

**GOLDBECK**

# Sustainability Report 2025/26

# Magazine

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# Sustainability Performance

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Managing Director of GOLDBECK  
Deutschland GmbH and  
Chief Sustainability Officer

# Editorial

Dear readers,

In a challenging economic environment, it becomes clear whether sustainability is firmly embedded in the core business or remains an abstract concept. For us, there is a clear answer: sustainability is an integral part of the corporate strategy. Yet, the focus remains firmly on the levers that make a genuine difference.

This Sustainability Report therefore connects two perspectives that are inseparably linked: the magazine section shows how sustainability has been successfully implemented in projects and how the ESG consulting approaches create tangible benefits for clients. The performance section complements this with GOLDBECK's strategies, actions and metrics from the past financial year. For the first time, the report is aligned with the requirements of the forthcoming EU reporting obligations under the CSRD, which will be crucial for us from 2028.

Our greatest impact lies in the areas where we plan, build, operate and refurbish. This is where sustainability becomes both practical and effective. We support clients ranging from private investors to public-sector clients, addressing individual requirements as well as comprehensive sustainability strategies. In this context, it is essential to implement sustainability in an economical and practical way. It must work within the project and create genuine added value. The focus is therefore on the levers that can achieve the greatest impact and can be implemented and scaled pragmatically.

Decarbonisation remains the central field of action. We aim to contribute to this, particularly through our core business, where our products and projects can set new standards. Three examples in this report

demonstrate what can be achieved in practice: the Smart Mobility Hub in Hoyerswerda, which opens up new pathways towards energy-autonomous buildings; the modernisation of the European plants in Žatec and Rakowice Male to enable significantly lower-emission production; and the Concrete Innovation Center, where we are driving forward economical and scalable solutions for low-carbon concrete. Together, these examples show how material innovations, modern production facilities and intelligent building systems are gradually reducing the embodied carbon of our buildings.

Beyond decarbonisation, the report addresses further ESG topics that we are advancing together with our clients and out of our own sense of corporate responsibility. The Phoenix office complex in Eschborn, for example, demonstrates how the sustainability performance of an existing building can be raised to the level of a new build, while incorporating circular economy principles, biodiversity and climate resilience from the outset. The EcoVadis Gold Medal awarded to GOLDBECK Deutschland GmbH provides external confirmation that we are on the right track.

GOLDBECK will continue to advance sustainability where its influence is greatest: close to the core business, economically viable, innovation-driven and with clear benefits for our clients. This combines strategic integration with consistent implementation, bringing sustainability to where it must prove its value: in the market and within projects. Gratitude is extended to all employees, clients and partners for their trust, collaboration and shared commitment.

With this support, we will continue along our chosen path with consistency and confidence.

Yours sincerely,



Jörg-Uwe Goldbeck



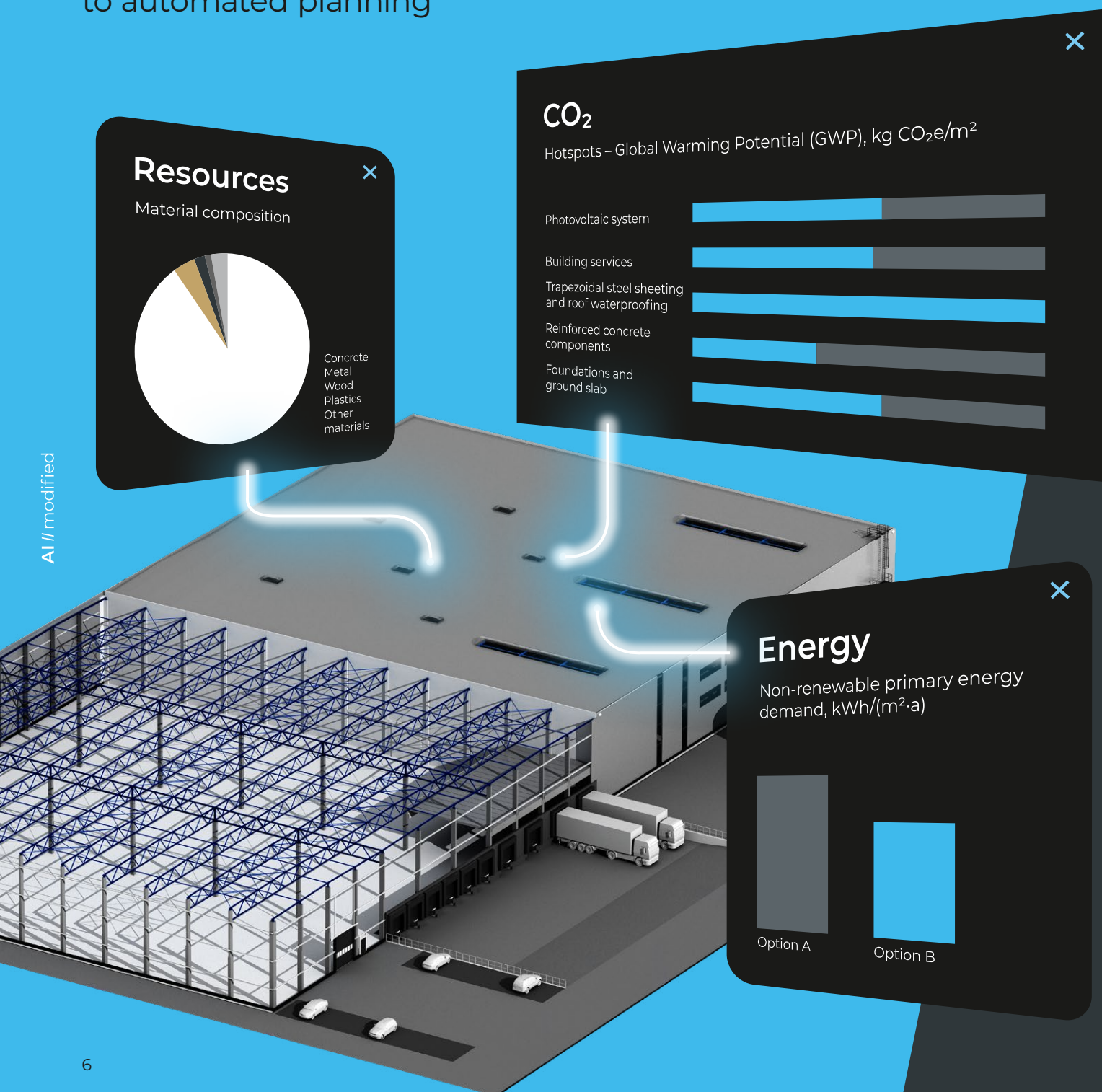
Jan-Hendrik Goldbeck



Dr. Michael Six

# Our digital vision:

From data-driven design  
to automated planning



### **BIM as the basis for the planning process**

Our vision for the digitalisation of our company is an end-to-end, largely automated planning process based on Building Information Modelling (BIM). All relevant building data is generated only once, consolidated in a central BIM model and made available for analyses, verification and decision-making, regardless of the specific planning task. We are creating the foundation for economical, sustainable and future-ready buildings by intelligently linking building, energy, material, environmental and cost data across the entire life cycle.

### **Our tools: digitally connected from end to end**

Sustainability and digitalisation go hand in hand at GOLDBECK. A range of planning tools is already in use today, some developed in-house and others established specialist solutions such as CAALA, Madaster and One Click LCA. They provide valuable insights into energy efficiency, eligibility for funding, material use, the circular economy, carbon assessment and sustainability metrics. This makes the environmental, economic and technical impacts transparent from the early planning stages and supports informed decision-making at an early stage.

The aim is to connect these applications seamlessly using a shared data foundation.

What is still partly carried out today in separate analysis, verification and planning processes is thus gradually merging into an integrated digital planning process that automatically provides information, reliably evaluates alternatives and meets regulatory requirements efficiently and on a data-driven basis.

### **Considering the entire life cycle**

A key element of this approach is the holistic consideration of buildings throughout their entire life cycle. In line with current regulatory developments such as the European Energy Performance of Buildings Directive (EPBD), the focus is increasingly expanding beyond energy consumption to include materials, resources, circularity and carbon emissions. In future, the required data is to be provided directly through the planning processes and made available as a reliable basis for decision-making.

This will improve planning quality and lay the foundation for fast, informed and data-driven decisions throughout the entire building life cycle of customer projects.

## **Making data usable: Our Project Carbon Footprint**

This year, we are reporting our Project Carbon Footprint for the first time, covering emissions from new-build and existing-building projects. It is based on carbon assessments from various tools as well as information from energy performance certificates. Where a complete carbon assessment is not yet available, we use average values for extrapolation, with product- and country-specific data applied wherever possible. We are confident about the continued development of this approach and the closing of existing data gaps: BIM-based planning and the intelligent connection of building models with digital assessment tools enable robust and efficient carbon assessments. This ensures that we are prepared for future regulatory requirements.

### **EPBD: the framework for energy-efficient, low-emission buildings**

The EU's Energy Performance of Buildings Directive (EPBD) establishes the regulatory framework for energy-efficient, low-emission buildings, both new and existing. Its revision marks a paradigm shift for new buildings: while the focus was previously on energy demand during the use phase, greenhouse gas emissions will in future be assessed across the entire life cycle. From 2028, this assessment will become a legal requirement for new buildings with a floor area exceeding 1,000 m<sup>2</sup>. This will place greater emphasis on embodied carbon, for example from structural elements and interior fit-outs. We are already prepared to support our clients in meeting these requirements.

# Tailored implementation for every project

From economically viable first steps to rigorous sustainability verification, we develop solutions tailored to each project's requirements, objectives and budget.

Sustainability in construction does not always begin with ambitious visions or fully developed solutions. It usually starts with a simple question: What does this project really need, from an economic, planning, regulatory and long-term perspective? Clients have different starting points, pursue different objectives and therefore require different forms of advice. For SMEs (small and medium-sized enterprises) in particular, the focus is often on pragmatic and economically viable solutions: How can operating costs be reduced? How can energy demand be managed effectively? Which funding opportunities should be considered from the outset? Other clients go much further. They expect robust carbon assessments, clearly defined targets, transparent material information, certifications or auditable documentation for third parties. There are many meaningful levels between an initial introduction and ambitious sustainability requirements. This is precisely where good consultancy and planning must provide appropriate solutions today.

GOLDBECK does not address this diversity with a rigid standard, but through integrated consulting that is closely linked to the planning process. The ability to provide advice that is both tailored and efficient is also rooted in our system-based construction approach. It enables sustainability requirements to be structured at an early stage, compared options reliably and implement solutions economically. This provides clear guidance, accelerates decision-making and produces solutions that suit the project, the budget and the customer's objectives. Consulting expertise, in-house planning and digital tools work seamlessly together, from a single source and fully integrated into the subsequent project delivery process.

„Our aspiration is to create the best solution for our clients across the entire building life cycle. Digitalisation and sustainability are not ends in themselves, but key levers for delivering projects efficiently, economically and in a future-ready way.“

**Dr Michal Six**, Chief Sustainability Officer

### Thinking ahead digitally

End-to-end digitalisation and increasing automation are key elements of this approach. Building Information Modelling (BIM) provides the foundation. BIM brings together all relevant information in a shared model and connects the specialist disciplines within GOLDBECK. This enables sustainability to be considered from the outset.

Digital tools support consulting wherever requirements need to be addressed quickly, precisely and with the

“Sustainability provides the strategic direction, while digitalisation supplies the data and transparency. Only the combination of the two allows us to make well-informed decisions throughout the entire building life cycle. We connect consulting, planning and construction with digital solutions in an end-to-end process, laying the foundation for long-term added value.”

**Dr Kati Herzog**, Head of ESG

specific project in mind. We use a toolkit comprising solutions developed in-house as well as established market applications. These provide early guidance, enable different options to be assessed and help determine the appropriate level of analysis. Different solutions are used depending on the customer's needs. CAALA supports us during the early project stages with questions relating to energy, operating costs, eligibility for funding and initial strategic decisions. We use One Click LCA when carbon assessments need to be detailed, realistic and tailored to specific requirements. Madaster creates transparency regarding the materials used, strengthening the focus on resources and circularity.

The result is a consulting approach aligned with the actual requirements of each project, from an economically viable starting point for SMEs to rigorous verification for investors, public-sector clients or clients with particularly ambitious objectives.



# Early clarity on the energy concept

At the start of a project, many aspects are still undecided. Yet this is precisely when decisions are made that will shape a building for decades. What type of building envelope makes sense? How much photovoltaics is worthwhile? What do these decisions mean for energy demand, operational carbon, life cycle costs and eligibility for funding? This increases complexity. Requirements relating to the German Sustainable Building Quality Seal (QNG), CRREM or carbon limits become relevant at a stage when many details have yet to be developed. This is where the challenge lies, but also the greatest potential for optimisation, including from an economic perspective. Identifying the right options early on helps to avoid redesigns later in the process.

## Evaluating options

To provide clients with reliable advice from the outset, GOLDBECK uses CAALA, a digital tool that enables different energy concept options to be compared and evaluated quickly using only a small amount of project data. Its greatest benefit lies not in final verification, but where guidance creates the most value: during the tender phase and initial discussions about objectives, requirements and feasibility.

At the customer's request, GOLDBECK's Sustainability Consultants use the appropriate tools directly during customer meetings and when preparing tenders. Based on the information available at this stage, different options can be compared quickly. This shows how changes to the building envelope, technical systems or photovoltaic installation affect energy demand, operational carbon, embodied carbon, life cycle costs and eligibility for funding. An initial project idea can therefore quickly become a reliable basis for further planning.

## Making interdependencies visible

Digital tools do more than provide metrics. Above all,

they make the underlying interdependencies visible. Additional insulation can reduce energy demand, but it also increases material use and therefore embodied carbon. A larger photovoltaic installation improves performance during operation, but also affects investment costs and economic viability. Understanding these interactions and presenting them transparently to the customer is central to the consulting process.

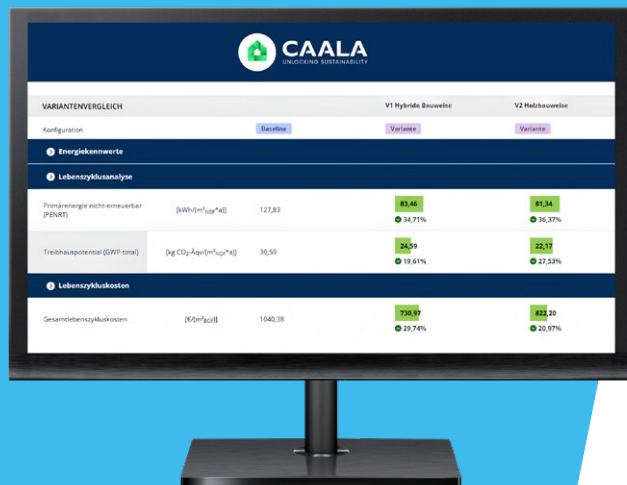
GOLDBECK translates these interdependencies into a format that can be used in day-to-day project work. The tool consolidates key metrics and presents them concisely, making complex requirements tangible and allowing different options to be compared directly. This is particularly relevant in residential construction, where the QNG is a key factor in determining eligibility for funding in many projects. Identifying achievable requirements and the necessary levers at an early stage provides greater planning certainty. It also allows energy efficiency and autonomy, service charges and funding to be considered together from the outset.

## Reaching viable solutions faster

The practical benefits are also evident in the speed of the process. While each new option previously required several intermediate steps across different programmes, CAALA enables a significantly faster initial assessment. This represents genuine progress for the consulting process: metrics become available sooner and cost implications can be evaluated. This leaves more time during discussions to focus on what matters most: clarifying objectives, assessing options and preparing the next steps.

GOLDBECK uses digital tools to consider energy efficiency, carbon, eligibility for funding and economic viability together from the outset of a project, providing clients with a sound basis for decision-making. A small

amount of information generates initial reliable findings, options become concrete foundations for decisions and an initial project idea develops into a clearer picture of what a future-ready energy concept could look like.



“We can respond flexibly to customer needs, present environmental impacts transparently and identify sustainable alternatives, directly in customer meetings, for both existing buildings and new builds. This is how CAALA supports our agile sustainability consulting at a professional level.”

**Hendrik Seidel**, Center of Expertise Energy & Renewables

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The GOLDBECK ESS (ESN) teams provide project-specific advice on energy and sustainability matters.

# Carbon assessment with added value

Turning carbon calculations into measurable  
CO<sub>2</sub> reductions in new-build projects



Logistics facility in Frechen:  
GOLDBECK conducted a  
detailed assessment using  
One Click LCA in line with the  
project requirements for its  
customer SEGRO.



Find out more in the DGNB position paper signed by GOLDBECK and other companies. It explains why verified product-specific life cycle assessment data is essential for reliably reflecting the climate benefits of lower-emission materials in carbon assessments.



“Those investing in lower-emission solutions want to be able to demonstrate the benefits reliably. This requires an assessment based on project-specific data that makes reduction potential visible down to material level. Additionally, it creates incentives for further innovation.”

**Dr Michael Heckmann**, Strategic Sustainability Manager

Carbon assessment for new builds is becoming increasingly important. This is being driven by stricter regulatory requirements, funding criteria, sustainability certifications such as DGNB, BNB and BREEAM, and the targets set by many clients. Under the EU's Energy Performance of Buildings Directive (EPBD), the mandatory disclosure of whole-life greenhouse gas emissions will become increasingly relevant, even though specific limits and national provisions are still being developed. Concurrently, client expectations vary considerably in the current economic environment.

Our approach is clear: every project and project stage requires the right solution. During the early stages, our simplified approaches and in-house tools provide guidance, enable options to be compared and help define realistic target ranges. At this point, speed is often more important than maximum detail. As the planning and material selection become more specific, an assessment is needed that reflects the building's design in greater detail. After all, those investing in lower-emission solutions want to be able to demonstrate this benefit reliably in the assessment.

This is precisely where One Click LCA expands GOLDBECK's range of services and tools. It is used where industry averages reach their limits and project-specific findings are required. By incorporating different data sources, from generic carbon datasets to manufacturer-specific Environmental Product Declarations (EPDs), calculations can more closely reflect the actual materials selected for a project.

“This enables us to accurately account for carbon-optimised materials, such as our Blue Concrete and products from individual manufacturers, and reflect their positive impact on a building's environmental performance,” says Lukas Metger, Sustainability Design Professional at GOLDBECK. Incorporating individual product data also creates incentives for innovation and competition while supporting lower-emission construction methods.

This creates tangible added value for our clients: reduction potential becomes more clearly visible, down to individual component or material level. Ambitious carbon targets can be pursued more reliably and efficiently. Material decisions are documented transparently, for example for investors or certification purposes.

In doing so, we ensure that greater depth of calculation genuinely contributes to better decisions rather than merely producing more detailed models.

This allows us to tailor the assessment to different framework conditions. It can be adapted both to sustainability standards such as DGNB, BNB and BREEAM and to the expectations of different customer groups, from private investors to public-sector clients. It can also be applied across different project and market contexts, from individual projects to international settings, and closely integrated with the planning process. Functions such as BIM import, quantity linking and option comparisons allow analyses to be developed iteratively and incorporated into real decision-making processes.

One Click LCA is a targeted addition to our toolkit. The right balance between efficiency and accuracy is crucial: a carbon assessment should support clients' decision-making, not simply increase the level of detail.



“The requirements for carbon assessment will continue to increase. What matters, therefore, is an approach that meets regulatory requirements while creating tangible added value for our clients.”

**Izabela Bürkner**, Center of Expertise Life Cycle Engineering & Climate

# A digital view inside the building

Digital building resource passports make a building's materials, environmental impacts and circularity visible and measurable. Using Madaster, GOLDBECK translates this approach into a practical solution that supports better decisions throughout the building's life cycle.

Digital building resource passports make a building's materials, environmental impacts and circularity visible and measurable. Using Madaster, GOLDBECK translates this approach into a practical solution that supports better decisions throughout the building's life cycle.

Sustainability requirements for buildings are now considered more comprehensively than they were just a few years ago, with resources and resource assessments receiving increasing attention. Two perspectives can be distinguished: inflows, meaning the materials entering a building, and outflows, meaning the materials that can be dismantled, separated and recovered at the end of its service life. Reliable data is often lacking in precisely these areas. Although plans and specifications provide information, they answer key questions only partly. As a result, the materials contained in many buildings remain a black box.

Our clients need a reliable basis for decision-making. They must be able to assess which valuable materials a building contains, which material qualities have been documented, which components can be removed or separated by material type, and what environmental impacts are associated with the materials. This transparency is becoming increasingly important as metrics gain relevance for regulatory requirements, investment decisions and reliable documentation. It also reduces the risks associated with unknown building materials and supports decisions concerning refurbishment, dismantling and changes of ownership.

## Turning Buildings into Digital Material Inventories

This is where the digital building resource passport

comes in. It supplements component information with metrics relating to circularity and global warming potential, transforming the building into a digital material inventory. It provides transparency regarding the primary and secondary materials entering a building and shows which components can be retained, removed, reused or recycled to a high standard. GOLDBECK uses Madaster as a platform for consistently combining this information with its own BIM models and making it available at every stage of the life cycle. For clients, this means, material and planning decisions relating to conversion and dismantling can be assessed earlier and on a more informed basis, taking into account costs, circularity, carbon emissions, long-term value retention and potential residual value.

## How GOLDBECK puts the approach into practice

A reliable building resource passport requires more than a platform. It is based on our own specialist BIM models, whose elements are prepared so that they can be linked with component and material data. These are supplemented by in-house modelling specifications, planning aids and standardised datasets. Although not every individual screw is modelled, more than 90% of the building's mass can already be recorded with a spatial reference. The real added value therefore lies not in the platform alone, but in the quality of the data, the methodology and a consistent process.

## Pilot projects with GARBE Industrial

The pilot projects with GARBE Industrial demonstrate how practical this approach is. Solutions originally developed in-house for logistics and production facilities were applied in real projects for the first time.

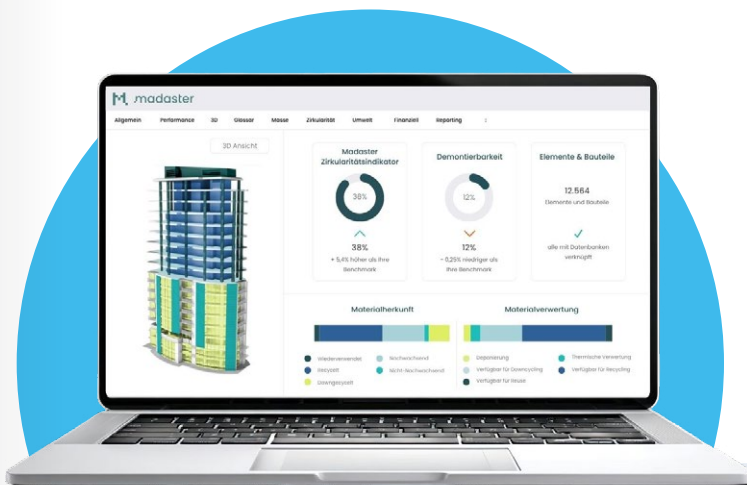
The pilots showed that model-based building resource passports create tangible added value for clients, particularly through the depth of the information provided, its structured presentation and its direct connection to the model. Another positively received aspect was that GOLDBECK not only provides data, but also interprets it and uses it to create a reliable basis for decisions concerning planning, dismantling and changes of ownership.

Digital building resource passports remain a dynamic field, and consistent industry standards are only gradually emerging. There is still scope for development, particularly in calculation methods, presentation formats and data availability. This makes early practical experience all the more important: it demonstrates what is already possible and provides a basis for developing, optimising and scaling solutions further. "For GOLDBECK, this approach is an important step towards greater

transparency regarding resources and circularity in construction. At the same time, it strengthens our focus on the circular economy," says Dr Kati Herzog, Head of ESG. The better we document the materials and components within buildings, the more effectively we can plan, assess and reduce their environmental impacts in the future.

"The consistent integration of environmental and economic considerations is the central, unifying element of all our business activities. We call this concept, which encompasses the entire property life cycle, Sustainonomics. A building resource passport that improves the circularity of the materials used in line with the cradle-to-cradle approach fits very well with this strategy. It enables us to deliver projects sustainably, innovatively and responsibly, while setting standards for the future."

**Maik Zeranski**, Head of Development and Member of the Management Board, GARBE Industrial



Logistics facility in Leipheim, part of the pilot project with GARBE Industrial. (Visualisation)

# GOLDBECK moves into the top 5%

Transparent sustainability: GOLDBECK Deutschland GmbH was awarded a Gold Medal in the global EcoVadis rating in January 2026.

Private- and public-sector clients, investors, banks and partners are interested in the importance assigned to sustainability and social responsibility within our companies. They ask questions about corporate governance, the treatment of people and environmental performance. For us, this means growing requirements for structured ESG data, ranging from carbon emissions and ratios to compliance matters, as well as communication, independent ratings and certifications. Reliable sustainability data is therefore becoming increasingly important: it creates transparency, provides stakeholders with dependable guidance and helps GOLDBECK respond effectively to growing requirements.

ESG data is more than a reporting matter for us. To reduce emissions and energy consumption and improve environmental processes, it is essential to understand the current position, how metrics are developing and where the greatest levers lie. Only on this basis can we prioritise actions and systemically improve sustainability performance. Data makes sustainability manageable.

Therefore, we align our ESG reporting pragmatically with client needs. Centralised ESG data management provides the basis for both internal reporting and external sustainability assessments, as well as for meeting specific customer requirements. This is particularly challenging for a decentralised company such as GOLDBECK. Software tools such as Tanso and Workday provide digital support, helping to collect and

analyse data efficiently and incorporate it into reporting. Standardised processes also reduce the operational workload and ensure that information is available more quickly and reliably. This combines a streamlined, practical approach with high standards of quality and meaningful reporting.

The benefit for clients is clear: We can respond to enquiries more transparently and provide ratings and supporting documentation reliably. Our certifications also demonstrate the success of this approach. Through our environmental management system in accordance with DIN EN ISO 14001, we have established clear processes, responsibilities and standards that are continuously developed. The successful 2026 surveillance audit covering a large part of GOLDBECK GmbH sends a strong signal to clients: We do not improve our environmental performance through isolated actions, but through a systematic approach.

EcoVadis also makes sustainability performance comparable within the market. GOLDBECK Deutschland's Gold rating in 2026, placing it among the top 5% of assessed companies, demonstrates that its ESG performance can be presented transparently and substantiated with reliable evidence. For GOLDBECK, this represents recognition of its efforts. For clients, it provides an additional mark of quality.

Reliable data is therefore not an end in itself for us. It helps us manage our internal operations more effec-



“Reliable data collection requires clear and transparent processes. They strengthen our credibility and help us respond efficiently and reliably to the requirements of the EcoVadis rating and to sustainability enquiries from clients and banks.”

**Céline Kähler**, Strategic Sustainability Manager

tively, design processes efficiently and provide reliable information to clients, partners and financiers. This is how ESG data management creates added value: transparent, efficient and consistently aligned with requirements.



“For our clients, DIN EN ISO 14001 provides assurance that they are working with a partner that systematically manages and continuously improves its environmental aspects and objectives. This builds trust and supports clients in pursuing their own sustainability goals.”

**Tamara Tschepe**, Strategic Sustainability Manager



Find more information about the GOLDBECK EcoVadis rating here.

# Short news

GOLDBECK is advancing the development and use of scalable decarbonisation levers. The focus is both on optimising established materials and on the targeted use of alternative building materials.

Find more information about GOLDBECK's overarching decarbonisation levers [here](#).

## A strong partnership for transforming construction: **GOLDBECK joins solid UNIT e.V.**

The sustainable transformation of the construction industry requires diverse perspectives and effective solutions. By joining solid UNIT e.V., we are strengthening our network and our commitment to actively shaping this transformation. solid UNIT promotes sustainable construction using mineral-based building materials and connects research, industry and practice. Our industrial, process-optimised approach contributes valuable impetus to the network, helping to accelerate the development and use of low-carbon materials. We are working together to raise the profile of scalable solutions, share knowledge and advance the transformation of the construction industry in an informed, practical and effective way.

## Straw interior walls: **GOLDBECK puts them to the test**

Sustainable construction requires innovations that prove themselves in real-world applications. GOLDBECK takes a systematic approach, continuously testing new materials with operational project teams and external partners. Together with STRAMEN.TEC, GOLDBECK piloted straw-based interior wall systems at its new branch building in Hanover and in projects for German customs authorities. The industrially constructed, self-supporting wall elements consist of more than 90% highly compressed wheat straw. This renewable, locally available building material combines responsible resource use, decarbonisation and technical performance. The environmental results are positive: compared with conventional drywall systems, savings of around 80 kilograms of carbon equivalents per square metre can be achieved. This is a promising approach with potential for further practical use.



Committed to providing strong impetus for more sustainable building materials, from left: Dr Michael Six, Managing Director of GOLDBECK Deutschland GmbH and Chief Sustainability Officer; Thomas Zawalski, Managing Director of solid UNIT e.V.; and Lukas Romanowski, Team Manager Building Materials at GOLDBECK.

## A floor slab with significant potential: **How GOLDBECK is advancing the decarbonisation of industrial floors**

When decarbonising logistics facilities, attention usually turns first to the structure and building envelope. However, a crucial lever lies beneath them: the industrial floor slab. The concrete used here accounts for a substantial share of the embodied carbon and therefore offers considerable potential for reductions. "This is precisely where our internal project to decarbonise industrial floors comes in," explains Dr Pamela Zuschlag, Technical Project Manager at GOLDBECK. "Our aim is to test and further develop new materials and technologies under real-world conditions, making them suitable for future applications."

A pilot project with Holcim and the start-up Paebbl demonstrates what this looks like in practice. At a logistics facility in southern Germany, GOLDBECK delivered Germany's first industrial floor slab made from carbon-storing concrete. Working with its partners, GOLDBECK developed a new concrete mix that meets the technical requirements of an industrial floor while reducing its carbon footprint. Across an area of 420 square metres, 15% of

the cement was replaced with a carbon-mineralised cement substitute made from olivine rock. The result was around 13% less carbon than suitable regional concrete mixes and around 25% less than the CSC industry reference value for C30/37 concrete in modules A1 to A3. In addition, approximately 880 kilograms of carbon are permanently stored in the concrete.

For Matthias Dollman, Team Manager Industrial Flooring, the project demonstrates one thing above all: "Innovations may originate in the laboratory, but they must prove themselves on the construction site. Whether a new material can genuinely withstand the demanding requirements of an industrial floor only becomes clear when it is used in real projects. This is the only way to reliably transform sustainable innovations into scalable solutions."



A joint success: the GOLDBECK, Holcim and Paebbl project team following the successful concrete pour on site. © Deliberate PR

# GOLDBECK shows the way towards energy autonomy

A best-practice project



What happens when a building is designed consistently around energy, with the aim not only of achieving efficiency but also of becoming largely independent of external energy sources? This question marked the beginning of an exceptional project in Hoyerswerda. GOLDBECK is constructing a research and testing complex here for TU Dresden, demonstrating what the future energy supply of buildings could look like and what is already possible today.

The tender stipulated that at least 75% of the building's energy demand had to be met directly on site. For a building featuring a 45-metre-high, column-free testing hall as well as office and laboratory spaces, this is far from standard. Rather than viewing the requirement as a constraint, the project team made it the guiding principle. From an early stage, the energy system was simulated, evaluated and developed further in-house as an integrated whole. The result is a concept with an energy autonomy rate of around 78%.

## Summer electricity for winter

Energy is not always available when it is needed. In summer, the photovoltaic system generates large amounts of electricity, in winter, demand rises while output falls. Bridging this gap is a key challenge for buildings seeking a high degree of energy self-sufficiency. In Hoyerswerda, the energy concept therefore combines photovoltaics, heat pumps, geothermal energy and battery storage. Energy generation, use and storage have been interlinked from the outset. The key lies where conventional storage systems reach their limits. Surplus electricity generated during the summer months is converted into hydrogen by an electrolyser and stored. During winter, the stored hydrogen can be used to generate electricity and heat when photovoltaics alone are no longer sufficient. This creates a system that makes energy available not only from day to day, but across the seasons.

The system opens up additional opportunities for use, particularly at a research facility. The hydrogen generated can also be used for other purposes, including new on-site mobility solutions. The building thus becomes a testing ground for innovation, combining physical infrastructure with application-oriented research.

The decisive factor behind the project's success is not any single technology. Photovoltaics, heat pumps, geothermal energy, battery storage and electrolysis already exist. The real achievement lies in coordinating them. Through integrated planning, all components were interconnected from the outset, while energy flows were simulated and optimised. A central control system dynamically determines whether energy is used directly, stored temporarily or converted into hydrogen. The result is an integrated concept that not only achieves ambitious energy targets but also remains flexible during operation.

#### The courage to put ideas into practice

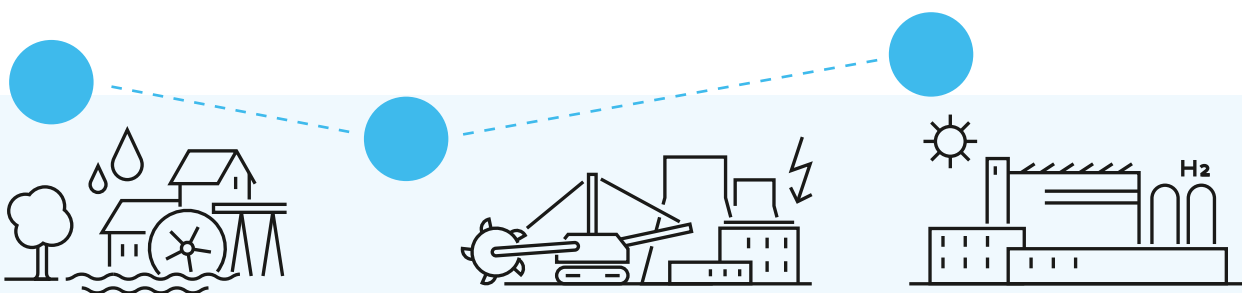
A project such as the one in Hoyerswerda requires the courage to break new ground. The idea of integrating hydrogen into a building in this way began as a vision. Its implementation is the result of collaboration and a shared determination to turn innovation into reality, reflecting two values that define GOLDBECK: pioneering spirit and trust. As the use of hydrogen in buildings is not yet standard practice, projects like this are particularly important. They demonstrate what is possible and provide valuable experience for scaling comparable projects in the future.

The commissioning of the research building in Hoyerswerda marks the beginning of its next phase. It will not only be used, but also analysed and developed further.

“The Hoyerswerda project represents pioneering spirit and the courage to break new ground. Together with Dresden University of Technology, we are gaining valuable experience for future energy solutions and creating a foundation for further research.”

Hendrik Seidel, Center of Expertise Energy & Renewables

The question of how buildings will generate, store and use energy flexibly in the future has yet to be answered conclusively. This project does not provide a final solution, but it demonstrates how buildings can evolve from pure energy consumers into active components of an intelligent energy system. In the context of our Road to Net Zero, the project also offers another way to reduce the project-related carbon footprint.



#### The project's guiding principle: A region in transition: Tradition meets innovation

Lausitz has always been closely associated with the question of how energy is generated and used. Until the 19th century, the region was predominantly agricultural. The power of flowing water

was harnessed as a source of energy from an early stage.

The nearby Krbat Mill in Schwarzkollm recalls these early forms of energy use. From the 18th century onwards, lignite became increasingly important and, with industrialisation, developed into the defining energy source of

Lusatia and a driver of far-reaching change. Today, the region is once again undergoing a transformation. The Hoyerswerda project reflects this development, tracing a path from water as an early source of power and lignite as the defining energy source of industrial development to hydrogen as part of a new energy supply system.

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A multi-storey car park in Warwick, UK, featuring a green facade and a water feature. The car park is a modern structure with multiple levels, and the green facade is a prominent feature. The water feature is a small pond or stream that runs alongside the car park, with yellow flowers and green plants in the foreground. The sky is blue with some clouds.

# Making climate risks manageable

GOLDBECK helps clients identify physical climate risks at an early stage and integrate suitable adaptation measures into the planning process in an economically viable way.

Hot summers, dry spells, heavy rainfall and flooding have long since become a reality, posing increasingly complex challenges for the built environment. For owners, investors and operators, one question is becoming ever more pressing: How future-ready is a property under changing climatic conditions? Climate resilience describes the ability of a building and its location to withstand climate-related impacts, reduce risks and secure usability and comfort over the long term. It is therefore not an optional extra, but an integral part of good construction quality and an economically relevant competitive factor. Today, the focus is not only on the impact of buildings on the climate, but also on the impact of climate change on buildings.

## **Considering climate resilience from the outset**

This perspective changes planning throughout the entire life cycle: risks must be identified early, locations assessed individually and appropriate measures integrated in a targeted manner. GOLDBECK has therefore embedded climate resilience in its planning process and supports clients in analysing and prioritising risks and implementing specific measures.

The multi-storey car park in Warwick, UK, combines a green façade with a water feature to mitigate heat islands and reduce the impact of heavy rainfall.

As different locations require different strategies, such as flood protection in coastal areas or heat management in urban centres, climate-resilient building planning begins with a location-specific climate risk analysis conducted by our partner Sustainaccount. Different climate scenarios are also considered to systematically incorporate future developments into the assessment. The analysis is integrated into the GOLDBECK planning process and can be initiated at an early stage of the project. Its findings provide the basis for further planning and allow climate risks to be considered as early as the tender phase. On request, GOLDBECK also prepares more detailed building-specific analyses, for example for DGNB certifications.

### From risk to action

We use our internally developed Climate Resilience Manager to evaluate the climate risk analysis. The tool imports the findings and prioritises climate risks according to their potential impact on the location. For relevant risks, it recommends suitable measures that can be implemented within the GOLDBECK system. These measures can be compared in terms of effectiveness, cost and the additional implementation work required beyond the GOLDBECK standard. This provides project teams with a structured basis for selecting an appro-

priate package of measures and incorporating it into the planning process.

The Climate Resilience Manager draws on an internally developed catalogue containing around 160 solutions for climate-related risks and extreme weather events, ranging from heat and drought to storms, heavy rainfall and flooding. A profile is provided for each measure, outlining its benefits, area of application and design. The catalogue covers structural, technical and organisational measures and serves as a practical reference for everyone involved in the project. Many measures that increase resilience are already part of the GOLDBECK standard. Clients therefore benefit from a more robust building without additional costs. Where projects have specific requirements, GOLDBECK recommends additional measures that are assessed individually and costed transparently. Climate resilience is considered beyond completion, with buildings planned so that selected measures can be retrofitted if required.

This encapsulates GOLDBECK's approach: individually analysed, systematically implemented. The Climate Resilience Manager combines location-specific analysis with standardised measures developed specifically for GOLDBECK buildings. This results in tailored, eco-



“Climate resilience is another important element of sustainable buildings. Considering it during the early planning stage is crucial to creating future-ready buildings, not as an optional extra, but as an integral part of the process.”

Zhila Nayebossadrian, Development Engineer



Examples of adaptation measures from the GOLDBECK catalogue.

nomical and scalable solutions. This provides greater project certainty, facilitates the early consideration of regulatory requirements and helps protect investments in the long term.

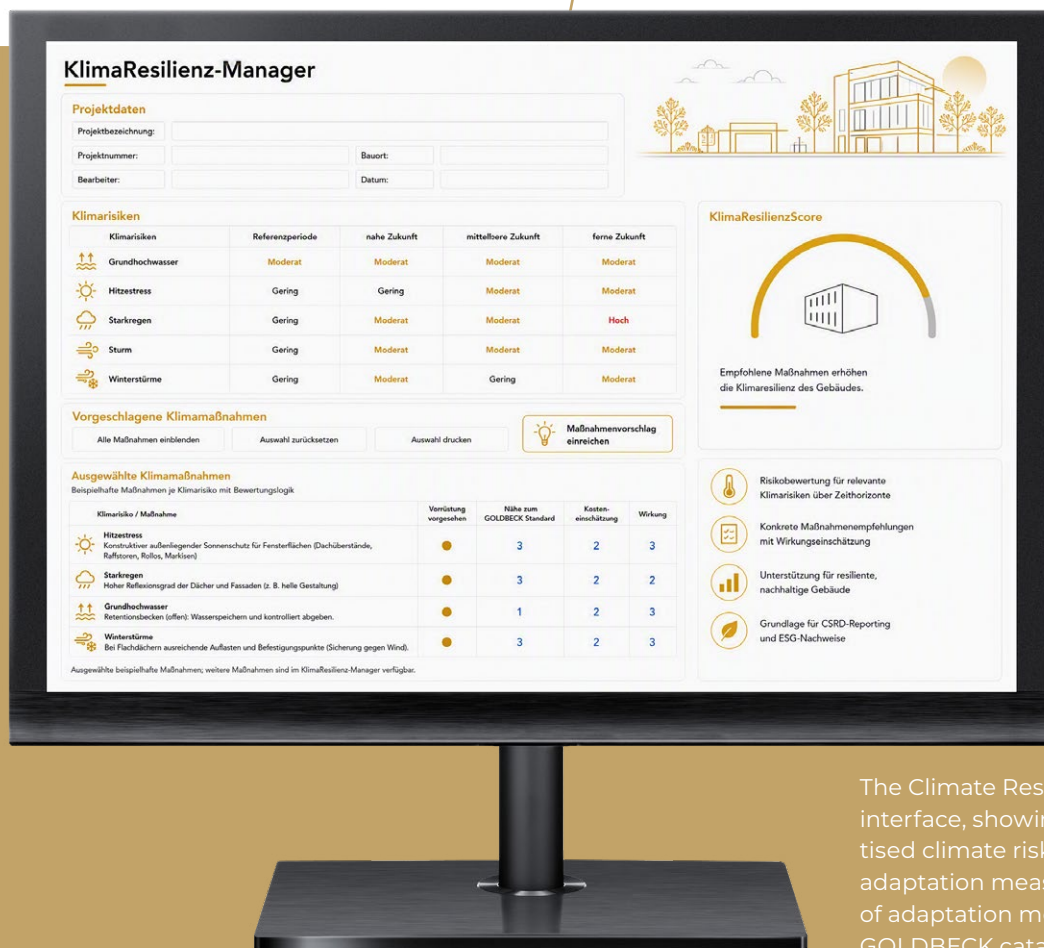
Climate resilience complements decarbonisation by adding a second key perspective to sustainable property development: it is not only about reducing emissions, but also about adapting buildings to the consequences of climate change. For clients, this means greater planning certainty, lower risks and properties that remain high-performing even under changing climatic conditions.



“For our clients, climate resilience means one thing above all: greater planning certainty. Considering climate risks at an early stage protects investments and safeguards the long-term performance of properties.”

**Maximiliane Straub**, Team Manager  
Innovation & AI

© Display: ozaichin/Envato Elements



The Climate Resilience Manager user interface, showing project data, prioritised climate risks and recommended adaptation measures. Examples of adaptation measures from the GOLDBECK catalogue.

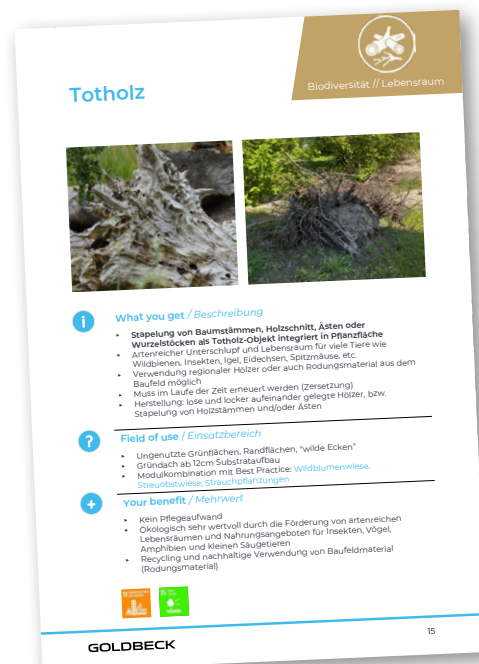
# How biodiversity enhances site quality

With its Biodiversity Area Factor and module catalogue, GOLDBECK makes ecological site quality measurable and translates it into specific measures for the strategic development of properties.

Wherever construction takes place, biodiversity becomes a tangible planning consideration. Construction projects alter land, affect habitats and directly influence a site's water balance, vegetation and microclimate. For us, local biodiversity is therefore more than an aspect of landscape design. It is a measurable component of site quality and sustainable building and property development. Integrating it into the planning process at an early stage makes it possible not only to create functional outdoor spaces, but also to enhance properties and sites in a targeted manner. For clients and investors, biodiversity thus becomes a lever for long-term value, ESG targets and strategic positioning.

## Making site quality measurable

To make biodiversity measurable and manageable as an aspect of site quality, GOLDBECK has developed the Biodiversity Area Factor (BAF). Until now, there has been no scientifically sound, practical and comparable tool for assessing the ecological quality of outdoor spaces. The BAF systematically records their ecological value and makes the impact of construction projects on biodiversity transparent. This reveals a site's potential and shows how its biodiversity performance can be improved in a targeted manner. The assessment incorporates qualitative, quantitative and diversity-related criteria. Species-rich native planting, for example, is weighted differently from monocultures or invasive species. This creates a transparent before-and-after comparison that makes the ecological enhancement of sites both verifiable and communicable.



Example profile from the Biodiversity Module Catalogue for planning and assessing measures that promote biodiversity.



Biodiverse roof at  
the Neuried site

The Biodiversity Module Catalogue groups measures that promote biodiversity into five clusters. This allows measures to be selected systematically, combined and incorporated into the planning process. The modules are developed in detail and adapted to the specific site conditions through landscape design.



## Vegetation

- // Deciduous trees
- // Traditional orchard
- // Tiny forest
- // Shrub group
- // Formal hedge
- // Mixed perennial planting
- // Ground-cover planting
- // Wildflower meadow
- // Herb-rich lawn
- // Wild corner



## Habitats

- // Deadwood
- // Stone pile
- // Sand habitat
- // Benjes hedge
- // Dry-stone wall
- // Nesting aid
- // Roosting aid
- // Shelter
- // Insect hotel

“We make biodiversity measurable, manageable and straightforward to implement, creating tangible added value for our clients through enhanced site quality and properties that retain their strength over the long term.”

**Michael Ruland**, Center of Expertise Civil & Environmental Engineering



### From metrics to measures

The BAF is complemented by the Biodiversity Module Catalogue. Designed as a toolkit for developing site-specific biodiversity concepts, it includes a wide range of measures that promote biodiversity, from species-rich meadows and native shrubs to nesting aids and nature-based rainwater management. Each module has a profile detailing its benefits, planning requirements and maintenance needs. An integrated cost-calculation tool also ensures that the measures remain transparent for clients from both a technical and an economic perspective. The Biodiversity Module Catalogue thus translates objectives into planning decisions and practical implementation within the project. Simultaneously, we can advise clients on the planning and long-term maintenance of outdoor spaces that promote biodiversity, prepare sound cost forecasts and lay the foundations for potential DGNB certification.

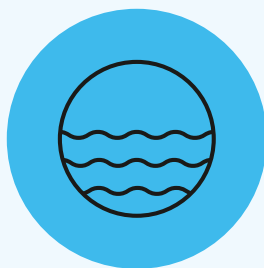
### Added value for clients and properties

The approach creates added value for clients on several levels. It makes a site's ecological quality transparent and assessable, helps prioritise measures effectively and supports the achievement of ESG targets and compliance with DGNB and EU Taxonomy requirements. Outdoor spaces designed to promote biodiversity also improve the microclimate, experience and



## Building

- // Extensive green roof
- // Biodiverse green roof
- // Intensive green roof
- // Ground-based façade greening
- // Wall-based façade greening



## Water

- // Pond
- // Seasonally wet habitat
- // Planted infiltration basin
- // Planted infiltration trench
- // Permeable green paving



## Social

- // Play and sport
- // Rest and recreation
- // Outdoor workspaces
- // Communication and interaction
- // Accessibility
- // Information

attractiveness of the site. Natural, site-appropriate outdoor areas may also require less maintenance than conventionally designed green spaces, thereby reducing maintenance costs. Biodiversity thus contributes not only to nature and the environment but also becomes a quality and differentiating factor for properties.

### Practical example: Bielefeld

A new office building at our headquarters in Bielefeld demonstrates how this approach works in practice. A site previously occupied by a deteriorating warehouse and extensively sealed outdoor storage areas has been significantly enhanced from an ecological perspective. In addition to retaining the existing trees, we created species-rich meadows, shrub borders and perennial planting, alongside nesting, roosting and shelter features. The concept was complemented by nature-based outdoor areas as well as infiltration and evaporation zones, ensuring that all rainwater remains on the site. The outdoor spaces were also awarded Platinum under the DGNB System for Biodiversity-Promoting Outdoor Spaces. The example demonstrates that biodiversity can not only be incorporated into planning, but also translated into measurable site quality.



DGNB Platinum award for biodiversity-promoting outdoor spaces at the Bielefeld-Ummeln site.

Dry-stone wall with ground-cover plants and native shrubs in Bielefeld-Ummeln



# A look across Europe

With more than 100 locations in 21 countries, GOLDBECK is a European company. This also means that our sustainability ambitions do not stop at national borders. The projects presented here illustrate how we deliver sustainable solutions in European markets while taking account of national characteristics, regulations and requirements.

## Avignon

### One report, clear insights

French industrial and logistics general contractor GSE has been part of the Group since May 2019 and operates primarily in Southern and Western Europe. Since 2023, the company has been organised as a mission-driven company, with a social and environmental purpose enshrined in its articles of association. Its activities focus on three key objectives: reducing the environmental impact of buildings, supporting local development and putting people at the heart of its actions.

GSE's current priorities and the progress it is making towards its sustainability targets are presented in its latest Sustainability Report 2025/26.



## Lelystad

### Off-Grid-Logistik in Lelystad

In Lelystad in the Netherlands, GOLDBECK and Frasers Property Industrial delivered 'The Anchor', a distinctive logistics project comprising a multichannel distribution centre with around 36,500 square metres of warehouse space. The building achieved a BREEAM 'Excellent' rating and stands out not only for its architectural quality, but above all for its energy concept.

At the heart of the project is an innovative off-grid solution that makes the site largely independent of the public electricity grid. A 3,700 kWp photovoltaic system, an energy management system and a 500 kW battery storage system ensure that energy generated on site is intelligently managed, stored and used as required. "For a logistics site of this scale in particular, the project demonstrates how renewable energy, storage technology and load management can work together reliably," says Benjamin Bach, Sustainability Manager at GOLDBECK Nederland. Off-grid approaches were tested during the construction phase, including the use of temporary independent power supplies on the construction site. Such solutions are becoming increasingly important in light of statutory requirements in the Netherlands for the gradual electrification of construction sites.



## London

# Three BREEAM Outstanding ratings for GOLDBECK

One of Europe's most modern container ports is located just 50 kilometres east of London. London Gateway combines port infrastructure and large-scale distribution centres to form an integrated logistics ecosystem. GOLDBECK delivered three logistics facilities at the site with a total floor area of around 40,000 square metres. Last year, all three facilities received an 'Outstanding' rating under BREEAM, the highest rating awarded by the internationally recognised certification system.

The building structures were specifically optimised to reduce material use. Only certified, sustainably sourced and partly recycled materials were used. Wherever possible, local raw materials were also incorporated, including sand from the port and clay extracted on site. This significantly reduced resource consumption and achieved a recovery rate of 99 per cent for waste generated during construction.

Energy consumption during operation was substantially reduced through optimised building design, efficient lighting and the extensive use of photovoltaics. One of the facilities also received Planet Mark certification for its carbon performance and life cycle assessment. Compared with the reference value, the building's total emissions from construction and operation were reduced by 44 per cent, while operational emissions fell by as much as 80 per cent. The buildings also achieved strong results for water consumption: rainwater harvesting, intelligent leak detection and consumption monitoring delivered savings of around 65 per cent.

"London Gateway is an impressive example of how a consistent approach to sustainability can be combined with high logistics performance," says Mahmoud Abdelhaleem, Sustainability Manager at GOLDBECK.



© Jake Sugden



# Sustainable services for existing properties

GOLDBECK Real Estate Services helps owners and portfolio managers unlock the full sustainability potential of existing properties and enhance the long-term performance of their assets and portfolios.

Under the Blue Services framework, GOLDBECK combines sustainable services across the entire property life cycle and all relevant environmental (E), social (S) and governance (G) topics.

This results in integrated solutions that take equal account of individual sustainability targets, economic viability and regulatory requirements.

As part of this service portfolio, GOLDBECK Sustainability Consulting analyses existing properties, assesses ESG risks and uses the results to develop economically viable measures within tailored sustainability strategies. This creates transparency and provides portfolio holders and investors with a sound basis for decision-making, particularly in view of increasing regulatory requirements.



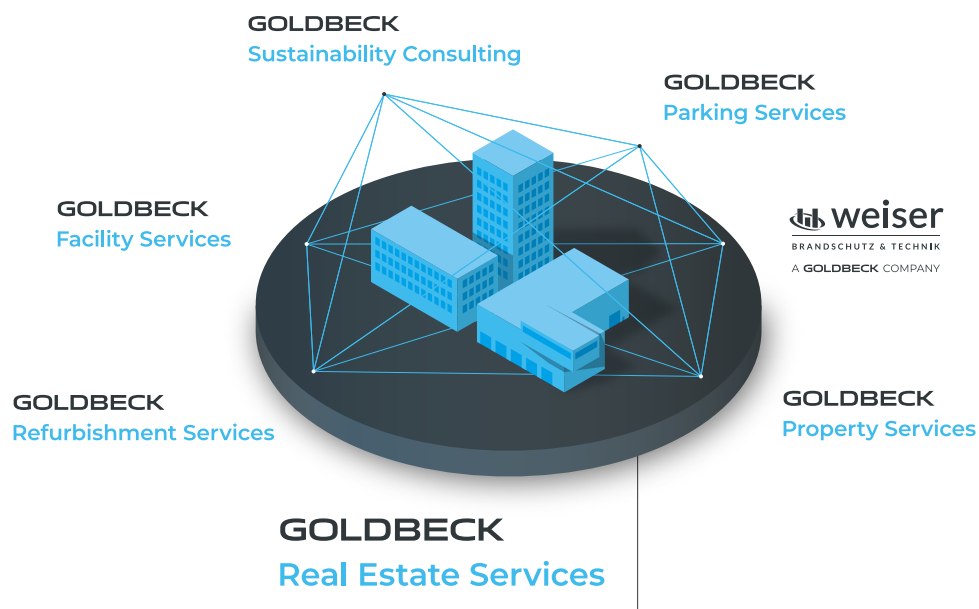
“The sustainable transformation of existing properties has long been a strategic priority. We create the basis for systematically integrating regulatory requirements such as the EPBD into the development of buildings and portfolios. This provides transparency, supports the prioritisation of investments and translates regulatory pressure into an economically viable transformation strategy.”

**Michaela Föller**, Head of Department  
GOLDBECK Sustainability Consulting



Further information on GOLDBECK Blue Services and the specific sustainable services they provide is available here.

GOLDBECK Real Estate Services combine all the services required for future-ready properties, from a single source.



GOLDBECK Sustainability Consulting supports customers in the sustainable transformation of their assets and portfolios with customised sustainability strategies and modular service solutions.

# A practical example

How GOLDBECK Sustainability Consulting is establishing a sound basis for decarbonising a European property portfolio.

The European Union's Energy Performance of Buildings Directive (EPBD) defines binding pathways for improving the energy efficiency and decarbonisation of buildings. A key element is the introduction of Minimum Energy Performance Standards (MEPS), which set minimum energy requirements for particularly inefficient buildings and may result in specific refurbishment obligations in future.

The pressure to act is already evident. It is therefore essential for owners and operators to assess regulatory risks at an early stage, systematically identify the action required and position their property portfolios strategically for the future. For international customer Everllence, this became a specific task: within one year, GOLDBECK Sustainability Consulting analysed the company's European portfolio of around 100 buildings, including production facilities, office properties and childcare centres. The portfolio's diversity placed particular demands on the analysis. The aim was to create a sound basis for decision-making and translate the EPBD requirements, particularly the MEPS, into a holistic and prioritised refurbishment strategy.

## **A systematic approach: clusters and reference buildings**

To reduce the complexity of the portfolio, the buildings were grouped into clusters according to key characteristics such as asset class, year of construction, use and structural features. For each cluster, the team defined a reference building using a conservative approach, selecting the least energy-efficient property in each cluster.

For properties expected to fall short of future minimum energy standards, GOLDBECK's experts also developed specific packages of measures as part of decarbonisation roadmaps, ranging from short-term optimisation measures to comprehensive refurbishment strategies. The team consolidated these findings into heat maps that visualised the action required at portfolio level. This made it possible to see at a glance which buildings would be particularly affected by future requirements,





Aerial view of Everllence's site in Saint-Nazaire, France, part of the property portfolio analysed. © Everllence SE

AI // modified

where investment should be focused and which measures should be prioritised.

### **A basis for decision-making and strategic management**

The project demonstrates that the sustainable transformation of existing properties is primarily a question of transparency, a systematic approach and consistent implementation. Everllence now has a sound basis for decision-making and management at both asset and portfolio level. Risks are identified at an early stage and investments prioritised effectively. Therefore, measures can be aligned with reducing emissions and safeguarding the long-term value of the portfolio.

“With GOLDBECK Sustainability Consulting, we have a reliable partner at our side with extensive expertise in sustainability and ESG. The team conducted a holistic assessment of our European property portfolio with regard to regulatory risks. The property analyses and recommended actions provide a sound basis for our refurbishment and decarbonisation strategy.”

**Dr. Johanna Rauchenberger**, Head of Group Quality, HSE & Sustainability, Everllence SE

# Revitalisation made simple

GOLDBECK reFits make existing building refurbishment more predictable through preconfigured packages of measures, individual adaptation and a clear focus on energy efficiency, functionality and economic viability.

Existing properties are facing growing pressure. Rising operating costs, ESG requirements and decarbonisation targets are increasing the need for action. Simultaneously, expectations regarding comfort, design, amenity quality and accessibility are growing. Existing buildings offer a key opportunity: refurbishing properties conserves resources, unlocks potential for reducing carbon emissions, lowers operating costs and adapts buildings to current requirements. This helps safeguard their value over the long term.

Yet this is precisely what makes the task so complex, as every project has its own technical, functional and economic conditions. Owners and investors must therefore determine which interventions are worthwhile and how best to balance energy efficiency, carbon reductions, space utilisation, comfort and costs.

## **How GOLDBECK reFits provide guidance**

This is where GOLDBECK reFits come in. Preconfigured packages of measures for the energy-related and functional revitalisation of different building types provide a structured starting point for consultation. Together with the customer, these form the basis for an individual (existing building) refurbishment plan. The aim is to achieve the optimum cost-benefit ratio through targeted measures tailored to the structural and technical characteristics of the respective building type. This transfers the logic of our Blue Buildings from

new construction to existing properties: preconfigured measures reduce complexity while leaving scope for individual solutions.

Wherever technically and economically viable, we use our own building components, standardised details and established processes. As with new construction, this enables a fast, cost-effective and resource-efficient approach without losing sight of each building's specific characteristics. The measures also remain flexible and can be combined, expanded or reduced as required.

## **From a package of measures to an individual revitalisation plan**

Our proposals are based on reference buildings for each building type and proven solutions from completed projects. On this basis, GOLDBECK analyses the principal trades and simulates different standards for the energy-efficiency packages, such as Efficiency House standards 55, 70 or 85 for residential buildings. This provides an indication of the measures required for the façade, roof, windows, building services or heat generation, how these measures affect energy demand and emissions, and the potential cost range of the project.

The client receives a reliable cost estimate and clear guidance on what is technically and economically feasible. The scope ranges from targeted interventions to



comprehensive building refurbishment incorporating both energy-related and functional measures, depending on the customer's objectives and requirements. CRREM pathways and a decarbonisation dashboard provide an early indication of how a building will perform in relation to future requirements, when risks may arise and how they can be avoided. This creates greater planning certainty and helps portfolio holders consider certification and funding requirements at an early stage.

#### Everything from a single source

We have been systematically developing our approach to existing building refurbishment since 2005. Experience from completed projects is continuously incorporated into new projects, making system-based revitalisation particularly valuable for diverse existing building portfolios. We also combine all the necessary expertise: from existing-building analysis, funding and certification advice through to turnkey delivery, all services are integrated into a single process. For clients, this means fewer interfaces, greater transparency and improved predictability. This continuity is a decisive advantage, particularly for existing properties, where technical surprises, time pressure and ongoing operations can quickly complicate projects.

Scantum Northface, Schloß Holte-Stukenbrock: comprehensive refurbishment including the removal of hazardous substances and BREEAM certification.

#### 06 PV system

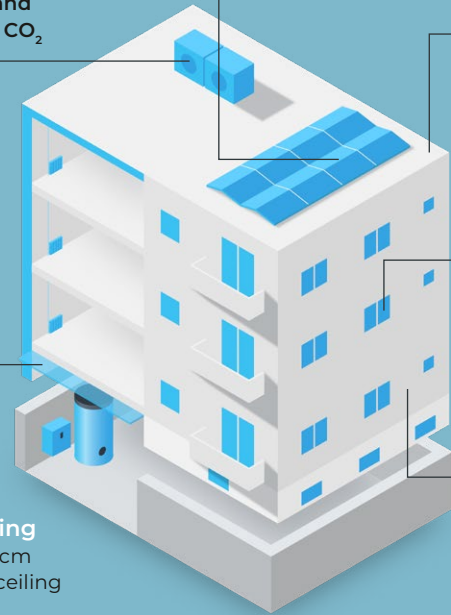
Addition of a 29 kWp photovoltaic system  
-4 % final energy demand  
-7 % CO<sub>2</sub>

#### 05 Heat generation

Replacement of the existing heating system with heat pumps  
-66 % final energy demand  
-37 % CO<sub>2</sub>

#### 04 Basement ceiling

Installation of 10 cm thick basement ceiling insulation  
-7 % final energy demand  
-6 % CO<sub>2</sub>



# reFit measures

## 01 Roof

Insulation of the flat roof with 24 cm EPS insulation

**-1 % final energy demand**  
**-1 % CO<sub>2</sub>**

## 02 Windows

Retrofitting and replacement of existing windows (from double to triple glazing)

**-18 % final energy demand**  
**-16 % CO<sub>2</sub>**

## 03 Facade

Facade insulation using ETICS with 24 cm EPS

**-43 % final energy demand**  
**-39 % CO<sub>2</sub>**

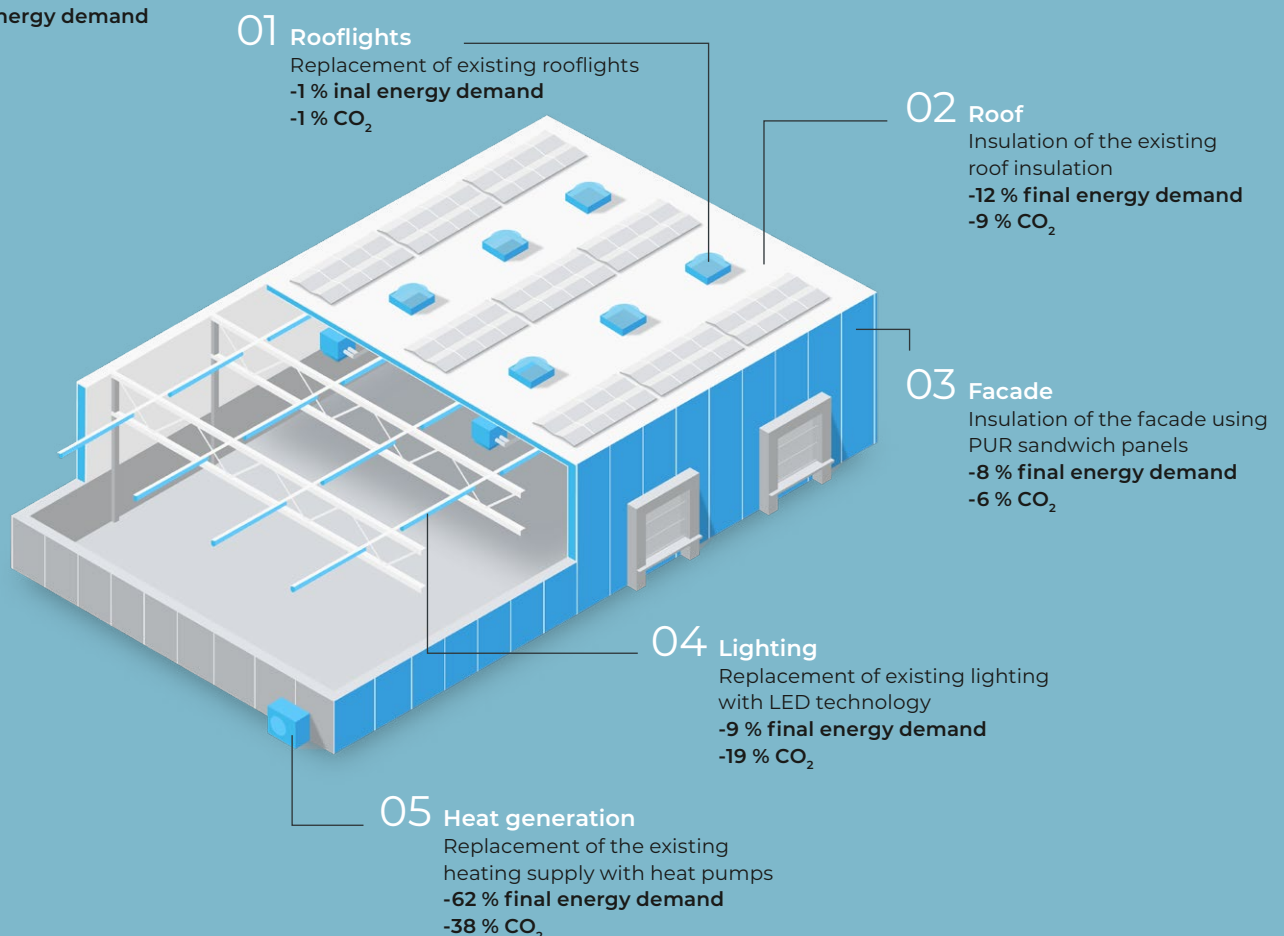
We currently offer energy-efficiency packages for the GOLDBECK reFit industrial building and residential building. Functional packages for both building types will follow shortly, as will the complete GOLDBECK reFit sports hall and office building.

### Industrial building EG 70

The greatest energy optimisation potential offered by the GOLDBECK reFit industrial building lies in switching the heat supply to renewable energy sources and improving the building envelope. Modernising the lighting delivers further benefits.

### Residential building EH 55

The energy-efficiency packages for the GOLDBECK reFit residential building comprise revitalisation measures that reduce energy consumption and carbon emissions while offering an optimum cost-benefit ratio.



Potential savings based on the results of a thermal simulation.

# From at-risk asset to flagship project



Using the Phoenix office building in Eschborn as an example, GOLDBECK demonstrates how existing properties can be brought up to new-build standards in terms of technology, economic viability and sustainability performance. The building was not simply modernised, but systematically enhanced across almost all relevant areas of sustainability. This transformed a potential stranded asset into a flagship project for existing building refurbishment.



### High ambitions: sustainability from the outset

Constructed in 1988, the seven-storey building with around 16,000 square metres of floor space underwent comprehensive refurbishment between February 2024 and March 2026. Carrying out the construction work while the building remained in operation was particularly challenging: a data centre at the heart of the ground floor placed considerable demands on the planning and construction process. From the outset, the existing building refurbishment was geared towards high sustainability standards, with the clear aim of achieving DGNB Platinum certification for new construction and refurbishment. Achieving this level of quality is considerably more challenging in an existing building than in a new one. The project was also aligned with the EU Taxonomy criteria. In addition, QNG Plus certification was sought as a prerequisite for funding under Germany's Federal Funding for Efficient Buildings programme (BEG).

The project's energy concept combines a heat pump, modern building services and photovoltaics with a gas boiler for peak loads. The meeting rooms are equipped with mechanical ventilation systems, while a smart-metering concept further supports efficient operation. The result is a building concept that not only incorporates efficiency into the planning, but also delivers tangible benefits during operation and significantly reduces energy demand.

### More than energy: a holistic approach

The project's particular strength lies in the broad range of topics addressed. The focus extended beyond energy and operation to include aspects that are often overlooked in existing building refurbishment projects.

Climate resilience and biodiversity were incorporated into the planning at an early stage. Based on a climate risk assessment, various scenarios and their potential effects on use and value development were examined, and key areas for action were identified. A biodiversity concept was also developed that considers the site as part of a regional ecosystem. The aim is to deliver a measurable improvement in ecological quality while maintaining the site's usability for the people who work there. The measures were systematically classified and incorporated into the planning using the GOLDBECK Biodiversity Module Catalogue.

Phoenix also provides clear impetus for the circular economy. Together with Concular and Lindner, materials and building components were systematically returned to material cycles. Specifically, 1,000 used raised-floor panels with a total weight of around 12 tonnes were removed from the existing building, returned to production, reprocessed and introduced into a new product cycle. Materials are therefore not simply installed, but considered as resources beyond their initial use.



© Michael Wolff



© Michael Wolff

“The development of the existing PHOENIX Eschborn building creates fourfold added value: it conserves resources by retaining the existing building fabric, reduces operating costs through modern technology, increases marketability and improves tenant satisfaction through ESG compliance. In this way, economic success is combined with environmental and social responsibility.”

**Rolf Renkens**, Real Estate Asset Manager,  
Indigo Invest

## Sustainability profile at a glance

- // Target of DGNB Platinum certification for new construction and refurbishment
- // Alignment with the EU Taxonomy criteria
- // Target of certification under the Sustainable Building Quality Seal, QNG Plus
- // Biodiversity concept and climate-resilience measures
- // Clear impetus for the circular economy in collaboration with Concular and Lindner
- // Energy concept incorporating a heat pump, photovoltaics and smart metering
- // Accessibility, user comfort and high amenity quality

Sustainability at Phoenix is reflected not only in energy, materials and ecology, but also in the quality of use. Around three-quarters of the workspaces are accessible. An indoor climate concept, high amenity quality, roof terraces and outdoor spaces also contribute to comfort and well-being. This demonstrates that the sustainable development of existing buildings also has a social dimension.

### An existing building at new-build standard

The extent of the refurbishment becomes particularly clear when compared with GOLDBECK's Blue Building parameters, an internal reference framework covering the key sustainability qualities of a building. Although originally developed for new builds, the framework can be applied convincingly to Phoenix: from energy and resource efficiency to biodiversity, user comfort and

accessibility, virtually all relevant aspects have been addressed. Phoenix therefore goes far beyond conventional existing building refurbishment approaches that focus primarily on improving energy performance. The project demonstrates that high-quality existing-building development can be economically viable, transforming an at-risk asset into a flagship project.



Further information on GOLDBECK Blue Buildings and their ESG parameters is available by clicking on the QR code.

# Short news

## KlimaWirtschaft Foundation CEO appeal: **Making the transformation predictable!**

Although climate action is coming under pressure in many areas during challenging economic times, implementing it in an economically viable way remains essential to safeguarding prosperity. GOLDBECK is therefore involved in the KlimaWirtschaft Foundation, advocating for reliable policy frameworks that enable investment in sustainable transformation. Against this backdrop, Co-CEO Jan-Hendrik Goldbeck has signed the Foundation's "CEO Appeal for a Future-Ready Business Location Germany". The 12-point appeal calls for the consistent pursuit of climate targets, the continued expansion of renewable energy, incentives for investment in infrastructure and transformation, and faster planning and approval processes so that investments can take effect more quickly. The willingness to act is there. What is needed are the right incentives.



The full appeal is available here.

## Basic sustainability training for all employees

At GOLDBECK, we do not just understand sustainability as meeting requirements, but as a genuine opportunity to shape a future worth living. To embed this understanding even more firmly throughout the company, the Group Sustainability has developed a basic sustainability training. The course provides fundamental knowledge, introduces our Sustainability Compass and its eight focus areas, and explains the key ESG and CSR topics that GOLDBECK implements and manages in practice. "Sustainability is a major transformation task. It is important to shape this change together and bring everyone at GOLDBECK along on the journey. The new basic training provides an essential foundation for this," says Dr Anne Duncker, Head of CSR and Project Manager.



"As a family business that thinks and acts with a long term perspective, environmental and social responsibility are an integral part of our identity. The transformation towards greater sustainability is a task that can only be achieved by working together. That is our ambition, and it requires every single one of you."

**Jörg-Uwe Goldbeck**, Managing Partner

Working together to advance the decarbonisation of concrete: Dr Thomas Adams, Head of the Concrete Innovation Center, Dr Anna-Lena Podhajecky, Development Engineer, and Dirk Steensma, Technical Project Manager.  
Photo: © Katrin Biller



## Opening of the Concrete Innovation Center: **Connected expertise for the Road to Net Zero**

With the official opening of the Concrete Innovation Center (CIC) in Hamm, we are taking the next step in decarbonising concrete. Concrete is the world's most widely used construction material and therefore one of the greatest levers for climate action in construction. Improvements made here can have a considerable impact. At the CIC, new mix designs are refined to ensure that they are economically viable, quality-assured and suitable for precast concrete production under real-world conditions. This expands the range of solutions available to clients seeking to achieve their decarbonisation targets more efficiently.

The digital integration of GOLDBECK's production sites plays a central role. In Hamm, the expertise of concrete technologists from the precast plants is brought together in real time. Concrete Information Management (CIM) records and analyses concrete and production data across the plants, supporting higher quality, greater carbon transparency and efficient cost monitoring.

We aim to transfer successful solutions developed in Hamm to all European production sites. Carbon avoidance is a key lever: by specifically reducing the proportion of carbon-intensive clinker in concrete mix designs, emissions are prevented at the source. Looking ahead, the focus will also extend to methods such as carbon removal. This involves adding materials containing captured carbon to the concrete in order to bind it permanently. The aim is to develop precast concrete elements with net-zero emissions in the 2030s, without additional costs.

The CIC is of strategic importance to us. It combines development, industrial feasibility and data-based management to roll out innovations systematically. The concrete developed in Hamm therefore represents a key lever in the sustainability strategy and an important milestone on the Road to Net Zero, our decarbonisation strategy through to 2045.

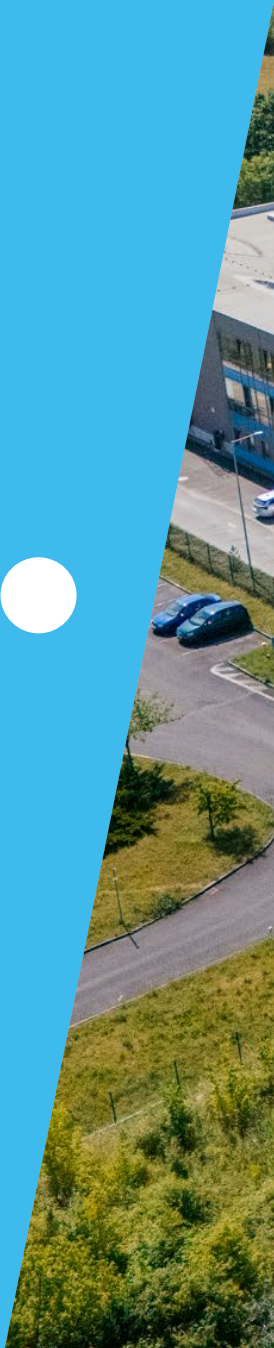


The video provides insights from Dr Thomas Adams into the work of the Concrete Innovation Center.

Thinking European, producing locally:

# How GOLDBECK is modernising two plants while operations continue

GOLDBECK has evolved from a German company into an international organisation delivering construction projects across numerous European countries. This is underpinned by a European production network that supplies construction sites locally with system components, enabling projects to be delivered quickly and economically. This understanding also shapes GOLDBECK's approach to sustainability: emissions are being systematically reduced at all plants, including those outside Germany.





Zatec: progress of the  
modernisation in June 2025

# Before



“Our Road to Net Zero is visibly taking shape in production. Through targeted measures, we are systematically reducing emissions and firmly embedding sustainability within our processes.”

Kai Scholz, Center of Expertise Sustainable Production

## Two plants, one pathway: decarbonisation during ongoing operations

The modernisation projects in Žatec, Czech Republic, and Rakowice Male, Poland, demonstrate how production sites can be decarbonised in practice. Both plants are currently undergoing extensive technical and energy-related upgrades while remaining fully operational.

At the Žatec site, reinforced-concrete structural elements and ready-mixed concrete are produced across more than 12,000 square metres of production space. The plant has been part of GOLDBECK since 2023 and has been modernised in stages since 2024. The most important measure is the decommissioning of the coal-fired furnace. Alongside the conversion of the building's heat supply, the building envelope and insulation of the production facilities are being fully refurbished to improve energy efficiency. A photovoltaic system is also planned, enabling part of the site's future energy demand to be met directly on site.

## 2,850 tonnes

less carbon per year

through the modernisation of the heat supply systems in Žatec and Rakowice Male

Further potential savings are being achieved by upgrading the plant's technical equipment. A new crane runway, an optimised production layout and more efficient machinery are reducing energy consumption and improving the site's economic performance. A new water recycling system will enable water from production to be treated and reused in concrete production. Expanding the production area and constructing a high-capacity mixing plant will also significantly increase production capacity in Žatec, from around 80 cubic metres to as much as 200 cubic metres of concrete per day. The work is scheduled for completion in 2028.

The Rakowice Male plant joined the GOLDBECK Group in 2017. Columns, foundations and walls are among the components manufactured across approximately 33,000 square metres of production and logistics space. Extensive modernisation work began here as well in 2024, focusing on converting the plant's heat supply. The coal-fired furnace previously used to provide process and space heating is being decommissioned and replaced with modern heat-pump systems. A photovoltaic system also contributes to on-site electricity generation and reduces the need for externally sourced energy.



“With the Road to Net Zero, we have defined the strategic framework and identified emissions hotspots and priorities across our European sites. Working with the internal sustainability network, we are translating this framework into targeted, effective measures.”

**Fabian Westhaus**, Strategic Sustainability Manager



Learn more about the Road to Net Zero, GOLDBECK's decarbonisation strategy, here.

Another focus is the complete refurbishment of the building envelope. New façades and energy-efficient windows will reduce heat losses and significantly lower the energy required for heating and cooling. By the time the work is completed in 2028, annual production volume is also expected to increase from currently around 55,000 cubic metres to as much as 79,000 cubic metres of concrete.

#### **Measurable progress on the Road to Net Zero**

The projects in Žatec and Rakowice Male are tangible elements of GOLDBECK's company-wide decarbonisation strategy. As part of the Road to Net Zero and in line with the Paris Agreement, GOLDBECK aims to reduce Scope 1 and 2 emissions, which account for a significant share of its Corporate Carbon Footprint, by at least 90 per cent compared with the baseline by 2045. A reduction of 50 per cent compared with the 2022/23 base year is to be achieved by 2030. The plant modernisation projects demonstrate how targeted measures can effectively reduce operational emissions in a pragmatic and economically viable way while operations continue. Decommissioning the coal-based heating systems alone will save the two plants a combined total of approximately 1,000 tonnes of coal and around 2,850 tonnes of carbon emissions each year, directly helping to reduce GOLDBECK's Corporate Carbon Footprint.





More than parking:  
How GOLDBECK  
is turning car parks  
into building blocks  
for sustainability

Car park with  
façade greening in  
Sunderland, UK

Westerdijkgarage, Leiden: The car park applies the Blue Building concept, focusing on material efficiency, biodiversity, circularity and user comfort. Photovoltaics and green spaces on the roof provide ecological added value, while infiltration basins manage rainwater runoff.  
© SpotCompanion



We have shaped car park construction through our system-based approach for more than 40 years. In 2026, we celebrated a special milestone: our 1,500th project order for this product. One in every two above-ground car parks in Germany is built by GOLDBECK. This experience provides the foundation for developing car parks beyond purely functional buildings and systematically turning them into integral elements of sustainable mobility and urban district concepts.

For many years, car parks played only a minor role in the sustainability debate. Far fewer established standards and regulatory requirements existed for this open building type than for office or residential buildings. This makes it all the more important to demonstrate that sustainability can also be systematically planned, implemented and assessed in car park construction. We recognised this need for action at an early stage and have progressively developed our approach to car park construction, with the aim of making sustainability economically viable and scalable.

The first milestone was the employee car park at the Hirschberg site. In 2019, it became the first car park in Germany to receive **DGNB Gold certification**, demonstrating that high sustainability standards can also be reliably verified in car park construction. This was followed in 2024 by the **DGNB Multiple Certification** for the GOLDBECK car park system. The fundamental standard achieved by all car parks through the construction system and processes has therefore already been pre-assessed. This shortens the route to project-specific certification because much of the required evidence is already available, making the process faster, simpler and more economical for clients.

In 2025, GOLDBECK published its first **Environmental Product Declaration (EPD)** for car park floor and ramp slabs. This internationally recognised declaration provides an environmental profile for construction products, making their environmental impacts transparent throughout the entire life cycle and creating a reliable, independently verified data basis for planning, certification and funding programmes.

We are also continuously developing the construction of our car parks. The company has been researching the use of carbon-reinforced concrete since 2012. The world's first carbon-reinforced concrete car park and the carbon-reinforced concrete floor slabs recognised with the **bautec.INNOVATION AWARD** demonstrate the potential of this construction method. The figures show that these developments are also reflected in the carbon assessment: compared with conventional construction, the GOLDBECK reinforced-concrete construction method generates **more than 22 per cent fewer carbon emissions**. With carbon-reinforced concrete, the reduction increases to 26 per cent.

Eschborn Gate marked another important step in 2026, becoming the first car park in Germany to receive **EU Taxonomy verification**. The EU Taxonomy is the European Union's classification system for environmentally sustainable economic activities. To achieve verification, a substantial contribution must be made to one of six environmental objectives without adversely affecting

the others. At Eschborn Gate, this contribution was demonstrated for the environmental objective of climate change adaptation. It was based on extensive climate risk and vulnerability assessments, which informed site-specific measures such as rainwater retention capacity, infiltration areas and climate-optimised outdoor and green spaces.

Car parks clearly illustrate our understanding of innovation leadership: not as a single innovation, but as the continuous development of a product. One example is the **Blue Building car park**, which makes it possible to address a total of nine ESG criteria economically. Today, car parks do more than provide parking spaces. They combine and connect different forms of mobility, relieve pressure on urban spaces through efficient land use and create opportunities for unsealing surfaces and enabling alternative uses of public space. The car park thus becomes more than a place to park: it becomes a building block for sustainable modern infrastructure.

## The Blue Building car park – Preconfigured measures covering all ESG criteria.

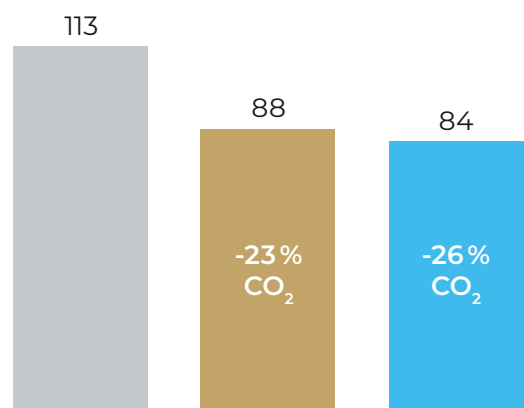




“A car park has long been more than a functional building for us. Drawing on 40 years of system expertise, GOLDBECK develops sustainable mobility solutions for cities and urban districts that are economical, certifiable and continuously enhanced.”

**Anja Knura**, Managing Director of GOLDBECK Deutschland GmbH responsible for car parks

## Carbon assessment by construction method from production through to disposal



CO<sub>2</sub> footprint per floor area (kg/m<sup>2</sup>)  
Third-party verified comparison of construction methods

- Conventional construction
- GOLDBECK construction using reinforced concrete:
- GOLDBECK construction using carbon-reinforced concrete:



# Sustainability Performance 2025/26

GOLDBECK delivers forward-looking buildings across Europe. The company views buildings as products and provides clients with all services from a single source, from design and construction through to services during operation.



# About this Report

For the first time, the GOLDBECK GmbH Sustainability Report for the 2025/26 financial year is aligned, in terms of both content and structure, with the requirements of the European reporting obligation, the Corporate Sustainability Reporting Directive (CSRD), and with the structure of the European Sustainability Reporting Standards (ESRS).

GOLDBECK will be subject to mandatory CSRD reporting for the first time in 2028. This report continues to be prepared on a voluntary basis and follows the principles of the directive. While it does not yet fully meet all CSRD requirements, it is intended to align internal processes, data foundations and reporting structures at an early stage with future regulatory requirements.

Through this further development of its reporting, GOLDBECK reinforces its commitment to presenting sustainability in a transparent, traceable and future-oriented manner across the value chain.

### **Scope of Reporting**

The GOLDBECK Sustainability Report 2025/26 follows the GOLDBECK financial year, covering the period from 1 April 2025 to 31 March 2026.

The scope of reporting encompasses the entire GOLDBECK Group, meaning GOLDBECK GmbH and all of its consolidated subsidiaries, regardless of their geographical location. The respective scope of application of the reported data is explicitly stated for each (sub-)category.

## GOLDBECK's Business Model

With its aspiration of “building excellence”, GOLDBECK delivers buildings that are cost-effective, fast to construct and sustainable, with functionality tailored to individual requirements. Integrated planning expertise, in-house industrial prefabrication and leading technologies are the key success factors behind GOLDBECK's system-based construction approach using prefabricated elements. Humanity, responsibility, performance, trust and a pioneering spirit form the shared values of the family-owned company. Solution-oriented GOLDBECKers support clients from regional branches and act as local entrepreneurs. Drawing on experience from more than 12,000 projects, a strong capacity for innovation and its role as a driver of digitalisation, GOLDBECK ensures that its products perform optimally during use and remain future-ready.

GOLDBECK is a partner to small and medium-sized enterprises and large companies, investors, project developers and public-sector clients. Its portfolio includes logistics and industrial buildings, multi-storey car parks, office and school buildings, sports halls, emergency service and security buildings, and residential buildings. GOLDBECK is also active in the construction of data centres. Existing building refurbishment and building-related services complete the portfolio.

GOLDBECK industrially prefabricates key structural elements in its own plants before assembling them precisely on site. This ensures cost-effectiveness, quality and rapid construction. With the GOLDBECK construction system, unseen elements are standardised while visible elements are customised. GOLDBECK constructs buildings from industrially manufactured system elements that are assembled to create an individual building. The result is a building perfectly tailored to the client's requirements. GOLDBECK's engineers continuously develop the system components and processes to offer clients sustainable, future-ready and cost-effective buildings.

### Planning

Constructing or refurbishing a building involves addressing many complex issues and making the right decisions. From the initial design through to detailed planning by the local branches, GOLDBECK supports its clients with comprehensive expertise. GOLDBECK combines all the disciplines required to develop a successful building concept in-house. From civil engineering and external works planning to structural engineering, architecture, building services engineering, energy management and sustainability management, the integrated planning approach creates tailored, contemporary building and usage concepts that meet clients' individual needs.

## Construction

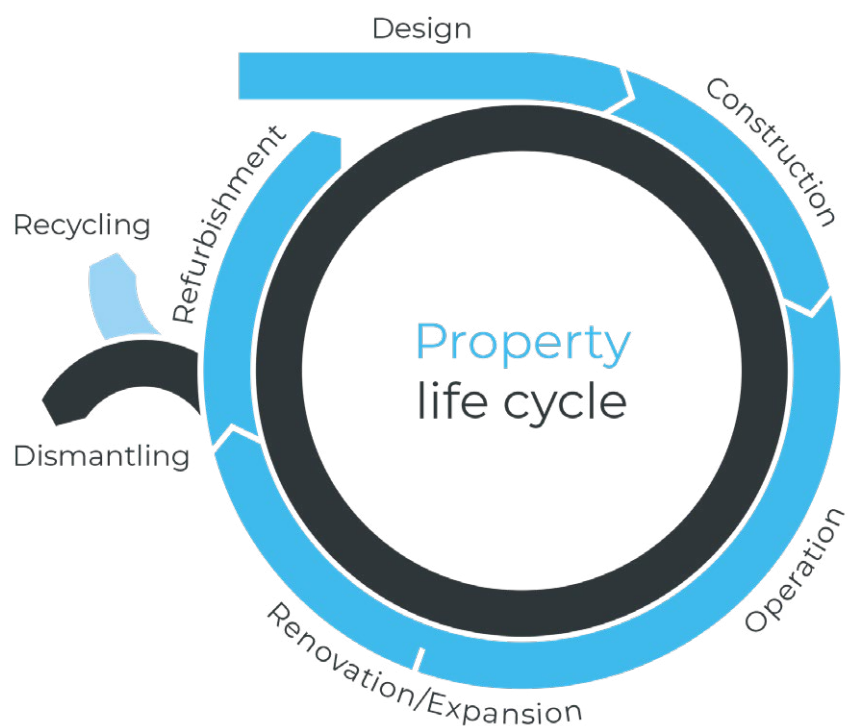
For GOLDBECK, system-based construction using prefabricated elements means customising visible elements and standardising unseen elements. Key structural elements are industrially prefabricated in the company's own plants and assembled on site to create turnkey buildings. Compared with conventional construction methods, this approach enables GOLDBECK to maintain consistent quality, reduce its dependence on external factors and lower resource consumption and emissions.

## Operation

As GOLDBECK considers buildings throughout their entire life cycle, the company continues to support its clients after handover through its building-related services. GOLDBECK brings expertise from all specialist disciplines together under one roof, including Property Services and Facility Services, Parking Services, Refurbishment Services and Sustainability Consulting.

## Existing Building Refurbishment

GOLDBECK's experts in existing buildings develop tailored solutions for architectural, functional and energy-related refurbishments. GOLDBECK carries out full and partial refurbishments, repairs and, where required, conversions and fit-outs for future users. In this way, GOLDBECK creates optimised commercial and municipal buildings that remain fit for the future.



GOV-1

## GOLDBECK's Sustainability Network

By establishing an internal, company-wide sustainability network, GOLDBECK has organised its sustainability management on a decentralised and agile basis. Group Sustainability is at the heart of the network. It reports directly to the Chief Sustainability Officer (CSO), who is a member of the Management Board. The network comprises the existing central departments, Centers of Expertise (CoEs) and Core Teams (CTs). Employees from across all companies, specialist departments and regional companies work together throughout Europe to achieve the sustainability targets. Group Sustainability ensures regular dialogue across the sustainability network and coordinates its activities.

In the 2026/27 financial year, the Core Teams will be strategically realigned with the aim of embedding responsibilities more firmly within decentralised structures and consistently adapting the sustainability network to the company's Europe-wide organisation.

### Group Sustainability

Group Sustainability develops and manages the company-wide sustainability strategy in consultation with the CSO, the Management Board and the sustainability network. It defines targets, actions and KPIs for the entire Group and manages sustainability reporting. The department is divided into ESG (Environmental, Social and Governance) and CSR (Corporate Social Responsibility):

**ESG** – Management and communication of the sustainability strategy throughout Europe, coordination of the internal decentralised sustainability network, carbon assessment and elements of Group-wide sustainability reporting, management of the environmental management system in accordance with ISO 14001, and the EcoVadis ratings of business units.

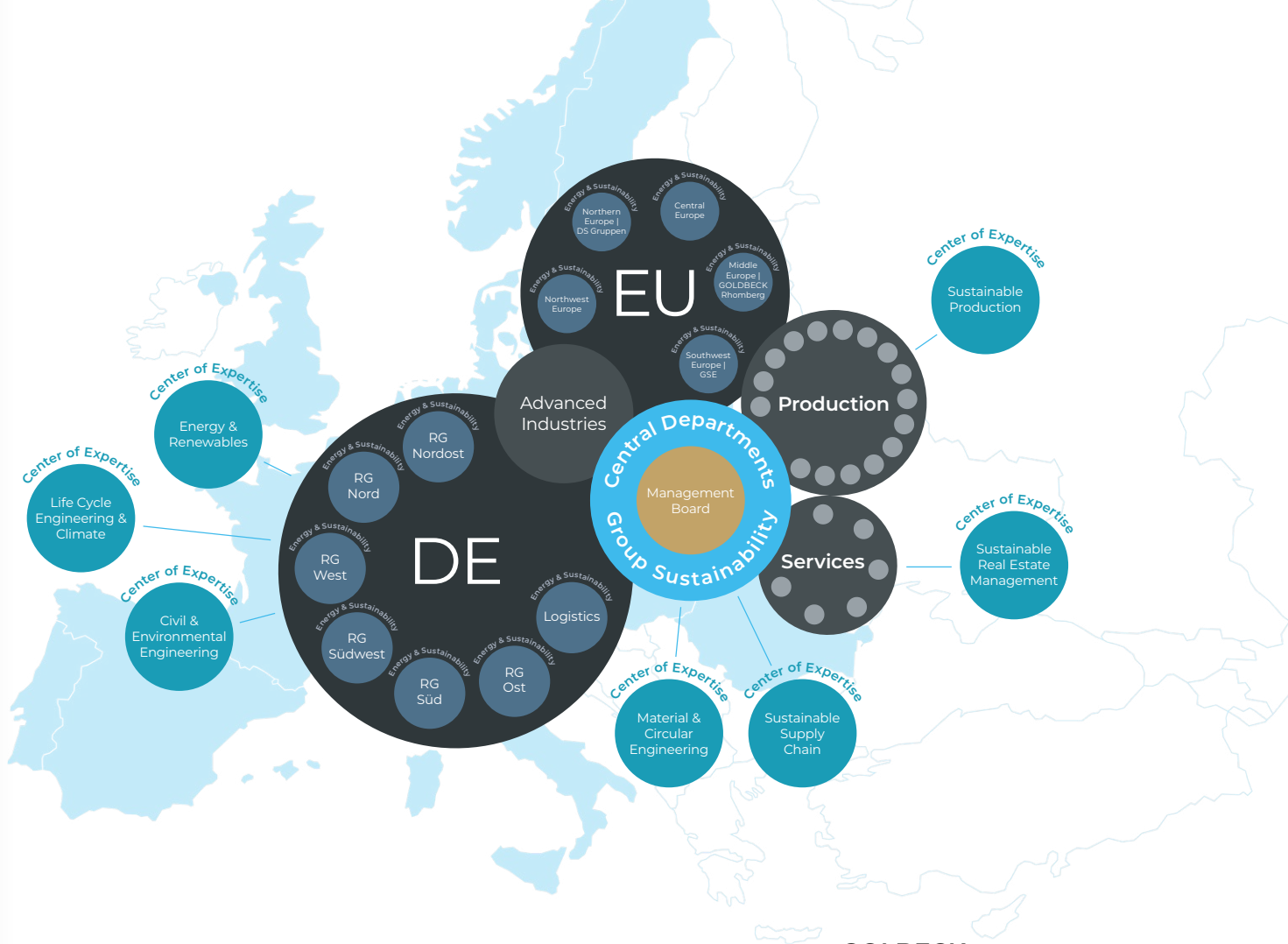
**CSR** – Development and management of actions relating to voluntary social commitment and engagement for GOLDBECK's employees.

### Central Departments

The central departments implement the sustainability strategy at both strategic and operational level. Group Sustainability works closely with Group Human Resources, Group Procurement, Group Finance and Legal, Group Marketing and Communications, Group Accounting, Group Controlling and GOLDBECK Technologies GmbH.

### Centers of Expertise

In addition to its central departments, GOLDBECK has seven Centers of Expertise (CoEs), in which experts pool their knowledge and further develop sustainability topics. They devise sustainable solutions for regional operations and share expertise across the company. GOLDBECK's CoEs focus on the following areas:



## GOLBECK-Sustainability Network

- // Life Cycle Engineering & Climate
- // Energy & Renewables
- // Civil & Environmental Engineering
- // Material & Circular Engineering
- // Sustainable Real Estate Management
- // Sustainable Production
- // Sustainable Supply Chain

### Core Teams

The Corporate Sustainability and Product Sustainability Core Teams support Group Sustainability in further developing the sustainability strategy, prioritising relevant topics, and initiating and implementing cross-departmental sustainability projects. The Core Teams consist of representatives from the management of GOLDBECK GmbH, the central departments and the Centers of Expertise, thereby representing the organisation as a whole.

SBM-1

# GOLDBECKs

## Sustainability Strategy

GOLDBECK fulfils its environmental responsibility through targeted operational environmental protection actions and through effective concepts and innovations for products and projects. Key objectives include decarbonising its business activities and transitioning to a functioning circular economy, with a particular focus on resource inflows.

Sustainability is an integral part of GOLDBECK's corporate strategy and its corporate policy on climate and environmental protection, which has been signed by the managing partners.

Through its environmental management system certified in accordance with DIN EN ISO 14001, GOLDBECK creates transparency regarding its environmental performance and systematically manages relevant environmental aspects in its certified entities (in Germany, Denmark, the Netherlands, Poland and the United Kingdom, as well as plants in Germany, Poland, the Czech Republic and Denmark).

The GOLDBECK Sustainability Compass structures the eight focus areas of particular importance to GOLDBECK in line with ESG principles: Climate, Biodiversity, Resource Efficiency and Circular Economy for the Environmental dimension; People and Health for the Social dimension; and Integrity & Compliance and Economic Performance for the Governance dimension. At GOLDBECK, the focus areas are considered at three levels: Corporate, Product and Project. They provide the framework for GOLDBECK's long-term commitments. Through the Compass, GOLDBECK pursues the following objectives:

- // Reducing the complexity of sustainability
- // Providing guidance to internal and external stakeholders
- // Communicating specific sustainability activities and targets

GOLDBECK uses its internal Sustainability Roadmap to manage its sustainability strategy. For each of the eight focus areas, the roadmap sets out clear targets and actions at Corporate, Product and Project level.

### **Corporate** – Sustainability at Company Level

The Corporate level of the roadmap focuses on key sustainability topics relating to the company and its locations, including its own plants.

### **Product** – Sustainability by Design

GOLDBECK views buildings as products that it delivers from a single source. The overarching objective of the Product level of the roadmap is to provide solutions that make the sustainable construction, refurbishment and operation of buildings both possible and scalable.

### Project – Sustainability in Practice

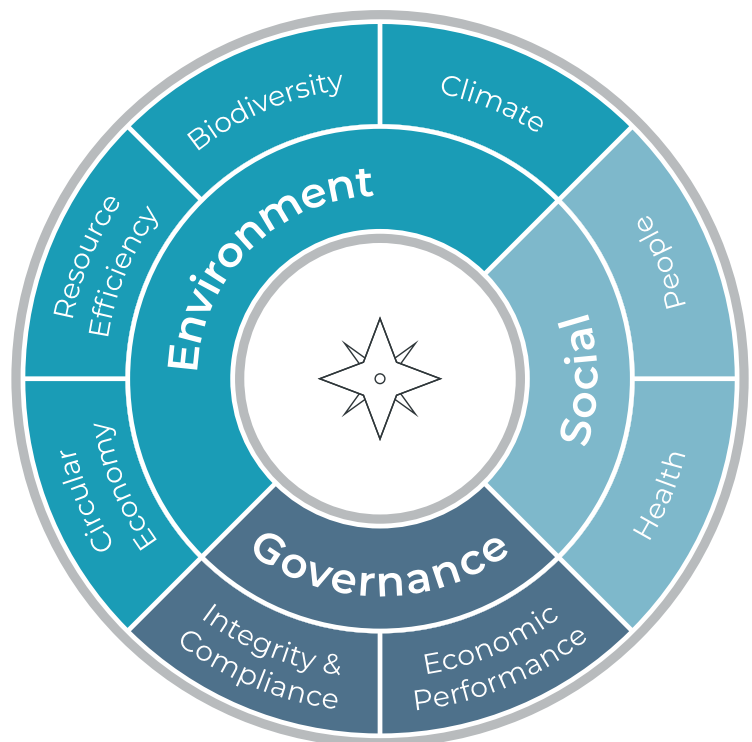
The Project level of the Sustainability Roadmap defines clear targets for implementing sustainability in projects and on construction sites.

### Double Materiality Analysis

Against the background of the Corporate Sustainability Reporting Directive (CSRD), GOLDBECK conducted a double materiality analysis in 2024. The following ESRS standards were identified as material for the GOLDBECK Group and provide the framework for future sustainability reporting:

- // E1 – Climate Change
- // E5 – Circular Economy
- // S1 – Own Workforce
- // G1 – Business Conduct

### The GOLDBECK Sustainability Compass



# Environment

As a construction and service company operating throughout Europe, GOLDBECK takes its responsibility for nature and the environment very seriously.



ESRS E1

## Climate Change

E1-4

### Policies Related to Climate Change Mitigation

GOLDBECK is firmly committed to helping limit the impact of its business activities on climate change. The construction, existing building refurbishment and operation of buildings require substantial quantities of materials and energy and account for a significant share of climate-related emissions, particularly carbon dioxide (CO<sub>2</sub>). At the same time, as a company operating throughout Europe with more than 14,000 employees at over 100 locations, its own vehicle fleet and its own production facilities, GOLDBECK consumes additional energy and generates emissions.

For this reason, the continuous decarbonisation of GOLDBECK's business activities is a key focus of its sustainability strategy. Through its On the Road to Net Zero decarbonisation strategy, GOLDBECK supports international objectives, including the 1.5-degree target set out in the United Nations Paris Agreement and the European Union's Green Deal. GOLDBECK's guiding principle is clear: avoid first, then reduce and, as a final step, offset. The scope encompasses the entire GOLDBECK Group.

#### Carbon Emissions: Measuring and Managing

GOLDBECK aims to reduce the direct and indirect consumption of resources and energy, as well as the resulting greenhouse gas emissions (GHG emissions), from activities throughout the value chain. This is based on GHG accounting aligned with the Greenhouse Gas Protocol (GHG Protocol), the globally recognised standard for this purpose.

#### Total Carbon Footprint (TCF)

GOLDBECK's total annual emissions consist of two key components:

##### 1) Corporate Carbon Footprint (CCF)

At corporate level, GOLDBECK records the emissions over which the company has a direct influence, taking all GOLDBECK employees into account. The CCF includes GOLDBECK's direct and indirect emissions from ongoing business operations.

These arise, for example, from:

- // Mobility, such as the vehicle fleet and business travel
- // Energy consumption at office and production locations
- // Extensions to buildings and plants

GOLDBECK's commitment to climate-conscious action is reflected in the electrification of its vehicle fleet in Germany, based on the GOLDBECK Mobility Policy adopted by the Management Board in March 2024.

In addition, the Blue Corporate Real Estate Management guidebook (Blue CREM) defines targets for energy sources and maximum final energy demand for rented and self-constructed properties, among other requirements.

## 2) Project Carbon Footprint (PCF)

The PCF accounts for by far the largest proportion of total emissions (TCF). It results from completed new-build and refurbishment projects, as well as some of the activities performed by GOLDBECK Services.

The PCF is divided into two categories:

- // Embodied carbon: Carbon emissions resulting from the manufacture, construction and maintenance of a building over a period of 50 years, as well as from its disposal.
- // Operational carbon: Carbon emissions generated by the subsequent operation of a completed building over a period of 50 years, for example through heating, cooling and electricity consumption.



E1-1

## Transition Plan for Climate Change Mitigation

GOLDBECK has recorded carbon emissions from its locations since the 2020/21 financial year, initially in Germany and internationally since 2021/22. These emissions have since been reported regularly as part of the Corporate Carbon Footprint.

In the 2025/26 reporting year, GOLDBECK is publishing an extrapolation of its Project Carbon Footprint for the first time.

In 2025, GOLDBECK published its company-wide *On the Road to Net Zero* decarbonisation strategy for the first time. The target is: net zero by 2045.

### Key Elements of the Decarbonisation Strategy

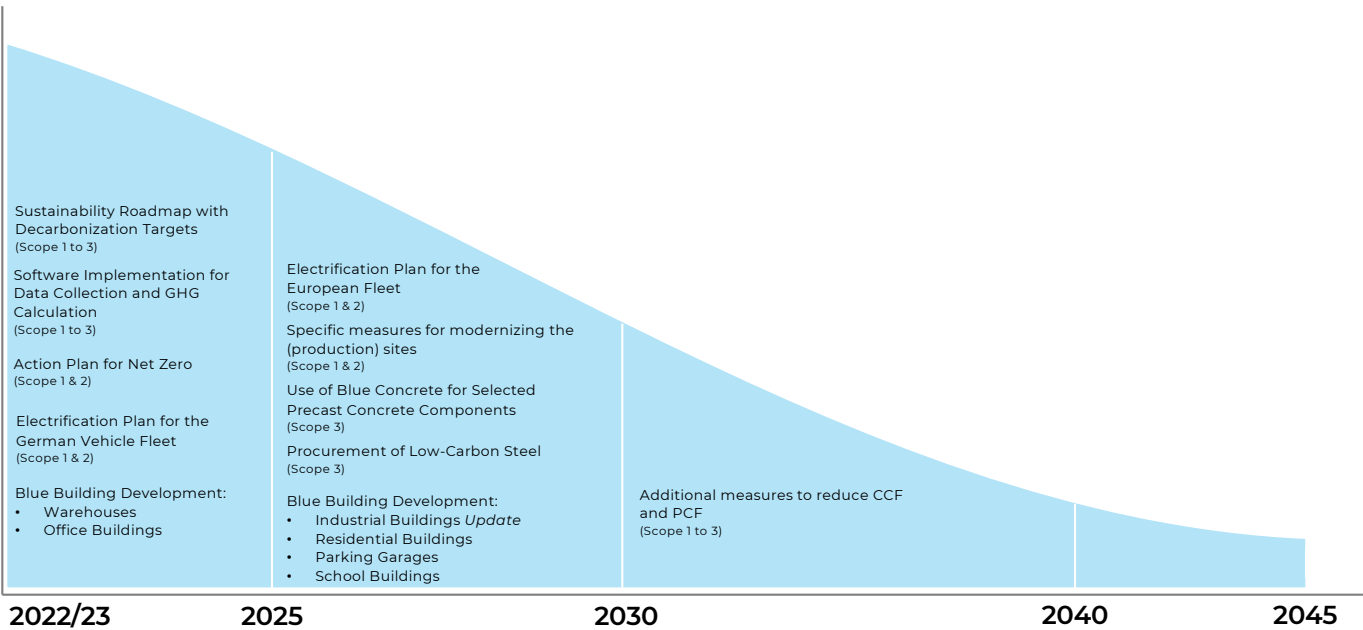
#### Reducing the Corporate Carbon Footprint:

GOLDBECK reduces location-based emissions by electrifying its vehicle fleet, converting its heating technology to renewable systems and expanding renewable energy. In addition, GOLDBECK uses intelligent energy management, sustainable standards for new buildings and rented properties, and systematic waste management in production.

#### Reducing the Project Carbon Footprint:

// The continued development of GOLDBECK’s products is a key lever for reducing carbon emissions throughout the entire life cycle of its projects. Embodied carbon can be reduced primarily by increasing the resource efficiency of construction systems and components, optimising proven construction materials and using alternative materials. To reduce operational carbon, GOLDBECK offers all-electric solutions combined with photovoltaic systems and battery storage for generating and storing electricity.

### GOLDBECK's Transition Plan



This holistic approach is incorporated into sustainable building concepts such as GOLDBECK Blue Buildings. They provide clients with a serving suggestion in the form of a solution with measurable sustainability performance.

// **Reducing construction-site emissions:** GOLDBECK uses systematised actions at its German construction sites, such as obtaining green electricity through a nationwide framework agreement and implementing standardised waste management to increase transparency and identify potential for optimisation.

// **Existing building refurbishment:** GOLDBECK has been refurbishing buildings for more than 20 years and has expanded its portfolio with GOLDBECK reFit. By increasing the proportion of projects in this business area, GOLDBECK further reduces its Project Carbon Footprint by retaining and reusing existing building structures that remain intact.

In 2025, the decarbonisation path for operational Scope 1 and 2 emissions was published based on science-based targets. The decarbonisation path for the Project Carbon Footprint is currently being developed, with the aim of reducing emissions per square metre of constructed floor area by 90 per cent by 2045. The process is managed by Group Sustainability and implemented in collaboration with the Centers of Expertise.

Responsibility for the decarbonisation strategy lies with the Chief Sustainability Officer (CSO), who is a member of the Management Board. The Group Sustainability central department manages and coordinates all associated actions, monitors progress and developments within the company, and ensures transparency. Since 2025, an annual carbon assessment of Scope 1 to 3 emissions has been carried out in-house using a newly implemented, standardised software tool. This enables analysis and provides a reliable basis for decisions on effective climate actions.

E1-5

## Actions and Resources in Relation to Climate Change Mitigation

The On the Road to Net Zero decarbonisation strategy specifies the company-wide actions and strategies for reducing the environmental impact associated with climate change and defines the relevant decarbonisation levers for achieving the target. The scope encompasses the entire GOLDBECK Group.

### GOLDBECK's Corporate Carbon Footprint Levers

Six decarbonisation levers have been identified for the Corporate Carbon Footprint:

#### 1. Electrification of the Vehicle Fleet

The entire fleet in Germany will be converted to electric vehicles by 2029. Other countries will follow gradually. Additionally, charging infrastructure will be expanded at GOLDBECK locations and charging facilities will be provided at construction sites.

#### 2. Conversion to Renewable Production Systems and Heating Technology in GOLDBECK-Owned Buildings

Outdated coal-fired furnaces and gas-powered powder ovens at production locations will gradually be replaced with renewable heating systems. At office locations, GOLDBECK aims to convert entirely to heat-pump systems.

#### 3. Expansion of Renewable Energy at GOLDBECK Locations

Photovoltaic systems and innovative storage systems increase the proportion of self-generated electricity. The objective is greater independence and security of supply, with fewer emissions.

#### 4. Intelligent Energy Management in GOLDBECK-Owned Buildings

The gradual transition to digital control systems and monitoring tools helps to record energy consumption and systematically realise potential savings.

#### 5. Sustainable New Buildings and Rented Properties as Part of Corporate Real Estate Management (Blue CREM)

For its own and rented properties, GOLDBECK follows specific sustainability requirements that it has defined itself, covering everything from the construction method to the procurement of energy.

#### 6. Waste Management in Production

Systematic implementation of location-specific waste management at production facilities to reduce waste volumes and improve waste recovery through targeted actions.

## Project Carbon Footprint

Three overarching decarbonisation levers have been identified for the Project Carbon Footprint:

### 1. Continued Development and Reduction of Products' Carbon Footprint

The continued development of GOLDBECK's products is a key lever for reducing carbon emissions throughout the entire life cycle of its projects. Innovative construction materials, optimised components and new material solutions increase resource efficiency, reduce the use of emissions-intensive materials and create the basis for low-carbon construction. Concrete is a particular focus. At the Concrete Innovation Center (CIC) in Hamm, concrete is being developed for the future – Blue Concrete. Blue Concrete already generates more than 35 per cent fewer carbon emissions than the CSC industry benchmark and will be used in all GOLDBECK precast concrete plants in the future.

GOLDBECK's product development encompasses the following key areas of impact:

- // Maximum resource efficiency in its own construction systems, including their components
- // Development and use of low-carbon materials and construction material innovations
- // All-electric energy concepts and the use of renewable energy

### 2. Actions to Reduce Emissions on Construction Sites

Clearly defined requirements are applied to systematically reduce emissions from construction-site activities. These requirements cover emission sources that can be influenced both directly and indirectly and increase the transparency of construction-site processes.

- // Framework agreements with green electricity providers for construction sites in Germany
- // Standardised waste management at construction sites in Germany

### 3. Increasing the Volume of Existing Building Refurbishment Projects

By preserving existing building structures through refurbishment projects and the GOLDBECK reFit service, embodied carbon can in some cases be reduced significantly compared with new buildings.

Optimising the building envelope and implementing modern energy concepts make it possible to reduce operational carbon.

E1-6

## Targets Related to Climate Change

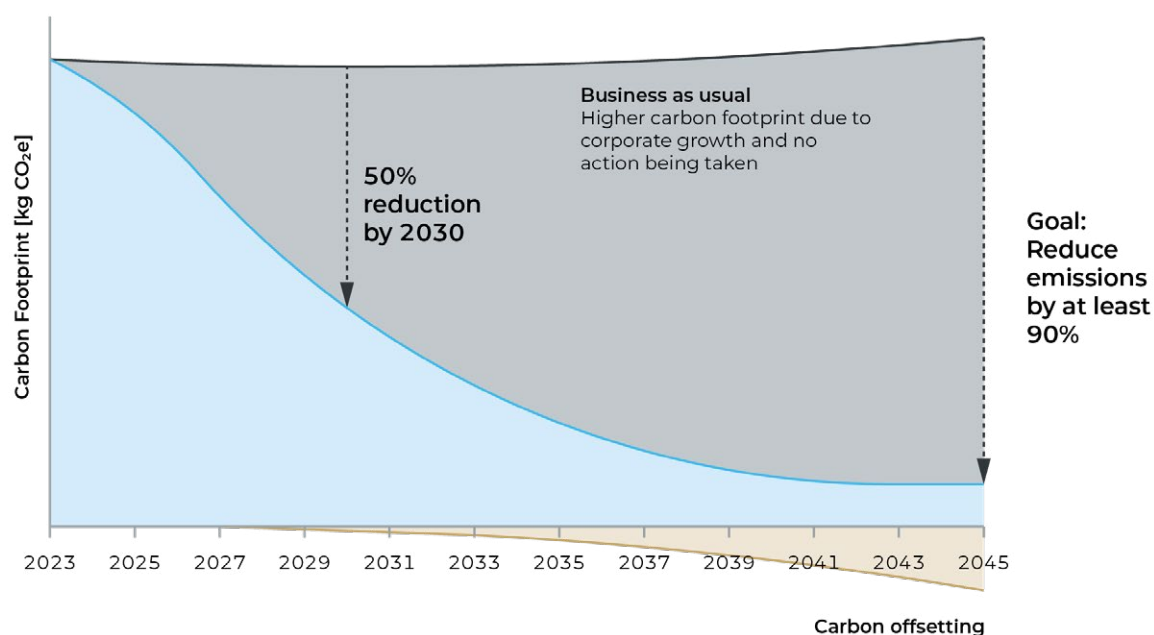
### GOLDBECK's Decarbonisation Targets for the Corporate Carbon Footprint

#### Scope 1 and 2 Emissions

GOLDBECK uses the business-as-usual scenario (BAU scenario) as a basis for comparison when presenting the effectiveness of its decarbonisation levers. It shows that carbon emissions would increase without action, mainly as a result of planned growth. GOLDBECK's strategy deliberately sets a different course.

In line with the Paris Agreement, GOLDBECK aims to reduce its Scope 1 and 2 emissions by at least 90 per cent by 2045 at the latest, compared with the 2022/23 baseline year. A reduction of 50 per cent is to be achieved by 2030.

#### Decarbonisation Pathway for Operational Scope 1 and 2 Emissions



## **GOLDBECK's Decarbonisation Targets for the Project Carbon Footprint**

### **Reducing Scope 3 Emissions in a Standardised and Systematic Manner**

GOLDBECK continuously optimises its products and services. To ensure that these developments also have a positive impact on completed client projects, the company consistently considers the requirements of practical feasibility and economic viability. This ensures that product development translates into lower emissions in actual projects. The decarbonisation strategy at Product level is also being developed against this background. This enables GOLDBECK to accurately assess the theoretical potential of individual decarbonisation actions.

As the materials used vary between construction systems, the available and feasible reduction levers differ by product. The objective is to analyse these levers and use the findings to develop product-specific decarbonisation pathways.

The design and achievement of these pathways depend to a large extent on market developments and the decarbonisation of construction materials throughout the upstream value chain. In this context, GOLDBECK takes recognised industry information into account, including information from associations and manufacturers as well as scientific studies. In addition, the company continuously explores ways of accelerating the decarbonisation of components and products within GOLDBECK's sphere of influence.

E1-7

## Energy Consumption and Mix

### Energy Consumption

| Energy consumption and mix                                      | 2025/26        |            |
|-----------------------------------------------------------------|----------------|------------|
| <b>Energy consumption in own operations</b>                     | <b>192,065</b> | <b>MWh</b> |
| Fossil energy consumption                                       | 135,544        | MWh        |
| Nuclear energy consumption                                      | 5,379          | MWh        |
| Percentage of nuclear energy consumption                        | 2.8            | %          |
| Total renewable energy consumption                              | 51,142         | MWh        |
| Renewable fuel consumption                                      | 4,273          | MWh        |
| Consumption of renewable electricity, heat, steam and cooling   | 43,293         | MWh        |
| Percentage of renewable energy sources                          | 26.6           | %          |
| Fuel consumption from coal                                      | 7,302          | MWh        |
| Fuel consumption from oil                                       | 72,609         | MWh        |
| Fuel consumption from natural gas                               | 32,394         | MWh        |
| Fuel consumption from other fossil sources                      | 237            | MWh        |
| Consumption of fossil-based electricity, heat, steam or cooling | 23,002         | MWh        |
| Percentage of fossil sources                                    | 70.6           | %          |

E1-8

## Gross Scope 1, 2 and 3 GHG Emissions

### Carbon Emissions

| Scope 1 and 2 GHG Emissions                                                        | 2025/26       |
|------------------------------------------------------------------------------------|---------------|
| <b>Gross Scope 1 GHG emissions (in tCO<sub>2</sub>e)</b>                           | <b>28,506</b> |
| ▶ 1.1 Stationary combustion                                                        | 8,972         |
| ▶ 1.2 Mobile combustion                                                            | 19,301        |
| ▶ 1.3 Process emissions                                                            | –             |
| ▶ 1.4 Fugitive emissions                                                           | 234           |
| <b>Gross Scope 2 GHG emissions, location-based (in tCO<sub>2</sub>e)</b>           | <b>20,078</b> |
| ▶ 2.1 Electricity                                                                  | 18,830        |
| ▶ 2.2 Electric vehicles                                                            | 872           |
| ▶ 2.3 Steam and heat                                                               | 375           |
| <b>Gross Scope 2 GHG emissions, market-based (in tCO<sub>2</sub>e)</b>             | <b>17,837</b> |
| ▶ 2.1 Electricity                                                                  | 15,329        |
| ▶ 2.2 Electric vehicles                                                            | 2,132         |
| ▶ 2.3 Steam and heat                                                               | 375           |
| <b>Total gross Scope 1 and 2 GHG emissions, market-based (in tCO<sub>2</sub>e)</b> | <b>46,343</b> |

E1-8

## Gross Scope 1, 2 and 3 GHG Emissions

### Carbon Emissions

| Gross Scope 3 GHG Emissions (in tCO <sub>2</sub> e)                             | 2025/26          |
|---------------------------------------------------------------------------------|------------------|
| 1. Purchased goods and services                                                 | 1,443,910        |
| 2. Capital goods                                                                | 6,572            |
| 3. Fuel- and energy-related activities                                          | 9,633            |
| 4. Upstream transportation and distribution                                     | 53,806*          |
| 5. Waste generated in operations                                                | 1,116            |
| 6. Business travel                                                              | 2,840            |
| 7. Employee commuting                                                           | –                |
| 8. Upstream leased assets                                                       | –                |
| 9. Downstream transportation and distribution                                   | –                |
| 10. Processing of sold products                                                 | –                |
| 11. Use of sold products                                                        | 2,713,704        |
| 12. End-of-life treatment of sold products                                      | 153,690          |
| 13. Downstream leased assets                                                    | –                |
| 14. Franchises                                                                  | –                |
| 15. Investments                                                                 | –                |
| <b>Total gross Scope 3 GHG emissions (in tCO<sub>2</sub>e)</b>                  | <b>4,385,270</b> |
| <b>Total Scope 1, 2 and 3 GHG emissions, market-based (in tCO<sub>2</sub>e)</b> | <b>4,431,613</b> |

\*The assessment covers transport routes from our production facilities to the construction sites



ESRS E5

## Circular Economy

E 5-1

### Strategies Related to Resource Use and Circular Economy

Circular economy is a strategic priority for GOLDBECK and a key element in the continued development of construction. GOLDBECK recognises that natural resources are finite. The resource-efficient use of materials has therefore been an integral part of the company's strategy since its foundation.

Constructing, renovating or refurbishing buildings requires substantial resources. As a construction company, GOLDBECK delivered 493 buildings in the 2025/26 financial year and consequently requires substantial quantities of construction materials. Its system-based construction approach, which uses concrete and steel system elements manufactured in the company's own plants, gives GOLDBECK direct scope to optimise resource use and manufacturing processes and reduce environmental impacts.

GOLDBECK's circular economy strategy follows the principles of "Narrow, Slow and Close the Loop". It aims to reduce the use of primary materials, increase the proportion of secondary materials, improve material efficiency and establish high-quality recovery routes. This strategy is founded on system-based construction with industrial prefabrication, a product-based approach and integrated value creation, enabling implementation at scale. Digitalisation is a key lever for structured data collection, creating material transparency and providing verifiable information.

The strategy addresses five areas for action:

- // Circular procurement
- // Circular production
- // Circular products
- // Circular construction
- // Circular business models

Responsibility for the circular economy strategy lies with the CSO as a member of the Management Board. Group Sustainability develops and manages the overarching circular economy strategy and works with the Centers of Expertise to implement it at both strategic and operational level across the areas for action. Its scope encompasses industrial prefabrication in GOLDBECK's own plants and the turnkey construction business.

## Actions Related to Resource Use and Circular Economy

Across the five strategic areas for action, GOLDBECK has identified measures to reduce the use of primary materials, increase material productivity and establish circular material flows. The aim is to integrate circular economy principles systematically into products, processes and value creation.

### **Circular Procurement: Supply Chain Requirements**

In procurement, the focus is on gradually increasing the transparency of material information and systematically integrating circular economy criteria into supplier relationships.

Planned actions include:

- // Developing and implementing a circular procurement strategy, including the integration of circular criteria into procurement processes
- // Requiring relevant material and product information
- // Increasing transparency and establishing structured digital data management
- // Establishing clear supplier requirements and developing suppliers' capabilities to provide circular solutions

The long-term objective is to increase supply-chain transparency, establish a reliable basis for procurement decisions relating to circularity and ensure sustainable supplier management.

### **Circular Production: Material Efficiency and Material Cycles in GOLDBECK's Own Plants**

In the industrial prefabrication processes at its own plants, GOLDBECK embeds circular principles into its structures to reduce waste and increase material and resource efficiency.

The actions include:

- // Processing residual concrete for internal reuse
- // Optimising steel consumption to reduce raw-material requirements and waste
- // Reducing freshwater requirements by treating and reusing process water
- // Internal reuse approaches for surplus components
- // Using reusable and circular systems for operational consumables

These actions increase transparency, efficiency and circularity within production processes at GOLDBECK's own plants.

## **Circular Products: Integration into the System Architecture**

Circularity, particularly resource efficiency, is structurally embedded in GOLDBECK products.

This includes:

- // Further developing products based on circularity principles
- // Incorporating separability, detachable connections and recyclable materials
- // Digital building resource passports
- // Supporting documentation for refurbishment and deconstruction measures, including information on the deconstructability and reuse potential of key building components

Circular principles are therefore incorporated into standardised building systems and repeatable product concepts such as GOLDBECK Blue Buildings. The results are documented in the building resource passport and the supporting deconstruction documentation.

## **Circular Construction: Returning Materials to the Cycle in Project Delivery**

During construction, GOLDBECK establishes defined processes for separating, recording and returning materials to the cycle

These include:

- // Waste management standards
- // The use of external take-back routes and digital material-flow platforms
- // Project-specific recovery and recycling solutions

This creates quality-assured material flows with greater recovery potential.

## **Circular Business Models: Life-Cycle-Based Solutions**

At GOLDBECK, circularity extends beyond the use phase and includes existing buildings, with the aim of achieving high-quality reuse.

Depending on the project and the client's requirements, actions include:

- // Further developing existing building refurbishment approaches
- // Concepts for deconstruction and high-quality reuse
- // Using external take-back systems for production offcuts

These actions support value retention, extend useful life and facilitate high-quality material recovery throughout the entire life cycle.

E5-3

## Targets Related to Resource Use and Circular Economy

In the 2025/26 reporting year, GOLDBECK made progress in collecting key material data from its own plants and defined the basic principles of its circular economy strategy, which is being continuously developed. Group Sustainability manages this process in collaboration with selected Centers of Expertise.

In the coming 2026/27 financial year, the focus will be on establishing a consistent database for future targets. This includes improving the collection of material-related data, such as the proportion of secondary materials, expanding digital structures to provide verifiable information, and developing initial metrics for resource use and circular material flows.

E5-4

## Resource Inflows

GOLDBECK defines concrete, including cement and aggregates, steel products and aluminium as its key material categories, as they shape the volumes, impacts and systemic relevance of its construction approach.

Material volumes for the central production locations can be reported in full for the 2025/26 financial year:

| 2025/26               |                                                                                                                                      |                   |
|-----------------------|--------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| Material              | Description                                                                                                                          | Quantity (tonnes) |
| <b>Steel products</b> | Steel sheet, structural steel and reinforcing steel (including for trusses, beams, walls, precast concrete elements and foundations) | 191,695           |
| <b>Concrete,</b>      | Concrete for precast concrete elements from own plants                                                                               | 1,006,896         |
| ► of which cement     | Various types of cement                                                                                                              | 158,532           |
| ► of which aggregates | Sand, gravel and chippings                                                                                                           | 842,023           |
| <b>Aluminium</b>      | Aluminium system components (including façades, windows and doors)                                                                   | 3,297             |

# Social

GOLDBECK's employees are the foundation of the company and contribute every day to the efficient planning, construction and operation of buildings.



ESRS S-1

## Own Workforce

S1-1

### Strategies Related to the Company's Own Workforce

The corporate values of humanity, trust, responsibility, pioneering spirit and commitment to performance are firmly embedded in the business strategy. They provide binding guidance for operational decisions, leadership principles and the continued development of the organisation. The commitment to upholding these values is set out in the group-wide corporate guidelines. The scope encompasses the entire GOLDBECK Group.

These values shape all HR policies and processes:

- // Recruitment and talent acquisition
- // Training and professional development
- // Performance assessments and development reviews
- // Remuneration and recognition systems
- // Internal mobility and career paths

In this way, GOLDBECK ensures that its HR strategy is closely aligned with the company's strategic ambitions and continuously geared towards future market and sustainability requirements.

Ultimate responsibility for implementing GOLDBECK's HR strategy lies with the Chief Human Resources Officer (CHRO), who is a member of the Management Board.

S1-4

### Actions Related to the Company's Own Workforce

Attractive and fair working conditions are important to GOLDBECK. Protecting employees' health and preventing risks associated with illness and injury are central to the company's actions. Workplace safety, particularly on construction sites, is a high priority for GOLDBECK.

GOLDBECK ensures fair and transparent remuneration and that new regulatory requirements, such as the Pay Transparency Directive, are implemented on schedule by the end of the 2026/27 financial year.

In order to implement these principles effectively, GOLDBECK has established clear HR processes that systematically support the implementation and monitoring of its policies. The company has also

strengthened its internal complaint management through several accessible reporting channels, including the whistleblowing system, an internal complaints office and external advisory services.

Regular training for managers and employees is another key element of practical implementation. Through its own learning platform, GOLDBECK provides training on human rights, anti-discrimination, occupational health and safety, and environmental protection.

S1-1

## Strategies Related to Labour and Human Rights

GOLDBECK is committed to respecting human rights and preventing human rights violations. Together with its employees, business partners and stakeholders, the company works to promote human rights and is committed to collaborative business practices and good working and living conditions.

These commitments are defined in the *Policy Statement on Respect for Human Rights* and apply throughout GOLDBECK's business operations, including its subsidiaries in Germany and abroad. They must be observed by the Management Board and all employees. In this statement, GOLDBECK commits to the following international frameworks:

- // The United Nations Universal Declaration of Human Rights (UN-UDHR)
- // The United Nations Guiding Principles on Business and Human Rights (UNGPs)
- // The conventions and recommendations of the International Labour Organization (ILO) on labour and social standards
- // The United Nations Convention on the Rights of the Child (UN-CRC)
- // The United Nations Convention on the Elimination of All Forms of Discrimination against Women (UN-CEDAW)
- // The OECD Guidelines for Multinational Enterprises

In addition, the *GOLDBECK Compliance Guidelines* and the *GOLDBECK Code of Conduct* contain requirements for compliance with national and international legislation and for ethical and socially responsible conduct throughout the GOLDBECK Group.

S1-1

## Strategies Related to Health and Safety

Occupational health and safety is one of the central areas for action within the sustainability strategy and is a high priority at GOLDBECK. GOLDBECK has introduced rigorous safety standards to protect its employees and partners.

In Germany, Poland and the Czech Republic, GOLDBECK operates a non-certified management system aligned with the requirements of the international ISO 45001 standard. It has been confirmed that the locations of GOLDBECK Deutschland GmbH meet the requirements of the recognised ISO 45001 standard.

The *GOLDBECK Occupational Health and Safety Standard* applies to external partners on construction sites, in production areas and at all other GOLDBECK locations in Germany. Compliance with this standard is contractually agreed with all contractors. Occupational health and safety is coordinated by site management on construction sites and by external contractor coordinators at the plants.

S1-1

## Actions Related to Health and Safety

### Protecting Health

Employees at all GOLDBECK locations in Germany have access to occupational medical advice. Appropriate preventive actions are regularly implemented on the basis of risk assessment findings. GOLDBECK's occupational physicians regularly attend meetings of the Occupational Health and Safety Committee and accompany site inspections. They help identify potential health hazards and risks and initiate appropriate preventive actions.

Qualified first aiders provide initial medical assistance in emergencies. Occupational physicians at many locations also offer free preventive medical examinations.

### Promoting Health

Through a wide range of health-promotion activities, GOLDBECK creates a working environment and atmosphere that support the health of all employees in Germany.

The focus is on reducing work-related pressures typically associated with the industry. GOLDBECK's approach considers employees' physical and mental health in equal measure.

GOLDBECK uses ergonomic workplace design to protect employees in production and at computer-based office workstations from physical strain. Measures include height-adjustable desks in offices and soft, cushioned floor mats in the plants to reduce physical strain.

Employees at numerous German locations have access to sporting activities and partnerships with regional fitness centres to encourage exercise and fitness. GOLDBECK also offers a continuously expanding

range of courses on healthy nutrition, physical activity and fundamental aspects of physical and mental health. Health days and health coaching sessions are increasingly being organised at company locations in collaboration with various health insurance providers.

GOLDBECK also strengthens team spirit and employee motivation in Germany through company-wide events and activities. Examples include the cross-regional GOLDBECK Company Run and the Team Challenge, in which teams collect points together through physical activities. All these initiatives aim to raise employees' awareness of physical and mental health.

In the area of mental health, employees in Germany can attend preventive and advisory seminars on stress management. When urgent psychological intervention is required, a direct and discreet contact person is available and can arrange external psychotherapeutic support in an emergency.

### **Occupational Health and Safety within the Company**

Responsibilities for occupational health and safety are clearly defined across all management levels at GOLDBECK. All managers have received written notification of their responsibilities and have completed the relevant training.

In Germany, Poland and the Czech Republic, GOLDBECK uses occupational health and safety software to manage all relevant tasks. Analyses are carried out, assessments of working conditions are adjusted where necessary, and actions are identified to prevent similar incidents. Involving the Works Council is an integral part of the processes at German locations. The occupational health and safety management system is evaluated at regular intervals.

Employees are also actively involved in continuously improving occupational health and safety. Alongside direct consultations, managers, the Works Council, external partners and specifically appointed safety officers are involved. Additional information and participation formats include:

// Occupational Health and Safety Committees

// Information boards and shop-floor discussions in production areas

// The GBnet intranet and regular newsletter articles

All relevant information is available at the workplace through an online tool. The occupational health and safety management software gives all employees access to individual training. Their training status is documented at the same time, ensuring that qualifications always reflect current knowledge. New employees complete initial instruction, followed by regular training during working hours through online courses and the annual occupational health and safety review.

Through these numerous actions, GOLDBECK has continuously improved occupational health and safety in recent years.

### **Within Services and on Construction Sites**

An individual risk assessment is prepared for every building managed by GOLDBECK Services in close consultation with the respective client.

Regular daily and weekly meetings are held using digital media to ensure that all parties have access to consistent information and are involved in coordinating the construction process.

At construction sites in Germany, the *Health and Safety Checklist* sets out mandatory measures and procedures to ensure health and safety at work. These include obtaining all relevant information and documents from subcontractors and instructing them on the applicable rules and hazards at the construction site.

S1-14

## Health and Safety Metrics

The following table presents accident figures for employees of Deutschland GmbH, Produktions GmbH, Montage GmbH and Services GmbH, as well as employees at the German offices of all GOLDBECK companies.

| 2025/26                                                                  |       |
|--------------------------------------------------------------------------|-------|
| Number of work-related fatalities among own employees                    | 0     |
| Number of reportable work-related accidents involving GOLDBECK employees | 269   |
| Rate of reportable work-related accidents involving GOLDBECK employees*  | 14.04 |
| Time off due to work-related injuries, illnesses and fatalities          | 7,130 |

\*Number of reportable work-related accidents involving own employees × 1,000,000 / total hours worked by all employees during the reporting year.

S1-2

## Engagement with Own Workforce and Workers' Representatives

The GOLDBECK Works Council is the central employee representative body for the Group's German companies. Company management and the Works Council work together in a spirit of trust. The Group Economic Committee regularly provides the Group Works Council with comprehensive information about the company's economic situation and business activities, including at short notice where necessary.

Each year, the managing partners inform all employees about current business developments and provide an outlook for the future. Relevant business metrics are communicated transparently. Employees also receive information through regular dialogue with their managers, the intranet, the GOLDBECK podcast, the internal employee magazine team and notices and displays at the plants.

HR Business Partners and HR advisers are available for personal discussions across all local business units. They ensure continuous communication with employees throughout the company.

S1-3

## Existence of Channels for Own Workforce to Raise Concerns or Needs and Approaches to Remedy

In suspected cases, the GOLDBECK Compliance Guidelines stipulate that employees should contact their manager or the Head of Legal and Compliance directly.

A company-wide whistleblowing system is also available to both internal and external stakeholders and may be used anonymously if preferred. Further information can be found in Chapter G1.

S1-1

## Strategies and Policies for Equality, Diversity and Inclusion

Supporting diversity, equal opportunities and inclusion reflects GOLDBECK's core corporate values of humanity and responsibility. Promoting diversity and equal opportunities is therefore a key element of the sustainability strategy and an integral part of the internal Sustainability Roadmap. GOLDBECK also regards diversity as an important driver of better decision-making, greater innovative capacity and the company's sustainable success.

Accordingly, GOLDBECK prohibits all forms of discrimination. No one may be disadvantaged or harassed on the basis of personal characteristics such as origin, skin colour, gender, sexual orientation, religion or belief, disability or age. These principles are set out in the GOLDBECK Compliance Guidelines and the GOLDBECK Code of Conduct and must be observed throughout the company by all employees. GOLDBECK has also been a signatory to the Diversity Charter since 2009.

S1-4

## Actions Related to Equality, Diversity and Inclusion

GOLDBECK's diversity concept provides the basis for continuously developing activities relating to diversity, equal opportunities and inclusion. During the reporting year, GOLDBECK further expanded its Diversity & Inclusion activities within the HR department. The current focus is on the diversity dimensions of gender and age. The scope is limited to GOLDBECK's activities in Germany.

To communicate the company's position actively, GOLDBECK has offered an e-learning course on the German General Equal Treatment Act (AGG) since the 2024/25 financial year. It provides all employees in Germany with fundamental knowledge of the subject and also addresses the role of managers. The programme is supplemented by various online learning formats and input from external experts.

Internal contacts act as neutral complaints offices in cases of inappropriate conduct. Employees also have access to a comprehensive range of external advisory services. Viva Family Service advises employees and managers on all matters relating to diversity, including how to address inappropriate conduct and provide support in coming-out situations.

### Gender Diversity

As part of its internal Sustainability Roadmap, GOLDBECK has set the target of increasing the overall proportion of women and their representation in management positions.

A wide range of actions have been derived from this target. Their current scope is limited to GOLDBECK's activities in Germany:

### // **Mentoring and networking**

The TANDEM mentoring programme for female talents has been held annually since 2011. At various locations, GOLDBECK also participates in external cross-mentoring programmes to support the development and networking of emerging female talent.

### // **Emerging-talent programmes**

Gender parity is taken into account when nominating and selecting participants for emerging leadership programmes.

### // **Training and professional development**

Diversity has been an integral module of leadership training since 2021. It also forms an integral part of the "Conducting Professional Interviews" training course.

### // **Networking**

The "GOLDBECKwomen" network was established in 2014 and has developed into an established company network with around 150 members. It is an employee-led initiative that emerged from employees' own commitment. The network supports the objective of increasing the overall proportion of women and their representation in management positions. In 2025, two spokespersons and a deputy spokesperson were elected for the first time to represent the network internally and externally. GOLDBECKwomen encompasses internal working groups and networking meetings as well as external formats such as social media activities, partnerships with corporate networks and participation in cross-regional events. Regular dialogue between GOLDBECKwomen, HR management and those responsible for Diversity & Inclusion ensures that actions are strategically coordinated.

## **Age Diversity**

With regard to age diversity, GOLDBECK aims to safeguard the transfer of experience-based knowledge and prepare employees for future requirements. GOLDBECK seeks to ensure that employees of all age groups have the knowledge and skills required to manage future tasks. The scope is limited to GOLDBECK's activities in Germany.

The Senior Talent Programme was developed for employees aged 55 and over with specialist and management experience and has been established as an integral part of talent development. It provides experienced employees with targeted learning and development opportunities during a later stage of their careers. Follow-up formats are currently being developed to encourage intergenerational dialogue. They are intended to strengthen mutual learning between younger and more experienced employees, combining the knowledge of both age groups effectively and creating benefits for everyone involved.

S1-6

## Characteristics of the Undertaking's Employees

The following tables show the characteristics of employees within the GOLDBECK Group, including GOLDBECK Rhomberg GmbH and excluding Weiser GmbH.

### Number of Employees

| 2025/26      |                      |
|--------------|----------------------|
|              | Number of employees* |
| Male         | 10,349               |
| Female       | 3,939                |
| Divers       | 0                    |
| <b>Total</b> | <b>14,288</b>        |

\* Employee numbers exclude external consultants, agency workers, interns and Weiser GmbH.

### Employment Type

| 2025/26              |        |          |          |
|----------------------|--------|----------|----------|
|                      | Gesamt | Weiblich | Männlich |
| Number of employees* | 14,288 | 3,939    | 10,349   |
| Permanent employees  | 12,198 | 3,371    | 8,827    |
| Fixed-term employees | 2,090  | 567      | 1,523    |

\* Employee numbers exclude external consultants, agency workers, interns and Weiser GmbH.

| 2025/26              |        |
|----------------------|--------|
| Number of employees* | 14,288 |
| Full-time employees  | 11,977 |
| Part-time employees  | 2,311  |

\* Employee numbers exclude external consultants, agency workers, interns and Weiser GmbH.

### Employee turnover

A total of 1,421 employees left the company during the reporting period, corresponding to an overall employee turnover rate of 10.67 per cent in the 2025/26 financial year.

The employee turnover rate is based on the average number of employees rather than the number employed on 25 March. External consultants, temporary agency workers, interns, working students and employees of Weiser GmbH are excluded from both the number of departures and the average number of employees.

S1-9

## Diversity Metrics

### Gender Distribution in Senior Management

| 2025/26      |                      |              |
|--------------|----------------------|--------------|
|              | Number of employees* | In %         |
| Male         | 77                   | 96 %         |
| Female       | 3                    | 4 %          |
| Divers       | 0                    | 0 %          |
| <b>Total</b> | <b>80</b>            | <b>100 %</b> |

\* Excluding Weiser GmbH and including Rhomberg GmbH.

### Employee Distribution by Age Group

| 2025/26               |                      |
|-----------------------|----------------------|
|                       | Number of employees* |
| Under 30 years of age | 3,289                |
| 30–50 years of age    | 7,743                |
| Over 50 years of age  | 3,256                |
| <b>Total</b>          | <b>14,288</b>        |

\* Employee numbers exclude external consultants, agency workers, interns and Weiser GmbH. Employee numbers for Rhomberg GmbH are included.

S1-10

## Adequate Wages

GOLDBECK's employees are remunerated in line with market rates and their performance. In addition to the basic salary, which is increased each autumn by the average inflation adjustment for the preceding twelve months, the company offers variable performance-related remuneration and a profit-related bonus.

Under the German Pay Transparency Act, employees in Germany may request a review of their salary with regard to equal pay. They may contact the responsible Works Council, which will provide the relevant information. Employees may also acquire silent partnership interests in the company. The return on these interests is equivalent to twice the company's rate of return. GOLDBECK contributes up to €300 annually towards their acquisition. Employees also benefit from a range of additional remuneration components, including pension provision and subsidies for local public transport.

S1-13

## Strategies Related to Training and Skills Development

GOLDBECK has grown continuously since its foundation in 1969 and has always regarded itself as a learning organisation. Training, professional development, and personal and specialist development are therefore central elements of its corporate culture. Continuous learning enables employees to build their knowledge systematically, keep pace with technological developments and deliver projects in line with the latest standards. The construction and real estate industry is undergoing significant change as a result of digitalisation and new technologies. Employee development is therefore one of the key topics within GOLDBECK’s sustainability management.

GOLDBECK aims to equip people starting their careers with the skills needed for a long-term future within the company. Training results and retention rates are regularly evaluated with relevant stakeholders, including management, training supervisors and the Works Council, and appropriate actions are derived from the findings.

| 2025/26                                                       |      |
|---------------------------------------------------------------|------|
| Average training hours per employee*                          | 14,7 |
| Percentage of employees who received skills-related training* | 91 % |

\* Excluding Weiser GmbH and including Rhomberg GmbH.

S1-13

## Actions Related to Training and Skills Development

The GOLDBECK Academy provides employees in Germany at all levels of the organisation with a comprehensive range of professional development opportunities. A new learning management system has been introduced to meet the growing need for training arising from the company’s development. The new learning platform simplifies central training and professional development processes, enables the use of modern learning formats and supports international learning programmes.

Employees’ training needs are identified each year through regular, structured annual reviews. Talented employees receive targeted development based on coordinated career plans.

GOLDBECK’s Talent Management creates Group-wide visibility for employees with potential, regardless of their level within the organisation, nationality, gender or ethnic background. A comprehensive development portfolio and targeted support for managers in identifying and developing this group strengthen the development of future managers and ensure sustainable succession planning.

To ensure consistent standards internationally, existing talent-management processes are being revised and harmonised as part of a Group-wide project.

The continuous expansion of digital learning formats is a key strategic objective of GOLDBECK's HR activities. Numerous digital learning resources have been developed in recent years and made available both as online courses and as part of blended-learning curricula. Combining face-to-face and online formats with the permanent availability of digital resources supports self-directed learning.

Managers also receive targeted development through digital formats. These include project-related discussion groups, management conferences and the TANDEM mentoring programme.

S1-15

## Strategies Related to Work-Life Balance

Supporting work-life balance makes an important contribution to equal opportunities and is a central element of a modern working environment at GOLDBECK. The company follows an HR strategy that supports work-life balance through flexible working models, clear processes and individual assistance. The scope is limited to GOLDBECK's activities in Germany.

S1-15

Actions Related to Work-Life Balance

In addition to offering flexible working hours, GOLDBECK encourages both mothers and fathers to take parental leave and supports their return to work. This return is tailored to the individual on the basis of clear parental-leave and return-to-work guidelines and a standardised process. The GOLDBECKparents contact programme also provides employees on parental leave with relevant company information and facilitates dialogue between them. The scope is limited to GOLDBECK’s activities in Germany.

An external family advisory service also provides employees in Germany with free support relating to childcare, parental leave and caring for relatives. This includes assistance in finding suitable childcare places.

GOLDBECK operates its own childcare centres under the name GOLDBECKchen at its Bielefeld, Hirschberg and Munich locations. Reserved places at external childcare centres facilitate employees’ return from parental leave at additional locations. Children of employees in Bielefeld and Hirschberg can also participate in a company-run holiday childcare programme.

S1-17

Incidents of Discrimination and Other Human Rights Incidents

| 2025/26                                                                              |   |
|--------------------------------------------------------------------------------------|---|
| Number of incidents of discrimination                                                | 0 |
| Number of complaints submitted through channels enabling employees to raise concerns | 2 |



# Governance

Since GOLDBECK was founded in 1969, shared values have shaped the company. They form the basis of our decision-making.



ESRS G1

## Business Conduct

G1-1

### Strategies Related to Business Conduct

Compliance with legislation and voluntary commitments is an essential part of GOLDBECK's corporate culture and the responsibility of every employee. Managers demonstrate this commitment through their conduct. They are responsible for ensuring that employees within their respective areas of responsibility are familiar with all applicable policies. The scope covers the entire GOLDBECK Group.

The *GOLDBECK Compliance Guidelines* are based on the *GOLDBECK Corporate Guidelines*, which set out the company's culture, vision, mission and values. They cover key topics such as anti-corruption, fair competition, data protection requirements and appropriate conduct towards colleagues and business partners. Compliance with these values is further supported by the GOLDBECK Code of Conduct, which forms the basis of every business relationship.

When developing its guidelines, GOLDBECK follows internationally recognised United Nations standards that reflect its own values. These include the Universal Declaration of Human Rights, the Guiding Principles on Business and Human Rights, and the conventions and recommendations of the International Labour Organization (ILO) on labour and social standards. They encompass the right to adequate remuneration, occupational health and safety, freedom of association, the prohibition of child labour and protection of minors, freely chosen employment, the prohibition of discrimination and humane treatment. GOLDBECK's values are also based on the United Nations Convention on the Rights of the Child (UN-CRC) and the United Nations Convention on the Elimination of All Forms of Discrimination against Women (UN-CEDAW).

The *Policy Statement on Respect for Human Rights* applies throughout the business operations of GOLDBECK GmbH, including all subsidiaries in Germany and abroad. The Management Board and all employees must comply with it when performing their assigned duties. GOLDBECK also expects its business partners to observe these principles, as respect for human rights and environmental obligations is a fundamental requirement for constructive and trusting collaboration. All employees are contractually required to comply with the applicable policies and also complete online training courses.

The Legal Department is the central point of contact for all domestic business units of the GOLDBECK Group on matters relating to German law and certain areas of international law. For legal matters at international locations, GOLDBECK coordinates the activities required in connection with legal proceedings and works with

established external legal advisers. The Legal Department is also responsible for all compliance matters, including anti-corruption. It reports regularly to the Management Board on potential risks and specific suspected cases.

G1-2

## Actions Related to Business Conduct

### Preventing Corruption and Fraud

All contracts with clients, subcontractors and suppliers refer to the *GOLDBECK Compliance Guidelines*. These guidelines and the *GOLDBECK Corporate Guidelines* prohibit all forms of anti-competitive conduct. Business partners must also confirm their compliance with the *GOLDBECK Code of Conduct for business partners*.

### Risk Management

In addition to assessing compliance risks, GOLDBECK conducts systematic and pragmatic risk screening across the company. All material business activities are assessed for risks. Appropriate procedures or processes are defined where necessary.

As part of its risk management, GOLDBECK continuously records and develops preventive and reactive actions. Responsibilities and contacts have been defined for every identified risk. They are responsible both for implementing preventive actions to reduce the likelihood of occurrence and for preparing containment and mitigation measures should a risk materialise.

In addition to defining and implementing appropriate actions, risk screening aims to ensure preparedness for various risks that may appear abstract and unlikely.

G1-1

## Supplier Management Policies and Strategies

### Principles

GOLDBECK has made social and environmental requirements for suppliers and subcontractors a key element of its sustainability management. Trust, transparency, openness, integrity and fairness are essential foundations for long-term collaboration based on partnership. The scope is limited to GOLDBECK's activities in Germany.

These principles include:

- // A strategic focus on suppliers through framework and cooperation agreements
- // Strategic development alliances with partners
- // Collaborative relationships based on partnership and trust
- // Open and fair communication
- // Transparent and fair contracts between equal partners
- // Clear and practical ESG requirements for suppliers

Materials and services are procured in accordance with numerous standard industry requirements, regulations and specifications. GOLDBECK expects its suppliers and subcontractors to comply with all applicable legislation and regulations. This includes standards concerning environmental protection and human rights, which GOLDBECK works to uphold together with its employees, business partners and stakeholders. These standards are set out in the *GOLDBECK Code of Conduct for business partners* and the *Policy Statement on Respect for Human Rights*.

GOLDBECK is committed to responsible and future-oriented corporate governance. The social and environmental requirements for business partners and suppliers are therefore continuously developed and firmly embedded in sustainability management.

### Responsibility

GOLDBECK has two key steering bodies responsible for developing, implementing and continuously refining its supplier management policies and strategies.

The steering committee responsible for compliance with the German Supply Chain Due Diligence Act (LkSG) is coordinated by Group Procurement. It oversees internal risk management relating to human rights and environmental risks within GOLDBECK's own business operations and supply chain. In addition to Group Procurement, the Legal Department and Group Sustainability are represented on the committee. Its primary task is to ensure coordination, collaboration

and the consistent implementation of the requirements of the German Supply Chain Due Diligence Act. The committee's findings are reported regularly to the Management Board.

In Germany, responsibility for complying with statutory and voluntary ESG requirements and for promoting and requiring greater transparency in GOLDBECK's supply chains lies with Group Procurement and the Sustainable Supply Chain Center of Expertise.

G1-2

## Actions Related to Supplier Management

### Supplier Selection and Binding Requirements

As part of its procurement strategy, GOLDBECK selects suppliers based on criteria such as quality, costs and delivery reliability, taking into account the findings of risk analyses and ESG assessments. At the same time, the company communicates binding requirements for protecting people and the environment. The scope is limited to GOLDBECK's activities in Germany.

All contracts with clients, subcontractors and suppliers refer to the *GOLDBECK Compliance Guidelines*. Together with the *GOLDBECK Code of Conduct for business partners*, these form part of the actions taken to respect human rights and are a fundamental requirement for collaboration. The *GOLDBECK Code of Conduct* applies to every company that develops, manufactures, markets, supplies or performs goods or services for companies within the GOLDBECK Group. GOLDBECK requires its suppliers, their sub-suppliers and all subcontractors to comply with these principles. Acceptance of the *GOLDBECK Code of Conduct* is a mandatory component of the contractual documentation and a prerequisite for establishing a business relationship.

All direct suppliers are reviewed at the beginning of the business relationship, at least once a year and whenever circumstances require. If unlawful conduct or inadequate performance is identified, suppliers are given the opportunity to take remedial action, depending on the severity of the issue. If no improvement is made, they will no longer be considered for future contracts.

## Abstract Risk Analyses

GOLDBECK conducts abstract risk analyses within its own business operations and among direct suppliers with regard to respect for human rights and environmental protection. These assessments are based on internal and external risk data. The scope is limited to GOLDBECK's activities in Germany.

The complexity and scale of GOLDBECK's international supply chain require technical solutions that support the identification, verification, weighting and prioritisation of risks. The internal risk-analysis system determines individual risks for existing and prospective business partners. Risk analysis is an integral part of GOLDBECK's procurement processes and ensures that business partners are continuously reviewed for environmental and human rights risks.

Based on general supplier information provided by direct contractual partners, particularly their country of origin and industry, the abstract risk analysis draws on recognised indices and studies by external experts.

## Specific Risk Analyses and ESG Assessments

The abstract risk analysis is complemented by appropriate preventive actions. Event-driven and risk-based reviews within GOLDBECK's own business operations and among direct business partners help identify and minimise potential risks at an early stage.

GOLDBECK also develops and implements ESG supplier guidelines using a risk-based approach. Compliance with these guidelines is mandatory, as is compliance with the Code of Conduct. Various ESG assessments have also been developed to evaluate new and existing business partners based on their ESG performance. These include supplier self-assessments, on-site meetings and the documentation of relevant evidence.

GOLDBECK has invested in specialised procurement IT systems for the systematic collection, documentation and evaluation of supplier-related data.

## ESG Training for Procurement Employees

All employees in Germany complete training on the GOLDBECK Compliance Guidelines when they join the company. Managers in each unit also appoint a trained person with operational responsibility for compliance with the Supply Chain Due Diligence Act. This person ensures that the Act's requirements are implemented within the respective procurement unit, including risk screening for new suppliers.

The training covers the fundamentals of the Supply Chain Due Diligence Act, the Policy Statement on Respect for Human Rights, the GOLDBECK Code of Conduct for business partners and the use of the IT-based risk management system. Specific training is also provided to procurement employees who source goods or services from particularly high-risk industries or countries.

## Complaints Procedure and Whistleblowing System

Together with an external partner, the GOLDBECK Group operates a comprehensive, transparent and accessible complaint management system. The system can be used to report risks and violations

relating to human rights and environmental obligations, as well as violations of the German Whistleblower Protection Act, throughout the supply chain.

The system is available to all relevant parties, from employees and suppliers to third parties affected by the business activities of GOLDBECK or its suppliers. Reports can be submitted anonymously and confidentially.

The web-based system is available in 26 languages and reflects the complexity of GOLDBECK's supply chain. It has been designed to minimise barriers to access: reports can be submitted in writing or by voice message. Receipt of a report is confirmed in writing or electronically, depending on the reporting channel selected. Anonymous whistle-blowers can use an individual complaint ID to view the processing status and communicate with the person handling the report. This enables follow-up questions to be asked and relevant information to be added.

Reports are handled confidentially, promptly and independently. The responsible person is not subject to instructions when managing complaints, thereby ensuring neutrality. Every report initiates a structured process for assessing the matter and developing appropriate actions to end violations or minimise identified risks. Reports received are also incorporated into the risk analysis.

In addition to the web-based system, reports may be submitted via the central email address *compliance@goldbeck.de*. The confidentiality of personal data and other information that could reveal the identity of the person submitting the report is assured at all times. Reports can be viewed only by the person responsible for handling them and the person responsible for assigning them. Submitting a report does not result in any negative consequences for the person concerned. Anonymous communication remains possible throughout the complaint procedure.

G1-4

## Cases of Corruption

| 2025/26                                            |   |
|----------------------------------------------------|---|
| Number of confirmed cases of corruption or bribery | 0 |

# Appendix

## Waste Data

Waste is generated through production activities at the company's own plants. Disposal is carried out in accordance with the requirements of the EU Waste Framework Directive and, in Germany, for example, the Circular Economy Act (Kreislaufwirtschaftsgesetz). GOLDBECK follows the European waste hierarchy:

1. Prevention
2. Preparation for re-use
3. Recycling
4. Other recovery
5. Disposal

Waste volumes are documented at all European production sites and classified by waste code, waste type, characteristics and quantity. Internal recovery initiatives at the company's own plants, such as the re-use of concrete waste and steel offcuts, as well as re-use and take-back programmes such as the internal Production Marketplace, actively contribute to waste prevention and increasing material recovery rates.

## Waste Generated at Production Sites (including Denmark)

| Financial year 2025 / 26 | Waste weight (tonnes) | Percentage   |
|--------------------------|-----------------------|--------------|
| <b>Total waste</b>       | <b>31,317</b>         | <b>100 %</b> |
| Non-hazardous waste      | 31,036                | 99 %         |
| ▶ Sent for recovery      | 30,961                | 99 %         |
| ▶ Sent for disposal      | 74                    | 0 %          |
| Hazardous waste          | 281                   | 1 %          |
| ▶ Sent for recovery      | 199                   | 1 %          |
| ▶ Sent for disposa       | 82                    | 0 %          |
| Radioactive waste        | 0                     | 0 %          |
| Unassigned               | 0                     | 0 %          |





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