

Sustainability Strategy

Possehl Construction Group

1. Introduction

Sustainability is an integral part of the strategic direction of the Possehl Construction Group, the construction services segment within the Possehl Group. The Possehl Construction GmbH and its direct and indirect subsidiaries—including AA Schroefpalen B.V., Bennert GmbH Betrieb für Bauwerksicherung, cds Polymere GmbH & Co. KG, EFG Equipment B.V., EUROQUARZ GmbH, Gremmler Bauchemie GmbH, Innobit GmbH, JACBO Pfahlgründungen GmbH, JÖST Bauunternehmen GmbH, NÜTHEN Restaurierungen GmbH + Co. KG, PAGEL Spezial-Beton GmbH & Co. KG, PK Rohstoffe GmbH, POSSEHL Spezialbau GmbH & Co. KG, POSSEHL SPEZIALBAU GESMBH., p+s Pflaster- und Straßenbau GmbH, Thiendorfer Fräsdienst GmbH & Co. KG and WST Quarz GmbH—operate in various areas of the construction and construction supply industry.

Our sustainability strategy is guided by the core values of the Possehl Group, which unite innovation, digitalisation and responsible business practices. We understand sustainability as part of our entrepreneurial responsibility, focusing on the areas we can directly influence and within the limits of what is technically and economically feasible.

In line with the German Supply Chain Due Diligence Act (LkSG) and the group-wide code of conduct, we maintain high standards in occupational safety, environmental protection and ethical business behaviour. This is reflected in the day-to-day operations of our companies.

A key element is the regular collection and analysis of environmental data—such as CO₂ emissions, energy and water consumption, resource use and recycling rates. These data are consolidated in a central IT system of the Possehl Group and enable group-wide monitoring.

The legal requirements for sustainability reporting are fulfilled and externally audited by the Possehl Group. Based on the consolidated data, strategic objectives and cross-company measures are developed. These are translated into company-specific initiatives within the Possehl Construction Group—for example, to reduce emissions, improve resource efficiency and strengthen the circular economy.

2. Sustainability in the Construction Industry – Materials, Processes & Responsibility

The construction industry faces the challenge of reconciling rising demands for construction services with ecological, social and economic responsibility. Sustainable construction requires far more than the use of environmentally friendly materials—it covers the entire value chain: from planning through execution to the use, maintenance and reuse of buildings and construction materials.

As the Possehl Construction Group, we pursue a practical, growth-oriented approach. We rely on solutions that are technically feasible, economically viable and ecologically meaningful—and that remain scalable even as our portfolio evolves. Energy-efficient construction methods, resource-saving processes, digital process optimisation and high labour and social standards are central elements of our understanding of sustainability.

Our sustainability strategy focuses on seven fields of action that are specifically geared to our sphere of influence in the construction and construction supply industry:

- Sustainable materials and resources: Promoting environmentally compatible building materials and resource-conserving manufacturing processes wherever technically sensible and economically viable.
- Energy efficiency & emissions reduction: Reducing energy consumption and CO₂ emissions through innovative technologies and the use of renewable energy while taking our corporate growth into account.
- Circular economy & material reuse: Reusing and recycling building materials to reduce waste and close material cycles where compatible with construction practice.
- Digitalisation & process optimisation: Efficient planning and control of construction processes using digital tools such as Building Information Modelling (BIM) and intelligent machine control.
- Occupational safety & social responsibility: Protecting the health and safety of our employees, ensuring fair working conditions and providing targeted qualification measures.
- Appreciative corporate culture: Cultivating respect, trust and autonomy through open communication, recognition and a constructive error culture.
- Compliance and ethics: Ensuring legal, transparent and ethical business practices through binding codes of conduct, preventive measures against corruption and bribery, and an effective whistle-blower system to foster integrity and accountability.

By implementing these principles we aim to make a concrete and measurable contribution to sustainable development within our sector—within a framework that is compatible with our business objectives and growth path.

Indicator System: Combining Relative and Absolute Indicators

To evaluate our sustainability performance, we primarily rely on efficiency- and intensity-based metrics, such as CO₂ emissions per unit produced or recycling shares in per cent. These indicators allow us to measure progress independently of growth and portfolio changes.

At the same time, absolute metrics are collected in selected areas—for example, the consumption of electricity, natural gas, diesel or petrol at our sites. These data serve internal management, document progress over time and meet external reporting obligations.

This combination enables us to assess sustainability realistically and comparably—even in a growing and dynamic corporate group. We understand the key indicators listed here as a

strategic framework that is intended to capture medium-term progress in our fields of action.

Some KPIs are already collected in selected companies (e.g. energy consumption, fuels, waste volumes), while others are still in conceptual development. The introduction of additional KPIs will take place in phases and be risk-oriented, with the aim of building a robust ESG monitoring system capable of growing with the organisation.

For holistic sustainability management we distinguish between two levels of indicators: (1) operational KPIs, which are systematically collected and mapped via a central data capture tool (e.g. WeSustain), and (2) transformative KPIs that make strategic impacts or development potential—such as through digitalisation or the circular economy—visible. Both perspectives complement each other and together form our framework for further ESG development.

2.1 Sustainable Materials & Resources

The construction sector is among the most resource-intensive industries worldwide. The high demand for materials such as natural stone, sand, gravel, cement and steel causes significant ecological impacts—through energy consumption, CO₂ emissions and interventions in ecosystems. For example, the cement industry alone accounts for around eight per cent of global CO₂ emissions, while worldwide sand extraction affects natural habitats such as rivers and coastal areas.

We concentrate on practical strategies to reduce these environmental impacts within our actual sphere of influence. We combine measures along the procurement, production and use of construction materials with targeted support for innovation within our group.

Our companies already pursue a resource-efficient product approach. Our surface coating systems in particular stand out due to low application quantities, targeted integration of functions and good recyclability at the end of their life cycle. We aim to maintain these strengths and develop them further in the spirit of consistent resource conservation.

Strategic Approaches to Sustainable Materials

Sustainable construction is based on several core strategies:

Use of environmentally friendly raw materials

- Use of recycled concrete—either as part of standardised product formulations (e.g. for specialty mortars) or in specific construction projects, depending on technical feasibility and customer requirements.
- Integration of wood from certified forestry (e.g. FSC) as a CO₂-storing material, where technically and economically sensible.
- Use of durable materials such as sand-lime brick or aerated concrete that have a favourable life cycle.
- Substitution of CO₂-intensive raw materials with alternatives offering comparable technical properties (e.g. alternative binders in specialty mortars).

Resource-saving production processes

- Use of by-products (e.g. fly ash, ground granulated blast furnace slag) as substitutes for cement clinker in order to reduce cement content.
- Development of products with the goal of separating their components by type at the end of the life cycle and feeding them into material recycling.
- Application of lightweight construction methods (e.g. carbon concrete) to reduce the volume of material while maintaining stability.

Circular economy and recycling

- Procurement-related recycling rate: share of recycled materials in material procurement (e.g. recycled aggregates, secondary raw materials).
- Usage-related recycling rate: share of materials reused or recovered from demolition, renovation or maintenance projects within the group.
- Reprocessing of building materials in internal material cycles (e.g. mineral residues from production).
- The circular economy is a key principle of our sustainability strategy and runs through several fields of action—particularly resource use, waste management and product systems. Because of its strategic importance it is also addressed separately in our environmental reporting (see section 2.3).

Optimising raw material extraction with low environmental impact

- Modern extraction methods for sand and gravel reduce the environmental effects of mining by saving water and energy.
- Technological innovations, such as CO₂ storage in mineral building materials, offer promising approaches to emissions reduction.

Companies with a focus on sustainable materials

- Raw material extraction and building materials manufacturing: Optimising extraction through water-saving and low-emission processes as well as increased use of recycled and alternative materials to reduce resource consumption.
- Construction chemicals and material technology: Developing low-emission building materials and optimised chemical formulations to reduce environmental impacts in material production.
- Companies with circular economy approaches: Promoting the use of industrial waste and the reprocessing of building materials to reduce landfill waste and primary raw material consumption.

Relevant KPIs

- Share of sustainable raw materials (%): proportion of materials used in construction projects that are recycled or produced in an environmentally friendly manner.
- CO₂ footprint of building materials (kg CO₂/m³): total CO₂ emissions caused by the production and transport of the materials used.

Conclusion

Sustainable construction starts with material selection—but does not end there. By combining environmentally friendly raw materials, resource-saving manufacturing

processes and intelligent circular concepts, we improve the environmental performance of our products and processes. Sustainable materials offer ecological benefits as well as economic potential through durability, reusability and reduced disposal costs. These principles increasingly influence our material choices, product development and procurement processes—adapted to technical feasibility and economic viability in each specific application.

2.2 Energy-Efficient Construction & Emissions Reduction

The construction industry is associated with high energy demand and significant CO₂ emissions, particularly due to energy-intensive production processes, the use of fossil fuels on construction sites and the transport of materials. At the same time, technological developments offer concrete ways to reduce energy consumption in construction processes and cut emissions sustainably.

We rely on pragmatic solutions that are technically feasible, economically viable and scalable within our sphere of influence. These include targeted use of energy-efficient machinery, electrification of specific equipment categories, optimisation of construction logistics and the gradual integration of renewable energy sources.

Goals

- Reduce energy-related CO₂ emissions per unit through the use of efficient machines, improved control systems and coordinated construction logistics.
- Electrify certain categories of vehicles and machinery where technically and economically sensible—such as internal transport.
- Integrate renewable energies in the construction environment, for example through mobile photovoltaic systems or electricity from certified green sources.

We aim to reduce energy-related greenhouse gas emissions (Scope 1 and Scope 2 under the GHG Protocol) by at least 30 per cent per million euro of total output by 2030 compared with the baseline year 2022. This target is based on realistic efficiency potentials—through modernised machines, the use of lower-energy construction methods and optimised logistics processes. It is reviewed annually and adjusted if necessary to reflect technological developments, market changes or structural adjustments within the Possehl Construction Group. In addition to Scope 1 and 2 goals, we are also gradually recording and reducing relevant Scope 3 emissions.

We are initially focusing on upstream emissions from material use, transport services and external services. Building on pilot projects and improved data availability, priority Scope 3 categories will be identified and corresponding CO₂ footprint data collected by 2027. The aim is to develop and integrate well-founded reduction approaches into corporate management in the medium term—in line with regulatory requirements (e.g. CSRD, EU Taxonomy) and customer expectations.

Companies with a focus on energy efficiency and emissions

- Renovation and restoration: reducing energy consumption through the use of low-emission building materials and optimised construction methods to minimise the CO₂ footprint and increase energy efficiency.
- Transport and road construction: using innovative pavement materials and construction methods to reduce energy consumption in the production and processing of road construction materials.
- Machine-related businesses: improving the energy efficiency of construction machinery and their control systems to reduce fuel consumption and make operations more sustainable.

Relevant KPIs

- CO₂ reduction through energy-efficient construction processes (%): shows how much emissions on the construction site have been reduced through the use of modern machines, optimised procedures or digital technology compared with conventional methods.
- Share of renewable energy in construction site operations (%): indicates the percentage of energy used on the construction site that comes from renewable sources, such as green electricity, mobile solar energy or electric construction machinery.
- Emissions reduction per project (kg CO₂/t): compares the CO₂ emissions of a sustainable project with a conventional one, relative to a tonne of material or construction output.

Conclusion

Reducing energy consumption and emissions is a central lever for improving environmental performance in construction. We implement targeted measures with concrete implementation potential, tailored to technology, economic feasibility and construction-specific requirements. Electrifying processes, using alternative energy sources and continuously improving machines and workflows are the keys to gradually reducing our CO₂ footprint.

2.3 Circular Economy & Material Reuse

The construction industry accounts for a significant share of global waste, particularly through demolition materials, surplus building products and packaging. Many of these materials could be reused or recycled. A functioning circular economy therefore plays an important role in conserving resources and reducing the environmental impact of the sector. It involves not only recovering materials but also preventing waste through better planning and optimised construction processes.

We rely on practical solutions: targeted deconstruction, selective recycling and the development of products that can be reused. At the same time we work on better recording and controlling our material flows in order to exploit savings potential.

We also pay attention to durability and resource efficiency at the level of the equipment used. Our machines and devices are typically used for many years. Through systematic maintenance and targeted repairs we extend their service life and avoid premature replacement—an important contribution to conserving resources that does not immediately show in CO₂ metrics but has a long-term environmental impact.

Goals

- Promote the reuse of materials through selective deconstruction, dismantling methods and reprocessing of building materials.
- Strengthen internal and external material cycles, for example through the use of recycled concrete or processed aggregates.
- Avoid construction waste through digital planning methods (e.g. BIM), modular construction and efficient quantity estimation.

Our goal is to measurably increase the reuse and recycling rate in our business by 2027. To this end we are establishing pilot projects in selected companies to return and reprocess building materials, systematically increasing the share of recovered materials.

Companies with a focus on the circular economy

- Building stabilisation and restoration: promoting the reuse of historic building materials such as brick, natural stone and wood to conserve resources while preserving architectural heritage.
- Special foundation engineering: developing resource-efficient foundation systems that require less concrete and steel, thereby reducing material use and CO₂ emissions.
- Concrete and floor coating technology: using recyclable concrete mixes to produce durable industrial floors with optimised service life and reduced waste.

Relevant KPIs

- Reuse rate of building materials (%): indicates what percentage of building materials recovered during deconstruction is directly reused in new projects—e.g. brick, steel, wood or concrete slabs.
- Recycling rate (%): shows the proportion of materials from demolition or deconstruction that are recycled and materially recovered instead of being landfilled.
- Waste volume per project (t/project): measures the amount of waste generated in an average construction project and how efficiently material consumption, separation and recovery are managed.

Conclusion

A functioning circular economy is a key lever for conserving resources in construction. Through targeted deconstruction methods, the reuse of suitable materials and new product concepts with recycled content, ecological and economic benefits can be achieved. Increasing digitalisation of material flows and improved return systems will help to tap these potentials more broadly in the medium term. Within the Possehl Construction Group we

build on initial best practices and develop practical concepts for responsible resource management.

2.4 Digitalisation & Process Optimisation

Digitalisation is a decisive lever for increasing efficiency and conserving resources in construction. Digital planning and control tools enable more precise quantity determination, avoid surplus material and improve coordination of machines, transport and construction processes. Thus digitalisation contributes to sustainable construction processes on technical, ecological and economic levels.

Within the Possehl Construction Group we focus on digital solutions that are scalable, practical and economically viable. These include the introduction of Building Information Modelling (BIM), the use of real-time data on construction sites and the automation of machine controls.

Goals

- Use BIM to reduce material waste through more precise planning and resource use.
- Optimise construction site management using digital sensors that provide real-time data on material consumption, logistics and machine utilisation.
- Increase efficiency through smart machine control that automates operation and optimises construction equipment for minimal energy consumption.

The aim is to gradually increase the proportion of digitally supported projects in order to sustainably improve resource efficiency and process quality. Implementation is decentralised, adapted to the technological state, project structure and digital maturity of each company.

Companies with a focus on digitalisation

- Building construction and civil engineering: emphasis on digital planning and control processes to optimise material consumption and construction times.
- Transport and road construction: use of digital machine control and levelling systems to deploy resources more precisely.
- Road construction: use of digital levelling systems for precise road renovation, reducing material consumption and making the construction process more efficient.

Relevant KPIs

- Share of projects with digital planning (%): shows the proportion of construction projects executed using digital planning tools such as BIM to make material use, processes and resource utilisation more efficient.
- Material savings through digital optimisation (%): indicates how much building material has been saved through digital planning, control or surveying technologies—for example through more accurate quantity planning or automated processes.

- Time efficiency gains through digitalisation (%): measures by how many per cent construction time has been reduced through digital technologies, such as smart machine control, mobile site coordination or automated processes.

Conclusion

Digitalisation is a central driver of sustainable process optimisation in construction. Through data-driven planning, more precise control and automation, both material and energy use can be reduced. Companies in the Possehl Construction Group already deploy targeted digital solutions, tailored to their technologies, processes and markets. The systematic expansion of these digital capabilities will contribute significantly to aligning sustainability and profitability.

2.5 Occupational Safety & Social Responsibility

Sustainable construction encompasses more than environmental and resource protection—it also means assuming social responsibility for employees along the entire value chain. The physical and psychological health of employees is essential, especially in construction environments: working outdoors, with heavy machinery or potentially harmful materials requires particular attention to safety, ergonomics and prevention.

Within the Possehl Construction Group we implement protective measures that go beyond legal minimum standards. These include continuous training, modern safety equipment, ergonomic workplace design and health-promoting technologies—on construction sites as well as in production.

Goals

- Improve safety standards through stricter protective measures, digital monitoring systems and increased use of personal protective equipment.
- Promote employee health through ergonomic workplace design, reduction of pollutants and burdens in production, and programmes for physical and mental health.

We aim to sustainably reduce accident rates while keeping participation in safety training at nearly 100 per cent. At the same time, health-promoting measures will be expanded across sites.

Under the Supply Chain Due Diligence Act (LkSG) we are committed to regularly assessing the risks posed by our suppliers. The goal is to ensure environmental and social standards throughout the value chain. This also includes training for relevant business partners and integrating sustainability requirements into our procurement processes.

Companies with a focus on occupational safety and social responsibility

- Building stabilisation & restoration: strong emphasis on safety during refurbishment and restoration work, including specialised training for working at heights, handling hazardous substances and using modern protective measures. Complex

- construction environments require targeted preventive measures against dust exposure and accident risks.
- Construction chemicals & material technology: reducing health risks through low-emission building materials and innovative product developments. Emphasis on ergonomics in the workplace, particularly in the production and processing of chemical building materials.
 - Transport & surface construction: working on sites subject to weather conditions and in road traffic environments poses challenges. Measures to reduce physical strain include optimised workflows, safe traffic management on construction sites and technological innovations.

Relevant KPIs

- Accident rate on construction sites (accidents per 100,000 working hours): evaluates safety measures based on the number and severity of accidents.
- Participation rate in training (%): measures the effectiveness of training programmes and employee acceptance of preventive measures.
- Severely disabled quota: proportion of severely disabled employees in the workforce, as an indicator of inclusion and diversity.
- Payments from the company social fund for personal emergencies: support for employees in difficult life situations.
- Voluntary turnover rate: indicates employee retention and the attractiveness of working conditions.

Conclusion

Occupational safety and social responsibility are essential building blocks of sustainable construction. Through targeted health and safety measures, regular training and inclusive human resources policies we create safe and attractive working conditions. Companies within the Possehl Construction Group already emphasise different priorities—from avoiding hazardous substances to site safety. We leverage this diversity to further develop standards and transfer concepts across the group.

2.6 Appreciative Corporate Culture

An appreciative corporate culture is a key success factor, especially in a dynamic, technology-driven and competitive sector like construction. It creates an environment in which employees feel respected, involved and supported—laying the foundation for long-term loyalty, willingness to perform and innovative capacity.

Within the Possehl Construction Group we foster a culture of openness, transparency and responsibility. Appreciation is expressed not only in everyday interactions but also through structural measures such as training opportunities, fair remuneration, targeted talent development and active involvement of employees in decision-making processes.

Goals

- Strengthen employee retention and loyalty by reducing turnover through a positive working atmosphere.

- Enhance innovative capacity through open feedback and error culture as well as targeted promotion of personal responsibility and creativity.
- Increase corporate attractiveness by positioning ourselves as an attractive employer to attract qualified talent.

Instead of a fixed women's quota we focus on targeted talent development to increase the share of women, young professionals and international employees in technical and leadership positions. Our goal is for at least 50 per cent of leadership positions to be filled via internal development programmes by 2030 in order to strengthen diversity and sustainability in personnel development.

Companies with a focus on corporate culture

- Restoration and building stabilisation: promoting craft tradition and actively passing on knowledge to new generations.
- Construction chemicals and material technology: fostering a strong innovation culture in which further development and lifelong learning are encouraged. Qualifications, training programmes and the integration of research and practice are important components of the corporate culture here.
- Transport and surface coatings: placing particular emphasis on occupational safety and corporate health promotion. The working culture is characterised by strong teamwork, safety-related training and targeted measures to reduce the strains associated with construction site operations.

Relevant KPIs

- Turnover rate (%): ratio of voluntary resignations to total staff.
- Sickness and absence rates (%): indicators of the working climate and workload.
- Participation in further training and mentoring programmes (%).
- Share of women in leadership positions (%).
- Diversity and inclusion metrics (%).
- Training rate (%): proportion of trainees in the total workforce.

Conclusion

Appreciation is not a soft factor but a central component of entrepreneurial resilience. A constructive corporate culture improves employee retention, reduces turnover, enhances employer attractiveness and strengthens innovative capacity. The Possehl Construction Group aims to embed this culture structurally rather than sporadically—through leadership, support and trust.

2.7 Compliance & Ethics

Ethical and lawful behaviour forms the basis for sustainable business conduct. Companies in the construction industry face the challenge of complying with complex regulations, ensuring ethical business practices and preventing corruption and antitrust violations. An effective compliance strategy helps minimise legal risks and strengthen the trust of business partners, customers and employees.

An integrated compliance system includes not only compliance with legal requirements but also preventive training, guidelines to prevent corruption and clear reporting channels for suspected cases. Companies should establish transparent decision-making processes, avoid conflicts of interest and foster an ethically responsible working environment.

Our code of conduct expressly prohibits corruption and bribery. To ensure this, we conduct regular compliance training and rely on internal and external audits. In addition, we offer all employees and business partners an anonymous whistle-blowing system through which violations can be reported confidentially.

Our digital whistle-blower system enables confidential reporting of violations of our code of conduct, including suspicion of corruption or human rights abuses in the supply chain.

Breaches of our code of conduct—particularly in the areas of labour law, corruption and competition law—are consistently investigated. Depending on the severity of the violation, the following measures can be taken:

- Internal disciplinary measures (e.g. written warnings, transfers, dismissal in serious cases).
- Contractual penalties or termination of business relationships with suppliers or partners who violate compliance requirements.
- Legal action if statutory provisions are violated (e.g. breaches of labour law or the Supply Chain Due Diligence Act).

Goals

- Strengthen the compliance culture through regular training and awareness-raising measures for employees at all levels.
- Avoid corruption and conflicts of interest through binding guidelines and clear responsibilities.
- Implement and further develop an effective whistle-blower protection system that allows confidential and secure reporting of violations.

By 2027, 100 per cent of managers and relevant employees should participate in digital compliance training. In addition, compliance with the anti-corruption policy will be systematically reviewed and further developed.

To ensure adherence to our code of conduct and applicable laws, we will in future conduct internal compliance audits. These audits are intended to identify potential risks at an early stage, check the effectiveness of existing measures and implement targeted improvements.

The audits are carried out regularly and risk-based. In addition, results and recommendations are documented to increase transparency and ensure continuous improvement. If audits reveal critical deviations, corrective measures are defined and followed up. Depending on the severity of the violation, internal training, process adjustments or labour law consequences may follow.

Companies with a focus on compliance and ethics

- Internationally active companies: ensuring global standards and legally compliant processes in cross-border business.
- Public sector contractors: heightened requirements for transparency, tendering rules and prevention of anti-competitive behaviour.
- Companies with long-term supply chain relationships: integrating codes of conduct for business partners to ensure ethical standards along the entire value chain.

Relevant KPIs

- Participation in compliance training (%): proportion of employees who regularly attend training on anti-corruption and ethics.
- Number of reported and processed compliance incidents: indicator of the effectiveness of the whistle-blower system.
- Implementation rate of the anti-corruption policy (%): progress in introducing and implementing company-wide compliance measures.
- Checks on business partners for compliance standards (%): proportion of suppliers and partners audited for adherence to ethics and compliance guidelines.

Conclusion

A strong compliance and ethics system is essential to minimise legal risks, secure the integrity of the company and earn the trust of all stakeholders. By establishing anti-corruption guidelines, introducing an effective whistle-blower protection system and continuously sensitising employees, we strengthen a corporate culture based on transparency, accountability and ethical conduct.

3. Summary & Outlook

Our sustainability strategy is based on seven fields of action: sustainable materials and resources; energy-efficient construction; circular economy and material reuse; digitalisation and process optimisation; occupational safety and social responsibility; an appreciative corporate culture; and compliance & ethics.

These topics form the basis for a future-proof business unit:

- By using resource-conserving building materials, reducing energy-related emissions, reusing materials, digitally supported construction processes and high standards in occupational health and safety, we make an active contribution to the sustainable transformation of the construction industry. This approach is complemented by binding ethical standards and a strong compliance culture that ensure legal certainty and corporate integrity.
- The construction industry is changing—new requirements from legislation, society and the market demand innovation and responsibility.
- Forward-looking technologies, digital control systems, low-emission materials and the integration of environmental and social aspects along the supply chain are becoming increasingly important.

- Our aspiration is to develop and implement practical solutions within our sphere of influence that are economically viable, ecologically sensible and socially responsible.
- We rely on continuous improvement, pilot projects, industry-specific exchange and the involvement of our employees.

The present sustainability strategy is a dynamic framework. It is reviewed, further developed and adapted to new requirements on a regular basis—with the aim of systematically anchoring sustainability in our corporate processes. It provides a binding framework for all companies in the Possehl Construction Group and forms the basis for operational environmental guidelines, greenhouse-gas target systems and company-specific measures.

The management board of the Possehl Construction Group supports the implementation of this strategy with clear goal orientation and a long-term perspective. Together with our subsidiaries we work to embed sustainable practices in everyday business and make tangible progress visible.

Sprendlingen, 5 October 2024

Jörg Henschel
Chairman of the Management Board

Dr. Arnd Hagedorn
Managing Director

Important note: This document was translated by machine and is valid without a signature. The original signed version is in German.

