

GOLDBECK

Our
Sustainability
Activities in
2024/25



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Jörg-Uwe Goldbeck
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Deutschland GmbH and Chief
Sustainability Officer

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Co-CEO

Editorial

Dear readers,

In this issue, we take a look back over the past financial year and explore how we approach sustainability in order to achieve a lasting impact as a family business. Since 2023, we have been using our Sustainability Roadmap to plan and monitor our sustainability targets. The roadmap enables us to implement measures, improve our social engagement and work to achieve our ESG targets. We remain strongly committed to our key target for the 2030s: to construct nature-positive buildings that act as carbon sinks, power plants, material stores and places that benefit biodiversity.

At GOLDBECK, sustainable action is characterised by its variety. Further on, we discuss our activities, achievements and planned progress in the 2024/25 financial year and provide an update on our key figures. We focus on our biggest contribution to climate protection – our decarbonisation strategy. We have set specific targets for operational emissions and are monitoring progress in-house using a new tool. As the development of the Blue Buildings concept shows, we are also acting consistently to cut project emissions. The Blue Buildings product line – which now includes offices and residential properties – offers our customers economical solutions with a scalable decarbonisation approach. These buildings reduce carbon footprints and also fulfil eight other sustainability promises. We are continuously making progress in research and development. GOLDBECK's Concrete Innovation Centre will open in Hamm in winter 2025. Future-proof concrete will be developed here. We have also received the first environmental product declaration for our car park ceilings and ramp panels.

When it comes to Environment, Social and Governance, we are making clear progress. We have developed a unique approach – the biodiversity area factor – for determining the ecological value of land. Recent achievements include recertification of our environmental management system in accordance with ISO 14001 and new ESG ratings from EcoVadis. GOLDBECK assumes responsibility in a variety of ways, including through corporate volunteering. A dedicated platform will soon be launched to help all employees get involved in social initiatives that align with their interests.

Our Sustainability Roadmap continues to guide us in the right direction. At the same time, we are preparing for the roll-out of the mandatory European reporting (CSRD). Implementation of the new legislation has been delayed by policymakers, but our commitment to sustainability continues. In fact, the delay has given us more time to prepare for the upcoming requirements and report even more efficiently. We are analysing data gaps, optimising processes and developing implementation plans. An ESG software tool is helping us to identify important issues and track progress. The double materiality assessment published at the end of 2024 represents a milestone in our sustainability reporting. Last but not least, the new, more pragmatic legislation makes it easier for us to carry out the important task of reporting, which we very much welcome.

We achieved a lot in the 2024/25 financial year. Our success is down to the people who make GOLDBECK what it is: our employees, customers and partners. We would like to take this opportunity to thank all of you. We will keep moving forward together – with perseverance, courage and the determination to achieve our goals.

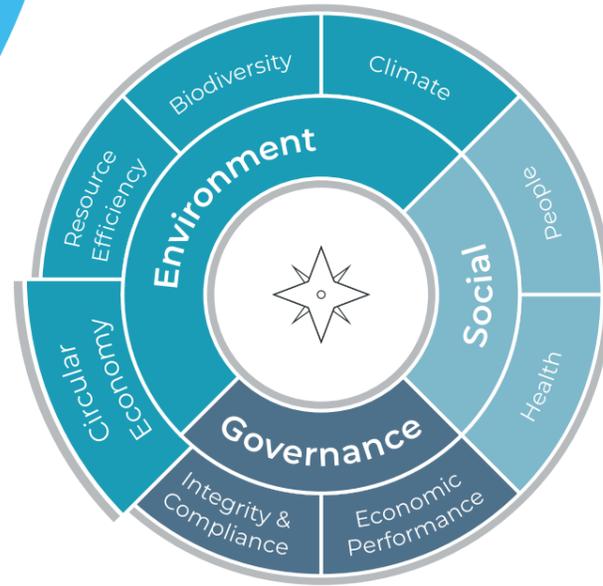
Warmest regards,

Jörg-Uwe Goldbeck

Jan-Hendrik Goldbeck

Dr Michael Six

Quick Takes



Circular Economy in Construction – GOLDBECK Supports Endowed Professorship

The circular economy is one of the eight focus areas of our sustainability strategy and is of central importance for us as a construction and service company. **With GOLDBECK construction systems and in-house industrial pre-production facilities at our disposal, we are in an ideal position to implement circularity in practice:** from resource-efficient material use and the extraction of secondary raw materials to the reduction of primary resources – without compromising quality or functionality.

We focus on integrating circular strategies into the holistic system architecture of our buildings. **We consider recyclability from the very beginning** go to ensure high-quality recycling, reusability and the lowest possible amount of waste.

We will significantly expand our commitment to the circular economy from 2025/26 onwards: **GOLDBECK has joined forces with Schüco to fund an endowed professorship for Circular Economy in Construction** at Karlsruhe Institute of Technology (KIT). The professorship (tenure track) is dedicated, among other things, to the circular design and realisation of structures, modular construction approaches and circular value creation processes, as well as the development of marketable business models and regulatory frameworks. In this way, we hope to unite entrepreneurial practice with scientific study to achieve sustainable solutions with ecological impact and economic added value.

“I am delighted that, with the support of GOLDBECK and Schüco, we are now able to provide start-up funding for a strategically highly relevant professorship in an important future-oriented field of research and teaching at KIT.”

Prof. Dr. Shervin Haghsheno, Head of the Institute of Technology and Management in Construction at KIT



A Milestone in Our ESG Strategy – GOLDBECK’s First EPD

At the end of 2024, we reached an important stage of our ESG strategy: the **car park ceilings and ramp panels** produced in-house received an Environmental Product Declaration (EPD). This underscores our role as a driver of innovation in the construction industry and our ambition to continuously develop sustainable products.

“Our aim is to acquire EPDs for all relevant system components and further reduce their carbon footprint,” says Izabela Bürkner, Head of Life Cycle Engineering and Climate. **An EPD provides standardised, verified and third-party-reviewed information on the environmental impacts of a product throughout its entire life cycle**, e.g. on GHG emissions and energy consumption. This information is becoming increasingly important in view of rapidly evolving regulations, such as the EU Construction Products Regulation. Furthermore, we are aligning ourselves with customer and market requirements, which vary considerably across the European countries in which we operate.

Our customers also benefit from our EPDs: they gain a transparent insight into the relevant environmental properties of our system components and more specific results in the life cycle assessments of their construction projects. For the Dutch market, we have obtained EPDs for both concrete and steel according to the country-specific method. In Denmark, our subsidiary DS Elcobyg provides both general and project-specific EPDs on request for maximum transparency and sustainability.

The first EPD is an important milestone, but as always, we are looking ahead: **by using EPDs, we unite industrial efficiency and environmental responsibility.** In this way, we are making sustainable construction quantifiable and future-proofing our buildings across Europe.



Click on the QR code to find more information on our EPDs.



Handover of the EPD to GOLDBECK (from left to right): Lukas Metzger, Sustainability Manager in Life Cycle Engineering and Climate, IBU Representative Stefan Zwerenz, Izabela Bürkner, Head of Life Cycle Engineering and Climate, and Dr Michael Six, Managing Director of GOLDBECK Deutschland GmbH and Chief Sustainability Officer. Image rights: SashMedia/Schüco

DGNB Platinum for Bielefeld: award for the biodiversity-enhancing outdoor areas of our new office buildings.



“Nature is the largest economic sector and our most important service provider.”

Dr Frauke Fischer, one of Germany’s leading biodiversity experts and founder of the agency auf!



Making Biodiversity Measurable – the GOLDBECK Biodiversity Area Factor

As a construction and service company, we have a direct influence on biodiversity. Factors such as site selection, land sealing and the use of materials directly affect ecosystems. We are therefore committed to taking responsibility: our goal is to minimise negative influences and actively promote biodiversity through nature-positive, future-oriented buildings that are designed to achieve a biodiversity net gain.

Open space design has been an integral part of our project planning for a number of years. Since July 2023, we have also been working closely with biodiversity expert Dr Frauke Fischer and her agency auf! to set **new standards for ecologically effective construction projects**. The new module catalogue created for this purpose contains various packages of measures for establishing ecologically valuable areas. At the same time, we are responding to legal requirements and growing customer interest in biodiverse areas.

In order to make the impacts of construction projects on biodiversity measurable, we have developed a **biodiversity area factor (BAF) that is unique on the market**. With the help of this approach, we calculate the ecological value of areas – once before the start of construction and again after completion. The assessment takes into account the quality, quantity and diversity of areas dedicated to biodiversity. Species-rich and native plantings receive a higher rating, while invasive species and monocultures receive a lower rating.

The biodiversity area factor has been validated by external experts and further developed in cooperation with Dr Frauke Fischer. Among other things, this development included the integration of an additional parameter that takes into account the long-term preservation of ecological outdoor facilities. The result: a sound, **practical assessment tool** that enables planners to **assess biodiversity transparently**. The BAF is currently being used to analyse and assess company-owned office and production sites in Germany and Europe.

“It was very important to us to make measures to promote biodiversity quantifiable. Now we can directly compare the initial state with the planned implementation.”

Michael Ruland, Head of Civil and Environmental Engineering



Top Result – GOLDBECK is the First Construction Company with a Multiple DGNB Basic Certificate for Logistics

GOLDBECK has once again successfully received a multiple certification from the German Sustainable Building Council (DGNB). In July 2025, the warehouse product once again received a multiple certification. **“We are very proud to be the first in the 2023 version in logistics and to have achieved Gold again this time,”** says Izabela Bürkner, Head of Life Cycle Engineering and Climate. “While we had already achieved this for the 2009, 2012 and 2018 versions, the requirements have substantially increased in the meantime.”

GOLDBECK is the first construction company to achieve Gold as part of DGNB multiple certification for logistics in the 2023 version. We have pursued DGNB certification for our products since the 2009 version. The renewed Gold multiple certification for our warehouses proves that we offer our customers reliable sustainability standards. Pre-certification paves the way for them to obtain an individual DGNB Gold certificate for their buildings. Builders and auditors can provide the required documentation more easily, faster and therefore more cost-effectively.

The GOLDBECK Carbon Footprint Calculator – Calculating Emissions at the Design Stage

Since March 2024, we have been setting new benchmarks for sustainable planning with our specially developed Carbon Footprint Calculator (CFC). Using this digital tool, we calculate the embodied carbon emissions of a building structure as early as the initial design phase – and we can calculate this for all life phases.

The calculations are based on constantly updated and validated CO₂ reference values, supplemented by specific data of GOLDBECK construction systems, including façade elements and staircases. Comparing variants provides **reliable decision-making bases for customers and project managers**. The aim is to actively optimise each building’s carbon footprint. The CFC is web-based and creates automated PDF reports with just a click. These reports can then be sent to customers and archived in the system for future audits.

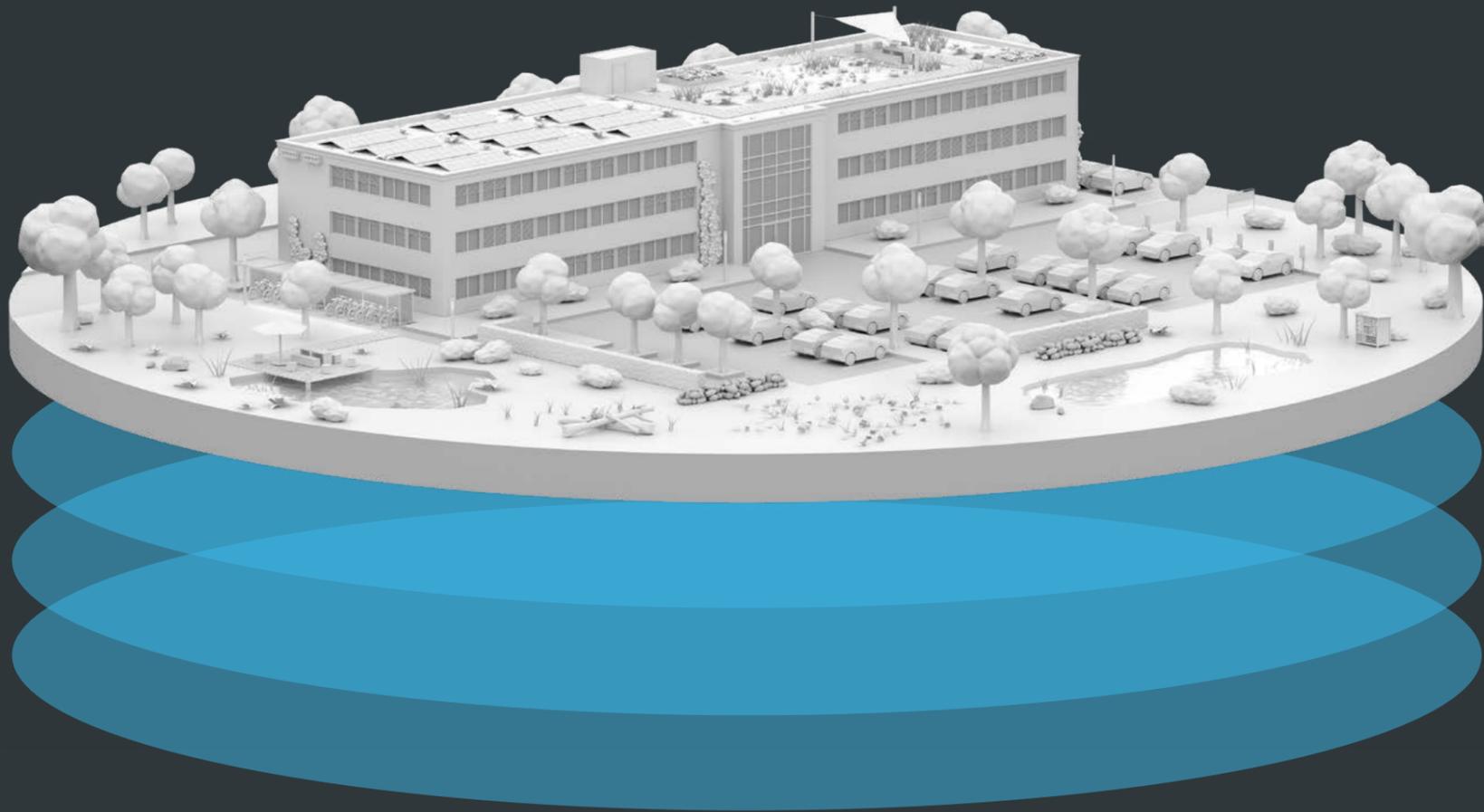
Since the tool was launched, we have issued forecasts for office buildings and warehouses. In the meantime, we have expanded the CFC portfolio to include residential and school buildings. A quick glimpse into the future reveals there’s more to come! We are working hard to further develop the CFC. After all, one thing is certain: **CO₂ is becoming the second currency!**



You can find out more about our biodiversity approach and our Carbon Footprint Calculator in the GOLDBECK Sustainability Report 2023/24.

Sustainability in Series:

GOLDBECK **Blue** – Built for the Future



Climate targets, biodiversity, ESG requirements, economic pressure: companies who build today need to ensure they still exist tomorrow – and operate in a verifiably sustainable manner. This is exactly where GOLDBECK Blue comes in with the next chapter in sustainable construction – with future-proof customer solutions that are systematised, holistically planned and already feasible today.



GOLDBECK Blue is more than just a concept. It is our response to the requirements for future-proof construction and operation. From the choice of materials through to building operation and demolition, we take a systematic approach to sustainability covering environmental, economic and social aspects. “We want to show what is already possible today and set a new benchmark to guide sustainable construction and operation,” explains Dr Michael Six, Chief Sustainability Officer (CSO) and Managing Director of GOLDBECK Deutschland GmbH. Our customers benefit from pre-designed solutions that make sustainability tangible so it is possible to plan. A model for the buildings of tomorrow.

Blue Buildings: sustainable buildings based on a systematic approach
Blue Buildings break down the complex topic of sustainability into nine criteria ranging from reducing carbon emissions to comfort and health. “With our Blue Buildings we offer two preconfigured concepts: The Blue Building, which focuses on optimal life cycle costs, and the Blue Building Premium, which offers the highest sustainability performance,” says Dr Kati Herzog, Head of ESG at GOLDBECK. Ultimately, our customers decide which of the nine criteria with different targets suit their requirements and sustainability goals as well as the respective project.

Nine ESG Parameters



GOLDBECK Blue Buildings: defined targets along ESG parameters.

“Instead of individual flagship projects, we deliver scalable solutions for the industry.”

Dr Kati Herzog, Head of ESG at GOLDBECK



Our vision for the future: nature-positive buildings

In the 2030s, GOLDBECK plans to construct buildings capable of capturing carbon, promoting biodiversity and functioning as material storage facilities and energy power plants. **For buildings that give more than they take.**



Tip: Click on the QR code to find out more about GOLDBECK Blue.

Blue Materials: materials that have an impact

Our biggest lever for reducing the amount of embodied carbon we produce? The materials we use. **Because we manufacture our construction elements in-house, we have the power to directly influence our carbon emissions.** In spring 2024, the first GOLDBECK Blue Concrete was poured into the formwork at the Hamm plant. A concrete with up to 35% lower carbon emissions than the industry benchmark (according to the Concrete Sustainability Council, CSC) – without compromising quality and durability.

Steel is also becoming more sustainable. More recycling and stronger reliance on renewable energies in manufacturing processes significantly lowers a material's carbon footprint. “Our Blue Materials represent a commitment to responsibility, both in terms of the bigger picture and the finer details,” says Dr Michael Six. But that’s not all. The Concrete Innovation Centre – a new centre for concrete research – is currently being built at the Hamm plant. A place where ideas will grow into innovations for the next generation of sustainable construction materials.

Blue Services: rethinking sustainability in existing buildings

With Blue Services, GOLDBECK Real Estate Services is increasing the performance of existing properties thanks to tailor-made solutions designed to improve sustainability. The aim is to **ecologically optimise existing buildings and enhance them in a socially and economically viable manner.** A combination of short decision-making paths, pooled expertise, seamless knowledge sharing and optimal synergy management ensures that the sustainable transformation of assets and portfolios is efficient and has a measurable impact.

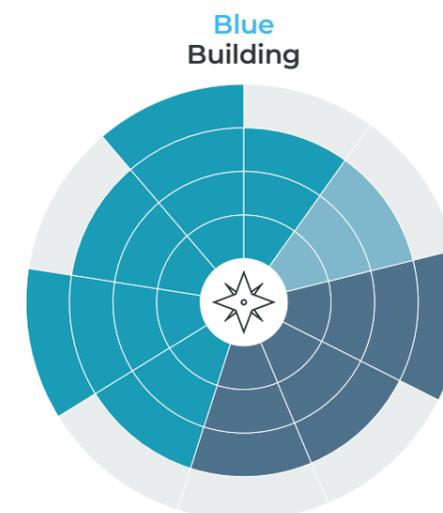
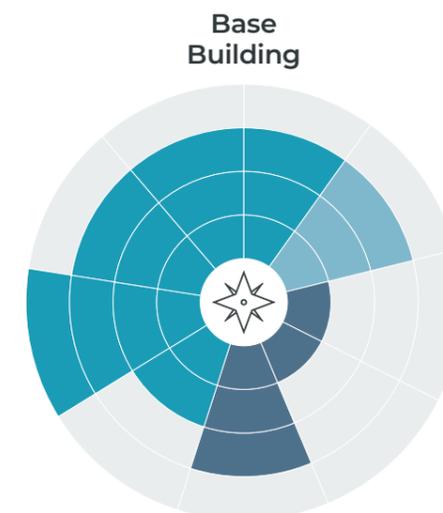
GOLDBECK Blue is the construction kit and strategic approach for sustainable building. Our aim is not only to meet sustainability criteria but also to rethink them. To not only implement individual measures but to optimise the overall sustainability performance of our buildings. **Always in focus: scalability.** From industrial buildings and multi-storey car parks to school buildings – we are shaping the future of construction with a focus on innovation, series production and lasting cost-effectiveness. “With GOLDBECK Blue, we are focussing on continuously improving the sustainability performance of our products and services in Germany and throughout Europe,” says Dr Kati Herzog.

// Blue Buildings – what we've achieved so far

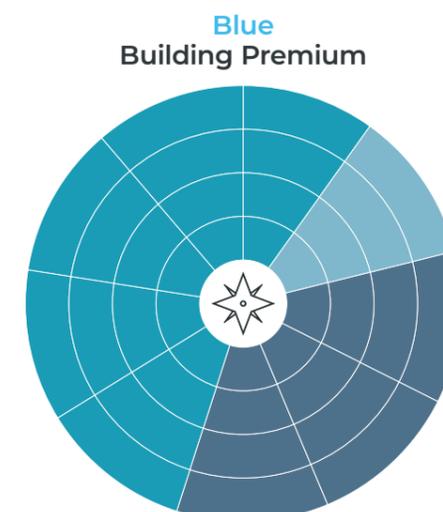
Blue Building Logistics have been available since October 2023. Meanwhile, **Blue Buildings Office and Residential** have also been developed. Blue Building car parks and an update to the Blue Building industrial buildings are scheduled to follow by October 2025. Blue Buildings concepts for school buildings are in the pipeline for 2026. “Our Blue Buildings enable customers to take responsibility and transform their ideas into reality in line with their vision,” explains Dr Michael Heckmann, Sustainability Manager at GOLDBECK.

// Blue Suite GSE – sustainable buildings à la française

The concept behind Blue Buildings is not bound by national borders. With Blue Suite GSE, **GOLDBECK is transferring its philosophy to other European countries**, first and foremost to France. The principles remain the same but implementation is adapted to local conditions, regulations and customer requirements.



Focus: Optimised life cycle costs



Focus: Achieving top sustainability performance

Starting with the economically optimised Base Building, we are gradually increasing the sustainability performance for our customers with the Blue Building and Blue Building Premium.

GOLDBECK's Decarbonisation Strategy –

ON THE ROAD TO NET ZERO

Towards a future fit for generations to come

The climate crisis is not only an environmental challenge – it is also a corporate one. GOLDBECK is addressing this with a decarbonisation strategy designed to help achieve the goals of the Paris Agreement. The main target: limiting global warming to 1.5°C. Our focus: systematically reducing our carbon footprint.

Working together on the GOLDBECK decarbonisation strategy (from left to right): Dr Michael Heckmann, Sustainability Manager, Dr Kati Herzog, Head of ESG, Fabian Westhaus, Sustainability Manager, and Dr Michael Six, Managing Director of GOLDBECK Deutschland GmbH and Chief Sustainability Officer.

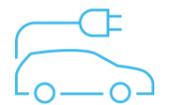
Our Path:
Ambitious, Achievable, Systematic

Net zero

By 2045 (for Scope 1 to 3 emissions) to keep global warming below 1.5°C and create a future worth living in.

50%

Lower carbon emissions* by 2030 (Scope 1 and 2 emissions).



100% electric fleet by 2029 in Germany with our own charging infrastructure.



Precast concrete elements as carbon sinks
Part of our vision for the 2030s.



In-house carbon accounting
Because we don't delegate responsibility.

* Note: For readability, we use carbon emissions as a general term to refer to all GHG emissions.

Our Carbon Footprint at a Glance

Total Carbon Footprint

GOLDBECK's annual carbon footprint or the carbon footprint of a completed customer project consists of two main elements:

1. Corporate Carbon Footprint (CCF)

Share: approx. 1%

The CCF refers to the direct emissions caused by GOLDBECK's corporate activities.

For example, through

- // mobility (e.g. vehicle fleet and business travel);
- // the energy consumption of offices and production sites; and
- // building and plant extensions.

2. Project Carbon Footprint (PCF)

Share: approx. 99%

The vast majority of the total carbon footprint is generated by completed construction projects.

The PCF is divided into two categories:

- // **Embodied carbon:** Carbon emissions resulting from the manufacture, construction and maintenance of a building over a 50-year period and from its demolition.
- // **Operational carbon:** Carbon emissions resulting from the operation of a building over a 50-year period (e.g. heating, cooling, electricity consumption).



~ 1%

Corporate Carbon Footprint

Carbon emissions generated by our vehicle fleet, offices and production sites, including corporate activities

Total Carbon Footprint

~ 99%

Project Carbon Footprint

Carbon emissions generated by projects we have completed including customer requirements



Scale of Influence



Customer requirements and user behaviour

Product Carbon Footprint

Carbon emissions generated by our products



Warehouses



Office buildings



Residential buildings



Multi-storey car parks



Schools



GOLDBECK

Our Levers: Direct, Indirect, Effective

We can directly influence our **corporate carbon footprint** by employing more efficient processes, switching to renewable energies or electrifying our vehicle fleet.

By comparison, we are less able to influence the **project carbon footprint**: here, individual customer wishes, project-specific framework conditions and available market standards determine what is environmentally, technically and economically feasible.

And yet we do have a strong lever to influence the actual project carbon footprint indirectly: **reducing our product carbon footprint** – the carbon footprint of our products without special requests and under optimal conditions. Here, we start every customer project with a great influence on **embodied carbon**. The carbon

emissions in the use phase (**operational carbon**) are significantly influenced by the technical building installations as well as customer and user behaviour.

Our sustainable concepts – the **GOLDBECK Blue Buildings** – serve as a **benchmark** for the product carbon footprint. They are part of our GOLDBECK Blue strategic sustainability approach and combine environmental, economic and social sustainability measures. With this, we are demonstrating what can already be achieved today and underlining our goal of reducing our carbon footprint year after year.

The Definition of Scopes – and How We Allocate Our Emissions

We base our greenhouse gas accounting on the globally recognised Greenhouse Gas Protocol (GHG) standard to ensure our carbon emissions can be compared on an international scale. The GHG Protocol classifies emissions into three scopes, i.e. categories of emissions sources:

Scope 1

Direct emissions

Emissions generated directly by our company – for example, by factory buildings and heating systems at our sites as well as by our vehicle fleet (petrol and diesel).

Scope 2

Indirect emissions from purchased energy

Emissions originating from the purchase of electricity or district heating – i.e. from energy that we purchase externally and use, for example, in our office and production buildings or to power the electric vehicle fleet.

Scope 3

Other indirect emissions along the value chain

Scope 3 encompasses emissions from the production of construction materials, transport, waste, business trips and from the 50-year operation of the buildings constructed by us.

Good to Know

By far the largest proportion of our total emissions – more than 99% – relates to Scope 3 emissions and, within this scope, to the project carbon footprint. This means the emissions generated during the life cycle of our construction projects.

CO₂ footprint
-2.4%

Scope 1 and Scope 2 corporate emissions per employee compared to the 2023/24 financial year, despite growth

Our Carbon Footprint – Where Do We Stand Today?

Corporate carbon footprint

Scope 1, Scope 2 and Scope 3 emissions (corporate)

Since the 2020/21 financial year, GOLDBECK has recorded the carbon emissions generated at its sites. Originally, emissions were recorded only in Germany, but since 2021/22 we have also collected data on our carbon emissions around the globe. Since 2025, carbon accounting has been managed in-house with the help of a new tool that enables precise and uniform analysis. In this way, we are creating the basis for targeted measures and transparent progress monitoring – both internally and externally.

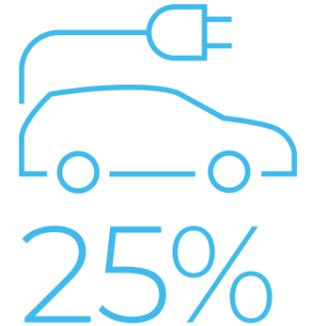
Project carbon footprint

Scope 1, Scope 2 and Scope 3 emissions (project-related)

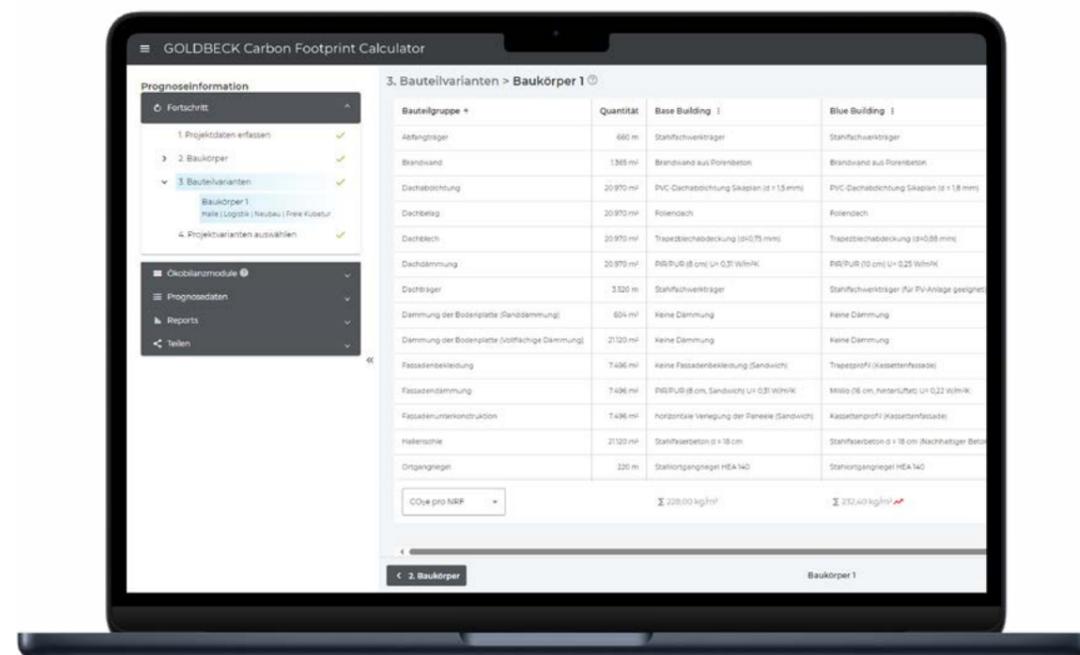
Where possible, we use the life cycle assessment (LCA) methodology to calculate the carbon footprint of our turnkey construction projects. This method is based on the specific use of materials and valid emission factors. It yields meaningful results, but it also requires high data quality and level of detail.

Current status:

The data is not yet as comprehensive as we would like it to be, which is why we are not publishing our project carbon footprint this year. **However, one aspect we are already able to measure and control very well is the carbon emissions of our products.** We use LCAs to record project emissions across Europe. We plan to increase the LCA quota to 75% in the near future. This objective is supported by the high number of certified construction projects for which LCAs will soon be mandatory, along with the fact that carbon footprint analyses will be increasingly required in the future. The in-house developed GOLDBECK Carbon Footprint Calculator (CFC) represents a major step in the right direction: The CFC has made it possible to forecast project-specific emissions in the early design phase, paving the way towards net zero.



electric vehicles in our German fleet: In the 2024/25 financial year, we were able to increase the number of electric vehicles by 82% compared to the previous year.



The latest key figures for our corporate carbon footprint can be found from page 26 onwards.



More information on Scope 1 to 3 can be found by clicking on the QR code.

Our Decarbonisation Approaches for the Corporate Carbon Footprint

Our Goal – Quickly Lowering Scope 1 and 2 Emissions

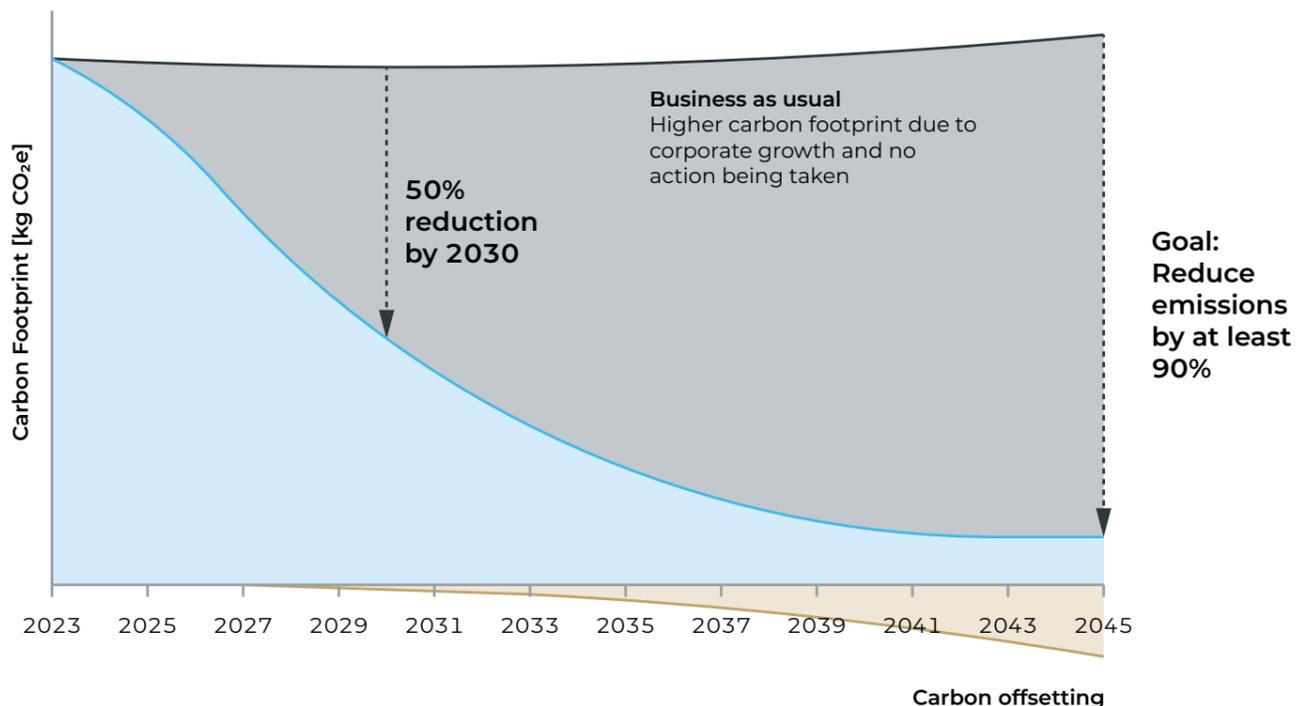
How would our corporate emissions develop if we were to do nothing? This scenario – the business-as-usual scenario – provides the baseline for our comparison. It reveals that if we fail to take any action, our carbon emissions will increase, mainly as a result of planned growth. With our strategy, we are deliberately pursuing a different course. In line with the Paris Agreement, we aim to reduce our Scope 1 and 2 emissions by at least 90% compared to baseline figures by 2045 at the latest. We have set ourselves the target of achieving a 50% reduction by 2030.

We are primarily focusing on electrifying our vehicle fleet and supplying our sites with renewable energy. We also invest in innovative partnerships – for example, start-ups that develop battery storage from second-life batteries – to help further reduce our emissions.

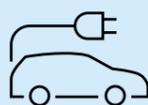
Our Principle – Avoidance Before Reduction Before Offsetting

Our guiding principle for decarbonisation is clear: avoidance before reduction before offsetting. Wherever possible, we avoid carbon emissions from the outset, for instance through efficient processes, resource-efficient construction methods and optimised energy use. In cases where emissions are unavoidable, we rely on technical and organisational measures to reduce them. Offsetting is the last resort – in a targeted, comprehensible and as effective manner as possible.

Decarbonisation Pathway for our Corporate Scope 1 & 2 Emissions



Our Measures – Specific and Measurable

1.  **Electrification of our vehicle fleet**
By 2029, we will convert our entire fleet in Germany to electric vehicles. Other countries will follow. At the same time, we are expanding our charging infrastructure at our sites and offering charging facilities at our construction sites.
2.  **Converting our heating technology**
Outdated coal and gas-fired powder furnaces at our production sites are gradually being replaced with renewable heating systems. At our offices, we aim to fully transition to heat pump systems.
3.  **Expansion of renewable energies**
Photovoltaic systems and innovative storage systems are increasing the proportion of energy we generate in-house. The goal: more independence and security of supply, lower emissions.
4.  **Smart energy management**
Digital controls and monitoring tools help us track our energy consumption and pinpoint ways to save energy.
5.  **Sustainable new buildings and rentals**
We adhere to specific, self-imposed sustainability requirements for our own properties and the properties we lease; these cover aspects from construction to energy procurement.
6.  **Employees as ambassadors**
We actively involve our employees in the implementation by keeping them informed, providing training and raising awareness.

What Added Value Does Our Product Approach Offer?

GOLDBECK understands buildings as products. By adopting a systematic approach, we are working towards the important goal of making decarbonisation manageable. Starting with the economically optimised base building, we are gradually increasing sustainability performance with the Blue Building and the Blue Building Premium. In this way, we reduce the carbon footprint throughout the entire life cycle of a building, from embodied carbon and operational carbon to whole life carbon.



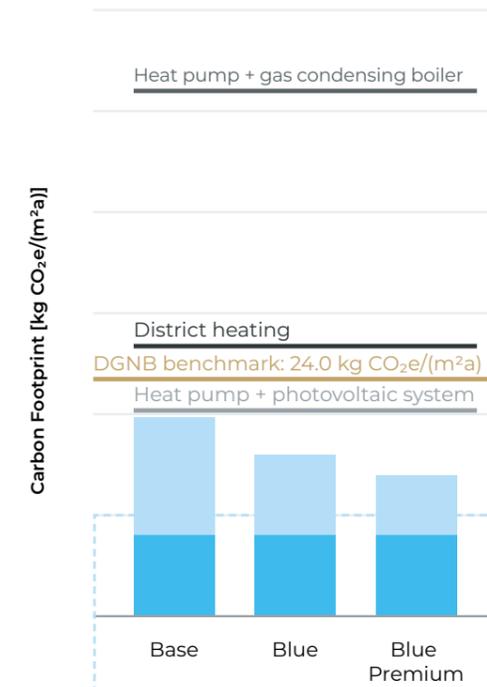
Our Goal – Scale Sustainability

Our product approach follows a clear principle: to develop solutions that are economically viable and manageable and can be standardised – while leaving enough room for individual customer wishes. This enables us to reduce project-specific emissions in a targeted manner and promote decarbonisation on a broad scale.

The Product Carbon Footprint as a Benchmark for Customer Projects

By comparing three completed residential building projects with our idealized products Base Building, Blue Building and Blue Building Premium, we can show the decarbonisation potential of our products.

Whole Life Carbon

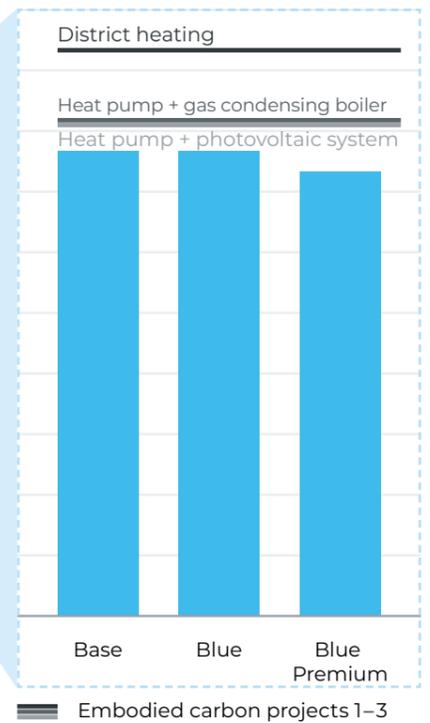


■ Embodied ■ Operational
 ■ Sum of projects 1-3

In the case of whole life carbon – emissions generated throughout a product's entire life cycle – there are clear differences between customer projects and our product concepts (from Base to Blue Building Premium). The main way we can influence whole life carbon is through the energy concept selected by the customer. Options include:

- // Gas condensing boilers: high emissions and major deviations from the product
- // Heat pumps and photovoltaic systems: significantly lower emissions and minor deviations from the product

In Detail: Embodied Carbon



The embodied carbon generated by customer projects is largely determined by the performance of our products. The differences between product and project are correspondingly small in this comparison.



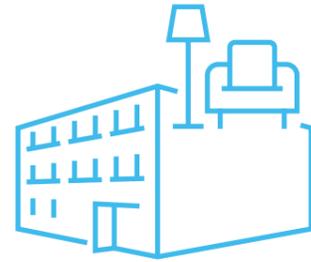
Our Lever – From the Product to the Individual Customer Project

On average, the carbon footprint of current customer projects is still higher than our Blue Building concepts, primarily due to operational carbon (see graphic).

Our goal: By 2045, we aim to reduce these emissions by at least 90% per square metre.

Our approach: Comparing the decarbonisation pathway of Blue Buildings with that of our customer projects reveals the full potential of our product strategy assuming the same annual reduction rate.

Looking forward: With all-electric solutions and the ongoing decarbonisation of the European energy supply, operational carbon will become less and less important. The focus is shifting to embodied carbon, i.e. to materials, construction systems and related innovations.

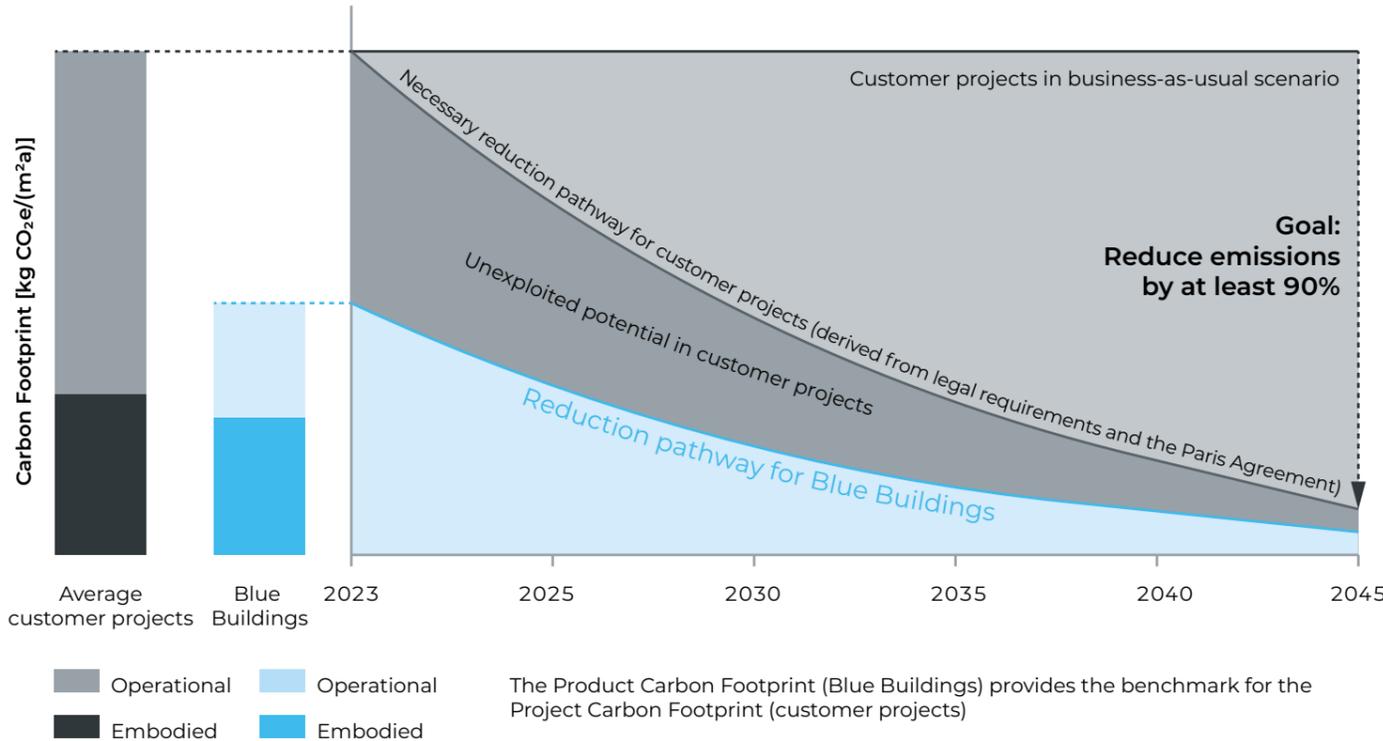


Our Measures – Focus on Embodied Carbon

- 1. Enhancement of our construction systems**
We are continuously optimising our construction systems in order to use materials more efficiently and reduce resource consumption. One way in which we are achieving this is by using carbon concrete for the ceiling panels in multi-storey car parks.
- 2. Optimisation of approved materials**
Concrete and steel account for the lion's share of embodied carbon generated by our buildings. Through improved manufacturing processes, carbon-reduced concrete mixtures such as Blue Concrete and the increased use of secondary materials in steel, we are gradually reducing these emissions. We are also consistently looking for solutions with a lower carbon footprint for aluminium, glass and insulation materials, for example.
- 3. Use of alternative construction materials**
We also look at where it makes technical and economic sense to rely on innovative materials. In the process, we take into account all building components from the supporting structure to the interior design, and all materials from straw to clay.



Decarbonisation Pathway for the Blue Building Product Line and Customer Projects



Shaping the Future – Systematically and Effectively

Decarbonisation needs more than good intentions to succeed. It requires a systematic approach. This is the path GOLDBECK is taking with its strategic and holistic approach that takes responsibility, has an impact and is economically viable. From carbon accounting, digitalisation and materials innovation to product standardisation: **we consistently invest in solutions that make sustainable construction possible and scalable.**

Key Figures on Our Corporate Carbon Footprint

Corporate Carbon Footprint: Scope 1 and 2 Corporate Emissions (in tCO₂)

	2024/25	2023/24	2022/23
Scope 1	28,537	28,728	27,601
▶ Mobile combustion	19,161	18,915	18,012
▶ Stationary combustion	9,306	9,813	9,589
▶ Fugitive emissions	70	-	-
Scope 2 (market-based)	8,517	7,076	7,132
▶ Electricity	6,689	6,747	6,739
▶ Electric vehicles	1,383	27	13
▶ Steam and heat	445	301	381
Total Scope 1 and 2 (market-based)	37,054	35,804	34,733
Number of employees	13,132	12,368	10,804
KPI (Scope 1 and 2 in tCO ₂ per employee)	2.82	2.89	3.21

Summary:

Scope 1 and 2 corporate emissions: Slight increase in absolute carbon emissions accompanied by growth and improved data quality. At the same time, we were able to further reduce our Scope 1 and 2 emissions per employee.

More information: In the 2024/25 reporting year, absolute Scope 1 and 2 emissions increased by 1,054 tCO₂ (+2.9%). This development reflects both our business growth and advances in data quality and collection.

// Growth fuelled by new locations: The integration of new companies brings not only new expertise but also new emissions to the balance sheet.

// E-mobility on the rise: More electric vehicles means higher electricity consumption, a step towards low-emission mobility.

// Improved data quality: Updating the emission factors used makes the figures even more accurate.

Corporate Carbon Footprint: Scope 3 Corporate Emissions (in tCO₂)

	2024/25	2023/24	2022/23
Scope 3	21,607	26,210	15,331
▶ Purchased goods and services, such as furniture, IT hardware and consumables (e.g. paper, fresh water)	2,897	876	939
▶ Capital goods, such as building and plant extensions	5,612	7,865	-
▶ Fuel and energy-related emissions (upstream value chain of the purchased energy sources)	10,785	10,292	8,087
▶ Waste from office and plant locations	618	3,878	3,002
▶ Employee business travel, such as train journeys, flights, car rentals, hotel accommodation, etc.	1,694	3,299	3,303
Number of employees	13,132	12,368	10,804
KPI (Scope 3 in tCO ₂ per employee)	1.65	2.12	1.64

Summary:

Scope 3 corporate emissions: Reduction of absolute carbon emissions due to more accurate carbon accounting of the waste generated by our production sites and cutting down on business travel with car rentals.

More information: In the 2024/25 reporting year, absolute corporate Scope 3 emissions decreased by 4,603 tCO₂ (-17.5%).

// Emissions from production waste: By switching to a detailed system for recording waste categories, we can now calculate emissions much more precisely with specific emission factors for each category.

// Business travel with car rentals: In the reporting year, significantly fewer kilometres were driven using rented cars.

// Consideration of purchased goods and services: In France, office equipment and services required for operational purposes were included in the emissions balance for the first time.

Next-Generation Concrete – Concrete Innovation Centre

The GOLDBECK Concrete Innovation Centre is currently being built at the plant in Hamm. At the centre, we are rethinking concrete: driven by the aim of achieving net zero emissions while making no compromises in terms of cost-effectiveness and performance. An innovative project fuelled by a vision, team spirit and great responsibility.

CIC leadership team (from left to right): Thomas Adams, Head of the Concrete Innovation Centre, Lukas Romanowski, Team Manager at IPS, and Sebastian Tschöpe, Managing Director for the German concrete plants.



“At the CIC, innovations will not only be developed but also put directly into practice.”

Sebastian Tschöpe, Managing Director for German concrete plants

Thomas Adams can track the progress of construction each day from his office window. In February 2025, the 34-year-old civil engineer and concrete technologist took over management of the new Concrete Innovation Centre (CIC) in Hamm. Since then, construction has reached the final stage, creating a place that is more than just an office building with integrated laboratory areas – the CIC is designed to function as a **driver of sustainable construction**.

Why do we need a dedicated innovation centre for concrete? The answer lies in the importance of the building material. “Concrete is a key element of our construction systems. It’s versatile, durable and cost-effective. Nevertheless, its carbon footprint must be improved,” explains Adams. The centre unites two elements that are often thought of separately: product development and production. Working together with the in-house innovation department IPS, GOLDBECK plans to create new synergies with this combination. Everything created in the lab will be tested and ultimately be directly incorporated into our precast concrete plants.

Pioneering work with huge potential

Hamm is the ideal location for the centre, with state-of-the-art production facilities and seven cement plants located nearby. “The project is being run by people who have already worked together on pioneering projects in the past,” says Lukas Romanowski, Team Manager for Construction Materials & Circularity and responsible for concrete development at GOLDBECK.

In the long term, we hope to achieve far more with the CIC than just cutting emissions. GOLDBECK plans to develop concrete with net zero emissions and has even set its sights on producing carbon-negative concrete in the future. The direction in which we are headed is clear: clinker-reduced cements, alternative binders, innovative processes such as carbon capture or novel mixing technologies and data-based optimisation. Nevertheless, our concrete must remain efficient, cost-effective and ready for series production. “It’s a balancing act. But we see great potential here, and also through our collaboration with start-ups and research partners,” says Adams.

Innovative materials for future-proof concrete

As one example, UK-based start-up Concrete4Change develops carrier materials designed to capture CO₂ while simultaneously increasing the quality of the concrete. Use of these carrier materials improves the carbon footprint and the strength of the concrete. Development of these materials is based on the long-term cooperation between the start-up, IPS and the Hamm plant – a partnership that will be strengthened by the opening of the CIC. At the centre, we will be able to jointly conduct testing in the lab, run pilot projects and roll out applications across all plants.

The CIC is scheduled to open in winter 2025. A team of experts in concrete technology, sustainability and production will then work on making concrete not only better but also future-proof.

“Our goal is to produce a concrete with net zero emissions that meets our high component and production requirements while remaining cost-effective.”

Thomas Adams Head of the Concrete Innovation Centre



Want to learn more about our path to sustainable concrete? Just click on the QR code.

Projects like ONEBOX show how GOLDBECK Blue Buildings can combine ecological sustainability with customer-specific requirements for functionality and cost-effectiveness. Image rights: Peper & Söhne



“For all of our projects, we set the highest standards in terms of sustainability, meeting deadlines and achieving the best possible quality. With GOLDBECK, we are working with a strong partner who shares these standards.”

Christoph Peper, Managing Partner at Peper & Söhne

Bremen's largest underfloor heating system

The energy efficiency of the industrial building meets another Blue Building target: its annual primary energy requirement is 60% below legal requirements. Instead of using fossil fuels, the industrial building is powered by electricity from a 2.5 megawatt photovoltaic system. Heating is provided by air-water heat pumps combined with Bremen's largest industrial underfloor heating system. Smart energy meters are used to monitor energy consumption transparently – a prerequisite for further optimisation.

Improving quality of life for people and nature

The site also scores points with its extensive biodiversity concept, which means it meets another Blue Buildings target. Measures to promote biodiversity at the site include insect-friendly outdoor lighting, extensive partial greening of façades and roof surfaces and the planting of a wildflower meadow. Habitats have also been created for insects, birds and small mammals. Last but not least, another parameter has been fulfilled: employee comfort. Social areas have made indoor and outdoor spaces more pleasant to spend time in, and e-charging points for bicycles, cars and lorries have also been installed as part of the mobility concept.

Blue Buildings resolve conflicting objectives

Projects like ONEBOX show how environmental sustainability can be combined with functionality and cost-effectiveness by fulfilling customer-specific requirements.

ONEBOX project in Bremen

ONEBOX is the perfect example of a Blue Building tailored to meet project-specific customer requirements. The logistics and production hall comprises approximately 25,000 square metres of storage and production space, 2,600 square metres of office and storage mezzanine space, plus a 1,500-square-metre empty goods warehouse. Seven of the nine Blue Building targets were achieved in the project, with three of them even reaching Blue Building Premium level. This includes the envisaged DGNB Platinum certification, which the German Sustainable Building Council (DGNB) is currently considering. Furthermore, ONEBOX already meets the decarbonisation requirements for building operations for 2050 according to the methodology of the Carbon Risk Real Estate Monitor (CRREM). As a result, the building contributes to achieving the goals of the Paris Agreement. In addition, ONEBOX is compliant with the EU taxonomy in terms of the building itself.

Sustainability in Practice – the Project ONEBOX with Blue Building DNA

With Blue Buildings, GOLDBECK offers solutions for sustainable buildings, covering all stages from planning and operation to demolition. An **example of successful, cost-effective implementation is our ONE BOX customer project** for project developer and investor Peper & Söhne. GOLDBECK's signature modular construction system, which involves the industrial prefabrication of key building components in its own factories, has always offered significant advantages in terms of resource efficiency. Since 2023, we have gone one step further: with Blue Buildings, we define sustainable buildings based on nine ESG parameters and associated target commitments. We therefore meet current sustainability standards as well as the market's ESG requirements while also ensuring planning reliability, including in terms of costs.

Two preconfigured variants with different sustainability performance – Blue Building and Blue Building Premium – provide the ideal starting point for individual building planning. Blue Building focuses on reducing the building's carbon footprint and optimising life cycle costs, while Blue Building Premium aims to achieve the best possible sustainability performance. Our customers decide whether they want an off-the-shelf, personalised or fully customised Blue Building.



Click on the QR code to learn more about our sustainable industrial buildings.

Quick Takes

Focus on Female Leadership – Ten Years of GOLDBECKwomen

In 2014, there were few women in leadership roles at GOLDBECK. A dedicated group of women therefore decided to form GOLDBECKwomen. **Clear vision: taking female leadership to the next level.** Today, GOLDBECKwomen connects around 160 women with different professional backgrounds and positions. Twelve working groups nationwide promote interaction on an equal footing, share practical expertise and address topics that empower women and our company as a whole. Their hard work is paying off: of the approximately 3,500 women currently working at GOLDBECK, 300 are in leadership roles – double the figure recorded just over a decade ago. Three of them are managing directors. Back in 2013, no woman had ever had this role at the company.



Achieving more together: with 12 working groups nationwide, GOLDBECKwomen promotes interaction on an equal footing.

We Take Environmental Management Seriously – Successful ISO 14001 Recertification

In spring 2025, the GOLDBECK environmental management system was due for re-evaluation – its regular recertification according to ISO 14001. The **matrix audit** focused on our headquarters in Bielefeld, GOLDBECK Produktions GmbH and our locations in Bochum, Dortmund, Koblenz, Cologne-Bonn and Monheim including selected construction sites. The steelworks in Treuen and Łódź (Poland) and the precast concrete part plants in Vöhringen and Tovačov (Czech Republic) were also audited. The precast concrete part plant in Toruń (Poland), was also included in the matrix audit.

Successful first-time certification in Tovačov and the positive outcome of all other audits reaffirms that we take our own environmental policy requirements as well as customer requirements in terms of the environment and sustainability very seriously. Our **environmental management system**, which was first certified according to ISO 14001 in 2022, is increasingly becoming an integral part of our everyday work and is having a lasting impact. An important milestone was reached in 2024 when GOLDBECK also appointed environmental management officers for turnkey construction in Germany. The officers actively support the operational units and supervised the external audit.

GOLDBECK sets its sights on European growth: The Polish sites operated by GOLDBECK CEE North Sp. z o.o. were successfully certified in 2024. Our Danish subsidiary DS Gruppen is also continuing to expand the environmental management system at its production companies: after initial certifications in 2021 and 2023, certification of DS Elcobyg is now on the agenda.



Handover of the Green DSTV Seal of Quality (from left to right): Hansfried Kuhnke, Head of HSEQ, GOLDBECK Produktions GmbH, Gregor Machura, Managing Director of the German Steel Construction Association, and Joachim Gugolka, Production Manager for Steel Construction Plants 1+3, GOLDBECK Bauelemente Bielefeld GmbH.

Verified Sustainability in Steel and Concrete – Certifications for GOLDBECK Plants in Germany and Abroad

In 2025, the GOLDBECK plants in Bielefeld and Treuen, both of which produce system components for steel load-bearing structures, were awarded the **Green DSTV Seal of Quality**. This award from the German Steel Construction Association (DSTV) recognises sustainable activities in steel construction. It acknowledges how our commitment goes above and beyond the legal requirements. Earlier in spring, both plants were also certified for the first time according to ISO 50001 for their energy management. Our three German concrete plants in Hamm, Kirchberg and Vöhringen also received **certification from the CSC (Concrete Sustainability Council)**. This certification confirms that we produce concrete system components at our precast concrete part plants in a responsible and sustainable manner. All of the certifications we have received clearly prove that **our production processes are environmentally, socially and economically responsible.**



Winning Solutions – More EcoVadis Medals for GOLDBECK

GOLDBECK Deutschland GmbH received an EcoVadis medal in October 2024. This success in one of the world's leading sustainability rankings proves that we use transparent, standardised evaluation and comparability to **meet our customers' requirements** and strengthen our position in the market. "We're proud of what we have achieved so far. At the same time, we see where there is still room for improvement. We're working on finding suitable solutions with a constant focus on the needs of our customers," says Céline Kähler, Sustainability Manager in the Sustainability Group. Six GOLDBECK units have already received an EcoVadis medal, more than half of our supraregional units.

The following GOLDBECK units have already received EcoVadis ratings:

- // GOLDBECK Deutschland – Silver
- // GOLDBECK International – Gold
- // GOLDBECK CEE North – Silver
- // GOLDBECK CEE South – Silver
- // GOLDBECK Construction Ltd. – Silver
- // GSE – Platinum

Ratings of further GOLDBECK units will follow soon.



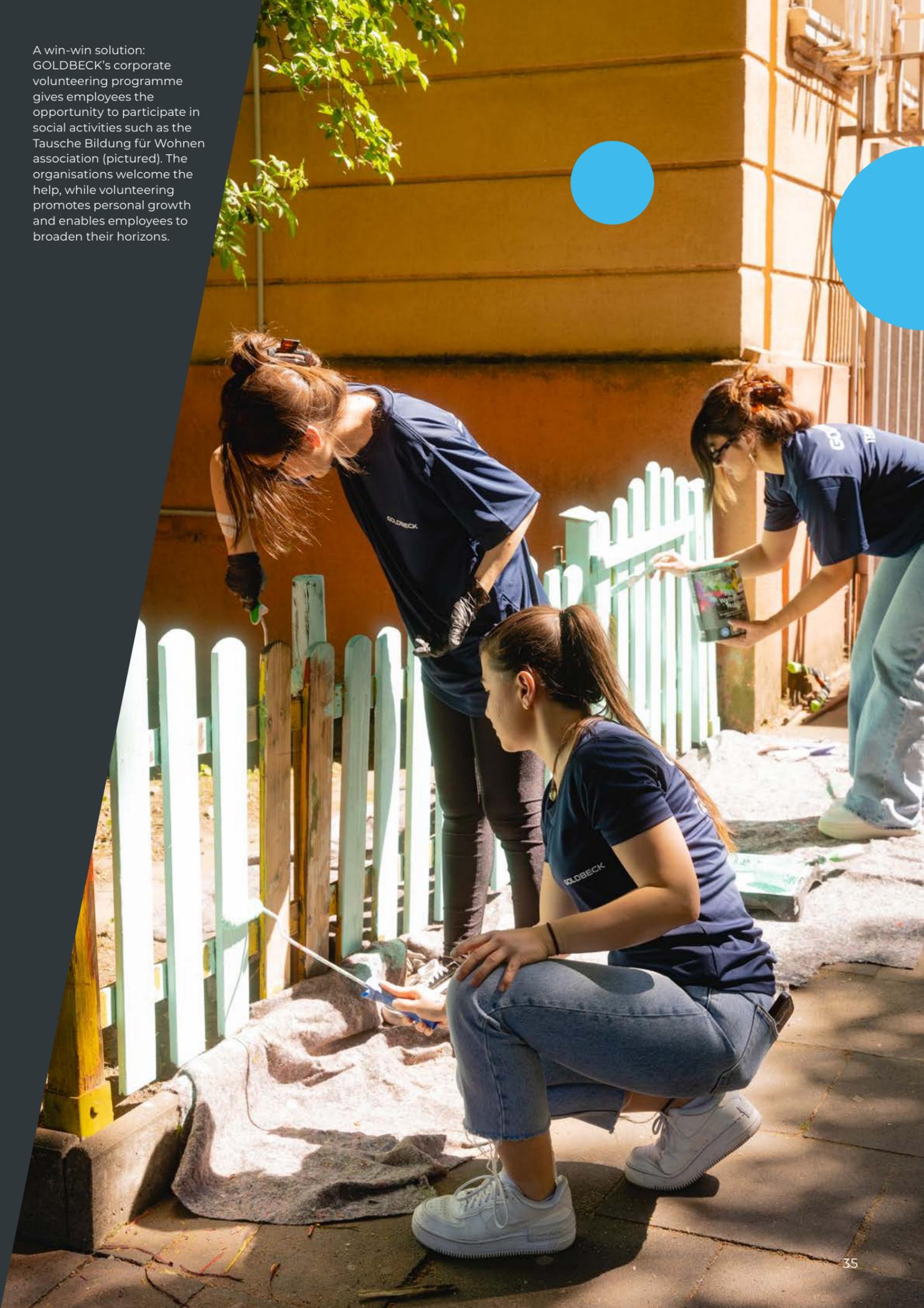
Want to find out more about our EcoVadis medals? Scan or click on the QR code.

A win-win solution: GOLDBECK's corporate volunteering programme gives employees the opportunity to participate in social activities such as the Tausche Bildung für Wohnen association (pictured). The organisations welcome the help, while volunteering promotes personal growth and enables employees to broaden their horizons.

With Passion and Purpose –

Corporate Volunteering in Focus

Corporate volunteering refers to the voluntary social engagement of employees with the support of their employer. Social engagement has always been part of our DNA at GOLDBECK. We are currently focussing our efforts to get employees involved in sustainable projects that have an impact.



“At the climate camp, I helped students develop climate challenges. It was a truly enlightening experience that allowed me to gain insight into the issues that concern young people. I was particularly impressed by the students’ creative approach and their direct discussions about their everyday school life.”

Hanna Beerenwinkel,
Sustainability Specialist,
Frankfurt/Main

“Our responsibility does not end at the company gates.” These words from company founder Ortwin Goldbeck sum up our position: GOLDBECK views itself as part of society and therefore assumes social responsibility. Social engagement is an important aspect of our company’s sustainability strategy, as underlined by the “S” for “social” in the ESG criteria.

Wide range of volunteering options

Alongside corporate donations and corporate political responsibility, corporate volunteering is a subdivision of corporate social responsibility (CSR) at GOLDBECK. “As part of our CSR strategy, we want to make corporate volunteering opportunities more visible and structured. This will allow our employees to get involved in social initiatives that match their skills and interests,” explains Dr Anne Duncker, Head of CSR at GOLDBECK. The CSR team is developing a digital platform that will be launched in 2025. On the platform, employees will be able to see which non-profit organisations GOLDBECK cooperates with and what opportunities there are for them to get involved in social action.

As a rule, GOLDBECK allows all employees to engage in social action one day a year during working hours. Example activities include sharing their specialist knowledge, being a mentor or working together as a team on a social day. “We encourage our employees to get involved in CSR initiatives focused on education and equal opportunities, supporting people in need and improving social cohesion,” says Duncker. “It is important to us that there are real needs and our employees can do something to make a difference. CSR coordinates the available volunteering options centrally. For example, our trainees and apprentices helped run two Christmas parties for people with

disabilities and care needs at the Diakonische Stiftung Ummeln. These would not have taken place otherwise due to a lack of staff.” Another example is the social day at the GOLDBECK branch in Duisburg, where our employees helped the “Tausche Bildung für Wohnen” association repair a 40-metre-long fence. Some of the children who are supported by the association’s education mentors also took part. The mentors live rent-free for one year in exchange for their work.

“It is a great opportunity for our employees to get involved in activities that benefit society,” says Anne Duncker. “Working together to do something meaningful strengthens the team spirit, promotes personal growth and broadens horizons.”

Tackling social disadvantage

Three projects illustrate the variety of social engagement at GOLDBECK:

// In spring 2025, employees volunteered at climate camps for climate education at schools in Jöllenbeck and Bad Camberg. In partnership with the HOPE4SCHOOL initiative, they gave young people expert input on sustainability. This initiative will be transferred to other sites in Germany.

// In the ROCK YOUR LIFE! programme, mentors support socially disadvantaged young people by providing one-to-one career guidance for one year. In summer 2025, 15 GOLDBECK employees became mentors. They hold regular online meetings with their mentees to lay a solid foundation for a successful start to their education and career.

// As part of PRO BONO WEEK, NGOs receive free coaching from GOLDBECK employees. Tailored support is provided where it is needed – from rebuilding websites or setting up a new LinkedIn profile to addressing questions on HR management or the use of AI. GOLDBECK has participated in PRO BONO WEEK since 2023. In 2024, employees took part in 34 individual coaching sessions and a webinar, helping around 230 NGOs.

Working to improve equal opportunities is a matter that is close to managing partner Jörg-Uwe Goldbeck’s heart. “It is important to me to support young people from less privileged families and show them paths to success. With a little support, even people who have had a difficult start in life can achieve a lot, find a fulfilling job and do something positive for themselves and for society. If we can do something to improve their chances, we will have achieved a lot.”

Promoting the social engagement day

By expanding the number of corporate volunteering opportunities, GOLDBECK hopes to inspire more employees to make use of their social engagement day. “GOLDBECK is firmly committed to this path because we appreciate the enormous importance of social engagement. We are doing this for social cohesion and the many challenges that we can only overcome together,” affirms Duncker. “Moving forward, employee social engagement is intended to become a usual case throughout the company.”

“If someone had told me two years ago that I would one day be passing on my knowledge of successful networking on LinkedIn as an expert, I wouldn’t have believed them! It was interesting to learn about the mission of the organisation I was helping and the challenges it faces on LinkedIn. The experience has provided new food for thought for me as well – and, most importantly, plenty of motivation from the sessions I held!”

Marvin Zurheide, Communications Manager, Bielefeld

“Social day at the Tausche Bildung für Wohnen association was a defining experience for us as a team. The impact went far beyond the actual work we did. The day showed us how team spirit is strengthened in an entirely different way when we work together for a good cause.”

Ayşe Bal, Team Assistant, Duisburg



Working together on social days helps to strengthen team spirit.



Publication details

Publisher

GOLDBECK GmbH
Ummelner Straße 4-6
33649 Bielefeld, Germany
Tel. +49 521 9488 0
goldbeck.de/en

Responsible for content

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Marketing & Communications
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Editorial deadline

02.10.2025

Editorial partner

Büro Malburg, Munich

Design

deteringdesign GmbH, Bielefeld