers utilities to continually monitor flow temperatures at multiple points in their network. This offers them a holistic view of heat distribution and efficiency in their network. Our customers can then use analytics software to set alerts in case of an anomaly, allowing them to locate and address the problem. In Denmark, we helped district heating and water supplier Brønderslev to reduce the average return temperature in its network by 5°C, thus saving significant energy and costs.

**Paper reduction**

We reduced the SHARKY 775 energy meter installation manual from 122 to 12 pages, significantly lowering paper usage and CO₂ emissions. Although regulations still require a printed manual in the meter box, we have optimized its format by using clear visuals, icons, and minimal text to ensure universal understanding. Our next steps include further reducing paper use for upcoming product manuals and continuously enhancing our sustainability efforts while supporting customers effectively.



ACHIEVEMENTS & ACTIONS

CHANGING
CONSUMER
BEHAVIOR

Our IZAR@Home app provides consumers with data about their own consumption habits. By consulting their smartphone, consumers can see how to improve their behavior to reduce costs and save resources. Furthermore, the app enables leaks to be identified and fixed more quickly. More than 66 000 consumers in Europe are using IZAR@Home.



MANAGEMENT OF RESOURCES

STRATEGY & GOALS

Global challenges such as climate change, resource scarcity and growing economic competition are pushing for the efficient use of resources. The Priority Program “Management of resources” is about optimizing the way we use resources and minimizing waste.

OPTIMIZING USE, MINIMIZING WASTE

This Priority Program spans all our sites and engages every employee, making sustainability a collective commitment. By focusing on our core processes and analyzing the internal value chain, we aim to reduce resource consumption and drive meaningful change. These targets guide our daily actions and reflect our commitment to long-term environmental responsibility.

Our key goals for a sustainable future include:

- achieving climate neutrality by 2045 (scope 1 & 2),
- reducing emissions by 40% by 2030 (scope 1 & 2, baseline 2021),
- cutting commercial waste volume by 10% by 2035,
- lowering water consumption by 10% by 2035,
- continuously optimizing our logistics processes.



ACHIEVEMENTS & ACTIONS

GLOBAL ALIGNMENT
ACROSS ALL SITES

To ensure a consistent and sustainable approach across all sites, Diehl Metering has launched several key initiatives.

- We are implementing common environmental and energy targets and measures across all locations to align efforts and drive measurable progress.
- We are working toward a multi-site ISO 50001 certification to standardize energy management systems and improve energy performance globally.
- We established a building and infrastructure register to assess technical characteristics, service life, and energy efficiency.
- A 10-year optimization roadmap identifies renovation and modernization potential to reduce resource use.
- We conducted a global survey to explore local sustainable energy supply options.

These initiatives form the foundation for advancing our environmental strategy and meeting long-term sustainability goals.



SOCIAL

ENVIRONMENT

ECONOMIC

CLIMATE NEUTRAL 2045

Diehl Reportings (GHG; Sustainability Report; Ecovadis; SBTi)

Reduction targets Management of Ressources (Scope 1 & 2 emissions; water)

Building & infrastructure
registerBasis for the meter structure;
potential projects for Energy
Management SystemBuilding & infrastructure
optimization overviewOverview & Forecast of
investments and costs;
prioritisation; Site strategy

Energy supply projects

Overview contract and
conditions; compensation;
Power Purchase Agreement;
green EnergyOrganizational
& other aspectse.g. Idea Management;
internal communication

Energy Management System according to ISO 50001

Monitoring, Reporting, KPIs

standardized & harmonized data collection; monitoring, effectiveness check; trends; continuous improvement; local law

ACHIEVEMENTS & ACTIONS

ENERGY EFFICIENCY
MEASURES

In 2024, Diehl Metering made significant progress in sustainability and energy efficiency across its sites.

- One major focus was the modernization of technical infrastructure to reduce energy consumption and emissions. This included the upgrade of compressed air systems and building ventilation, both now equipped with heat recovery technology, allowing us to reuse waste heat and lower overall energy demand.
- We also expanded our electric vehicle charging infrastructure, supporting the shift to cleaner mobility for employees and visitors.
- A large-scale replacement of lighting fixtures with LED technology was carried out, significantly cutting electricity usage.
- Additionally, we increased the proportion of renewable energy in our electricity sourcing, further reducing our carbon footprint.

**Compliance and accreditation**

As part of our energy management system in accordance with ISO 50001, we also rely on an inventory assessment of buildings and infrastructure as well as an energy supply plan that takes into account the increasing use of renewable energies. We have drawn up action plans for the modernization of technical facilities and the sustainable refurbishment of buildings at our production sites and we are also focusing on consistently expanding the local measurement and metering structure in order to make individual consumption measurable and derive specific measures.

The combination of our environmental management system in accordance with ISO 14001 and the energy management system in accordance with ISO 50001 enables us to take a holistic view of sustainability at our locations.

ACHIEVEMENTS & ACTIONS

LOGISTICS
OPTIMIZATION

In 2024, Diehl Metering took important steps to optimize logistics and further reduce its environmental footprint.

- Building on the success of our direct delivery pilot between Poland and the USA, we expanded this model to additional sites, cutting transport distances and improving delivery efficiency.
- We also extended our CO₂-neutral logistics partnerships, previously active in Germany, to other countries — strengthening our commitment to low-emission transport solutions.
- At the same time, we launched a comprehensive intralogistics project aimed at optimizing internal material flows. This initiative focuses on streamlining movements within our facilities to reduce energy consumption, increase productivity, and support more sustainable operations.

SUSTAINABLE AND ETHICAL GROWTH

STRATEGY & GOALS



We commit to sustainable economic growth that supports all stakeholders and protects natural resources. This Priority Program drives progress, job creation, and better living conditions, based on our belief that fair, socially responsible business practices lead to long-term outcomes for people, communities, and the environment.

GOVERNANCE BUILT ON INTEGRITY

Clean business needs clear rules.

Our governance framework ensures effective decision-making and value creation for the benefit of all stakeholders. To provide full transparency, we have committed to reporting on our progress regularly. Our business activities are based on the principles of integrity and fairness.

As part of the Diehl Group, we act in accordance with the applicable laws and regulations of the countries where our employees work. The General Business Principles of the Diehl Group (Code of Conduct) provide us with specific guidance on how those rules impact our business.

Our roadmap aligns with key regulations, including the European Union (EU) Taxonomy, with 100% of our activities meeting its criteria. In line with the Corporate Sustainability Reporting Directive (CSRD), we will publish a sustainability report in 2026 based on the European Sustainability Reporting Standards (ESRS).

We also continue strengthening our Anti-Corruption and Ethics practices.

ACHIEVEMENTS & ACTIONS

FROM RULES
TO APPLICATION

**“Sustainable and ethical growth
is crucial to a successful future.”**

Dr. Christof Bosbach,
CEO Diehl Metering

In daily business, it is not always easy to know if a single action complies with the applicable rules. Laws are complex. And the best code of conduct can't cover every individual question.

To ensure that all our employees have a proper level of guidance and security, Diehl Metering offers regular compliance training (on-site and online). These courses demonstrate how the General Business Principles of the Diehl Group apply to use cases that participants are familiar with. For certain functions, such as Sales and Purchasing, courses include tailored content. In these roles, every detail matters. For example, inviting a person to lunch in a restaurant could raise questions.

It's therefore crucial to know what difference it makes if the invitee is employed by a public institution or a private company. And if the same rules apply in China, the Emirates and the USA.

The requirements and frequency of training are based on people's roles. While all employees have mandatory training in Basic Compliance every three years, others must take three additional in-depth courses on an annual basis.

The successful training program from 2023 was continued and expanded in 2024 to ensure that all employees have the necessary knowledge and awareness. Depending on the risk exposure of their respective roles, participants receive refresher training and are informed about current changes.

ACHIEVEMENTS & ACTIONS

MONITORING AND ASSESSING COMPLIANCE

We want to make it easier for misconduct to be brought to the attention of our management. In addition to using a neutral external ombudsperson, the Diehl Group has deployed an anonymous whistle-blowing system that is open to all employees, as well as external persons observing potential misconduct. Reported activities are reviewed by the Diehl Group's Compliance Committee, which initiates an appropriate response.

Continual monitoring of our business is a key part of our approach to sustainability. We recently improved the way we assess business relationships for corruption. The number of confirmed cases of corruption remains zero.

We also regularly review our business processes to assess if they still comply with the General Business Principles. This is pivotal for identifying compliance issues and investigating potential violations. The Compliance Committee is responsible for developing regulations, enhancing training, and ensuring risk analysis and compliance for audits and investigations.



Guiding our business with a Code of Conduct

The Diehl Group Code of Conduct applies to all employees at all hierarchical levels, including our executive bodies. It clearly establishes that unfair or illegal practices are incompatible with our business principles. Our relationships with other companies and between employees and their business partners – e.g. with suppliers and customers and with government offices and their employees – must be characterized by transparency, especially in the areas of Sales and Purchasing.

And Diehl Metering must always compete for orders by fair and legal means and carry out contractual negotiations in compliance with all applicable legal provisions. In addition, our Code of Conduct strictly regulates a wide range of topics. It notably prohibits bribery and corruption, cartels, money laundering, child labor, forced labor and human trafficking. It protects intellectual property, data, human dignity, nondiscrimination and freedom of association. It also helps us to manage conflicts of interest and the proper handling of invitations, gifts, and other benefits.

A photograph of two women in an office environment. The woman in the foreground, with long dark hair and wearing a dark blue button-down shirt, is looking down at a tablet computer. She is wearing a small hoop earring and a ring. The woman in the background, with short brown hair and wearing a light-colored blouse, is also looking at the tablet. They are sitting at a desk with a laptop and some papers. The text 'MEASUREMENTS AND METRICS' is overlaid on the left side of the image in a large, white, sans-serif font, with a horizontal line underneath it.

MEASUREMENTS AND METRICS

ENVIRONMENTAL INDICATORS

Energy (MWh)	Diehl Metering		Diehl Metering GmbH, Germany		Diehl Metering S.A.S, France		Diehl Metering sp.z.o.o., Poland		Diehl Metering GesmbH, Austria		Diehl Metering Ltd, China		Diehl Metering LLC, USA	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Total direct energy / fuel consumption	8 264	9 305	6 769	6 714	1 028	1 634	385	957	0	0	0	0	82	0
Gaseous fossil fuels	6 239	5 996	5 022	4 938	750	546	385	512	0	0	0	0	82	0
Natural gas	6 239	5 996	5 022	4 938	750	546	385	512	0	0	0	0	82	0
Liquid fossil fuels	914	3 164	636	1 631	278	1 088	Not reported	445	0	0	0	0	0	0
Fuel oil	914	879	636	722	278	157	0	0	0	0	0	0	0	0
Diesel	Not reported	1 174	Not reported	763	Not reported	309	Not reported	102	0	0	0	0	0	0
Petrol	Not reported	1 111	Not reported	146	Not reported	622	Not reported	343	0	0	0	0	0	0
Self generated energy	1 111	145	1 111	145	0	0	0	0	0	0	0	0	0	0
Heat - self generated renewable (CHP (biogas), wood boiler, etc.)	0	145	0	145	0	0	0	0	0	0	0	0	0	0
Heat - self generated non renewable (CHP (gas))	1 111	0	1 111	0	0	0	0	0	0	0	0	0	0	0
Total indirect energy consumption	15 054	14 678	7 953	8 033	4 881	4 054	1 267	1 489	373	361	330	353	250	388
Electricity (100% procured energy)	14 837	14 284	7 953	8 033	4 881	3 942	1 267	1 489	156	153	330	353	250	315
thereof renewable electricity share in procured energy	Not reported	96	Not reported	0	Not reported	96	0	0	Not reported	0	Not reported	0	Not reported	0
thereof seperately externally procured renewables electricity	Not reported	2 935	Not reported	1 446	Not reported	0	1 267	1 489	Not reported	0	Not reported	0	Not reported	0
Heat	217	394	0	0	0	112	0	0	217	208	0	0	0	74
District heat - renewable (e.g. pellets, biogas)	87	223	0	0	0	98	0	0	87	125	0	0	0	0
District heat - non renewable (e.g. natural gas)	130	96	0	0	0	13	0	0	130	83	0	0	0	0
Total energy consumption within the organization^{1 2}	23 043	23 982	14 722	14 747	5 909	5 687	1 377	2 446	373	361	330	353	332	388

1. Energy consumption outside the organisation is not surveyed; instead, scope 3 emissions are surveyed. Indirectly, energy consumption outside of our organisation is also shown in this way. / 2. Energy demand for products and services is omitted.

ENVIRONMENTAL INDICATORS

Water and effluents (m ³)	Diehl Metering		Diehl Metering GmbH, Germany		Diehl Metering S.A.S, France		Diehl Metering sp.z.o.o., Poland		Diehl Metering GesmbH, Austria		Diehl Metering Ltd, China		Diehl Metering LLC, USA	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Water withdrawal	17 939	20 571	9 787	10 549	3 370	2 682	2 577	2 732	702	626	902	882	601	3 100
Surface water (rivers, lakes)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Groundwater	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Seawater	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Produced water	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Third-party water	17 939	20 571	9 787	10 549	3 370	2 682	2 577	2 732	702	626	902	882	601	3 100
Water discharge	17 939	20 571	9 787	10 549	3 370	2 682	2 577	2 732	702	626	902	882	601	3 100
Surface water (rivers, lakes)	0	0	7 953	0	0	0	0	0	0	0	0	0	0	0
Groundwater	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Seawater	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Produced water	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Third-party water (to the municipal sewage plant)	17 939	20 571	9 787	10 549	3 370	2 682	2 577	2 732	702	626	902	882	601	3 100
Total water consumption (from all areas)¹	0	0	0	0	0	0	0	0	0	0	0	0	0	0

1. There is no form of water storage with significant waste and process water related impacts.

ENVIRONMENTAL INDICATORS

Waste (t)	Diehl Metering		Diehl Metering GmbH, Germany		Diehl Metering S.A.S, France		Diehl Metering sp.z.o.o., Poland		Diehl Metering GesmbH, Austria		Diehl Metering Ltd, China		Diehl Metering LLC, USA	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Total weight of waste	1 609	1 289	591	560	384	399	194	161	143	161	9	6	287	2
Total weight of hazardous waste	99	154	73	113	5	4	16	22	0,12	13	4	1	0	1
Total weight of non-hazardous waste	1 511	1 135	518	447	379	396	178	140	143	148	6	5	287	1
Total weight of waste diverted from disposal¹	1 182	959	407	394	291	286	162	131	129	143	6	4	188	0
Total weight of diverted hazardous waste	0,083	39	0	19	0	0	0	11	0,08	9	0,003	0	0	0
Preparation for reuse	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Recycling	0,08	39	0	19	0	0	0	11	0,08	9	0	0	0	0
Other recovery operations	0,003	0	0	0	0	0	0	0	0	0	0,003	0	0	0
Total weight of diverted non-hazardous waste	1 182	920	407	375	291	286	162	120	129	134	6	4	188	0
Preparation for reuse	0	2	0	0	0	2	0	0	0	0	0	0	0	0
Recycling	1 119	863	361	322	291	282	145	120	129	134	6	4	188	0
Other recovery operations	63	56	46	53	0	3	16	0	0	0	0	0	0	0
Total weight of hazardous waste directed to disposal²	427	330	184	166	93	113	33	30	14	17	4	2	100	2
Total weight of disposed hazardous waste	98	115	73	94	5	4	16	11	0,04	4	4	1	0	1
Incineration (with energy recovery)	90	71	73	67	0	0	16	0	0	4	0	0	0	0
Incineration (without energy recovery)	9	42	0	27	5	4	0	9	0	0	4	1	0	1
Landfilling	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other disposal operations	0,04	2	0	0	0	0	0	2	0,04	0,05	0	0	0	0
Total weight of disposed non-hazardous waste	329	215	111	72	88	109	16	19	14	13	0	0,30	100	1
Incineration (with energy recovery)	185	185	66	66	88	105	16	0	14	13	0	0	0	0
Incineration (without energy recovery)	0	24	0	0	0	4	0	19	0	0	0	0,29	0	1
Landfilling	144	6	45	6	0	0	0	0	0	0	0	0	100	0
Other disposal operations	0	0,01	0	0	0	0	0	0	0	0	0	0,01	0	0

1. All waste is generated within the organisation (within physical boundaries or under administrative control) and not off-site. / 2. Other processes possible besides incineration and landfilling, such as dumping, open incineration or other processes.

GREENHOUSE GAS EMISSIONS

Greenhouse gas emissions (t of CO2 eq)	Diehl Metering Global		Diehl Metering GmbH, Germany		Diehl Metering S.A.S, France		Diehl Metering sp.z.o.o., Poland		Diehl Metering GesmbH, Austria		Diehl Metering Ltd, China		Diehl Metering LLC, USA	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Scope 1	2 010	2 117	1 306	1 442	436	378	178	209	74	70	0	0	17	17
Scope 2 (location based)	4 010	5 143	2 546	3 304	321	219	798	1 193	60	54	197	246	88	126
Scope 3	148 234	138 899	110 626	64 235	75 284	69 020	22 663	33 509	18 883	10 123	2 887	9 846	5 808	7 679
Category 1 Purchased goods and services	114 567	101 815	98 308	51 957	69 048	54 548	19 961	25 946	8 376	8 790	2 230	9 121	4 561	5 738
Category 2 Capital goods	3 924	12 349	1 398	3 460	1 047	5 340	607	2 817	41	34	254	58	576	639
Category 3 Fuel and energy-related activities	1 101	1 743	776	1 118	197	210	38	292	28	38	38	55	24	30
Category 4 Upstream transportation and distribution	4 049	1 154	1 209	443	1 933	645	206	153	120	116	91	80	489	367
Category 5 Waste	87	654	15	382	8	122	4	98	3	42	1	5	56	4
Category 6 Business travel	1 048	2 338	606	786	321	856	12	127	28	91	57	138	23	340
Category 7 Employee commuting	2 638	3 816	1 051	1 676	770	1 206	527	561	71	41	147	186	71	144
Category 9 Downstream transportation and distribution	19 051	5 329	6 233	1 868	1 600	3 750	1 297	211	9 883	6	37	74	0	0
Category 11 Use of sold products	1 632	3 256	987	991	278	1 199	6	18	331	965	29	79	0	4
Category 12 End-of-life of sold products	138	6 446	42	1 554	81	1 143	3	3 285	3	0	1	50	8	414
Total GHG emissions	154 254	146 158	114 478	68 981	76 041	69 617	23 639	34 912	19 017	10 247	3 084	10 092	5 913	7 823

SOCIAL INDICATORS

	Metrics	Diehl Metering		Diehl Metering GmbH, Germany		Diehl Metering S.A.S, France		Diehl Metering sp.z.o.o., Poland		Diehl Metering GesmbH, Austria		Diehl Metering Ltd, China		Diehl Metering LLC, USA	
		2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Characteristics of direct workforce	Total employees (31.12)	1 910	1 951	928	934	387	403	439	451	56	54	71	60	29	49
	Thereof male employees	1 108	1 108	585	589	246	257	165	150	43	42	47	40	22	30
	Male employees in %	58%	57%	63%	63%	64%	64%	38%	33%	77%	78%	66%	67%	76%	61%
	Thereof female employees	802	843	343	345	141	146	274	301	13	12	24	20	7	19
	Female employees in %	42%	43%	37%	37%	36%	36%	62%	67%	23%	22%	34%	33%	24%	39%
	Thereof age <30	318	320	114	102	84	85	98	108	11	8	6	4	5	13
	Thereof age 30-50	1 050	1 092	460	488	222	232	266	270	25	27	62	54	15	21
	Thereof age >50	539	539	354	344	81	86	73	73	19	19	3	2	9	15
	Permanent employees	1 626	1 651	841	855	344	352	287	295	56	51	70	62	28	36
	Thereof male employees	969	981	531	538	224	229	103	107	43	40	46	42	22	25
	Thereof female employees	657	670	310	317	120	123	184	188	13	11	24	20	6	11
	Temporary employees	284	296	87	84	43	50	152	157	0	4	1	1	1	0
	Thereof male employees	139	131	54	53	22	25	62	49	0	3	1	1	0	0
	Thereof female employees	145	165	33	31	21	25	90	108	0	1	0	0	1	0
	Total contract workers	160	163	90	82	17	3	24	10	1	2	1	0	27	66

SOCIAL INDICATORS

	Metrics	Diehl Metering		Diehl Metering GmbH, Germany		Diehl Metering S.A.S, France		Diehl Metering sp.z.o.o., Poland		Diehl Metering GesmbH, Austria		Diehl Metering Ltd, China		Diehl Metering LLC, USA		
		2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	
Working Conditions	Average employees entitled to maternity/ paternity leave, parental leave or leave to care for elderly family members	1 910	1 911	928	939	387	402	439	452	56	55	71	63	29	0	
	Employees who took maternity / paternity leave, parental leave or took time off to take care for elder family members	166	152	77	48	21	15	49	86	4	2	15	1	0	0	
	Employees who took maternity / paternity leave, parental leave or took time off to take care for elder family members in %	9%	8%	8%	5%	5%	4%	11%	19%	7%	4%	21%	2%	0%	0%	
	Thereof male employees	62	45	30	20	17	12	10	13	0	0	5	0	0	0	
	Male employees in %	3%	2%	3%	2%	4%	3%	2%	3%	0%	0%	7%	0%	0%	0%	
	Thereof female employees	104	107	47	28	4	3	39	73	4	2	10	1	0	0	
	Female employees in %	5%	6%	5%	3%	1%	1%	9%	16%	7%	4%	14%	2%	0%	0%	
Labor Relations	Employees covered by bargaining agreement	1 351	1 355	908	898	387	403	0	0	56	54	0	0	0	0	
	Coverage by bargaining agreement in %	71%	69%	98%	96%	100%	100%	0%	0%	100%	100%	0%	0%	0%	0%	
	Employees working at a site with workers council	1810	1842	928	934	387	403	439	451	56	54	0	0	0	0	
	Coverage employees at sites with workers council in %	95%	94%	100%	100%	100%	100%	100%	100%	100%	100%	0%	0%	0%	0%	
Diversity,Equity & Inclusion	Employees with disabilities	64	65	46	49	14	16	3	0	0	0	1	0	0	0	
	Disability Quota	3%	3%	5%	5%	4%	4%	1%	0%	0%	0%	1%	0%	0%	0%	
	Members Division Board	4	4	No Division Board structure at this level												
	Thereof female members	1	1													
	Female members Division Board in %	25%	25%													

FURTHER QUESTIONS?



We would like to thank all the contributors to this report, as well as all our employees for their dedication and availability. This report reflects the commitment of the employees at Diehl Metering's various sites, and we thank them warmly for their invaluable collaboration.

Diehl Metering remains committed to sustainable development, continually innovating and implementing practices that benefit both the company and the environment. Interested parties' engagement is crucial to this approach. Transparency and open communication are essential to foster trust and collaboration. If you have any questions or comments, please contact a sales, customer service or communications representative. Information and links are provided beside. Thank you for your support and interest in Diehl Metering's sustainability efforts.



**Sales Contacts |
Diehl Metering**



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Diehl Metering
Sustainability and IMS report 2024

Publisher

Diehl Metering GmbH
Donaustr. 120
90451 Nuremberg, Germany

Layout

Zygmund Sarl
B2B Communication Agency

Picture credits

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