



SUSTAINABILITY REPORT FOR FINANCIAL YEAR 2024

GSK Stockmann: Our Commitment To A More Sustainable Tomorrow



YOUR PERSPECTIVE.
[GSK.DE](https://www.gsk.de) | [GSK-LUX.COM](https://www.gsk-lux.com)



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Foreword



Dear readers,

Sustainability relies on making decisions that contribute to ecological and social change in ways both big and small. Of course, how these interact with economic goals is also important, though the short- and long-term effects are often assessed differently. Ultimately, however, what matters is taking action.

Taking action is more than just a synonym for “doing”, “undertaking” or “carrying out”. It also means committing to a goal. Commitment is a term that suits GSK Stockmann well, as is clear from this, our fourth annual Sustainability Report. We think sustainably in the interests of our clients and employees and factor environmental and social concerns into everything that we do. For us, being committed to both our business interests and social issues is not a contradiction in terms. At GSK Stockmann, we find a way to combine satisfied clients with more time for family and personal interests outside of work. We provide our clients with the full attention and expertise they have come to

expect, while ensuring that our employees have the flexibility they need to live their lives. This requires effective organisation, trust and communication. And we’ve shown that we’re up to the task.

The aim of this sustainability report for the 2024 financial year is to provide transparency regarding the various ways in which sustainability is integrated into our day-to-day work processes and beyond. We are extremely passionate about the initiatives presented here, and are thrilled to see them grow in number each year. We hope you enjoy reading the report!

Dr Justus Jansen Dr Oliver Glück

GSK Stockmann as a firm

GSK Stockmann is a leading independent European corporate law firm with a strategic focus on innovation, digitalisation and sustainable legal advice. Over 250 professionals advise German and international clients at our locations in Berlin, Frankfurt/M., Hamburg, Heidelberg, London, Luxembourg and Munich.

Our vision of shaping transformation and growth as a trusted adviser to our clients is the driving force behind everything we do. GSK Stockmann is the law firm of choice for Real Estate and Financial Services. In addition, we have deep-rooted expertise in key sectors including Funds, Capital Markets, Public, Mobility, Energy and Healthcare.

With wide-ranging expertise including M&A, private equity & venture capital, dispute resolution, tax, compliance, restructuring, IP & IT, data protection, antitrust and employment law, our dedicated teams have the experience to find the right solution for businesses and other organisations.

As part of our international growth strategy, we opened our own representative office in London in 2022, our second international location after Luxembourg, and remain on a steady growth trajectory. The London team focuses particularly on advising on complex transactions structured via Luxembourg and Germany in the aforementioned sectors.

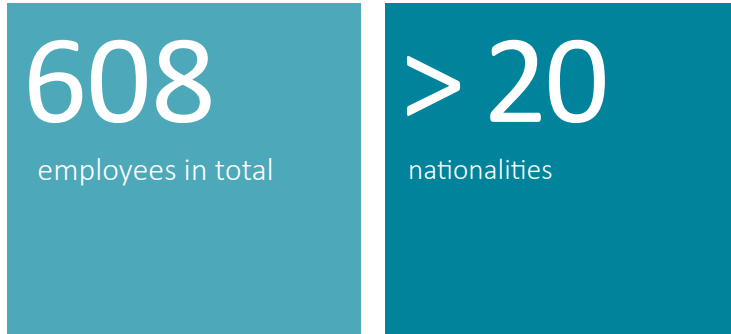
We believe that digitalisation, adherence to the highest quality standards and collaboration across teams and locations are essential for our success. This is reflected in the continuous refinement of our processes and the implementation of cutting-edge technologies, as well as in our clear focus on sustainability in both our legal advice and day-to-day work practices.

Our commitment to sustainability goes beyond advising our clients on ESG* issues; it also encompasses our responsibility for ensuring a viable future for generations to come. Our hope is that, by taking this strategic path, we will emerge as an innovation leader in the legal market and further consolidate our leading market position in our core practice areas.

* ESG = Environmental, Social, Governance



GSK Stockmann in figures

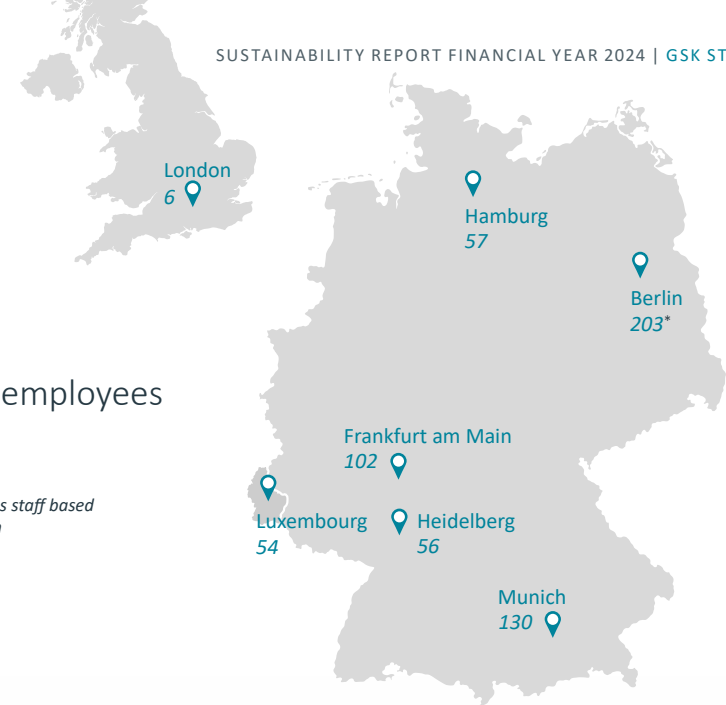


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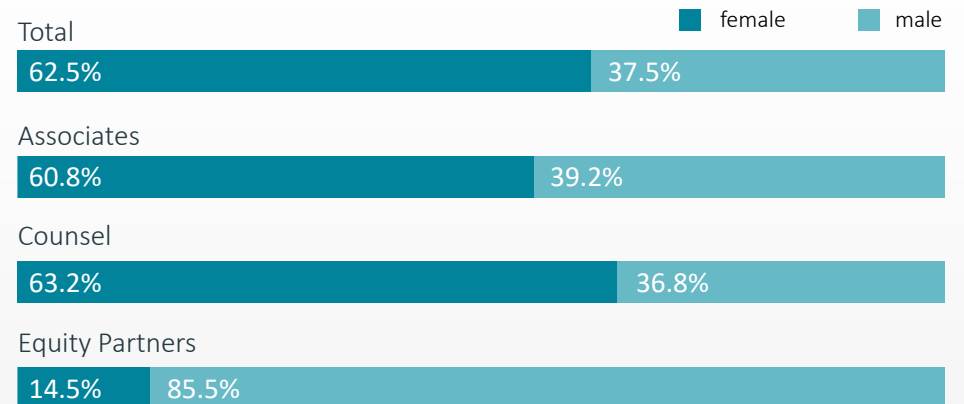


Number of employees by location

** incl. Business Services staff based in Mönchengladbach*



Gender diversity



GSK Stockmann promoted nine of our lawyers as of 1 January 2024. This included two female lawyers who were promoted to Local Partner and a new female Equity Partner. This represents a further significant step towards greater gender diversity at the firm's senior management level. In addition, the steady increase in the number of women at partner and Counsel level is a testament to our commitment to providing our lawyers with the best possible support in their professional and personal development and ensuring equal opportunities.



Corporate culture and work environment

Committed and highly motivated – this is how we embrace our values at GSK Stockmann. We believe that a shared set of company values is key to fostering and maintaining a positive corporate culture. We prioritise listening to our employees to gain a better understanding of what they need from their work environment at various stages of their lives.

With this in mind, in 2024 we conducted over 60 employee interviews and eight workshops with over 200 participants with the goal of developing a shared vision for our corporate self-image and values.

OUR SELF-IMAGE

is based on the key principles of partnership, entrepreneurship and a special culture of collaboration.

- “Your perspective.” is our guiding principle. This means that we are passionately and sincerely committed to providing the best possible quality for our clients, our colleagues and the success of our law firm.
- We take pleasure in delivering excellence and enjoy what we do.

- At GSK we offer people a professional home where everyone is valued as an individual and there is room for professional development and personal growth.
- Being able to work together on a foundation of trust and fairness is very important to us.
- We are a firm in which everyone shares responsibility for the business as a whole. We enjoy individual freedoms in harmony with our rules.

BASED ON OUR SELF-IMAGE, WE STAND FOR THE FOLLOWING VALUES:



WITH PASSION AND EXCELLENCE

We practise our profession with enthusiasm. We are passionate about providing the highest quality service to ensure the success and satisfaction of our clients and colleagues.



DYNAMIC AND INNOVATIVE

We are constantly working on improvements and innovations to ensure that we are well-equipped for whatever the future brings. For us, standing still means going backwards.



APPRECIATIVE AND RESPECTFUL

We show appreciation to our colleagues on a daily basis and respect each other both personally and professionally. We express differences of opinion openly but without offending others.



STRONGER TOGETHER

We create a working environment where we enjoy working with each other, are financially successful and can have fun together.



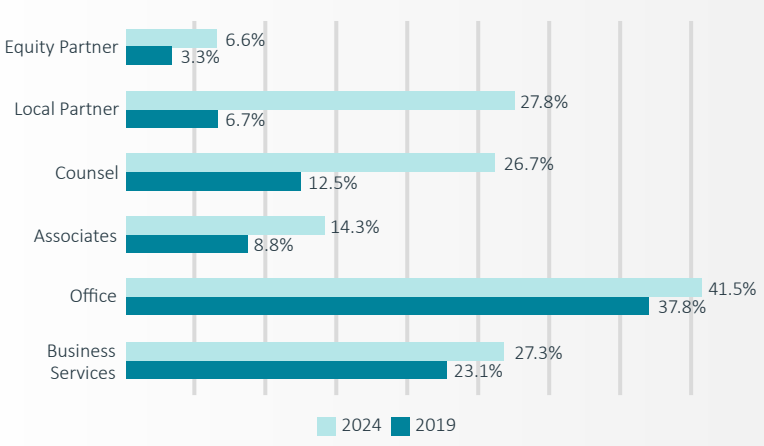
RELIABLE AND CONSISTENT

Our clients and colleagues can always rely on us 100%.



As in previous years, we continue to support our staff in maintaining a healthy work-life balance. This includes offering various flexible working time models, such as reduced working hours or sabbaticals. Even members of management have taken advantage of this flexibility. For example, five of our Equity Partners were working part-time in the 2024 financial year.

Over the past five years, the share of employees working part-time has increased by 5% across all professional groups.



Since 2022, GSK Stockmann has partnered with [Viva Familienservice](#) a service geared towards supporting employees who are facing changing or particularly challenging situations or phases in their lives. Viva Familienservice provides useful information and counselling, as well as arranging care for children and elderly or sick family members.

Mobile working has become an integral part of day-to-day business at GSK Stockmann. All of our employees are entitled to work remotely for one to two days a week. In 2024, we also launched the WorkGlobal scheme, which allows our lawyers to work abroad for up to 20 days per year. Around 5% of our Associates have already taken advantage of this option.

Our trainee lawyer programme, also introduced in 2024, is specifically designed to support young legal minds in their transition from university to working life at a busy commercial law firm. GSK Stockmann trainees have access to JURAMind webinars covering a variety of topics, including organising learning, developing revision strategies, writing essays, managing stress and much more. Our Lunch & Learn webinar series also helps trainees prepare for the state law examinations and provides information on further study options, such as LL.M. and doctoral programmes.

Diversity Charter and other initiatives

Recognising and valuing diversity is an integral part of our firm's corporate culture. This is why we signed the [Diversity Charter](#) in 2022, joining over 5,000 companies and organisations committed to fostering a working environment free from prejudice and discrimination and promoting diversity in the workplace. Signatories to the charter are dedicated to maintaining an organisational culture in which all employees are valued equally regardless of their age, ethnic background, nationality, gender, abilities, religion, sexual orientation and social background.



charta der vielfalt

UNTERZEICHNET

To promote diversity at GSK Stockmann, a Lunch & Learn webinar about working in multi-generational teams was held on 28 May 2024. It was no accident that this date coincided with Diversity Day in Germany, an initiative launched by the Diversity Charter. The aim of the webinar was to raise awareness and foster a better understanding of intergenerational relationships in the workplace. This included examples of how to better exploit the potential benefits of age diversity in the workplace. This webinar is just the latest in a series of information events in various formats launched in the

previous year to promote a prejudice- and discrimination-free culture at GSK Stockmann.

In September 2024, we also launched our "HER Perspective" initiative. This programme aims to support our female lawyers in their career development by offering guidance from a distinctly female perspective. This includes workshops and seminars on topics such as visibility, networking, building a professional reputation, self-confidence, mental resilience and assertiveness. It is our hope that this programme will help to successively increase the number of women at Equity Partner level.



Diversity is worthwhile – Facts and arguments

Sustainability: In times of demographic change and associated skilled labour shortages, the state of the workforce is becoming ever more crucial. Organisations need to address these issues more creatively in order to respond successfully to market challenges in the long term.

Employee retention: Companies and organisations have a lower staff turnover rate because their employees feel understood and valued as individuals in their diversity.

Increased efficiency: Diverse teams often arrive at more creative and innovative solutions than homogeneous groups. Furthermore, staff are more motivated and willing to contribute actively when they feel appreciated and valued.

Recruiting: An unbiased organisational culture is now an important criterion when choosing where to work, and thus a significant factor in the increasingly competitive search to find and retain qualified staff. In order to attract, secure and retain the best talent on the market, it is often necessary to change recruiting processes.

Image building: The public appreciates companies and organisations that think in an open-minded and pluralistic way.

Source: [Diversity Charter](#)

Professional and personal development with the GSK Academy

In a challenging geopolitical environment in which regulatory requirements are constantly changing, our clients are looking for a skilled and dependable partner who can deliver under pressure. GSK Stockmann is just that, and we work hard to make sure that we stay that way. We support our lawyers in their professional and personal development and in applying these skills in the business sphere over the long term.

Our popular GSK Academy programme is continuously adapted to the needs of all employees, with new learning and training formats being added all the time. In 2024, our training catalogue comprised 90 different courses for the development of soft and hard skills. These ranged from voice coaching for lawyers and an update on the ELTIF capital market product to the use of ChatGPT in the workplace.

Launched in 2023, our Lunch & Learn format covering a wide range of topics remained highly popular in its second year. Highlights included talks on personal well-being and mental resilience, such as how to reduce eye strain when working with screens and the importance of sleep.

- 25.09.2024**
Lunch&Learn: Stressfrei sehen am Bildschirm (virtuell)
 Referent: Friedrich Hasse
 Zielgruppe: alle
- 09.02.2024**
KMS Abrechnung Assistenz (virtuell)
 Dozent: Kevin Konietzko
 Zielgruppe: Office, BS
- 27.09.2024**
Luxembourg Partnership structures (EN) (virtuell)
 Speaker: Marie-Therese Wich
 Target Group: all
- Herzretter-Training "Ich kann Leben retten!" (GSK Berlin)**
 Dozenten: Referenten des Vereins "Ich kann Leben retten e.V."
 Zielgruppe: alle
- Word Grundlagen / Tipps & Tricks (virtuell)**
 Dozent: Dietmar Gieringer
 Zielgruppe: alle
- 08.02.2024**
Law & Voice: Stimmcoaching für Rechtsanwältinnen und Rechtsanwälte (Frankfurt und virtuell)
 Dozentin: Ute Bolz-Fischer
 Zielgruppe: EP, LP, Counsel, Associates, Nachwuchsjuristen
- The Power of PowerPoint (virtuell)**
 Dozent: Aleksej Wegel
- 22.02.2024**
juris Online-Schulung (virtuell)
 Zielgruppe: alle
- 15.02.2024**
Erfolgsfaktor Empfangsbereich - Der Empfang als Aushängeschild der Kanzlei (Frankfurt)
 Dozentin: Nadine Hellmold
 Zielgruppe: Office



Career Orientation Workshop



Local Partner Seminar



New Joiner Event



Recognised as a responsible employer

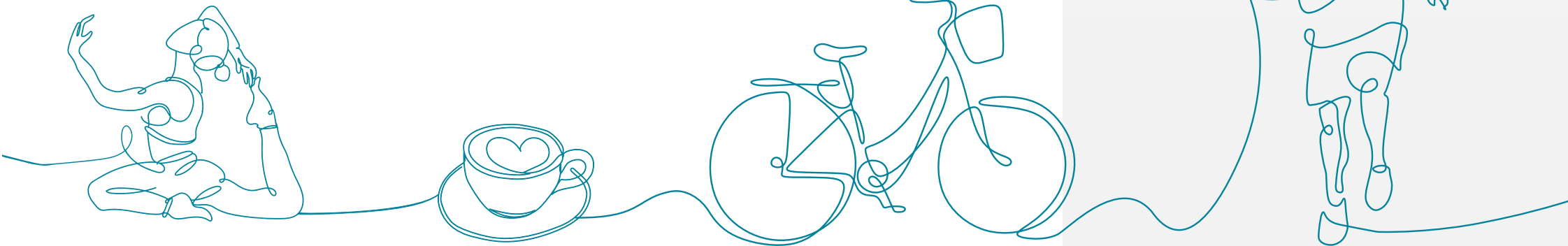
As an employer, we at GSK Stockmann take our responsibility towards all of our employees very seriously. We offer a variety of ongoing and one-off initiatives aimed at protecting the health of our entire team and supporting them in leading a healthy lifestyle. These include information events on health-related issues, yoga courses, a back training programme and a company bike leasing scheme.

All of these measures, including the initiatives to promote our corporate culture, form an integral part of our commitment to acting in our employees' best interests. However, even in a working environment where everyone is valued, it is important to regularly and objectively assess potential areas for improvement. In 2024, we adopted a new concept for measuring employee satisfaction at the firm on a permanent basis. We plan to launch the first survey as part of this new feedback system in 2025.

We also gather external feedback by having ourselves evaluated by various third-party providers over the years. In 2024, we were delighted to receive two notable awards:

- We were named one of "Germany's Best Employers for Lawyers 2024" by the F.A.Z. Institute.
- Our Luxembourg office was recognised as a [Great Place to Work](#).

The ratings are determined based on various factors, such as job satisfaction, training and development opportunities, support for employees with families, corporate culture and how likely employees are to recommend the company as an employer.



Top law firm: High placements in external rankings

Our clients are our priority. The long-term relationships they choose to maintain with us are a clear indication of their satisfaction with the high quality of legal advice and commitment demonstrated by our lawyers. This commitment is also reflected in the awards we have received over the years.



We were recognised as one of “Germany’s Best Law Firms 2024” by Handelsblatt. GSK partners Dirk Brückner and Oliver Moufang were also named “Best Lawyers 2024”. A total of 76 GSK lawyers were recognised as “Ones to watch” or “Germany’s Best Lawyers”.



We were ranked as a “Top Tier Law Firm” by Legal 500 in the fields of construction law and project development; we were also recommended in 22 practice areas.



Legal 500 Europe, Middle East and Africa (EMEA) has once again ranked us among the leading law firms in Luxembourg.



We were recognised as a “Top Law Firm” by Wirtschaftswoche in the categories “Real Estate Law” and “Private Construction Law”. GSK partners Dirk Brückner and Jenny Mehlitz were also named “Top Lawyers 2024”.



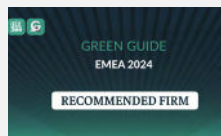
Our Luxembourg office was awarded “Law Firm of the Year – Benelux”.



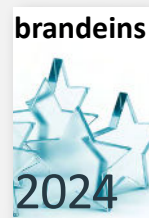
We were ranked among the Top 50 Corporate Law Firms in Germany in 2024/2025 by Juve.



We were once again recognised by Chambers and Partners, with rankings in eight practice areas in Chambers Europe and Chambers Global.



GSK Stockmann was listed as a “Recommended Firm” in the Green Guide EMEA.



We were recognised as “Best Corporate Law Firm 2024” by brand eins and were recommended particularly frequently as an innovative law firm.



We were awarded the European Real Estate Brand Award 2024 (Lawyers/Germany) by the European Real Estate Brand Institute.



Our commitment to young people and social projects

GSK Stockmann is not only dedicated to serving the interests of our clients and employees. We are also committed to making a positive contribution to society. We are particularly involved in initiatives supporting young people.

As well as making sizeable donations as a firm, many of our employees dedicate their personal time and energy to supporting these causes. This ranges from providing pro bono legal advice for social projects, teaching at higher education institutions, running Christmas fundraising campaigns or taking part in charity runs with colleagues.

As a law firm, we made donations to the following causes in 2024:



Our lawyers provided pro bono advice to the Jewish community organisation Chabad Berlin for the construction of the [PEARS Jüdischer Campus](#), a Jewish educational campus with capacity for 500 children. The approximately 8,000-sqm site offers a daycare centre, primary school, sports hall, library, youth club and an auditorium. A GSK Stockmann team provided advice on issues relating to procurement, subsidy and construction law and donated a portion of their fee.

The festive season is the perfect time to make children’s eyes light up with joy. In December 2024, many of our employees at our German offices took part in the Christmas tree appeal organised by the children’s charitable foundation [Arche](#). A total of 320 gifts were wrapped and donated to disadvantaged children, and our teams had the opportunity to deliver the donations in person just in time for Christmas.

Our London team organised their own Christmas appeal with the charitable organisation [Team London Bridge](#). The team helped to create a festive atmosphere and handed out festive hampers and toys to over 100 children.



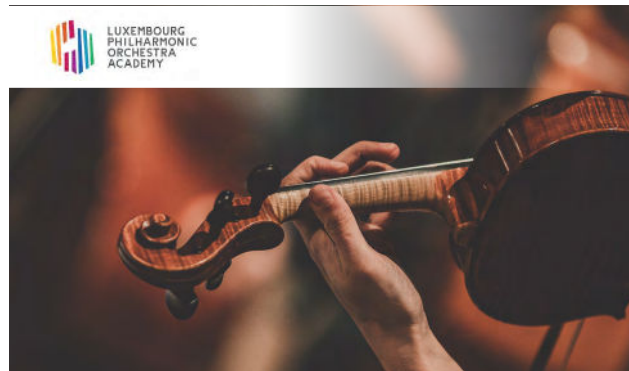
Partnerships with academies, colleges and universities

GSK Stockmann continued its long-standing partnerships with various German higher education institutions in 2024. These include the BHT-Berlin University of Applied Sciences (environmental and planning law), the Baden-Württemberg Cooperative State University in Mannheim (commercial and corporate law), the University of Applied Sciences in Munich (construction contract law), the Nürtingen-Geislingen University of Applied Sciences (public building law), the RheinMain University of Applied Sciences (planning law, German Civil Code & contract law for real estate, tenancy law), the Goethe University Frankfurt (corporate tax law), LMU Munich (planning law), the University of Marburg (construction contract law, project development and building law/statute of limitations), TU Berlin (building sustainability, private law in project development), the University of Heidelberg (corporate financing in crisis situations) and the SRH University of Applied Sciences Heidelberg/Institute for Corporate Development and Reorganisation (corporate financing in crisis situations).

GSK Stockmann is also a practice partner of [ELSA-Heidelberg e.V.](#) ELSA Heidelberg is the largest chapter of the European Law Students' Association (ELSA) in Germany. With almost 60,000 members from 43 countries,

ELSA is the largest association for law students in the world. ELSA's vision is for "a just world in which there is respect for human dignity and cultural diversity".

GSK Stockmann is not only interested in supporting young legal minds. Since 2021, our Luxembourg office has been a sponsor of the Luxembourg Philharmonic Orchestra Academy (LPOA), which provides young musicians with orchestral training in Luxembourg. Seven academy members receive orchestral training as part of a two-year programme that includes performances led by renowned conductors, the opportunity to work with other musicians, coaching, chamber music projects and workshops.



LUXEMBOURG
PHILHARMONIC
ORCHESTRA
ACADEMY



Breaking a sweat for a good cause

As in previous years, a large number of our employees from various offices took part in company runs. GSK Stockmann supports such initiatives by providing team shirts and covering the entry fees. In 2024, 60 of our employees took to the starting line in Berlin, Frankfurt, Heidelberg, London, Luxembourg and Munich to raise money for a good cause.

At the J.P. Morgan Corporate Challenge in Frankfurt, for example, part of the proceeds from the run were donated to the Laureus Sport for Good Foundation and the Deutsche Behindertensportjugend (charity for disabled youth sports in Germany).



Luxembourg ING Marathon



London Legal Walk



Heidelberg BASF Company Cup



Heidelberg BASF Company Cup



Frankfurt



Berlin Team Relay 5 x 5 km



Our commitment to a sustainable economy

Sustainability is one of our firm's spotlight topics. Thanks to our experience in this field, we understand the complex challenges businesses face when implementing ESG requirements. Sustainability is an interdisciplinary issue that requires a multi-faceted approach and often touches on many different areas of law. In our [Sustainability Spotlight](#), we provide an initial overview of the various aspects of this issue, summarising some of the key ESG challenges in individual fields of law and outlining our proposed solutions. Our aim in providing this overview is to cut through the complexity surrounding this issue.

ESG regulation can be viewed from different perspectives and requirements are often closely intertwined. This is just one reason why taking a 360-degree advisory approach creates added value.



Our lawyers have in-depth ESG expertise. They advise clients in various areas of law on how to implement the latest regulatory requirements relating to sustainability. They also frequently demonstrate their deep-rooted understanding of the interdependencies at play in specialist publications on new initiatives and the specific challenges involved, e.g., with funds or in the real estate sector.

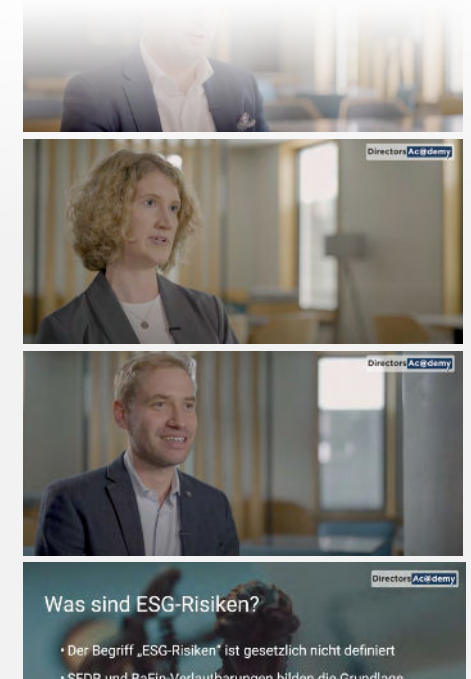
Here are just a few noteworthy articles from our lawyers from the past year:

- “Asking clients about their sustainability preferences”, vbb magazine, January 2024
- “ESG regulation – an outlook on developments for the year 2024”, GSK Stockmann, February 2024
- “Legal certainty for green securitisations”, Börsen-Zeitung, March 2024
- “On the way to a greener and more sustainable future”, Börsen-Zeitung, May 2024
- “Socially conscious objectives are becoming more important in the real estate sector”, Börsen-Zeitung, June 2024
- “Stricter rules for sustainable funds”, Immobilien-Zeitung, June 2024
- “Double materiality – the focal point of sustainability reporting under CSRD”, AssCompact, August 2024
- “Key aspects to consider in the twin transformation”, FINANCE, September 2024
- “Measuring the ‘S’ in ESG”, Immobilien-Zeitung, October 2024

GSK Stockmann has also published a white paper on our website entitled “[ESG in the real estate industry: An overview of legal bases and abbreviations](#)”. The white paper not only explains many of the abbreviations commonly used when talking about ESG, but

also presents an overview of all the relevant German and European laws, regulations and directives that touch on sustainability, either directly or indirectly.

In addition to their numerous publications, our lawyers provide comprehensive insights into current ESG regulation at various industry events for clients and interested industry representatives. In cooperation with the Directors Academy, we produced [eight videos](#) explaining various aspects of ESG regulation, from the EU Action Plan to the Taxonomy Regulation and the Corporate Sustainability Reporting Directive (CSRD).



Involvement in committees and associations

Sustainability is still a fairly new topic in the legal field. Investors, providers of financial products and other companies are only just starting to implement many of the new regulatory requirements relating to ESG, some of which will only gradually come into force in the coming years. There is a need for constant dialogue on the application of regulatory requirements, especially in business areas or sectors that will be particularly affected by the European transformation towards a more sustainable economy. For us as a law firm, it is important that we network with other business and association representatives in order to promote sustainability issues from a legal perspective and provide practical support.

Both GSK Stockmann and individual GSK lawyers are members of various associations and organisations. Some are even involved in committees and working groups that deal directly with sustainability.

Here is a selection of our memberships:

- [Federal Foundation of Baukultur](#)
- [German Crowdfunding Association](#)
- [German Wind Energy Association \(BWE\)](#) (member of the Legal Advisory Board)
- [Renewable Energy Hamburg](#) (industry network)
- [Frauen in der Immobilienwirtschaft e.V.](#) (German association for women in the real estate industry)
- [Gesellschaft für Umweltrecht e.V.](#) (German society for environmental law)
- [Urban Land Institute \(ULI\)](#)
- [German Property Federation \(ZIA\)](#)



Committees and associations

- The industry network **Renewable Energy Hamburg** offers a platform for networking and information regarding energy systems of the future. The network brings together over 280 companies, including project developers, utility companies and engineering and financial service providers, that offer products, services or research for renewable energies and hydrogen technologies.
- The German association **Frauen in der Immobilienwirtschaft e.V.** is a platform for women in the real estate industry to share their expertise and experience. The association's stated aim is to increase the number of women in decision-making roles in the real estate sector.
- The **Urban Land Institute** prioritises sustainable urban development in all of its activities. As a network bringing together various industry players, the institute aims to build a bridge between the private real estate industry and the public sector.
- The **German Property Federation (ZIA)** represents the interests of the entire property sector. ZIA is dedicated to engaging with economic, legal, tax and political issues in the property industry and has established various committees and working groups to address regulatory topics relating to sustainable finance, as well as issues relating to the decarbonisation of buildings and their use.

Conserving resources while supporting a charitable cause

Our lawyers deal with a large volume of documents in their day-to-day work that are available in digital or paper form. Paper consumption, the use of printers and an efficient digital environment are therefore major factors when it comes to conserving resources.

To this end, our firm works with the organisations AfB social & green IT and the NCL Foundation. AfB social & green IT breaks down notebooks, monitors, dictation machines, servers and telephones into their recyclable components, which are then sorted and sent for recycling. AfB is a non-profit organisation that offers long-term jobs for people with disabilities.

In partnership with the NCL Foundation, “Green Boxes” have been set up at all of our German offices for the collection of empty printer and ink cartridges and toner for recycling. The foundation uses the proceeds from this initiative to fund research into childhood dementia – helping both the environment and a charitable cause.



Reducing CO₂ emissions and carbon offsetting

At GSK Stockmann, we have been using green electricity for a number of years. Since 1 January 2024, we have also been working with the provider [Sunnic Lighthouse](#) to ensure that all of our German offices are only supplied with electricity from 100% renewable sources. This electricity is generated from solar power within the European Union.

Our firm is also trying to reduce its carbon footprint by prioritising the use of rail travel for business trips. In 2024, 68% of business trips were made by rail rather than by air – an increase of three percentage points compared to the previous year.



In many respects, sustainability also means longevity and continuity. With this in mind, GSK Stockmann has been a partner of the [CO₂ Neutral Website](#) scheme since 2020. As part of the scheme, the carbon emissions generated through the operation of our website as well as by its users are neutralised through measurable CO₂ reduction measures. In 2024, we consumed just under 20,000 kilograms of carbon dioxide, which we offset by contributing to new projects focussing on wind and solar power.

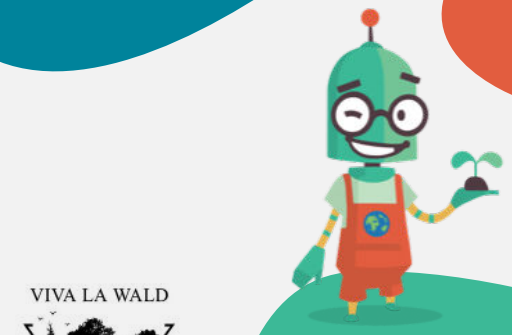
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Under the slogan “Creating a better (work) climate as a team”, many of our employees took part in a three-week, firm-wide competition to reduce their daily carbon footprint. Using the innovative [KlimaKarl app](#), the participating teams were able to learn more about how to make sustainable decisions in their daily routines for the benefit of the planet. At the same time, they also had the opportunity to collect points, which were later converted into donations to sustainable projects.

We saved a total of 9.9 tonnes of CO₂ during the initiative, equating to a EUR 1,200 donation to the Albert Schweitzer Foundation. In addition, 162,500 kilometres driven by car were offset via “atmosfair” and 350 fields of rainforest were protected with the help of the WWF. The GSK Stockmann team that saved the most emissions also won a 500-euro donation to the charity of their choice. The winning team chose to donate their prize to the [Viva La Wald](#) reforestation project in Brandenburg and helped to plant 66 tree seedlings.



We saved a total of **9.9 tonnes of CO₂** during the GSK Sustainability Weeks using the KLIMAKARL App.



VIVA LA WALD




Outlook

Since 2021, GSK Stockmann has voluntarily published an annual sustainability report as a means of showcasing our commitment to this issue at multiple levels and documenting our efforts. Encouraged by the positive response from our clients and employees, we have continued with this transparency this year.

The sustainability report is the direct result of our objectives, teamwork and corporate culture. To date, our sustainability reports have mostly comprised qualitative statements, accompanied by images illustrating who we are and what values we stand for. In the future, we also plan to present relevant sustainability-related KPIs more transparently, in order to provide more detailed information about how we are improving in this area and to deliver a report with even greater added value.

We will continue to focus on making our day-to-day work practices even more sustainable and continue with our many initiatives. As a law firm, we want to be part of creating a sustainable future, both in our work with clients and as members of society.





We would like to thank all our employees for their continued commitment and our clients and other stakeholders for their support in these efforts.

Please send your questions and comments to: presse@gsk.de

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MUNICH | LONDON | LUXEMBOURG**



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