Sustainability Strategy
Builtech Group

Table of Contents

Introduction

Climate change is among the greatest global challenges of our time. A major driver of the crisis is the sheer volume of materials extracted, consumed, and disposed of. These resources are not unlimited, and we are consuming them at an ever-increasing rate. The global building sector is responsible for a large part of this problem. Buildings account for around 35% of final energy consumption and around 30% of CO_2 emissions in Germany[1] – spread across the construction and operation. The resource consumption of the built environment also outweighs that of all other goods, accounting for approximately 50% of all global resource use[2]. These figures underscore the urgency for the Builtech Group (Builtech) to improve our ecological and social responsibility in this regard.

Sustainability is no longer optional or a niche focus; it is a prerequisite for long-term business resilience. Expectations from employees, partners, and clients are rising, while environmental and social pressures intensify. As the link between planning, construction, and operations, technical building services are pivotal to delivering climate-friendly, energy-efficient solutions. As such, the skilled trades directly involved in this implementation play a key role in shaping the energy transition at the local level through the use of innovative technologies, the installation of renewable energy and the optimisation of existing buildings and systems. We are also aware of our responsibility in this area. As an international group of skilled trades companies in the technical building services sector, we are seeking to make a significant contribution to a more sustainable future for the building sector.

We strive to intensify this positive contribution in line with the United Nations' global sustainability goals, while at the same time reducing the negative impacts of our business activities on the environment and society as far as possible. Our long-term goal is to eliminate these negative impacts on the environment and society.

We are committed to the United Nations **Sustainable Development Goals (SDGs),** and our business activities are aligned with achieving Goals 6, 7 and 13 of the SDGs.

[1] Energiesparende Gebäude | Umweltbundesamt (09/2024)
[2] Ressourcenbewusstsein im Bauwesen – nbau. NACHHALTIG BAUEN (06/2022)

Guided by our mission "Better Buildings" we aim to make the building stock in our markets efficient, future-proof, and sustainable. By planning and installing efficient water management systems, Builtech is actively contributing to better water quality and more efficient use of water resources (SDG 6). At the same time, Builtech supports access to affordable, reliable and sustainable energy (SDG 7) by integrating renewable energy, modern heating technology and intelligent building skills. The implementation of energy-efficient solutions in new and existing buildings reduces energy consumption and GHG emissions[3] (SDG 13).Given the scale of the climate challenge, we have set ourselves the **goal of complete climate neutrality by 2045.** In order to accomplish our vision of taking the skilled trade profession to the "Next Level", we will gradually review all business activities in terms of their positive and negative impacts on the environment and society and align them with sustainable working practices. In doing so, we are striving to create a company-wide culture of sustainability in which managers and employees alike can consciously assess the impacts of our activities on the environment, society, and employees. This approach is also vital to the long-term financial success of Builtech. We can only be successful in the long term if the added value of our actions for society and the environment outweighs the negative effects. In order to achieve Builtech's long-term goals, manager and employee incentives have been developed to improve our efforts in areas such as CO_2 reduction, sustainable supply chain management and resource efficiency. Sustainable action is promoted without restricting the necessary operational flexibility. Our business strategy involves inorganic growth, and we are continuously expanding through the acquisition and integration of additional businesses in the technical building services sector. This poses a challenge for various sustainability objectives, such as setting targets for turnover and number of employees, which can then change significantly within a short period of time. To meet this challenge, Builtech's growth is taken into account in the setting of targets by only including new businesses in the target figures in their first full calendar year. In addition, the targets are revised each year and adjusted to the new baseline. This sustainability strategy is structured around the core sustainability topics of environment, social issues and governance, each with

[3] GHG – Greenhouse Gas Emissions: GHG are all gases that absorb the Earth's heat radiation and thus influence the climate. In addition to the well-known carbon dioxide (CO_2), gases such as methane (CH_4) or nitrous oxide (N_2O), which have a significantly higher global warming potential, also have an effect in much smaller quantities. In this document, we use GHG as an umbrella term for emissions, as CO_2 alone, as just one of many gases, is insufficient. In addition to GHG, the term CO_2 equivalent (CO_2e) is also used. CO_2 equivalents are units of measurement that combine different GHGs into a single value based on their respective contribution to the greenhouse effect compared to CO_2. https://www.umweltbundesamt.de/themen/klima-energie/klimaschutz-energiepolitik-in-deutschland/treibhausgas-emissionen/die-treibhausgase

sub-topics that reflect Builtech's priorities. This prioritisation is based on a comprehensive materiality analysis, which assessed both Builtech's impact on the environment and society, as well as the financial impact of external influences (such as climate change). Each section outlines the environmental and/or social relevance of the topic, sets clear goals, and describes the concrete approaches we will take to achieve them. It should be noted that some goals have already been defined, while others will be refined in future iterations of this strategy as data availability improves and sustainability expertise deepens across our organization.

The scope of this sustainability strategy covers the entire Builtech Group, which includes the following companies:

1. Builtech Holding GmbH
2. Jächel Kälte Klima GmbH
3. B.R.A.S.S.T. Bau GmbH
4. Bosic GmbH Fliesenarbeiten
5. Heil Bedachungs-GmbH
6. topinstallateur GmbH
7. Jalousien-Böttcher GmbH
8. Ragas Dachdeckermeisterbetrieb GmbH
9. Paul Messdienste GmbH
10. Hertner GmbH
11. Hertner Building Technology EOOD
12. Hertner Building Technology S.R.L.
13. Volkert GSR GmbH
14. Schlau Elektrotechnik GmbH
15. Sanitär-Union S.U. GmbH
16. Sanitär Union Langenzenn GmbH
17. G.S.M. Gas-Heizungen und Sanitärinstallationen GmbH
18. MÜLLERS GmbH
19. B.R.A.S.S.T. Elektrotechnik GmbH
20. Alfred Schmidt Gebäudetechnik GmbH
21. Steiger Elektroinstallationen GmbH
22. Otto Zepp HLK GmbH
23. Schönewolf Haustechnik GmbH
24. Floßmann & Grünbeck GmbH
25. hoffmann elektrotechnik GmbH
26. Weisenberger Gebäudetechnik GmbH
27. Dürr & Feil Gebäudetechnik GmbH
28. Backes + Scholz GmbH
29. CMS electric GmbH
30. Emi AG Gebäudetechnik
31. Builtech Sverige AB
32. elektroNWS AG
33. Elektro Gebhardt AG

All future company acquisitions fall within the scope of this sustainability strategy. This ensures that newly acquired companies also consistently implement the established standards on environmental, social and governance issues. The aim is to ensure a uniform and ambitious level of sustainability across the entire Group.

Environment

Climate mitigation and climate adaptation

Climate change is threatening our livelihoods, infrastructure and our current way of life. Extreme weather events, regulatory pressure and rising market expectations are increasing the need for transformation across all industries. Every company, therefore, has a responsibility to integrate effective climate mitigation and climate adaptation measures into its business activities and to expand these as quickly as possible.

Climate mitigation encompasses all measures to reduce GHG emissions along the entire value chain. These GHG emission sources are divided into three different scopes.

- **Scope 1** covers all direct emissions from sources owned or controlled by the company itself, such as fuel consumption by company cars.
- **Scope 2** refers to indirect emissions from the generation of purchased energy, such as electricity, steam or heat.
- **Scope 3** covers all other indirect emissions in the upstream and downstream value chain. Purchased goods (e.g. tools and materials) often account for the largest share of a company's total GHG emissions, as high amounts of GHGs are usually emitted during the manufacturing process.

Climate adaptation refers to strategies and measures that increase the resilience of people, companies, supply chains, and buildings to already unavoidable climate impacts. Builtech attaches great importance to protecting its employees from extreme weather events, such as hailstorms or prolonged heat waves.

Climate mitigation and climate adaptation are of central importance to Builtech, as more efficient buildings are directly linked to the core services of the technical building services sector. As a provider of solutions in the areas of heating, ventilation, electrical systems, renewable energy and technical building envelopes (roofing and shading), Builtech makes a significant contribution to reducing GHG emissions in building operations, and thus to the decarbonisation of the built environment. At the same time, the effects of climate change are requiring technology changes and more resilient infrastructure, creating new requirements and market opportunities. As such, the early integration of climate mitigation and adaptation measures strengthens our future viability and as well as enhancing our social and ecological added value.

Greenhouse Gases (GHG)

GHGs are gases such as carbon dioxide (CO2), methane, nitrous oxide and hydrofluorocarbons that absorb and re-emit infrared radiation, trapping heat and warming the planet's surface. In the context of anthropogenic climate change, primarily caused by the burning of fossil fuels, an ever-increasing quantity of these gases is being released into the atmosphere, causing the Earth's climate to heat up. GHG emissions refer to the release of these gases[4]. Builtech's main sources of GHG emissions are predominantly the tools, installed products and processed materials that we use to carry out our operations (Scope 3), as well as the fuel consumption from vehicles (Scope 1) and, indirectly, the purchase of fossil-based electricity and heat (Scope 2).

To ensure an internationally comparable data basis and to present progress transparently, we carry out an annual calculation of our GHG emissions, in accordance with the internationally recognised principles of the GHG Protocol[5]. Based on this data, we develop suitable measures to reduce our GHG emissions along our value chain. In this way, we try to fulfil our responsibility towards the environment while at the same time reducing cost risks associated with GHG pricing or increasing customer requirements.

Goals

- Complete reduction (**"Net Zero"**) of Scope 1 and 2 emissions by **2040**
- Complete reduction (**"Net Zero"**) of Scope 3 emissions by **2045**
- Development of a detailed GHG reduction plan by the end of **2026**

Implementation

To achieve these goals, we use energy-efficient technologies, integrate lower-emission and more resource-efficient working methods, products and materials, and engage with relevant suppliers at an early stage to reduce emissions in the upstream value chain. Only when all technical, organisational and behavioural measures have been exhausted will we offset unavoidable residual emissions through high-quality GHG compensation projects (net zero). The offsetting of GHG emissions remains a last resort.

[4] Treibhausgase | BMZ (06/2025)
[5] GHG Protocol (revised) | WRI & WBCSD (2004)

Energy

Purchased energy (Scope 2) is also a significant GHG emission driver and, at the same time, a major cost factor. In order to reduce our GHG footprint and minimise dependence on fossil fuels, the entire Builtech Group will switch to electricity sourced from renewables. In addition, processes and working methods will be examined for possible savings and measures to increase efficiency will be implemented to reduce our overall energy usage.

Goals

- By the end of 2027, the entire Builtech Group will have switched completely to using 100% certified renewable electricity at all of our own locations[6]
- By 2040, the use of fossil fuels will be reduced to 0%, provided that viable alternatives are available.

Implementation

To achieve these goals, Builtech is raising awareness among relevant employees through training courses on energy efficiency and is striving to implement digitalised control systems and energy-efficient lighting at all our locations. In the medium term, an energy management system (ISO 50001) is to be implemented.

Circular Economy

The circular economy is an economic system that makes optimal use of resources and minimises waste. In contrast to the traditional linear model of "take – make – dispose", the circular economy focuses on reuse, repair, remanufacturing and recycling in order to close material cycles and extend the use of materials in the economy. This approach is gaining importance as raw materials become scarcer, disposal costs rise, and customers, governments and businesses pay increasing attention to how companies procure, use and treat materials.

The circular economy is particularly relevant for Builtech as large quantities of metals, plastics and composites are used in the construction and building services engineering sectors. Rather than disposing of these resources at the end of a project, we attempt to incorporate them into other construction projects or hand them over to service providers who specialise in recycling these materials. This strengthens the security of supply of materials, lowers procurement costs and reduces our carbon footprint. The German government's National Circular Economy Strategy (NKWS) sets the following targets for 2045:

[6] Newly acquired companies will be required to use renewable electricity within a maximum of two years following their integration into the Builtech Group

- Protection of primary raw materials through increased use of secondary raw materials
- Prioritising the conversion and reuse of buildings
- Circular, low-waste planning of buildings and reuse of components
- Utilisation of the material properties of materials through recycling measures

Goals

- In 2025, a group-wide waste management strategy will be issued
- By the end of 2027, this strategy will be implemented in 80% of Builtech's locations.
- In 2026, further circular economy strategies will be identified (e.g. identification of components or tools with a high environmental impact that can be replaced by more recyclable products)
- By the end of 2026, 80% of managers will be trained in the principles of the circular economy

Implementation

Builtech is gradually embedding circular economy principles and approaches into the planning and procurement of tools, products and materials. To this end, we are examining approaches to modular design, high reparability, spare parts availability, and leasing or take-back models. We strive to work closely with our suppliers to strengthen the availability and use of circular economy-compatible products. In addition, practical training courses are being developed for employees and subcontractors to ensure correct waste separation and the safe handling of hazardous substances.

Nature and Biodiversity

Biodiversity refers to the variety of species, habitats and ecological processes in an area. It provides essential ecosystem services such as pollination, soil protection and clean water, which are vital for both human survival and the economy. When habitats are destroyed or fragmented, species can die out, which can throw the stability of entire ecosystems out of balance.

The global decline in species and habitats is threatening food security, health and climate stability. Various legal requirements, such as the EU Biodiversity Strategy, are aimed at reducing practices that destroy nature. Every company can have a significant impact on the preservation of biological diversity through its choice of location, construction methods and use of materials.

Through the planning and implementation of TGA projects, Builtech influences energy consumption and resource use – factors that directly or indirectly affect biological diversity. In addition, clients and policymakers are increasingly demanding sustainable construction methods that also take biodiversity conservation into account. Builtech strives to reduce negative impacts on biodiversity as much as possible and to continuously expand our internal knowledge of biodiversity. The starting points for increased biodiversity protection will be developed over the next few years.

Goals

- By the end of 2026, comprehensive training on biodiversity, nature-oriented construction and the associated practices in the skilled trades will be developed for managers.
- By the end of 2027, 50% of the Group's managers will have completed this training.

Implementation

Builtech is integrating biodiversity content into the training programme offered by the Builtech Academy and documenting participation in the learning management system. In addition, Builtech will continue to expand our knowledge of biodiversity and implement further approaches to reducing negative impacts. The Builtech Group also plans to implement an environmental management system (ISO 14001) in the medium term.

Pollution (Water, Air, & Soil)

Water, air and soil are the often overlooked foundations on which a building, and its everyday use, function. Water provides cooling, hygiene and green spaces. Clean air contributes to the health of users, while living soil roots plants, bind carbon and absorb rainwater before it flows into wastewater systems. Because these three elements are closely intertwined, the disruption of one element quickly affects the others: water shortages stress vegetation, poor air quality affects health, and compacted soil prevents the infiltration of water, increasing the risk of flooding.

Taking all three factors into account forms the basis for a more pleasant, reliable, environmentally friendly and, in the long term, more cost-effective site management.

Goals

- Water consumption per employee will be measured from 2026 onwards and systematically reduced from 2027 onwards.

Implementation

The main methods for the protection of water, air and soil are through education and knowledge transfer. To this end, we will actively check whether water-saving plumbing fittings, rainwater or greywater systems are technically and economically feasible for new buildings or renovations, whether green roofs or similar biodiversity-promoting measures are possible, and make these findings available to our clients. We also examine the use of dust binding systems to reduce NOx and particle emissions.

Social

Occupational health and safety

The foundation of a functioning employment system is the creation and maintenance of safe and humane working conditions. Effective occupational health and safety and accident prevention are particularly important in light of the challenging working conditions in the skilled trades professions. Builtech sees itself as morally—beyond legal obligations—responsible for protecting our employees from physical and psychological harm. At the same time, we must preserve our employees' ability to work for the continued economic sustainability of the Group, particularly against the backdrop of the acute skilled-labour shortages affecting the sector.

Good working conditions also include fair pay and working hours, social security and transparent communication. They underpin trust, loyalty and a strong corporate culture—the foundation of Builtech's success. This also includes labour-market attractiveness. Only with a strong foundation of trust can outstanding performance be achieved sustainably.

Goals

- By the end of 2026, establish a data basis for the number of reportable accidents to define concrete targets.
- All employees active on construction sites must complete occupational health and safety training within the first 3 days of employment.
- All employees not active on construction sites must complete occupational health and safety training within 2 weeks of employment.

Implementation

These goals will be achieved through group-wide policies on occupational health and safety, regular risk assessments and the provision of state-of-the-art personal protective equipment. Builtech also places great importance on expanding and consistently conducting safety training for all employees. To ensure integration and retention, Builtech relies on a comprehensive onboarding process, regular feedback discussions and open communication, a positive corporate culture with clear values and a fair, competitive compensation system.

Attracting Early Career Professionals and People Development

Attracting early career professionals and people development are central to a sustainable HR strategy. The goal is to recruit qualified specialists and leaders, retain them long-term, and support their continuous development. At the same time, they support employees' individual growth and secure Builtech's social value creation.

By investing in education, training, and offering clear career paths, we strengthen our competitiveness, innovative capacity and resilience. In the face of skilled-labour shortages, strong youth engagement—especially through high-quality vocational training—is key to safeguarding our future viability.

Targeted development measures such as training, advancement opportunities or individual career paths increase employee satisfaction, foster loyalty and reduce turnover. Offering continuous development for employees and managers is indispensable in volatile economic times to align the business model with current and future market dynamics and respond flexibly to challenges. In a sector with pronounced skills shortages, it is essential to empower the workforce, strengthen professional and methodological competencies and highlight opportunities for long-term development within Builtech. We are convinced that true motivation arises when our employees can build on their strengths and continuously learn new things.

Offering young people attractive long-term measures—such as building an employer brand—is also essential for attracting junior talent.

Goals

- The Builtech Group promotes employee exchange and "learning from one another" through job shadowing and networking formats.
- Vocational training is professionalised through dedicated formats for trainers and apprentices.
- Intercultural understanding is fostered through the "Walz 4.0" program as well as specific measures for foreign skilled workers (mentoring, language learning) and seminars.
- By 2027, a careers landing page will be built for all apprenticeships across the various trades, including job profiles and insights into projects and construction sites.

- By the end of 2027, 100% of apprenticeship positions in the Builtech Group will be filled successfully.
- By the end of 2027, a training strategy will be developed to establish the Builtech Group as a "training group".

Implementation

To achieve these goals, the Builtech Academy offers relevant training measures, initiates programs to promote early career professionals in the skilled trades and enhances training quality through courses for apprentices and trainers. In the medium term, each manager will develop an individual development plan with their employees that includes mandatory and elective modules for personal growth. The current program covers four target groups (non-technical staff, tradespeople, operational managers and managing directors). Builtech's learning management system (LMS) enables digital completion and documentation of mandatory training modules.

All managers are also trained on our leadership guidelines to anchor leadership values in collaboration between managers and their teams.

Builtech offers intercultural exchange programs such as the "Walz 4.0" program, where young tradespeople can gain hands-on experience abroad. In addition, support for integrating skilled workers from abroad will be expanded through mentoring programs, intercultural communication offerings and the use of a language-learning app.

Going forward, Builtech also aims to continuously measure employee satisfaction and derive measures for improvement based on this feedback.

Diversity, Equality and Inclusion

Diversity, equality and inclusion stand for recognising and valuing differences among people with respect to gender, age, origin, religion, sexual orientation or physical and mental capabilities. Builtech actively demands and fosters appreciation for differences and a respectful, open way of working together. Diverse teams are more creative, innovative and productive. An inclusive corporate culture also increases satisfaction, motivation and retention. Builtech recognises that diversity, equality and inclusion are essential components of sustainable corporate management and social responsibility.

Moreover, an inclusive corporate culture unlocks the potential of groups that have so far been underrepresented in the construction industry. Different perspectives and experiences support creative problem-solving and help us better respond to our customers' diverse needs.

Goals

- Increase the proportion of women in the Builtech Group by 10 percentage points by the end of 2027, based on the 2025 baseline.
- By the end of 2026, achieve a participation rate above 80% in advanced training on diversity, equality and inclusion for hiring managers and leaders.
- By the end of 2026, 100% of employees will complete at least one training course on diversity, equality and inclusion.

Implementation

To reach these targets, Builtech will further develop hiring processes through clear policies on non-discriminatory practices (e.g., anonymised applications) and implement the use of inclusive language and imagery in all job postings. Leaders and recruiting teams will receive training on inclusive recruiting. We will also actively participate in initiatives that support the employment of technology-interested applicants from diverse backgrounds.

Partnerships with organisations, networks and initiatives (e.g., women in the construction industry, migrant networks, workshops for people with disabilities) will be expanded. Case studies and success stories will be communicated internally and externally on an ongoing basis. To enable people with disabilities to perform their tasks on an equal footing, working environments and infrastructure will be adapted where this is technically possible.

Governance

Ethics

An ethical company aligns its business practices with moral values and assumes responsibility toward employees, the environment and society. These values are embedded in mission statements, and codes of conduct, and are exemplified by the actions of leaders and employees. These values are also emphasised through repeated internal communication. Without solid ethical principles, a company risks significant long-term financial risks and building on an unsustainable foundation.

Corruption, Fraud, Money Laundering and Other Anti-Competitive Practices

As a part of a democratic society, Builtech is bound by laws and regulations. Unethical practices such as corruption, fraud, money laundering or other anti-competitive behaviour are not tolerated and are actively averted. Beyond legal and financial risks, such violations cause considerable reputational damage and undermine the trust of employees, customers, business partners and potential applicants.

Goals

- By the end of 2027, 100% of managers will complete training on corruption, fraud, money laundering and other anti-competitive practices.

Implementation

All employees undergo training on ethically required and unlawful behaviours. An already implemented whistleblowing platform ensures confidential reporting to highlight grievances. Violations are actively investigated and perpetrators sanctioned.

Sustainability Management and Legal Compliance

To meet regulatory and societal requirements at all times, Builtech relies on a progressive sustainability management system. This means not only aligning day-to-day operations with sustainability, but also an ongoing strategic review of our business model to anticipate new developments and respond early.

Builtech aims to position itself as a sustainability leader in the technical building services sector. The foundation of this is built on complete compliance with all relevant regulations and legal norms, and the continuous monitoring of the political and economic landscape to be prepared for new regulations and implement them at the appropriate time.

Goals

- By no later than Q2/2026, the Builtech Group will publish its first comprehensive sustainability report for the year 2025.
- In 2025, the Builtech Group will achieve at least 55 EcoVadis rating points.
- The Builtech Group continuously complies with all legal and regulatory requirements.

Implementation

Builtech continuously trains its employees in sustainability management. The sustainability team monitors relevant legislative initiatives and societal developments and informs the responsible stakeholders within the company as well as external partners at an early stage. Operational processes are adjusted as needed to ensure legal compliance and alignment with best practice in the sector. The sustainability team is also responsible for the continued development of this strategy.

All sustainability initiatives should be assessed by an independent party. To communicate this progress transparently, Builtech aims for an annual sustainability rating by a recognised, independent rating agency.

Innovation Management

Innovation is a key lever for sustainable growth and efficiency at Builtech. Our holistic innovation management aims to systematically identify, evaluate, and successfully roll out technologies, processes and business models—with measurable added value for the environment, society and our companies. Digital tools, automation and new working methods help increase productivity, conserve resources and reduce errors. At the same time, they create modern, attractive jobs and sustainably improve operational processes.

Our innovation work is based on five strategic pillars:

- **Technology screening:** structured identification and evaluation of new technological developments
- **Innovation culture:** fostering entrepreneurial thinking, a learning-from-mistakes culture and customer orientation
- **Systematic implementation:** structured innovation process from idea to group-wide rollout
- **Group-wide knowledge management:** "Builtech knows what Builtech knows"—cross-company knowledge transfer

- **Future network:** active cooperation with startups, universities and technology partners

The use of data-driven applications—including selected AI-supported tools—is becoming increasingly important, for example, in planning, documentation or analysis of technical data. These applications create the foundation for future-proof, sustainable construction and building technology. In addition, a strategy for the use and governance of AI is currently being developed and will provide further information.

Goals

- Increase resource efficiency through digitalisation & AI
  - Rollout of 6 scalable efficiency technologies at 20 operating companies
  - Introduction of initial AI applications for automated planning, documentation and cost estimation
- Strengthen open innovation partnerships
  - Implementation of two co-development projects with industry and research partners
  - Build a network of 10+ external innovation contributors (startups, think tanks, universities)
- Anchor group-wide learning & innovation enablement
  - Expand the innovation ambassador network to all business units (100%)
  - Introduce a group-wide knowledge platform incl. showcases, lessons learned and toolkits

Implementation

The goals will be achieved through the following measures:

Efficiency & AI integration: the identification of suitable technologies as part of biannual screenings and their validation in pilot projects (e.g. with OpenSpace, TeamViewer, exoskeletons). The selection and introduction of initial AI tools for quotation calculation, documentation and quality testing.

Partnerships & co-development: the establishment and support of collaborations with universities and start-ups with joint development on solutions.

Scaling & knowledge transfer: The rollout of proven technologies via the innovation ambassador network. Use and continuous expansion of a digital communication platform for the distribution of knowledge, use cases and best practices.

Cultural formats & enablement: the implementation of co-creation formats, internal innovation speakers and the "Hits & Sh!ts" format to promote a learning-oriented, open innovation culture.

Risk Management

At Builtech, risk management and sustainability management go hand in hand. Effective risk management identifies, analyses, evaluates, monitors and controls potential hazards in order to minimise negative impacts on business activities and profitability. Holistic risk management also considers the negative impact of business activities on the environment and society and minimises this through the approaches described above. The structure of the Group, as well as steady growth and increasing customer requirements, represents a significant challenge that can only be overcome with a systematic approach.

Goals

- Build and implement a systematic risk management system by the end of 2027.

Implementation

Builtech is introducing a group-wide risk management system. Each subsidiary will be enabled to assess its inherent risks, document them and implement risk-mitigation measures. A central risk register will provide visibility across the group. Standardised risk scores will be used to prioritise the most severe risks and develop countermeasures. Conducting an annual double materiality assessment—covering both our impacts on the environment and society and the effects of external factors and events on Builtech's economic strength—will form the foundation of a holistic risk management system.

Supply Chain Management

Comprehensive supply chain management includes planning, control and optimisation of the interaction with upstream and downstream suppliers, customers and business partners. A structured approach based on collaboration, rather than mere control, builds trusting supplier relationships, reduces volatility in business operations and strengthens supply security. Builtech also uses supply chain management as a strategic lever to establish sustainable business practices across our value chain.

Goals

- By the end of 2026, integrate 25% of annual purchasing volume into a structured supply chain management system.
- By the end of 2026, cover 80% of annual purchasing volume with our Supplier Code of Conduct.

Implementation

The sourcing of new suppliers involves a supplier self-assessment on ESG-relevant topics, the signing of the Supplier Code of Conduct and the development of a risk score. Depending on the risk score, additional measures are agreed upon with the potential supplier. Existing suppliers are gradually evaluated using the supplier management system and assigned to risk categories. In this topic, we place particular emphasis on human rights and environmental issues.

Conclusion

Builtech is still at the beginning of its sustainability journey, and we recognise that many of the foundations for effective sustainability management are still to be built. What is already clear is that business as usual neither meets our responsibility to the environment and society nor safeguards our long-term resilience.

Our main goals are to embed sustainability across all sites, grow and share expertise systematically, and implement measures that cut negative externalities while amplifying positive impact. Over time, we aim to eliminate adverse effects from our operations, sustain strong profitability, and develop a motivated, well-trained workforce. Guided by our mission—"Handwerk Next Level"—and our commitment to "Better Buildings," we are working to enable an efficient, future-ready, and truly sustainable building stock.

This sustainability strategy is updated annually. Targets will be adapted according to the latest scientific findings and expanded in step with the Builtech Group's growth.

Maurice Frhr. von Dalwigk
CEO

Alexander von Brevern
Head of Sustainability

Date: 01.08.2025

Feedback and Contact
Builtech Holding GmbH
Ernst-Reuter-Platz 2, 10587 Berlin
ESG & Sustainability Team
sustainability@builtech.de
+49 30 889 2975-13

Version	Issue Date / Change Date	Created by / changed by	Change / Remark
1.0	01.08.2025	Alexander von Brevern, Johann Tölle, Emerson Helmi Patch	Sustainability Strategy Version 1