

BUILDING
IN ACCORDANCE WITH
HUMAN
BEINGS,
NATURE AND
ENVIRONMENT

● WE SHAPE TOMORROW OUR PROMISE



LEONHARD WEISS Company Management

from left to right, back: Alexander Weiss, Ralf Schmidt, front: Marcus Herwarth, Robert Kreß, Steffen Schönfeld, Christian Ott, Stefan Schmidt-Weiss

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Dear Reader,

2023 – the warmest year since the beginning of weather recording, was clouded by caesura, geopolitical conflicts, natural disasters and the results of the climate crisis. Society is discussing various topics, like for ex. the plausibility of the German Buildings Energy Act, civic actions of the so-called „climate activists“, and the budget debate. The discussion is becoming tougher, mutual understanding and the preparedness to step up to each other and actively listen to each other is decreasing. Even if the past year has been demanding, the highlights like the official end of the measures taken during the pandemic, the reconstruction of the Ahrthal, the speeding up of digitalisation and of the rollout of renewable energy make us hope.

2023 – the year of questions about the future, forced us to find new approaches, strategies, the preparedness for resilience and change. We are certain that this transformational dynamic also brings about numerous opportunities for the development of creative solutions and innovations. In order to seize them, a conscious decision for optimism and the will to actively be part of the solutions are required. For exactly this reason we have decided to forge ahead as LEONHARD WEISS. Our impulse: We shape tomorrow.

We shape tomorrow and build sustainably for generations, are innovative and use the latest technology. We shape tomorrow by supporting knowledge, standing for stability and doing excellent work. We shape tomorrow for our children and grandchildren, because future has an origin. We are family and will stay family. We live our values and consider sustainability a part of our identity.

For the fourth year in series, we are happy to take you along on our trip of sustainable construction. With our sustainability report we can give you a foretaste of the construction of tomorrow, the future of LEONHARD WEISS.

Yours sincerely,

LEONHARD WEISS Company Management

M. Herwarth
Marcus Herwarth

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● EXPERIENCE THE JOY OF CONSTRUCTION WITH LEONHARD WEISS

As a family-owned company, already in the fourth generation, LEONHARD WEISS is one of the most successful construction companies in Germany. Know-how, innovations, quality, as well as reliability and adherence to schedules are our strengths. All this is achieved by the commitment of our over 7,200 employees, which has made this success possible. In addition to the main locations Göppingen and Satteldorf, we have representations at 29 further locations in Germany, and also carry out successful construction projects in Norway, Sweden, Estonia, Finland, Lithuania and Latvia, as well as in Romania, Poland and the Czech Republic. With our three operative divisions we take care of the development of the infrastructure, play a considerable role in the upgrade of the communication and energy networks and provide

work and living spaces. Our portfolio ranges from individual customised services to complex package solutions from one source. The main task of the company management of LEONHARD WEISS is the strategic direction and further development of the company. In connection with a planning process the individual divisions devise their own detailed strategies, which are compiled on company level, taking into account central strategies, objectives, and regulations. The highest controlling body, elected by the shareholders for four years, is our advisory committee. The committee, composed of three women and four men during the reporting year, includes representatives of the shareholder family and external members.

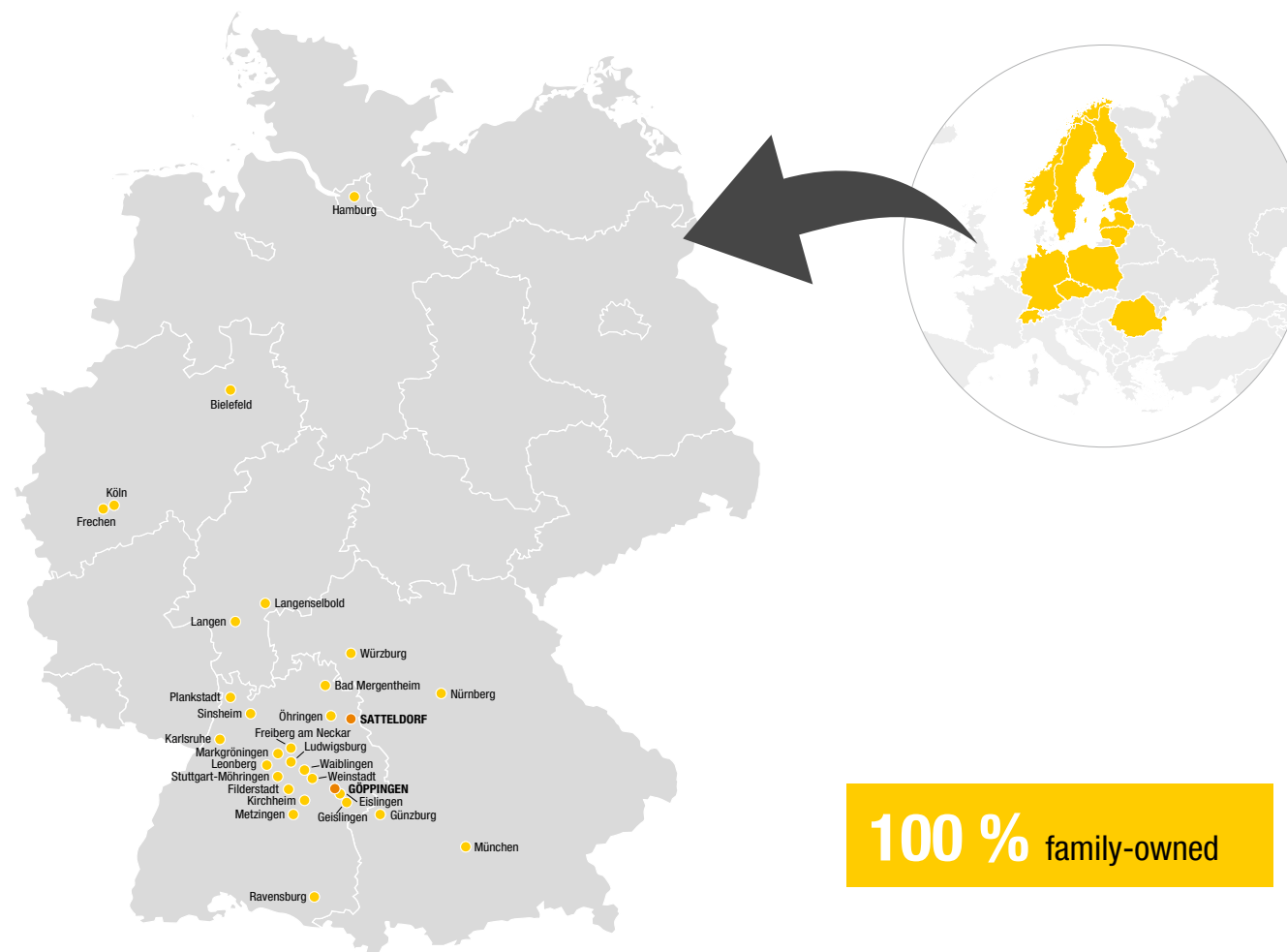
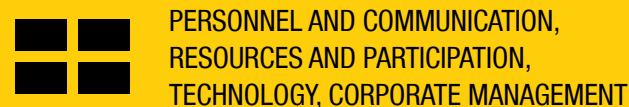
Currently an external member is the chairman. The decisions concerning relevant topics of company development are made jointly by company management and the advisory committee. The advisory committee, with a perspective from outside the company, scrutinises planned enterprises and brings valuable new impulses into the company. Since our foundation in the year 1900 we aspire to make construction attractive for our customers, as well as for our employees. This is reflected by our guiding principle „Experience the joy of building“, which was developed in 1989 together with our employees. Already at that point we defined our values and committed to the responsible treatment of human beings, family and environment.

We have stayed true to these values as a family-owned company up to the present. For all our traditions we are open for innovative and modern approaches. We consider the change within the construction sector a great opportunity: digitalisation and automation will considerably improve the coordination with all parties involved; the use of climate-friendly technologies and materials will enlarge the spectrum of designs in construction. We are certain that this will make a better future possible and that we can make an active contribution to this development as LEONHARD WEISS.

BUSINESS AREAS



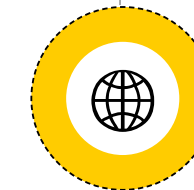
DEPARTMENTS



100 % family-owned



Established in
1900



31
Sites



€ 2.304 million
Sales revenue



7.215
Employees



342
Trainees

● WE SHAPE TOMORROW AND TRUST IN OUR STRATEGY

WE LIVE UP TO OUR VISION AND OUR VALUES

The guiding principle of LEONHARD WEISS is a strong foundation on which we base our actions. It describes our binding principles and values. „Experience the joy of building with LEONHARD WEISS by paying attention to social values and in connection with our activities treating human beings, family and environment responsibly.“ This principle has already been guiding us since 1989. Therefore, it is our aspiration to be a responsible, fair and economically sustainable company characterised by a respectful and trusting treatment of each other. This understanding is also reflected by our vision. „Innovative“, „modern“, and „family-oriented“ are the pillars on which we base all our strategic actions now and also in the future.

INNOVATIVE

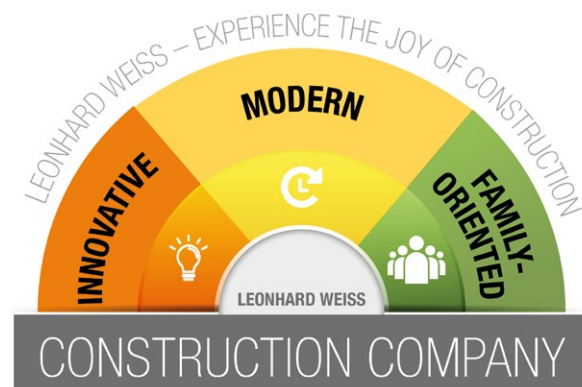
With creativity and the courage for new developments we will also be able to offer existing and new services in the future which are excellent and set standards in the sector. We are certain, that we will help design the construction of the future and lead the way.

MODERN

We think it is a modern mindset to combine necessary changes and innovations with the values of our family-oriented construction company. Characteristics of this mindset are our principles and virtues like curiosity, courage and determination, an open culture of failure, transparency, appreciation, modesty and joy. We look ahead, feel the pulse of time and actively shape tomorrow.

FAMILY-ORIENTED

We will stay a family-owned company in the future and live our mission statement. The shareholder families are present in the company and will stay present.



” As managing partner in the fourth generation I am proud to feel the pulse of the yellow LW heart every day in many conversations and encounters. Our vision and our values unify us and make our LW family grow.“

STEFAN SCHMIDT-WEISS
Shareholder and General Manager
Resources and Participations

WE RELY ON OUR LW.QUALITY AND OUR STRATEGY FOR THE FUTURE

We are currently experiencing a time of strong transformation and continuous change. The rapid development changes the manner in which companies work and interact. Adaptability and resilience are decisive in this dynamic world. By means of our LW.QUALITY we want to support company-wide developments. The benefit of LEONHARD WEISS comes first for us. The inner mindset „What is good for LEONHARD WEISS?“ is meant to direct our actions and decisions. With the following four fields of strategy, we focus on external but also on internal core topics, with which we want to shape the construction of the future and which support us in staying successful during these times:



SUSTAINABILITY

Conscious handling of resources, transparency and wholistic responsibility.



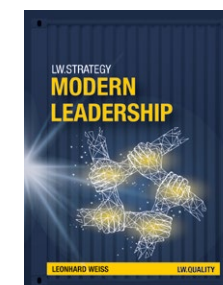
DIGITALISATION / AUTOMATION

Sustainable and successful in the long term thanks to optimised processes and tools.



MARKET DEVELOPMENT

Our success today is meant to be strengthened, so that LW will still grow, flourish and prosper in the future.



MODERN MANAGEMENT

Permanent change and our division-wide requirements demand an adaptation of or management conception.

We are certain that topics like sustainability, digitalisation, market development or modern management will only make us successful, if we can establish understanding, integrate all participants and cooperate to achieve these objectives.

Therefore we have made a considerable effort in 2023, in order to make the contents of the LW.STRATEGY known throughout the entire company, incite enthusiasm and peg down this strategy in our thinking and our actions. By means of numerous communication measures, like company-wide announcements, internal podcasts and continuous intranet communication, we have clearly and transparently communicated the main areas of focus of our strategy within the company and offered our employees the opportunity to take part in it with questions and suggestions.

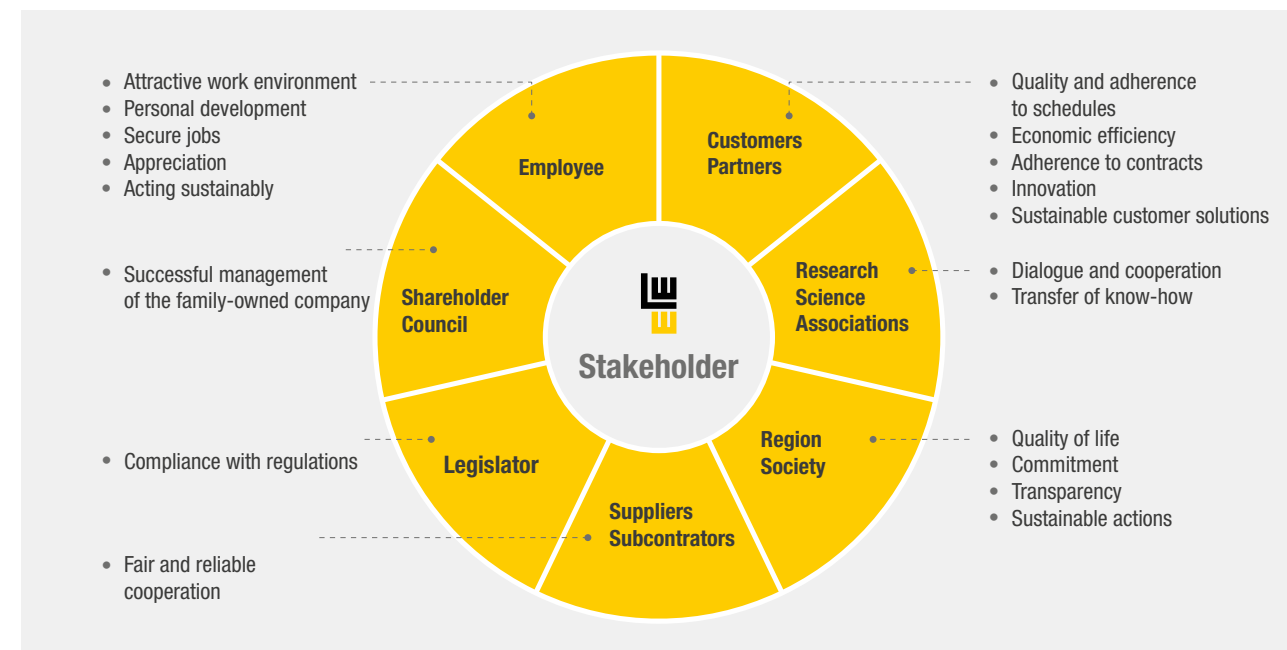
DIALOGUE IS APPRECIATED

In connection with our activities, LEONHARD WEISS comes into contact with numerous stakeholders, that is to say persons, groups, or communities with a legitimate interest in us as a company.

Against the background of our open and trusting company culture we have always relied on the dialogue. By means of various communication platforms like social networks, associations, assemblies, trade fair participations, interactive communication with our employees and project developments we assure a continuous exchange. We think this is essential in addition to an open dialogue and constructive feedback, in order to learn from each other and improve with every step. In this manner,

we strengthen the trust into the trademark LEONHARD WEISS and strengthen the reputation of our company. In the sense of the revision of ISO 9001:2015 we have intensively dealt with the identification of our stakeholders. Thanks to this work we have succeeded in determining the interested groups and their expectations relevant for us. These are customers and partners, shareholders, employees, suppliers and subcontractors, but also the fields research, science and associations, as well as the region and society in which we are active. We are certain that the expectations of these groups must be adequately taken into account for our success in the long term.

WICHTIGE STAKEHOLDER UND DEREN ERWARTUNGEN



Auszug Verbände:
Hauptverband der Deutschen Bauindustrie e. V. | Deutscher Beton- und Bautechnik-Verein e. V. | buildingSMART Deutschland e. V. | VDBUM (Verband der Baubranchen Umwelt- und Maschinentechnik e. V.) | BVMB (Bundesvereinigung Mittelständischer Bauunternehmen e. V.)

WE SEIZE OPPORTUNITIES AND KEEP AN EYE ON THE RISKS

Entrepreneurial actions are subject to volatile influences, which are not projectable and can bear opportunities and risks. A good, foresighted company management is aware of these influences and does not only consist of mitigating or averting dangers, but at the same time recognising and seizing real opportunities. We thus consider recognising opportunities and risks early on and generating measures a possibility of positively shaping, directing and leading the future. By means of foresighted planning and the evaluation of processes, activities, market conditions, interested groups, as well as the business environment, risks and opportunities are detected, evaluated, measures derived and finally their effectiveness checked. The management of opportunities and risks is integrated into our strategic approach. During the substantiation of our field of action sustainability we have intensively considered this topic. Especially in the field of sustainable actions we recognise an enormous potential we can make use of for us:

- » **potential of innovation:** sustainable construction requires the development and application of new technologies, materials and construction methods, which strengthens the power of innovation and assures competitive advantages.
- » **market opportunities:** as sustainability is becoming more and more important for politicians, customers and investors, new sales opportunities for sustainable construction products and services arise.
- » **efficiency and effectiveness:** by using sustainable technologies and materials, processes can be optimised and productivity increased.
- » **attractiveness and reputation:** by means of authenticity and real commitment in the field of sustainability social acceptance, attractiveness as employer and the reputation can be strengthened within and outside the company.



We view the increasing sustainability requirements of customers, politicians and society as challenges, which are present in many different fields of our entrepreneurial actions. We therefore set the course today for important and right developments, so that we are prepared for the increasing demands of tomorrow. We thus not only accept the challenges and avert risks, but we seize these opportunities for us, in order to grow as a company and stay successful.

WE ARE ON OUR WAY

LW.STRATEGY: FIELD OF ACTION SUSTAINABILITY

As a protagonist of the construction sector, we can observe, that sustainability is becoming more and more important in many fields. As a construction company we realise our responsibility to keep acting sustainably, offer sustainable solutions in a marketable form and wholistically enable sustainable planning, building and operating in Europe. In addition to that, we are aware that investors in construction increasingly value proof of sustainable activities. On the employment market and among our own staff there is an interest in environmentally conscious and sustainable

acting, and the legislative bodies also define increasingly demanding requirements. This comprehensive change process bears opportunities and risks for companies. Recognising them early on and generating the right measures is our opportunity of positively shaping the future and at the same time continuing our economic activity successfully. We consider sustainability an opportunity to live up to our values as a family-owned company and to stand out from our competitors by acting more sustainably. We are guided by the three pillars of sustainability:

HUMAN BEINGS AND SOCIAL COMMITMENT



CLIMATE AND ENVIRONMENT

PARTNERSHIP AND BUILDING

Deduced from our LW.STRATEGY a total of four objectives was generated which we are striving towards in the context of our field of action sustainability



Reduction of risk within our supply chains by systematic evaluation of suppliers and partners **by 2025 at the latest.**

Consistent reduction of waste and increase of treatment. **By 2035 at the latest,** we will no longer produce any waste which needs to be finally stored.

Continuous reduction of fossil fuels. LEONHARD WEISS will work climate-neutrally **by 2045 at the latest.**

Development of an **organisation**, which actively supports the divisions and business units in achieving these objectives.

” The cooperation between all protagonists of the construction sector is decisive, in order to further sustainable innovations. Together we can tackle the challenges of the future and shape an environment worth living in for today's generations and those of the future. “

MARCUS HERWARTH
Chairman of the Management Board and
General Manager Railway Infrastructure



IMPORTANT TOPICS

As official member of the UN Global Compact we undertake to align our company strategies and practices with the universally recognised principles in the fields of human rights, working standards, environmental protection and anti-corruption since 2021. We are proud to be part of this worldwide initiative and to actively contribute to the furthering of the objectives of the United Nations. Our membership in the UN Global Compact reflects our commitment to a responsible and sustainable company management.

In addition to that, we conducted a materiality analysis for the first time in 2023. The outstanding topics were company management and company culture, employee development and training, professional training and recruitment, health and safety at work, innovations and digitalisation, as well as ethics and compliance. One must take into account that most the participating persons were part of the management and that we will carry out a double materiality analysis in the course of next year due to the pending obligation to submit a report according to CSRD.



” Dealing with our important topics and their prioritisation is the basis on which we are designers today – in order to facilitate the building of tomorrow and thus pave the way allowing us to make a positive change for the next generations powered by our actions.“

CHRISTIAN OTT
General Manager Corporate Management



Guided by the analysis and the principles of the UN Global Compact, as well as the corresponding SDG, we identified the following fields of action as important for us.

PARTNERSHIP / BUILDING

Sustainable products & services



Supply chains and materials



Innovation capacity & digitalisation



Ethics & Compliance



CLIMATE / ENVIRONMENT

Energy & CO₂-Emission



Recycling economy & waste



Ecosystems and water



HUMAN BEINGS / SOCIAL COMMITMENT

Training & Recruiting



Health & Safety at work



Employee development & further training



Cooperative management & culture



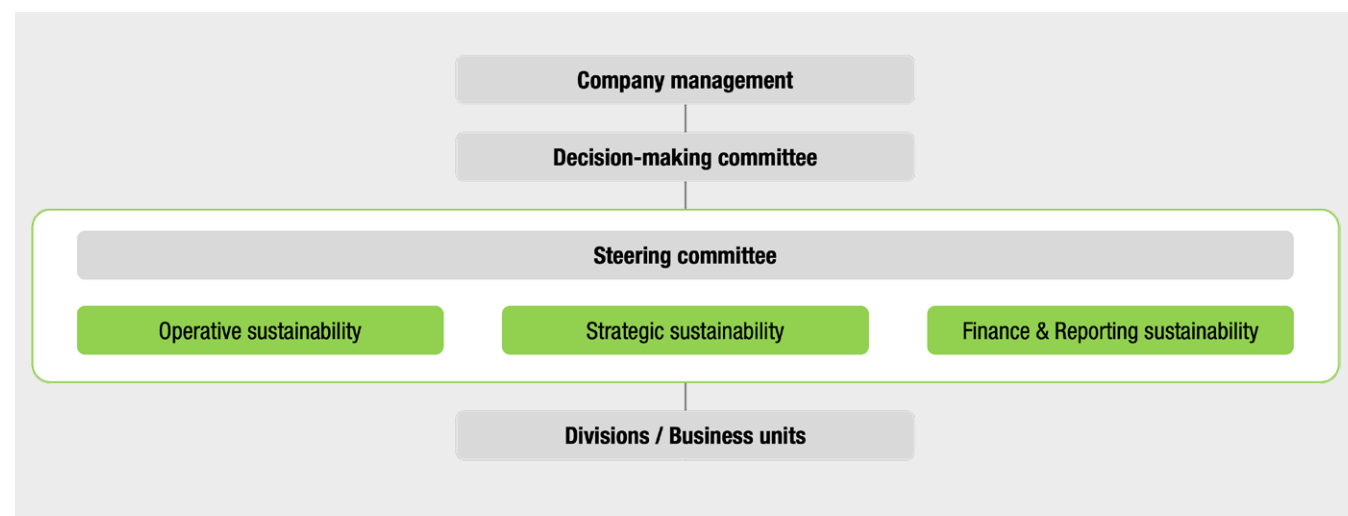
Social commitment



The currentness of the important topics is regularly checked and adapted, in order to take into account potential changes and relevant tendencies in the environment of the company.

SUSTAINABILITY ORGANISATION AT LEONHARD WEISS

The structure and responsibility are clearly defined in the context of the overall management. Our company management has overall responsibility for the strategic direction and steering of the company and thus also for the defined field of action sustainability. Company management is regularly informed about activities in connection with sustainability.



In order to concentrate all activities in connection with the points of focus of sustainability – operative sustainability, strategic sustainability, and finance and reporting – the sustainability organisation was merged in 2023 into the portfolio round sustainability and expanded by representatives and experts from various divisions and business units. This steering committee directs, evaluates and prioritises all sustainability activities of the company. The committee is responsible of the progress in connection with sustainability in the divisions and business units and keeps up a continuous exchange with them.

Between the steering committee portfolio round sustainability and company management there is a decision-making committee, which is responsible for the authorisation of new initiatives and measures within the field of strategy, as well as their monitoring and prioritisation.

Thanks to this structure we are in a strong position to achieve our sustainability objectives and to make a considerable contribution to a more sustainable world. Our commitment to sustainability is supported by all levels of our organisation.

WE DO EXCELLENT WORK

As one of the leading construction companies in Germany we must live up to the increasing demands of our customers, of the public, but also of our growing LW family, in order to stay successful. The Integrated Management System merges the fields of action compliance, data protection, health and safety quality, environment, energy and sustainability management at LEONHARD WEISS. Requirements from various legal but also company-internal provisions are taken into account, depicted in processes, lived by the employees and developed continuously. LEONHARD WEISS has committed to a continuous improvement by opting for the Integrated Management System and its company policies for quality, health and safety at work, energy and environment. The company policies are supported by the IMS Standard, the central document of the Integrated Management System defining the relevant objective, the organisational structure and the procedure and process instructions. As universal basic system the Integrated Management System contributes to the use of synergies, the minimisation of risks, the integration of stakeholders, the support of sustainable practices, the prevention of redundancies and the creation of transparent and wholistic processes.

It represents an efficient instrument for the entire company to assure quality, increase customer satisfaction and at the same time fulfil the legal and normative requirements. The consideration of the fields of action of the Integrated Management Systems, as well as the definition and implementation of measures is coordinated by a directing organ and supported by responsible professionals. Every year, the Integrated Management System is thoroughly put on trial in form of external audits in the fields of quality (ISO 9001), environment (ISO 14001) and health and safety at work (ISO 45001). In addition to that, we have been awarded the bronze award by the rating agency Eco-Vadis for our performances in the field of sustainability. In the medium term we are striving to further improve our performances, in order to achieve the silver status. The certificates and awards reflect our efforts in connection with the three fields of sustainability social matters, environment and economic efficiency.

The Integrated Management System paves the way for sustainable actions and supports them by means of an integrated and process-oriented approach.





PARTNERSHIP AND CONSTRUCTION

● WE SHAPE TOMORROW AND BUILDING AT THE PULSE OF TIME

WE BUILD FASHIONABLY AND SUSTAINABLY FOR GENERATIONS

The manner of carrying out construction projects has changed over the past years. Next to the traditional kind of construction, sustainable construction is developing, for which increasingly renewable construction materials and resource-friendly materials are used. According to our field of strategy market development we also want to keep an eye on the developments in the field of sustainable construction and take into consideration the desires and requirements of our customers. We accept new,

interesting challenges over and over again as the following projects will demonstrate. Awards from the German Society for Sustainable Construction (Deutsche Gesellschaft für nachhaltiges Bauen (DGNB)) or the international sustainability standard LEED (Leadership in Energy and Environmental Design) reflect our efforts and urge us on.



DGNB®
Deutsche Gesellschaft für Nachhaltiges Bauen e.V.
German Sustainable Building Council



BREEAM®



As site manager in turnkey construction sustainable construction means for me, to accept responsibility, live our values and put the demands of our customers into practice in harmony with the environment.“

ANNA POSSELT
Site manager Turnkey Construction



Sustainable construction is the key to a sustainable future-proof construction culture, in which we do not only erect buildings, but also create living space uniting generations.“

STEFFEN SCHÖNFELD
General Manager Engineering and Turnkey Construction



PILOT – CLIMATE-CONSCIOUS CONSTRUCTION IN TÜBINGEN

An important step towards more sustainability on construction sites was the realisation of a CO₂-reduced pilot construction site, which LEONHARD WEISS put into practice for Stadtwerke Tübingen in the historic centre of Tübingen in 2023. The objective was to analyse during real operation which possibilities and potential limits there are for climate-conscious underground construction works – and at the same time locally enable an immediate relief of passers-by and residents. In order to achieve the best reduction of emissions and noise possible, alternatively actuated machines, like for ex. electric wheel loaders, skid loaders or electric vibrating plates and rammers were used. A climate-conscious use of the existing utility vehicles like trucks or pickups was guaranteed by fuelling them with HVO (Hydrated Vegetable Oil).



About four months later all participants of the project gave positive feedback about the construction site. By using electric machines and the diesel replacement HVO we were able to save about 7.8 tons of CO₂ on the construction site in Tübingen. In addition to that, the employees on site and the local businesses found the considerably reduced noise and odour nuisance very positive.

Especially in congested areas some building owners demand and support concepts from construction companies for a more sustainable execution of construction sites. In connection with our entrepreneurial responsibility, we consider it our duty to comply with these requirements. In addition to that, we are sure that more contracts will depend on stricter sustainability requirements in the future, and therefore we invest more into technologies with alternative actuation.

RECONSTRUCTION OF THE AHR TAL

In April 2023 LEONHARD WEISS was awarded the contracts for all six contract sections for the reconstruction of the Ahrtal railway between Walporzheim and Ahrbrück. The destruction on site is still obvious even after two years. This makes the reconstruction even more urgent for many people. Part of this assignment are especially the local infrastructure and the last 13 kilometres of the Ahr line.

On 12th September there was the groundbreaking ceremony and thus the official start of the reconstruction of the infrastructure. It is meant to be reconstructed in flood-proof construction method and electrified by December 2025. In addition to the many challenges of the project, the people living in the region, as well as all protagonists of the federal state, regions and communities are integrated into the construction process, in order to guarantee the execution without disturbances. Due to the construction activities in and close to the river Ahr, all activities must be coordinated with the nature conservation authority in advance. We are proud to be part of this project, and we are happy to bring back a bit of normality and mobility to the people living in the valley of the Ahr by reconstructing the Ahr valley railway. Furthermore, the project presents the opportunity of testing several of our digital applications. Among others, the flow of construction materials is documented by means of the software Material Management on Construction Sites. That means, that the software automatically records the material, administrates the storage logistics and records the location of installation. Afterwards these data of the construction site

can easily be evaluated. The material management on construction sites begins with the SAP orders placed by the purchasing department and transmits the data recorded to invoice verification, which creates an efficient process in the flow of materials at LEONHARD WEISS.

Simultaneously we apply our equipment management on construction sites. This is a parallel development based on the material management. By means of the software materials released by the technology department and equipment on the construction site can be administered and reported to the technology department / warehouse. The equipment management offers an overview of the equipment pool, the location of the equipment, as well as its state of maintenance, which can easily be documented.

LUMEN MUNICH

Between SendlingerTor and Karlsplatz our employer, HANSAINVEST RealAssets, has had their existing building in Sonnenstraße 23 torn down and at the same time the building pit for the new building called LUMEN MUNICH excavated. One significant characteristic of the building is the impressive interior court with a polygonal metal façade and roof terraces. Ceiling-high window elements with parts that can be opened for airing let in the daylight and enable natural airing. The project makes high requirements concerning a sophisticated interior according to the most up-to-date demands. In order to offer a maximum of flexibility for the design of the office space as open plan office, combination office, or individual office or meeting rooms, a uniform construction pattern was realised. Certifications of DGNB Platin and Wired Score Platin are planned for the building, which reflects high standards in the field of sustainability respectively of the digital building infrastructure. This demand defined in advance involved detailed requirements concerning the construction materials used and the technical equipment of the building, which were chosen in close cooperation with the certifying authority. Due to the location in the city with very little space and no storage space at all the execution of the construction works had to be strictly synchronised according to the LEAN principles.



WE DEVELOP, EMPOWER AND APPLY

INNOVATION AND DIGITALISATION

As a family-owned company it is our aspiration to look ahead and pave the way for the future. Innovation and digitalisation often go hand in hand and are the building blocks on which we rely. In our opinion innovative action is a mindset, allowing us to accept new developments and seize opportunities. Digitalisation, however, is the pulse supporting us in our work and facilitating our everyday work. Therefore, it is logical that one of our fields of strategy for a successful growth in the future is called digitalisation / automation. With optimised processes and useful tools, we want to strengthen our success and be sustainable today and in the future.

The following points of focus were defined for this purpose:

1. Consistent availability of information along the chain of economic value added
2. Entering of information into our digital core systems as early as possible
3. Development of organisations in our divisions, which actively support and further digitalisation in the division
4. Active empowerment of our management staff and employees

AN EXTRACT FROM THE PROJECTS

- Digital flow of goods
- Digital material management
- Delivery note portal
- Digital retrofit
- Photo platform Bau.Foto
- Digital LEAN management
- Telematics platform for construction machinery
- 3D machine control for mini excavators

81 ongoing digitisation projects
23 project completions

In the portfolio round digitalisation, a company-wide committee, representatives of the divisions and business units wholistically examine the digitalisation projects of the company. The portfolio round digitalisation bundles all digital activities in the company, identifies relevant projects throughout the company, develops recommended courses of action and supports the digital development of the division / business unit by the respective representative in the portfolio round.

In various fields of digitalisation, we work on projects generating an additional benefit for our processes and construction sites. A total of about 34 of the current projects in 2023 are focussed on the operating processes and 47 on our construction processes.

LEGALLY COMPLIANT DISPOSAL PROCESS / LW FLOW OF MATERIAL

Digitalisation was also integrated into our disposal processes of mineral waste. LEONHARD WEISS has decided that the disposal processes must be standardised throughout the company and that all disposal procedures must be documented on the platform „LW flow of materials“ in an additional module as from 1st January 2024. The process offers facilitations on several levels, and at the same time this principal adaptation brings about a

change of the working method for many persons involved. But as is the case so often, changes also mean opportunities of improvement. In our case: to work more efficiently, transparently and sustainably.

The company-wide implementation of the new „legally compliant disposal process“ was organised by a project team assigned by company management and supported by a comprehensive change management. All divisions and business units were integrated from the beginning. During workshops the requirements of the divisions for the empowerment phase were determined and subsequently the processes in the divisions defined.

In September company-wide trainings took place, carried out by a team of experts of a total of twelve trainers. These internal trainings – by LW for LW – which introduced the new process to all protagonists, increased acceptance for the changes. In this manner, possible hindrances and the solutions detected for them could be discussed on a level playing field. The project was very successful and proved that we are able to successfully master changes by combining our capacities and by means of company-wide cooperation.

” Innovation and sustainability are interlinked closely, because we can only make progress in harmony with responsible economic activity and actions. By combining tried and tested methods with new possibilities, we can develop new solutions and products bringing benefits for LEONHARD WEISS, as well as for our customers and partners in the long term. “

SIMEON EICHMANN
Division Manager Innovation



WE DEVELOP SUSTAINABLE CUSTOMER SOLUTIONS

PROJECT DEVELOPMENT ENERGY AND SUSTAINABILITY PRODUCTS (PROENNA)

With the initiative ProEnNa (Projektentwicklung Energie- und Nachhaltigkeitsprodukte (project development energy and sustainability products)) LEONHARD WEISS has examined the diversity of possible products in the field energy and sustainability. In connection with ProEnNa we are aiming at creating additional benefits for our customers in this field. We examine a portfolio of products and solutions ranging from complete systems to specific, individual solutions. Every project which is part of ProEnNa is conducted by our experts, in order to be able to carry out a specific consultation and detect the best possible solutions for our customers. The focus of our work is the development of technology-open solutions for CO₂-neutral energy supply.



SOLAR ROAD

In the field of activity of sustainable energy generation and innovation we have risked a new step with the construction of the first solar road in Germany at the company site. This innovative road enables a quick realisation of decentralised energy concepts, by implementing them on existing infrastructure. Solar roads are directly glued to asphalted grounds and can either be operated as independent plant with a battery bank or be connected to the power supply network. They are especially suitable for traffic-calmed areas and parking areas.

One of the main advantages of this technology is the fact, that they can be installed on already existing surfaces like for ex. bicycle paths, access ways, parking areas or roofs of carports for the generation of energy. No additional sealing of surfaces occurs, and no planning processes in the greenfield are required. In addition to that, solar roads can also be used in the fields E-mobility, safety and comfort. They can be used for the power supply of safety-relevant systems or as loading infrastructure for electric vehicles, for example.

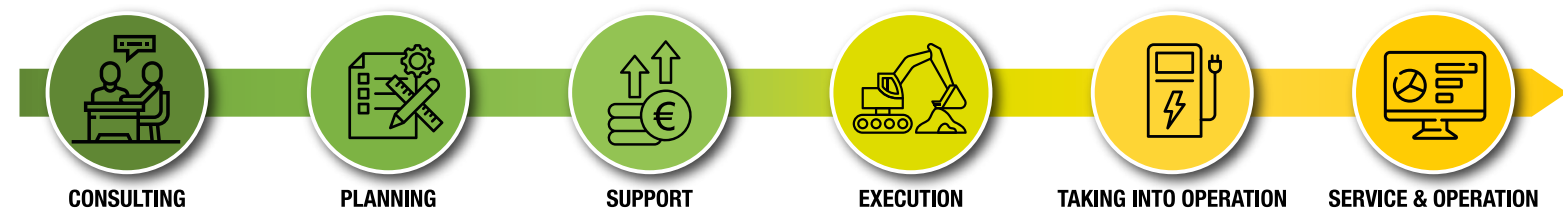


PV ROOFING (PROTOTYPE)

In connection with the use of renewable energy, a prototype of a PV roofing was developed and erected on the existing company parking area in Göppingen. This signifies an important step in our effort to optimise energy generation and at the same time increase the use and comfort of existing surfaces. The decision to develop a prototype was driven by the increasing demand for photovoltaic roofing, as well as by the wish, to integrate it into existing plants. This reflects an application supported by legal requirements, furthering renewable energies and their integration into everyday infrastructure. The PV roofing was erected on pile-driven foundations, which is an innovative foundation method without concrete. In addition to that, semi-transparent PV panels were used, in order to improve visibility and significance. This guarantees that the roofing is not only functional, but also attractive to the eye.

SYSTEM SOLUTIONS FOR THE IMPLEMENTATION OF E-MOBILITY IN COMPANIES

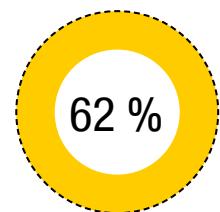
LEONHARD WEISS offers wholistic system solutions for the implementation of electric mobility in companies, which won the 1st prize of the German Award for Sustainability Projects in the category product – mobility/logistics in 2023. This solution is focussed on the integration of electromobility into existing systems and infrastructures and takes into account various aspects like the intelligent charging management and the operation of the plant. LEONHARD WEISS has successfully tested this system solution during pilot projects at our main sites and has developed them further. A key component of the solution is the consultation for internal processes in companies, which includes intelligent charging, automated billing and the car-pool management, among others. With the solution individual requirements and infrastructures can perfectly be adapted to electromobility.



WE PROMOTE KNOWLEDGE

COOPERATION WITH ACADEMIES / UNIVERSITIES

Sustainable action is closely related to far-sightedness and courage for new approaches. We have therefore consciously decided, to engage in various cooperations with academies and universities, to actively take part in research projects and see through dissertations. We consider the cooperation an important element to gather input about new topics and at the same time transport potential practical aspects into development.



of dissertations in 2023 bore a relation with sustainability

SUCCESSFUL TERMINATION OF THE PROJECT “INTERNET OF CONSTRUCTION (IOC):

A JOINT SUCCESS“

The research project Internet of Construction (IoC) initiated in 2019 was successfully terminated early in 2023. By compiling the expertise of academies, partners in the industry and our company LEONHARD WEISS we could develop innovative concepts and methods, which considerably contribute to optimising the chains of economic value added in the construction sector. Findings of the project were not only published in well-known specialist literature, like for ex. by Springer Vieweg Verlag, but also documented in a VDI expert recommendation (VDI EE 2558). This is our manner of guaranteeing that generated knowledge is widely available and is also put into practice. In numerous presentations and expert conventions, we have presented the research results to the public together with our project partners.

OPEN CAMPUS WEEK 2023:

SHARING KNOWLEDGE FOR A SUSTAINABLE FUTURE

In 2023 the Open Campus Week on the premises of the reference construction site at the Campus Melaten of the RWTH Aachen took place once more. The event is a central element of our efforts, to share knowledge and support close networking between science and practice. Representatives from politics, academies, industry and skilled crafts and trades met, in order to exchange knowledge and findings concerning the current research results. As an active member of the Center Construction Robotics (CCR) of the RWTH Aachen LEONHARD WEISS presented the latest research projects and their results together with the project partners. The event thus offered an ideal platform for spreading the newly acquired knowledge and support the dialogue between science and practice. In addition to that, potential fields of application and challenges for the integration of these new technology methods into everyday work could be demonstrated and discussed. It's our objective to transfer the knowledge acquired into practical application, in order to create sustainable economic value added. We are certain that the economic efficiency of the construction industry can be improved and that construction will become more sustainable thanks to well-focussed digitalisation and automation of the construction processes.



● WE SHAPE TOMORROW AND CREATE TRANSPARENCY

WE ARE ON OUR WAY TO A SUSTAINABLE MANAGEMENT OF OUR CHAINS OF DELIVERY

Due to the diversified divisions and the large portfolio of performances, our purchasing organisation is strategically structured in a decentralised way. Representatives of every purchasing organisation, so-called purchasing coordinators, exchange their knowledge and insights regularly during purchasing rounds. Their aim is to identify comprehensive synergies and to bundle purchasing volumes, know-how and resources. Common factor and guideline for this round is our purchasing manual describing specific provisions for responsible purchasing. Our supplier structure is very wide and ranges from very large companies to very small enterprises. The main part of our purchasing volume is represented by our raw materials and supplies, which amounted to about 972 Mio. Euro in 2023 (2022: 939 Mio. Euro). Over the past years the responsibility along the chain of economic value added has further increased. We therefore pay close attention to short distances when choosing our suppliers and mainly buy products manufactured or treated inland. This is mainly applicable for large volumes of bulk goods like ballast and asphalt. This is an important influence, especially on our duty to take care to which we are bound by the Act on Corporate Due Diligence Obligations in Supply Chains. For this reason, we have continued our risk analysis during the reporting year, for our own business operation, as well as for direct partners. The points of beginning are our relevant goods. In addition to that, our company management has also officially undertaken to respect human rights in context with our mission statement. Altogether the very large percentage of suppliers inland entails

low risks in the supply chain. As a company active in the construction sector which involves hard bodily labour, we consider the human-centred and safe organisation of work one of the most important topics. We are further aware that the construction sector has a considerable influence on our environment. We therefore think that its protection is a relevant aspect of our duty to take care.

Independent of legal requirements we view the evaluation of our suppliers and the reduction of risks throughout our supply chains connected to it as strategic objective. In connection with our field of strategy sustainability we are striving for an efficient and sustainable management of our supply chains and our suppliers („Reduction of risks throughout our supply chains by means of systematic evaluation of our suppliers and partners by 2025 at the latest“).

This project is meant to reduce risks throughout our supply chain and to guarantee a responsible handling of our resources. By simplifying and automating our processes, we are striving for a higher efficiency and reliability of our supply chain. By systematically monitoring qualifications and legal requirements we additionally make sure, that our suppliers fulfil our strict requirements concerning quality and safety and adhere to legal prescriptions.

Already today sustainability aspects are integrated into our purchasing in different stages.

These are some examples:

- » The use of alternative materials is regularly checked in connection with tenders and is preferred, for ex. the use of recycled construction materials.
- » Especially when purchasing hardware we rely on energy-saving power packs.
- » When choosing our personal protective equipment and work clothes for employees we prefer high quality textiles, in order to counter the growing flow of waste.
- » Integration of sustainability criteria into the award of contracts for subsequent acceptance of materials by the employer according to the evaluation system for sustainable construction (Bewertungssystem Nachhaltiges Bauen (BNB)).

We pay attention to legally compliant behaviour, as well as to the adherence to social and ethical minimum standards. Our code of conduct for subcontractors, suppliers and other business partners is based on the principles of the United Nations Global Compact and includes those principles LEONHARD WEISS considers the relevant basis of any cooperation. With the contractual agreement our subcontractors, suppliers and other business partners undertake to fulfil these principles and respectively to transmit them to their partners. A breach of the guidelines can entail the termination of the business relationship. During the reporting year no breach of these principles has become known to LEONHARD WEISS.



● WE SHAPE TOMORROW AND ARE CONSTANTLY IMPROVING

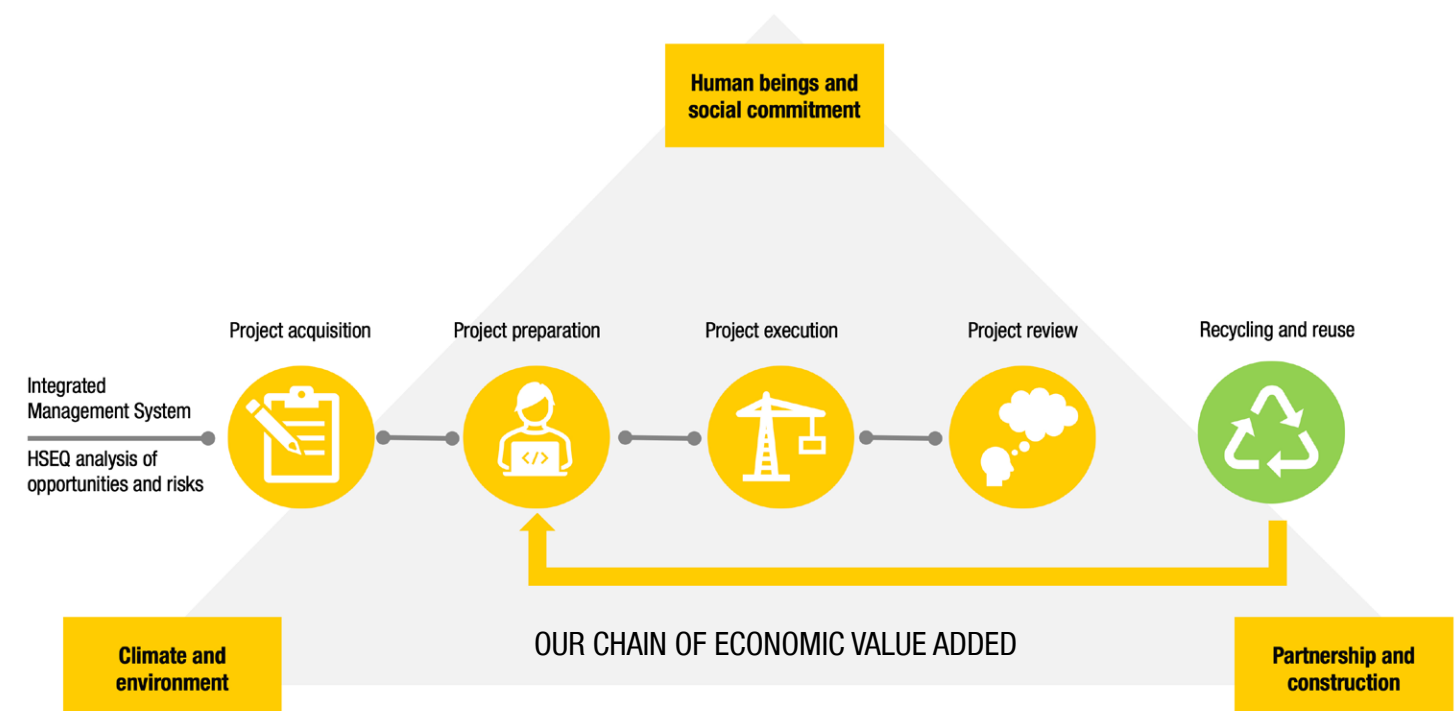
WE GENERATE IDEAS, ARE AGILE AND WORK IN PROCESSES

QUALITY MANAGEMENT AND CREATION OF VALUE

Quality is an integral characteristic of our work. It drives us to improve steadily, is the core of our competitiveness and thrills our customers. With excellent performance, adherence to schedules and economic efficiency we want to share our perception of the joy of building. LEONHARD WEISS has already been successfully certified according to ISO 9001:2015 since 1995.

An important building block of successful company management and the achievement of objective are the processes defined in the company. Our company management thus considers the management of business processes a decisive factor, in order to be successful on the market in the long term. In this context we are optimising our processes and aligning them consistently with the requirements of our customers, the legislative bodies and the changed market conditions.

As every construction project is individual and unique, the creation of value in connection with the planning and execution of the construction project entails special challenges. Furthermore, the construction process is characterised by the interaction of various protagonists. Good coordination and project steering are thus indispensable. In addition to a large number of legal and regulatory requirements, every construction project is influenced by external circumstances, like for ex. weather conditions, soil conditions or site-related factors. For this reason, LEONHARD WEISS always considers the construction process holistically. The „Integrated Management System“ works as unifying entity of quality, health and safety, energy, environment and data protection.



In order to live up to the expectations of our customers, we rely on qualified and competent employees. In connection with our division-wide cooperation we promote the skills of our employees and strengthen their awareness for quality in addition to an open culture of failure.

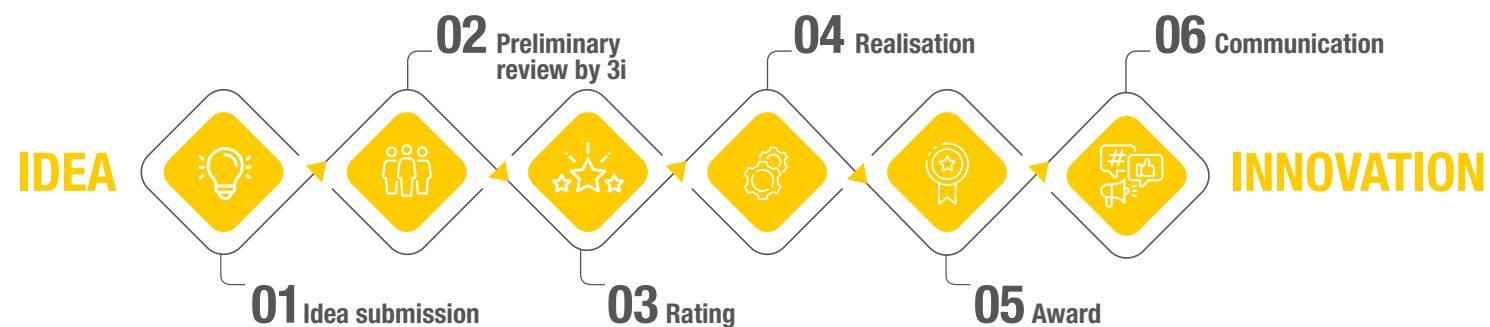
The achievement of the company objectives, as well as the fulfilment of customer requirements and legal prescriptions are monitored regularly, checked and evaluated. For this purpose, we use central instruments including combined audits, site inspections and management evaluations, among others.

IDEA MANAGEMENT

Our company internal idea management tool, „3i“, offers an efficient collaboration between creators of ideas and professional experts. The three key elements behind this tool, which are idea, initiative, and innovation, are of critical importance, because they stimulate the creativity of our employees, encourage them to take the initiative, and enable continuous progress and optimisation. During the year 2023 a total of 181 innovative ideas were submitted by means of our idea management tool.

This year our main focus in the field of idea management was put on the implementation phase of the company-wide idea campaign, #MISSION ENERGIE from the year 2022. This initiative concentrated on the use of energy and the possibilities of using energy in a more efficient manner at LEONHARD WEISS, to reduce the consumption or even generate energy ourselves.

The most promising ideas were bundled and transmitted into concise realisation projects last year. These projects are currently being put into practice. The first results are already expected during the first quarter of 2024. Due to the positive experiences of the previous idea campaign we want to focus on everyday work on the construction site during the next year and make our good ideas and experiences visible and available throughout the entire company in the sense of our LW.QUALITY.



LEAN-CONSTRUCTION

We consider LEAN an opportunity of improving all the time. With smooth and efficient processes, we do not only increase the quality of our work, but also the joy in accomplishing our work. One of these tasks is sawing with a circular bench saw. This workplace can now be designed to be tidier, cleaner and safer. By means of a transport box on wheels, pieces of wood and shavings can be collected directly and disposed of, which considerably shortens the time required for cleaning up after work. In 2023 we used a total of five such boxes. After positive feedback we are planning to use even more of them in the future.

We also want to use our well-established LEAN Container with the integrated order system comprehensively in the years to come. In this way order, tidiness and safety will be implemented on the construction sites even more thoroughly.

As the success of the LEAN method strongly depends on the conviction and the (past) life of the participants, several LEAN trainings for management staff took place during the past year, in which 52 persons participated. Especially the management staff are thus acquainted with the relevant LEAN topics, in order to spread the LEAN spirit throughout the company.



● WE SHAPE TOMORROW AND ADHERE TO THE RULES

WE FOLLOW OUR INNER COMPASS

COMPLIANCE

For LEONHARD WEISS economic ethics and compliance are elements of a successful company management and customer orientation. Law-abiding behaviour is an indispensable prerequisite of our entrepreneurial actions and considerably contributes to our success. In addition to legal prescriptions and other applicable regulations of the states, in which we are active, all our company internal rules and standards are binding for all employees. Furthermore, ethical standards like integrity, fairness and social responsibility are a matter of course for us as a value-based family-owned company.



Human being, work,
social matters



Economic ethics



Environmental protection
and sustainability



Reports of
malpractice



Following this perception, our compliance system is an integral part of LEONHARD WEISS. It defines the general principles of our encounters among each other, with suppliers and subcontractors, as well as employers and other third parties. The code of conduct is the basis and our common denominator for all employees – including all affiliated companies in Germany and abroad. In addition to that, our suppliers, service providers and subcontractors are contractually obliged to adhere to our principles. Our compliance system includes the following points of focus:

From an organisational point of view compliance is also strongly integrated into the company. Several points of contact are available for employees for questions or even reports of compliance breaches. During the past year we have paved the way for another reporting possibility. With the coming into effect of the Whistleblower Protection Act we equipped our employees with a reporting tool for submitting reports, even anonymously, if they choose. The whistleblower system works like a safe mailbox accessible from two sides, which enables a confidential communication between the whistleblower and the person handling the report, after a report has been submitted. Furthermore, there is a close exchange between the persons responsible in the division and a central coordination office. For an efficient compliance system active and effective compliance is indispensable. We are thus certain that sensitisation and training measures are of critical importance. In this context the company-wide roll-out of our internal self-provided compliance E-learning was a significant milestone.

TRAINED EMPLOYEES COMPLIANCE

2021	2022	2023
984	771	2.341

ANTI-CORRUPTION

We do not tolerate any criminal business practices – especially no form of corruption. Company management and all employees make the highest demands for its prevention and the fight against it. We make all decisions exclusively on the basis of entrepreneurial considerations and expect the same behaviour from our business partners. In no way do we influence the decisions of our business partners or their employees, officials or other third parties by offering or granting personal benefits. Neither do we tolerate other persons attempts to improperly influence our activity in this manner and correspondingly do not demand any illegal personal benefits or accept them.

DATA PROTECTION

In context with technological progress and digitalisation, data are becoming more and more important. The perception on which data protection is based, confirms, that informational self-determination is a basic personal right, which must be protected. For this reason, it is a good idea to take data protection seriously. The observance of data protection and its regulations is an important signal for our partners and our own employees. It proves responsibility and reliability. LEONHARD WEISS therefore works continuously to intensify data protection throughout the company. With the data protection officer, the data protection coordination office and the company-internal rules and standards we define a framework taking the protection of personal data into consideration in an appropriate manner.

REPORTED DATA PROTECTION MISHAPS

2021	2022	2023
3	3	1



TAXES

To raise taxes in order to be able to finance the national budget is one of the most important objectives to finance the responsibilities of the state. We therefore consider taxes an important part of functioning corporate governance and strictly adhere to fiscal regulations. In this sense, LEONHARD WEISS pays taxes according to the principle of economic value added and does not practice any tax strategy, neither does the company apply a group tax ratio. The invoicing of group-internal activities is carried out according to the arm's length principle.



The central tax department takes care of the national tax function and reports to the commercial management of company management. It monitors all national and international developments in the field of tax legislation and also seeks advice from external experts. In contact with financial authorities, LEONHARD WEISS behaves cooperatively and works closely together with them. This reduces fiscal risks and increases the safety of the chosen fiscal positions. LEONHARD WEISS does not try to actively influence legislation. LEONHARD WEISS has implemented a tax compliance management system (Tax CMS) over the past years. This tax compliance is an effective instrument to counter liability and penalty risks for companies and their organs. The Tax CMS is a running process at LEONHARD WEISS, which is continuously developed and being monitored by a certified accountant. Fiscal risks, like for ex. potential suspected cases based on official letters in connection with tax audits are identified by the tax department and minimised by means of measures or in the best case completely eliminated. This work is carried out in coordination with the respective special divisions or the department Finances-Accounting-Controlling and, if required, in cooperation with company management.

● WE SHAPE TOMORROW ECONOMY AND ECOLOGY IN CONNECTION

WE PROTECT OUR ENVIRONMENT

The construction process directly affects our environment. In our times, being confronted with the climate crisis, the threat to biodiversity and environmental pollution, this fact is more present than ever before. At LEONHARD WEISS this awareness has already been part of our mission statement since 1989. Social responsibility for us also means responsibility for our surroundings - the environment in which we live. Immediately on site at the construction site we are part of it. According to our perception of values, we do not only want to work surrounded by nature but in harmony with it.

LEONHARD WEISS has set itself the objective to reduce the environmental stress resulting from our business activities. In order to continuously improve our environmental performance, we carried out intensive workshops with the operative divisions and business units to identify environmental aspects, evaluate them, and understand them. We gained important insights from these workshops enabling focussed measures for minimising environmental effects. Our company-wide environmental management plays a central role in this field.

In order to live up to the dynamic challenges and opportunities in the field of environmental management, LEONHARD WEISS has further developed its environmental policy in 2023. In addition to that, comprehensive environmental instructions for our employees were carried out during the reporting year, to heighten awareness and make sure, that they can actively contribute to the implementation of our environmental policy.

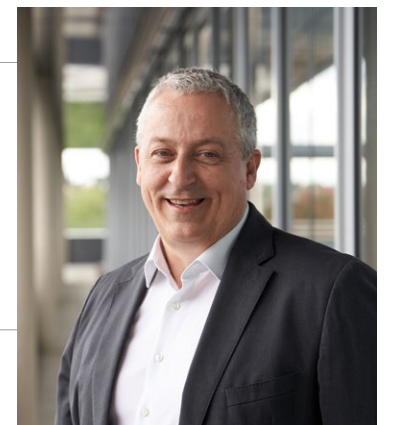
A further milestone was the successful certification of the entire company with ISO 14001 in 2023. This certification underlines our commitment to high environmental management standards and demonstrates that LEONHARD WEISS fulfils the requirements to minimise environmental effects and promote sustainable business practices.



CLIMATE AND ENVIRONMENT

“ *We consider the continuous reduction of our negative effects on the environment a clear objective. We see our role in the more sustainable method of construction, which does not only contribute to an environment worth living in today, but also in the future.* ”

RALF SCHMIDT
Shareholder and General Manager Technology



WE ARE ON OUR WAY TO BECOMING CLIMATE-NEUTRAL

GEENHOUSE GAS EMISSIONS

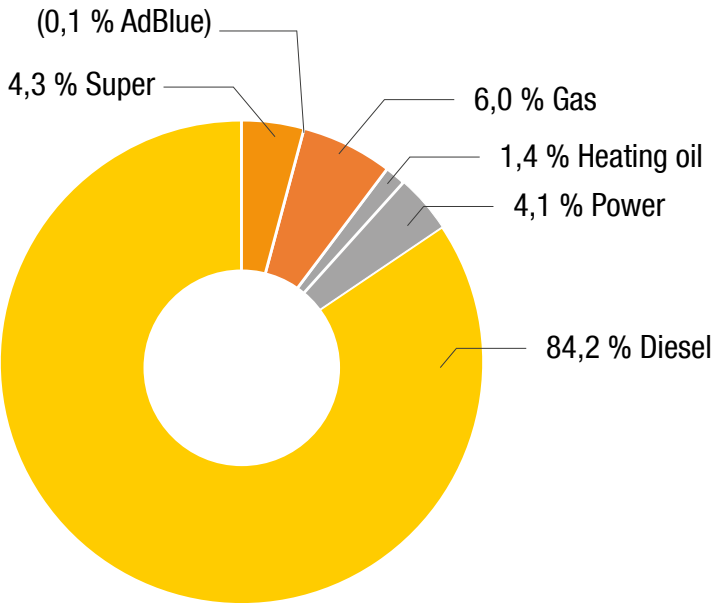
With about 89 % the largest part of our energy consumption is generated by the use of fuel. It is mainly needed for the operation of construction machines and construction equipment, as well as for their transport to the construction sites and back. The use of company cars also contributes to the consumption of fuel. In addition to that, there are often diesel generators for the power supply of portacabins, if there is no connection to the power supply network on the construction site. A further significant part of the energy consumed is the consumption of electricity. The sites Göppingen, Satteldorf, Bad Mergentheim, as well as several further sites are already supplied with 100 % green electricity.

In 2023 the plants generated a total of 456 MWh (2022: 442 MWh), 69 % of which we used ourselves, and the rest was supplied to the power supply network. Since 2023 we already cover over 90 % of our demand for electricity at our own sites and our rented sites with green power. Furthermore, our construction sites are completely supplied with green power since January 2023. We are thus on a promising course to sustainably increase our energy efficiency. The third important consumption of energy is the use of thermal energy for heating buildings and portacabins. This energy is mainly generated by means of gas (77 %) and fuel oil (23 %).

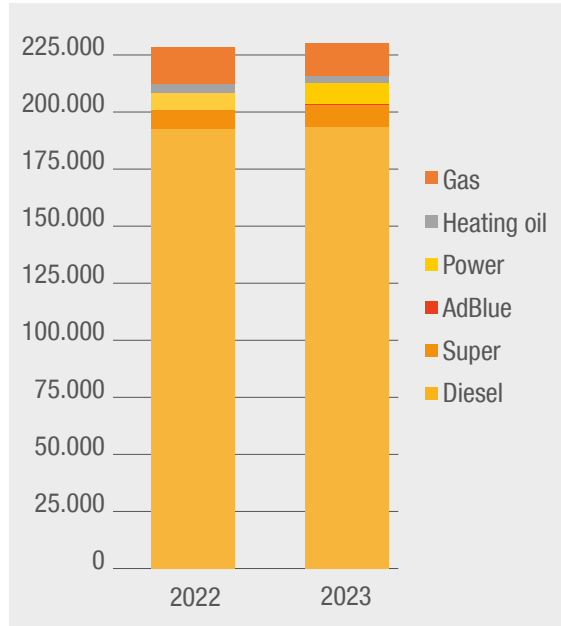
Energy consumption in MWh	2021	2022	2023
Thermal energy	12.304	18.929	16.832
Power ¹	6.452	7.438	9.297
Fuels ²	199.275	201.138	203.063
Total power consumption	218.030	227.505	229.192

¹ About 33 % of the electric power consumption are used for the operation of buildings and work yards, 67 % are needed on the construction sites.
Calculation of 2021 and 2022 according to standards of 2023 (comparability).
² For consumption of fuels the private use of company cars is also taken into consideration. The fuels used are mainly diesel (95 %) and a small percentage of petrol (approx. 5 %).

Energy mix 2023



Energy consumption 2022 vs. 2023



An increased number of contracts requires an increased consumption of energy. For this reason, we always consider our total consumption of energy in comparison with our construction performance. In 2023 the energy intensity ratio amounted to about 113 MWh / Mio. Euro construction performance and could thus be reduced by about 4.6% compared to the previous year thanks to our efforts.

The figures indicating our consumption of energy are based on the invoices of the utility companies, service charge statements and the monitoring of our meter readings, as well as extrapolations. As far as a conversion of the volumes consumed was required, average prices, as well as the conversion factors of the information sheet CO₂-factors (Federal Office of Economics and Export Control) were used. The emission of greenhouse gases is directly connected to the consumption of energy (GRI-allocation).



“The reduction of CO₂ in the construction sector strongly depends on the adaptation of the vehicle and equipment pool. We welcome innovative technologies, as well as alternatives and thoroughly test them, in order to determine, if they are ecological and at the same time economically sensible.”

SIMON SCHALL
Division Manager mechanical engineering and maintenance

SCOPE 1 AND 2

One of the objectives of our sustainability strategy is to become entirely climate-neutral by the year 2045. In this context we have transparently determined our Scope 1 and 2 footprint since 2020, and on this basis have developed a plan by stages to reduce our CO₂ equivalent (CO₂e) emissions. This comprehensive plan is divided up into four central topics: vehicle fleet, machine and equipment pool, electric power and heating of buildings, as well as electric power and heating on construction sites.

In each of these fields various measures were defined in stages, in order to reduce emissions step by step. These measures range from the renewal of our vehicle fleet with low-emission vehicles, over optimising our machines and equipment, up to the improvement of the energy efficiency of our buildings and construction sites. During the year 2023 the CO₂e footprint amounted to about 61 kt (2022: 60 kt).

Our plan by stages defines the following objectives:

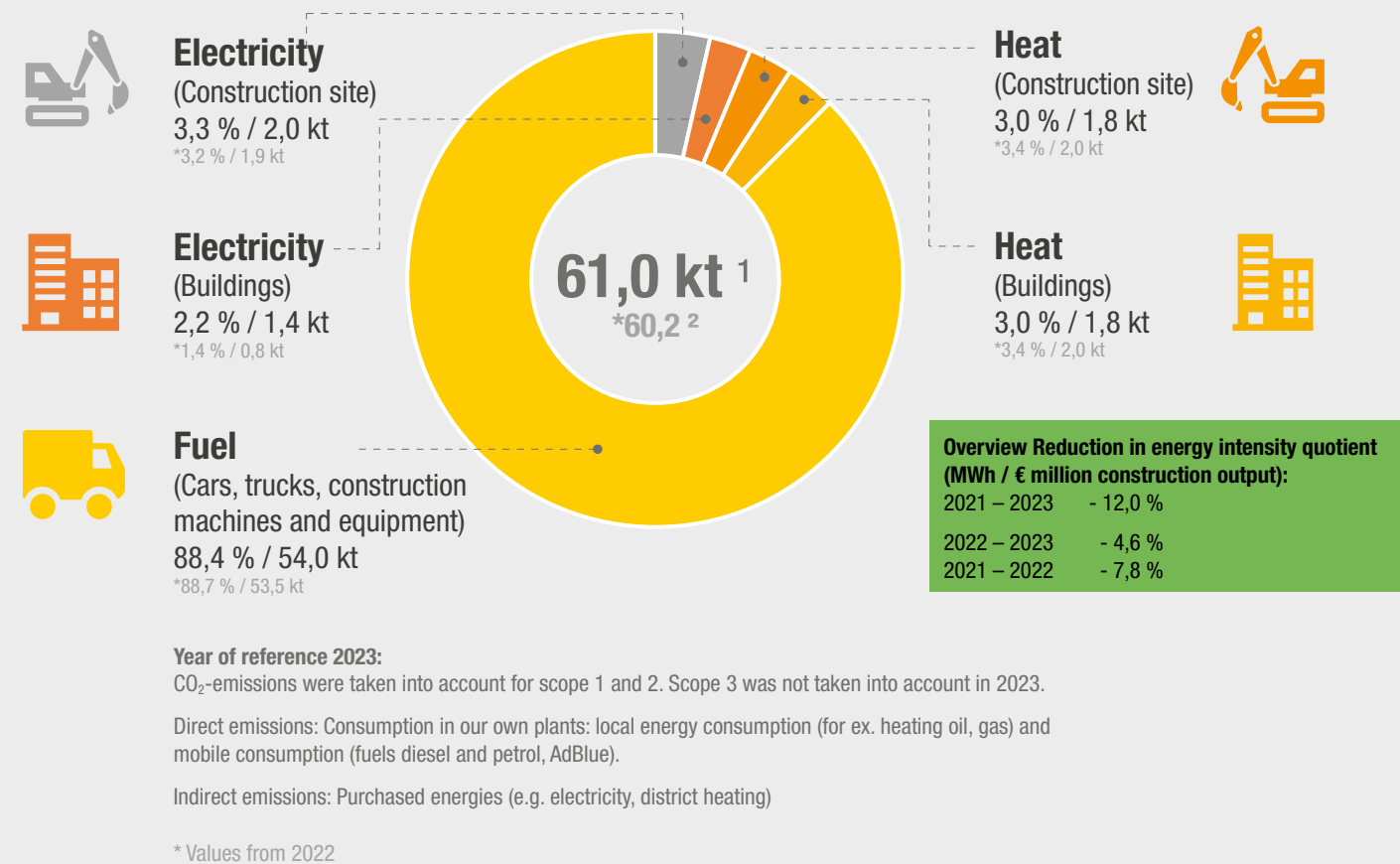
- » By 2030 we will have exchanged our entire passenger carpool with CO₂-neutral motors
- » By 2035 we will operate CO₂-free buildings
- » By 2037 we will operate our entire vehicle fleet CO₂-neutrally
- » Starting in 2037 we will operate CO₂-free construction site equipment
- » By 2040 we will operate a train of machines 90 % of which is CO₂-neutral

CO ₂ -footprint in t	2021	2022	2023
Thermal energy	2.628	4.095	3.656
Power	2.361	2.726	3.403
Fuels	52.989	53.467	53.963
Total	57.978	60.288	61.022

Calculation of 2021 and 2022 according to standards of 2023 (comparability).

CO₂-footprint

Directly / indirectly caused CO₂-emissions



For scope 1 all emissions were taken into account, which are generated by the direct combustion in our own plants and machines. Main source of these greenhouse gas emissions is the use of the kinds of fuel diesel and petrol. Furthermore, the use of gas and fuel oil for heating purposes was taken into account for scope 1. Scope 2 is the total of emissions generated by the purchase of energy. These mainly refer to the use of electric power and partly distance heating. The calculation of emissions was carried out based on the applicable information sheet CO₂-factors (Federal Office for Economics and Export Control).

¹ Explanation of the increase of emissions: the increase of the CO₂-footprint is due to the increase of construction performances by about 5,6 % compared to the previous year, among others, which resulted in the correspondingly higher need of energy. In addition to that, we improve the collection of data every year. This makes our calculations more precise and results in deviations from the key figures of the previous years.

² Values deviate from those reported in 2021 and 2022, because the data used as basis was adapted to LEONHARD WEISS GmbH & Co. KG and national 100-percent subsidiaries, which operate in the construction sector.

SCOPE 3

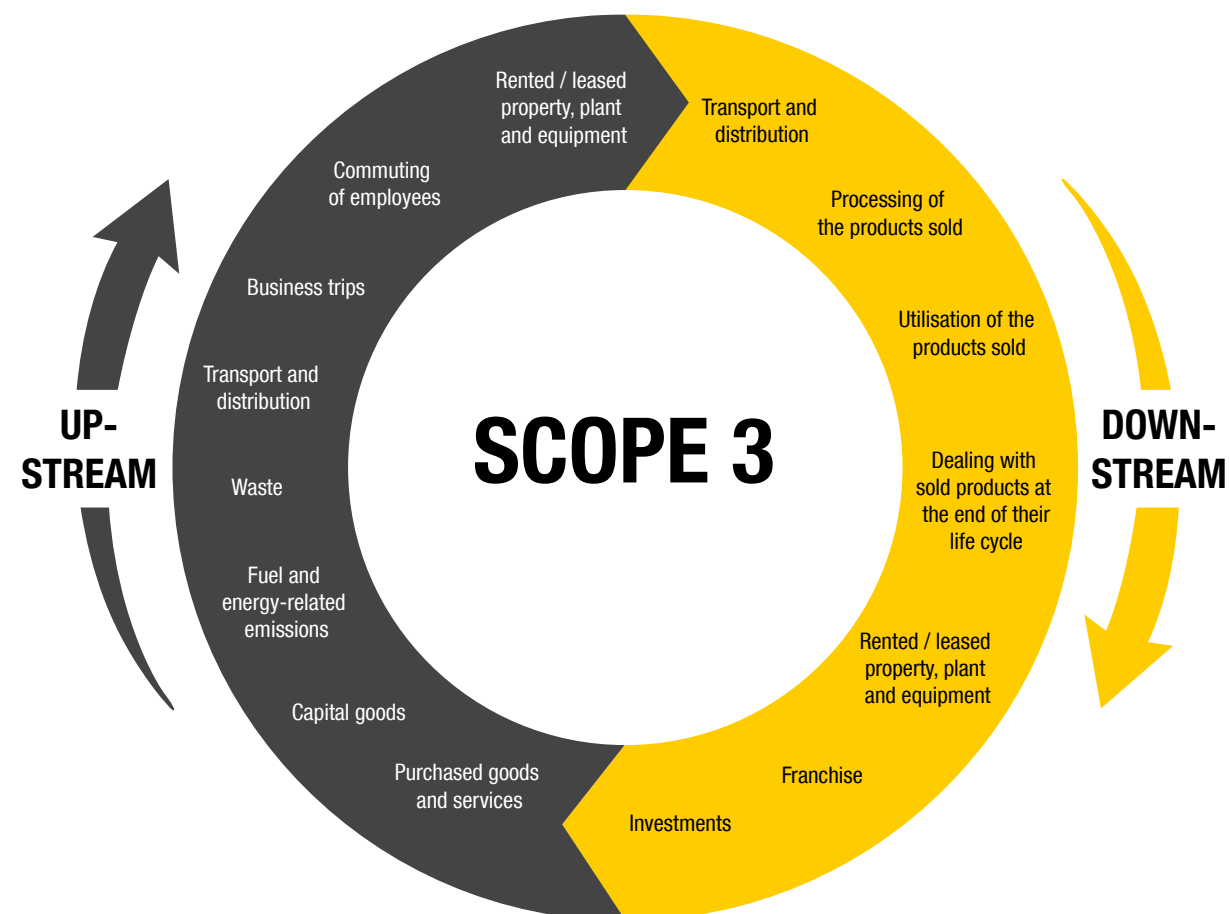
Similarly in connection with this point of focus for reducing our CO₂e we devised a rough concept for scope 3. Scope 3 includes all indirect emissions generated in the chain of economic value added of a company and is thus a significant factor for a comprehensive climate assessment.

This rough concept serves as basis to develop a first understanding of the complexity and the extent of our scope 3 emissions. It enables us to contemplate and evaluate the various aspects and effects of our business activities.

By doing this we create the basis for the dialogue with our customers and suppliers, in order to reduce our CO₂e within our supply chain working together as partners.

Initially we have contemplated the following fields of scope 3:

- » Purchased goods and services
- » Combustible-related and energy-related emissions
- » Waste
- » Business trips
- » Commuting of employees



FEASIBILITY STUDY EMISSION SURVEY OF CONSTRUCTION MATERIALS

In connection with the project „feasibility study emission survey of construction materials“ we pursue the integration of emission data in our central systems. The aim is to make emission data available to our customers during the quotation and calculation phase, as well as a comparability of construction materials.

During the feasibility phase the bases, including emission factors, of potential data bases and internal interfaces are thoroughly analysed.

In addition to that, we engage actively in our cooperation with associations, in order to make the recording of CO₂-data in the construction sector comparable and transparent.

CLIMATE CONSCIOUS ENERGY INNOVATIONS ON CONSTRUCTION SITES

Preparing for tomorrow does not mean to stick with the status quo of what is technically feasible, but to always keep one's eyes open for innovations and the further development of technology. We are therefore regularly in close exchange with various manufacturers and carefully monitor the market and its product developments and solutions on offer. We welcome the latest technology, carry out comprehensive practical tests, and check potential possibilities of applications.

Some examples are:

- » Test of a battery bank prototype for use with a crane: thanks to this battery bank we did not need to use a power generator. In addition to that, we were not obliged to apply for an expensive 125 A power supply connection on site. The central advantage of the battery bank: it does not make any noise nor generate exhaust fumes.
- » Installation of a photovoltaic plant on a portacabin: this plant is connected to a 6-kWh battery bank and enables the operation of a gate for access control. On the basis of this concept, a further development in cooperation with a manufacturer is being carried out. In this way, the operation of smaller electricity consumers can be assured without causing emissions. In the future, power generators can be replaced by the system currently being developed. In 2023 a total of six such PV modules were purchased.
- » Test of a 25-t chain dredger in combination with a charging container with integrated battery bank: this test served to examine the potential use of large electric equipment at LEOHARD WEISS.



● WE SHAPE TOMORROW WITH SUSTAINABLE TECHNOLOGY

WE STEER OUR MOBILITY TOWARDS CO₂-NEUTRALITY

ROAD VEHICLES

About half of the consumption of fuels is caused by the use of road vehicles needed for supplying construction sites with machines, material and personnel, as well as for further service purposes. The vehicles we use are trucks, but also busses and passenger cars. When purchasing vehicles, we also take into account the latest technical standards.

Almost 95 % of all road vehicles fulfil the exhaust emission standard EURO 6. The consumption of fuel per 100 km of the individual groups of vehicles has decreased slightly over the past years. Due to the large number of passenger cars the highest percentage of consumption is caused by this category of vehicles, even though passenger cars consume considerably less fuel than trucks. In order to reduce the consumption of fuel and thus also the greenhouse gas emissions, we optimise processes and test alternative motor technologies.

Average consumption of fuel in l per 100 km	2021	2022	2023
Passenger cars ¹	6,98	6,67	6,6
Busses / estate cars	10,52	10,40	10,42
Light trucks ²	19,34	18,26	19,23
Trucks	44,02	41,22	36,4

Percentage of consumption of fuel of road vehicles in %	2021	2022	2023
Passenger cars ¹	32	33	34
Busses / estate cars	20	20	20
Light trucks ²	16	16	16
Trucks	32	32	30

¹ also includes private use of company cars

² Light trucks are defined as all lorries weighing less than 18 tonnes

USE OF HVO

HVO (= Hydrotreated Vegetable Oil) is a synthetic diesel fuel produced on the basis of leftovers and waste material from the food industry. By using HVO it is possible to save up to 92 % of greenhouse gases compared to fossil diesel over the entire fuel life cycle. Further advantages are a cleaner combustion thanks to exhaust treatment systems working more efficiently, a reduced emission of carbon particles, reduced noise emissions and an improved sensitivity to low temperatures, as well as an excellent compatibility with the motor. At LEONHARD WEISS we already use this fuel in long-term tests in several network construction teams and on the CO₂-reduced construction site in Tübingen.

CONTINUOUS DEVELOPMENT OF OUR E-INFRASTRUCTURE

In order to achieve the objectives of our plan by stages in scope 1 and 2 for reducing CO₂, we continue developing our E-infrastructure. After the erection of charging infrastructure at the two main locations, the follow-up project of the #Elektropioniere (electro-pioneers) had the objective to realise charging infrastructure also at other LW locations. In addition to the contemplation of the individual requirements of electric passenger cars, the development was carried out taking into consideration the possibilities on site. Furthermore, our vehicle fleet and the public charging stations were adapted continuously during the project. Next to the constant development of our electro-infrastructure we are currently carrying out a pilot test with two electric trucks at three company sites.

SUCCESSFUL TERMINATION OF THE PROJECT ELEKTROPIONIERE 2.0 (ELECTRO-PIONEERS)

The interdisciplinary project „#Elektropioniere 2.0“ was terminated successfully. With a clear focus on sustainability and economic efficiency we have put the objectives of the project into practice.

The main focus of the project was put on the development of the charging infrastructure for all our LW sites – for our own buildings, as well as for buildings we rent. Furthermore, charging on construction sites is meant to be put into practice. The first step was to develop a mobile charging station for construction sites. Simultaneously we continuously expanded our pool of electric passenger cars, commercial processes were automated and digital interfaces were developed. In addition to that, we are intensively coordinating the realisation of charging possibilities at the sites we rent. Furthermore, the charging of electric bicycles free of charge is possible at our main sites since the beginning of July. In Göppingen we generate our electricity for charging ourselves. With the construction of a photovoltaic (PV) roofing for the bicycle shed in Göppingen we have taken another innovative turn. The project was very successful and is only the beginning: with the start of „Elektropioniere 3.0“ the mission takes off for the next round.



THE FIRST FULLY ELECTRICALLY ACTUATED UTILITY VEHICLES

The company-wide sustainability objectives of LEONHARD WEISS demand a reduction of our CO₂-footprint, the seizing of market opportunities resulting from sustainable actions, and the creation of an ecologic and sustainable company reputation. For this reason, we purchased semi-trailer tractors manufactured by Volvo, which can drive up to 300 km thanks to their large 540 kWh battery. For the time being, these two electric trucks are used for warehouse exchanges and transporting formwork. They save about 1 kg CO₂ per kilometre.



WE MAKE LARGE MOVES

CONSTRUCTION MACHINES

Next to the road vehicles construction machines, also including construction equipment, stand for an enormous part of fuel consumption and thus considerably contribute to our emissions. Measures are also being taken in the field of construction machines, which are meant to result in a reduction of the consumption of fuel and the emission of greenhouse gas.



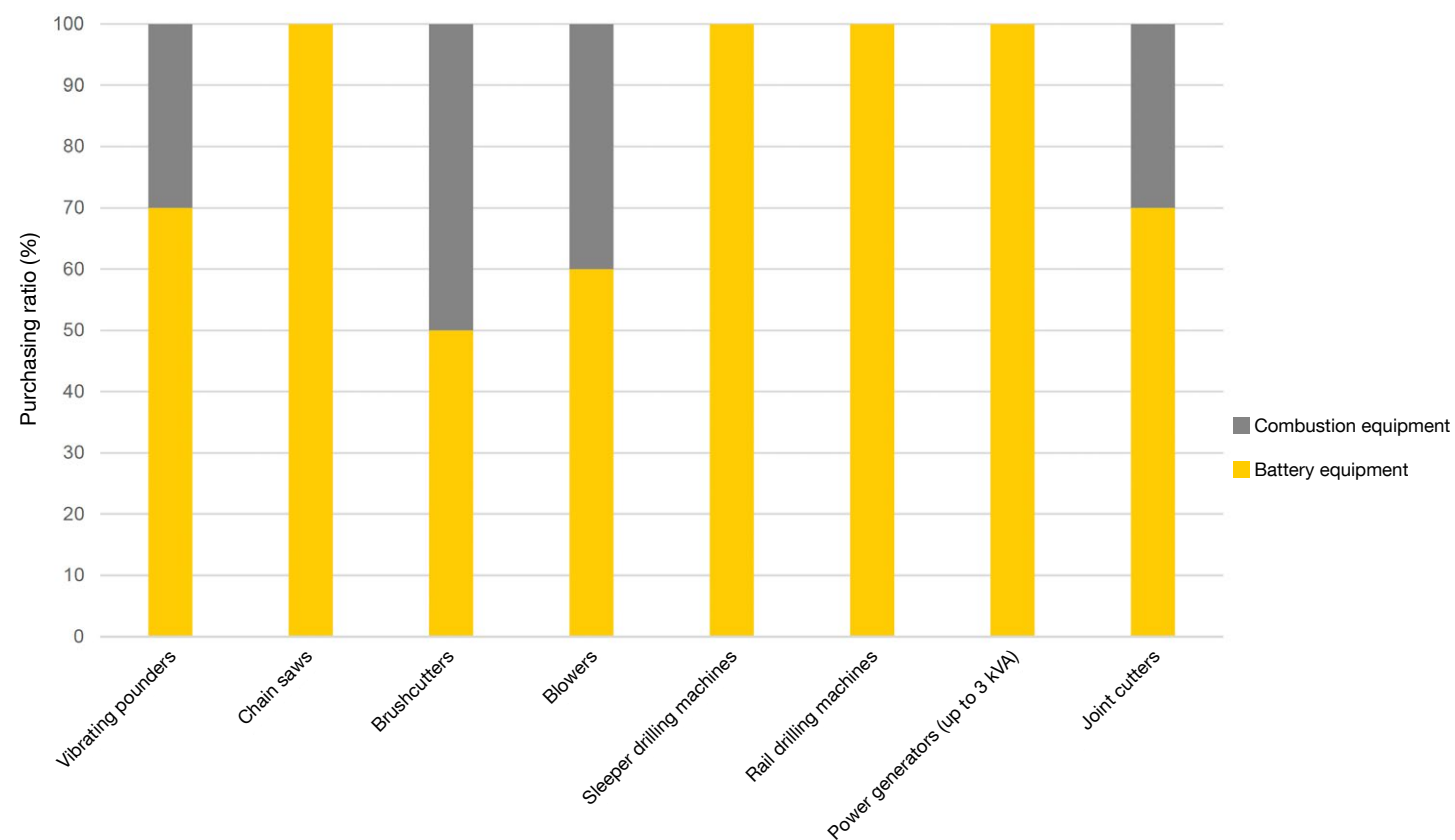
DIGITALISATION OF THE TRAIN OF CONSTRUCTION MACHINES

The digitalisation of the train of construction machines and the automation of processes play an important role for LEONHARD WEISS, as they increase efficiency and promote the perception of sustainability. For a smooth use of construction machines on the building sites, these must be maintained regularly. The maintenance works are partly carried out directly at the construction sites and coordinated by means of a managing tool. It is used for bundling tasks and thus reducing travel distances. With the implementation of the cloud-based platform Trimble Connected Community (TCC) or the WorksManager we can significantly reduce travel to the construction sites for reading out error reports on site. The office has a wireless connection to the building site, and 3D model data can directly be entered into the machine by means of a remote access. Errors and questions can thus be cleared up by means of remote maintenance. In addition to that, this results in a minimisation of maintenance and breakdown times, as well as a reduction of external service works by manufacturers on the construction site. A large part of the construction machines is already equipped with telematics enabling the retrieval of data in real-time. 2023 the remaining construction machines, as well as certain small equipment and removable equipment were equipped with telematics systems in context with the digital retrofit program.

ALTERNATIVE ACTUATION

Not only in road traffic electric actuation is becoming increasingly important. LEONHARD WEISS has already been using prototypes of a battery pounder on construction sites for several years. No CO₂-emissions are generated locally, when this equipment is used. We have thus contributed to the promotion of the continuous improvement and further development of emission-free / emission-reduced equipment and tested their use selectively. 2022 we have started a permanent testing phase for testing battery actuated construction machines of different manufacturers. Based on these tests we defined a binding purchasing ratio for certain groups of equipment, which is checked and adapted at least once a year. We thus guarantee a continuous and economic transformation in the sense of the LW plan by stages.

Purchasing ratio for battery actuated products (06.11.2023)



● WE SHAPE TOMORROW AND SAVE VALUABLE RESOURCES

WE KEEP AN EYE ON NATURAL HABITATS

ECOSYSTEMS, BIODIVERSITY AND WATER

We keep an eye on flora, fauna, water, soil, air and human beings and have set ourselves the objective to protect the biodiverse ecosystems as well as possible. We are aware of the fact that the construction process directly affects the environment. In order to protect the environment in the best manner possible, a close cooperation takes place between employer, district office and environmental authorities to define protective and environmentally friendly measures when a construction project is authorised. With our environmental management we develop the corresponding concepts and define a framework for putting these requirements into practice. By means of our environmental instructions we make sure, that our employees are regularly sensitised for environmental topics like biodiversity, ecosystems, waste, soil and water, as well as for various protective measures.

WATER MANAGEMENT

Water is, and will always be, a valuable resource. Because of the effects of the climate change, we will increasingly be confronted with water shortages and local heavy rainfalls. For us as a construction company there is one important saying: prevention is better than cure. The careful handling of and supply with fresh water, disposal of wastewater of construction sites and the handling of rainwater on our construction sites are especially relevant for us. We are aware of the effects of our construction projects on water resources and therefore take measures for the responsible handling of the resource water. In 2023 we have intensively considered the topic water management. This enabled us to identify potential actions in the field of water supply for portacabin plants, treatment of wastewater for construction sites and the handling of heavy rain and flood incidents. Now it is time to examine them more thoroughly and check a potential realisation of measures.



SOIL MANAGEMENT

Natural soil is a limited resource and individually structured. Depending on the climate, the parent rock material, the age and natural, as well as anthropogenic, environmental influences its structure, functions, characteristics and sensitivity are affected. As a construction company we cannot entirely avoid intrusions into the soil. Damages can, however, be prevented or reduced by preventive soil protection measures. These must be adapted according to the existing soil and circumstances of the respective construction project. Requirements concerning soil protection are usually transmitted to LEONHARD WEISS by the employer. It can, however, be a competitive advantage to create an understanding for the soil to be protected by acquiring competencies and resources early on and taking preventive measures. In addition to that, resources can be saved and reused by carefully handling the soil requiring protection. The possibility of reinstalling natural soil locally in good order, reduces our transport distances and thus also has effects on our vehicle pool and therefore on CO₂-emissions.

The topic soil protection is of significant importance for us and will be further developed in the years to come.

Furthermore, we participate in recultivation projects like for ex. the backfilling of closed pits and quarries. They are backfilled using locally excavated soil, which again results in short distances for disposal, saves dump space and serves the restoration of the original habitat.



SOIL IS OUR CONSTRUCTION MATERIAL:

YELLOW EARTHWORK

In road construction we were able to optimise our processes and establish the systematic, resource-saving handling of the construction material soil. Soil is valuable for us and can be used in many different ways. We promote its treatment for high quality and are always looking for innovative solutions. All possible options need to be checked and the best variant must be chosen routinely for every construction site. On the construction site of Hohenstaufengymnasium Bad Wimpfen (Employer: Stadt Bad Wimpfen) this could be accomplished. We developed a comprehensive concept for the earthworks required and put it into practice continuously.

The building was erected on a plot that was already used previously. This means that traces of the previous use were present in the soil and that the material that had to be excavated was partly polluted with hazardous substances, and its composition was not homogenous. The soil analysis of the employer contained the corresponding information.

The excavated material was successively stored separately, made available in heaps and put to use in the best way possible. Due to the very small different polluted areas the separation of the different kinds of material was carried out according to visual aspects. Instead of excavating all the material at once and declaring the mixed-up material as waste, we could achieve a very high ratio of reuse. A total of 7,800 t of material was excavated, only 260 t of which needed to be disposed of. 3,600 t were unpolluted and could even be installed on agricultural crop land on root level under adherence to the prescribed values of the Federal Soil Protection and Contaminated Site Ordinance. The careful approach has enabled a high ratio of reuse and high-quality reuse measures. At the same time, it was very complex. The excavation required more time and transport capacities. Furthermore, a lot of storage space was needed for a total of 18 heaps of excavated material.



” LEONHARD WEISS does not only create connections for today, but also lays the cornerstone for a future-proof infrastructure connecting generations and leading to a sustainable future.“

ROBERT KRESS
General Manager Road and Network Construction



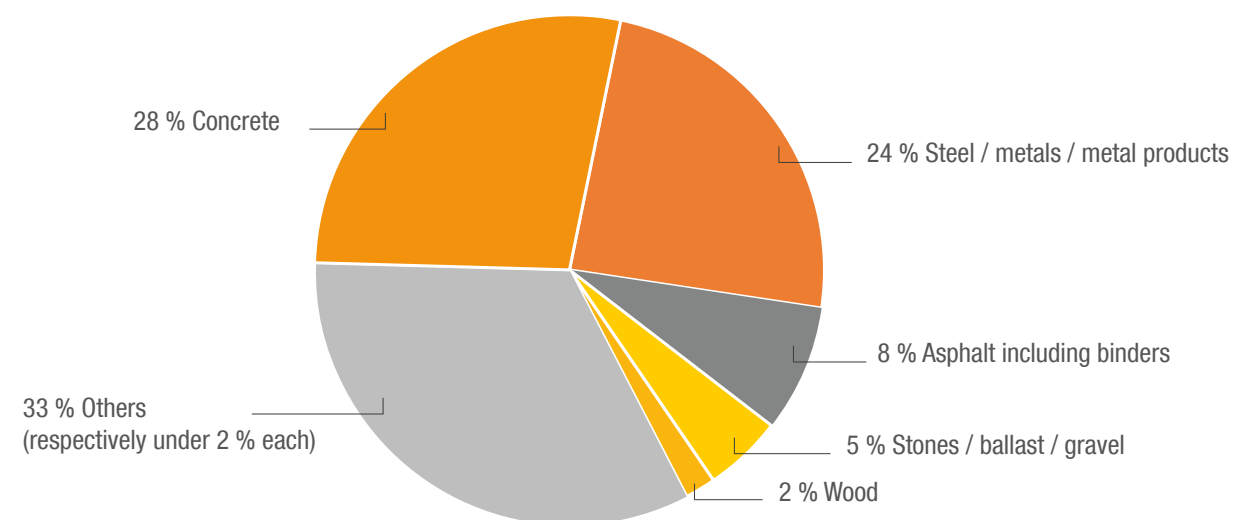
” It is especially important for us to build in a resource-friendly manner and to use our raw materials carefully. We want to reuse as much as possible – really in the sense of the recycling economy.“

EVA HARTMANN
Expert Waste and environmental law
Road and Network Construction

WE APPRECIATE OUR RAW MATERIALS

USE OF MATERIAL AND MATERIAL CYCLES

Construction materials are produced using a lot of energy. We therefore appreciate our raw materials, are aware of their shortage and bring them back into the recycling economy. The handling of the materials and production of buildings takes place by using large machines. Therefore, sustainable construction and the recurrent use of materials are superior objectives for us. In the sense of a sustainable recycling economy, we are striving to reduce the use of resources and to reuse products and materials and treat them for this reuse. The most important groups of materials for LEONHARD WEISS are concrete and concrete products, as well as steel (products) and further metals, which are part of the especially energy-intensive and emission-intensive materials. These stand for about half of our entire purchasing volume, calculated on the basis of purchasing prices. In addition to that, further mineral construction materials like for ex. soil, ballast and recycling material are part of the relevant construction materials.



¹ The calculation of the data is carried out on the basis of the purchasing costs and is thus affected by the market prices.

WE ARE ON OUR WAY TO A WASTE-FREE CONSTRUCTION SITE

The recycling economy and the corresponding federal law are part of the most important influencing factors and potentials on the construction sites of LEONHARD WEISS. Especially in connection with dismantling projects or when excavating building pits, the construction sector is confronted with excess material. We have set ourselves the objective to also steadily reduce this kind of waste and increase its treatment by staying open for alternatives and making space for new ideas in our company.

By 2035 at the latest we will not produce any waste anymore, which needs to be finally disposed of. In this case we exclude the waste from existing buildings. We build increasingly on and next to already existing buildings and reckon that during the years to come many materials containing hazardous substances must be dismantled, for which there is no alternative but for the final storage. These materials are for ex. PCB, asbestos, PAK and PFC, which were used in construction during the past century. We put our focus on the prevention and reuse of waste. We consider ourselves responsible for the reuse of as many materials as possible on our own construction sites or elsewhere according to the duty to reuse materials prescribed by the Closed Substance Cycle Waste Management Act and thus refrain from final storage as far as possible.

By producing and using the mineral replacement construction material we create a second life in the material cycle for these materials. Of course, we adhere to the regulations of the Substitute Building Materials Ordinance come into force on 01/08/2023.

Most of the decisions and the most comprehensive ones, defining if and to what extent waste will be generated or substitute building materials will be used, are taken during the planning phase. During this phase a building is conceived with all the framework conditions. We want to be a partner for our employers also during planning. We can support them with expert consulting and exploit the potential of a project in active dialogue with them.

We have integrated the avoidance and treatment of waste and the corresponding flow of knowledge in earthworks into the project process. When executing earthworks especially these excavation and dismantling materials are our building materials. During the various project phases acquisition, calculation, work preparation and construction execution trained employees systematically and purposefully influence resource intensity and economic efficiency of the construction site.

WASTE MANAGEMENT

The construction sector is considered one of the largest producers of waste with a percentage of 52 % of the total waste arisings in Germany. The waste produced is mainly so-called mineral waste, for example soil, stone or debris. At the same time, we notice the influence of the increasing shortage of dump space. In addition to that, we must take into account the costs of transport and CO₂, produced by our vehicles on the partly long distances they need to cover to reach the dump space. We regard waste as a valuable resource for our construction projects. The ultimate ambition therefore is to reuse this waste. In case of demolition material this option is always checked by means of a waste examination. Final deposit is always the last choice. The highest priority is put on recycling or further treatment methods, like for ex. the generation of energy.

During construction projects we are regularly confronted with hazardous waste. We often build on existing buildings or carry our modernisation or renovation projects of buildings. The construction materials of the past hundred years often contain hazardous substances. Our largest part of hazardous waste is tarry road debris. But other materials like for ex. track ballast can also arise and must be disposed of expertly. The disposal of hazardous waste is connected to special requirements, especially concerning the documentation of the manner of disposal.

With respect to the hazardous waste our internal waste management company supports the construction sites in professional questions and questions concerning waste legislation and assures a professional and legally compatible transport of the waste from the construction site to the waste management company.



” **The construction sector is one of the largest producers of waste in the world.** A reliable key figure management makes available clear data and analyses, in order to make informed decisions and assure efficient waste management. Whoever wants to build innovatively and sustainably tomorrow, is obliged to work towards this objective today - with reliable key figures as transparent basis of this change.“

HEIKO SCHWARZ
Division Manager Accounting

WASTE MANAGEMENT AT THE COMPANY PREMISES

Next to the hazardous waste from construction sites, this waste is mainly generated during the maintenance and cleaning of the vehicle fleet. These tasks are mainly carried out at our own workshops. A comprehensive waste concept was therefore developed for the workshops, in order to guarantee a legally compliant collection and disposal. In addition to that, we generated measures to improve our data collection and evaluation. In 2023 73 % of the hazardous waste could be reused. The recycling ratio amounted to almost 38 %. In order to further increase the reuse and recycling ratio, the waste concept is refined continuously. We thus employ reusable cleaning cloths at our workshops which are collected in the sense of the recycling economy, cleaned and reused.

Rank	Hazardous waste disposed of from company premises	Quantity 2021 in t	Quantity 2022 in t	Quantity 2023 in t
1	Slurry from oil traps	73,30	97,79	79,64
2	Used oil (on mineral oil basis and synthetic)	57,89	50,10	52,45
3	Lead acid batteries	21,84	21,84	13,37
4	Oil-bearing operating fluids and oil filters	18,02	19,60	18,8
	Total quantity of hazardous waste on the company premises	177,22	195,70	170,23
	Special waste ratio ¹	21,5 %	21,5 %	19,3 %

¹APercentage of hazardous waste of the total waste arising of the business unit technology (company premises incl. workshops)

Hazardous waste disposed of from construction sites	Quantity 2021 in t	Quantity 2022 in t	Quantity 2023 in t
17 03 01* Tarry bituminous substances	18.306,91	13.767,71	12.812,14
17 05 03* Contaminated soil / stones	713,50	459,41	2.178,84
17 01 06* Debris with foreign substances	53,92	61,90	77,39
17 02 04* Wooden railway sleepers	0	55,21	93,67
17 09 02* Construction and dismantling waste containing PCB	12,75	0	0
17 06 05* Construction materials containing asbestos	9,82	0	0
17 04 09* Contaminated steel girders	0	0	54,2
Total	19.096,90	14.344,23	15.216,24

* Hazardous waste



HUMAN BEINGS AND SOCIAL COMMITMENT

● WE SHAPE TOMORROW WITH OUR SUCCESS FACTOR HUMAN BEING

WE STAND FOR TRUST AND APPRECIATION

Enthusiastic people constitute LEONHARD WEISS. One of the most important values of our family-owned company is thus the conviction of regarding our employees as success factor.

In a company culture based on appreciation and mutual trust, special results are achieved. We learn from each other, treat each other respectfully, strive for improvements together, support one another and encourage one another for new ideas and perspectives. Common values are the foundation unifying us. They characterise our cooperation and create a unique LW spirit which is expressed by solidarity in our management cultures and our social commitment.

Our management culture is an essential corner stone. During the development of our strategy, we assigned a special role to this management culture. Modern management ranges on the same level as the fields of strategy sustainability, market development, digitalisation / automation. The permanent change and our division-wide requirements demand a further refinement of our perception of management.

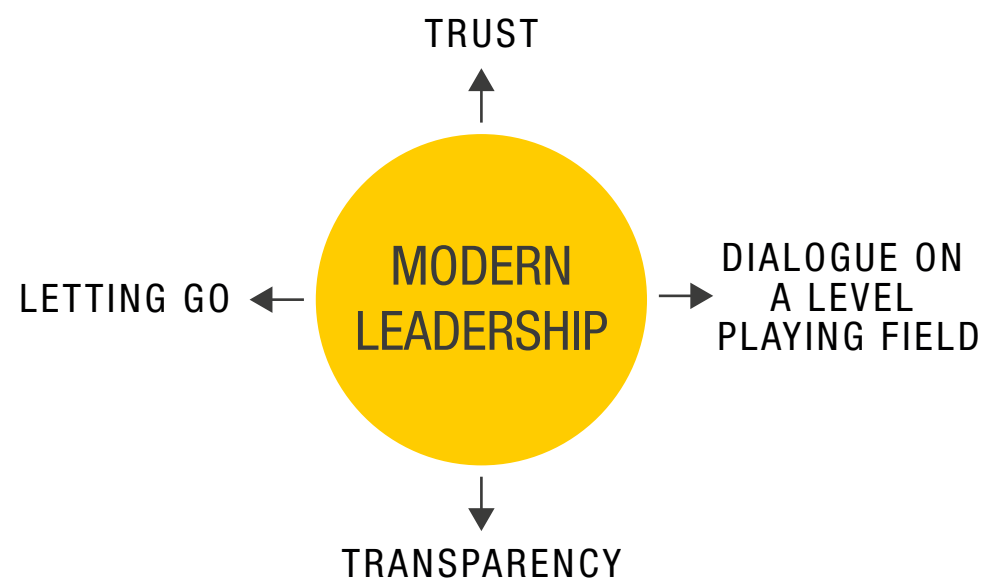
” **Modern management creates trust and appreciation** as basis for the sustainable success of LEONHARD WEISS and promotes a future-oriented and responsible company culture.“

MATHIAS SCHÜLER
Division Manager Personnel and Organisation



FITNESS TRAINING – MODERN MANAGEMENT

We know that our managers are in important key positions for shaping our company culture and working conditions. As a manager one does not only need know-how, but especially excellent leadership qualities based on the values of LEONHARD WEISS. The challenge is to create a work environment, in which employees feel well and can flourish ideally. In order to support our managers in this task, we implemented the project „Fitness training – Modern Management“. The latest perception of management is based on four pillars: mutual trust, letting go, dialogue on a level playing field and transparency.



At the end of the year 2023 80 % of our high level and middle management hat participated in the training concerning the topic „Modern management“. Simultaneously with the training, change and monitoring processes were initiated, in order to selectively break open organisational structures and their hierarchies. „Breaking open“ means for us a modern organisational development and the flattening of well-established hierarchies.

Advantages of flat structures:

- » Increased transparency
- » Short decision-making paths
- » Prompt communication
- » More active communication officers
- » —> Information reaches more people more quickly
- » Greater flexibility
- » Greater innovative strength
- » More personal responsibility and autonomy

PULSE CHECK

Preparing for tomorrow means to keep up with the time. There is a reason why LEONHARD WEISS is one of the most attractive employers in the sector. Our motor: we keep up with the times, think progressively and reflect our actions. In order to live up to our aspiration to stay an attractive employer and to know what is important for our employees, we regularly put our actions on trial. In 2020 we carried out the first PULSE check, an employee survey concerning many aspects of working for LEONHARD WEISS. It brought us valuable insights and impulses for the future.

In 2023 we have once more interviewed our employees, in order to sustainably improve workplace culture. Various company-wide and division-related measures resulted from the PULSE check.



One significant comprehensive measure is to create more transparency, for example. The aspect „work-life-balance“ had a considerable influence on retaining the productivity of every single individual. With the implementation of the timekeeping our managers are able to recognise capacity shortages and facilitate compensatory time-off. Over the past years the number of staff of LEONHARD WEISS has considerably increased. In addition to that, the number of new topics and their complexity is growing. In order to master this growth, it is necessary to split responsibility and at the same time assure the flow of information. In this context we also consider transparency a very important factor.

YELLOW OFFICE WORLD

In the near future we will be working at our offices, and what does a suitable working environment look like? What does office quality mean? Which are the success factors of productive work and a good spirit? These are the questions the project „Yellow office world“ is exploring.

The question of focus is, how to enable effective work, but also to create a flexible, modern and at the same time attractive work environment. Not only new buildings are examined, but also existing ones. The aim is to develop office concepts fulfilling the requirements of the constant change of the company and in which the attribution of space and the room structures correspond to the requirements of the changed working methods.

During two workshop meetings the company-wide project team representatively contributed the interests and requirements of various groups of employees and specialist divisions to the project. These two workshops, which took place in 2023, are only the beginning and important basis of the conceptional phase of the yellow office world.



LW IMPULSE

Our inhouse consulting LW Impulse is a creator of impulses and supports complex entrepreneurial changes. This is our expert department for our long-term development and creation of value added for the topics organisational design, definition of roles, process check and interim management. LW Impulse stands for a sustainable company and organisational development. The aim is to manage changes and volatile situations by means of a culture of openness and trust with committed and motivated employees.

ORGANISATIONAL DESIGN	INTERIM MANAGEMENT
 LW Impulse	INHOUSE CONSULTING
PROCESS CHECK	INDIVIDUAL MANAGER COACHING

WE RECONCILE JOB AND FAMILY

JOB AND FAMILY

Next to the LEONHARD WEISS family the family of every single employee is a point of focus for us. LEONHARD WEISS has been practising a family-oriented and life stage-oriented personnel policy and guarantees employees the best possible compatibility of work and private life. Our holiday program LEO-KIDS-CAMP, which is offered at the company sites Bad Mergentheim, Göppingen and Satteldorf during the summer holidays, for example, serves as support for the LW families to bridge the holidays.

Since 2013 LEONHARD WEISS is evaluated and awarded for our personnel policy by the organisation berufundfamilie (job and family). This certificate stands for special recognition of the long-standing and sustainable shaping of family-compatible working conditions and is considered a quality label of a strategically organised reconciliation policy.



OPEN DOORS WITH THE MOUSE

On a day of bright sunshine LEONHARD WEISS welcomed 1,539 visitors at the training centre for the event open doors with the mouse (a popular German comic character). A family day for everybody who wanted to gain insight into our activity as a construction company. We offered games and fun activities, like for ex. face painting for kids, a bouncy castle or a treasure hunt, during which every kid with his or her card could start the hunt at any of the diversified stations. A construction site especially set up for the children was a highlight of this day. Here they could learn and discover many things, accompanied by our trainees, for ex. knowledge about rails and points or bridges and roads. The highlight of the day was the broadcast of our non-fiction story explaining how the trainees in track construction exchanged a damaged rail at the training premises at our main site in Satteldorf.



WE ARE AN ATTRACTIVE EMPLOYER

What makes an employer attractive? On the basis of this consideration, we regularly analyse how we can further improve as employer and thus become even more attractive. The appreciation and recognition of all employees has a long-standing tradition in our family-owned company. Only people who are satisfied and motivated can perform to a maximum. LEONHARD WEISS offers its employees financial compensation above the general pay scale, among others, in case of work away from home, profit sharing for all employees, promotion of the work-life-balance, a company pension scheme, as well as many further benefits. In addition to that, LEONHARD WEISS has expanded the supply of drinking water free of charge on the construction sites in 2023 which usually was on offer during the summer months to the entire year, and erected water fountains at the company locations. Starting in 2024 accommodation will be granted in single rooms, instead of double rooms. With all these additional benefits LEONHARD WEISS will also be leading when it comes to benefits over the general scale in the future.

- | | |
|---|--|
|  Company pension scheme |  Employee events (summer celebration etc.) |
|  Company-organised health management |  Employee consulting 24/7 |
|  Extra month's salary at the end of the year |  Company-facilitated sports activities |
|  Meal allowance (incl. restaurant vouchers & casino) |  Non-smokers trainings |
|  Mobile work |  Company-internal psychological first-aiders |
|  Work-Life-Balance |  Reserved parking spaces for electric vehicles |
|  Holiday program |  (tax-free) charging of electric vehicles at the main company locations |
|  LEONHARD WEISS Academy | |

LEONHARD WEISS has paid an inflation bonus over the general scale in 2023, in order to offer the largest possible support for its employees in times of increasing consumer prices and energy prices.

7
Mio. €

Compensation
for inflation

WE INVEST IN THE NEXT GENERATION

APPRENTICESHIP AND DUAL CURRICULUM STUDIES

Investing in tomorrow already today – the founder, Leonhard Weiß, already had this perception concerning the apprenticeship in his own company. On 1st September 1972 the first road construction apprentice started in the sense of the law on vocational training in our company. Over 3,000 young people did the same thing over the past 50 years and set the course for their professional future with a future-oriented apprenticeship.

APPRENTICES AND DUAL CURRICULUM STUDENTS				
	TOTAL	2021	2022	2023
		364	359	342

With our own training centre, where trainings, instructions, and exam revisions take place, we are in a good position to start into the future, we invest in very well qualified young talents on the basis of the latest technology and methodology and thus create the ideal framework conditions for professional and personal development.

Currently there are a total of 342 young people passing their apprenticeship or their dual curriculum studies, 118 of them started in September 2023. We are proud to be able to offer an unlimited employment contract to committed apprentices after they have successfully completed their apprenticeship.



We do not only want to bring our apprentices into close contact with practical work. A total of 62 dual curriculum students (Construction Engineer Plus) gain their practical experiences with us to complete their theoretical knowledge. In addition to that, we employ about 300 interns and student trainees per year, whom we offer the opportunity of gaining first insights into the professional world and the world of LEONHARD WEISS.

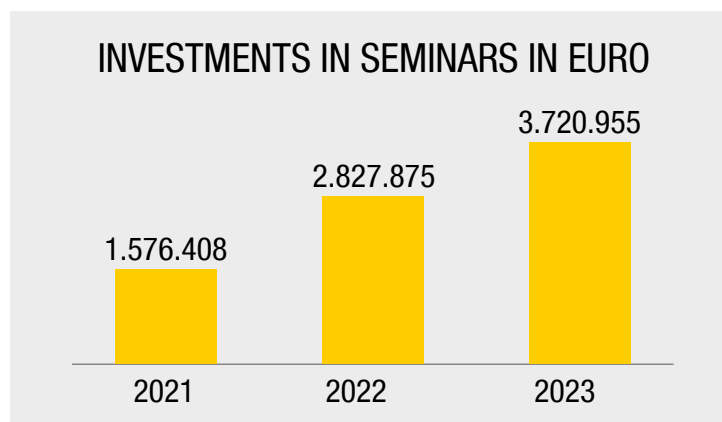
COOPERATIONS WITH UNIVERSITIES

Thanks to our progressive recruitment policy for young people, we gain talented graduates any time for LEONHARD WEISS and train our young professionals and young managers in our own company. In order to enthuse university students for our company and win them over, we invest in the development of young professionals at the universities we cooperate with: the university of technology in Stuttgart, the university Biberach, the university Karlsruhe and the university Würzburg. In addition to our cooperation agreements, we are present at up to 50 university fairs per year, are represented at scholarship awards and academic celebrations, we offer excursions, as well as professional lectures and support student bodies during events.



WE EDUCATE OURSELVES

People who want to build tomorrow may not stand still. We therefore empower our employees to develop individually and learn new skills. With our LEONHARD WEISS Academy we offer a varied company-internal program of seminars and professional trainings available to all employees. We accord a lot of importance to the professional training of our employees, which is reflected by the increasing investments into training measures.



The past years have shown that in-class lectures are not a matter of course and that digital and creative solutions are also sought after. Independently of this trend we feel the influences of increasing numbers of employees, new company sites and the flexible working world. We therefore keep up with the times and do not only support our work, but also our learning, where this is possible and sensible, with flexible and digital offers. Thanks to our own author tool we can, step by step, conceive our own course materials adapted to our company and implement them. Our objective for 2023, the creation of an E-learning for the „annual instruction – ride-on working machines“ was achieved in time for our annual winter trainings.

TRAINING MEASURES



	2021	2022	2023
Trainings total	1.275	1.945	2.313
of which e-learning	617	430	324
Seminar attendance	10.042	14.308	18.059



” *The most valuable foundation of the long-term success of our company is the knowledge of our employees. For this reason we continuously invest in their professional training and offer numerous possibilities of development, in order to make sure, that they can live up to their full potential.“*

ALEXANDER WEISS
Shareholder and General Manager
Personnel and Communications

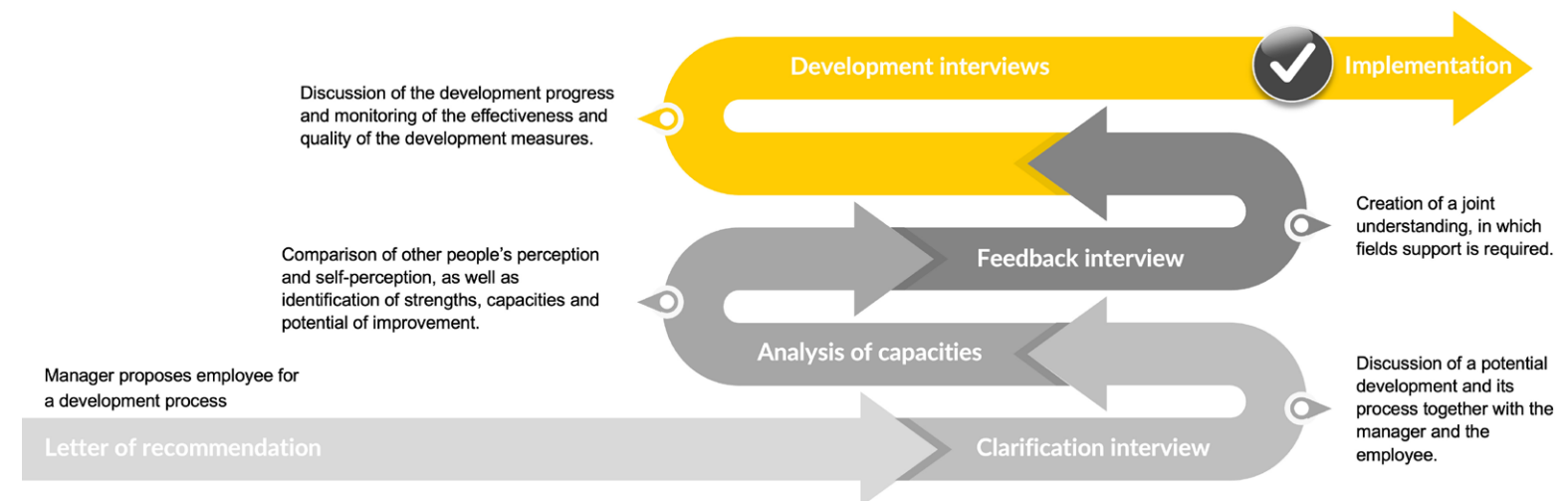
Even if we have learned a lot about E-learning during the Covid-19 pandemic and have progressed in this field, the organisation of in-class lectures is still very important for the LEONHARD WEISS family. This enables our employees to socialise and network, which is relevant for our community.

WE SHAPE PROSPECTS FOR THE FUTURE

Thanks to our personnel development at LEONHARD WEISS, we offer every employee diversified career and development opportunities. We make sure that our employees are equipped for current and future challenges and thus master the steady change of the working world.

It is therefore not enough to recruit capable employees, target-oriented development measures must be implemented, in order to detect individual skills and special talents and promote them – no matter in which position and on which level the employees are active. Our constant objective is to recruit young managers from our own staff and to assure the economic success of the company.

Well-focussed development and support of the employees are the keys to precise development of our potential and ongoing success of the company. We use various diagnosis tools and accord a lot of importance to a close monitoring by our human resources development.



” *The real greatness of LEONHARD WEISS is reflected by the fact, that we do not only realise gigantic construction projects, but also actively promote the growth and development of our employees. Knowledge is the key for building a sustainable future together.“*

EVELYN WAHL
Manager Personnel and Organisation

● WE SHAPE TOMORROW

DIVERSITY IS OUR STRENGTH

WE ARE COLOURFUL

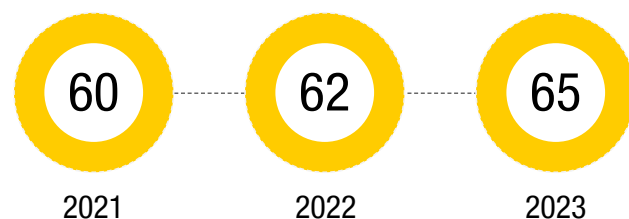
EVERYONE UNIQUE. TOGETHER MANIFOLD. SUCCESSFUL AS A WHOLE.

Many different people have found their professional home at LEONHARD WEISS. Differences and opposites are our characteristics – but they also unite us. The variety offers a strategic strength for our company. We make a difference by regarding differences as opportunities and seizing them. We are a large LEONHARD WEISS family. A family in which age, gender, nationality, religion, sexual orientation, physical or mental handicaps play no role. Because in a global economy and multicultural society we regard especially this variety as strength and success factor. We oppose any form of discrimination and treat every employee with respect and dignity. LEONHARD WEISS respects and supports the internationally recognised human rights. No employee may be exposed to verbal, psychological, physical, sexual or bodily violence or harassing.

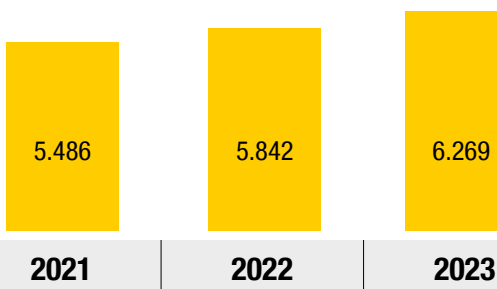
DISTRIBUTION ACCORDING TO CONTINENTS AND COUNTRIES



NATIONALITIES AT LEONHARD WEISS



NUMBER OF STAFF

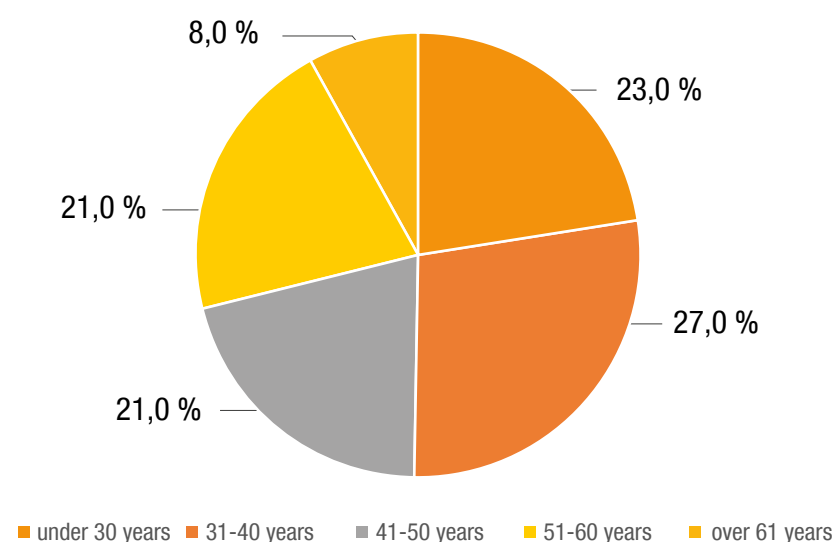


PROFESSIONAL GROUPS



	2021	2022	2023
INDUSTRIAL	3.456	3.604	3.802
COMMERCIAL/TECHNICAL	2.030	2.238	2.467

AGE STRUCTURE



5,5 %

RATIO OF TRAINEES

EMPLOYEES ON PARENTAL LEAVE

Female	65
Male	3

AVERAGE AGE

Male	41,3
Female	38,6

LABOUR TURNOVER RATE

2021	2022	2023
9,1 %	10,4 %	9,0 %

EMPLOYED ACCORDING TO WORKING TIME MODELS

Full time work	95,0 %
Part time work	5,0 %

CONSTRUCTION – THE CONSTRUCTION SITE – THE CONSTRUCTION COMPANY

He, she, it, no matter what: construction means more to us than a question of gender. LEONHARD WEISS wants to change the future of construction. We therefore want to break up stereotypes and contemplate the topics variety, equality of opportunity and gender equity even more intensively in the future and integrate them into our sustainability strategy.

14,0 %
RATIO OF WOMEN

We are aware of the fact that the construction sector traditionally still is mainly dominated by males. We are, however, certain that mixed teams are an asset, they are strong motors of innovation and can perfectly complement each other thanks to different perspectives, approaches, and ideas. LEONHARD WEISS has not been inactive during the past years. Between 2020 and 2023 we could steadily increase the number of women in leading positions. This is, however, only the beginning of further intended steps. Next year we are planning further measures with the objective of winning over more women and talented youngsters for a job in the construction sector.

” *Variety is the foundation on which we rely. We need the talents, ideas and perspectives of women in the crafts which are still dominated by males, in order to master tomorrow's challenges. At the same time, we show openness and progressiveness – right in the sense of our vision: innovative, modern, family-oriented.“*

EVA-MARIA SIDIROPOULOS
Division Manager Marketing



” *In a world demanding sustainable changes in the construction sector, the voices and talents of women are indispensable for us. Together we will not only create spectacular building projects, but also a future for generations which is more liveable.“*

CARLA STAIBER-WEISS
Shareholder

● WE SHAPE TOMORROW AND TAKE CARE OF EACH OTHER

WE ENABLE CORRECT AND SAFE ACTIONS

SAFETY CULTURE IN OUR HEALTH AND SAFETY AT WORK

The health and safety of our employees is valuable to us, must be protected, and considerably contributes to the success of our company. As a family-owned company we are striving to look out for each other and keep an eye on the health and well-being of every individual. The objective of our management system for health and safety at work is to recognise risks early on and minimise them, to guarantee smooth operating and construction site processes, assure accident-free work and promote responsible acting on all levels. With a coverage of 100 % we steer and monitor the adherence to prescriptions and processes of health and safety at work according to ISO 45001 in regular inspections and audits on all our construction sites, at all workplaces, and offices. Incidents like accidents or dangerous situations are analysed by the responsible health and safety management coordinators and safety inspectors. The measures and insights resulting from this analysis serve our future accident prevention. With about 437 assigned employees in health and safety at work we fulfil the requirements exceeding the legal prescriptions by far. The interests of our employees are represented by the works council, the trade unions, the workers' compensation board and other forms of employee representation.

Our employees are integrated into the processes, because we encourage them to contribute their ideas and potential improvements and motivate them to inform managers, safety officers or safety inspectors about work-related dangers and dangerous situations. In addition to that, the health and safety at work committee, in which members of the works council participate and represent the interests of our employees, meets every quarter. In order to enable our employees to take over responsibility for their safety and the safety of their colleagues, we carry out sensitisation measures for ex. over the intranet, by means of trainings and instructions concerning all aspects of danger detection and safety-compliant behaviour. In addition to the instructions carried out by the individual divisions and business units, 5.700 employees have taken part in safety trainings at our LEONHARD WEISS Academy in 2023. To prevent accidents, the short safety interviews as preventive measures also play an important role next to the traditional instruction and training measures. During these interviews between managers and employees, safe behaviour and the correct procedure for the respectively current situation or action are discussed.



3 Occupational safety coordinators



33 Safety specialists



401 Safety officers

As a construction company we are confronted with a higher number of accidents compared to other sectors. Our accident key figures show, however, that we are on the right track when it comes to health and safety at work. In 2023 we have succeeded in reducing the thousand-person-ratio by further 7.3 %. The accident frequency has remained stable. The figures further encourage us and show us, how important the implemented measures and efforts in the field of health and safety at work are and that it is worth to continue without tiring. For this reason, all company divisions made continuous efforts to stay on the right track during the reporting year.

ACCIDENTS AT WORK



ACCIDENT RATE BASED ON
1 MILLION WORKED HOURS (UH)



ACCIDENT RATE BASED ON TMQ



LTIF

	2021	2022	2023
ACCIDENT RATE BASED ON 1 MILLION WORKED HOURS (UH)	34	26	26
ACCIDENT RATE BASED ON TMQ	51	41	38
LTIF	39	34	33

AR = accident rate/TQM = thousand man quota / LTIF = Lost Time Injury Frequency

- » To strengthen our safety culture and promote team spirit and constructive exchanges, a day of health and safety at work was held for the safety inspectors in 2023. The event was very successful and was appreciated by the participants. Working in teams, we jointly defined, what ideal health and safety at work and the best possible cooperation as its basis should be like.
- » In 2023 several digitalisation projects like the digital risk evaluation, inspections and instructions were tested. For an optimised further development of the health and safety at work management LEONHARD WEISS decided to compile these projects in a HSE software. The selection project will be started in 2024.
- » After months of intensive and division-wide cooperation, the software for our digital driving license control was successfully chosen, the corresponding process defined and started in pilot divisions. During the subsequent implementation project, the driving licenses are recorded step by step.
- » In the field of digital instructions, we realised our first digital safety instruction for construction sites in 2023. The objective is to offer these instructions in several languages now.

- » The survey concerning health and safety at work, addressed to our industrial employees, served to identify concrete potential of improvement for active health and safety at work. The result of the survey showed that for an optimum communication in health and safety at work digital but also analogue, personal channels of communication must be used. Furthermore, it was confirmed that instructions offered an important benefit for our everyday work. We therefore want to approach the topic concisely and develop diversified, as well as attractive instruction contents.
- » To strengthen the safety culture, we initiated a pilot project in road and network construction which is also monitored by a well-known expert for health and safety at work. During workshops, at first adapted to high level management, the participants were sensitised for the relevance and the connections between leadership and health and safety at work, and it was determined, how our safety culture could be further developed.
- » In order to facilitate the access to information concerning safety-relevant behaviour, we have implemented an instruction calendar with twelve relevant safety topics. Thanks to the pictographic form of instruction, language barriers are meant to be overcome and safety-compliant behaviour impressively communicated.



EMPLOYMENT MEDICAL EXAMINATION

Prophylaxis and prevention of work-related diseases and the preservation of the employability of our employees, as well as the further development of our occupational health protection are enormously important to us. We don't only consider employment medical examinations a standard obligation, but also an important tool for the early detection and prevention of work-related and occupational health disturbances. In this context we offer our employees a large range of obligatory examinations, assessments of fitness for work, and optional preventive examinations.

LEONHARD WEISS is monitored by certified company physicians, who are bound to medical confidentiality according to their code of medical ethics. In order to be able to take care of our employees during their everyday work, the recruitment of a company physician with a mobile examination van was a significant milestone in 2023. From 01/01 until 31/12/2023 6,584 hours were invested for the medical care by company physicians.



Examinations
carried out



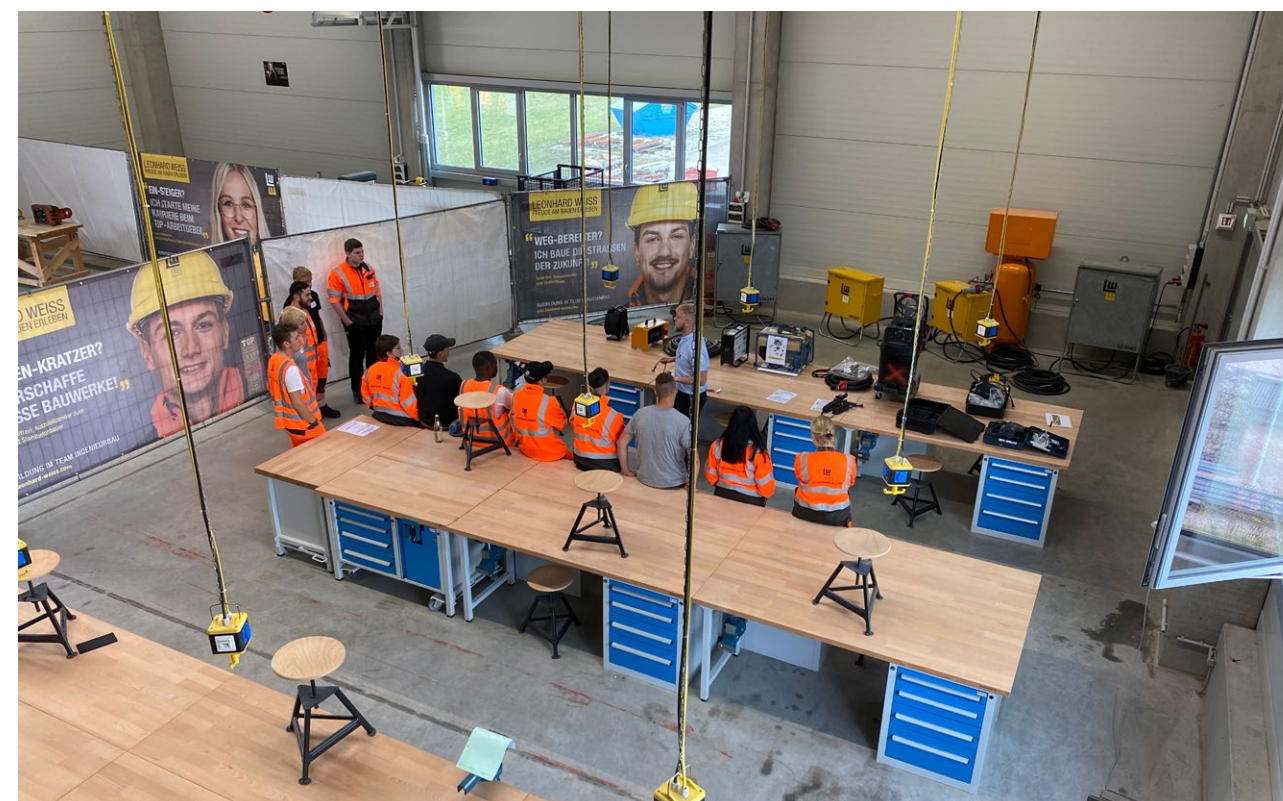
” *The health and safety of our employees are not only of the highest value for us, but they are also the foundation for sustainable construction. Only if we make a steady effort to promote right and safe actions and look out for each other, we can build a future based on the solid foundation of well-being of every individual.*

MÁRCIA VOLZ
Manager Integrated management system

HEALTH AND SAFETY AT WORK IN FOCUS

Once again, the team of the training centre organised a health and safety at work week for all apprentices. The focus of this week was especially put on the topics hazardous substances, ergonomics (sitting at the office or in the machine) and construction site notices. Last year the topics environmental protection and effects were newly added to the program, as well as the careful handling of energy and resources. During a total of four days, the apprentices passed through several stations, where they were made aware of conscious and safe work in an informative, practical and playful manner. They were supported by our internal instructors by means of lectures, videos, instructions and practical demonstrations.

In addition to that, a day of health and safety at work was offered several times during 2023. On this day, the colleagues intensively contemplated health and safety at work and received information concerning current topics, legal changes or changes of the PPE assortment. A diversified completion of this day is the so-called health and safety exercise course. Running through the exercise course, the employees were instructed for specific activities at various stations. At the stations they could actively try different things and interact with internal and external instructors.



WE LISTEN AND OFFER ASSISTANCE

INTERNAL REHABILITATION MANAGEMENT

Even with proactive and preventive health promotion, accidents, diseases or sudden blows of fate can unfortunately not be excluded. With our competent rehabilitation management team, we look for solutions together, in order to overcome the incapacity for work and support our employees on their way back to everyday work. In order to assure a company-wide implementation of the company-internal health management we organise the steering committee health several times per year, in which members of the various divisions, of company management, organisation development, of the works council, and even the experts of the individual company-internal health management sectors take part. We continuously evaluate and optimise the systematic and sustainable organisation of health-promoting structures, processes and offers and define new objectives, to guarantee a continuous improvement.

ASSISTANCE FOR EMPLOYEES

The LW PULSE Check has shown that we also must take increased care of the mental and emotional stress of our employees. We therefore offer professional assistance and supervision with the consultants of stg, not only for professional topics, but also for private ones. The offer of assistance is available free of charge for our employees and for the members of their families, 24 hours per day, absolutely confidential and, if desired, also anonymously. The employee consultants can give helpful advice and support in difficult situations and life stages. The caller stays anonymous for LEONHARD WEISS according to the duty of confidentiality. In 2023 the focus was put on the sensitisation for this topic. For this purpose, the consultants of stg visited different construction sites and informed the employees on site about the offer of assistance.

The number of consultations has increased from 2022 to 2023. It is, however, our objective to stay active and increase the awareness and thus the use of these consultations.

NUMBER OF CONSULTATION	
2022	2023
211	449

24 hours, 365 days per year.

Die MitarbeiterBerater

stg...



Immediate assistance on the phone



Immediate assistance per e-mail



Consultation on site – per telephone or video

WE KEEP FIT AND STAY HEALTHY

INTERNAL HEALTH PROMOTION

In addition to health and safety at work and internal rehabilitation management, internal health promotion is another pillar of our company health management. The objectives are healthy employees in a healthy company. Internal health promotion exceeds legal requirements and offers our employees a wide range of health promoting measures. It consists of company-internal sports groups, as well as a diversified range of courses and company fitness, which can be used anywhere in Germany. In addition to the topic „exercise“, nutrition and mental health also play an important role for health promotion.

In connection with the Corporate Health Audit by EuPD Research Sustainable Management in 2023 LEONHARD WEISS was able to prove that the company takes excellent care of the health and performance of our employees and practises a foresighted, sustainable personnel strategy. Employees benefit from comprehensive health offers, exactly adapted to their requirements and are sustainably supported in their performance capacity and motivation.



PREVENTION OF ADDICTION

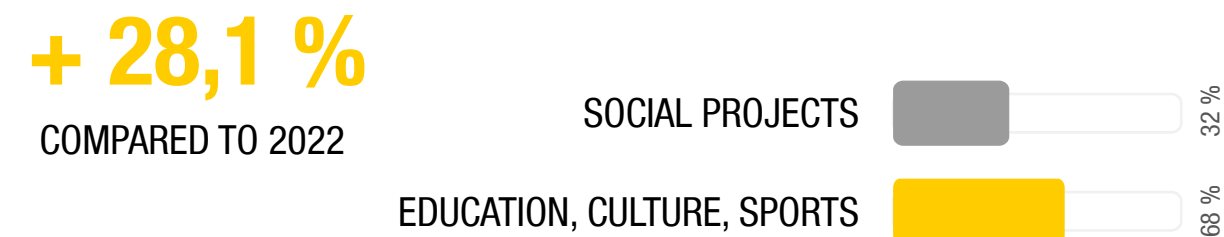
Prevention of addiction and assistance in cases of addiction are important parts of internal health management. With the employer/works council agreement concluded in 2023 a transparent set of rules was created, in order to counter substance misuse. The agreement defines a clear framework for offering threatened persons and addicted persons assistance in time. In addition to that, the company has trained and assigned company internal responsible persons for addictions. As colleagues they offer easy access to this topic. Part of their task is also supporting managers in their handling of employees concerned, but also assisting the persons concerned for ex. by helping them find external assistance. Managers play an important role in internal prevention of addiction. An obligatory E-learning was implemented, in order to sensitise this target group for the handling of substance misuse.



WE WORK SUCCESSFULLY AND LIKE SHARING

DONATIONS AND SPONSORING

It has been an important concern of LEONHARD WEISS for many years, to give a part of the economic success back to society. As a family-owned company we are aware of our social and entrepreneurial responsibility and have always supported cultural, sportive and charitable institutions. The focus of our activities and donations amounting to about 880,000 Euros is put on the regional level.



EXAMPLES OF SUPPORT FOR EDUCATION, CULTURAL AND SPORTIVE COMMITMENT

As a large employer LEONHARD WEISS also makes a contribution in the cultural field and considers sponsoring of sports associations a significant benefit for society and the team spirit of the citizens. As team spirit is strongly anchored in our company, the focus is put on team sports. Part of this is our sponsoring of the handball team FRISCH AUF! Göppingen, as well as of the basketball team HAKRO Merlins Crailsheim. Both associations play on the level of the national division, but also support amateur sports and especially children and youth by means of numerous youth teams, which in part are also successful on the international scale. LEONHARD WEISS further supports events in the cultural field, education at nursery schools, as well as at schools and universities.



Social responsibility for LEONHARD WEISS consists in sharing our success with our fellow human beings, among others. Shaping and participating in the development and the preservation of social spheres is enormously important to us as a family-owned company. We are convinced that a successful business operation and social commitment go hand in hand.

SUSANNE HAMMER
Shareholder



FINANCIAL SUPPORT

We support several social institutions and associations with financial donations, so that they can fulfil their assignment and achieve their objective, the support of ill, handicapped or traumatised children and youths even better. Our traditional large donation sum at Christmas time this year went to Herzenssache e. V.. With € 75,000 LEONHARD WEISS supported the projects of the association for the benefit of children and youths, who grow up in Germany under difficult conditions. We also support the regions in which we and our employees are residents in various ways. An example is Aktion 24 Weihnachtswunder (Action 24 Christmas Miracle), with a focus on promoting different regional institutions and associations.

**Aktion
MENSCH**



COMMITMENT THANKS TO PARTNERSHIPS

In connection with the beginning cooperation between LEONHARD WEISS and SIXT Autovermietung (car rental company) the idea emerged to support charitable organisations by means of donations. € 25,000 of these donations were given to the Blaue Haus (Blue House) in Stuttgart, which is situated close to the children's hospital Olgahospital and gives a temporary home to families with critically ill children. Over € 17,000 went to „Deutschland Forstet Auf“ (Reforestation Germany). The non-profit organisation brought LEONHARD WEISS into contact with Forstbetrieb Sachsen-Anhalt, who reported a large demand for new plantation. The donation made it possible for voluntary helpers on site to plant 4,000 seedling on a forest plot that had been denuded up to the present.



A HOME FOR BIODIVERSITY

Once a year the LW secretary day takes place at LEONHARD WEISS. Next to internal lectures and exchange it appeared important to the group to do something practical and meaningful on that day. About 47 division secretaries engaged in the preservation of biodiversity. A total of eight home-made insect hotels and 24 nesting boxes were produced that afternoon, which now serve as homes for insects and birds at the respective company sites. Insect hotels promote biological diversity and support the pollination of plants, which in turn is important for healthy ecosystems and a sustainable environment.



SOCIOCULTURAL PROJECT FOR THE OPEN-AIR MUSEUM WACKERSHOFEN

The Hohenloher Freilandmuseum (open air museum) in Wackershofen close to Schwäbisch Hall constitutes an important historical location in the region, preserving the culture and living conditions of the rural citizens, as well as building from former times and opens them to the public. Thanks to its diversity the largest open-air museum in Baden-Württemberg makes a valuable contribution in the fields education and culture for all generations – not only in the region Hohenlohe, but far beyond.

In June the division road construction of LEONHARD WEISS realised the historical street for the open-air museum with several apprentices. In order to oblige the cultural location and support it, we refrained from invoicing the labour of our employees. The historical street is one further important building block of the historical overall concept of the museum and offers visitors interesting insights into the road construction of the past.



● WE SHAPE TOMORROW AND PURSUE OUR OBJECTIVES

Based on the three overarching sustainability goals of LEONHARD WEISS, numerous sector-specific measures were defined last year, which also contribute to the sub-aspects of environmental protection, economic efficiency and social issues and underpin our efforts in the area of sustainability.

PARTNERSHIP AND CONSTRUCTION



STATUS 0 25% 50% 75% 100%	OBJECTIVES AND MEASURES	REALISATION
Reduction of risk within our supply chains by means of the systematic evaluation of our suppliers by 2025 at the latest		
	Development of a concept for our future supplier and supply chain management	2023-2024
	Implementation of the measures for our future supplier and supply chain management (incl. implementation of sustainability aspects in our purchasing process)	2024-2025
	Development of a concept for implementing the prescriptions of the Supply Chain Due Diligence Act	2023
	Execution of CSR audits with relevant subcontractors and top suppliers	continuously
Increase of our quality by means of continuous process optimisation		
	Determination and evaluation of customer satisfaction by means of digital solutions in further pilot divisions.	2022-2023
	Expansion of the reporting possibilities of a compliance report by means of the implementation of a digital reporting tool.	2022-2023
	Further development of the measurability of sustainability indicators in companies	2023-2025
	Development and execution of a LEAN training, especially for managers -> training of at least 15 managers on the levels 1 to 3	2023
	Planning and execution of a “day of quality management” for all responsible persons in quality assurance	2024
	Start of a campaign with the objective of making best-practice-solutions known throughout the company	2024
	Development of an E-learning quality management at LEONHARD WEISS for all employees	2024
	Creation of a central platform combining all management systems and saving company-relevant work processes	2021-2023

CLIMATE AND ENVIRONMENT



STATUS 0 25% 50% 75% 100%	OBJECTIVES AND MEASURES	REALISATION
Continuous reduction of fossil energy. LEONHARD WEISS works climate-neutrally by 2045 at the latest		
	Development of a plan by stages scope 1 and 2 for climate-neutrality at LEONHARD Weiss	2023-2025
	Development of electro-infrastructure at our company locations	2022-2025
	Promotion of mobile working, as well as online-events and carsharing for reducing travel distances	continuously
Implementation of the plan by stages scope 1 and 2 for achieving climate-neutrality		
	Continuous adaptation of the purchase orders for passenger cars to CO ₂ -neutrally actuated vehicles	2022-2030
	Continuous exchange of utility vehicles to CO ₂ -neutrally actuated vehicles	2024-2030
	Pilot phase with two electric trucks	2023-2025
	Introduction and implementation of the electro ratio for hand-guided equipment, as well as continuous transition to CO ₂ -neutrally actuated equipment	2030
	Continuous transition of machines < 100 kW to CO ₂ -neutral or CO ₂ -reduced vehicles (electromobility)	2024-2035
	Pilot test for the use of HVO in machines, for which electromobility is not feasible	2023-2025
	Concept for sustainable heating/cooling of our buildings	2024-2025
	Continuous implementation of sustainable standards for heating/cooling portacabins/mobile homes	2024-2026
	Transition to a 90% CO ₂ -neutral train of machines by 2040	2040
Steady reduction of waste and increase of treatment. By 2035 at the latest, we will not produce any waste any more which needs to be finally stored		
	Development of a plan by stages for reducing waste and increasing the treatment	2023-2025
	Increase of the recycling ratio and improvement of waste disposal	2022-2025
	Development and implementation of a company-wide and legally compliant disposal process	2023-2024

STATUS	OBJECTIVES AND MEASURES	REALISATION
025%50%75%100%		
Implementation of an organisation, which actively consults and supports the divisions and business units during realisation		
	Establishment of a portfolio round sustainability with at least four meetings per year	2023
	Continuous development of internal processes with regard to sustainability requirements	2023-2025
Implementation of a wholistic environmental and energy management system		
	Upgrade of the scope of the environmental certificate to DIN ISO 14001	2022-2023
	Development of a wholistic concept for environmental trainings for employees	2022-2023
	Promotion of employee activities for the preservation of biological diversity	2023-2024
	Identification of approaches for the water supply and waste-water treatment for construction processes	2022-2025
	Planning and organisation of emergency trainings at the main company sites	2023-2024
	Development of a company-related E-learning for sensitising our employees for environmental protection and energy efficiency	2024
	Implementation of ISO 50001 throughout the entire company and successful certification	2024-2025

HUMAN BEINGS AND SOCIAL COMMITMENT



STATUS	OBJECTIVES AND MEASURES	REALISATION
025%50%75%100%		
Increase of situation awareness in the field health and safety at work		
	Creation of a safety calendar for instruction purposes	2023-2024
	Planning and organisation of a day of health and safety at work for all safety officers	2023
	Development of an E-learning for a screen workplace instruction for all company sites	2023-2024
	Development of an E-learning for the general safety instruction on construction sites	2022-2023
	Training of managers and safety officers as Safety Culture Manager	2024-2025
	Mobile assignment of company physicians for carrying out the employment medical examinations on our construction sites	2024
	Development of the fire protection organisation	2024
	Organisation of workshops for managers for strengthening the safety culture throughout the company	2023
	Digitalisation of HSE management	2024-2025
Strengthening of the company reputation and increase of employer attractiveness		
	Dialogue with stakeholders for substantiating our materiality matrix	2022-2023
	Development of a concept for carrying out the double materiality matrix according to CSRD requirements	2023-2024
	Continuation of the initiative LW Pulse Check	2022-2023
	Successful external auditing of internal health management	2023-2024
	Long-term communication concept for improving the company reputation with respect to ecology	continuously
	Initiation of a company-wide campaign “year of health”	2024
	Activities for enthusing women for jobs in construction	2024-2025
	Continuous increase of the ratio of women in the company	2024-2030
	Increase of the score of points with ECOVADIS	continuously

IMPRESSUM

The present sustainability report of LEONHARD WEISS GmbH & Co. KG refers to the year 2023. All information was recorded between 1st January and 31st December 2023. The contents and figures were determined by means of internal data collection in our divisions and business units. We worked with great care in collecting, processing and publishing these contents. We cannot, however, totally exclude errors.

This report was created in accordance with the Global Reporting Initiative GRI-Standards „Option Core“. In the future, we will report about our sustainability activities and progresses every year. The next report is meant to be published in Q2/2025.

The sustainability report is published in German and English. Reproduction, even in excerpts, is only permitted with authorisation by LEONHARD WEISS GmbH & Co. KG.

We thank everybody who has contributed to the creation of the present sustainability report.

Important notice:

In accordance with sustainability aspects, we refrain from printing this report on paper. We only make it available in electronic form (PDF) on our website www.leonhard-weiss.de.

GRI CONTENT INDEX

NUMBER AND TITLE		PAGE	COMMENT
Application statement			LEONHARD WEISS has reported in accordance with the GRI-Standards for the period 01/01-31/12/2023
Used GRI 1			GRI 1: Principles
GRI 2: General Disclosures			
2-01	Organizational details	4-5	Coverage of reporting is LEONHARD WEISS GmbH & Co. KG
2-02	Entities included in the organization's sustainability reporting		See business register
2-03	Reporting period, frequency and contact point	83	GRI index and imprint
2-04	Restatements of information	39	Calculation CO ₂ -footprint
2-05	External assurance		none
2-06	Activities, value chain and other business relationships	4-5	
2-07	Employees	4-5	
2-08	Workers who are not employees		No considerable part of the activities of the company is carried out by employees who are employed outside LEONHARD WEISS
2-09	Governance structure and composition	4-5, 14	
2-10	Nomination and selection of the highest governance body	4-5	
2-11	Chair of the highest governance body	4-5	
2-12	Role of the highest governance body in overseeing the management of impacts	4-5	
2-13	Delegation of responsibility for managing impacts	12-14	
2-14	Role of the highest governance body in sustainability reporting	14	The sustainability report is created in cooperation with company management and released by company management
2-19	Remuneration policies		Details in the annual financial statement
2-20	Process to determine remuneration		Details in the annual financial statement
2-22	Statement on sustainable development strategy	3, 6, 10-11	
2-23	Policy commitments	6-13	
2-26	Mechanisms for seeking advice and raising concerns	31	
2-27	Compliance with laws and regulations		No relevant incidents are known in the reporting period
2-28	Membership associations		
2-29	Approach to stakeholder engagement	8	
2-30	Collective bargaining agreements	8	The contract is applicable for about 99 %. Top level management is exempt from collective wage agreements.
GRI 3: Material Topics			
3-01	3-1 Process to determine material topics	8-9	
3-02	3-2 List of material topics	12-13	
GRI 201: Economic performance			
3-03	3-3 Management of material topics	12-14	
201-1	201-1 Direct economic value generated and distributed		Details in the annual financial statement
GRI 204: Procurement Practices			
3-03	3-3 Management of material topics	25-26	
204-1	204-1 Proportion of spending on local suppliers	25-26	
GRI 205: Anti-corruption			
3-03	3-3 Management of material topics	30-31	
205-2	205-2 Communication and training about anti-corruption policies and procedures	30-31	
205-3	205-3 Confirmed incidents of corruption and actions taken		No relevant incidents are known in the reporting period

NUMBER AND TITLE		PAGE	COMMENT
GRI 206: Anti-competitive behavior			
3-03	3-3 Management of material topics	30-31	
206-1	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		No statutory violations or legal proceedings concerning unfair competition, cartelisation or monopolisation became known.
GRI 207: Tax			
3-03	3-3 Management of material topics	33	
207-1	207-1 Approach to tax	33	
207-2	207-2 Tax governance, control, and risk management	33	
207-3	207-3 Stakeholder engagement and management of concerns related to tax	33	
207-4	207-4 Country-by-country reporting		Due to the sensitivity of competition-relevant information, we refrain from a detailed report of the countries. The annual report of LEONHARD WEISS contains all legally required indications concerning profit tax, and the relevant information is properly reported to the respective fiscal authority.
GRI 301: Materials			
3-03	3-3 Management of material topics	50	
301-1	301-1 Materials used by weight or volume	51	
301-3	301-3 Reclaimed products and their packaging materials		LEONHARD WEISS is not a company manufacturing goods
GRI 302: Energy			
3-03	3-3 Management of material topics	34-35	
302-1	302-1 Energy consumption within the organization	36-37	
302-3	302-3 Energy intensity	37	
302-4	302-4 Reduction of energy consumption	37	In 2023 the energy intensity ratio amounted to about 112 MWh per million Euro construction performance. Thanks to our intensive effort we have succeeded in reducing this amount by about 4,6 % compared to the previous year. In addition to that, we have achieved an impressive reduction of a total of 12 % between 2021 and 2023.
GRI 303: Water and effluents			
3-03	3-3 Management of material topics	35, 47	
303-2	303-2 Management of water discharge-related impacts		Legal prescriptions are adhered to.
GRI 304: Biodiversity			
3-03	3-3 Management of material topics	47	
304-1	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Not applicable
GRI 305: Emissions			
3-03	3-3 Management of material topics	36, 38, 40-41	
305-1	305-1 Direct (Scope 1) GHG emissions	38-39	55.499 t CO ₂
305-2	305-2 Energy indirect (Scope 2) GHG emissions	38-39	3.741 t CO ₂
305-3	305-3 Other indirect (Scope 3) GHG emissions	40	
305-5	305-5 Reduction of GHG emissions	38, 40	

NUMBER AND TITLE		PAGE	COMMENT
GRI 306: Waste			
3-03	3-3 Management of material topics	51-53	
306-3	306-3 Waste generated	53	Company premises: 170,23 t hazardous waste Construction site: 15.216,24 t hazardous waste
306-4	306-4 Waste diverted from disposal	53	
GRI 308: Supplier environmental assessment			
3-03	3-3 Management von wesentlichen Themen	25-26	
308-2	308-2 Negative environmental impacts in the supply chain and actions taken		No relevant incidents are known in the reporting period
GRI 401: Employment			
3-03	3-3 Management of material topics	55, 56	
401-1	401-1 New employee hires and employee turnover	67	
401-2	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		The benefits are also offered to employees working part-time.
401-3	401-3 Parental leave	67	
GRI 402: Labor/management relations			
402-1	402-1 Minimum notice periods regarding operational changes		LEONHARD WEISS adheres to the respective regional legal prescriptions concerning notification deadlines for changes in the company.
GRI 403: Occupational health and safety			
3-03	3-3 Management of material topics	69-71	
403-1	403-1 Occupational health and safety management system	69-71	
403-2	403-2 Hazard identification, risk assessment, and incident investigation	69-71	
403-3	403-3 Occupational health services	72	
403-4	403-4 Worker participation, consultation, and communication on occupational health and safety	69-71	
403-5	403-5 Worker training on occupational health and safety	69-71	
403-6	403-6 Promotion of worker health	69-75	
403-7	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	70-73	
403-8	403-8 Workers covered by an occupational health and safety management system	69	
403-9	403-9 Work-related injuries	70	
403-10	403-10 Work-related ill health		Due to non-uniform legislation for the recording of health-related data on the national scale, it is not possible to evaluate the required data concerning work-related diseases.
GRI 404: Training and education			
3-03	3-3 Management of material topics	55	
404-1	404-1 Average hours of training per year per employee		Average number of hours of training per year and employee is 11.52 hours/year per employee. Assumption 18,059 seminar participations x 4 h on average / 6,269 employees of LEONHARD WEISS GmbH & Co. KG)
404-2	404-2 Programs for upgrading employee skills and transition assistance programs	64-65	
404-3	404-3 Percentage of employees receiving regular performance and career development reviews		Annual appraisal interviews are conducted on all levels.

NUMBER AND TITLE		PAGE	COMMENT
GRI 405: Diversity and equal opportunity			
3-03	3-3 Management of material topics	66, 68	
405-1	405-1 Diversity of governance bodies and employees	66-67, 68	
405-2	405-2 Ratio of basic salary and remuneration of women to men		For the basic salary no differences are made between women and men. This is guaranteed by the labour agreements, among others.
GRI 406: Non-discrimination			
3-03	3-3 Management of material topics	30-31	
406-1	406-1 Incidents of discrimination and corrective actions taken		No relevant incidents are known in the reporting period
GRI 408: Child labor			
3-03	3-3 Management of material topics	30-31	
408-1	408-1 Operations and suppliers at significant risk for incidents of child labor		No relevant incidents are known in the reporting period
GRI 409: Forced or compulsory labor			
3-03	3-3 Management von wesentlichen Themen	30-31	
409-1	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		No relevant incidents are known in the reporting period
GRI 414: Supplier social assessment			
3-03	3-3 Management of material topics	25-26	
414-1	414-1 New suppliers that were screened using social criteria		In connection with the initiative for the adherence to the prescriptions of the Supply Chain Due Diligence Act the required processes are currently being developed. A standardised reporting can thus only occur during the coming business years. For this reason, concrete statements are not possible at present.
414-2	414-2 Negative social impacts in the supply chain and actions taken		In connection with the initiative for the adherence to the prescriptions of the Supply Chain Due Diligence Act the required processes are currently being developed. A standardised reporting can thus only occur during the coming business years. For this reason, concrete statements are not possible at present.
GRI 415: Public policy			
3-03	3-3 Management of material topics	30	
415-1	415-1 Political contributions		LEONHARD WEISS does not make any donations to political parties.
GRI 416: Customer health and safety			
416-2	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		No relevant incidents are known in the reporting period
GRI 417: Marketing and labeling			
417-2	417-2 Incidents of non-compliance concerning product and service information and labeling		No relevant incidents are known in the reporting period
417-3	417-3 Incidents of non-compliance concerning marketing communications		No relevant incidents are known in the reporting period
GRI 418: Customer privacy			
3-03	3-3 Management of material topics	32	
418-1	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	32	

UN GLOBAL COMPACT-INDEX

LEONHARD WEISS has been committed to the UN Global Compact since 2021 and voluntarily undertakes to comply with its ten principles. The areas, principles and chapters in which compliance with these is reported are shown below.



N°	AREA	PRINCIPLE	CHAPTER
1	HUMAN RIGHTS	Companies shall support and respect the protection of international human rights.	Building blocks of sustainability
2	HUMAN RIGHTS	Companies shall make sure that they do not complicit in violations of human rights.	Building blocks of sustainability
3	WORKING STANDARDS	Companies shall preserve the freedom of association and the effective acceptance of the right to collective bargaining.	Human beings and social commitment
4	WORKING STANDARDS	Companies shall advocate the elimination of all forms of forced labour.	Human beings and social commitment
5	WORKING STANDARDS	Companies shall advocate the abolition of child labour.	Human beings and social commitment
6	WORKING STANDARDS	Companies shall advocate the abolition of discrimination in recruiting and gainful employment.	Human beings and social commitment
7	ENVIRONMENT	Companies shall adhere to the precautionary principle in handling environmental problems.	Climate and environment
8	ENVIRONMENT	Companies shall take initiatives, in order to promote environmental awareness.	Climate and environment
9	ENVIRONMENT	Companies shall speed up the development and distribution of environmentally friendly technologies.	Climate and environment
10	PREVENTION OF CORRUPTION	Companies shall fight all kinds of corruption, including blackmail and bribery.	Partnership and building



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