




# BECOMING A BENEFICIAL COMPANY

SUSTAINABILITY REPORT 2024



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# GENERAL INFORMATION



## ESRS 2

# BASIS FOR PREPARATION

### DR BP-1

This sustainability report was prepared with reference to the European Sustainability Reporting Standards (ESRS). All disclosures in the Environment, Social and Governance (ESG) sections are either mandatory in accordance with the ESRS standard, or are the result of the respective ESRS topical standards deemed material through the double materiality assessment (DMA).

To facilitate the transition from the Global Reporting Initiative (GRI) previously applied to the ESRS, the 2024 sustainability report was also prepared with reference to the Global Reporting Standard 2021. (See the GRI index at the end of the report).

### Consolidation

The scope of consolidation for sustainability reporting generally corresponds to the scope of consolidation for financial reporting in accordance with the German Commercial Code (HGB). This includes all companies that are fully consolidated in the consolidated financial statements of Drees & Sommer SE. The information refers to the scope of consolidation as at 31 December 2024.

### Scope of reporting

The sustainability statement covers our own operations, as well as the upstream and downstream value chain. It therefore contains all impacts, risks and opportunities identified within the DMA framework in the value chain.

### External audit

Our auditor accompanied the process of our double materiality assessment.

### Important terms for understanding sustainability reports according to the ESRS

**ESRS:** European Sustainability Reporting Standard

**DMA:** In a double materiality assessment, companies systematically assess the impact of their activities on society and the environment (inside-out), as well as the financial risks and opportunities that may arise from sustainability-related issues (outside-in).

**IRO:** Impacts, risks and opportunities describe negative and/or positive impacts, as well as financial opportunities and risks (see DMA).

**Value chain:** The company's value chain, is divided into three categories: upstream activities, own operations, and downstream activities.

## ESRS 2

# DISCLOSURE REQUIREMENTS

Drees & Sommer has systematically developed its internal sustainability management. A solid organizational foundation was created to anchor sustainability within the Group strategically, operationally and based on data. The Corporate Sustainability Team reports directly to the Executive Board. Reporting to the Executive Board is done at least quarterly. In addition, regular reports are provided to the partners (shareholders). The most important sustainability figures are also included in corporate strategy reporting to monitor progress and identify the potential need for adaptation at an early stage.

A Steering Committee was established to further strengthen company-wide management. This committee acts as a steering body for sustainability issues, ensuring that strategic objectives, regulatory requirements and internal measures are closely interlinked. The committee comprises representatives from the following divisions: Corporate Sustainability, Finance, Legal, Human Resources, Risk Management, Total Quality Management (TQM), Occupational Safety, IT, Communications and Purchasing.

The Executive Board chairs the Steering Committee and bears overarching responsibility for the strategic orientation and implementation of the sustainability agenda in its role. It ensures that sustainability is rooted in the company's management, makes the necessary resources available, and regularly reviews the achievement of goals.

As sustainability reports require solid data, the Corporate Sustainability Team continuously works to expand and standardize existing data processes. The aim is to develop a reliable, transparent database that can measure internal progress, create customized solutions and provide stakeholders with comprehensive information about our sustainability activities.

At Drees & Sommer, risk management responsibilities are clearly defined to ensure consistent and structured risk handling throughout the company. This established approach forms the basis for assessing and managing risks, including sustainability-related risks.

For sustainability reporting, we have adopted and adapted the existing risk management process to the specific requirements of the double materiality assessment. This ensures that the assessment of opportunities and risks is carried out systematically and according to uniform criteria and is methodologically based on company-wide processes.

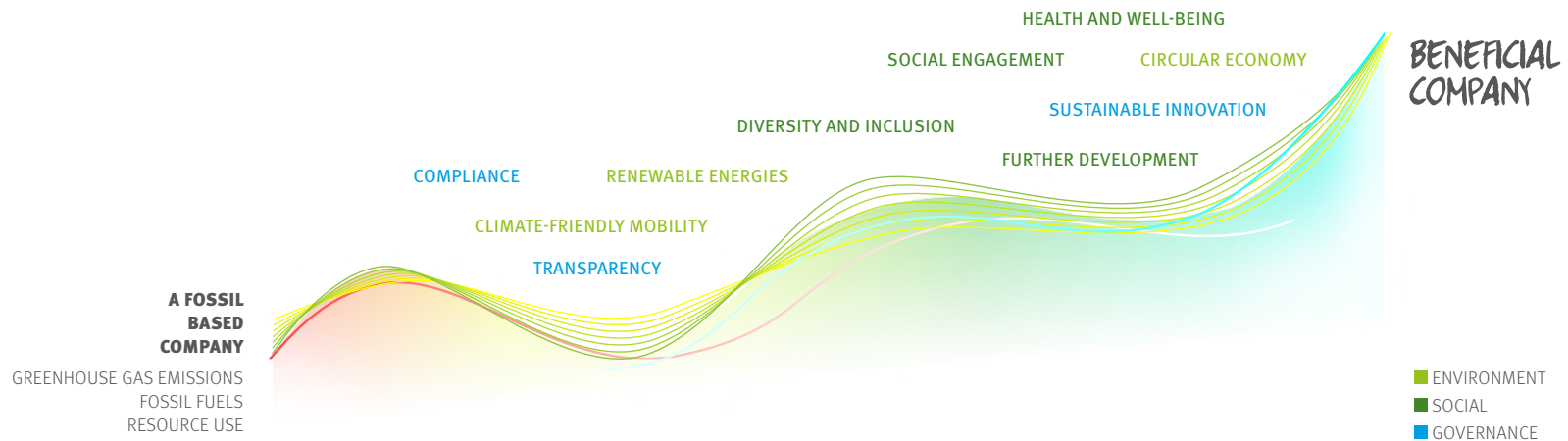
# ESRS 2

# STRATEGY, BUSINESS MODEL AND VALUE CHAIN

## DR SBM-1

### Our goal: a Beneficial Company

Our long-term goal is to become a Beneficial Company. This means giving back to the environment and society more than we take through our entrepreneurial activities. To this end, we must break with existing thought patterns. As a company, an organization and individuals, we aim to reshape the current growth path and embark on a path toward a livable future.



## Sustainability strategy

Based on the double materiality assessment and the corporate strategy, we revised our sustainability strategy in 2024, which serves as a guideline for responsible and future-oriented action. It systematically integrates sustainability into all internal work areas and the core business, forming a strategic framework that promotes ecological, social and corporate responsibility holistically. The aim is to embed sustainability in all corporate processes and strengthen Drees & Sommer's resilience and long-term profitability.

# E



### MOBILITY AND RESOURCES

Climate-friendly mobility and use of circular resources.

### IMPACTFUL PROJECTS AND SOLUTIONS

Developing and implementing effective projects and consulting approaches that create real added value for the environment and society.

Fields of action of the sustainability strategy

# S



### PEOPLE-ORIENTED EMPLOYER

Creating a healthy, inclusive and meaningful work environment for all employees.

### CORPORATE ENGAGEMENT

Assuming social responsibility through personal commitment, donations and foundation work.

# G



### CORPORATE CULTURE

Building and exemplifying a value-based, transparent corporate culture and management.

### RESPONSIBLE BUSINESS CONDUCT

Ensuring transparency and legally compliant and responsible business practices.



The strategy focuses on actively harnessing opportunities arising from sustainable action and identifying and managing potential risks early on. Thus, the strategy helps reconcile economic performance with ecological responsibility and social commitment.

The Drees & Sommer sustainability strategy comprises six central action areas based on Environmental (E), Social (S) and Governance (G) dimensions. From an environmental perspective (E), Drees & Sommer focuses on “Mobility and Resources,” aiming to promote sustainable mobility solutions and efficient resource use. The company also focuses on “Impactful Projects and Solutions,” developing and implementing consulting projects that quantifiably benefit the environment and society. In the Social dimension (S), the focus is on being a “People-Oriented Employer” and “Corporate Engagement”. These fields aim to create an inclusive and appreciative work environment, promote the personal and professional development of employees, and assume social responsibility beyond the core business. Finally, the Governance dimension (G) includes the fields of action “Corporate Culture” and “Responsible Business Conduct”. These fields ensure a value-based corporate culture and responsible, transparent and legally compliant corporate management.

A detailed analysis of the impacts, risks and opportunities identified as part of the sustainability strategy is provided in the respective thematic chapter.

## Business model

Drees & Sommer is a partner-managed consulting firm head-quartered in Stuttgart, Germany. It has over 70 locations world-wide. Since 1970, the company has offered sustainable, innovative and cost-effective solutions for the real estate, infrastructure and industry markets.

Drees & Sommer's main shareholders are its active and former partners, each of whom holds a minimum proportion of shares. Therefore, the company is independent of third parties. All partners have joined forces to form a consortium. The articles of association ensure the company's long-term, continuous development. An Executive Board team leads the company in close coordination with the operational partners and managing directors.

As a company in the "Professional Services" sector, Drees & Sommer focuses on complex project-related services for customers from a wide range of industries. Employees accompany projects from conception to planning to implementation, ensuring that all services are provided on time, to a high standard, and within the agreed-upon budget.

Drees & Sommer's service portfolio is divided into the following areas: **Consulting** and **Implementation**.

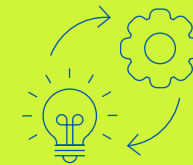
## 01

In **Consulting**, the range of services includes the consulting fields Strategy and Organization, User Centric Solutions, Digital Services and Technologies, Resilience and Risk Advisory, Sustainability and Climate Solutions, Urban and Infrastructure Solutions, Real Estate Solutions and Technical Advisory.



## 02

**Implementation** covers the realization of new construction and conversion projects – from the initial idea to handover and commissioning – and includes EPCM/general planning, project management and control, systematic construction solutions and construction management.



Strategy, business model and value chain

## Value chain

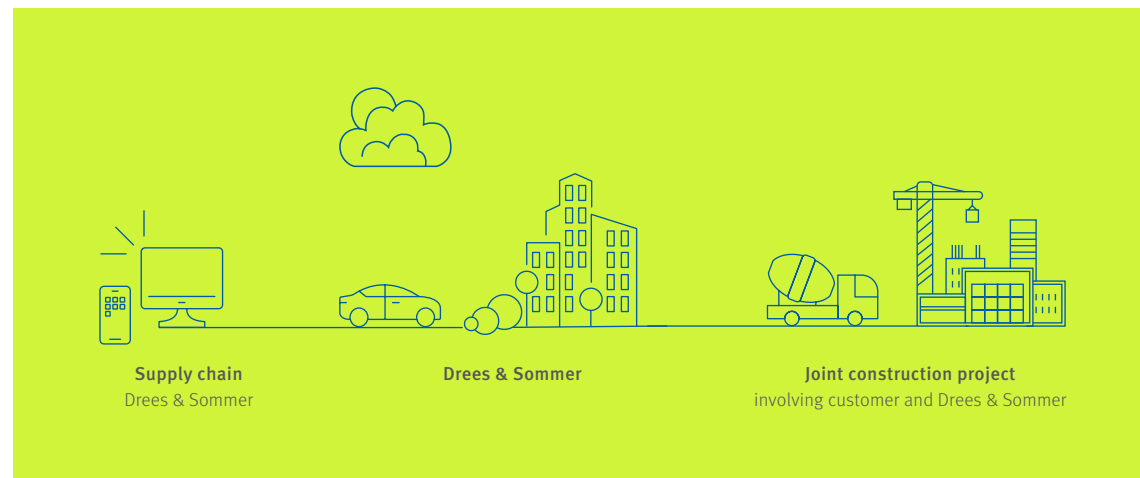
Drees & Sommer's value chain encompasses all upstream and downstream activities as part of its business activities and extends to suppliers, subcontractors, its own employees, cooperation partners and the customers on whose behalf projects are implemented.

For its day-to-day business operations, Drees & Sommer obtains various products and services from external suppliers. These specifically include IT equipment, software solutions and office equipment that enable efficient project management and company organization.

The customer acts in Drees & Sommer's value chain as the customer and initiator of the project. The completed project is the end product, in which Drees & Sommer is involved. Examples include neighborhood development, the new construction, or conversion of buildings, infrastructure facilities, as well as industrial or commercial sites. The end customer, in turn, is the user of this product, for example tenants who live in or use the erected or renovated buildings.

Drees & Sommer also supports its clients in regions outside of its office locations. However, most business activities are in Europe. Accordingly, the focus of the double materiality assessment was on potential impacts, risks and opportunities related to our business activities in Europe. However, to account for the global connectivity of economic activities and ensure a holistic and responsible approach, the assessment also considered (potential) critical impacts outside our priority regions.

## Drees & Sommer value chain



## ESRS 2

# INTERESTS AND VIEWS OF STAKEHOLDERS

### DR SBM-2

Drees & Sommer maintains continuous and open communication with customers, employees, political representatives, scientists, association representatives, media representatives and the public. Transparent dialogue is at the heart of this commitment,

and it forms the basis for constructive, interdisciplinary and inclusive cooperation. Within the organization, we systematically combine top-down and bottom-up approaches to effectively incorporate the perspectives of all stakeholders.

As part of the double materiality assessment, we directly and indirectly involved central stakeholder groups by conducting surveys and structured interviews, and holding moderated group workshops.

#### THE KEY STAKEHOLDER GROUPS INCLUDE:

#### Employees

Our employees make a significant contribution to detecting sustainability risks, opportunities and impacts at an early stage and act as an important link to customers and other stakeholders (proxy approach). Disclosing internal expectations, wishes and challenges, as well as reflecting on customer needs, significantly contributes to our employees making well-founded decisions and strengthening the implementation of sustainable strategies.

#### Customers

Close cooperation with our customers is a decisive factor in the success of our consulting services. Their expectations and challenges in the area of sustainability are reflected in our work and provide valuable impetus for the further development of our services. Customer satisfaction is a key success factor.

#### Suppliers

As strategic partners, suppliers are central to the provision of our services. Having a deep understanding of the dependencies and risks within the supply chain allows us to identify challenges early on and develop sustainable solutions together.

#### Associations and cooperation partners

Project-related exchange relationships with cooperation partners help identify areas for improvement while continuously increasing the quality of our cooperation. At the same time, cooperation promotes trust and the harmonization of common goals. Assessments of federations and associations are also important sources of information for assessing possible impacts, risks and opportunities.

Continuous dialogue enables Drees & Sommer to incorporate the different perspectives and expectations of all stakeholders into decision-making processes in a targeted manner. This strengthens cooperation, promotes trusting relationships and supports the development of sustainable and future-oriented solutions.

The Steering Committee at Drees & Sommer ensures that the results of the stakeholder interviews are discussed and strategically taken into account at operational management and Executive Board level.



## ESRS 2

# DOUBLE MATERIALITY ASSESSMENT

Our approach to the double materiality assessment (DMA) and the individual process steps are based on the Materiality Assessment Implementation Guidance published by the European Financial Reporting Advisory Group (EFRAG) in May 2024. In addition, we developed company-specific valuation methods to apply the defined parameters and criteria in practice. All process steps, justifications, accompanying documents and results were documented in a comprehensible manner.

### METHODOLOGY AND ASSUMPTIONS

#### Scope of application

Based on the general and topic-specific ESRS, a double materiality assessment was carried out in 2024. The other topics were below the materiality threshold set. However, we are keeping an eye on these topics and will reevaluate them during future reviews. This will allow us to react early to possible changes in our business activities, market developments, or regulatory changes.

Based on a benchmark and media analysis as well as the detailed description of our specific value chain, it was decided to use the list of topics developed by EFRAG in accordance with ESRS 1, AR 16 as the starting point for the stakeholder interviews to be carried out as part of the DMA and the subsequent IRO assessment. This comprehensive list of topics covers everything relevant to Drees & Sommer from a sustainability perspective. Therefore, an addition to the list was deemed unnecessary.

#### Stakeholder involvement

The central stakeholders were identified based on a stakeholder longlist. In the first step, the relevant internal and external interest groups were divided into the categories “affected stakeholders” and “users of the sustainability statement”. This was followed by an evaluation of stakeholder groups based on the criteria “interest” and “influence” on a scale of low to high. Groups whose interest or concern was rated as medium or high were included in the interviews.

The specific persons and functions to be included in the stakeholder groups were assigned to three priority categories (A, B and C). Priority A stakeholders were directly involved in the DMA process in the course of interviews. Priority B stakeholders were indirectly taken into account through interviews with experts who were able to provide information (proxy approach). If direct access to certain stakeholders was not possible, representatives were selected instead. Attention was paid to their role, expertise and relationship with the stakeholder group to ensure their perspectives were adequately reflected.

Insights gained from relevant stakeholders were directly incorporated into identifying and evaluating sustainability-related impacts, risks and opportunities.

#### Scoring

Using a scale of five, the materiality threshold was set at an average value of three or higher. This determination is based on our internal risk assessment approach and is considered conservative.

## Impacts

In accordance with ESRS 1 and EFRAG guidance, the assessment of the “Severity” of actual and potential negative impacts was carried out using the three parameters “Scale,” “Scope,” and “Remediability”:

“Scale” describes the magnitude of potential or actual environmental and societal impacts. In the case of negative impacts, it also considers the extent to which mitigation measures have been implemented or are currently in effect.

“Scope” covers the extent of an impact. The assessment considers whether the impact affects individuals, a large number of people (Social, Governance), or immediate or extensive areas (Environment).

“Remediability” evaluates the feasibility of mitigating negative impacts, considering the necessary effort and timeframe.

For potential impacts, the “likelihood of occurrence” was also included in the assessment. In the case of potential negative impacts on human rights, according to ESRS 1 paragraph 32, severity took precedence over the likelihood.

## Risks and opportunities

A standardized assessment procedure was used in accordance with the ESRS requirements to determine the financial materiality of risks and opportunities. The potential financial risks and likelihood of occurrence of each respective event were evaluated. The results were then assigned to one of five materiality levels based on the company’s overall risk assessment. This approach ensured that financial risks and opportunities in the company were included consistently and comprehensively.

## Time horizons and thresholds

Potential impacts, risks and opportunities were analyzed along three temporal dimensions: short term (one to two years), medium term (three to five years) and long term (more than five years).

Thresholds were defined for assessing impact and financial materiality: an impact, risk, or opportunity was classified as material as soon as the mean value of the used parameters reached or exceeded a threshold of three. If the maximum value of five was present for one of the parameters, the impact was also considered substantial, regardless of the average value.

As the assessment was carried out in 2024, no adjustments were made to the process for the current reporting year. This approach is regularly reviewed and, if necessary, further developed to appropriately account for changes in our value chain or new regulatory requirements.

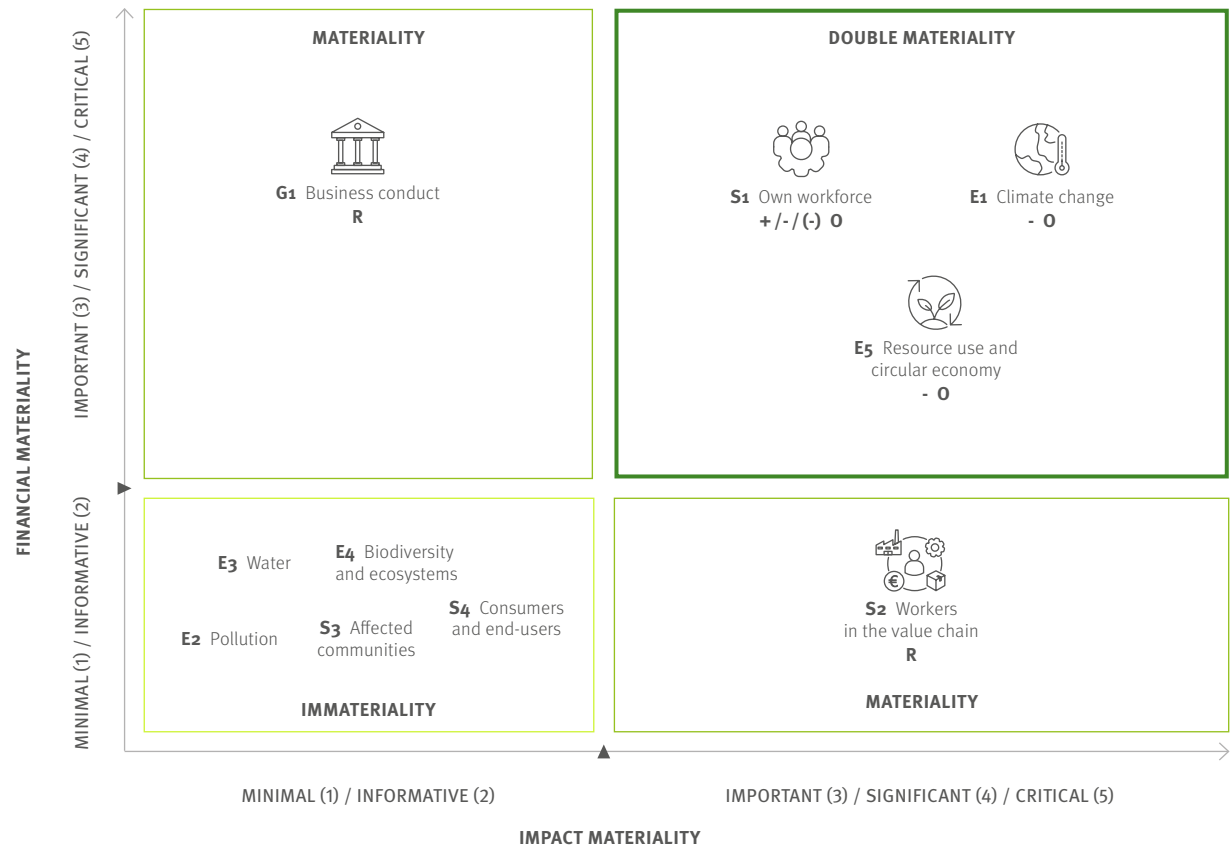
# ESRS 2

## MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

### DR IRO 2

In the reporting period, we identified a total of 16 material impacts, risks and opportunities (IROs) in our value chain as part of our double materiality assessment, including two positive impacts, six negative impacts, four risks and four opportunities. Based on the results of the materiality assessment, the most important sustainability topics are the areas of E1 Climate change, E5 Resource use and circular economy, S1 Own workforce, S2 Workers in the value chain and G1 Business conduct. The other ESRS topics were below the defined materiality threshold.

The result of our double materiality assessment, aggregated according to ESRS topics, is presented in the adjacent matrix. Five ESRS topics are of particular importance to Drees & Sommer, with three of these topics exhibiting “double materiality,” i.e. they have both material impacts and financial risks or opportunities.



- + Positive impact
- Negative impact
- (+) Potential positive impact
- (-) Potential negative impact
- R Risk
- O Opportunity
- ▶ Materiality threshold

The IROs within these topics are closely related to our strategic goal of further systematically integrating sustainability into our core business. In addition, they form the basis for our sustainability reporting and the associated disclosure requirements. A detailed description of the identified IROs and the corresponding management approaches is provided in the respective chapters of the topical standards.

Topics identified as non-material in this process will be re-assessed in future reviews to be able to react early to possible changes in our business activities, market developments, or regulatory changes.

## ESRS 2

# GENERAL INFORMATION ON POLICIES, MEASURES AND METRICS

### GDR-P

## Policies

At Drees & Sommer, we follow clearly defined policies within the company that guide our actions and decisions. The following describe the policies that apply to all identified material sustainability topics. These policies ensure that our business activities align with legal requirements, ethical standards and our corporate values.

### UNGC

The ten principles of the UN Global Compact (UNGC) act as binding guidelines that significantly control corporate action and are integrated into existing guidelines and processes. The annual Communication on Progress, which is confirmed by top management, ensures that implementation is continuously reviewed and transparently documented. The UNGC thus serves as an overarching policy that enshrines ethical behavior, sustainable development and responsible corporate governance in a binding manner.

### SDGs

Our commitment ties in with the Sustainable Development Goals (SDGs) of the United Nations's "2030 Agenda for Sustainable Development". The SDGs provide our company with an overarching strategic orientation and offer an internationally recognized framework that establishes clear goals for sustainable economic, ecological and social development. In our consulting projects, we contribute to the sustainable transformation of the real estate and infrastructure industry by providing innovative solutions. Our broad service portfolio aligns with many of the 17 development goals.

### Code of Conduct

The [Drees & Sommer Code of Conduct](#) is a binding policy for our daily actions. It summarizes the key principles that form the core of our corporate values and shape our common understanding of responsible, ethical and respectful behavior.

At the same time, the Code reminds us that every individual matters in our daily work. Each employee contributes to how our company is perceived through their appearance and behavior.

Inappropriate or even unlawful behavior can cause considerable economic, legal and reputational damage to Drees & Sommer. This underscores the importance of implementing the Code of Conduct consistently.

The Code of Conduct covers a wide range of relevant topics essential for responsible cooperation. These topics include the special responsibility of our managers, the careful handling of information, and the handling of company assets and property. The Code emphasizes mutual respect, prohibition of discrimination and promoting diversity and equal opportunities. It also emphasizes the protection of personal data and ensuring the highest standards of data and information security.

Additionally, the Code obligates all employees to treat people and the environment responsibly, clearly reject any form of corruption, and handle gifts transparently and in accordance with the rules. The Code also emphasizes the need for fair competition and integrity in business.

## Sustainability Mission Statement

Our [Sustainability Mission Statement](#) expresses our commitment to holistic sustainable corporate development. It forms the basis for our actions and defines the core elements that are important to shape our overarching path towards becoming a Beneficial Company. In addition, it illustrates our commitment to the Sustainable Development Goals (SDGs) and shows how we achieve sustainable impact both internally and together with our customers.

## Mission Statement

Our [Mission Statement](#) is an overarching policy that is of central importance to our company and it forms the basis of our business activities.

Consisting of nine concise statements, it clearly expresses how we think, how we work together, and what makes our company special. Every statement has two dimensions: what it means for our customers and what it means for our employees.

The first statement, ADDED VALUE, shows what we are achieving.

The following five statements explain how we achieve this:

- > HONEST SUCCESS
- > DARE TO TRY
- > WE TAKE THE LEAD
- > TOGETHER, WE'RE INDEPENDENT
- > HIGH-PERFORMING SPIRIT

We also say where we provide our services (HYPERLOCAL) and show our sustainability-focused orientation (CLIMATE FOR FUTURE). BLUE LIKE THE RAINBOW is our Diversity Statement. Diversity inspires and enriches our work.

Our Mission Statement is therefore not only an orientation, but an expression of our identity.

In addition to these overarching company policies, there are further topic-specific policies that can be assigned to the respective ESRS topics in terms of content. These supplementary requirements are addressed in the relevant chapters of the individual topical standards, where they are described in more detail. This makes it clear how our general values and principles are implemented in specific areas of action.

## GDR-A

## Actions and resources

To effectively manage the identified impacts, risks and opportunities, and ensure they do not negatively impact our company, the environment, or society, we have implemented overarching company-wide measures. These include clearly defined responsibilities in all relevant areas as well as the integration of sustainability into top management. The direct reporting line between sustainability management and top management ensures that risks, opportunities and impacts are addressed continuously and at the highest level. The topic-specific measures and approaches are explained in detail in the corresponding chapters of the individual topical standards.

## GDR-M

## Metrics

The reporting principles for the key figures of each topic are described below the KPIs of each section of the topic-specific chapters.

**ENVIRONMENT**



# E1 CLIMATE CHANGE

As an international consulting firm, our business activities contribute to the release of greenhouse gas emissions. As part of the accounting for our greenhouse gas emissions, we accordingly include all emissions that fall under our operational control. In addition, however, we also see ourselves as responsible for our project business in the built environment, as this has a significant impact on global resource use and the environment. Buildings and infrastructures are responsible for around 40% of global greenhouse gas emissions and thus have a significant impact on local and global climate impacts.

We are convinced that we are doing our part to mitigate climate change, which is why we have set ambitious climate targets. Additionally, we are investing in the expansion of integrative sustainability services to significantly contribute to the decarbonization of real estate, infrastructure and industries.

As part of the double materiality assessment, we identified a total of five material impacts, risks and opportunities (IRO) for E1 (Climate change). Based on this assessment, we defined appropriate goals and developed corresponding measures. The enclosed overview describes the identified material IROs and associated management approaches.



**ESRS 2, SBM-3**

**Our material impacts, risks and opportunities**

The following table describes all the main impacts, risks and opportunities (IRO) identified in “E1 Climate change”. In addition, the management approach applied in each case is listed for all significant IROs.

Our material climate impact stems from emissions produced by our operations and from activities in resource-intensive real estate, infrastructure and industrial projects. These emissions significantly impact our strategic orientation, as we specifically align our own operations with our strategic net zero target for 2045 and expand our service portfolio to address ecological challenges in the built environment. The growing market for decarbonization creates strategic opportunities and influences our investments as well as future financial impacts.

MATERIAL IROS	OUR MANAGEMENT APPROACH
<b>CLIMATE CHANGE MITIGATION</b>	
<p><b>Emissions from vehicle fleet, business trips and purchased goods and services</b>                      Negative impact                      (upstream value chain / own operations)</p>	<p>Greenhouse gas emissions are released during our business activities. These emissions primarily come from our purchasing, business trips, company vehicle fleet and employee commuting.</p>
<p><b>Economic activity in emission-intensive sectors</b>                      Negative impact                      (downstream value chain)</p>	<p>Drees &amp; Sommer’s value chain is based on resource-intensive real estate, infrastructure projects and industrial projects. Buildings and infrastructure alone account for approximately 40% of global greenhouse gas emissions. Although we act exclusively as a consulting company, we recognize our responsibility for the resource intensity of the projects we support.</p>
<p>Based on greenhouse gas emission accounting, we define targeted measures to reduce the negative footprint of all business areas and processes. Our focus is always on avoidance and reduction. We consider offsetting measures to be only a temporary solution for absorbing unavoidable emissions. All measures align with our net zero goal for 2045.</p>	<p>In terms of environmental impact, the greatest leverage for us as a service provider is in our project business. Accordingly, Drees &amp; Sommer established green building standards in the real estate industry early on and developed integrated solutions for neighborhoods and cities. Today, we offer sustainability-specific consulting services, decarbonization solutions for industry, digital green technology solutions and sustainable financial products. We are constantly developing our sustainability services so that we can create effective decarbonization roadmaps with our customers. By expanding our specific sustainability solutions, we are actively involved in decarbonizing real estate, infrastructure and industries.</p>



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**ESRS 2, SBM-3**


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 MATERIAL IROS
 

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 OUR MANAGEMENT APPROACH
 

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**CLIMATE CHANGE MITIGATION**


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**Growing market for decarbonization solutions**  
 Opportunity (downstream value chain)

Due to market pressure, global climate targets and increased regulatory requirements, the need for consulting services is growing with the aim of decarbonizing buildings and industries. This provides us with important contract opportunities.

To take advantage of the business opportunity, we are investing specifically in the expansion of sustainability consulting solutions and the internal transfer of knowledge between different areas of expertise with the aim of implementing effective emission reduction measures in customer projects.

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**CLIMATE CHANGE ADAPTATION**


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**Increasing need for consulting on climate change adaptation**  
 Opportunity (downstream value chain)

Due to the impacts and risks of climate change on cities and infrastructures, the need for consulting services on climate change adaptation is continuously increasing (e.g. flood protection, infrastructure consulting, sponge city concepts). This results in contract opportunities for Drees & Sommer.

To materialize the contract opportunities, we are continuously expanding our expertise in the field of climate change adaptation consulting.

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**ENERGY**


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**Use of fossil fuels in our office buildings**  
 Negative impact (own operations)

Drees & Sommer has offices in over 70 locations around the world. However, since the majority of our office space is rented, we do not have a direct influence on the sources of electricity and heat at all locations. In some offices, fossil energy sources are still used.

At all locations with corresponding options, we make full use of renewable energies. In addition, we are in contact with our landlords to drive sustainable changes in the medium term at the rented locations as well.

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**ESRS 2, SBM-3**

**Our material impacts, risks and opportunities**



- + Positive impact
- Negative impact
- (+) Potential positive impact
- (-) Potential negative impact
- R Risk
- O Opportunity

## DR E1-4

### Policies

At Drees & Sommer, protecting the environment and carefully using natural resources is a high priority. Our sustainability strategy aims to reduce our consumption of natural resources steadily and transform our business model into a circular economy. Our corporate values and Group-wide policies are central to embedding climate-friendly behavior within the company. These create uniform rules and provide a binding framework for responsible action. Our internal policies for implementing climate-friendly operating processes are adopted by the Executive Board. They are available to all employees at any time via the Intranet.

#### Mission Statement

Our [statement “Climate for the Future”](#) is firmly anchored in our corporate Mission Statement. Whether in relation to our own operating processes or our customer projects – we align our actions in a resource-saving and future-oriented manner.

#### Code of Conduct

The principles outlined in our [Code of Conduct](#) are at the core of our corporate values. They apply equally to Executive Board members and all employees of the Drees & Sommer Group. We have also anchored “environmental protection” in it. Our aim is to raise awareness among all employees of the importance of careful resource use.

#### Travel policy

Our business trips in connection with the international project business have a material negative impact on our greenhouse gas balance. To reduce harmful environmental impacts, we have introduced a sustainability-oriented travel policy. This sets binding rules for all business trips in order to keep CO<sub>2</sub> emissions from travel as low as possible. These include banning national short-haul flights, choosing to take the train instead of flying, and prioritizing video or telephone conferences.

#### Procurement policy

It is important to Drees & Sommer to implement high social and environmental standards throughout the purchasing process. The purchase of products and services is a key lever for reducing negative environmental impacts and greenhouse gas emissions. The decarbonization of the supply chain is one of the central challenges facing companies worldwide. Due to the high demands placed on our suppliers and the sustainability-oriented product selection, we make an effort to use climate-friendly goods in a targeted way whenever possible. Environmental certifications provide guidance when choosing products and services with a particular emphasis on sustainability. Where possible, we prefer Cradle to Cradle® certifications, which confirm the cyclability of products, to other labels. (See E5 Resource use and circular economy.)

#### Business Partner Compliance Commitment

The Business Partner Compliance Commitment applies to all contracts concluded with their suppliers by the companies belonging to the Drees & Sommer Group. In the commitment, we set clear expectations for cooperation, including in the area of environmental protection. This includes the commitment to support the goals of the Paris Agreement to reduce greenhouse gas emissions, steadily increase the share of renewable energies and implement targeted energy efficiency measures.

## DR E1-1

### Transition plan for climate change mitigation

To implement an effective transition plan for climate protection, we are guided by the stipulations of the Paris Agreement. In this way, we want to make an active contribution to limiting global warming to 1.5°C. As a company group, we want to achieve net zero by 2045. In this way, we align ourselves with global climate efforts, such as the United Nations’s Sustainable Development Goals (SDGs), as well as the climate neutrality goals established in Germany and the European Green Deal.

DR E1-3

## Resilience in relation to climate change

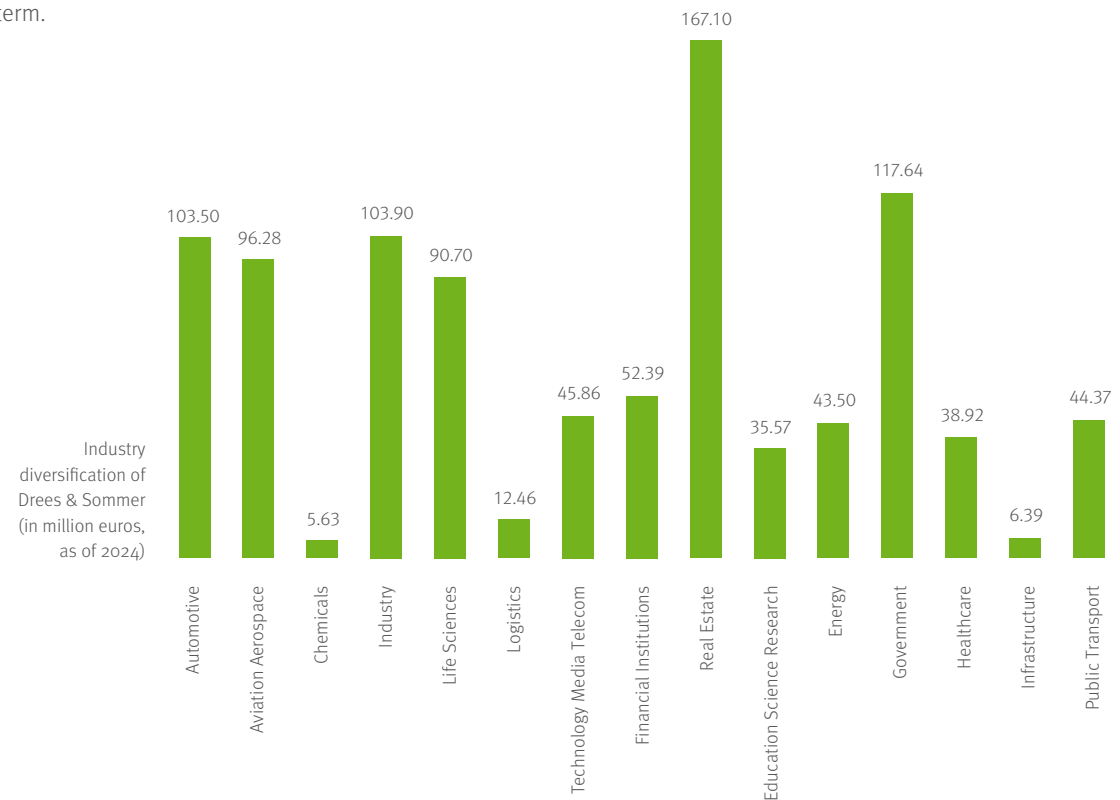
All our offices are located in city locations and are not exposed to any material physical or transition risks that could materially negatively impact our operations. Our employees are able to work both in our offices and on the move thanks to modern IT equipment.

Drees & Sommer has a broadly diversified service portfolio. An important aspect of corporate management is the development of our services in relation to the core industries of our customers, i.e. the markets supplied.

Drees & Sommer has the right experts for every sector. They are familiar with the respective challenges of their industry and keep an eye on future trends. This allows them to develop individual solutions and, if necessary, draw on the technical know-how of the entire Drees & Sommer network.

Thanks to its diversification across different industries and its international performance, Drees & Sommer is able to spread its risk widely. This makes the business model resilient to the impacts of climate change and increases job security in times of crisis. This function will be strengthened by supporting future- and transformation-relevant industries and investing in the expansion of our services promoting climate change mitigation. This also ensures the relevance of our consulting services in the long term.

As a sustainability pioneer in the industry, Drees & Sommer established green building standards in the real estate industry at an early stage and developed integrated solutions for neighborhoods and cities. Today, sustainability-specific consulting services also include digital greentech solutions as well as sustainable industrial and financial products.



DR E1-5

## Climate change and energy action

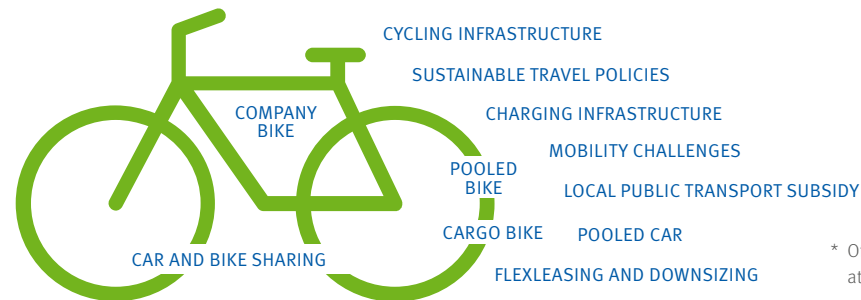
Based on the accounting of greenhouse gas emissions, Drees & Sommer defines numerous measures to reduce the negative footprint of all business areas and processes. As soon as the first transition phase, we completely switched to renewable power at all office locations where it was an option. This also applies to the data center capacities used by Drees & Sommer, which operate with 100% green electricity. We use photovoltaic systems at our owned office locations. At our innovation building OWP12 in Stuttgart, geothermal energy is used as a renewable heat source.

Mobility (business travel, vehicle fleet and commuting) is an important factor in our carbon footprint, accounting for over 65%. Therefore, an internal team of experts has developed a sustainable mobility concept with an associated package of measures that will be implemented step by step. The Drees & Sommer mobility concept offers a wide range of options and promotes alternative means of transportation to driving. The offers are flexible and low-emission.

We refer to all the journeys our employees take to get from home to work, to customers, to project offices, to construction sites, and to company events as mobility. To achieve even more, we are also creating offers for family members and private mobility behavior.

To significantly reduce our direct emissions, we are converting our vehicle fleet to renewable drives by 2030 at the latest. In individual cases, hybrid drives may still be necessary for a transitional phase due to the driving profile. In addition, we organize mobility challenges (e.g. a fuel-saving challenge), to raise awareness of sustainable mobility behavior among our employees. Our sustainable mobility concept for employees includes the following components:\*

Our continuous investments in digital communication, processes and methods have also proven their worth over the years. All employees can work digitally via mobile workstations.



\* Offer may vary at the different locations

## DR E1-6

## Objectives and governance approach for greenhouse gas reduction

In 2025, we will have the scientific basis of our climate pathway and our climate targets validated by the Science Based Target Initiative (SBTi). To implement our ambitious transition plan, key measures were defined with the aim of decarbonizing our business model. We aim to achieve net zero in 2045 according to the SBTi targets for our consortium.

Drees & Sommer has firmly anchored the implementation of a climate pathway aligned with the 1.5 degree target in its corporate strategy. The implementation of the measures is coordinated by the Corporate Sustainability Team and the Mobility Team. The Corporate Sustainability Team reports directly to the Executive Board. In addition, the status of all planned measures is reported on twice a year as part of the general management reporting.

## DR E1-7

## Energy consumption and energy mix

2024	Fossil sources [MWh]	Nuclear sources (MWh)	Renewable sources [MWh]	Total [MWh]
<b>HEATING AND COOLING</b>				
Consumption of fuels (heating oil, LPG, natural gas)	1,816	0	0	1,816
Consumption of purchased heat (district heating)	9180	0	0	918
Consumption of purchased cooling (district cooling)	22	0	0	220
Consumption of purchased electricity	324	0	3,466	3,791
<b>TOTAL</b>	<b>3,081</b>	<b>0</b>	<b>3,466</b>	<b>6,548</b>

**Metric:** The above figures include the final energy consumption of all Drees & Sommer office spaces and the office space of our majority-owned subsidiaries. Some of the information is based on assumptions, as we are not provided with corresponding consumption data at all our locations due to the rental agreements.

## DR E1-8

Gross scopes 1, 2, 3 and total GHG emissions [in t CO<sub>2</sub>e]

t CO <sub>2</sub> e	2023	2024
<b>Scope 1</b>	<b>5,033.00</b>	<b>5,188.50</b>
<b>Scope 2 (Location-Based)</b>	<b>1,324.20</b>	<b>1,580.70</b>
<b>Scope 2 (Market-Based)</b>	<b>338.60</b>	<b>464.10</b>
<b>Scope 3</b>	<b>25,820.50</b>	<b>27,941.30</b>
Scope 3.1 Purchased goods and services	10,235.00	9,577.90
Scope 3.2 Capital goods	688.00	752.50
Scope 3.3 Fuel and energy-related activities	1,389.60	1,482.70
Scope 3.4 Upstream transportation and distribution	0.00	0.00
Scope 3.5 Waste generated in operations	113.90	137.50
Scope 3.6 Business travel	10,041.30	12,926.90
Scope 3.7 Employee commuting*	3,240.27	2,904.70
Scope 3.8 Upstream leased assets	0.00	0.00
Scope 3.9 Downstream transportation and distribution	0.00	0.00
Scope 3.10 Processing of sold products	0.00	0.00
Scope 3.11 Use of sold products	0.00	0.00
Scope 3.12 End-of-life treatment of sold products	0.00	0.00
Scope 3.13 Downstream leased assets	0.00	0.00
Scope 3.14 Franchises	0.00	0.00
Scope 3.15 Investments	112.40	159.20
<b>Total (Location-Based)</b>	<b>32,177.70</b>	<b>34,710.50</b>
<b>Total (Market-Based)</b>	<b>31,192.10</b>	<b>33,593.90</b>

\* Scope 3.7 Commuting: The commuting information published in the Sustainability Report 2023 included emissions resulting from home office activities. However, in preparation for climate target validation by the Science Based Target Initiative (SBTi), we excluded this since the 2024 balance sheet in accordance with the criteria of the SBTi corporate standard. The balance sheet reported for 2023 was therefore adjusted retroactively to align the 2023 and 2024 accounting frameworks.

**Metric: Drees & Sommer calculates its greenhouse gas emissions from business activities on an annual basis. All figures are based on tons of CO<sub>2</sub>equivalents [t CO<sub>2</sub>e]. The greenhouse gas balance is based on the internationally recognized framework "The Greenhouse Gas Protocol" and the associated standards for scopes 1 to 3. In accordance with the full consolidation approach of the Sustainability Report, all climate-relevant greenhouse gases falling under the company's operational control were included in the accounting. The emission factors used for the calculation are taken from the ecoinvent 3.6 and 3.9 database (IPCC assessment method 2013 and 2021; GWP 100a).**

Our greenhouse gas balance increased (+ 7.70% market-based) over the previous year. This is firstly due to an increase in employee and office space as well as increased emissions from business trips. The constant internationalization of our company as well as the worldwide support of our customers mean that we need to be mobile. Nevertheless, as a consulting company, we recognize our responsibility to promote climate-friendly travel in order to effectively reduce our emissions. Through our mobility management, offers and incentive systems are continuously developed to enable the switch to sustainable alternatives.

The year-on-year reduction in emissions from commuting is due to changed assumptions. While general statistics on commuting behavior were used in previous years, these assumptions were specified for the 2024 accounting on the basis of company-specific survey results. For the 2025 greenhouse gas balance, a group-wide mobility survey is to be carried out to further optimize the data situation.

**DR E1-9**

## Greenhouse gas offsetting through CO<sub>2</sub> certificates

Our focus is essentially on avoiding or reducing greenhouse gas emissions. Accordingly, we only consider offsetting as an additional (temporary) measure to absorb unavoidable emissions. In 2024, we offset gold-standard greenhouse gases equivalent to 5,000 tons of CO<sub>2</sub> by purchasing CO<sub>2</sub> certificates. Offset emissions are not included in the results of our greenhouse gas balance.

## Our additional impact: the project business

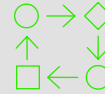
In addition to the climate impacts already mentioned under E1, the built environment has ecological consequences due to soil sealing and the extraction of primary raw materials, for example loss of biodiversity. At the same time, the construction and infrastructure sectors ensure the supply of renewable energies, water, connected and sustainable mobility solutions, and housing.

By supporting thousands of real estate, infrastructure and industrial projects worldwide, our consulting business has a significant leverage as it is contributing to the decarbonisation of the economy. Drees & Sommer has decades of experience supporting the public and economic sectors in the sustainable transformation of construction, real estate and infrastructure projects. This includes everything from expanding renewable energy sources to building plus-energy houses and integrating a circular economy approach, known as Cradle to Cradle, to protect resources. Numerous companies commission Drees & Sommer, for example, with so-called zero carbon roadmaps, which include strategic action plans for the decarbonization of their business models and production facilities.

Through the sustainability-oriented approach and further development of our service portfolio, we are actively involved in the transformation of the real estate sector and industries. As part of our consulting mandates, we support our clients in implementing sustainable solutions in their projects. The growing demand for decarbonization solutions and consulting on climate change adaptation is therefore a significant opportunity for us:

### INDUSTRIAL PRODUCTS

- > **Circular Economy, EPEA**  
C2C, product passports etc.
- > **Integral factory planning**



### INFRASTRUCTURE AND MOBILITY

- > **Mobility concepts**  
Mobility pass, e-charging infrastructure



### REAL ESTATE PORTFOLIOS

- > **Circular Economy, EPEA**  
C2C, urban mining, Building Circularity Passport etc.
- > **Green Building and energy design**  
Consulting and certification, zero and plus energy buildings, DGNB, LEED etc.
- > **Green Tech**  
Madaster, EPEA conpli and ProCA, ESG Toolbox, Aedifion etc.
- > **Real Blue KVG**
- > **Energy efficiency in existing**  
buildings Energy audits, energy optimization, energy monitoring, CO<sub>2</sub> strategies etc.
- > **ESG consulting**  
EU taxonomy, green bonds



### COMPANY

- > **New Work**  
Health and well-being etc.
- > **ESG Corporate**  
Consulting, sustainability strategy, reporting etc.



### URBAN DISTRICTS AND INDUSTRIAL AREAS

- > **Blue City**  
Technical master plan, climate change mitigation concepts, DGNB certifications, connected districts etc.
- > **Zero Carbon**  
Decarbonization, energy and thermal infrastructure, hydrogen, LNG terminals

# E5 RESOURCE USE AND CIRCULAR ECONOMY

## What we mean by “circular economy”: Rethinking products

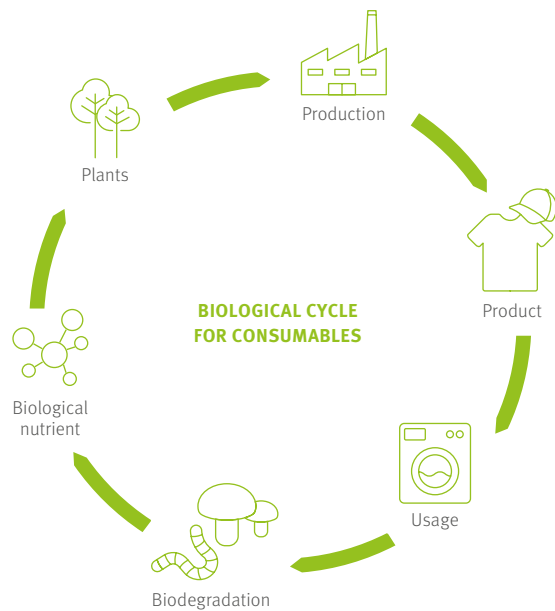
Cradle to Cradle® (C2C) is a design principle developed in the 1990s by Prof. Dr. Michael Braungart, William McDonough and EPEA Hamburg. It stands for innovation, quality and good design. Translated, it means “From the cradle to the cradle” and describes the safe and potentially infinite circulation of materials and nutrients in cycles. All ingredients are chemically harmless and recyclable. Garbage in today’s sense no longer exists, but only usable nutrients.

Consumer goods (e.g. cleaning agents) on the one hand are biodegradable and return to the biological cycle as nutrients. Consumer goods, on the other hand, are designed in such a way that they are broken down into their raw materials after use and returned to a technical cycle. Their material quality is retained while avoiding downcycling with a loss of quality.

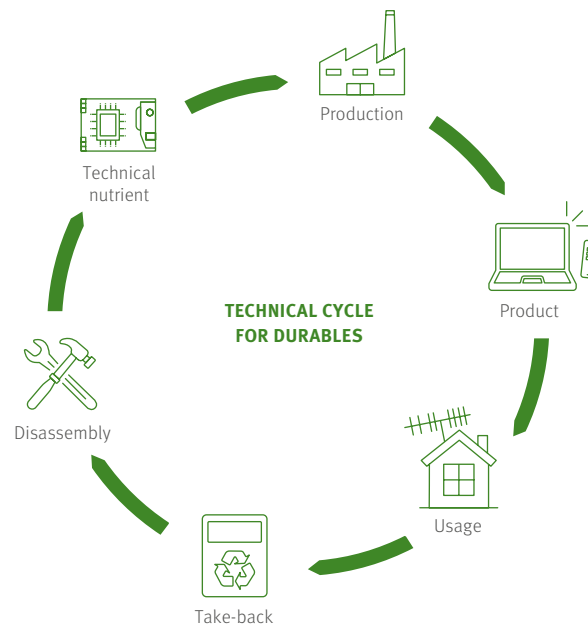
For buildings, this means they serve as depots for raw materials, releasing them again at the end of their useful life to be used in new products.



**ESRS 2, SBM-3**



Consumables are components of a biological cycle. As biodegradable products, they are breeding grounds for new natural raw materials.



Durables are part of a technical cycle. The technical nutrients circulate in closed systems at a consistently high quality level.

Since 2019, Drees & Sommer and the former EPEA Internationale Umweltforschung GmbH have therefore been joining forces – with the aim of establishing the Cradle to Cradle design principles for the circular economy in all industries. EPEA’s knowledge of materials forms the basis for optimizing products from molecular to modular level. This is attractive not only from an ecological point of view, but also from an economic point of view.

**Material impacts, risks and opportunities**

Traditionally, companies try to reduce their negative impacts, to make their product, their service less bad – they strive for a “zero emission” or “free-from” strategy. The aim should not be to be less bad, but to set positive goals, i.e. to be “more good”. In the future, a successful business model will have a positive impact on the environment, society and the economy. This is made possible by the mindset of Cradle to Cradle®.

**ESRS 2, SBM-3**

**DR IRO 2**

**Our material impacts, risks and opportunities**

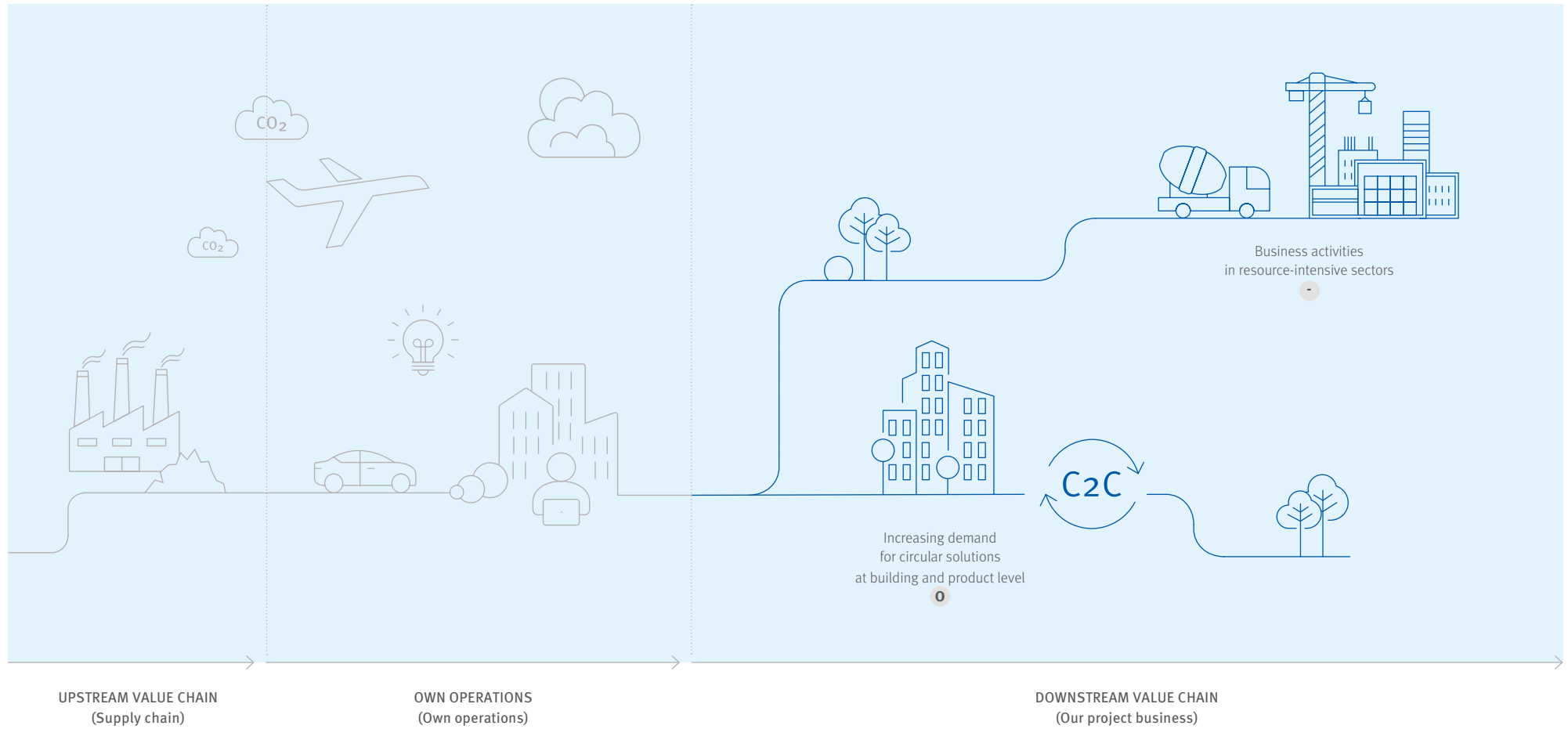
This table describes all material impacts, risks and opportunities (IROs) identified in “E5 Resource use and circular economy”. In addition, the management approach applied in each case is listed for all significant IROs.

As a service company, we are responsible for a relatively low use of resources. Instead, our material impacts in the area of resource use comes from the downstream value chain due to the general resource intensity of the industries we serve. This shapes the strategic direction of our company, as we are committed to implementing circular products and buildings based on the Cradle to Cradle design principle. Accordingly, we are continuously developing our business model to integrate the necessary expertise. With our comprehensive and integrative consulting services on circular buildings, we already have a unique selling point on the market that offers financial business opportunities.

	MATERIAL IROS	OUR MANAGEMENT APPROACH
<b>RESOURCE INFLOWS</b>		
<b>Business activities in resource-intensive sectors</b> <b>Negative impact</b> <b>(downstream value chain)</b>	The built environment requires the use of a lot of materials.	As a link between investors, building owners, architects and product manufacturers, Drees & Sommer contributes to the implementation of circular solutions according to the Cradle to Cradle® design principle in planning, construction, operation and product development. Since 2019, EPEA GmbH – Part of Drees & Sommer, formerly EPEA Internationale Umweltforschung GmbH, has been part of our company. Our goal is to implement the Cradle to Cradle design principles to implement the circular economy in all industries.
<b>Increasing demand for circular solutions at building and product level</b> <b>Opportunity (downstream value chain)</b>	Driven by resource scarcity, social demands and regulatory requirements, the pressure on companies to develop recyclable products is high. The materials knowledge of EPEA GmbH – Part of Drees & Sommer forms the basis for optimizing products from molecular to modular level. As an accredited assessment body of the Cradle to Cradle Products Innovation Institute, we create business opportunities at both product and real estate level.	To make the greatest possible use of the described market opportunities and significantly increase our positive impact on the built environment, we aim to integrate the expertise of our materials specialists into our core business through internal knowledge transfer.

ESRS 2, SBM-3

Our material impacts, risks and opportunities



- + Positive impact
- Negative impact
- (+) Potential positive impact
- (-) Potential negative impact
- R Risk
- O Opportunity

## ESRS 2, SBM-3

As part of our double materiality assessment, we identified two material IROs in the “E5 Resource use and circular economy”. Building and infrastructure developments as well as industries are associated with a high use of raw materials and energy. As a service provider operating in resource-intensive sectors, we recognize our share of responsibility for this negative impact. At the same time, this creates a significant strategic opportunity. The growing demand for circular solutions in buildings and products offers us the chance to contribute to the transformation of the construction, real estate and various other sectors toward a circular economy.

### DR E5-1

## Policies

As a service company, our significant resource use is primarily based on procuring office supplies, equipping our workplaces and offices, and catering to our employees. For this reason, we have internal guidelines for key areas that specifically promote the sustainable use of resources in our company and provide clear guidance for responsible action. Some of these guidelines for the promotion of circular economy are presented below as examples.

### Procurement policy

To ensure sustainable procurement processes, in 2024, we fundamentally revised our global procurement guidelines. Among other things, this policy stipulates that we give preference to Cradle to Cradle®-certified products that confirm recyclability over other sustainability labels if available. To avoid sustainability risks, all suppliers also undergo a regular risk analysis, the results of which are evaluated by a committee consisting of employees from the Legal, Compliance, Sustainability, Risk Management, Finance and Purchasing departments.

### Waste policy

The selection of recyclable products (see procurement policy) already pursues the goal of avoiding waste as much as possible in accordance with the C2C principle. However, this has so far only been feasible for a few of the required products.

Most of our waste originates from household-related office and canteen waste. Critical types of waste, such as electronic waste, are given special attention in our waste policy to ensure that they are collected, separated and disposed of in an environmentally sound manner. The waste policy applies company-wide.

### Office Design Guideline

We live what we advise: Where possible and appropriate, our new offices are furnished with Cradle to Cradle® materials and furniture. In our Office Design Guideline, Drees & Sommer defined measures to implement sustainable office furnishings as standard. The guideline covers the use of renewable resources, demountable constructions, intelligent connections and recyclable material composites, so that materials can circulate and no waste is generated.

## Measures related to resource use and circular economy

DR E5-2

DR E5-4

### Resource inflows

To minimize resource use during our business activities and advocate for a circular economy, we have adopted numerous effective measures. One key component is using solutions that extend the life cycle of purchased products and keep materials in circulation.



For instance, we use leasing and take-back systems from various manufacturers to furnish our offices, for example for carpets and furniture. In accordance with our procurement guideline, we prioritize Cradle-to-Cradle®-certified products.

This helps protect natural resources and create healthy working conditions for all employees.

Since we rent most of our office spaces, we have limited options for structural measures in all office buildings. However, we implement the highest sustainability standards in the offices we own. We document the materials and raw materials used in Circularity Passports, which provide a comprehensive overview of material values, health aspects, CO<sub>2</sub> footprint, material origin, recyclability and separability.



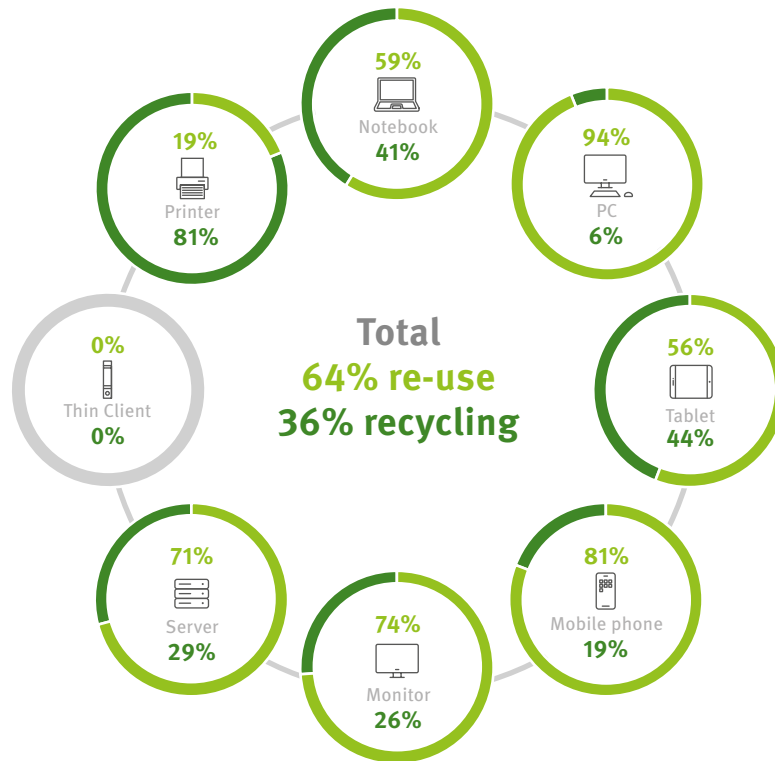
Another central component of our resource-saving measures is the conscious use of advertising materials. Together with the sustainability experts at EPEA GmbH – Part of Drees & Sommer, we examine all products in terms of origin, material composition, recyclability and packaging. If C2C®-compliant alternatives are available, the previous advertising materials will be replaced by recyclable products. Additionally, the ordering process was optimized. First, we order new advertising materials in small quantities to realistically estimate actual demand. Only if necessary will a reorder be placed.

Along with our efforts regarding advertising materials, we prioritize resource preservation and recyclability at events, in the cafeteria, and at trade shows. We use a company-specific event checklist to plan sustainable events, which facilitates sustainable implementation.

Since 2019, our Expo Real exhibition stand has been designed according to the C2C® design concept. All materials and products were tested for harmful substances and manufacturing processes, and have C2C certificates.



We want to ensure that decommissioned IT equipment can be used for as long as possible due to its high resource usage. Since 2019, we have therefore been working with afb social & green IT, a nonprofit enterprise that employs people with disabilities to recycle and remarket IT equipment. In 2024, AfB refurbished nearly 2,500 decommissioned IT and mobile devices from Drees & Sommer. This corresponds to a total weight of 5,5 tons. Reusing laptops, monitors and smartphones saved energy, water, and CO<sub>2</sub> emissions and supported jobs for people with severe disabilities.



After careful data destruction, hardware testing, repair work, upgrades and cleaning, 64% of the devices decommissioned by Drees & Sommer were remarketed and 36% recycled.

- Recycling
- Re-use (remarketing)
- No devices returned

Source: AFB gemeinnützige GmbH

## Our additional impact: our project business

The construction and real estate industry is one of the world's most resource-intensive sectors and thus contributes significantly to environmental pollution worldwide. As a company operating in this sector, we recognize that our consulting activities are associated with substantial material and energy consumption. At the same time, there is considerable potential to mitigate the negative impacts of the built environment and make a positive impact.

Drees & Sommer recognized early on that sustainable solutions in construction are crucial to limit the negative impacts on climate change and the availability of resources. For many years, we have been setting standards by establishing green building standards, developing integrated concepts for sustainable neighborhoods and cities, and offering digital greentech solutions. With this increasingly sustainability-oriented focus of our service portfolio, we have our most effective potential to influence resource flows.

In our client projects, we support customers in designing buildings, infrastructures and products that are resource-efficient, health-friendly and recyclable. Both due to regulatory developments and a growing awareness of ecological and economic advantages, the demand for circular solutions is increasing noticeably throughout the industry.

By meeting this demand and actively developing our solutions, we enable our customers to transition to circular business models and construction processes, thereby helping to minimize the environmental impact of the industries we serve resulting from the traditional, linear economy. As a company, we are thus securing our future viability in the long term.

**SOCIAL**



## ESRS 2, SBM-3

# S1 OWN WORKFORCE

As a service company, our workforce is our greatest asset and is at the heart of our business. As an employer, we have a great responsibility towards our employees. At the same time, the success of our company depends greatly on the motivation, competence and satisfaction of our employees.

As part of our double materiality assessment, we identified a total of six impacts, risks and opportunities in “S1 Own workforce” that deal with topics such as personnel development, working conditions, employee retention and well-being. By addressing these IROs in a targeted manner, we can strengthen our workforce in the long term and provide the greatest possible added value within the scope of our services for our customers.



■ **ESRS 2, SBM-3**

■ **DR IRO 2**

**Our material impacts, risks and opportunities**

The following table describes all the material impacts, risks and opportunities (IROs) identified in “S1 Own workforce”. In addition, the management approach applied in each case is listed for all significant IROs.

Our people strategy is firmly anchored in the corporate strategy. Our employees are our absolute priority. As a consulting company, our own workforce is crucial for the quality of our services and the future viability of our business model. For this reason, employee concerns and personnel risks are always taken into account in all business decisions and shape our long-term orientation.

	MATERIAL IROS	OUR MANAGEMENT APPROACH
<b>WORKING CONDITIONS</b>		
<b>Employee satisfaction and the offer of meaningful work</b> Positive impact (own operations)	As a service company, committed, motivated and fulfilled employees are crucial to our success. We have recognized that the satisfaction of our teams depends largely on whether they experience their work as meaningful, feel valued and can actively participate in shaping our corporate culture. Socially relevant projects and a transparent, employee-oriented working environment make a significant contribution to ensuring long-term loyalty, motivation and high standards of work.	We are continuously working to increase our employee satisfaction through the use of targeted measures in favor of employee development and retention.
<b>High workload</b> Negative impact (own operations)	In the context of project-related work, there may be a temporary increase in the workload of our workforce. Streamlined project phases, changing requirements and a high level of customer orientation can thus temporarily lead to peaks in workloads. This circumstance poses a significant risk to the well-being of our employees in the long term and to the individual strain of each employee, and therefore must be specifically addressed as a material negative impact.	Our employees are our greatest asset, which is why we specifically promote the physical and mental well-being as well as the health and balance of our teams. Flexible work arrangements and the offer of a comprehensive benefit program to support the well-being of our employees are core elements to counteract the high workload. Work-related stress is reduced by various measures and thus strengthens the health of our employees.



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**ESRS 2, SBM-3**


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**DR IRO 2**


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**MATERIAL IROS**


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**OUR MANAGEMENT APPROACH**


---

**WORKING CONDITIONS**


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**Skilled workers as  
our greatest asset  
Opportunity  
(own operations)**

The performance and reputation of our company depend decisively on the expertise and motivation of our workforce. Their skills enable us to successfully implement projects, build trust with customers and society and sustainably strengthen our market position.

Our employees are deployed in project work as well as in internal work areas according to their qualifications and their own main interests. In this way, we can ensure that the satisfaction of our customers is guaranteed by appointing the best possible staff to projects, both personally and professionally.

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**HEALTH & SAFETY**


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**Safety at work  
Negative impact  
(own operations)**

Due to the project- and construction site-oriented activities of many of our employees, there is an increased risk in the area of occupational safety. On construction sites in particular, work environments can be complex, dynamic and difficult to fully control. This poses a risk of work-related accidents.

As a responsible company, we regularly mirror possible risks for our employees, carry out targeted risk assessments and take appropriate preventive measures to protect our employees. Our robust management system covers all employees. Targeted training minimizes safety risks.

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**TRAINING AND SKILLS DEVELOPMENT**


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**Training and development  
Positive impact  
(own operations)**

Continuous training and personal development are decisive factors for the performance, satisfaction and future viability of our employees. Only if our teams have the opportunity to constantly expand their competencies can they develop innovative solutions, achieve their professional goals and remain successful in a dynamic market in the long term. This makes both professional and personal training and development a core positive impact that we actively promote as a company.

We make targeted investments in the further development and motivation of our workforce. The aim is to identify, use and develop individual strengths at an early stage. Our employees are continuously supported by offering comprehensive training opportunities. Transparent communication with our employees, as well as development reviews between managers and employees, are anchored in our HR processes. These processes ensure joint development in the interests of all parties involved.



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**ESRS 2, SBM-3**


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**DR IRO 2**


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MATERIAL IROS

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OUR MANAGEMENT APPROACH

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**DIVERSITY AND EQUALITY**


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**Loss of skilled workers  
in the event of limited  
equality opportunities**  
Risk (own operations)

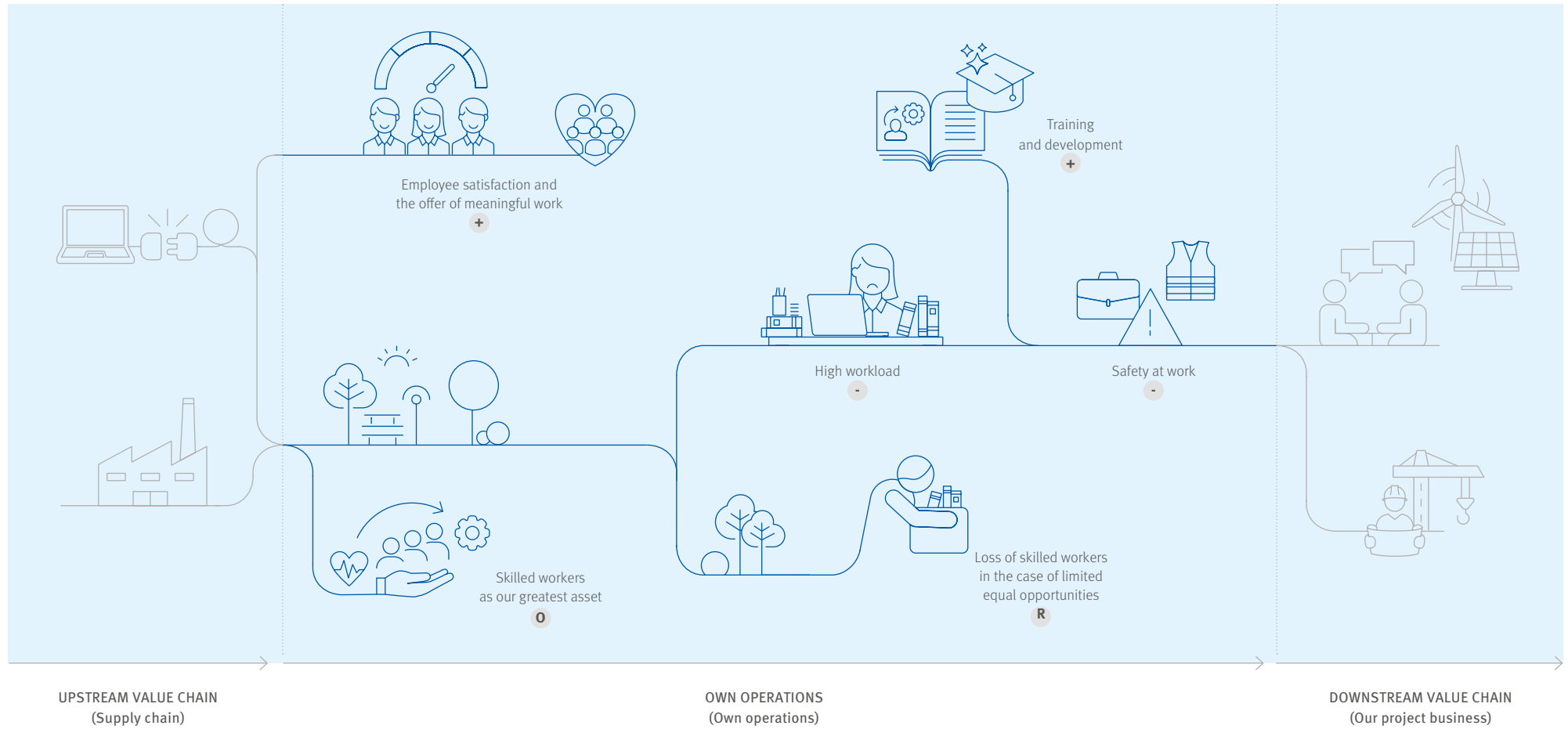
If the focus on equal opportunities is inadequate, employees may not take full advantage of the development opportunities within the company, and may look for opportunities elsewhere. This results in efforts for recruitment, onboarding and transition phases, in which productivity naturally fluctuates. In addition, knowledge leakage, project delays or a lower perception as an attractive employer can entail additional indirect costs.

Striving for diversity and inclusion is firmly anchored in our corporate strategy. A central team accompanies the successful implementation of various programs and activities that sensitize and empower managers and employees alike to these topics. In this way, we strengthen collective awareness and promote equality in a sustainable manner throughout the company.

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**ESRS 2, SBM-3**

**Our material impacts, risks and opportunities**



- + Positive impact      (+) Potential positive impact      R Risk
- Negative impact      (-) Potential negative impact      O Opportunity

**DR S1-1**

## Policies

The success of our company is primarily based on the people who work for us. Their health, personal and professional development are the most important things to us. Therefore, in addition to the applicable legal provisions, we create working conditions that enable sustainable and responsible cooperation. In everything we do, nine statements help us as [a guiding principle](#), providing orientation for working together and working at Drees & Sommer.

Our company-wide policies are available to all employees at any time via the Intranet and form a binding framework for orientation. In addition, selected policies are also publicly available on the Drees & Sommer website.

All policies, including the following topic-specific ones, are adopted by top management. This ensures that they are binding throughout the company and correspond to Drees & Sommer's values.

### Policy Statement on Human Rights

In our [Policy Statement on Human Rights](#), we publicly commit ourselves to respecting human rights and environmental protection in our entire value chain and to consistently counteracting or keeping track of violations. The basis for this is our human rights strategy, which is set out in the Policy Statement. We respect internationally recognized human rights, implement applicable legal requirements and ensure that our economic activities protect these principles.

### Diversity and Inclusion Statement

In our [statement](#), we emphasize the importance of diversity within our teams and the importance of creating an appreciative, inclusive working environment for all employees. We are actively promoting equal opportunities and creating an environment in which everybody can develop their potential.

### Occupational Health and Safety Manual

To protect our employees, a Health and Safety Groupwide Standard was introduced for Drees & Sommer at the end of 2024. All the material aspects of our Occupational Health and Safety Management System (AMS) are documented there. Structures and processes are defined accordingly, with country-specific characteristics being taken into account on a local level. Drees & Sommer's AMS applies to all German locations and German companies belonging to the consortium. The Stuttgart site has ISO 45001 certification.

### Travel Safety Guideline

The Group-wide Travel Safety Guideline increases the safety of all our employees when traveling abroad. Bookings made via the central travel agency are automatically registered with the external provider crisis24, which provides country-specific risk and safety information, up-to-date information before and during the trip, and a 24/7 emergency hotline.

### Remote working

This policy defines the prerequisites and framework conditions for remote working at Drees & Sommer and constitutes uniform rules for all divisions and companies in Germany and abroad. It is implemented in accordance with the applicable national legal requirements. There are country-specific deviations and additions for individual countries, which are bindingly regulated in the guideline's Appendix.

## DR S1-2

### Engaging with our own workforce

We are committed to providing our employees with ample opportunities for social dialogue, as well as for applying feedback and making their own suggestions to help shape the company. With the help of an external provider, Drees & Sommer regularly conducts an anonymous company-wide survey on employee satisfaction. All employees are actively involved in the follow-up process. The teams discuss the (anonymized) results with their respective managers, focusing on the strengths and development areas of their own unit. These identified challenges form the basis for a comprehensive package of measures.

In our multilingual social Intranet, we offer all employees the opportunity to vote, discuss and comment in addition to sharing relevant content. Opportunities for participation are also offered centrally and locally organized exchange formats (e.g. town hall meetings, office hours). “CLICK”, a tool for implementing a CIP (Continuous Improvement Process), can be used to make suggestions for internal process optimization. Submitted ideas are reviewed by assigned officers, with transparent communication on the respective review steps and implementation status. In addition, we regularly hold exchange forums in the Beneficial-Company network where participants can discuss and jointly implement sustainability-specific topics. We share information about local initiatives and plan cross-site activities to implement the sustainability strategy.

Drees & Sommer has a European Employee Forum, which is responsible for cross-border matters that affect the interests of employees. The committee's concerns are discussed directly with the Executive Board, which in turn communicates key information to all employees throughout the company. The three members are elected for a term of five years.

## DR S1-5

### Characteristics of own workforce

All of the following calculations for “Ø Headcount” are based on per capita figures and the number of employees at the end of each quarter.

	Ø Headcount
<b>Female</b>	2,828.80
<b>Male</b>	3,263.30
<b>Miscellaneous</b>	0.30
<b>TOTAL</b>	<b>6,092.30</b>
<b>TURNOVER RATE</b>	<b>13.40%</b>

**Metric:** All individuals with an active or inactive employment relationship (including absences such as parental leave or sabbaticals), as well as trainees, students, interns and temporary workers (taken into account for the breakdown by gender and the ten largest countries). According to the financial report, the Executive Board was not taken into account.

**Metric:** The turnover rate measures the proportion of long-term employees who left the company within the reporting period as a result of termination by an employee or employer, including termination agreements. It does not include resignations due to fixed-term contracts or natural departures such as retirement or death. The key figure refers to the entire consortium, including international companies and all majority shareholdings (> 50%). Students, interns, temporary workers and trainees are not taken into account.

	Ø Headcount
<b>Germany</b>	5,031.30
<b>Switzerland</b>	233.80
<b>UK</b>	230.80
<b>Austria</b>	132.30
<b>Luxembourg</b>	115.50
<b>Netherlands</b>	75.30
<b>Spain</b>	66.00
<b>Italy</b>	29.80
<b>China</b>	22.80
<b>OTHER COUNTRIES</b>	<b>124.50</b>
<b>TOTAL</b>	<b>6,092.30</b>

**DR S1-8**

### Diversity at top management level

DREES & SOMMER SE	Ø Headcount
Temporary	226.50
Permanent	4,444.00
<b>TOTAL</b>	<b>4,670.50</b>

Metric: To determine the number of employees by contract type, all persons with an active or inactive employment relationship with Drees & Sommer SE (including absences such as parental leave or sabbaticals) as well as trainees, students, interns and temporary workers were taken into account. In the future, information is to be provided for the entire consortium.

	Ø Headcount for women	Average percentage of women	Ø Headcount for men	Average percentage of men
<b>PARTNERS AND ASSOCIATE PARTNERS</b>	<b>14.0</b>	<b>9.60 %</b>	<b>132.00</b>	<b>90.40 %</b>

Metric: All employees at the top two management levels (partners and associate partners) were taken into account for the gender distribution survey. Only permanent employees with an active or inactive employment relationship or who are absent (e.g. on parental leave or sabbaticals) were included. According to the financial reporting, the Executive Board was not taken into account.

**DR S1-10**

### Social protection

	Countries without social security for the listed life events
Illness	Singapore, U.A.E.
Unemployment, starting from when the employee is employed for the company	Singapore
Accident at work and resultant disability	—
Maternity leave	—
Retirement	—

## DR S1-16

### Incidents of discrimination and other human rights violations

Number of cases of discrimination in the workplace	0
Number of human rights violations in connection with own workforce	0
Total amount of fines, penalties and damages	0 Euro

## DR S1-11

### People with disabilities

Drees & Sommer SE	Ø Headcount	Percentage
Proportion of people with disabilities	54.80	1.20%

**Metric:** All individuals with an active or inactive employment relationship with Drees & Sommer SE (including absences such as parental leave or sabbaticals), as well as trainees, students, interns and temporary workers were taken into account. In the future, information is to be provided for the entire consortium.

## DR S1-3

### Measures relating to working conditions

Our aim is to create a working environment that takes individual needs into account and supports employees in their professional and personal life situations in the best possible way. At Drees & Sommer, we attach great importance to creating attractive, safe and modern working conditions that offer our employees a high degree of flexibility, development opportunities and support.

A core element of this is our holistic approach DRESOMORE, which combines all services related to our modern working world. The offers are divided into the three clusters, "Business, Balance and Benefits," and range from career development through supportive family services, complementary health services to a wide range of mobility solutions. Due to country-specific regulations, the offers vary by location.

In our efforts to continuously optimize the working conditions of our employees, another focus is modern, self-determined work design. Flexible working time models, remote working and a trust-based working time model enable our employees to individually balance work and private life and at the same time work independently.

At Drees & Sommer, new employees are brought on board in a structured manner. In addition to the direct support of managers and mentors, we create the conditions for a successful start by providing an extensive onboarding program. This includes training content, a 100-day review to share initial experiences with the manager, and an additional onboarding consultation for professionals with at least four years of professional experience.

We also actively promote social engagement among our employees. Employees can get involved in volunteer projects by donating their time or providing financial support for initiatives. A new corporate engagement program is also planned for 2025, which is intended to offer our employees the opportunity to expand their personal engagement.

Through the described measures, we, as an employer, are committed to providing a supportive, flexible and appreciative work environment that promotes the long-term satisfaction, motivation and loyalty of our employees while taking into account a healthy work-life balance.

## DR S1-3

## Health and safety measures

The safety, health and well-being of our employees are top priorities for Drees & Sommer. We want to guarantee safe working conditions, minimize work-related risks and promote a corporate culture in which health and safety awareness are firmly established.

As part of our international Occupational Health and Safety Management System (AMS), which covers around 90% of our employees worldwide, activity-based hazards and stresses are identified and assessed and appropriate measures established accordingly.

According to our risk and accident assessments, the greatest dangers are not in our offices, but on the road and on the construction sites we supervise. To effectively prevent potential hazards, we have clearly defined responsibilities throughout the company.

Regular internal audits check compliance with the specifications, reveal optimization potential and ensure that security standards are implemented consistently.

To protect our employees, we have implemented a comprehensive training program that includes initial training, annual occupational health and safety training as well as specific training for managers and construction managers to meet the legal requirements and also to strengthen the safety culture in the long term.

## DR S1-13

## Key figures on health and safety at work

Number of deaths due to accidents at work	0
Number of deaths due to work-related health problems	0
Number of reportable accidents at work	33
Frequency of reportable accidents at work (LTIF)	1.55
Number of cases of reportable work-related illnesses	0
Number of working days lost due to accidents at work, reportable accidents at work and work-related illnesses	250

**Metric:** The underlying data currently refers to Drees & Sommer SE. However, group-wide reporting is already in preparation. To determine the accident frequency (LTIF), the number of accidents at work with at least one day lost in the reporting year was used and applied to the total hours actually worked. The key figure is calculated by multiplying the number of accidents with lost time by a factor of 1,000,000 and dividing it by the actual hours worked. The working hours of all employees at Drees & Sommer SE were taken into account in the reporting period.

Beyond safety-related measures, we promote the physical and mental health of our employees. As part of DRESOMORE Balance, we offer a wide range of prevention and health services – including a health bonus and access to sports and exercise services. Ergonomic working is also one of the central components of our health strategy.

We therefore provide ergonomically equipped workstations at all locations. Preventive occupational health care offers can detect and prevent possible health complaints that may arise from working at computer workstations at an early stage. The examinations are carried out by company doctors.

In 2024, we expanded our commitment to the health and well-being of our employees with the digital health platform Evermoor. This offers low-threshold and flexible support in the areas of mental health, stress prevention and personal development. In addition, we organized two health weeks. First, we held a company-wide health week focused on mental health. This event provided practical insights on mental health and encouraged open discussion about a sensitive yet essential topic in professional life. Second, together with AOK, we offered all employees in Germany an active break – a short, everyday exercise program that strengthens physical fitness and helps you relax.

In addition, an Employee Assistance Program (EAP) is available to all employees worldwide, which offers professional and confidential support in challenging professional or private situations.

The range of offered measures significantly contributes to a healthy working environment by promoting the health literacy, resilience and quality of life of our employees in a sustainable way.

## DR S1-3

## Actions in the field of training and skills development

Continuous professional and personal development is equally important for the satisfaction of our employees and for our long-term corporate success. Each individual's development is based on an individual development plan, which is created together with the manager and includes defined goals, competencies and further training needs. On this basis, we also promote part-time qualifications such as master's programs or certificate programs. In 2024, 100% of our employees (excluding absent employees such as those on parental leave, long-term sick leave etc.) took part in a development review with their manager.

Job models applied throughout the company, including specific job-family profiles, create transparency in terms of expectation profiles, development prospects and performance requirements. Performance assessments, target agreements and development plans are documented and can be viewed by managers and employees at any time. A comprehensive employee appraisal is held at least once a year, supplemented by review meetings during the year to review and adjust the agreed development goals.

Our internal learning platform DS Academy is the main service for training and qualifications. Employees can access a wide range of further training programs, including virtual learning opportunities, workshops and face-to-face events lasting several days. If no internal offer is available, employees have the opportunity to take advantage of external further development courses. The average number of training hours per employee in 2024 was around 17.61 hours. In total, 87% of our employees took part in internal or external training in 2024..

## DR S1-12

## Key figures on training and skills development

Gender	Employees (headcount) who attended a training course
Female	2,427
Male	2,857
<b>TOTAL</b>	<b>5,284</b>

**Metric:** The total number of training hours completed by the permanent employees of the Drees & Sommer Group in the reporting year was used to determine the training hours per employee. The percentage of employees who have participated in a training course is determined on the basis of the average headcount of the year 2024 and the headcount of employees receiving training.

We create a sustainable learning environment in which lifelong learning becomes an integral part of our corporate development through the interplay of individual development measures, diverse learning formats, and a supportive management culture.

**DR S1-3**

## Measures related to diversity and inclusion

Promoting diversity and inclusion is firmly anchored in our corporate strategy and [Mission Statement](#). A dedicated team – the Diversity and Inclusion Core Team – continuously drives the organizational and content-related development of measures and ensures that diversity, equal opportunities and inclusive cooperation are taken into account in all areas. The aim is to ensure a working environment exists in which everybody, regardless of gender, origin, identity or background, can develop their potential and feel appreciated.

Numerous measures have already been successfully implemented in recent years. These include the establishment of a diversity and women's network. Our corporate language training courses integrate diversity aspects and provide key tips for using diversity-conscious language. In addition, the topic of unconscious bias was anchored in the leadership program of the company's internal DS Academy. Managers receive targeted training to recognize and reduce unconscious biases. Other learning opportunities such as "Diversity as a Success Factor", training courses on intercultural cooperation and special public speaking courses for women continued to support the personal and professional development of our employees in 2024.

Internal systems, structures and processes undergo regular critical analysis for discrimination. If necessary, they are adapted to eliminate inequalities and barriers that could disadvantage individuals or groups based on their characteristics.

To strengthen awareness of challenges in the long term, we regularly establish internal programs and event series. An essential component is the annual Diversity Week, which offers our employees a wide range of opportunities to deal with different aspects of this variety of topics.

To implement measures and share key messages, there are local Diversity Ambassadors who support the central Diversity and Inclusion Team and support local initiatives.

In addition, Drees & Sommer has been a signatory of the Diversity Charter since 2023. In 2024, Drees & Sommer participated in the UN Global Compact's Target Gender Equality Accelerator 2024, thereby strengthening its commitment to gender equality. Building on this, further steps are planned for the coming years. These include adding existing mentoring programs and expanding offers to improve work-family compatibility.

We believe that diversity is a decisive factor in our success. We are addressing our goal of consolidating structures that enable an inclusive working environment for all employees through the measures described.

## — ESRs 2, SBM-3

# S2 WORKERS IN THE VALUE CHAIN

Our activities are based on a reliable and cooperative partnership in the value chain. We believe that ensuring the responsible treatment of our partners' employees is fundamental to sustainable business. Accordingly, we require our partners to comply with the labor and social standards that apply to us. These requirements are an integral part of our corporate values and determine cooperation across the value chain. Deviations from key minimum standards, particularly those committed by subcontractors in countries with lax occupational health and safety regulations, can have legal, economic and reputational consequences. Such deviations can also affect the stability of our projects. Accordingly, the resulting financial impacts were recorded as a potential risk as part of the double materiality assessment.



ESRS 2, SBM-3

**Our material impacts, risks and opportunities**

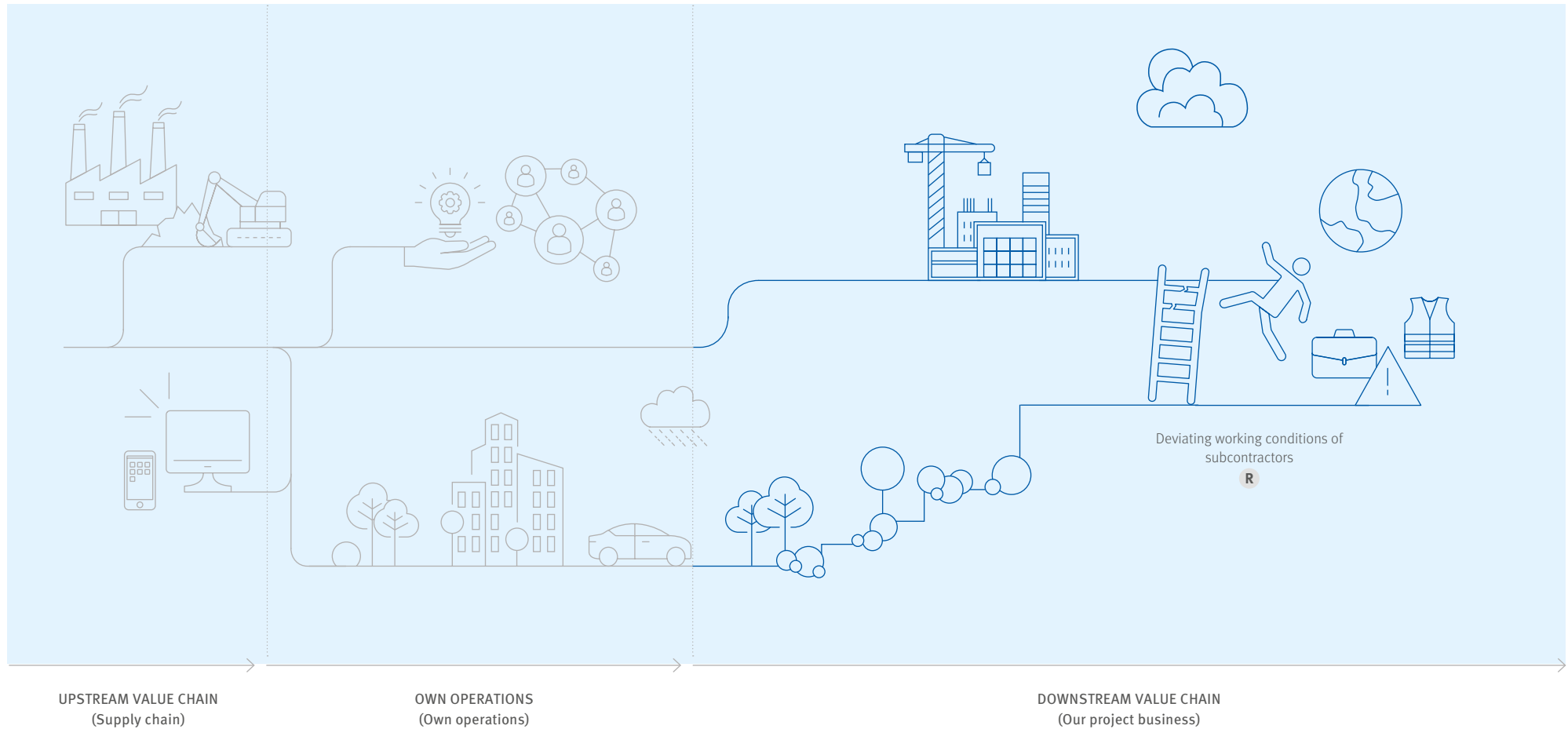
The following table describes all material impacts, risks and opportunities (IROs) identified in “S2 Workers in the value chain”. In addition, the management approach applied in each case is listed for all significant IROs.

Our work is based on reliable cooperation with external partners. For us, the responsible handling of the workers employed there is a core component of sustainable management. We therefore expect our partners to adopt the labor and social standards that apply to us and to anchor them in their own structures. These expectations are firmly embedded in our values and principles and therefore also in our business model. They determine the type of cooperation throughout our value chain.

MATERIAL IROS	OUR MANAGEMENT APPROACH
<p><b>WORKING CONDITIONS</b></p>	
<p><b>Deviating working conditions of subcontractors</b>                      Risk (downstream value chain)</p>	<p>There is a potential risk that subcontractors used by us will not comply with the labor standards required by us in the context of cooperation. For example, workers in countries with lax occupational health and safety regulations may be exposed to significant health and safety risks. This can also lead to damage to Drees &amp; Sommer’s reputation, impair the trust of clients and, in the worst case, lead to lost orders or project delays. This results in a financial risk for our company, which we include as part of our risk management approach.</p> <p>At Drees &amp; Sommer, project management in countries with lax occupational health and safety regulations is always subject to an enhanced risk assessment before a contract decision is made. The use of subcontractors is also examined in particular in this context in order to be able to implement high social and ecological standards throughout the value chain. In addition, we require our subcontractors and suppliers to sign and comply with our Business Partner Compliance Commitment. Other preventive measures (e.g. supplier self-assessments and confirmation letters) minimize the risks of environmental and human rights violations in our value chain. Identified risks are immediately addressed by appropriate preventive or, if necessary, remediation actions.</p>

■ **ESRS 2, SBM-3**

**Our material impacts, risks and opportunities**



- + Positive impact
- Negative impact
- (+) Potential positive impact
- (-) Potential negative impact
- R** Risk
- O** Opportunity

## DR S2-1

### Policies

Beyond compliance with legal requirements, we use guidelines and agreements to create reliable structures that enable consistent implementation of the minimum standards set by Drees & Sommer. In doing so, we are guided by internationally applicable guiding principles (cf. ESRS 2). These policies are adopted by top management. They are available to all employees via the Intranet and make a significant contribution to consolidating responsibility and sustainability as central components of our corporate culture. Specific training is provided for all relevant areas of work.

#### Business Partner Compliance Commitment

In cooperation with our suppliers (service providers, suppliers of goods, consultants and subcontractors), we expect all applicable laws, regulations and standards to be complied with. For this reason, our Business Partner Compliance Commitment is an integral part of all contracts that the companies belonging to the Drees & Sommer Group conclude with their suppliers. It defines our expectations and principles for a trusting, cooperative partnership and forms the basis for a successful business relationship.

By signing this commitment, our suppliers commit to working with Drees & Sommer to implement the defined compliance principles, continuously monitor compliance, and pass on the requirements to their subcontractors and suppliers. If serious violations of these standards are identified, this can lead to the termination of the partnership.

#### Policy Statement on Human Rights

Our goal is to continuously promote respect for human rights and the protection of the environment within our value and supply chains and to prevent violations of human rights and environmental laws. We respect internationally recognized human rights, implement applicable law and ensure that human rights and environmental protection are equally respected in our business activities. Our human rights strategy, set out in our Policy Statement, is the foundation of our responsibility with regard to respect for human rights and the protection of the environment as the natural basis of life.

## DR S2-3

### Actions and resources related to workers in the value chain

To minimize the risk of deviating working conditions among suppliers in our value chain, we operate a comprehensive supply chain risk management system. New employees in relevant areas of work are regularly trained in the requirements of the German Supply Chain Act (LkSG).

Even before concluding the contract, we check potential suppliers and subcontractors for risks under human rights and environmental law. To ensure compliance with our minimum standards, we use confirmation letters and self-assessment questionnaires as part of targeted prevention measures. Our suppliers and subcontractors are assessed as part of regular and, where necessary, ad hoc risk analyses with regard to human rights and environmental risks.

For the systematic management and monitoring of supply chain compliance, we introduced the role of human rights officer. Identified risks and measures taken are documented and published as part of the reporting.

An anonymous [complaints office](#) was set up to report potential human rights and environmental risks or violations.

# GOVERNANCE



**ESRS 2, SBM-3**

# G1 BUSINESS CONDUCT

At Drees & Sommer, responsible corporate governance includes value-oriented action, transparent communication and compliance with international standards that may go beyond legal requirements. Additionally, to ensure the long-term success of our company, we aim to make our consulting activities as sustainable as possible.

When conducting the double materiality assessment, we identified two potential risks in the area of business conduct. As a cross-sector and internationally active company, we are exposed to typical legal and compliance risks, which can have a negative impact on our integrity and reputation. In addition, it was recognized that our strong commitment to sustainability is a key factor in our company's long-term success. For example, if a company is inconsistent in its exemplification of a people- and environment-oriented corporate culture, or if there are opposing corporate developments, there is a risk of losing important specialists.



**ESRS 2, SBM-3**

**Our material impacts, risks and opportunities**

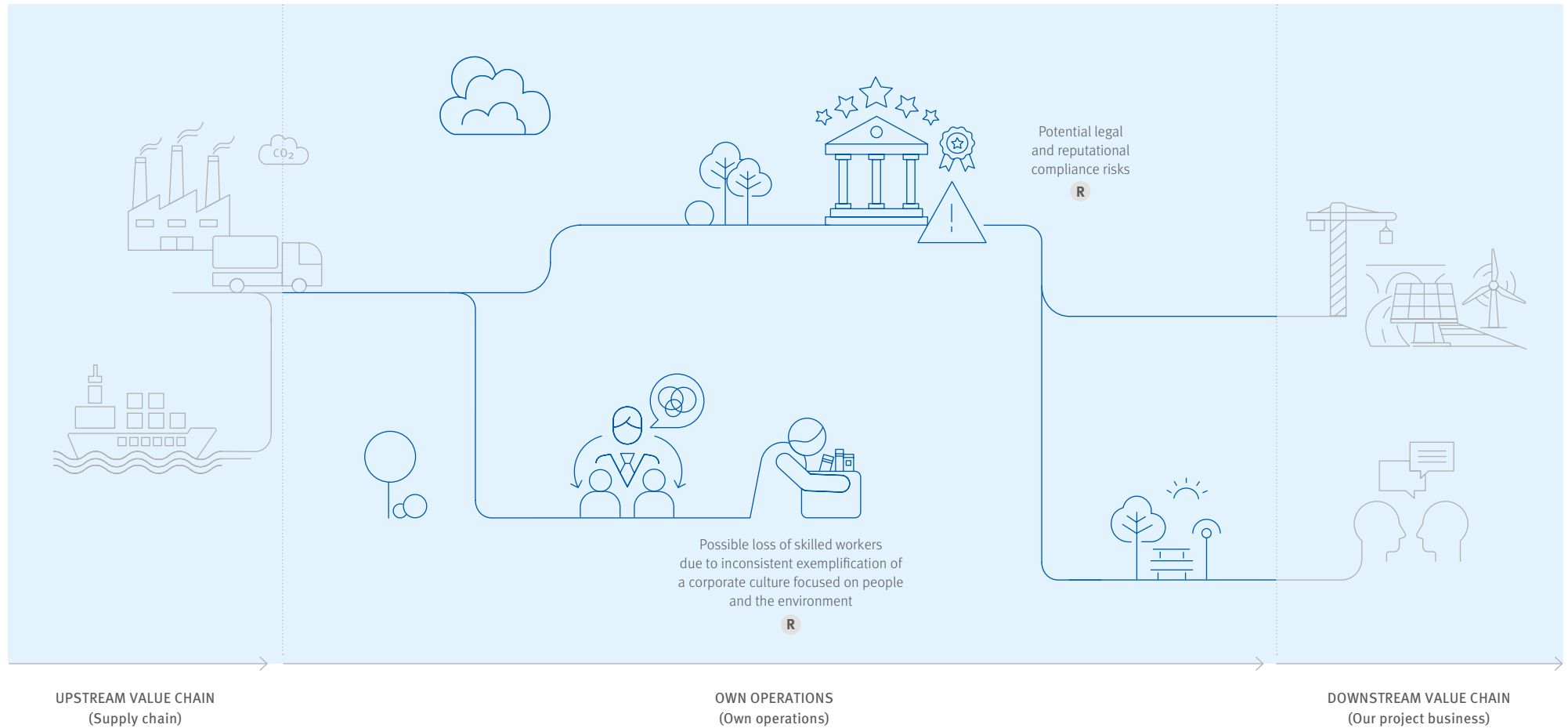
The following table shows all the material impacts, risks and opportunities (IROs) identified in “G1 Business conduct” as well as the respective management approaches.

Our business model is based on clearly defined values that guide our business activities. These values are binding for our entire organization and form the framework for responsible decisions. We also expect our business partners to comply with the standards that are relevant to us. This means that our values are firmly anchored in our business model and corporate strategy, both internally and externally.

	MATERIAL IROS	OUR MANAGEMENT APPROACH
<b>CORPORATE CULTURE</b>		
<p><b>Possible legal and reputational compliance risks</b> Risk (own operations)</p>	<p>There is a risk of violations of legal requirements or ethical standards occurring. Such incidents can lead to legal consequences, fines or contractual penalties and at the same time significantly affect Drees &amp; Sommer’s reputation in the eyes of the public, customers and business partners. This can have direct or indirect financial impacts that can affect the economic success of the company.</p>	<p>To minimize the risk of violations of legal requirements and ethical standards, Drees &amp; Sommer relies on a comprehensive and externally certified Compliance Management System. Effective prevention, control and monitoring mechanisms as well as an anonymous whistleblower system are intended to prevent or uncover possible abuses in order to initiate appropriate measures in a timely manner.</p>
<p><b>Possible loss of skilled workers due to inconsistent exemplification of a corporate culture focused on people and the environment</b> Risk (own operations)</p>	<p>If sustainability is not practiced or is practiced inconsistently in everyday business life, this can have a negative impact on employee motivation and loyalty. Highly qualified specialists could leave the company, which would impair stability and performance. Potential deviations from our value-based corporate culture are therefore a relevant financial risk for Drees &amp; Sommer.</p>	<p>We are committed to the consistent transformation of our company to be more sustainable, going far beyond the fulfillment of legal requirements. As a pioneer in sustainable action, we also transfer our corporate values to our projects in a targeted manner so that they generate clear social and environmental benefits. In this way, we create a working environment that appeals to skilled workers, motivates them and retains them in the long term.</p>

**ESRS 2, SBM-3**

**Our material impacts, risks and opportunities**



- + Positive impact
- Negative impact
- (+) Potential positive impact
- (-) Potential negative impact
- R** Risk
- O** Opportunity

**DR G1-1**

## Policies

To prevent identified risks and strengthen value-oriented corporate management, Drees & Sommer relies on a broad foundation of binding internal regulations that go beyond legal requirements.

These policies apply to all employees, managers and corporate bodies throughout the company. They form a central component of our corporate management. The guidelines promote responsible and honest behavior, clear sustainable and ethical business practices, and a value-based corporate culture.

Our employees can access the applicable guidelines via the Intranet, and selected regulations are also made publicly available via our company website. Top management is responsible for approving all policies.

### Code of Conduct

The principles outlined in our Code of Conduct are at the heart of our corporate values. The Code of Conduct is a company regulation with which our employees expressly agree to comply as part of their employment relationship. At the beginning of the employment relationship, the Code of Conduct is handed over to the employees, who are required to comply with it.

### Anti-corruption

Our anti-corruption policy serves to establish clear principles for lawful and honest conduct in the company and to prevent any form of corruption at home and abroad. The guideline shows the possible legal, economic and reputational consequences and sets out concrete measures for effective corruption prevention.

### Anti-trust law

The internal guideline on anti-trust law sets out requirements for all employees to behave lawfully in competition. In doing so, it shows, for instance, which agreements and practices are restrictive of competition and prohibited. It also describes the possible legal and economic consequences of anti-trust law violations as well as concrete rules of conduct for everyday work.

### Conflicts of interest

Situations can arise in everyday professional life in which the personal interests of employees conflict with those of Drees & Sommer. To identify such situations early on and address them appropriately, our policy on conflicts of interest provides a clear reference framework. The guideline aims to raise awareness of potential conflicts of interest and motivate all employees to actively and responsibly implement its requirements. The guideline describes typical manifestations of conflicts of interest that are particularly relevant to us. These specifically include secondary activities, private shareholdings, careful handling of confidential information and business relationships with related parties.

### Donations, sponsorships and memberships

Donations and sponsorship activities as well as support for our employees' memberships in professional associations are of increased relevance in our corporate activities. To ensure transparent and responsible handling of these activities, our internal company policy provides clear guidelines for potential conflicts of interest. It defines prohibited forms and establishes binding approval processes. Additionally, it explains the consequences of violations.

**DR G1-2**

## Measures

The Compliance Management System (CMS) at Drees & Sommer has been certified by the Institute for Corporate Governance in the German Real Estate Industry since 2016. The ICG's review evaluates the appropriateness of establishing company-specific compliance processes and instruments that promote integrity and prevent unlawful and undesirable acts. A central component of the CMS is regularly implementing a global risk assessment. This assessment takes into account local legal requirements and the individual assessment of core compliance risks.

One measure to uncover possible abuses and prosecute violations is establishing a whistleblower system. Affected parties, both internal and external, can anonymously report possible compliance violations to an ombudsman's office. Additionally, all employees are free to contact the persons responsible for compliance directly, such as managers and central compliance officers. Reporting offices are available to all Drees & Sommer employees worldwide. This offers the company the opportunity to identify and address potential grievances within the organization at an early stage.

In 2023, we re-reviewed and adapted the whistleblower system in accordance with the EU Whistleblowing Directive (2019), the German Act for the Better Protection of Whistleblowers (HinSchG), and the applicable local whistleblower protection laws of our international locations. Information on the reporting channels and reporting procedure can be found in Drees & Sommer's [Whistleblower Policy](#).

Another measure to consolidate a value-oriented corporate culture and prevent possible compliance risks is to provide all employees with comprehensive training on compliance topics to ensure that they are informed about their rights, obligations and reporting channels.

To consolidate sustainability as a principle of our actions, in line with our strategic orientation and alongside the fulfillment of compliance-related standards, we implement targeted awareness-raising and training measures. For instance, we plan to introduce company-wide sustainability training in 2025. Additionally, sustainability will be one of three focus topics at an internal, in-person event for all employees worldwide called Blue Days in the summer of 2025. The goal is to explain the various aspects of sustainability, make sustainable action tangible, and anchor it within the company long term.

**DR G1-4**

## Key figures on corruption and bribery cases

Compliance violations are not tolerated at Drees & Sommer. To ensure a high level of awareness of compliant behavior, we comprehensively inform all employees about the applicable code of conduct when they join the company. This means that all of our employees are covered by training measures, which promote corruption prevention in particular.

After careful examination, no cases of corruption or bribery were found during the reporting period.

# STATEMENT ON DUE DILIGENCE

## DR GOV-3

Sustainability due diligence is an integral part of our business activities and serves to ensure responsible behavior in our own business activities as well as in the upstream and downstream value chain. Our approach aims to identify, address and thus prevent potential negative impacts on people, the environment and integrity at an early stage.

In this sustainability report, we transparently explain how we responsibly comply with our sustainable due diligence obligations. The following table provides a structured overview of the due diligence process, guidelines and appropriate responsibilities implemented at Drees & Sommer. Further information can be found under the page numbers listed in the right-hand column.

CORE ELEMENTS OF DUE DILIGENCE	BRIEF DESCRIPTION	PAGE(S)
a) Embedding due diligence in governance, strategy and business model	Sustainability is firmly anchored in the corporate strategy and governance structures. Key measures are being taken to drive forward the sustainable transformation of the business model.	5, 17, 45, 60 – 61
b) Engaging with affected stakeholders in all key steps of due diligence	As part of our due diligence processes, we maintain an ongoing dialogue with key stakeholders, including employees, supply chain workers, customers and public interest groups.	11 – 13, 46
c) Identifying and assessing negative impacts	Our negative impacts were determined as part of a double materiality assessment. The project was carried out under the coordination of the Corporate Sustainability Team by a cross-departmental steering committee. This enabled a balanced and well-founded assessment to be carried out. The process and the evaluation results were documented in a comprehensible manner and summarized in this report.	5, 15, 21 – 22, 33, 41 – 43, 53, 58
d) Taking action to address negative impacts	We established numerous measures to counteract our negative impacts in a targeted manner. Implementing and further developing these measures is part of a continuous process through which we take responsibility and strive for sustainable improvements.	17, 18, 48, 55, 61
e) Tracking and communicating the effectiveness of these efforts	We communicate our KPIs annually using this report to ensure transparency. In this way, we create a reliable basis for open dialogue and promote a common understanding of our development and goals.	8, 12 – 13, 16

# **ESRS AND GRI INDEX**

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# ESRS INDEX

## Explanation of use:

Drees & Sommer SE published the sustainability disclosures presented in this report with reference to the European Sustainability Reporting Standard (ESRS) for the period 01/01–12/30/2024.

The following ESRS index provides an overview of the topics identified in the context of the double materiality assessment and shows on which pages the data points to be reported can be found.

## ESRS 2: General information

	SHORT NAME	PAGE(S)
CDR BP-1	Basis for preparation	4
DR GOV-1	The role of the administrative, management and supervisory bodies in sustainability	5
DR GOV 3	Statement on due diligence	62
DR GOV 4	Risk management and internal controls for sustainability reporting	5
DR SBM-1	Strategy, business model and value chain	6–10
DR SBM-2	Interests and views of stakeholders	11–12
DR SBM-3	Our strategy and impact on sustainability issues	16
DR IRO-1	Process description for identifying and evaluating material impacts, risks and opportunities	13–14
DR IRO-2	Material impacts, risks and opportunities	15, 21–22, 33, 41–43, 53, 58
GDR-P	Policies	17–18
GDR-A	Actions and resources	18
GDR-M	Metrics	18

## ESRS E1: Climate change

CODE	SHORT NAME	PAGE(S)
DR E1-1	Transition plan for climate change mitigation	24
DR E1-3	Actions and resources in relation to climate change policies	25
DR E1-4	Policies related to climate change	24
DR E1-5	Climate change and energy action	26
DR E1-6	Objectives and governance approach for greenhouse gas reduction	27
DR E1-7	Energy consumption and mix	27
DR E1-8	Gross scopes 1, 2, 3 and total GHG emissions	28
DR E1-9	Greenhouse gas compensation through CO <sub>2</sub> certificates	29

## ESRS E5: Resource use and circular economy

CODE	SHORT NAME	PAGE(S)
DR E5-1	Policies on resource use and circular economy	35
DR E5-2	Actions and resources related to resource use and circular economy	36
DR E5-4	Resource inflows	36

**ESRS S1: Own workforce**

CODE	SHORT NAME	PAGE(S)
DR GOV 1	The role of the administrative, management and supervisory bodies in sustainability	47
DR S1-1	Policies	45
DR S1-2	Engaging with own workers	46
DR S1-3	Measures	48 – 51
DR S1-5	Characteristics of own workforce	46 – 47
DR S1-8	Diversity metrics	47
DR S1-10	Social protection	47
DR S1-11	Persons with disabilities	48
DR S1-12	Training and skills development metrics	50
DR S1-13	Health and safety metrics	49
DR S1-16	Incidents of discrimination and other human rights violations	48

**ESRS S2: Workers in the value chain**

CODE	SHORT NAME	PAGE(S)
DR S2-1	Policies related to workers in the value chain	55
DR S2-2	Integrating workers into the value chain, having channels in place for value chain workers to address concerns or needs and approaches to remedy the situation	55
DR S2-3	Measures and resources related to workers in the value chain	55

**ESRS G1: Business conduct**

CODE	SHORT NAME	PAGE(S)
DR G1-1	Business conduct policies	60
DR G1-2	Actions related to business conduct	61
DR G1-4	Key figures on corruption and bribery cases	61

# GRI INDEX

This sustainability report was partially produced using the European Sustainability Reporting Standards (ESRS). However, to facilitate the transition from the previously applied reporting framework of the Global Reporting Initiative (GRI) to the ESRS, it was also produced with reference to the Global Reporting Standard 2021. The topics to be reported are listed in the following GRI content index. The reporting cycle is carried out annually in accordance with the financial scope of consolidation.

## Application statement

Drees & Sommer SE compiled the information provided in this GRI index for the period from 01/01 – 12/31/2024 with reference to the GRI Standards.

## Used standard: GRI 1

GRI 1: Basics 2021

## GRI 2: General Disclosures 2021

CODE	SHORT NAME	COMMENT	SEITE
GRI 2-1	Organizational details		4, 5, 9
GRI 2-2	Entities included in the organization's sustainability reporting		4
GRI 2-3	Reporting period, reporting frequency and contact point		4, 69
GRI 2-5	External assurance		4
GRI 2-6	Activities, value chain and other business relationships		9, 10
GRI 2-7	Employees		46–47
GRI 2-9	Governance structure and composition		5, 9
GRI 2-12	Role of the highest governance body in overseeing the management of impacts		5
GRI 2-13	Delegation of responsibility for managing impacts		5
GRI 2-22	Statement on sustainable development strategy		7, 8, 18
GRI 2-23	Policy commitments		17, 18
GRI 2-25	Processes to remediate negative impacts		21–22, 33, 41–42
GRI 2-27	Compliance with laws and regulations	There were no confirmed violations of laws or regulations in the reporting period.	61
GRI 2-29	Approach on stakeholder engagement		11–12

**GRI 3: Material Topics 2021**

CODE	SHORT NAME	COMMENT	PAGE(S)
GRI 3-1	Process to determine material topics		13 – 14
GRI 3-2	Material Topics		15
GRI 3-3	Management of material topics		21 – 22, 33, 41– 43, 53, 58

**GRI 205: Anti-corruption 2016**

CODE	SHORT NAME	COMMENT	PAGE(S)
GRI 205-1	Operations assessed for risks related to corruption		61
GRI 205-2	Communication and training about anti-corruption policies and procedures		60 – 61
GRI 205-3	Confirmed incidents of corruption and actions taken		61

**GRI 302: Energy 2016**

CODE	SHORT NAME	COMMENT	PAGE(S)
GRI 302-1	Energy consumption within the organization		27
GRI 305-1	Direct GHG emissions (Scope 1)		28
GRI 305-2	Energy indirect GHG emissions (Scope 2)		28
GRI 305-3	Other indirect GHG emissions (Scope 3)		28

**GRI 401: Employment 2016**

CODE	SHORT NAME	COMMENT	PAGE(S)
GRI 401-1	New employee hires and employee turnover		46

**GRI 403: Occupational Health and Safety 2018**

CODE	SHORT NAME	COMMENT	PAGE(S)
GRI 403-1	Occupational health and safety management system		48 – 49
GRI 403-5	Worker training on occupational health and safety		49
GRI 403-6	Promotion of worker health		48 – 49
GRI 403-8	Workers covered by an occupational health and safety management system		49
GRI 403-9	Work-related injuries		49
GRI 403-10	Work-related ill health		49

**GRI 404: Training and Education 2016**

CODE	SHORT NAME	COMMENT	PAGE(S)
GRI 404-1	Average hours of training per year per employee		50
GRI 404-2	Programs for upgrading employee skills and transition assistance programs		50
GRI 404-3	Percentage of employees receiving regular performance and career development reviews		50

**GRI 405: Diversity and Equal Opportunity 2016**

CODE	SHORT NAME	COMMENT	PAGE(S)
GRI 405-1	Diversity of governance bodies and employees		47

**GRI 406: Non-discrimination 2016**

CODE	SHORT NAME	COMMENT	PAGE(S)
GRI 406-1	Incidents of discrimination and corrective actions taken		48

**GRI 409: Forced or Compulsory Labor 2016**

CODE	SHORT NAME	COMMENT	PAGE(S)
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		53–55

**GRI 414: Supplier Social Assessment 2016**

CODE	SHORT NAME	COMMENT	PAGE(S)
GRI 414-1	New suppliers screened against social criteria		55
GRI 414-2	Negative social impacts in the supply chain and measures taken		52–55

### **Contact**

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### **Legal notice**

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