

EMPOWER A SUSTAINABLE FUTURE

SUSTAINABILITY AND IMS REPORT 2025

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“Our responsibility is to turn experience into progress: helping utilities preserve essential resources, strengthening our own operations and moving forward together with the agility needed to build a more sustainable future.”

ENABLING SUSTAINABLE RESOURCE MANAGEMENT

For more than 160 years, Diehl Metering has advanced by combining resilience, innovation and responsibility. In 2025, this spirit once again guided our teams as we supported utilities through a changing environment. This sustainability report reflects not only what we achieved, but how we achieved it: by strengthening our solutions, improving our operations and staying committed to long-term value creation.

In 2025, Diehl Metering continued to show the strength and adaptability that have shaped our company for generations. In a year marked by geopolitical uncertainty, supply chain pressure and rising expectations from utilities, our teams responded with focus, agility and responsibility.

As a trusted partner for water and thermal energy utilities, our role is increasingly connected to one of society's most important challenges: the responsible management of essential resources. Through smart metering, connectivity and digital capabilities, we help make networks more efficient, resilient and transparent. These efforts support the reduction of water losses, the optimization of energy use and better decisions for communities.

Across all regions, strong customer momentum confirmed the trust placed in Diehl Metering. From large-scale deployments in the United States and Europe to district cooling in Singapore and continued progress in the Middle East, we supported utilities facing growing needs for flexibility, security and long-term efficiency.

Sustainability also guided the way we worked internally. We strengthened our operations, achieved significant OPEX savings and continued to improve energy management across our organization. The renewal of our EcoVadis Gold rating and ISO 50001 certification reflects this commitment to responsible growth, operational excellence and continuous improvement.

Looking ahead, the needs of utilities and communities will continue to evolve in response to climate, regulatory and infrastructure challenges. Diehl Metering will continue to support this transition by developing reliable, secure and efficient solutions that help preserve essential resources, strengthen critical networks and create long-term value for customers, communities and the environment.

Yours,
Dr. Christof Bosbach,
CEO Diehl Metering

A photograph of two men in a modern office environment. They are both wearing white button-down shirts and are smiling while looking at a laptop screen. The man on the left is seen in profile, and the man on the right is facing slightly towards the camera. The background is a bright, out-of-focus office space with glass partitions. The text 'COMPANY PRESENTATION' is overlaid in white, bold, sans-serif font on the lower left side of the image, with a horizontal line underneath it.

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 19 400 employees worldwide and achieved a turnover of 5.4 billion euros in 2025. 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

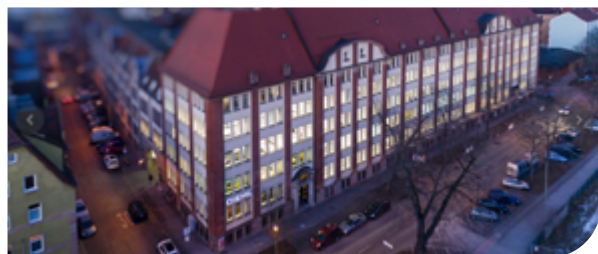
SUSTAINABILITY AND ETHICS ARE OUR ROOTS

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.
- 2003** Integration of the HYDROMETER Group into the Diehl Group.
- 2008** All business units become Diehl Metering.
- 2012** Diehl Metering Germany celebrates its 150th anniversary.
- 2019** Our HYDRUS 2.0 ultrasonic meter is launched.

Working for a sustainable future

- 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).
 - 2025** Diehl Metering achieves ISO 50001 certification for European production sites.
- Launch of the eco-designed ALTAIR V5.



CLICK OR SCAN
TO LEARN MORE
ABOUT OUR
HERITAGE

KEY FIGURES

OVER 1 900

EMPLOYEES
WORLDWIDE

520

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

17.9

MILLION
ULTRASONIC
METERS PRODUCED
TO DATE

39.2

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

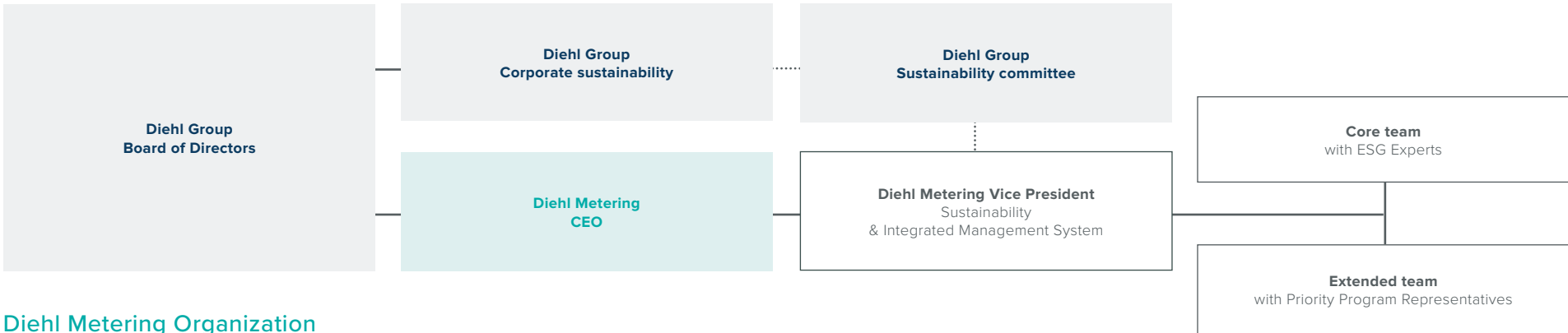
68.2

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

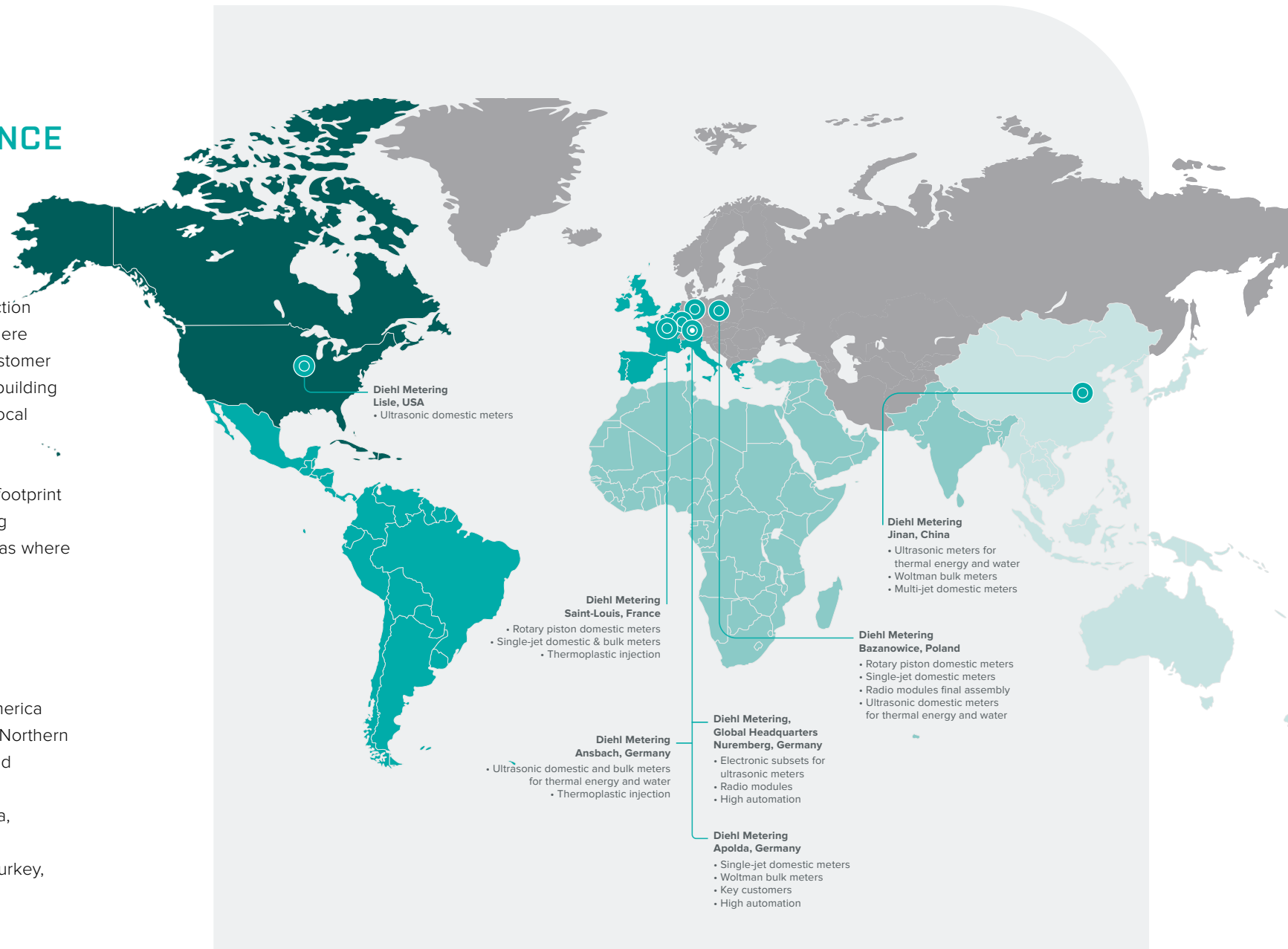
DIVISION BOARD	Diehl Metering CEO Speaker / Strategy / Personnal development		Diehl Metering COO Production / Development / Quality		Diehl Metering CSO Marketing / Sales		Diehl Metering CFO Commercial management	
BUSINESS UNITS	Metering & Connectivity				Analytics & Services			
	Corporate Innovation Management	People Management	Development	Global Operations & Supply Chain Management	Business Development & Partners	Sales Regions	Corporate Governance & Advisory	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



DATA THAT MEANS ECONOMIC, OPERATIONAL AND ENVIRONMENTAL IMPACT

For utilities, value does not come from collecting more data. It comes from identifying what matters, connecting it reliably, managing it intelligently and turning it into decisions that make a measurable difference. This is what we deliver: end-to-end metering solutions that help utilities understand their networks, act with confidence and improve performance over time.

Meter what matters

We provide high-performance metering components that capture essential data with accuracy and reliability.

Connect the future

We enable continuous data flows through robust IoT networks, creating the foundation for smart utility operations.

Manage data with purpose

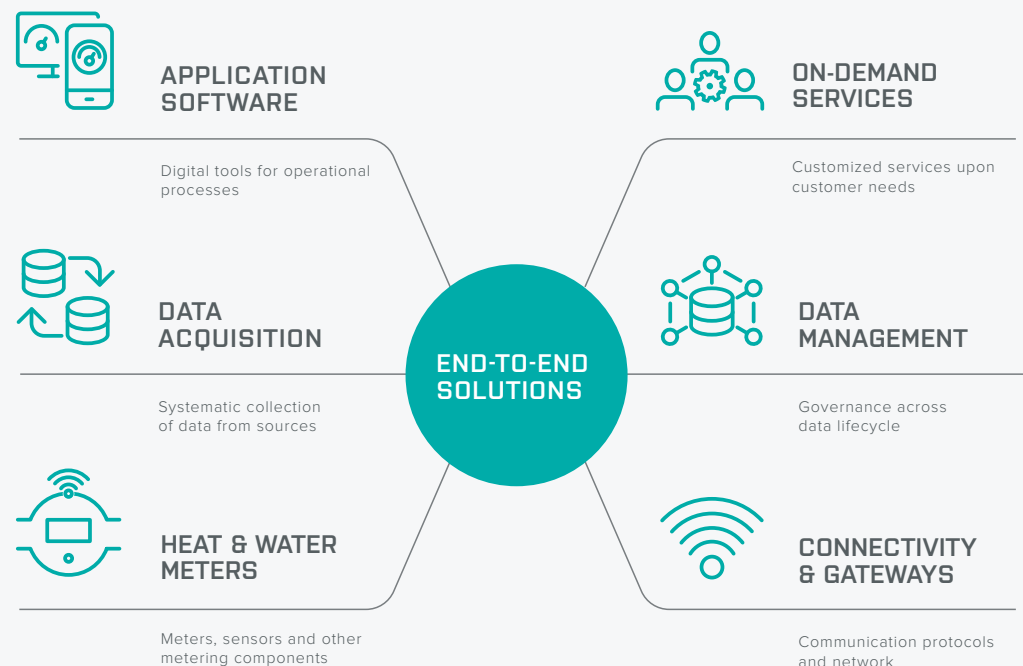
We support the full data lifecycle, making information reliable, usable and ready to create value.

Turn data into action

Through software and tailored services, we turn data into actionable intelligence, better decisions and measurable economic, operational and environmental impact.



TURN METERING DATA INTO INSIGHTS, ACTIONS AND RESULTS





“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.

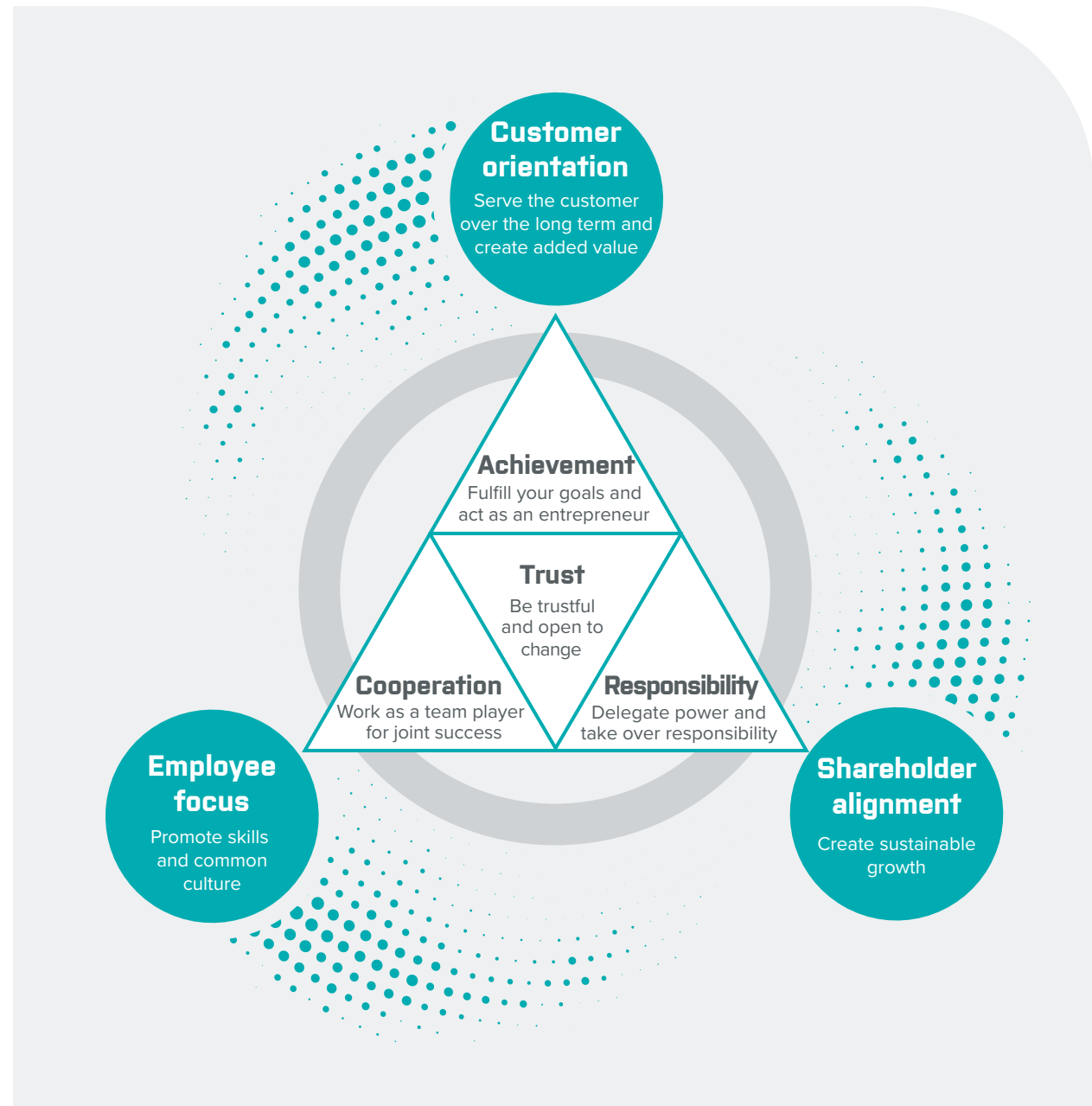
In all these ways, we bring our company claim to life:

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

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 thermal energy 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 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.

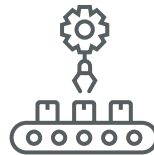
Our metrology team operates [accredited ISO 17025 testing laboratories](#) in several locations around the world. We cover all common test technologies, including calibration, acceptance and inspection tests. Furthermore, our testbench construction department develops and manufactures its own test facilities.



QUALITY ASSURANCE AT EVERY STEP OF THE PRODUCT LIFECYCLE



Technical Design



Manufacturing



Installation



Use



Repair



“We have created a Data Analytics department to better monitor the metrological performance of our products. This monitoring helps anticipate potential trends and verify counting performance throughout the product lifecycle. By enabling targeted action, we reduce unnecessary replacements and help lower the environmental impact linked to meter replacement.”

Michel Weber
Senior Head of Customer Quality

STRENGTHENING MEASUREMENT EXCELLENCE

As part of our commitment to measurement reliability, technical excellence and continuous improvement, we regularly perform Interlaboratory & Intralaboratory Comparisons (ILC) across our business units. These activities are key components of Diehl Metering's ISO/IEC 17025 quality assurance system and support compliance with international standards.

Over the past year, several ILC programs involved all internal laboratories, as well as customers and external partners, using Diehl Metering meters circulated between participating sites. Designed to verify measurement consistency, reproducibility and alignment, the comparisons were evaluated using the normalized error (En) methodology.

Across 12 ILC loops and 25 test bench results, all outcomes met the acceptance criterion $En < 1$, confirming satisfactory agreement, controlled uncertainty, robust and repeatable processes, and the excellence of our meters.



SUCCESS STORY

Diehl Metering has reached an important milestone in metrological performance and sustainability by becoming one of the first manufacturers in Germany to successfully complete the VDE/FNN qualification procedure for extending the calibration period of electronic meters.

In the German market, this qualification enables electronic meters to remain in use for an additional six years, provided that strict regulatory and metrological requirements are fulfilled. The procedure applies to all meter types and confirms their ability to maintain reliable measuring performance over time.

HYDRUS 2.0 successfully met these requirements, demonstrating the long-term stability of its measurement results. Customers can therefore use the meter for up to 12 years in total, with only one statistical sample check after six years.

This represents a significant advantage for customers, reducing both cost and administrative effort compared with mechanical meters, whose extension period is limited to a maximum of 3 years. By extending product lifetime, this achievement also supports resource efficiency and helps reduce replacement-related environmental impact.

DOUBLE MATERIALITY

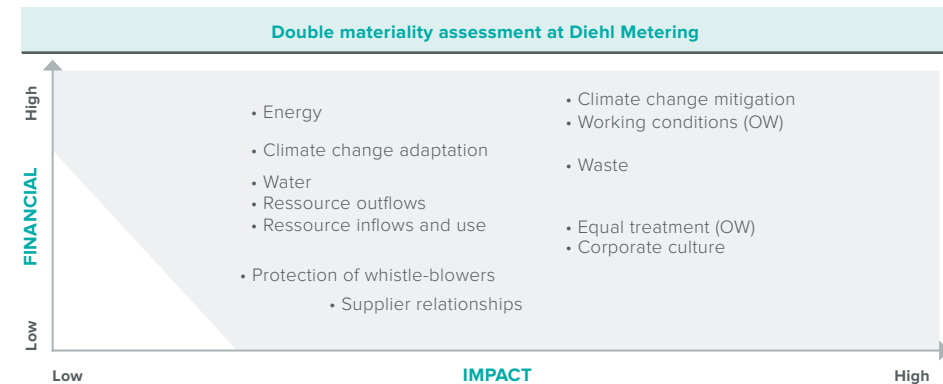


At Diehl Metering, we conduct risk assessments to protect our operations, reputation, and assets. By identifying our key stakeholder groups -employees, customers, partners, communities, and institutions- and understanding their expectations, we ensure effective and targeted risk mitigation.

Double materiality assesses sustainability through two lenses: how environmental, social and governance matters affect the company's resilience and long-term performance, and how the company's activities impact people, society and the environment. This dual perspective helps define the most relevant sustainability priorities for risk management, strategy and transparent reporting.

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		

Diehl Metering conducts a periodic review of its double materiality analysis to ensure that its sustainability priorities remain relevant and up to date. The latest review confirmed the existing results: 12 key sustainability matters across 3 areas remain central to our sustainability approach.



A woman with blonde hair in a bun, wearing a white tank top and a blue watch, is smiling and looking to the side. She is standing on a rooftop garden with various green plants. In the background, a city skyline is visible under a cloudy sky. The word "ENVIRONMENT" is written in large white letters on the left side of the image, with a horizontal line underneath it.

ENVIRONMENT



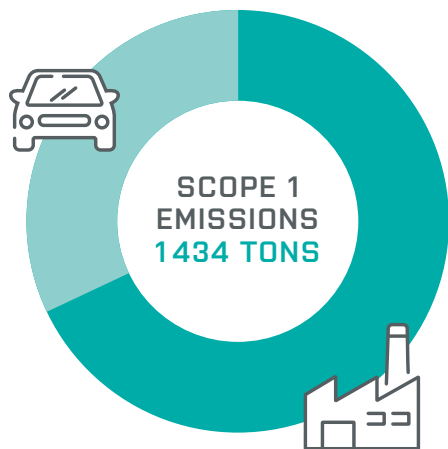
ADVANCING OUR DECARBONATION ACTION PLAN

Reducing greenhouse gas emissions is a core environmental priority for Diehl Metering and central to our long-term sustainability approach. To move from measurement to action, we are strengthening how we assess emissions, define priorities and prepare our decarbonation pathway.

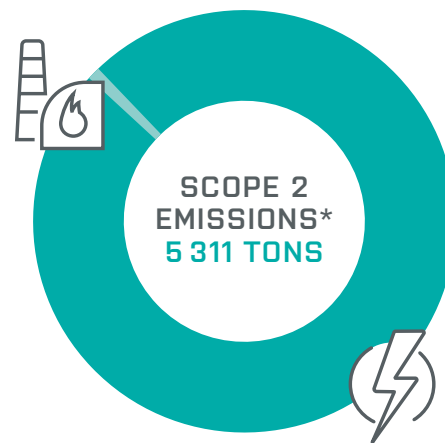
Through our Priority Programs, covering key areas such as value chain collaboration, sustainable practices and innovation, we drive continuous improvement across our operations and beyond. Each year, our greenhouse gas emissions across all 3 scopes are assessed by an external partner in line with the GHG Protocol, together with our internal sustainability department. This assessment helps us identify the main sources of emissions, monitor progress and support informed decision-making. At the same time, we are standardizing our methods to improve relevance, completeness, consistency, transparency and accuracy.

In June 2024, Diehl Metering joined the Science Based Targets initiative, committing to reach net-zero emissions by 2050. By June 2026, we aim to set science-based targets aligned with a 1.5°C pathway for direct and energy-related emissions, and well-below 2°C for indirect emissions across our value chain.

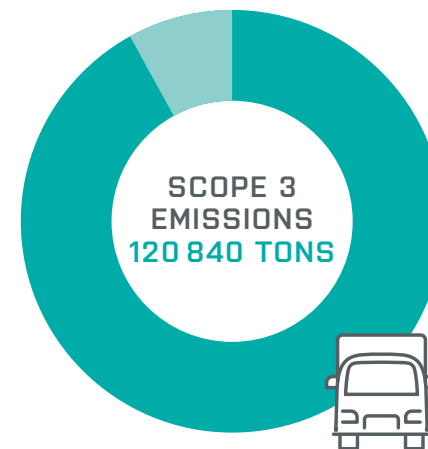
127 585 TONS OF CO₂ EQUIVALENT EMISSIONS IN 2025



**DIRECT EMISSIONS
FROM OUR OWN OPERATIONS**



**INDIRECT EMISSIONS
FROM PURCHASED ENERGY**



**INDIRECT EMISSIONS
FROM EXTERNAL VALUE-CHAIN**

*location based

SCOPE 1 AND 2 EMISSIONS IN TONS OF CO₂ EQUIVALENT



SCOPE 2 EMISSIONS



SCOPE 1 EMISSIONS

1 434
TONS
OF CO₂ EQ

5 311
TONS
OF CO₂ EQ

Diehl Metering GmbH
Ansbach, Apolda,
Nuremberg, Germany

■ 1 028 ■ 3 354



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

■ 173 ■ 376



Diehl Metering LLC
Lisle, USA

■ 22 ■ 114



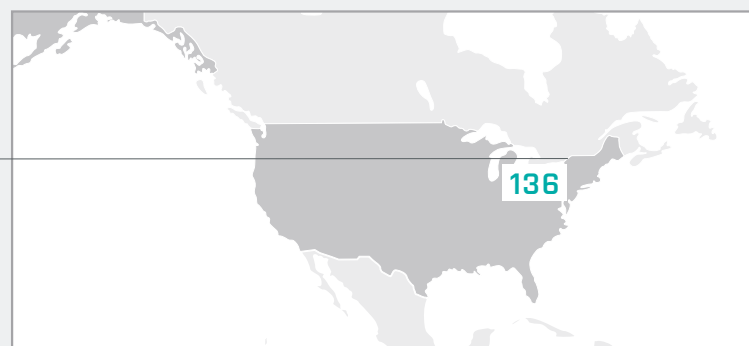
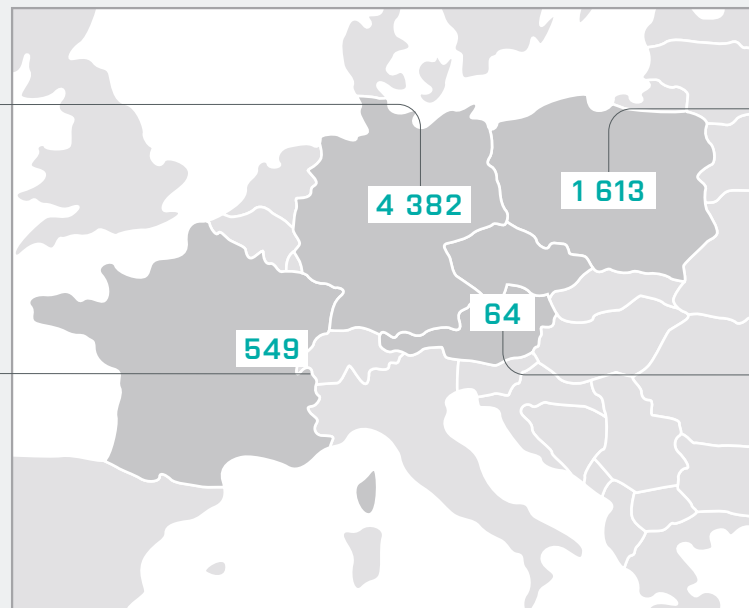
Diehl Metering sp.z.o.o.
Bazanowice, Poland

■ 210 ■ 1 403



Diehl Metering GesmbH
Wien, Austria

■ 0 ■ 64

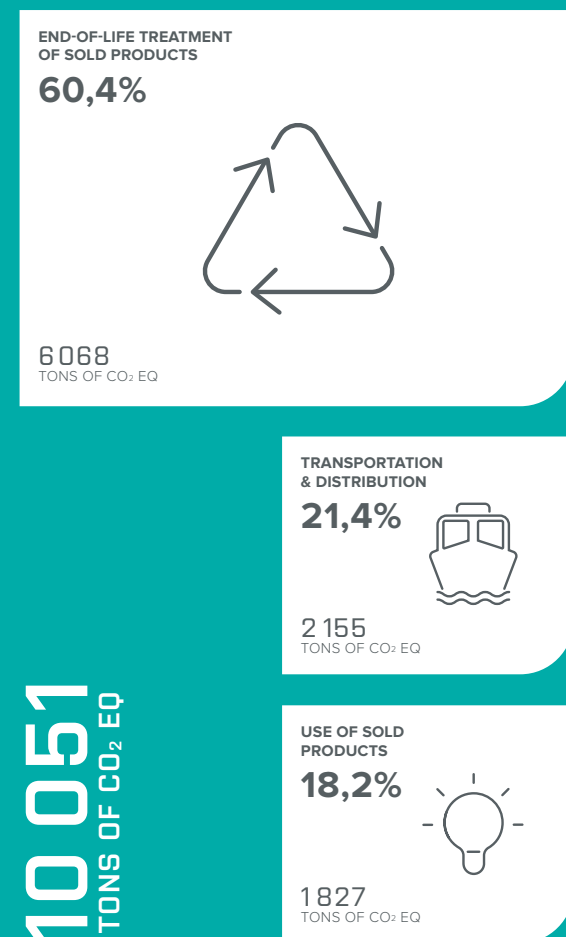


SCOPE 3 EMISSIONS IN TONS OF CO₂ EQUIVALENT

UPSTREAM EMISSIONS



DOWNSTREAM EMISSIONS



SCIENCE BASED TARGETS INITIATIVE (SBTi)

LEARN MORE

Dedicated sections of this report provide deeper insights into our key areas of action:

Ressource Management →

Circular Economy →

Ecodesign →

Customer Sustainability →

The Science Based Targets initiative (SBTi) helps companies set ambitious emissions reduction targets grounded in the latest climate science. For Diehl Metering, it provides a structured pathway towards net-zero and strengthens our commitment to transparent climate action. In 2025, we further advanced this approach by consolidating our decarbonization roadmap and aligning key actions with SBTi expectations.

CCF methodology and data quality

Key activities included a review of the Corporate Carbon Footprint (CCF) methodology, a check of data robustness, and the update of the 2024 CCF.

SBTi understanding and supplier engagement

Teams also deepened their understanding of SBTi guidelines and explored practical tools to onboard suppliers in the shared journey toward achieving science-based targets.

Voluntary carbon action plan

Beyond SBTi requirements, Diehl Metering prepared a carbon action plan, and identified priority emission reduction levers for action. Two workshops with Priority Program leaders and representatives led to a first draft of the carbon action plan, translating climate ambition into concrete measures.

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



Commit
2024



Develop



Submit
2026



Communicate



Disclose



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, enabling senior managers to receive structured feedback on their leadership practices.

In 2025, we continued this approach through an established Upward Feedback Process, extended to a wider group of managers. Survey results were reviewed within teams, and improvement measures were defined together with managers to support continuous progress.





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.

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 5,47 at the Diehl Metering level, well below our targeted value of 10 from Employers' Liability Insurance Associations (ELIA) in 2024. Health & Safety officers monitor this closely, working continuously to improve conditions, reduce physical strain, and enhance workplace ergonomics.

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.

Each year, Diehl Metering invites employees to bring their children to the company for a dedicated children's day. This initiative gives families insight into their parents' workplace while strengthening the connection between work and personal life.

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 more than 50 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.



At Diehl Metering, diversity and inclusion continue to grow. In 2025, women made up 44% of our workforce (up from 43%).

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, 3.3% of our employees have disabilities.

AGE DIVERSITY

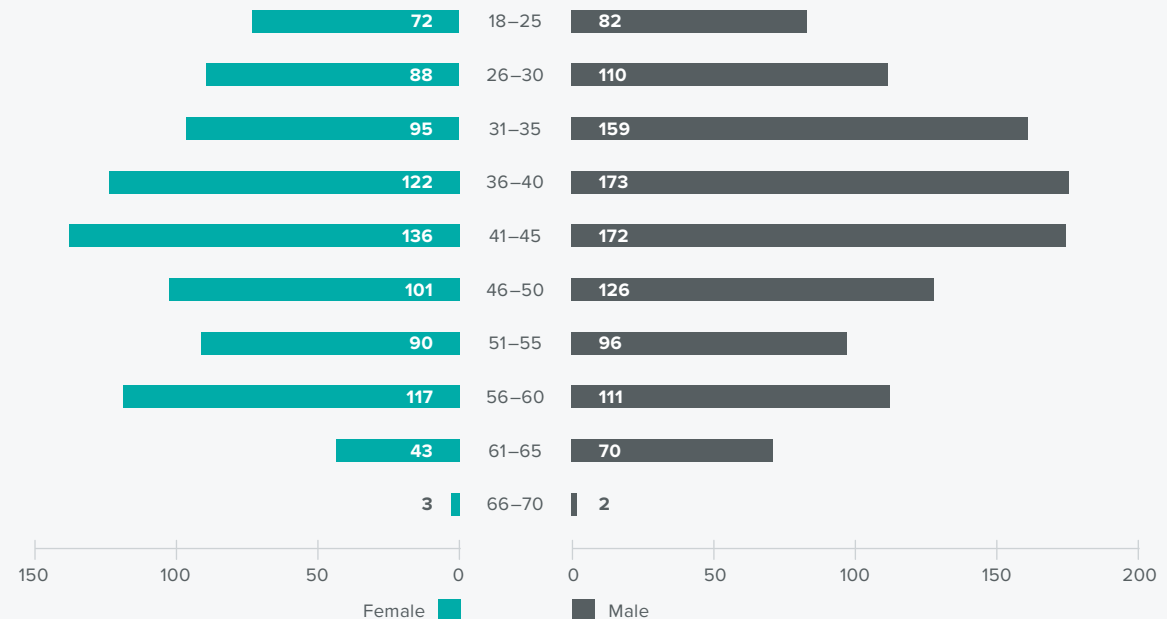
To attract young talent, Diehl Metering offers a variety of training opportunities across our sites. In France, we run a robust apprenticeship program for individuals aged 16 to 30, and beyond, through professionalization contracts.

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 2025



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



CAREERS BEGIN WITH TRANSPARENCY AND SHARED GROWTH

At Diehl Metering, recruitment is a structured pathway designed to help every candidate move forward with clarity and confidence. From first contact to onboarding, our approach supports fairness, transparency and long-term professional development for all.

The recruitment process at Diehl Metering is built as a complete career path, guiding candidates through each stage with openness and respect. Starting with an accessible application process, candidates receive clear information on expectations, interviews, assessments and next steps. This transparency helps them understand not only how we hire, but also who we are: a company driven by innovation, responsibility and sustainable impact.

Whether candidates are students, interns, experienced specialists or future leaders, the objective remains the same: to help them feel informed, respected and empowered. This approach improves efficiency while supporting fair and equal hiring. By sharing this recruiting journey, Diehl Metering gives applicants clearer access to opportunities. The process invites people to join a community where innovation and sustainability go hand in hand.

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.



THE SDGs THROUGH OUR ESG PILLARS AND FOCUS TARGETS

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 targeted 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: 74% of our main suppliers have signed the Supplier Code of conduct as of July 2026, 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

Sustainable Purchasing

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 (according to our SBTi commitment),
- actively supporting other priority programs, such as EcoDesign and Local for Local.

To support, drive and track our activities, we introduced meaningful KPIs with ambitious targets for our main suppliers, including SCoC signature rate, Supplier EcoVadis Medal Status and Supplier Region Risk.

These indicators are regularly monitored and formally reported to the Management Board. The entire purchasing organization completed Sustainability Training, while category leads, supported by a dedicated sustainability coordinator, drive improvement areas in close alignment with the global sustainability team, including detailed and accurate GHG data reporting.



“Sustainability and Purchasing reinforce each other. With sharp KPIs, engaged teams, defined ownership and strong alignment with our global sustainability function, we are accelerating ESG impact while delivering on our purchasing goals. Together, we create smart, efficient and transparent solutions that generate value for our company, suppliers, customers, employees and stakeholders.”

Florian Wasmeier
Strategic Purchaser, Germany

ECODESIGN

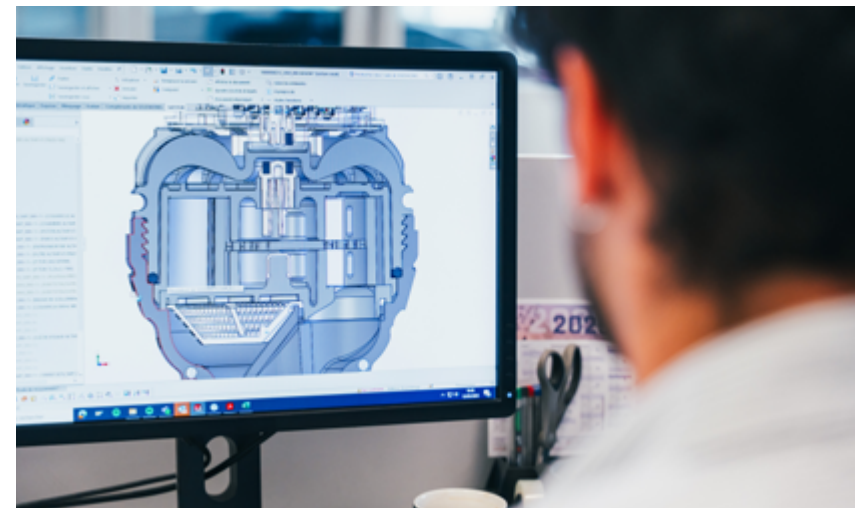
STRATEGY & GOALS

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 key levers for reducing impacts, including greater use of recycled materials.

Our main challenges include designing more sustainable products, reducing material consumption, and integrating recycled materials while meeting water regulation standards. We also aim to improve end-of-life management, including second-life solutions for composite materials, 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.

EXTENDING FREE-POTTING
FOR LOWER IMPACTSUSTAINABLE
BY DESIGN

Implemented in 2024, the free-potting concept replaces potting with desiccant to reduce environmental impact.

IMPROVED
END-OF-LIFE

By separating electronic components from plastic parts, the design improves recyclability at end of life.

NO IMPACT
DURING USE PHASE

Primary battery able to deliver energy to the radio during its entire lifetime

EXTENDED
TO NEW RADIOS

In 2025, this concept is being extended to three new clip-on module models in development.

MEASURABLE
CLIMATE BENEFITS

Removing potting material reduces the environmental impact of each radio by 10% to 15%, helping avoid around 1,500 tCO₂eq by 2030.

LOCAL FOR LOCAL

STRATEGY & GOALS

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.

A TARGETED APPROACH TO LOCALIZATION

Our Local for Local strategy aims to bring production, technology and know-how closer to the markets we serve. By strengthening local capabilities where relevant, Diehl Metering can better respond to customer needs, reduce complexity and support more resilient operations. Because many of our products include highly specialized components, localization must be approached with precision. Our roadmap identifies what can be produced locally, what should remain centralized and where transferring expertise creates the greatest value. This pragmatic approach helps us balance efficiency, quality and proximity while supporting long-term sustainability across our global footprint.



ACHIEVEMENTS & ACTIONS

LOCALIZATION FOR LASTING REGIONAL VALUE

In 2025, our actions focused not only on increasing regional production capacity, but also on reinforcing the social and economic contribution of the communities where we operate. Localization is therefore not only an industrial strategy; it is also a catalyst for skills development, job creation and long-term regional autonomy.

This approach was particularly visible in North America, where Diehl Metering significantly reinforced its footprint. Today, 97% of HYDRUS meters for the US market are locally assembled, and 64% of components are sourced from local suppliers. This shift helps reduce transport-related emissions, improve supply chain resilience, shorten lead times and support the development of qualified industrial jobs in the region.



97% of HYDRUS meters sold in the USA were assembled locally in 2025, up from 49% in 2023.

- Housing plastic parts are now produced in the USA with localized raw material supply.
- New production line in Mexico launched in September 2024 to supply electronics. Benefits are reduced carbon footprint, faster lead times, and supply chain resilience.
- Project started in June 2023, inaugurated in August 2024.

ACHIEVEMENTS & ACTIONS

KNOWLEDGE TRANSFER IN ACTION

Uzbekistan illustrates the long-term value of our Local for Local strategy. By working closely with our industrial partner, Diehl Metering supported the progressive transfer of know-how needed to produce water meters locally, in line with our quality standards.

This approach strengthens local capabilities by developing skills, qualified jobs and regional supply chains, while reducing long-distance shipments, lead times and lowering CO₂ emissions thanks to localized components production. It also supports greater operational autonomy in the region.

We strengthen regions by creating skilled jobs, building resilient local supply chains, reducing environmental impact, and enabling partners to operate with full autonomy.

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.





“One of the things I value most after many years at Diehl Metering is how much I’ve learned from the people around me. Working with colleagues from different countries, cultures, and experiences has shown me how different perspectives can enrich us and help us grow, both individually and together as a team. In work and in life, things are always changing, and for me, culture is about appreciating what each person brings, growing together, and supporting one another along the way.”

Shan Bradley,
Global Business Partner, France

ACHIEVEMENTS & ACTIONS

EMPOWER CULTURE TOGETHER

In 2025, Diehl Metering celebrated its first global Culture Day, bringing colleagues together across continents and time zones under the theme Empower. Culture. Together. The event highlighted our seven guiding principles: Customer Orientation, Employee Focus, Shareholder Alignment, Trust, Achievement, Responsibility and Cooperation. Through engaging activities such as photobooths, puzzle races, bingo and karaoke, employees were invited to experience these values in a practical, memorable way, fostering laughter, reflection and teamwork.

A seven-week intranet challenge encouraged employees to deepen their understanding of our shared culture, with participants entered to win a global culture gift box.

Together, these initiatives strengthened connection, celebrated diversity and reinforced our shared values.

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.

CREATING EQUAL OPPORTUNITIES

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.

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.



Turning Data into Resource Savings

Diehl Metering contributes to a more sustainable environment by supporting water loss reduction, digitalization and efficient resource management.

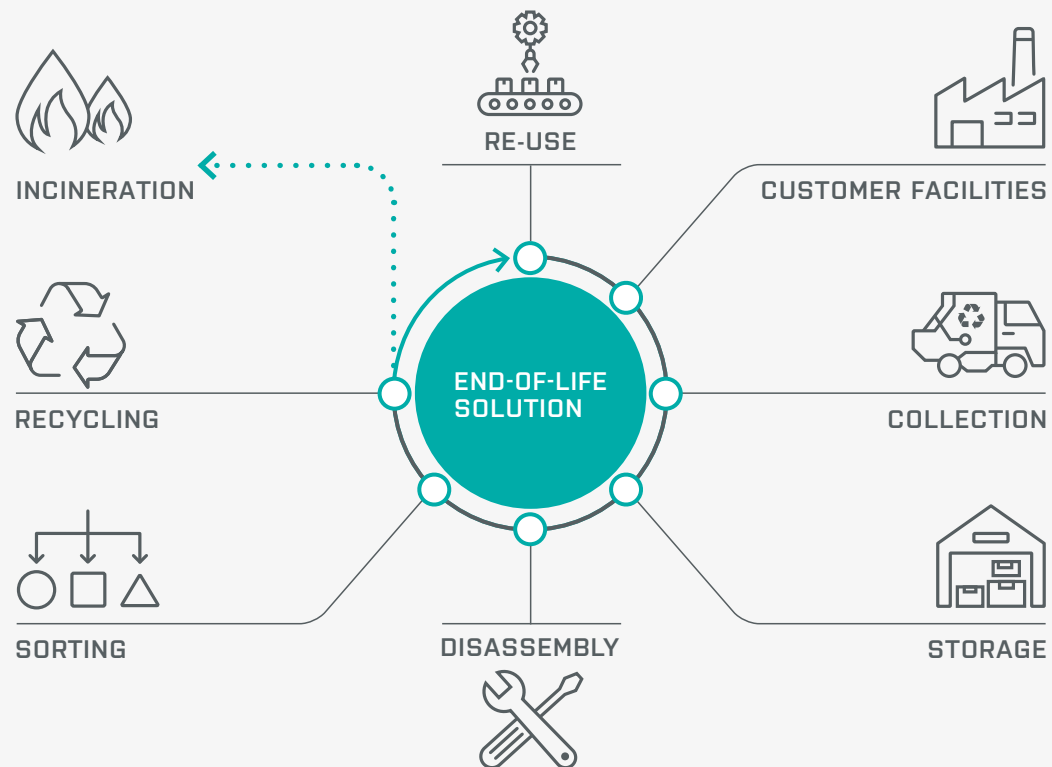
- In Italy, with Alto Trevigiano Servizi, Water Loss Management helps improve network monitoring and localize leaks in an area facing up to 65% water losses and frequent pipe breaks.
- In Germany, for the City of Königsbrunn, predictive leak detection supports the reduction of water loss and helps protect resources.
- In Kenya, the first large-scale ultrasonic metering deployment with the Water Sector Trust Fund offers strong potential to reduce water losses.
- In Greece, with EYATH Thessaloniki, modern Automated Meter Reading solutions help provide clearer consumption data, encouraging end users to adopt more responsible water behaviors.
- In Denmark, for Svendborg Fjernvarme, replacing 5,200 heat meters with a robust, secure data solution supports district heating decarbonation, renewable energy integration and improved network efficiency.

ACHIEVEMENTS & ACTIONS

STRENGTHENING PRODUCT LIFECYCLE

Following last year's review of customer needs, existing end-of-life solutions and industry benchmarks, Diehl Metering decided in 2025 to strengthen its approach to meter recycling and Extended Producer Responsibility.

We aim to implement a structured internal process, build the necessary competencies and ensure consistent compliance across European requirements for equipment, batteries and packaging. With a customer-centric focus, we aim to become an end-to-end solution provider, supporting customers from meter installation to collection and recycling. This approach strengthens full lifecycle management, creates additional service opportunities, improves product recycling rates, reduces the product CO₂ footprint and contributes to a more circular value chain. It also supports our ambition to become a sustainable company and our SBTi commitment.



MANAGEMENT OF RESOURCES

STRATEGY & GOALS

Global challenges such as climate change, resource scarcity and increasing competition require more efficient resource use.

At the same time, innovative solutions for energy supply and monitoring offer new opportunities. We are working to optimize our resource consumption and the technologies that support our value creation.

SUSTAINABLE SITE MANAGEMENT STRATEGY

To further optimize resource use, Diehl Metering has defined sustainable site management as a shared approach for its production sites. The goal is to reduce resource consumption through coordinated action on site infrastructure, energy procurement, waste reduction and water use.

This strategy is based on stronger knowledge transfer between sites, enabling teams to share proven practices and implement improvements more consistently.

By setting a common framework, we aim to improve energy-related decision-making, reduce operational waste and limit water consumption across our production footprint.

A global energy team, bringing together representatives from individual sites, is planned to further coordinate initiatives and accelerate improvements. With these actions, we are strengthening collaboration, improving follow-up and moving steadily toward our environmental targets.

ACHIEVEMENTS & ACTIONS

CERTIFIED ENERGY MANAGEMENT IN ACTION

A major milestone was the successful ISO 50001 certification of our energy management system for European production sites. This framework enables our sites to work together more effectively, strengthen expertise in energy and environmental protection, and secure long-term certifications in environment and energy management.

Through this shared approach, Diehl Metering has defined clear objectives:

- We will be climate-neutral by 2045.
- We will reduce Scope 1 and 2 emissions by 40% by 2030, compared with 2021.
- We will use 50% renewable energy by 2035.
- We will reduce commercial waste* by 10% by 2035, compared with 2023.
- We will reduce water consumption by 10% by 2035, compared with 2023.
- We will continue developing expertise in energy and environmental protection.

* according to the definition of the Gewerbeabfallverordnung (GewAbfV)



SOCIAL

ENVIRONMENT

ECONOMIC

BECOME A SUSTAINABLE COMPANY

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

Sustainable Site Management

Global Transition Plan

Building & Infrastructure

Overview & forecast of investments and costs, prioritization, Site strategy

Energy

Energy (electricity, gas, oil, diesel...) purchasing, trends, reduction projects, self-generating, green energy

Water & Waste

Projects
Purchasing
Recycling

Energy Management System according to ISO 50001
Global EnPIs, Global Targets, Global Actions

ACHIEVEMENTS & ACTIONS

ACCELERATING RENEWABLE ENERGY USE

A key achievement in 2025 was the switch to 100% green electricity at our production sites in France, Germany and Poland, supported by power purchase agreements and guarantees of origin.

At Bazanowice, all light sources were replaced with LED technology, while compressed air systems were tested to detect and repair minor leaks, helping limit energy consumption growth despite increased production. We also advanced low-carbon heat solutions, installing a wood chip heating system for nearly the entire Ansbach site and connecting Apolda to the city's district heating network.

To plan targeted resource-saving measures, we developed a standardized energy measurement concept, with Apolda as reference site, monitored through our own IZAR Portal system.



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

REDUCING WASTE THROUGH SHARED ACTION

As part of a feasibility study on reducing commercial waste, Diehl Metering developed concrete measures to support its long-term resource goals.

One example is the switch to returnable packaging for selected products, helping reduce waste and improve material use. Regular meetings of the energy teams are held to discuss actions, monitor implementation and share progress across sites.



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 FOR RESPONSIBLE VALUE CREATION

Our governance framework supports effective decision-making and long-term value creation for the benefit of all stakeholders.

To ensure transparency, Diehl Metering is committed to reporting regularly on its sustainability progress and strengthening the way responsible business practices are embedded across the organization.

As part of the Diehl Group, our activities are guided by integrity, fairness and compliance with applicable laws and regulations in the countries where we operate.

The Diehl Group General Business Principles, our Code of Conduct, provide clear guidance for ethical and responsible conduct.

Our roadmap also aligns with key regulatory frameworks, including the European Union Taxonomy, with 100% of our activities meeting its criteria.

In line with the Corporate Sustainability Reporting Directive, we will publish a sustainability report in 2027 based on the European Sustainability Reporting Standards. We also continue strengthening Anti-Corruption and Ethics practices through risk-based due diligence measures.

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.

Building on the training program implemented in 2024, Diehl Metering continued to strengthen its awareness and compliance approach in 2025. The system now operates as an ongoing process, with employees receiving role-specific refresher training according to their risk exposure.

Regular updates on current changes help ensure that knowledge remains relevant, practices stay aligned with requirements and continuous improvement is embedded across the organization.

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.

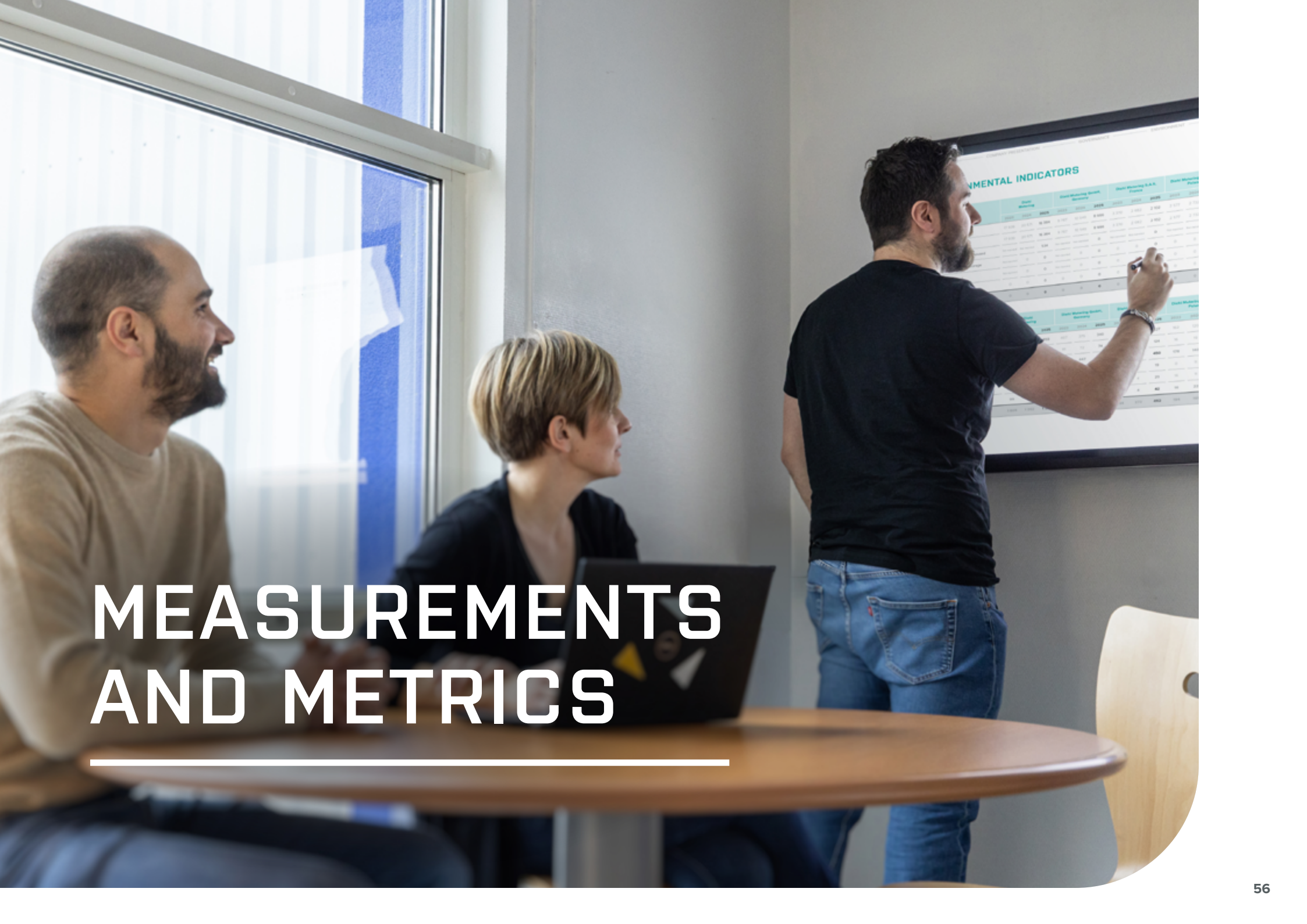
We also regularly review our business processes to assess if they still comply with the General Business Principles. This is pivotal for identifying compliance issues and investigating potential violations. The Compliance Committee is responsible for developing regulations, enhancing training, and ensuring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



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	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Fuel consumption from coal and coal products	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fuel consumption from crude oil and petroleum products	914	3 164	2 467	636	1 631	1 298	278	1 088	741	Not reported	445	428	Not reported	0	0	0	0	0	0	0	0
Fuel consumption from natural gas	6 196	5 996	4 526	5 022	4 938	3 315	707	546	567	385	512	534	0	0	0	0	0	0	82	0	110
Fuel consumption from other fossil sources	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Consumption of purchased or acquired energy from fossil sources	130	3 680	502	Not reported	3 009	0	Not reported	199	33,0	Not reported	0	0	130	102	127	Not reported	272	244	Not reported	98	98
Fossil sources	7 110	12 839	7 495	5 658	9 578	4 613	985	1 833	1 341	385	957	962	Not reported	102	127	Not reported	272	244	82	98	208
Nuclear sources	Not reported	4 896	308	Not reported	144	0	Not reported	4 583	148	0	0	0	0	0	0	0	0	0	Not reported	169	160
Fuel consumption from renewable sources including biomass	Not reported	145	1 197	Not reported	145	1 197	Not reported	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Consumption of purchased or acquired energy from renewable sources	87	7 010	13 912	Not reported	4 880	7 435	Not reported	252	4 319	Not reported	1 489	1 752	87	259	288	Not reported	81	73	Not reported	48	45
Consumption of self-generated non-fuel renewable energy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Renewable sources	87	7 155	15 109	Not reported	5 025	8 632	Not reported	252	4 319	Not reported	1 489	1 752	87	259	288	Not reported	81	73	Not reported	48	45
Total energy consumption	22 183	24 890	22 912	13 611	14 747	13 245	5 885	6 668	5 808	1 652	2 446	2 714	373	361	415	330	353	317	332	314	413

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	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total water withdrawal	17 939	20 571	16 384	9 787	10 549	8 666	3 370	2 682	2 102	2 577	2 732	2 807	702	626	1 001	902	882	1 004	601	3 100	804
Total water discharge	17 939	20 571	16 384	9 787	10 549	8 666	3 370	2 682	2 102	2 577	2 732	2 807	702	626	1 001	902	882	1 004	601	3 100	804
Total water recycled and reused	Not reported	Not reported	534	Not reported	Not reported	0	Not reported	Not reported	0	Not reported	Not reported	534	Not reported	Not reported	0	Not reported	Not reported	0	Not reported	Not reported	0
Change in total water storage	Not reported	0	0	Not reported	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total water stored	Not reported	0	0	Not reported	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total water consumption in areas at material water risk	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total water consumption	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Non-hazardous waste - Diverted from disposal	1 182	894	893	407	375	340	291	260	327	162	120	183	129	134	41	6	4	2	188	0	0
Non-hazardous waste - Directed to disposal	335	215	356	111	72	74	88	109	124	16	19	15	14	13	140	0	0	0	100	1	4
Non-hazardous waste	1 511	1 109	1 249	518	447	414	379	369	450	178	140	198	143	148	181	6	5	2	287	1	4
Hazardous waste - Diverted from disposal	0,1	39	113	0	19	82	0	0	19	0	11	0,023	0,08	9	0,2	0,0033	0	0	0	0	12
Hazardous waste - Directed to disposal	98	115	160	73	94	90	5	4	23	16	11	20	0,04	4	6	4	1	1	0	1	20
Hazardous waste	99	154	273	73	113	172	5	4	42	16	22	20	0,12	13	6	4	1	1	0	1	32
Total waste generated	1 609	1 262	1 522	591	560	586	384	373	492	194	161	218	143	161	187	9	6	3	287	2	36

GREENHOUSE GAS EMISSIONS

Greenhouse gas emissions (t of CO ₂ 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	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Scope 1	2 010	2 012	1 434	1 306	1 442	1 028	436	274	173	178	209	210	74	70	0	0	0	0	17	17	22
Scope 2 (location-based)	4 010	4 496	5 311	2 546	3 022	3 354	321	209	376	798	1 193	1 403	60	54	64	197	0	0	88	126	114
Scope 2 (market-based)	2 635	2 728	204	1 984	2 471	1	321	80	10	0	0	0	45	35	56	197	0	0	88	143	137
Scope 3	148 234	132 564	120 840	110 626	57 641	62 994	75 284	69 020	76 939	22 663	33 509	34 353	18 883	10 123	10 632	2 887	9 990	2 788	5 808	7 679	5 599
Category 1 Purchased goods and services	114 567	95 220	93 777	98 308	45 363	52 215	69 048	54 548	65 911	19 961	25 946	30 426	8 376	8 790	9 605	2 230	9 121	2 002	4 561	5 738	4 400
Category 2 Capital goods	3 924	12 349	6 896	1 398	3 460	2 612	1 047	5 341	2 710	607	2 817	1 482	41	34	68	254	58	15	576	639	9
Category 3 Fuel and energy related activities	1 101	1 688	1 463	776	1 118	863	197	210	222	38	292	336	28	38	17	38	0	0	24	30	25
Category 4 Upstream transportation and distribution	4 049	1 154	1 064	1 209	443	335	1 933	645	856	206	153	309	120	116	117	91	80	44	489	367	256
Category 5 Waste generated in operations	87	654	779	15	382	456	8	122	160	4	98	91	3	42	28	1	5	2	56	4	42
Category 6 Business travel	1 048	2 338	2 460	606	786	811	321	856	966	12	127	127	28	91	112	57	138	112	23	340	331
Category 7 Employee commuting	2 638	3 816	4 011	1 051	1 676	1 618	770	1 206	1 157	527	561	894	71	41	87	147	186	153	71	144	101
Category 8 Upstream leased assets	Not reported	314	338	Not reported	Not reported	Not reported	Not reported	Not reported	139	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported	198	198	Not reported	Not reported	Not reported
Category 9 Downstream transportation and distribution	19 051	5 329	2 155	6 233	1 868	1 559	1 600	3 750	942	1 297	211	363	9 883	6	102	37	74	24	0	0	0
Category 11 Use of sold products	1 632	3 256	1 827	987	991	953	278	1 199	256	6	18	150	331	965	280	29	79	188	0	4	0
Category 12 End-of-life treatment of sold products	138	6 446	6 068	42	1 554	1 572	81	1 143	3 620	3	3 285	175	3	Not reported	216	1	50	50	8	414	435
Location-based corporate carbon footprint	154 254	139 072	127 585	114 478	62 105	67 376	76 041	69 503	77 488	23 639	34 912	35 966	19 017	10 247	10 696	3 084	9 990	2 788	5 913	7 823	5 735
Marked-based corporate carbon footprint	152 879	137 304	122 478	113 916	61 553	64 023	76 041	69 374	77 122	22 841	33 719	34 563	19 002	10 228	10 688	3 084	9 990	2 788	5 913	7 839	5 758

SOCIAL INDICATORS

Metrics 31.12	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	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total employees	1 910	1 951	1 968	928	934	911	387	403	403	439	451	500	56	54	52	71	60	53	29	49	49
Permanent employees (average)	1626	1651	1833	841	855	845	344	352	363	287	295	473	56	51	49	70	62	54	28	36	49
Thereof female	657	670	802	310	317	317	120	123	123	184	188	313	13	11	12	24	20	18	6	11	19
Thereof male	969	981	1 031	531	538	528	224	229	240	103	107	160	43	40	37	46	42	36	22	25	30
Temporary employees (average)	284	296	157	87	84	75	43	50	46	152	157	32	0	4	4	1	1	0	1	0	0
Thereof female	145	165	75	33	31	27	21	25	23	90	108	25	0	1	0	0	0	0	1	0	0
Thereof male	139	131	82	54	53	48	22	25	23	62	49	7	0	3	4	1	1	0	0	0	0
Rate of employee turnover in %*	Not reported	Not reported	14%	Not reported	Not reported	10%	Not reported	Not reported	17%	Not reported	Not reported	17%	Not reported	Not reported	8%	Not reported	Not reported	15%	Not reported	Not reported	20%
Employees who have left the undertaking	Not reported	Not reported	269	Not reported	Not reported	92	Not reported	Not reported	71	Not reported	Not reported	84	Not reported	Not reported	4	Not reported	Not reported	8	Not reported	Not reported	10
Non-employees (average)	160		178	90	82	92	17	3	22	24	10	37	1	2	3	1	0	0	27	66	24
Thereof self-employed people	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported
Thereof people provided by undertakings	Not reported	Not reported	178	Not reported	Not reported	92	Not reported	Not reported	22	Not reported	Not reported	37	Not reported	Not reported	3	Not reported	Not reported	0	Not reported	Not reported	24
Employees covered by bargaining agreement	1351	1355	1 360	908	898	905	387	403	403	0	0	0	56	54	52	0	0	0	0	0	0
Employees covered by bargaining agreement in %	71%	69%	69%	98%	96%	99%	100%	100%	100%	0%	0%	0%	100%	100%	100%	0%	0%	0%	0%	0%	0%
Employees covered by workers' representatives	1 810	1 842	1 866	928	934	911	387	403	403	439	451	500	56	54	52	0	0	0	0	0	0
Employees covered by workers' representatives in %	95%	94%	95%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%
Top management level employees	4	4	4	No division board structure at this level																	
Thereof female	1	1	1																		
Thereof male	3	3	3																		

*This overall figure also includes students and apprentices who have left.

SOCIAL INDICATORS

Metrics 31.12	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	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total employees <30	318	320	308	114	102	93	84	85	77	98	108	114	11	8	7	6	4	3	5	13	14
Total employees 30-50	1050	1092	1 128	460	488	488	222	232	241	266	270	300	25	27	25	62	54	50	15	21	24
Total employees >50	539	539	532	354	344	330	81	86	85	73	73	86	19	19	20	3	2	0	9	15	11
Total percentage employees by age group	Not reported	Not reported	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Thereof employees <30	17%	16%	16%	12%	11%	10%	22%	21%	19%	22%	24%	23%	20%	15%	13%	8%	7%	6%	17%	27%	29%
Thereof employees 30-50	55%	56%	57%	50%	52%	54%	57%	58%	60%	61%	60%	60%	45%	50%	48%	87%	90%	94%	52%	43%	49%
Thereof employees >50	28%	28%	27%	38%	37%	36%	21%	21%	21%	17%	16%	17%	34%	35%	38%	4%	3%	0%	31%	31%	22%
Employees paid below adequate wage	Not reported	Not reported	0	Not reported	Not reported	0	Not reported	Not reported	0	Not reported	Not reported	0	Not reported	Not reported	0	Not reported	Not reported	0	Not reported	Not reported	0
Percentage employees paid below adequate wage	Not reported	Not reported	0%	Not reported	Not reported	0%	Not reported	Not reported	0%	Not reported	Not reported	0%	Not reported	Not reported	0%	Not reported	Not reported	0%	Not reported	Not reported	0%
Employees with disabilities	64	65	64	46	49	50	14	16	14	3	0	0	0	0	0	1	0	0	0	0	0
Percentage employees with disabilities	3%	3%	3%	5%	5%	5%	4%	4%	3%	1%	0%	0%	0%	0%	0	1%	0%	0%	0%	0%	0%

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	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total training hours employees (average)	Not reported	Not reported	35 019	Not reported	Not reported	19 747	Not reported	Not reported	6 949	Not reported	Not reported	7 127	Not reported	Not reported	1 003	Not reported	Not reported	934	Not reported	Not reported	218
Thereof female	Not reported	Not reported	14 071	Not reported	Not reported	6 391	Not reported	Not reported	2 694	Not reported	Not reported	4 428	Not reported	Not reported	340	Not reported	Not reported	457	Not reported	Not reported	73
Thereof male	Not reported	Not reported	20 948	Not reported	Not reported	13 356	Not reported	Not reported	4 255	Not reported	Not reported	2 699	Not reported	Not reported	663	Not reported	Not reported	477	Not reported	Not reported	145
Average training hours per employee (average)	Not reported	Not reported	18	Not reported	Not reported	21	Not reported	Not reported	17	Not reported	Not reported	14	Not reported	Not reported	19	Not reported	Not reported	17	Not reported	Not reported	4
Average training hours per female employee (average)	Not reported	Not reported	16	Not reported	Not reported	19	Not reported	Not reported	18	Not reported	Not reported	13	Not reported	Not reported	28	Not reported	Not reported	25	Not reported	Not reported	4
Average training hours per male employee (average)	Not reported	Not reported	19	Not reported	Not reported	23	Not reported	Not reported	16	Not reported	Not reported	16	Not reported	Not reported	16	Not reported	Not reported	13	Not reported	Not reported	5
Total hours worked employees	Not reported	Not reported	2926 035	Not reported	Not reported	1279 628	Not reported	Not reported	563 152	Not reported	Not reported	818 908	Not reported	Not reported	81 906	Not reported	Not reported	93 182	Not reported	Not reported	89 258
Employees entitled to take family-related leave (average)	1910	1911	1940	928	939	920	387	402	409	439	452	504	56	55	53	71	63	54	29	0	0
Total entitled employees who took family-related leave (average)	166	152	86	77	48	45	21	15	9	49	86	30	4	2	2	15	1	0	0	0	0
Thereof female	104	107	58	47	28	22	4	3	9	39	73	26	4	2	1	10	1	0	0	0	0
Thereof male	62	45	28	30	20	23	17	12	0	10	13	4	0	0	1	5	0	0	0	0	0
Percentage entitled employees who took family-related leave (average)	9%	8%	4%	8%	5%	5%	5%	4%	2%	11%	19%	6%	7%	4%	4%	21%	2%	0%	0%	0%	0%
Thereof female	5%	6%	3%	5%	3%	2%	1%	1%	2%	9%	16%	5%	7%	4%	2%	14%	2%	0%	0%	0%	0%
Thereof male	3%	2%	1%	3%	2%	3%	4%	3%	0%	2%	3%	1%	0%	0%	2%	7%	0%	0%	0%	0%	0%

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.



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Diehl Metering**



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