

The background of the entire page is a soft-focus photograph of green leaves, likely from a plant like a willow or birch, with long, narrow leaves and visible veins. The leaves are in various shades of light green and are slightly out of focus, creating a natural and organic feel.

intep

... building sustainability

Shaping a
sustainable future
together.

Sustainability Report 2024

Dear readers



Sustainability at intep is not a trend—it is a conviction that has guided us since our founding in 1979. Today, more than ever, we see it as our responsibility to actively shape the world of tomorrow together with our clients, partners, and employees.

In this report, we show how we take responsibility—through both our own business activities and the services we provide. We consciously distinguish between the impact of our actions and the broader impact we enable through our projects.

In 2024, we launched our internal Sustainability Working Group, setting new impulses within the company. We defined key topics, sharpened our interdisciplinary consulting approach, and strategically strengthened our expertise in future-oriented areas such as circular economy, climate protection, and regulatory developments.

At the center of it all are our employees: people who act with expertise and conviction. We support their commitment through flexible working models, part-time options, and opportunities for external engagement. After all, true transformation requires purpose, responsibility, and joy.

I invite you to learn more about our values, our services, and our next steps in this report. And I look forward to continuing our journey toward a sustainable future—together.

A handwritten signature in blue ink, appearing to read 'B. Stemmler'.

Beat Stemmler
CEO

02	Foreword
03	About intep
06	Key Topics
08	Climate Change
13	Employees
18	Circular Economy
21	Regulatory and Political Developments
22	Reporting

Intep – Sustainability as a Corporate Compass

Since its founding in 1979, intep – Integrale Planung has been committed to consulting and research with a clear focus on sustainable development. As an internationally active company with offices in Germany, Switzerland, the United States, and China, we combine global expertise with local insight. Our interdisciplinary approach brings together knowledge from the fields of environment, society, and economics, enabling us to deliver tailored solutions for public institutions and private enterprises.

Intep is among the pioneers in the field of sustainability consulting. With over 45 years of experience and a strong emphasis on holistic thinking, our work is defined by both expertise and impact. We strive not only for professional excellence but for genuine societal value through our projects. We operate independently: intep is entirely owned by its active partners and is free from external interests.

Our Business Model

A central element of our business model is the ambition to actively shape the sustainable transformation. For us, sustainability is not an add-on – it is the foundation of our entrepreneurial activity. Going beyond the traditional “Triple Bottom Line”, we follow the principles of Corporate Sustainability 3.0, which address today’s challenges while also considering the needs of future generations. Our thinking and actions are guided by the entire life cycle of projects, products, and processes – from initial concept and implementation to impact assessment.



Our Services

Our portfolio includes climate protection, circular economy, product sustainability (ecodesign), and sustainable construction, as well as digitalization, sufficiency, and future-oriented business models. We bridge scientific insight with practical, implementation-focused consulting. Projects such as the development of internationally recognized standards and our contributions to research highlight our innovative strength.

Interdisciplinarity

Sustainable development is complex and multifaceted – it requires the integration of knowledge and competencies from the environmental, social, and economic domains. Our interdisciplinary teams consist of experts from a wide range of fields who work closely together to develop tailored and innovative solutions for our clients. This means that instead of receiving isolated consulting services, our clients benefit from integrated support that takes all relevant aspects of their sustainable development into account.



Our Market Environment

Our clients come from a wide range of industries and sectors – from public institutions and private companies to associations and universities. This cross-sectoral spectrum enables us to provide consulting services along diverse value chains and to leverage synergies. We are actively involved in education and training, as well as in professional dialogue through public discourse. In addition, we are a cooperation partner of the German initiative “Klimaschutz Unternehmen e.V.” and a member of the “Economy for the Common Good” movement.

Our Corporate Culture

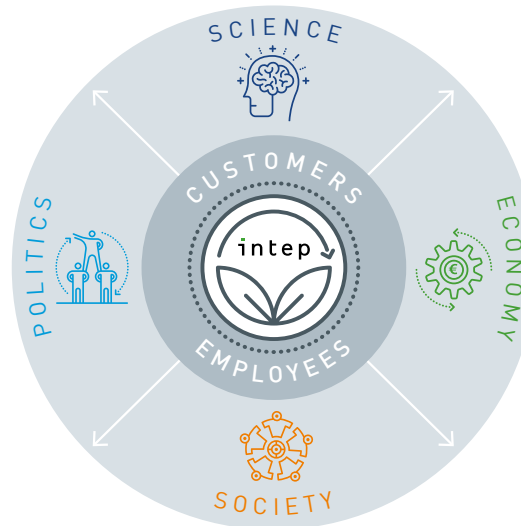
Our corporate culture is shaped by quality, interdisciplinarity, and a spirit of innovation. Ongoing dialogue with our stakeholders is particularly important to us: through regular feedback, we identify trends early on, develop targeted measures, and continuously improve our services. This continuous improvement process is supported by established systems such as the EFQM (European Foundation for Quality Management) model. Through concrete initiatives and working groups, we promote broad employee participation and strengthen our organizational resilience.

Our Vision:

We aim to empower our clients to make a meaningful contribution to sustainable development – and in doing so, strengthen their long-term resilience.

Sustainability Working Group

To enhance the sustainability of internal operations, the Sustainability Working Group was established in 2024. The group is tasked with developing concrete



sustainability targets, identifying improvement measures, and systematically monitoring their implementation and progress.

Based on the results of the 2023 environmental performance assessments, the group identified three key areas of action as hotspots: procured services, business travel, and energy consumption. To reduce environmental impacts in these areas, specific measures were defined, such as identifying main service providers and reviewing their sustainability efforts, developing internal guidelines for business travel, and raising employee awareness regarding their energy use.

Implementation of these measures is scheduled for 2025, after which a comparative evaluation of their impact will be carried out.

Focus on What Matters Most

As part of our materiality analysis, we identified the most significant sustainability-related risks and opportunities that have a substantial impact on both our business activities and our stakeholders. Based on these findings, we defined concrete targets, which we pursue through systematic monitoring and a comprehensive sustainability management approach.

Identifying Impacts, Risks, and Opportunities

To determine our essential topics, we followed the process of double materiality in accordance with the first set of European Sustainability Reporting Standards, which define general requirements for sustainability reporting (ESRS). We began by analyzing intep's context and conducted a risk assessment across the ESRS subtopics, supplemented by specific evaluations (e.g. overall environmental impact and GHG emissions) and our service areas. Together, we identified potentially material topics in terms of impact materiality. In doing so, organization-specific aspects as well as the severity and probability of occurrence of potential impacts were also assessed.

As a service company, our direct negative impacts are limited. However, through our consulting services, we support clients in acting more sustainably. We account for this positive influence by qualitatively assessing the areas in which our contribution is most significant.

To assess **financial materiality**, we conducted an internal survey on opportunities and risks and

included feedback from additional stakeholders, such as client surveys. Financial materiality is primarily driven by market demand and our ability to attract and retain qualified professionals. Based on this analysis, topics were categorized by relevance in a materiality matrix. A topic is considered essential if it is deemed relevant from the perspective of either impact or financial materiality – or both.

Our Material Topics

The identified material topics reflect both the opportunities and risks, as well as the positive and negative impacts of our business activities – including those along the upstream and downstream value chain. Moving forward, we will further develop our reporting in line with the voluntary sustainability standard for non-listed SMEs (VSME).

Our most material topics are **climate change**, our **employees**, the **circular economy**, and **regulatory and political developments**. These topics are closely linked to our core business activities and are described in detail on the following pages.

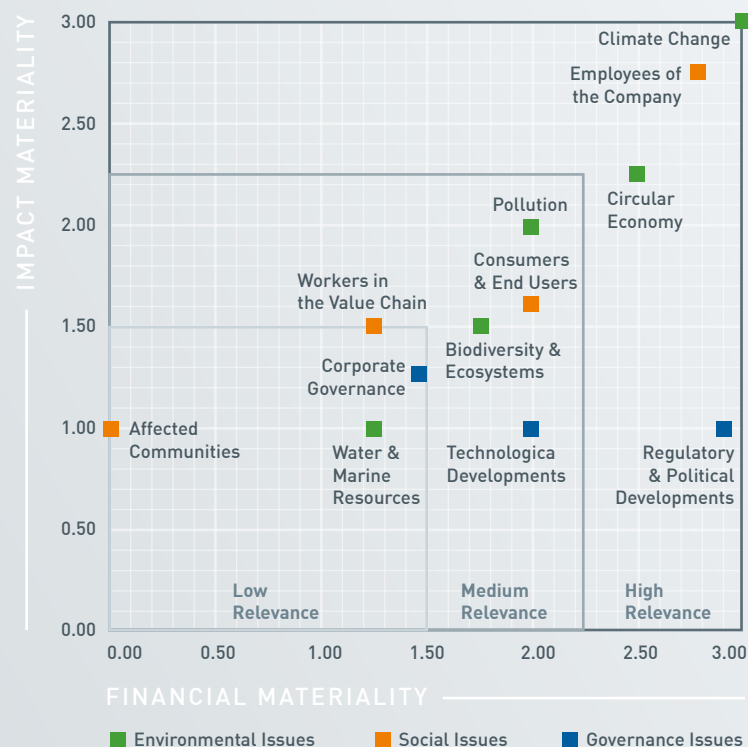
In addition, we have identified further topics that currently hold lower priority or are still under development.

Pollution, Biodiversity, and Ecosystems: Our direct impact on the environment and biodiversity is limited. However, we actively support our clients in reducing pollution and promoting biodiversity.

Consumers and End Users: Reliability, trust, and quality are at the core of our services. Data protection and social inclusion are important and are addressed as needed within the context of individual projects.

Workers in the Value Chain: We develop concepts for sustainable procurement and implement measures to make supply chains more environmentally and socially responsible.

Technologica Developments: The development of new technologies can significantly influence our work. We integrate them where they add value and actively contribute to advancing innovation.



Non-Material Topics and the Special Role of Corporate Governance: Water and marine resources, as well as affected communities, were assessed as currently not relevant for intep in the materiality analysis. Corporate governance holds a special position: while a values-based corporate culture is central to us, topics such as animal welfare or anti-corruption are currently of lower relevance. This differentiation was considered in the internal analysis and will be communicated externally with greater transparency in the future.

Targeted Measures to Reduce Our Environmental Impact

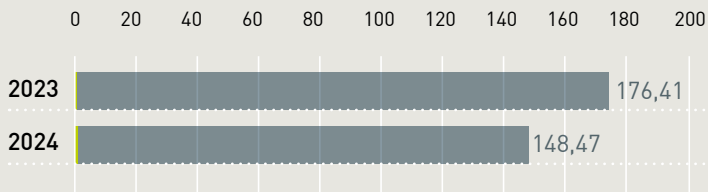
Since 2015, we have been systematically recording and analyzing the environmental impacts of our business activities. Our goal is to continuously reduce both greenhouse gas (GHG) emissions and overall environmental impact. For this purpose, we prepare an annual GHG inventory in accordance with the Greenhouse Gas Protocol. In parallel, we calculate our total environmental impact using the ecological scarcity method (expressed in environmental impact points, EIP). This comprehensive data set enables us to identify key areas of environmental burden and to develop and implement effective, targeted measures.

The report covers the sites located in Germany, Austria, and Switzerland.

Greenhouse Gas Inventory 2024

GHG Emissions all locations

tCO₂-eq.



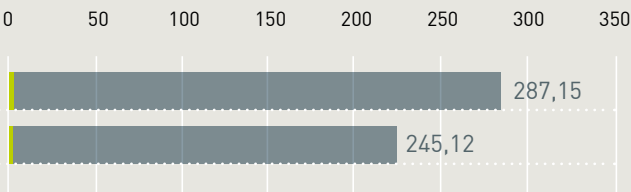
- Scope 1: Direct emissions from sources that are owned or controlled by the company
- Scope 2: Indirect emissions from purchased energy
- Scope 3: Indirect emissions occurring throughout the company's value chain

The lower greenhouse gas emissions and overall environmental impact in 2024 compared to the previous year are primarily attributable to reduced expenditures. In 2023, these were significantly influenced by the extensive office renovation at our Munich location. Although renovation work was also carried out in our Zurich office in 2024, it was significantly smaller in scale than the one in Munich.

Total Environmental Impact 2024

Environmental Impact all locations

thousand EIP



What is a EIP? Environmental Impact Points (EIP) are a comprehensive metric used to assess the overall environmental impact of activities. The method aggregates 11 different environmental effects—such as impacts on biodiversity, acidification, ozone depletion, or toxicity—into a single indicator of total environmental burden.

Key Indicators per Full-Time Equivalent (FTE) & Working Hour

Greenhouse gas emissions:

Total environmental impact:

2023

2.9 t CO₂-eq/FTE
3.4 kg CO₂-eq/working hour

4.9 thousand UBP/FTE
5.5 thousand UBP/working hour

2024

2.7 t CO₂-eq/FTE
2.8 kg CO₂-eq/working hour

4.5 thousand UBP/FTE
4.7 thousand UBP/working hour



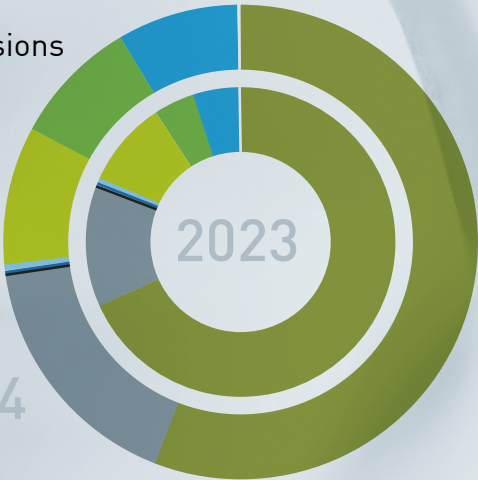
GHG-Emissions Scope 3
(inner ring 2023, outer ring 2024)

	2023	2024
3.1 Purchased goods & services	69%	57%
3.2 Capital goods	10%	14%
3.3 Fuel- and energy-related emissions	0%	0%
3.4 Upstream transportation & distribution	0%	0%
3.5 Operational waste	0%	1%
3.6 Business travel	12%	12%
3.7 Employee commuting	4%	9%
3.8 Leased assets	5%	8%
3.9 Rented-out assets	0%	0%

Environmental Impact Scope 3
(inner ring 2023, outer ring 2024)

	2023	2024
3.1 Purchased goods & services	72%	62%
3.2 Capital goods	12%	17%
3.3 Fuel- and energy-related emissions	0%	0%
3.4 Upstream Transport und Verteilung	0%	0%
3.5 Operational waste	0%	1%
3.6 Business travel	8%	9%
3.7 Commuter traffic	6%	10%
3.8 Leased assets (upstream)	2%	2%
3.9 Leased assets (downstream)	0%	0%

GHG-Emissions



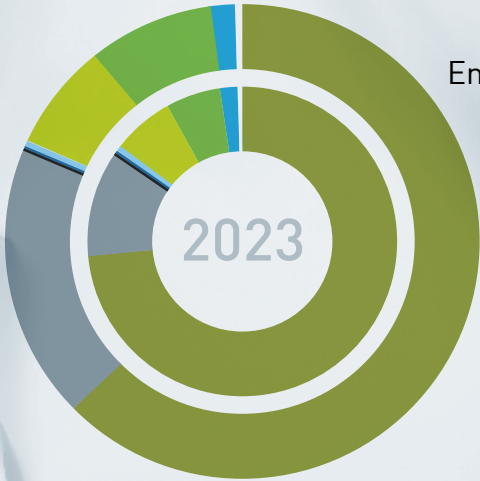
2024

83%

As in the previous year, purchased goods and services account for the largest share of Scope 3 emissions (57%). Together with capital goods and business travel, they are responsible for approximately 83% of Scope 3 GHG emissions and 87% of the total environmental impact.

The figure illustrates the distribution of relevant GHG emissions and overall environmental impact along intep's value chain (Scope 3) and highlights key leverage points where environmental impacts should be reduced.

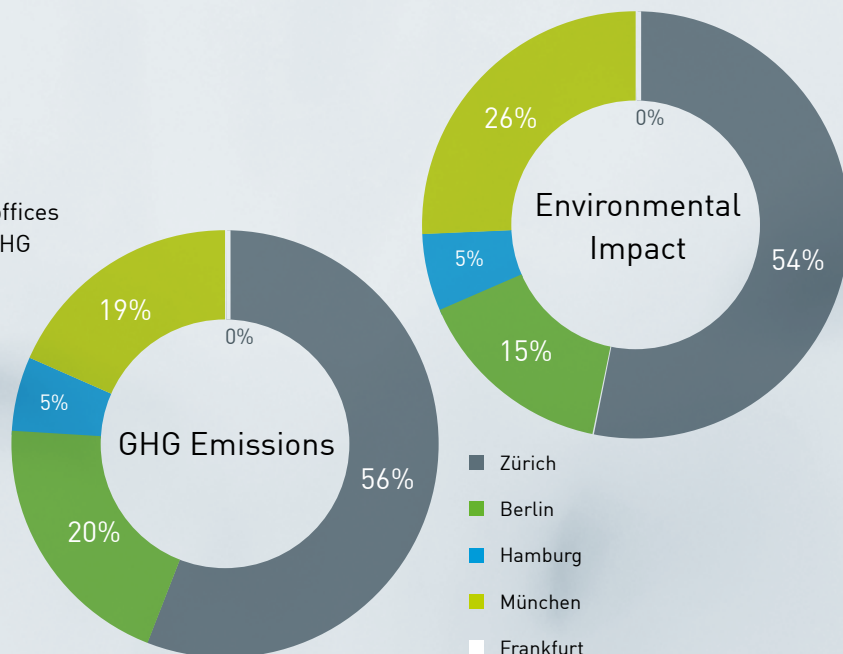
Environmental Impact



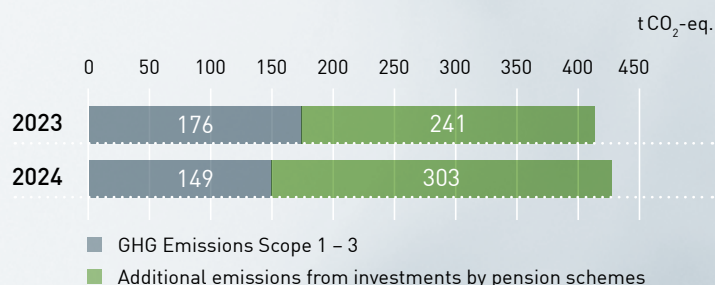
2024

GHG-Emissions and Environmental Impact all Scopes – all locations

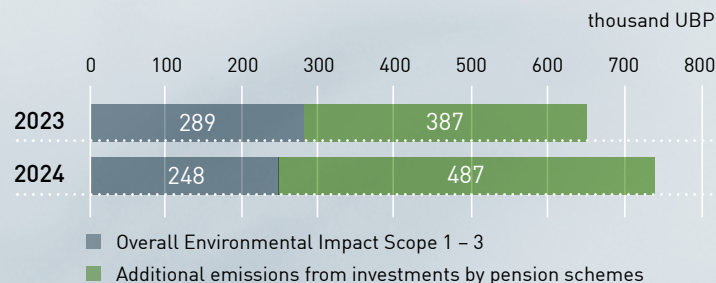
Our largest location, Zurich, accounts for more than half of intep's GHG emissions and overall environmental impact. The Berlin and Munich offices together contribute approximately 40% of the GHG emissions and environmental impact.



GHG Emissions from Occupational Pension Schemes



Overall Environmental Impact of Occupational Pension Schemes



Additional GHG emissions and environmental impacts result from the investments made with our pension fund assets. The influence of the pension fund therefore exceeds that of our own operations, highlighting that a focus on sustainable investment decisions by pension funds is essential for a company's overall environmental performance.

Development of Intep’s Environmental Impact

As part of the Science Based Targets initiative (SBTi), we have committed to reducing our greenhouse gas emissions in line with the Paris Agreement. Our targets have been approved by the SBTi through the simplified validation pathway for small and medium-sized enterprises (SMEs). We aim to reduce our Scope 1 and 2 emissions by 42% by 2030 compared to the base year 2022. In addition, we are measuring and working to reduce our Scope 3 emissions. By 2040, we aim to reach net-zero emissions — which means reducing emissions across Scopes 1, 2, and 3 by 98% compared to 2022.

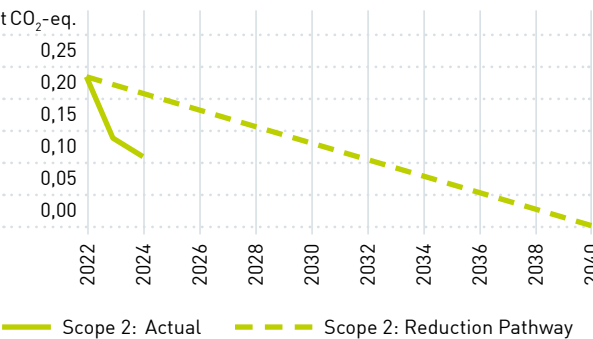
In 2024, we further reduced our Scope 2 emissions, making an important contribution toward achieving our 2030 target. While Scope 3 emissions declined compared to 2023, they remain above 2022 levels and

have not yet been reduced to the extent required to stay on track. The main reasons for this are business growth and construction work at our Zurich office. The greenhouse gas intensity of our operations has increased by approximately 21% compared to 2022 — around 11%, which is attributable to the one-time construction measures in Zurich.

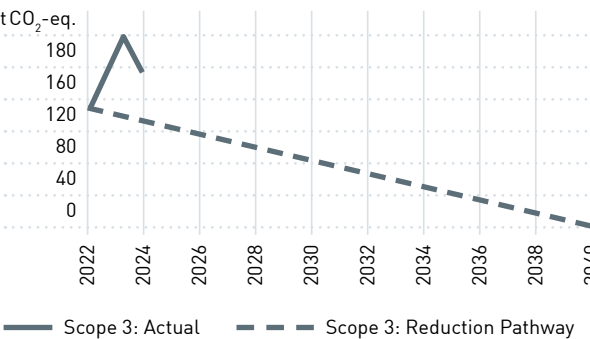
Goals & Measures

In the coming years, we will place an even stronger focus on reducing Scope 3 emissions and will implement targeted measures to ensure compliance with our reduction pathway. Our sustainability efforts continue to be reviewed regularly and independently by the international ratings platform EcoVadis.

Reduction Pathway Scope 2



Reduction Pathway Scope 3



A Purposeful Workplace – for People with Conviction

Our employees form the foundation of our long-term business success and are key drivers of our sustainability strategy. Their dedication, expertise, and value-based mindset are closely linked to our ability to respond responsibly to ecological, social, and economic challenges.

In recognition of this central role, we design working conditions that are built on fairness, safety, health, and both personal and professional development. Our goal is to create a work environment that fosters individual potential, enables self-determination, and promotes social inclusion. Flexible working models, a healthy work-life balance, and support for voluntary engagement are integral elements of this approach.

Our responsibility toward our employees is a core element of our understanding of corporate sustainability and is reflected in our HR policies, processes, and initiatives.

Intep in Numbers

In the following sections, we provide a transparent overview of our workforce structure, key figures related to working time models, and other relevant indicators. The reporting date is December 31, 2024.



37,5%
under 30

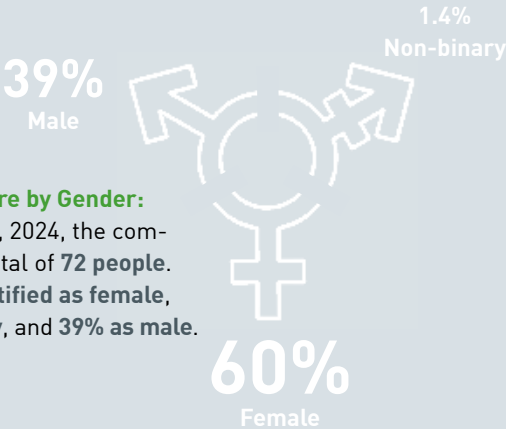
55,5%
between 30 and 50

11,0%
over 50

Age Distribution of Employees:
Our workforce shows a well-balanced age structure: **37.5%** of employees are **under 30 years old**, **55.5% are between 30 and 50**, and **11% are over 50**. This mix supports productive intergenerational collaboration and knowledge transfer.

Workforce Structure by Gender:

As of December 31, 2024, the company employed a total of **72 people**. Of these, **60% identified as female**, **1.4% as non-binary**, and **39% as male**.



Professional Development and Training:

The ongoing professional and personal development of our employees is a core element of our HR strategy. In 2024, the total training time amounted to **390 hours**, averaging **5 hours and 40 minutes per person**.

Part-Time and Flexible Work Models: In 2024, approximately **76% of employees worked part-time and 24% full-time**. This high proportion of part-time work reflects our flexible work model, which promotes a healthy balance between career, family, and personal engagement.



Civic Engagement Enabled by Part-Time and Flexible Work Models

We are particularly proud of the strong intrinsic motivation our employees show toward sustainability in all its dimensions. The following three examples illustrate how our team members use this flexibility to actively support sustainable development – both within and beyond the company.



How a Citizen Initiative Saved Two Historic Buildings

Tobias Hutter serves as the managing director of our Vienna office. His commitment to sustainable urban development extends beyond his role at intep.



The beautiful twin houses from the "Gründerzeit"

In a neighborhood of Vienna, two well-preserved, architecturally significant twin buildings from the "Gründerzeit" era were threatened with demolition. Due to limited heritage protection in Vienna, these historic structures were at risk of being replaced by a new development driven purely by profit. In response, Tobias and his neighbors founded a citizen initiative advocating for the preservation of this cultural heritage.

The group quickly gathered petition signatures, initiated political dialogue, and pursued mediation. The developer presented revised façade plans – but skepticism among the neighborhood remained. Tobias made a bold statement: he mounted a large banner on the exterior of his apartment, showing the proposed new construction next to the historic façade, with a clear appeal: "Protect our architectural heritage."

A wealthy entrepreneur took notice and offered to purchase the buildings to preserve them. After the initial offer was declined, he raised the stakes – ultimately acquiring the entire project company. Today, the buildings have been carefully renovated. They first provided shelter for refugees from Ukraine and now offer assisted living for seniors.



“
Social change
toward more justice
can only succeed if
those with greater
power, influence, and
privilege also
take part.”

My Pham, Consultant

Queer Advocacy on Wheels

My Pham is a consultant at intep with a focus on sustainable building. Outside of work, My is actively engaged in the field of social sustainability and is a founding member of the collective Space Invaders, which creates spaces of empowerment for queer and FLINTA* (women, lesbians, intersex, non-binary, trans, and agender individuals) people through skateboarding.

What is your role and what motivates you?

We organize skateboarding sessions in Hamburg, along with art and film events for queer and FLINTA* individuals. Our goal is to create discrimination-aware spaces within skateboarding culture – which is often male-dominated – and to foster connection, empowerment, and community through skating.

How has your perspective on society or specific topics changed through your engagement?

Intersectionality plays a central role in our events. Experiences of discrimination within the group

vary widely, as people identify across a spectrum of gender identities and sexual orientations. In addition, some individuals face multiple layers of discrimination, such as racism, ableism, or religious discrimination. It's essential to raise awareness of these different power structures – only then can we create spaces that are as inclusive and safe from discrimination as possible.

What would you like to see to encourage more voluntary engagement in your region or on a broader social level?

I hope that more people in positions of social privilege develop an awareness of the experiences of those facing systemic disadvantage – and use their influence to make a difference. Social change toward more justice can only succeed if those with greater power, influence, and privilege also take part. It's similar to sustainability: those with more resources and room for action bear greater responsibility for shaping a livable future for everyone.



Schools Make a Difference – for Children, Families, and Society

Martina Alig is Co-Managing Director of intep's Zurich office. She also serves as President of the Greifensee Primary School and is responsible for the education portfolio in the municipal council. Her commitment stems from a desire to create conditions in which every child has the opportunity to fully realize their potential.

How has your engagement broadened your perspective on society? I've become more aware of just how much influence society has on schools – and of the enormous challenges our school system and today's children are facing. But I've also realized how powerful the school's impact is on children, and how crucial it is for society to provide a positive environment for all children – both inside and outside the classroom. There's still room for improvement...

What have you taken away from your engagement – professionally, personally, or in dealing with others? It's the best leadership school there is... You work with people from different committees and backgrounds, and you must reconcile a wide range of interests. That can be very challenging – but it's also incredibly valuable.



Volunteering
requires space
and time “

Martina Alig,
Co-Managing Director Zurich office



In your view, what needs to change to better support voluntary engagement? Volunteering requires space and time – and it only works when you can align it with your professional responsibilities. If we want to continue to rely on voluntary work, we need a clear commitment from employers and greater recognition of its value. Otherwise, we'll need to rethink our system and reorganize many things.

Goals & Measures

We are committed to fostering a work environment that supports the ongoing satisfaction and development of our employees by continuously improving every stage of their journey with us. Clear role descriptions are being developed, and positions and responsibilities – from student assistants to senior advisors – are being structured and clearly mapped out. At the same time, employees are being further supported and empowered in their roles as consultants, both professionally and personally.

Our Circular Economy Services

In our projects, we support clients on their path toward a circular economy through targeted consulting and hands-on guidance.

We provide foundational knowledge through lectures and training sessions and develop customized strategies, potential analyses, methods, and tools to enable tailored solutions. We place particular emphasis on ensuring that circular solutions are not only economically viable but also ecologically sustainable — as this is not inherently the case. We therefore evaluate new products, approaches, and business models using life cycle assessments (LCA) or LCA-based methodologies. In addition, we help companies embed topics such as sustainable product development (ecodesign) and sustainable procurement within their organizations. We promote participatory innovation and transformation processes by facilitating communication and actively involving employees and external stakeholders in the change process. In the construction sector, we advise developers and other stakeholders on the practical implementation of circular economy principles — including the preservation of existing building structures, design for disassembly, and life cycle cost assessments that include selective deconstruction. We also support federal authorities and municipalities by preparing studies, developing concepts, and advising on concrete project implementation.



2 Projects in Focus

Component Reuse at Urban Scale – A Contribution to the Circular Economy and Climate Strategy

As part of the Swiss Federal Office of Energy's research program "Buildings and Cities", intep collaborated with the Chair of Ecological Systems Design at ETH Zurich to explore the potential of reusing building components on an urban scale. The city of Baden served as a case study.

While the operation of new buildings is increasingly CO₂-neutral, embodied energy associated with the production, transport, and deconstruction of construction materials is gaining importance in climate strategies. Reusing building components offers significant potential to reduce these emissions and conserve resources.

The project involved modeling component flows at city level and quantifying the environmental benefits of reuse. A scientifically based model was developed to estimate the long-term reduction of embodied greenhouse gas emissions, embodied energy, and environmental impact through building component reuse. In addition, key economic, legal, social, and

organizational conditions for nationwide implementation in Switzerland were identified.

Key findings:

- Reusing building components can significantly reduce the environmental impact of construction projects, but on its own it is not sufficient to achieve net-zero targets in growing cities.
- Reuse has a greater effect when combined with sufficiency strategies and buildings designed for disassembly.
- Cities can lead by example by supporting pilot projects and developing a reuse roadmap in cooperation with the construction sector.
- National standards, targeted funding instruments, and integration into the federal waste regulation are essential for scaling.
- A national market potential for used building components was identified, and recommendations for sustainable procurement were developed.

This project makes a valuable contribution to extending product lifespans, advancing the circular economy, and achieving climate goals at both local and national levels.

The final report is available at: <https://intep.com/en/projects/reuse-building-components-city>



Circular Rural Regions – Unlocking the Potential of the Circular Economy in Rural Areas

With the four-year pilot project Circular Rural Regions, initiated by the Federal Ministry for Housing, Urban Development and Building (BMWSB) and the Federal Institute for Research on Building, Urban Affairs and Spatial Development (BBSR), the largely untapped potential of the circular economy (CE) in rural regions is being explored. intep is supporting the project as research assistant in collaboration with sprint consult.

Despite the growing relevance of circular economy for the sustainable transformation of the economy and society, circular approaches have so far played only a limited role in rural development strategies. This project addresses precisely that gap: through an open competition, four German model regions will be selected and supported—both financially and technically—between 2024 and 2027 in developing and implementing their own CE strategies. In parallel, leading European regions will be involved to promote cross-border knowledge exchange.

The core objective of the project is to develop systemic solutions for circular value chains in rural areas—

drawing on regional strengths, networks, and existing structures. A key focus lies in developing viable financing and organizational models, as well as integrating existing initiatives and relevant local stakeholders. The goal is to anchor the circular economy as a strategic topic for the future of rural regions.

Key goals and components of the project:

- Support and scientific guidance for four model regions in Germany
- Development and implementation of regional CE strategies
- Strengthening of cooperation and regional networks
- Exchange with experienced regions across Europe
- Analysis of successful strategies and derivation of transferable insights
- Knowledge transfer at regional, national, and European levels

The project makes an important contribution to implementing the Territorial Agenda 2030 and demonstrates how rural areas can emerge stronger from the transformation process.

Goals and Measures

- We aim to offer our services in the areas of circular economy, ecodesign, and sustainable procurement at all our locations in the future in order to provide comprehensive and consistent support to our clients across regions.
- We are establishing a cross-location expert group on the circular economy to jointly reflect on current developments, exchange experiences, and continuously enhance our service portfolio. This will improve overall transparency, strengthen internal collaboration, and ensure technical consistency.



Turning Regulation into Opportunity

As a sustainability-focused consultancy, intep continuously observes regulatory and political developments and actively helps shape them. New laws, directives and standards are steadily raising the requirements placed on companies and their sustainability strategies. Our expertise enables us to support our clients in adapting to these changes while unlocking new opportunities.



By taking an active role in drafting legislation and regulations, we respond flexibly to current and future requirements. In doing so, we open up new markets and give our clients an advantage, preparing them for complex frameworks such as the EU Taxonomy, supply-chain legislation and climate-protection mandates.

Our governance approach includes systematic monitoring of political and regulatory trends and the timely communication of relevant information to stakeholders. We provide regular training for our employees to ensure their knowledge and skills remain current and to guarantee the highest level of advisory quality.

We also participate actively in committees, associations and working groups to influence the development of sustainability guidelines and standards.

Through our involvement in SIA commissions, our board and working-group leadership roles at IFMA (International Facility Management Association) and Bauen Digital Schweiz, our board membership at ROREP (Swiss Society for Spatial Planning and Regional Policy), as well as our membership in Circular Economy Switzerland, Swisscleantech,

Ecobau, NNBS (Sustainable Construction Network Switzerland) and other professional bodies, we make a tangible contribution to creating future-ready frameworks while strengthening our position as a reliable partner in an evolving regulatory landscape.

With this holistic approach, we generate added value for our clients, promote sustainable transformation and actively shape regulatory and political developments.

Goals and Measures

We are currently in the process of defining concrete objectives for systematically incorporating regulatory and political developments into our work. By setting clear targets, we aim to strengthen our proactive role in shaping sustainability standards and guidelines and to deliver even greater value to our clients. We see this as an important step toward forward-looking and responsible corporate governance.

Economic Key Figures

	2023	2024
Annual Revenue	7.3 Mio	7.2 Mio
Customer satisfaction (max. score 6)	5,3	5,3
Share of Research and Development	10 %	15 %

Environmental Key Figures

	Consumption [kWh]	Intensity [kWh/FTE]
Fuel consumption (natural gas)	4'346.2	78.6
Electricity consumption	16'036.2	290.0
District heating consumption	19'943.0	360.6

Employee Key Figures

Employees by Position

	Total	Female	Diverse	Male
Number of employees	72	43	1	28
Number of full-time employees	17	7		10
Number of part-time employees	55	36	1	18
Executive management	8	4		4
Senior Consultants/Advisors	18	11		7
Consultants	20	11	1	8
Analysts	10	6		4
Business Support	10	7		3
Working students	6	4		2
Interns	2	1		1
New hires	12	5		7

Employees by Country¹

	Total	Female	Diverse	Male
Number of employees in Germany	30	19	1	10
Number of employees in Switzerland	41	24		17
Number of employees in Austria	1			1

¹ per 31.12.2024

Employees by Age Group

	Under 30 years	Between 30 & 50 years	Over 50 years
Total	27	40	8
Executive Management	0	6	2
Senior Consultant/Advisor	1	16	3
Consultant	10	10	0
Analysts	8	1	1
Business Support	2	6	2
Interns	1	1	0

Additional Key Figures

	2023	2024
Employees	80	72
Number of employees taking parental leave	6	7
Employee satisfaction	78 %	76 %
Staff turnover rate	15.2 %	23.4 %
Work-related accidents	0	0
Number of fatalities	0	0
Gender pay gap	0	0

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