

BUILDING
IN ACCORDANCE WITH
HUMAN
BEINGS,
NATURE AND
ENVIRONMENT

● WE BUILD THE WORLD OF TOMORROW



LEONHARD WEISS Company Management
from left to right, back: Alexander Weiss, Ralf Schmidt, vorne Marcus Herwarth, Robert Kreß, Steffen Schönfeld, Christian Ott, Stefan Schmidt-Weiss

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● WE SHAPE TOMORROW

OUR PROMISE

Dear Reader,

the year 2024 proved once again, how thoroughly our world is changing. Increasing protectionism, insecure political circumstances and global conflicts have shaken us and challenged longstanding certainties. But especially during these challenging times we realise what really counts: solidarity, trust and the courage to take responsibility – for ourselves, for each other and for our future together.

As a family-owned company with steady roots and clearly defined values, LEONHARD WEISS stands for reliability, dialogue and a strong awareness for sustainable action. We are certain: those who want to shape tomorrow, need countenance and people who forge ahead. Special thanks therefore to our employees, who contribute to our acting successfully and responsibly as a company every day, thanks to their commitment and their passion. We also want to thank our customers and partners, who put their trust in us and pave the way to a sustainable future together with us.

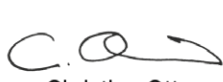
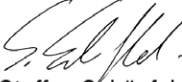
In 2024 we not only mastered challenges but also actively seized opportunities. With the construction of the SuedLink route we made an active contribution to the energy revolution. The development of our new division Wood Hybrid Construction is another milestone towards climate-friendly construction and enables us to even better fulfil the demands of our customers. At the same time, the intensification of our safety culture and our commitment to social projects show, that sustainability means much more to us than technology or standards. It's a promise to the future. It's our mindset that encourages us to create living space that lasts – for people, for families for communities. We act in the belief that we can only achieve great success together.

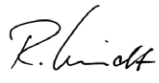
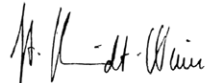
„We shape tomorrow“ is not only a guiding idea but a strong belief, which unites us and gives us strength.

By means of this report we would like to give you an insight into what has moved us during the year 2024. We would like to invite you to be part of our journey and shape tomorrow together with us: responsibly, optimistically and with the joy of building.

Best regards,

LEONHARD WEISS Company Management


 Marcus Herwarth
 
 Robert Kreß
 
 Christian Ott
 
 Steffen Schönfeld


 Ralf Schmidt
 
 Stefan Schmidt-Weiss
 
 Alexander Weiss

Our origin gives us strength. Our vision of the future drives us forward. Both things combine to what we shape together. Two perspectives of our company show how this mindset rules our work together:



”

Sustainability is not a new invention or temporary fashion. As long as there were people who didn't have resources to burn and had to manage their provisions with care, sustainable thinking and acting was an essential strategy to survive.

DR. SABINE SCHMIDT
Shareholder and member of the council

”

We manage the company with the permanent understanding to always return things in a better state than we received them in. This mindset provides us with our values, our countenance and our solidarity. At the same time, we make space for development, innovation and the active creation of a secure and sustainable future at LEONHARD WEISS.

MARCUS HERWARTH
Chairman of company management and
manager of track infrastructure construction



”

As shareholder in the fourth generation of our family-owned company, I'm very happy about the commitment and the progress reflected by our sustainability report. We want to shape sustainability together with people.

”

Dear reader, plunge into an exciting year 2024. We wish you an enjoyable reading experience in the name of the entire LEONHARD WEISS family.



● 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 strength. All this can only be achieved thanks to the commitment of our over 7,700 employees, who have made this success possible. Next to our main company sites in Göppingen and Satteldorf, we are represented at 30 further locations in Germany, and also successfully realise construction projects in Norway, Sweden, Estonia, Finland, Lithuania and Latvia, as well as in Romania, Poland and the Czech Republic. With our three operative business divisions

we make sure that infrastructure is upgraded, play an important role in the upgrade of communication and power supply networks and realise work and living space. Our portfolio of performances ranges from individual services made to measure to complex overall solutions from one source. The main task of LEONHARD WEISS company management is the strategic direction and further development of the company. In connection with a planning process, the individual business division develop their own detailed strategies, which are compiled on company level taking into account central strategies, objectives and regulations. The highest controlling body is our advisory council, elected for

four years by the shareholders. During the reporting year the council is composed of three women and four men, who are members of the shareholder family, as well as external members. Currently, chairmanship resides with an external member. The decisions concerning relevant topics of company development are taken jointly by company management and advisory council. The advisory council, as perspective from the outside, scrutinises planned projects and contributes valuable impulses. Since the foundation of the company in 1900 it has been our ambition to make building attractive for our customers as well as for our employees. This is also reflected by our mission statement „Experience the joy of building with LEONHARD WEISS“,

which was developed together with our employees in 1989. Already at that point, we defined our values and the responsible treatment of human beings, family and environment. We have adhered to these values as a family-owned company up to today. In spite of all traditions, we are open for innovative and modern approaches. We consider the change within the construction sector an opportunity: digitalisation and automation will considerably improve the coordination with all participants; the use of climate-friendly technologies and materials will enlarge the spectrum of design in the field of building. We are sure that this will facilitate a better future and that LEONHARD WEISS can actively contribute to this development.

BUSINESS AREAS



ROAD AND CIVIL ENGINEERING



ENGINEERING AND
TURNKEY CONSTRUCTION

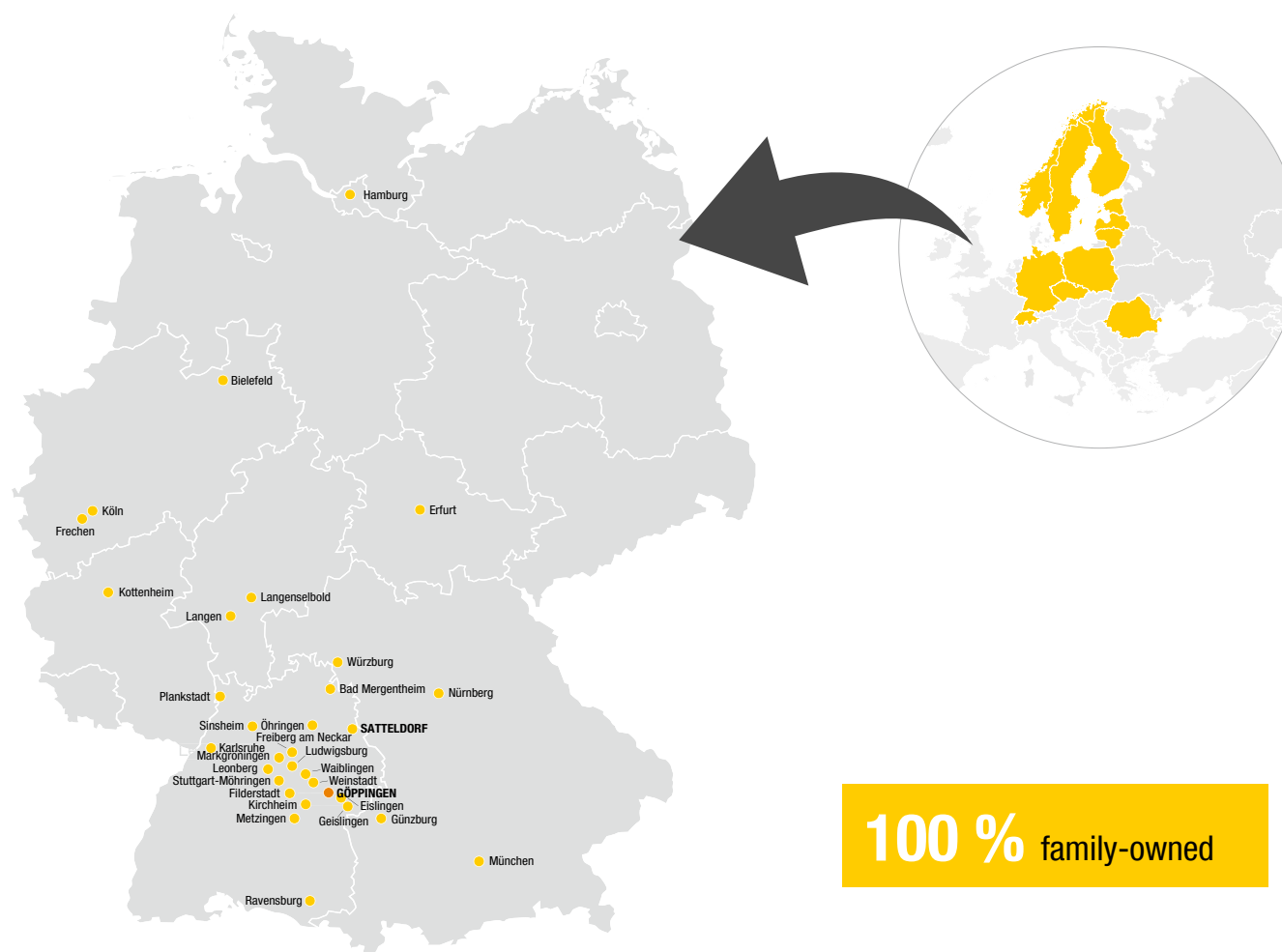


RAIL INFRASTRUCTURE

DEPARTMENTS



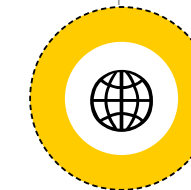
PERSONNEL AND COMMUNICATION,
RESOURCES AND PARTICIPATION,
TECHNOLOGY, CORPORATE MANAGEMENT



100 % family-owned



1900
Established



32
Sites



€ 2.598 million
Sales revenue



7.768
Employees



341
Trainees

● WE SHAPE TOMORROW AND TRUST IN OUR STRATEGY

WE LIVE UP TO OUR VISION AND OUR VALUES

The mission statement of LEONHARD WEISS is a strong foundation on which we establish our actions. It describes our binding principles and values. „Experience the joy of building with LEONHARD WEISS, by paying attention to social values and treating human beings, families and environment responsibly in connection with our activity.“ This principle has already been guiding us since 1989. It's thus our ambition to be a responsible, fair and economically sustainable company, characterised by a respectful and trustful treatment of each other. This concept is also reflected by our vision. „INNOVATIVE“, „MODERN“, and „FAMILY-ORIENTED“ are the pillars on which we base all our strategic actions today and in the future.

INNOVATIVE

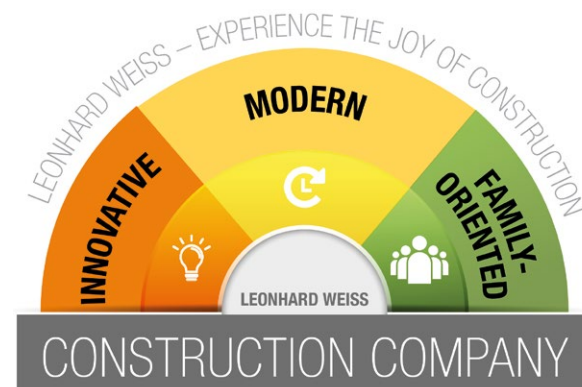
With creativity and the courage to tackle new challenges we will also offer existing and new services in the future, which are outstanding and set standards in the sector. We are certain that we will shape the construction of the future and lead the way.

MODERN

We consider the mindset to combine necessary changes and innovations with the values of our family-oriented construction company modern. It's characterised by our principles and virtues like curiosity, courage and determination, an open culture of failure, transparency, appreciation, modesty and joy. We look forward, 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 and will stay involved in the company.



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

We are living in an era of strong transformation and steady change. The rapid development changes the manner, in which companies work and interact. Adaptability and resilience are of decisive importance in this dynamic world. By means of our WE.QUALITY we want to support company-wide developments. At the same time, they put the benefit of LEONHARD WEISS in the focus. The inner mindset „What is good for LEONHARD WEISS?“ is to guide our actions and decisions. By means of the following four fields of strategy we focus on external as well as on internal core topics, with which we will shape the building of the future, and which support us in staying successful during these times:



SUSTAINABILITY

Conscious handling of resources, transparency and wholistic responsibility.



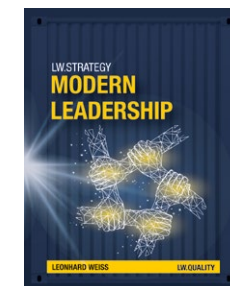
MARKET DEVELOPMENT

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



DIGITALISATION / AUTOMATION

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



MODERN MANAGEMENT

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

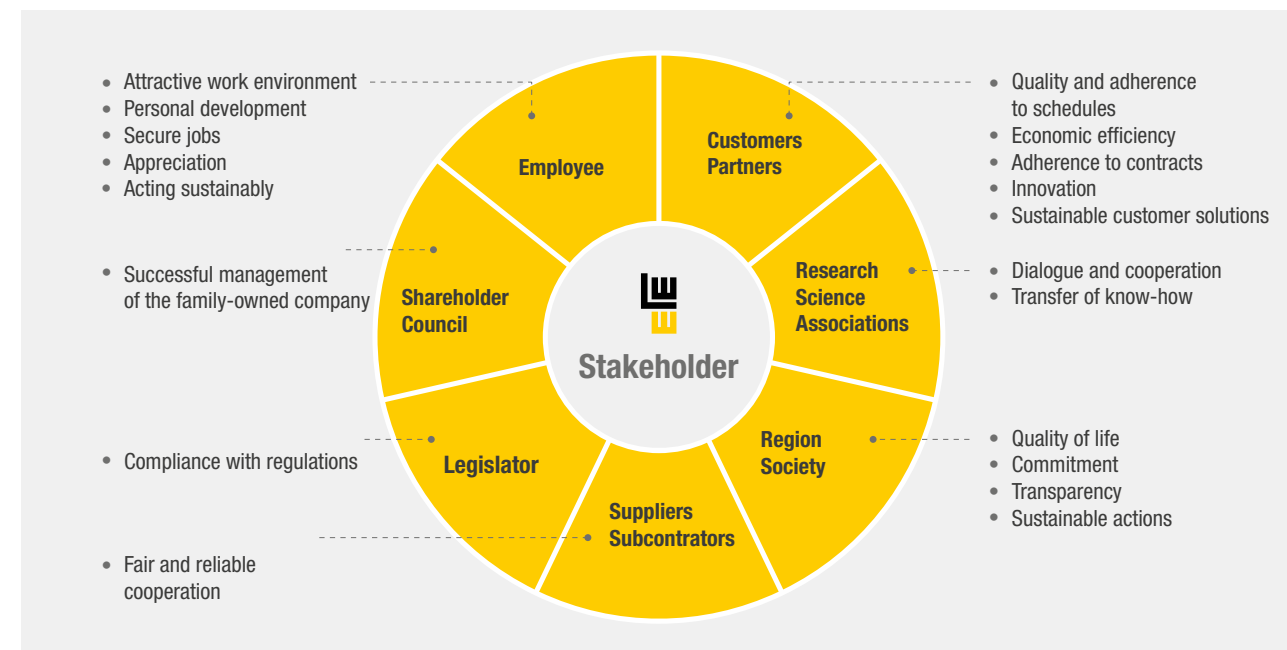
DIALOGUE IS APPRECIATED

In connection with our activity, LEONHARD WEISS comes into contact with numerous stakeholders, that means groups or communities with a legitimate interest in our company.

In the background of our open and trustful company culture we have always counted on open dialogue. We support continuous exchange by means of interactive communication platforms like social networks, associations, meetings, trade fair participations, as well as the direct communication with our employees and the close cooperation in project execution. In addition to an open dialogue and constructive feedback, we consider this essential, in order to learn from each other and improve with every step. In this manner we strengthen the trust in the trade-

mark LEONHARD WEISS and consolidate the reputation of our company. In the sense of the revisioning of the standard ISO 9001:2015 we have intensively worked on the identification of our stakeholders. In this way we are already able to clearly define the groups relevant for us and their expectations. Part of them are customers and partners, shareholders, employees, suppliers and subcontractors, but also the fields research, science and associations, as well as the region and the society in which we operate. We are convinced that the suitable consideration of the expectations of these groups is indispensable for long term success.

IMPORTANT STAKEHOLDERS AND THEIR EXPECTATIONS



Excerpt Associations:
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 acting is subject to volatile and unplannable influences, which can bear opportunities as well as risks. A good and forward-looking company management is aware of these influences and includes not only the simple mitigation or prevention of dangers, but also at the same time the conscious recognition and seizing of real opportunities. Recognising opportunities and risks early-on and generating the corresponding measures is thus our possibility of positively shaping, steering and directing the future. Thanks to forward-looking planning and evaluation of processes, activities, market conditions, interested groups, as well as the business environment, risks and opportunities are recognised, evaluated, measures are devised, and afterwards their efficiency is analysed. The management of opportunities and risks is firmly anchored in our strategic approach. During the firm establishment of our field or action sustainability we have analysed it intensively. We detected an enormous potential of opportunities particularly in the field of sustainable actions which we use to our benefit:

- » **Potential of innovation:** sustainable building requires the development and application of new technologies, materials and construction methods. This strengthens the power of innovation and secures competitive advantages.
- » **Market opportunities:** as sustainability is becoming more and more important for politicians, customers and investors, new marketing opportunities for sustainable construction products and services are emerging.
- » **Efficiency and effectiveness:** thanks to the use of sustainable technologies and materials, processes can be optimised and productivity increased.
- » **Attractiveness and reputation:** thanks to authenticity and lived commitment in the field of sustainability social acceptance, attractiveness as employer, as well as internal and external reputation can be strengthened.



We consider the increasing sustainability requirements of customers, politics and society a challenge becoming obvious in many different fields of our entrepreneurial actions. We therefore initiate important and right developments today, so that we are prepared for the increasing requirements of tomorrow. As a consequence, we do not only accept the challenge and prevent risks, but use them as an opportunity for us, in order to prosper as a company and stay successful.

WE ARE ON OUR WAY

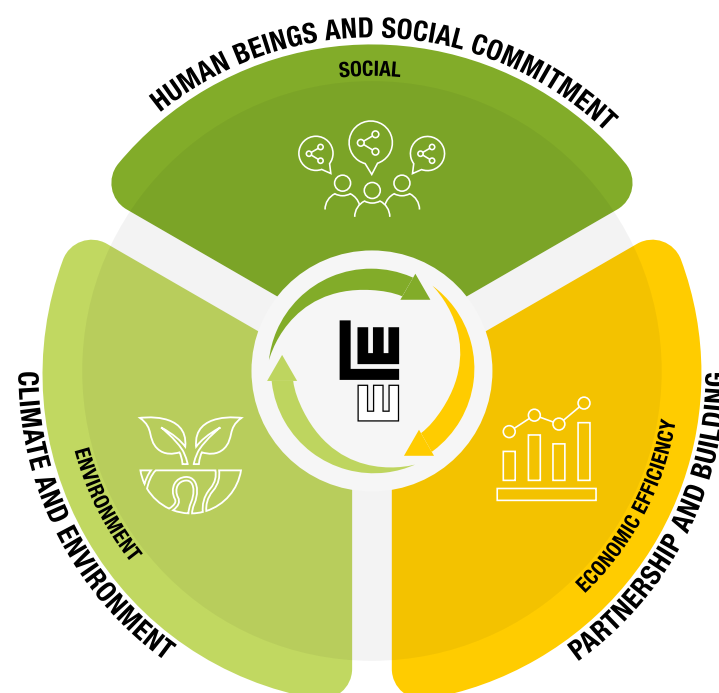
LW.STRATEGY: FIELD OF ACTION SUSTAINABILITY

As a construction company we consider it our responsibility to act sustainably, offer marketable sustainable solutions and wholistically enable a sustainable and future-oriented planning, building and operating in Europe. We regard sustainability as an opportunity to live up to our values as a family-owned company and to stand out from our competitors thanks to responsible economic activity.

Derived from our LW.STRATEGY and the field of action sustainability, our main objectives stay the core of our efforts. They clearly reflect our ambitions and our commitment to sustainable practices. In order to achieve our objectives, we have planned concise measures, which are checked every year and adapted, if necessary.

Already today, we are proud to have achieved an important milestone of our sustainability strategy: the implementation of an organisation actively providing advice and supporting the business divisions and departments in their realisation. This step proves our progress and our commitment in the field of sustainability. At the same time, we are continuously working on developing and consolidating our sustainability organisation within the business divisions and departments.

Within our sustainability organisation we thoroughly check our objectives and measures. Our focus is put on the support of sustainable practices and the identification of potentials, with which we can further and strengthen our sustainability. Looking into the relevant subjects serves as a firm basis for the prioritisation of the particularly important aspects for our company and our sustainable future.



In several workshops, the first objectives and measures were defined on the basis of the identified subjects. They lead to the concept „Our way to sustainability by the end of 2025“. The projects and measures included in the concept are implemented in the company during 2025, and the corresponding responsibilities are defined.

After the successful development of our central sustainability organisation, we will concentrate on the social aspect of sustainability. The insights gained by looking into the subjects relevant for us will play a central role for this assignment. On this basis we want to formulate a specific objective further strengthening our commitment to social responsibility and the support of a positive social contribution. The steps clearly show our commitment to sustainability and our motivation to make use of our influence as a company, in order to achieve a positive change in the construction sector. We are confident to be able to achieve our sustainability objectives thanks to this approach and at the same time flexibly react to new insights and developments.

We consider sustainability a continuous, dynamic process. We regularly check our objectives and adapt them, if necessary, in order to guarantee a steady optimisation.

	OBJECTIVE	MEASURE
01	Reduction of risks within our supply chains by means of a sustainable supplier and supply chain management by 2026 at the latest.	Development and implementation of a project plan for a systematic supplier management.
02	Consistent reduction of waste and increase of treatment. By 2035 at the latest, we do not produce any more waste which needs to be disposed of.	Beginning of the implementation of the plan by stages for the reduction of waste and increase of treatment.
03	Continuous reduction of fossil energy sources with the clear objective, that LEONHARD WEISS works climate-neutrally by 2045 at the latest.	Implementation of the plan by stages for climate neutrality at LEONHARD WEISS.
04	Development of an organisation actively providing advice and supporting the business divisions and departments in their realisation.	Further consolidation and strengthening of the organisation within the business divisions and departments.

IMPORTANT TOPICS

As official member of UN Global Compact we commit to align our business strategies and practices with ten universally recognised principles in the fields of human rights, work standards, environmental protection and the fight against corruption since 2021. We are proud to be part of this world-wide initiative and to actively promote the support of the United Nations. Our membership in UN Global Compact underlines our commitment to a responsible and sustainable company management.

Due to the upcoming obligation to report according to the Corporate Sustainability Reporting Directive (CSRD), we have analysed our relevant topics once again during the past year. The execution of the double materiality analysis is a central part of our sustainability strategy. Its aim is to create transparency and to identify the relevant sustainability topics. The analysis helps us understand the effects of our business activities on the environment and the society and at the same time evaluate the financial risks and opportunities resulting from these topics.

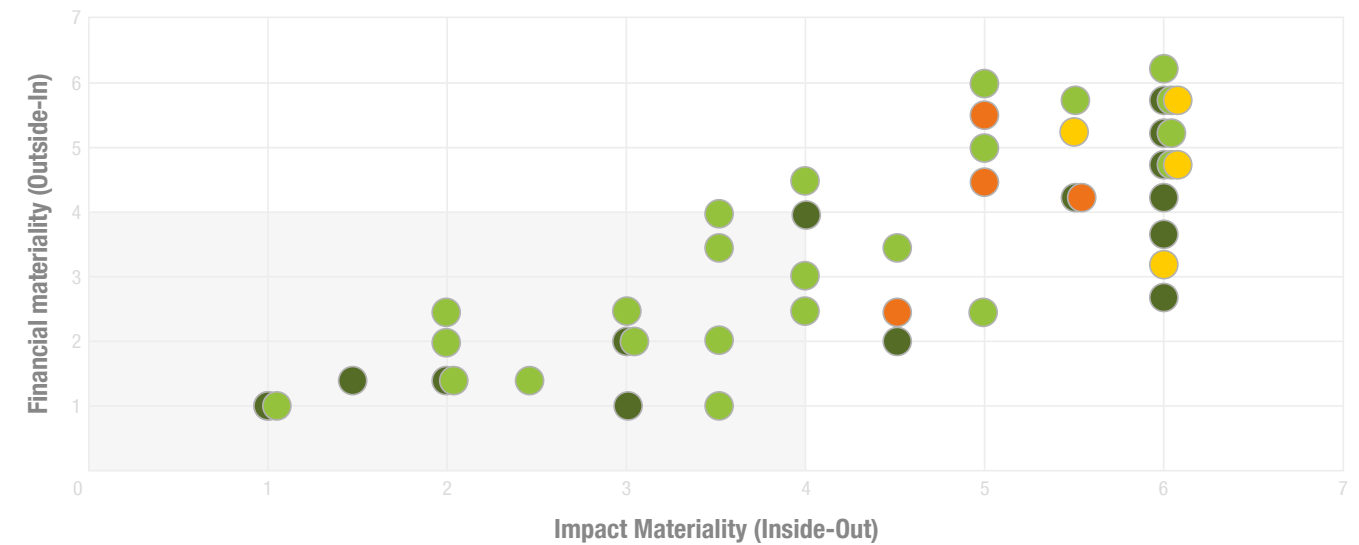
In order to achieve a total picture that is as comprehensive as possible, different representatives and experts from various divisions and departments of LEONHARD WEISS took part in this first analysis. The process was supported by workshops chaired by external consultants. The participants evaluated the topics identified previously with regard to their relevance for the company and their effects on society. Every topic was evaluated with regard to its financial and material materiality, while the impact and probability of occurrence of positive and negative effects was taken into account.

We consider the materiality analysis a dynamic process, which we continuously develop further. In the years to come, we will further define this approach, by taking into account further stakeholders, considering new perspectives, and completing the process by further analyses. This enables us to react to changes in the company surroundings and purposefully refine our sustainability strategy. The integration of the relevant topics into strategic and operative processes like risk management and sustainability reporting stays a central focus.

Based on the analysis as well as on the principles of UN Global Compact and the corresponding SDG we identify the following fields of action as particularly important for us.



MATERIALITY MATRIX LEONHARD WEISS



- Environmental topics
- Social topics
- Governance topics
- Specific topics for LEONHARD WEISS
- Topics under the threshold

For a better overview, topics belonging to the same category and having the same importance were visually compiled.

ENVIRONMENT

Climate change

- Adaptation to the climate change
- Climate protection
- Energy

Environmental pollution

- Luftverschmutzung

Water and sea resources

- Water consumption

Biological diversity and ecosystems

- Direct exploitation
- Land degradation
- Sealing of the ground

Use of resources and recycling

- Influx of resources, including use of resources
- Outward flow of resources in connection with products and services
- Waste
-

GOVERNANCE

- Company culture
- Protection of whistleblowers
- Management of relationships with suppliers, including payment practices
- Prevention and detection including training (corruption and bribery)

LW-SPECIFIC TOPICS

- Noise
- Innovations
- Digitalisation
- Concussion and vibrations

SOCIAL TOPICS

Own employees

- Job security
- Working time
- Adequate compensation
- Social dialogue
- Freedom of association, existence of works councils and the right of employees of information, hearing and participation
- Wage and salary negotiations, including the ratio of employees covered by the labour agreement
- Compatibility of work and private life
- Health protection and safety
- Equal opportunities for men and women and equal pay for equal work
- Trainings and development of skills
- Employment and inclusion of persons with handicaps
- Variety
- Adequate accommodation
- Data protection

Employees in the chain of economic value added

- Job security
- Working time
- Adequate compensation
- Health protection and safety

Consumers and end users

- Data protection
- Health protection and safety

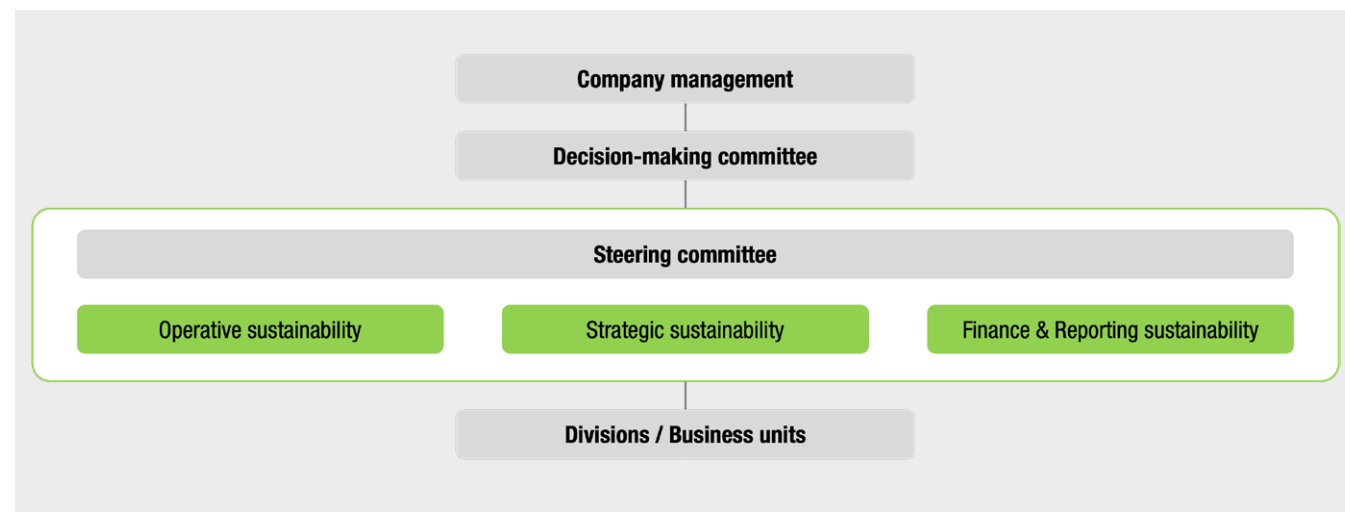
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The currentness of these topics is checked regularly and adapted if required, in order to be able to take into account potential changes and tendencies in the company environment.

SUSTAINABILITY ORGANISATION AT LEONHARD WEISS

The structure and responsibilities are clearly defined in the context of general management. Our company management is responsible for the strategic orientation and steering of the company and thus also for our defined field of action sustainability. Company management is regularly informed about sustainability activities.

Our sustainability organisation, the steering committee for sustainability activities, composed of representatives and experts of different business divisions and departments, melds operative and strategic sustainability, as well as finance and reporting at LEONHARD WEISS. This steering committee directs, evaluates and prioritises all sustainability activities of the company. The committee is responsible for the progress in connection with sustainability in the business divisions and departments and is in continuous exchange with them.



Between the steering committee and company management there is a decision-making body, which is responsible for the assignment of new initiatives and measures within the field of strategy, as well as for their examination and prioritisation.

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

WE DO EXCELLENT WORK

As one of Germany's leading construction companies we rely on our Integrated Management System (IMS), merging the fields of action compliance, data protection, health and safety, quality, environmental, energy and sustainability management. This comprehensive system enables us to fulfil legal, as well as company-internal standards, promote sustainable practices and create transparent processes. Thanks to the integration of these diversified fields, we make sure, that all processes in the company are carried out efficiently and purposefully. The Integrated Management System is an efficient tool, to ensure quality, increase customer satisfaction and fulfil legal as well as normative requirements. It paves the way for sustainable action and supports it by means of an integrated and process-oriented approach. Thanks to the continuous improvement and optimisation of our processes we create the basis for long-term success and responsible action.

In connection with internal and external audits the Integrated Management System is thoroughly put on trial every year in the fields quality (ISO 9001), environment (ISO 14001) and health and safety at work (ISO 45001). In 2024 we have also successfully achieved the certification according to ISO 50001 for the first time, which underlines our commitment to energy efficiency and sustainability. By means of well-focussed measures to improve energy efficiency we create transparency concerning our energy consumption and actively commit ourselves to a sustainable future. In addition to that, we were awarded the Silver Award by the rating agency EcoVadis and are thus counted among the best 15 % of the rated companies worldwide. This recognition proves our continuous efforts to promote sustainability in all business divisions. Our improvements in the fields environment, labour legislation and human rights reflect our commitment to a sustainable and ethical business practice. The Silver Award is an important milestone marking our progress and our ambitions in the field sustainability.



● WE SHAPE TOMORROW AND KEEP UP WITH THE TIMES

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, in-

teresting 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®



At LEONHARD WEISS we shape the future of building thanks to power and skill – responsibly, purposefully and in a team. We master challenges together, work as equals and make way for personal growth and development.

JOCHEN METZGER

Technical manager turnkey construction



In my opinion, sustainable building means to make the right decisions today, in order to leave a liveable environment for tomorrow. Our projects show that innovation and responsibility can go hand in hand.

KATRIN LOHSE

Senior site manager turnkey construction



PARTNERSHIP AND CONSTRUCTION

SUSTAINABLE OFFICE BUILDING IN THE METROPOLIS ON THE RIVER MAIN – FRANKFURT EAST

In August 2024 the office building ATREEUM was successfully handed over to the building owner, OFB-Projektentwicklung. With this handover we have not only terminated an impressive building but also made a considerable contribution to sustainable urban development in eastern Frankfurt.



Bild: OFB/Lars Gruber

We produced the office building with 18,000 square metres of rentable area and 219 underground parking spaces, which is CO₂-neutral over its entire life cycle.

The ATREEUM sets standards in many different respects, especially in the fields sustainability and modern building equipment. The building was constructed of environmentally friendly and resource-saving materials, which underlines the aspiration of the project to make a contribution to a sustainable construction method. The integrated photovoltaic facility is to cover the basic supply of electric power for the heating and air conditioning system of the ATREEUM. Energy efficient gas-driven heat pumps generate the heating and air conditioning energy, required for the concrete core temperature control with additional ceiling radiant heating and cooling panels. Intensive greening of the roof gardens, cour-

tyards, as well as part of the façade offer retreats for the users and at the same time positively influence the micro-climate. Retention boxes for collecting rainwater retain the water and use it for watering the green areas.

Next to the certification according to the standards of DGNB in Gold, the OFB wanted to achieve CO₂-neutrality over the entire life cycle of the building and thus takes part in the urban initiative „Frankfurt freshens up“. The objective of the program is to make a contribution to the quality of life in Frankfurt am Main.

TRI – ONE OF THE FIRST WOOD HYBRID OFFICE ENSEMBLES IN MUNICH

Customers increasingly plan their buildings in wood our wood hybrid construction method. The volume of the projects to be realised is also increasing steadily. At LEONHARD WEISS we have already reacted to this development early-on, because we are certain, that the renewable construction material wood will play an important role in the construction business of the future. Thanks to the development of our new business division wood hybrid construction, we don't only take an important further step to completely fulfil the requirements of our customers but pave our way to a more climate-friendly construction of buildings. With the current realisation of the TRI in Munich by our turnkey construction we prove, that wood hybrid construction sensibly completes our portfolio of services. Our joint objective: to complete engineering and turnkey construction of LEONHARD WEISS by this new component and thus further optimise our performance as service provider from one source. We consider wood hybrid construction a modern, sustainable completion of building by means of steel and concrete.

As one of the first wood hybrid office ensembles the TRI fulfils the highest requirements concerning innovative conception, intelligent technology, and inspiring interior design. Climate-friendly construction for the benefit of people and an excellent business card for the users of the future. The TRI is one of the most sustainable and flexible office

buildings in Munich and offers space on about 16,000 square metres. The latest energetic standards provide the basis for the aspired certifications by the German Society for Sustainable Building (Deutsche Gesellschaft für Nachhaltiges Bauen (DGNB)) in Platinum. In addition to that, the BIM-based planning and building is applied for the TRI building, in order to fulfil the high requirements in the fields of dimensional accuracy and interface definition in the wood hybrid construction method.



SUEDLINK

The construction project SuedLink is a central project for supporting the energy revolution in Germany. The objective of the project is to close the supply gap between the windy north and the sunny south of Germany. The cable route enables the transport of wind-generated electric power from the north to the south and the other way round the transport of solar-generated power from the south to the north. Excesses or shortfalls in the production of electric power can thus be levelled in the network. The underground cable route includes a total of about 700 kilometres from Brunsbüttel (Hamburg) to Großgartach (Heilbronn). LEONHARD WEISS has successfully taken part in the Europe-wide call for tenders for one of the construction lots in Baden-Württemberg. The contract includes the construction of 40 kilometres of empty ductwork between Altertheim (close to Würzburg) and Oberwittstadt (municipality Ravenstein). The

construction works started in March 2024 and will continue for about two years. During the works, two empty tubes will be laid for the electric power cables, as well as several empty tubes for control and communication lines.

The challenges of this project are the inherent archaeological measures, the requirements in connection with works in a water protection area and the high requirements in the fields of soil and environmental protection. In addition to that, there is a build-up of heat in the cable of up to 70° C, which results in high requirements concerning the bedding material for the dissipation of heat. Thanks to the experience of LEONHARD WEISS and internal experts these challenges are identified from the beginning and dealt with.

In November 2024 a further lot was awarded, which stretches over 62 kilometres from Schweinfurt to the frontier between Bavaria and Thüringen. Various construction methods will be put to use here for the extensive earthworks and the laying of empty tubes.

Thanks to our participation in the project Suedlink, we make an important contribution to the sustainable power supply and the promotion of the energy revolution in Germany.



THE FIRST ALL-ELECTRIC CONSTRUCTION SITE IN RANGENDINGEN

LEONHARD WEISS successfully terminated the first all-electric construction site in Rangendingen. During the works, only electrically actuated construction machines and equipment were used, which lead to a considerable reduction of CO₂-emissions.

This project demonstrates that sustainable construction is possible and can be realised efficiently. It's an important step towards climate-friendly construction projects and underlines the commitment of LEONHARD WEISS to sustainable innovations. During the realisation of the project, challenges also emerged, the all-electric trucks regularly broke down for example. The battery capacity of the machines was partly not sufficient for use all day long. We will, however, continue our efforts in this field and closely monitor the development of working equipment in connection with it.

The all-electric construction sets and example for future construction projects and proves, that the construction industry can make an important contribution to climate protection by using modern technologies.

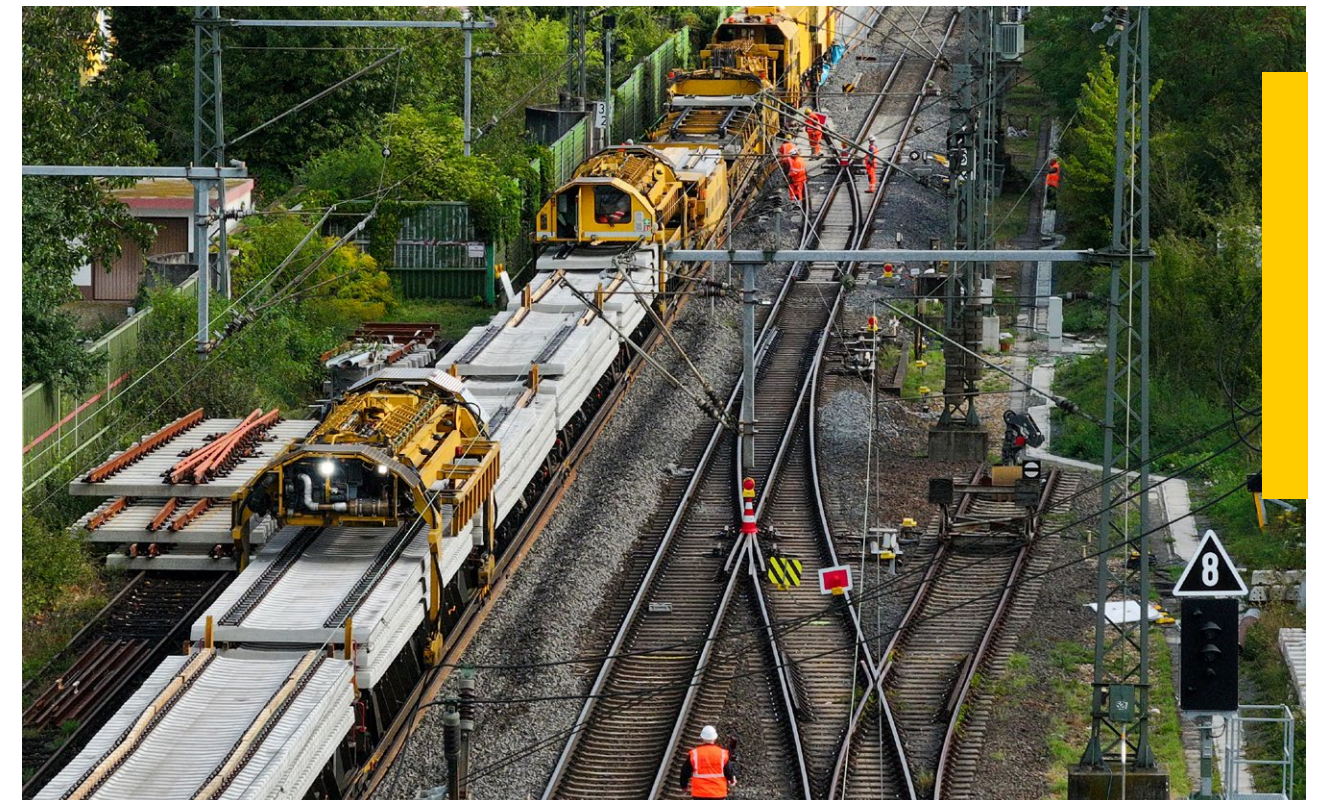


Rack Fotografie

COMPLETE RENOVATION OF RIEDBAHN

In cooperation with our joint venture partner, LEONHARD WEISS has successfully terminated the comprehensive complete renovation of Riedbahn. This important infrastructure project modernises one of the most important railway connections between Frankfurt and Mannheim and is a prime example of sustainable construction projects and efficient cooperation.

From July to December 2024 the railway line Riedbahn was completely shut down for five months, in order to carry out comprehensive works. These included the renovation of the tracks and drainage facilities, the modernisation of traffic stations, the erection of noise protection walls and the optimisation of the signalling and control centre technology. These measures increase the reliability and capacity of railway traffic.



The execution of construction included high requirements in the field of planning and communication between employees. Thanks to LEAN methods meeting landscapes, regular communication and documented shift meeting were implemented, in order to reduce the loss of knowledge and improve cooperation. During some phases Last-Planner-Walls supported the cooperation within the teams.

Riedbahn is a central traffic artery with over 300 trains per day. The project was technically and logistically challenging but could be terminated according to schedule thanks to the excellent cooperation of all participants. The celebratory recommissioning took place on 15th December 2024. Representatives of politics, economy and media took part in this event.

Thanks to the modernisation, the punctuality and reliability of the train traffic is improved and the environmental stress reduced. New noise protection walls reduce the noise emissions for residents, and optimised track systems enable a more efficient energy consumption of the trains. The successful realisation of this project is proof of the expertise and commitment of the LEONHARD WEISS family.

WE DEVELOP, EMPOWER AND APPLY

INNOVATION AND DIGITALISATION

As a future-oriented company, digitalisation and automation are integral parts of our company strategy, empowering our employees to work efficiently and in a modern manner. During the past years, points of focus were defined within the strategy, which we continuously pursue and put into practice:

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

In 2024 we intensively pursued our digitalisation. The development of a digital model of the level of maturity was an important step, which supports us in planning our medium-term objectives. The efficient optimisation of end-to-end processes along the entire chain of economic value added is the core point.



We keep up with the times and continuously monitor technological development also in the field of artificial intelligence. We recognise great opportunities, but also large responsibility. Already in 2023, we took the first steps in this field by means of the trial implementation of our own LW GPT. In 2024 we focussed on the further development of the system and the formulation of a concept of competency. The roll-out will take place in 2025, which will purposefully empower our employees and thus increase our efficiency and productivity.

We have also progressed on the organisational level. We have considerably invested into our digital organisation, could acquire new skills and strengthen existing skills. Our company-wide steering committee for digitalisation plays a central role in our digital transformation: it bundles all digital activities, identifies relevant projects on company level, develops recommended courses of action and promotes the digital development in the respective business divisions and departments.



At LEONHARD WEISS, digitalisation isn't a technical project – it's part of our company culture. We listen, understand the practice and develop digital solutions, which enable our employees to work efficiently and safely.

CHRISTIAN OTT
 Manager corporate control



We digitalise with rhyme and reason. Not the tools are the point of focus, but the people using them. Only if processes are comprehensible, purposeful and sensible, they are accepted and sustainably useful in every-day work.

ATILLA KÜÇÜK
 Division manager information technology



WE DEVELOP SUSTAINABLE CUSTOMER SOLUTIONS

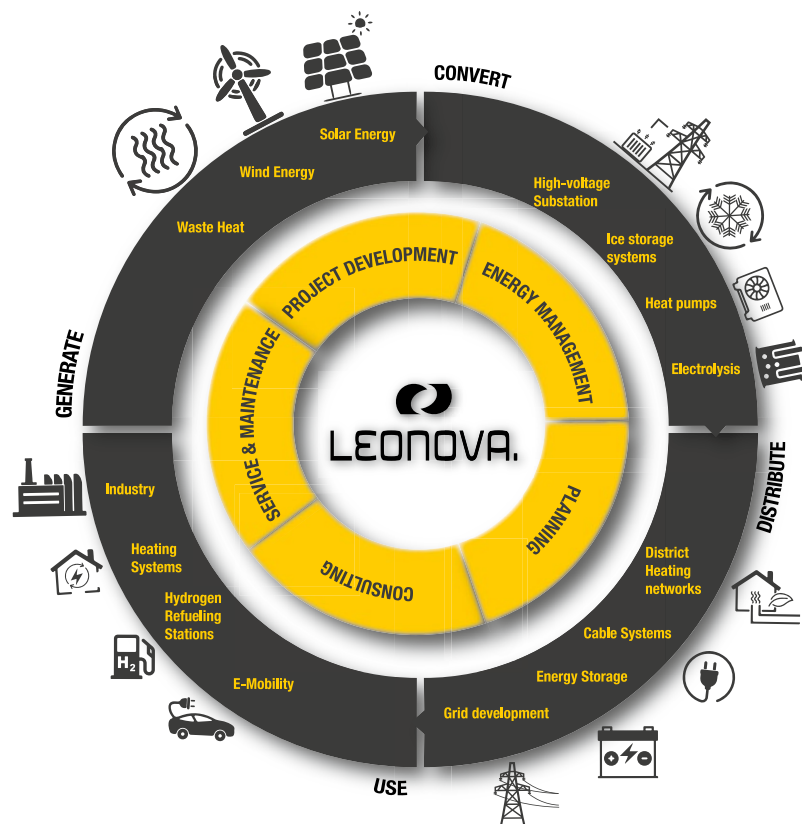
Our commitment in the field sustainability focusses on the provision of innovative solutions, which help our business partners minimise their ecologic footprint. LEONHARD WEISS is aware of the responsibility we bear as a construction company, and we strive to not only reduce our own environmental pollution, but to also support our customers in environmentally friendly solutions. We are certain that a proactive approach of environmental protection can be realised by means of our own activities, as well as by means of our cooperation with our partners.



LEONOVA. is the new trademark for project development in the fields energy and sustainability at LEONHARD WEISS, which is passionately committed to the development and implementation of sustainable energy and environmental strategies. Thanks to our initiative ProEnNa (Projektentwicklung Energie und Nachhaltigkeitsprodukte (project development energy and sustainability products)) we plan to analyse and develop product innovations in the field energy and sustainability, in order to offer our customers an added value and at the same time support a CO₂-neutral power supply. This initiative now progresses from being a working title to becoming the trademark LEONOVA.

Our focus is put on technology-independent solution systems. Thanks to our expertise in thermal planning and energy conception we develop sustainable and efficient solutions, including the development of construction products for the support of battery facilities, which contribute to the better integration of energy storage systems into existing and new infrastructures.

LEONOVA. offers a comprehensive portfolio of services for the promotion of electro-mobility, including innovative system solutions for the ideal integration of electric vehicles into existing infrastructures. With a large portfolio ranging from the development and installation of photovoltaic roofs to the realisation of solar roads, LEONOVA. always leads the way and breaks the mould in sustainable energy generation and mobility. In addition to that, LEONOVA. relies on the revitalisation of existing buildings thanks to renovation and modernisation, in order to save resources and promote their responsible use.



E-MOBILITY – THE KEY TO SUSTAINABLE MOBILITY

Consulting, location study, execution, company management, service and maintenance – as an experienced service provider we successfully build charging stations all over Germany. We cover the entire chain of economic value added of electric charging technology from the transformer station up until the roofing above the charging stations from one source. Thanks to our commitment in the field of the construction of stations for E-mobility, LEONHARD WEISS gives an important impulse for sustainable mobility and the development of E-charging infrastructure.

Last year we were able to conclude a framework contract in cooperation with the archdiocese Freiburg and KSE Energie GmbH, which already resulted in the installation and operation of 32 new charging points. A particular focus is put on the use of 100 % green electricity. This partnership underlines the power of innovation and the technical know-how of LEONHARD WEISS.

Thanks to the efficient realisation and the purposeful development of the charging infrastructure we not only support the use of electric vehicles but also strengthen awareness for environmentally friendly mobility and the sustainable use of energy. With this project, we demonstrate our leading role in the field of sustainable construction and infrastructure projects and actively contribute to the energy revolution. The specialist division station construction E-mobility acts as a strong partner for future-oriented solutions and completes the portfolio of services of LEONHARD WEISS by a further milestone in the sense of ecologic responsibility.



SUSTAINABLE MOBILITY AT A GLANCE – CHARGE POINT OPERATOR

As Charge Point Operator (CPO) LEONHARD WEISS plays a central role in the organisation and administration of charging infrastructure for electric vehicles. A smooth operation is guaranteed and the charging points installed, administered and the registration of drivers carried out. The maintenance contracts, which are concluded for every charging point, are a relevant part. They ensure that all charging facilities are serviced regularly and kept in excellent condition, in order to guarantee a high availability and reliability.

With the increased spread of E-mobility, an efficient and transparent operation of the charging infrastructure is becoming more and more important. This includes the monitoring of the technical systems, the realisation of fault analyses and the coordination of repairs, in order to guarantee a continuous operation. The dashboard enables our team E-mobility to efficiently direct the operation of our charging infrastructure – from the degree of capacity utilisation of the station over energy performance up until environmental auditing. All relevant data are shown clearly and according to a well-arranged structure.

Thanks to our comprehensive services as CPO we actively contribute to the promotion of electro-mobility and support our customers in implementing a sustainable and future-oriented mobility solution.

WE PROMMOTE 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.

SYNDICAL RESEARCH CENTER CONSTRUCTION ROBOTICS (CCR)

Building connects people – and exactly as our buildings connect people, the process of building is the successful interaction of many people, companies and construction machines. It's not an easy task to coordinate, to actually orchestrate the complex construction processes. Therefore, LEONHARD WEISS has contributed to the initiation of the project „orchestra“ in connection with the longstanding syndicate research at the Center Construction Robotics (CCR) at the RWTH Aachen and helped contribute to the ability to economically fulfil the construction assignments of the future, which are becoming increasingly complex..



The objective of the six-month project was to realise a network between people, companies, construction machines and in the future also construction site robots, independent of a special technology. A joint understanding of terms, connections and processes between people and machines was to be created.

Together with our research partners of CCR, we developed a concept which is purposefully focussed on mastering these challenges. The temporary cooperation during projects, as well as the long-term cooperation between executing companies, material producers, as well as equipment manufacturers can be enabled and optimised by means of the methods of the so-called „Semantic Web“ and „Linked Data“.

The result of this project was presented on the annual Campus Week in autumn 2024 on the reference construction site of RWTH in Aachen and is additionally made available to all persons concerned and all persons interested by means of a whitepaper.

It's obvious: successful cooperation requires a joint effort to create a joint understanding. LEONHARD WEISS contributes to making construction easier in the future by enabling automation and eliminating misunderstandings, so that we can all experience the joy of building.

● 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 during regular 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 1,090 mio. Euro in 2024 (2023: 972 mio. Euro). We pay close attention to legally compatible behaviour and 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 Nations Global Compact and includes those principles, which are the relevant basis of any cooperation in the opinion of LEONHARD WEISS. With the contractual agreement, our subcontractors, suppliers, and other business partners commit to adhering to these principles and making sure that their respective partners also adhere to them. A breach of this guideline can lead to the termination of the business relationship. During the reporting year, no breach of these principles, which lead to the termination of the business relationship, became known to LEONHARD WEISS.

Over the past years the responsibility along the chain of economic value added has become more and more important. When choosing our suppliers we therefore pay attention to short distances and mainly purchase products produced or processed in the country we operate in. That is particularly applicable for large volumes of bulk freights like ballast and asphalt, for example. This is an important influence, especially on our duty of diligence, which we are subject to according to the supply chain law. During the reporting year, we have continued our risk analysis for our own business operation, as well as for our direct partners. The points of depart for this task are our main goods.

In addition to that, our company management has also officially committed to the adherence to human rights in connection with our policy statement. In total, the very high ratio of suppliers on the national scale involves relatively low risks in the supply chain. As a construction company, which is strongly characterised by bodily labour, we consider the human-centred and safe organisation of work one of the most important topics. We are aware of the fact,



that the construction sector has a considerable influence on our environment. We therefore consider its protection a relevant aspect of our due diligence. In order to sensitise for the ecologic, social, and economic aspect of purchasing, we carried out a training concerning sustainable supplier and supply chain management last year. During the reporting year, about 92 % of our purchasing staff took part in the training. The focus was particularly put on the legal duties, practical examples, and the set of values of our actions. Thanks to this training, we set an example for our duty to act responsibly and strengthen our position as responsible company.



Independently of legal requirements, we consider the evaluation of our suppliers and the reduction of risks within our supply chains in connection with it a strategic objective. In connection with our field of strategy sustainability we strive for an efficient and sustainable supply chain and supplier management. LEONHARD WEISS optimises and digitalises the supplier management in connection with the project „integrated purchasing process“, in order to live up to the increasing requirements in the field of sustainability. The objective is the implementation of a software solution which automates and efficiently links processes like the choice of supplier, sustainability criteria and master data management. Thanks to the integration of sustainability requirements and the continuous digitalisation of the purchasing process, manual activities are reduced, traceability improved, and the adherence to sustainability standards ensured.

The project supports the early integration of sustainability criteria into the supply chain, enables a traceable choice of suppliers, and strengthens innovations thanks to clear requirements. It contributes to the ecologic and economic responsibility, as well as to legal security in the purchasing process.

● WE SHAPE TOMORROW AND KEEP IMPROVING

WE GENERATE IDEAS, ARE AGILE, AND WORK IN PROCESSE

QUALITY MANAGEMENT – LEARNING. IMPROVING. GROWING TOGETHER

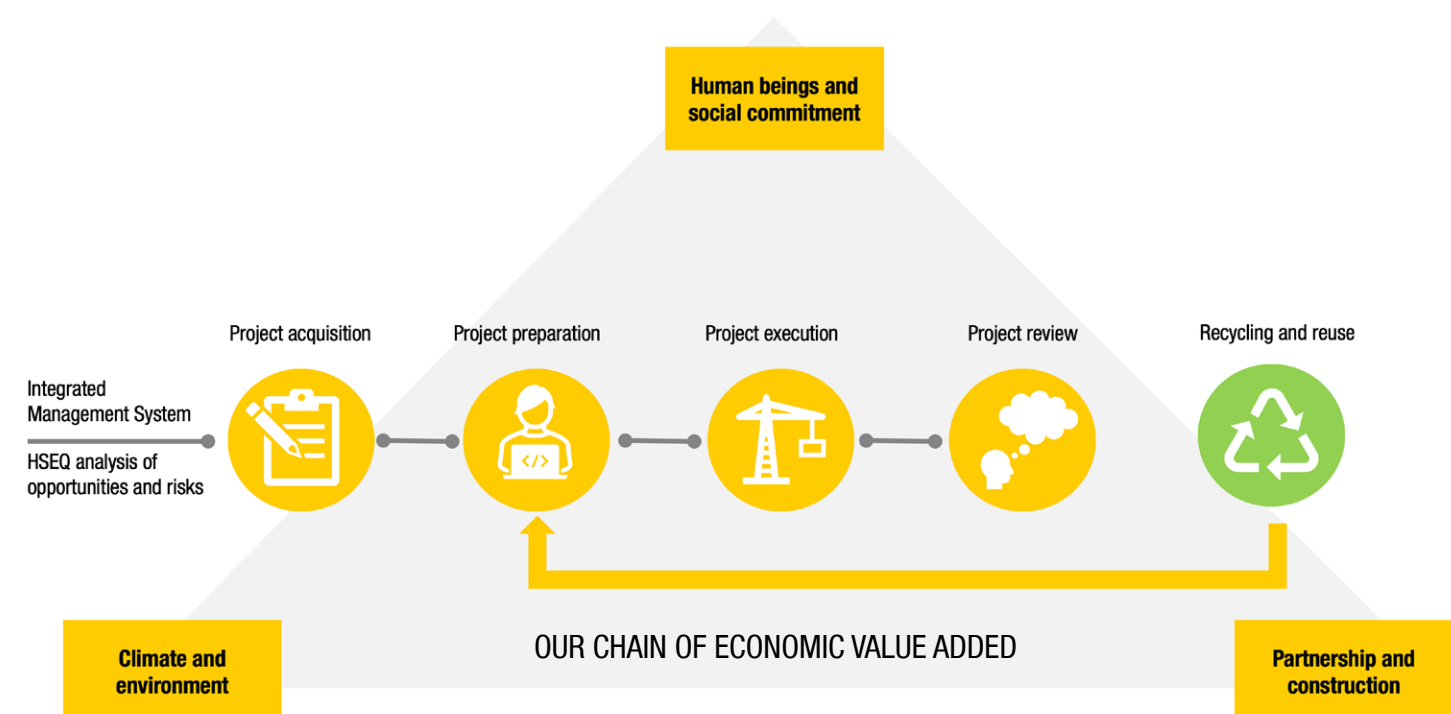
At LEONHARD WEISS, quality is not an accidental by-product – it's the result of clearly defined processes, committed people, and a steady effort for continuous improvement. Since our first ISO 9001 certification in 1995 we have steadily developed our quality management system – for the benefit of our customers, partners, and employees.

Our conception of quality is wholistic: we consider it efficiently, sustainably, and innovatively and anchor it in all phases of our chain of economic value added. A quality standard thus becomes tangible reality and our daily work becomes what drives us on: the joy of building.

QUALITY AND SUSTAINABILITY ALONG THE CHAIN OF ECONOMIC VALUE ADDED

Every construction project is unique. Different framework conditions – from unforeseeable weather conditions, over the quality of the soil, up until legal prescriptions – require precise steering. Our Integrated Management System (IMS) merges all relevant topics: quality, health and safety, energy, environment, data protection and sustainability. Synergies thus emerge, which make our projects and processes more efficient, sustainable, and futureproof.

Our objective: long-lasting buildings in high quality – realised thanks to a sustainable and responsible handling of resources.



Quality is a continuous process for us. Every project, every process, and every idea involves an opportunity of improvement. For this reason, we rely on systematic measures of quality assurance and development.

Audits are a decisive quality indicator for us. Internal, as well as external audits result in valuable insights and enable us to deduce well-focussed corrective measures. Customer audits serve as mirror image of our quality. We regularly record and analyse their results, in order to steadily optimise quality assurance.

To strengthen quality awareness on all levels, we continuously promote the further training of our quality management coordinators (QMK) and quality officers (QBs). Our platform process and document management ensures the continuous optimisation thanks to documented access data, modifications, and modelled processes.

Thanks to the integration of relevant LEAN-Management-KPIs we not only increase efficiency but also reduce errors. In addition to that, we promote innovations by recording potential improvements by means of the 3i idea management and putting them into practice according to measurable KPIs from the 3i campaign.

With every improvement realised our quality aspiration becomes more present, comprehensible and sustainable. We thus create the basis for futureproof construction quality, strengthening trust, optimising processes and still fulfil the expectations of our customers tomorrow.

QUALITY IN NUMBERS AND FACTS



43

Internal audits



30

External audits



125

Improvement measures



8

Internal HSEQ-Auditors



7

Quality management coordinators (QMK)



54

Quality officers (QB)

CONSTRUCTION EXPERTS CAMPAIGN – SOLUTIONS BY EXPERTS FOR EXPERTS

By means of our campaign „construction experts - solutions by experts for experts“ we have moved the idea management at LEONHARD WEISS to a new level in 2024. The focus was put on the direct exchange with our experts on the construction sites – where quality is produced. The objective was to make practically tried and tested solutions visible, share knowledge, and improve together.

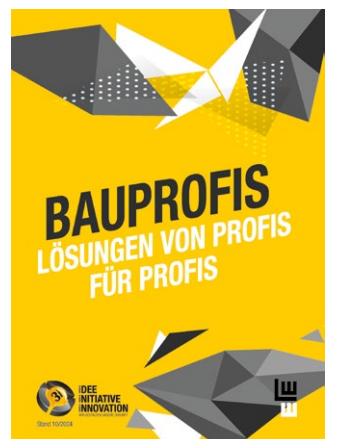


The core of the campaign is our company-internal idea management platform „3i“. The three terms idea, initiative and innovation stand for our culture: active thinking, active shaping and the courage to discover something new.

The results prove us right:

- » Over 120 ideas were submitted by means of the idea management in 2024 – over 70 of them have already been successfully put into practice.
- » The focus was put on the increase of efficiency, sustainability, and quality improvement in the construction process.
- » The campaign resulted in the „construction expert's book of ideas“ with about 100 tried and tested solutions – a practical reference book made available to all employees.
- » No matter if analogue on the construction site or digital by means of the 3i-portal: our employees have proven how much power of innovation is hidden in their every-day work.

Experience thus develops into excellency and knowledge into measurable improvement. The construction experts campaign not only strengthened our quality management but also our culture of continuous improvement.



● WE SHAPE TOMORROW AND ADHERE TO 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. 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:



Human being, work, social matters



Economic ethics



Environmental protection and sustainability



Reports of malpractice

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. By means of our whistleblower tool we make a reporting tool available to our employees. If desired the report can be submitted anonymously. The whistleblower tool works like a safe mailbox accessible from two sides, enabling a confidential communication between the whistleblower and the processor after a report has been submitted. In addition to that, there is a close exchange between the responsible persons of the divisions and a central coordination office. For an efficient compliance system an active, efficient compliance is indispensable. Sensitisation and training measures are thus of central importance for us.

TRAINED EMPLOYEES COMPLIANCE		
2022	2023	2024
771	2.341	1.325

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's 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		
2022	2023	2024
3	1	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, which is meant to ensure the tax obligations. This tax compliance is an efficient 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.

● WIR GESTALTEN DAS MORGEN ÖKONOMIE & ÖKOLOGIE IM EINKLANG

WE PROTECT OUR ENVIRONMENT

As a construction company we are aware of the fact, that our work directly affects the environment. But we don't only consider ourselves as carrying out construction work, but as designers of a sustainable future. Our objective is to work in harmony with nature and take responsibility, to the benefit of the environment in which we live and build.

Our commitment to environmental protection is deeply anchored in our company values and is supported by a comprehensive environmental management system. We have already been certified according to ISO 14001 since 2023 – clear proof of our high standards in environmental management. In 2024 we continued this course consistently and merged our environmental policy with an energy policy. The result: the successful certification according to ISO 50001 in November 2024. These milestones underline our promise, to continuously reduce the environmental stress resulting from our business activities.

Thanks to efficient measures, we increase our energy efficiency, promote the recycling economy, and optimise our use of resources. Workshops and trainings sensitise our employees, so that they actively contribute to the implementation of our environmental and energy policy. Our motto „we shape tomorrow“ is not only a leading idea but a promise: we rely on construction processes, which not only protect the environment, but which are also economic and innovative in the long term.

By means of the certifications according to ISO 14001 and ISO 50001, we create transparency, increase our efficiency, and strengthen our competitiveness. We thus not only contribute to climate protection, but also to ensuring our joint future – with the joy of building and respect for nature.



CLIMATE AND ENVIRONMENT

WE ARE ON OUR WAY TO BECOMING CLIMATE-NEUTRAL

GREENHOUSE GAS EMISSIONS

Following the climate agreement of Paris, LEONHARD WEISS has set itself the objective to become climate-neutral over all scopes by 2045 at the latest. Next to our emissions of scope 1 and scope 2, which are being recorded according to the international standards of the Greenhouse Gas Protocol since 2020, we are currently intensively working on the collection of data concerning our scope 3 emissions. These represent the largest factor for achieving our objective. In addition to that, we are intensively working on the expansion of our greenhouse gas data collection in our subsidiaries, as well as on the consistency, relevance, and comparability of our data.

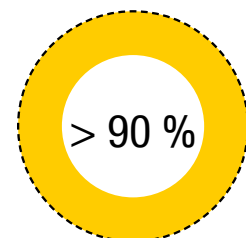
With about 89 % the largest part of our energy consumption is generated by the use of fuel. It's mainly needed for the operation of construction machines and construction equipment, as well as for their transport to the construction sites and back. The use of company cars also contributes to the consumption 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. By means of our electricity framework agreements we purchase green electricity for our buildings, as well as for our construction sites.

In 2024 we generated a total of 562 MWh (2023: 456 MWh) by means of our own photovoltaic plants, which corresponds to an increase of about 23 %. We were able to use 71 % of this electric power ourselves, while the remainder was supplied to the power supply network. Since 2024 we already cover over 90 % of our electric power at our own sites and at rented sites with green electricity.

Energy consumption in MWh ¹	2022	2023	2024
Thermal energy	19,131	16,401	14,537
Electricity	7,323	9,242	12,893
Fuels ²	197,903	199,446	215,795
Total consumption of energy	224,357	225,089	243,225

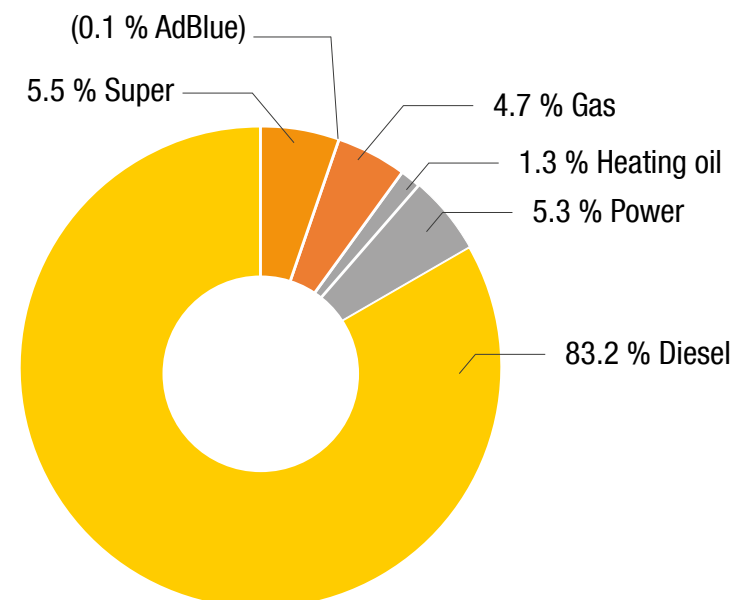
¹ The values deviate from the numbers reported for the years 2020 to 2023, as these now exclusively concern LEONHARD WEISS GmbH & Co. KG to guarantee the consistency of the report.

² For consumption of fuels the private use of company cars is also taken into consideration.

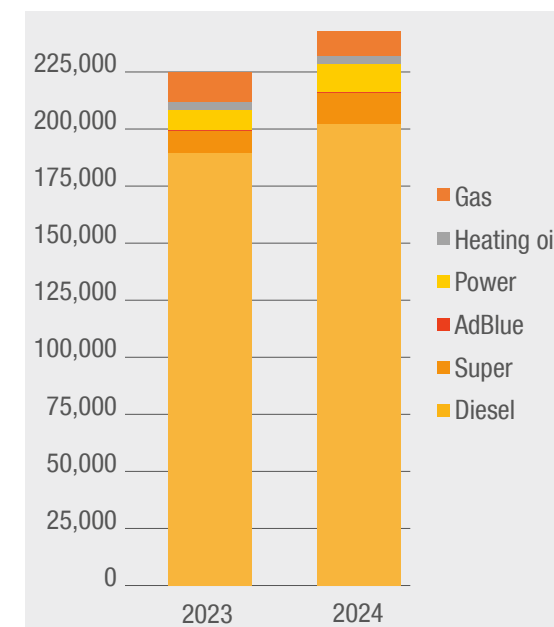


green electricity
at our company sites

Energy mix 2024



Energy consumption 2023 vs. 2024



The third relevant consumption of energy is the use of thermal energy for heating buildings and portacabins. This thermal energy is mainly generated by the use of gas (78 %) and fuel oil (22 %).

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 2024 the energy intensity ratio amounted to about 108 MWh / Mio. Euro construction performance and could thus be reduced by about 4 % compared to the previous year thanks to our efforts. We will continue this course determinedly, in order to steadily improve our use of energy and develop further energy-saving potentials. 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.

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 footprints since 2020, and on this basis have developed a plan by stages to reduce our CO₂ equivalent (CO₂e) emissions step by step. 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. The implementation and efficiency of the measures taken are evaluated every two years and adapted, if necessary. In addition to that, the progress of the individual objectives is evaluated every six months and potential interfaces, as well as challenges, are identified. We subsequently adapt the projects leading to the objectives correspondingly. 17 company-internal projects currently contribute to the plan by stages to achieve climate-neutrality.

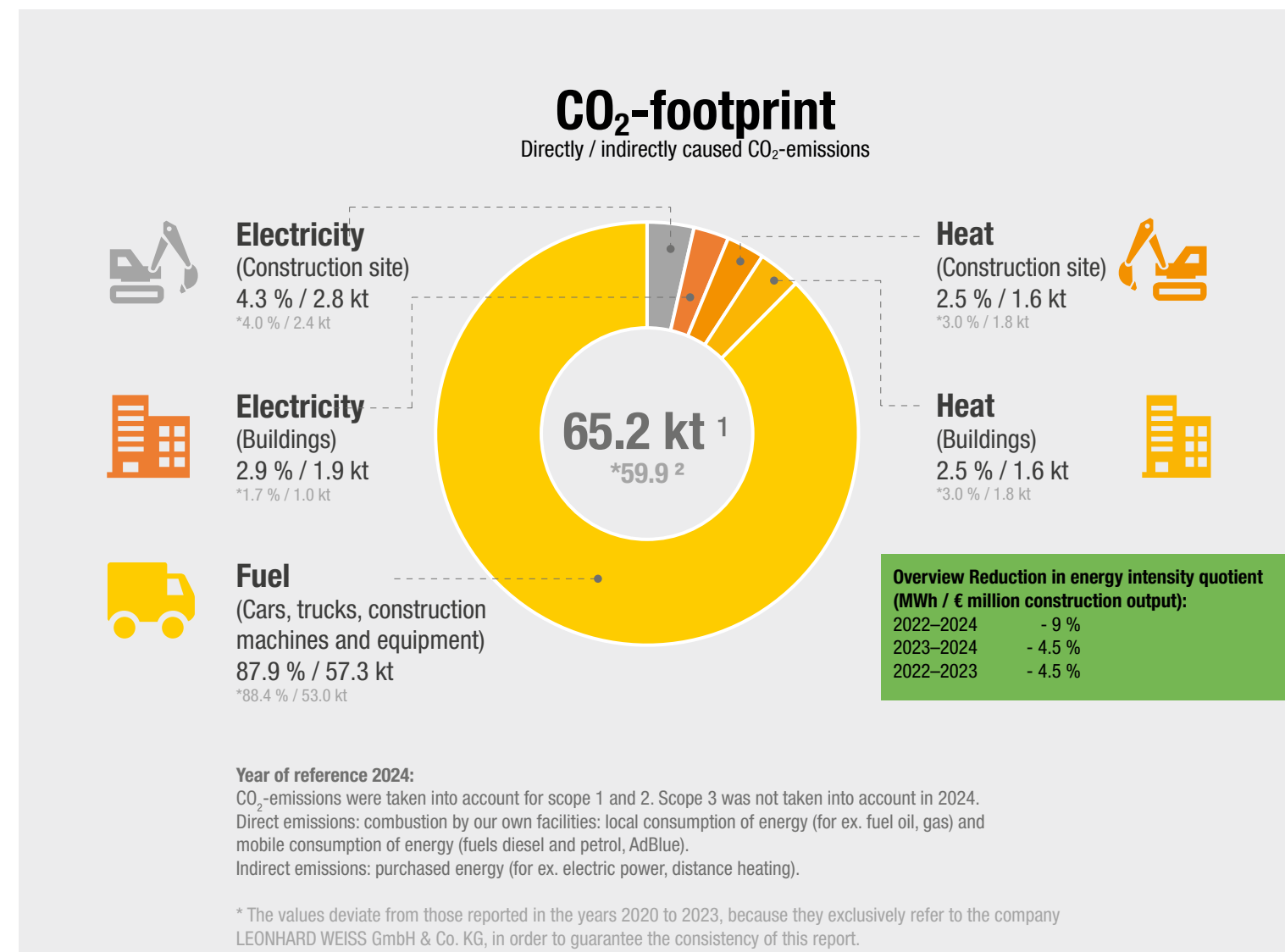
In every such field, various measures by stages were defined, in order to reduce emissions step by step. The measures range from the renewal of our fleet of vehicles, which is replaced by low-emission vehicles, over the optimisation of our machines and equipment, up until the improvement of the energy efficiency of our buildings and construction sites. In 2024 the CO₂-e-footprint amounted to about 65 kt (2023: 59 kt).

Unser Stufenplan sieht folgende Ziele vor:

- » 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	2022	2023	2024
Heat	4,165	3,557	3,201
Electric power	2,693	3,383	4,719
Fuels	52,665	53,002	57,340
Total	59,523	59,942	65,260

Calculation of 2022 and 2023 according to standards of 2024 (comparability).



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 13 % 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 The values deviate from those reported in the years 2020 to 2023, because these now exclusively refer to the company LEONHARD WEISS GmbH & Co. KG, in order to guarantee the consistency of this report.

SCOPE 3

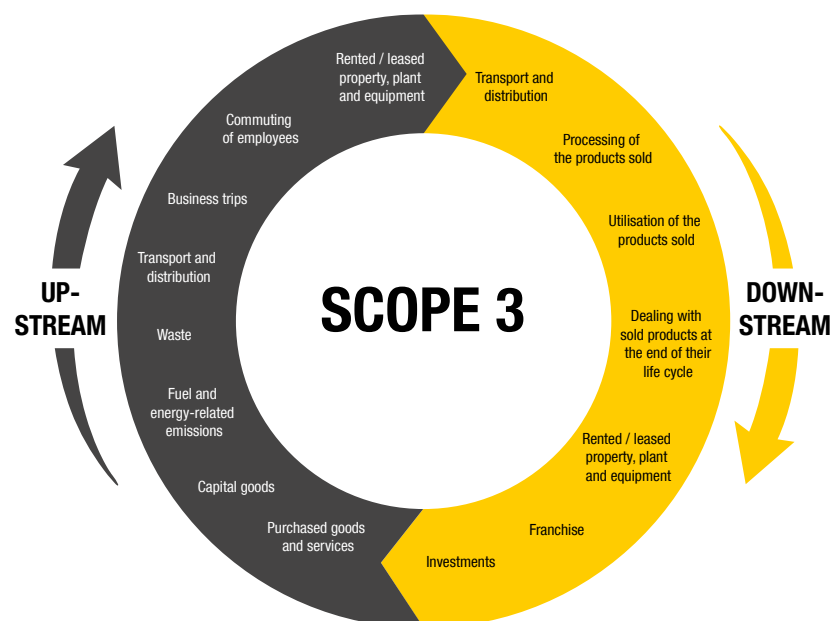
Scope 3 is a decisive aspect of the greenhouse gas protocol, which is internationally recognised and refers to indirect emissions occurring in the chain of economic value added of a company. They are caused by activities which are not under the immediate control of the company but can still be influenced, like, for example by purchased goods and services, business travel or the distance covered by employees to go to work and back.

During the past year we have considerably increased our commitment in connection with scope 3. After the development of a concept in 2023, which facilitated a first comprehension of the complexity and the extent of our scope 3 emissions, we have progressed an important step in 2024 and have developed our concept in more detail on this basis.

We carried out several workshops with experts, in order to develop a final enhanced concept. the focus was put on the collection of key figures and the development of strategies to reduce emissions in all fields of scope 3 relevant for us:

Initially we analysed the following fields of scope 3:

- » purchased goods and services
- » capital goods
- » combustible-related and energy-related emissions
- » transport and distribution upstream
- » waste
- » business travel
- » commuting of employees
- » rented or leased assets
- » assets rented or leased out
- » investments



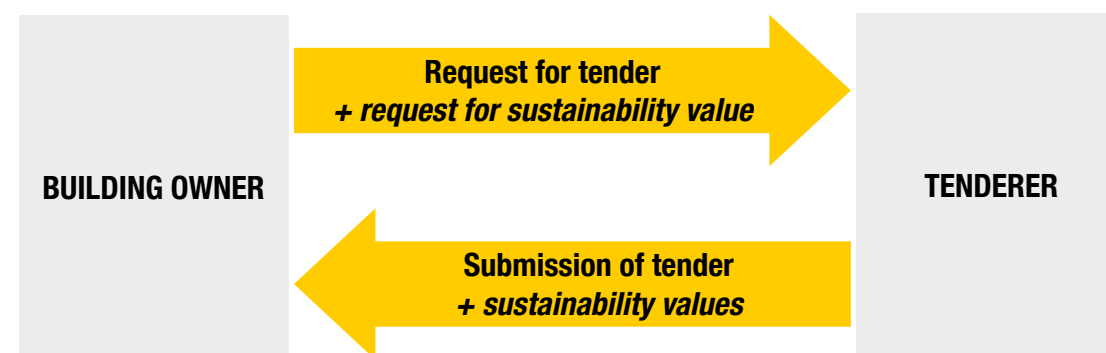
We have developed specific approaches for each of these fields, in order to quantify emissions and identify possibilities of reduction. The enhanced concept is the result of intensive work and represents a large progress in or striving for the generation of a comprehensive and exact climate footprint. It reflects our continuous commitment to sustainability and our proactive approach to reduce our effects on the environment.

By continuing the dialogue with our customers and suppliers we are striving for a reduction of CO₂-emissions hand in hand along our entire supply chain. We are happy about the progress we made up to the present and are confident that we can continue to generate positive changes.

RECORDING OF EMISSIONS OF CONSTRUCTION MATERIALS

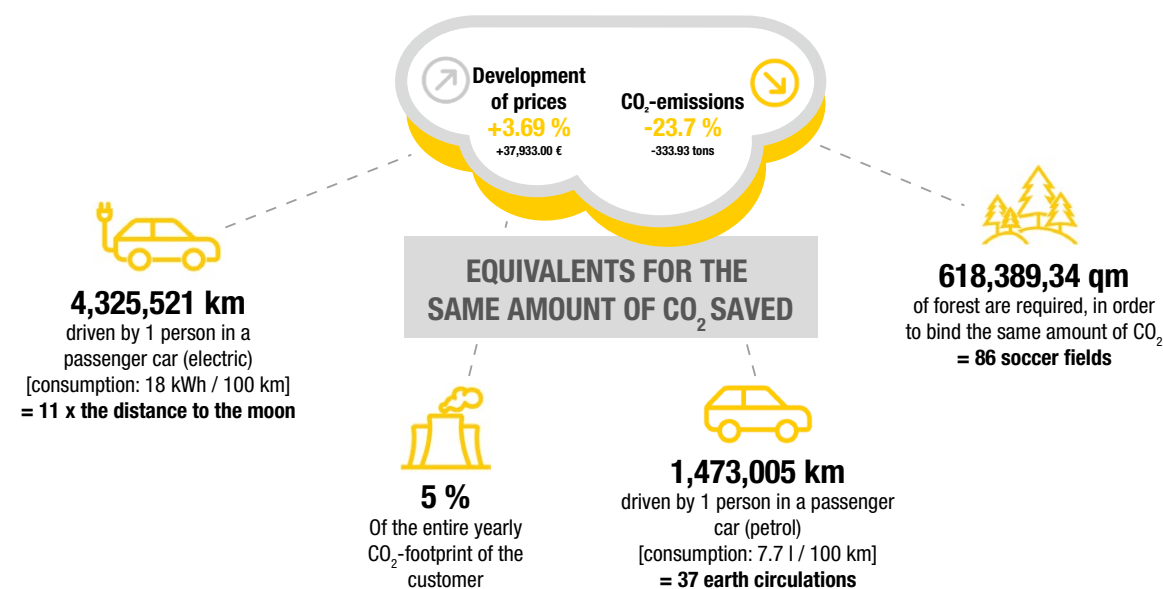
In view of the objective to be able to determine sustainability values when calculating projects, a sustainability module for a construction project management software was developed with our support.

Next to various emission values like CO₂, fine dust, consumption of diesel and noise emission the entire life cycle over the entire useful life can be shown in this module by means of a label catalogue. The bases for the emission factors are made available by official data bases, for ex. ÖkobauDat, or the manufactures themselves.



In addition to that, the objective was to create a new data standard for the electronic exchange of data. Thanks to the initiative of the Federal Association Construction Software (Bundesverband Bausoftware (BVBS)) and Joint Exchange for Electronics in the Construction Sector (Gemeinsamer Austausch für Elektronik im Bauwesen (GAEB)) the general exchange of data between customer and contractor was completed by the dimension of the sustainability values. This provides the basis of a standardised exchange of CO₂-data. We are planning to use the new module for generating tenders at LEONHARD WEISS in the future. It underlines our commitment to the preservation of the environment and the promotion of sustainable growth.

ILLUSTRATION OF THE REDUCTION OF EMISSIONS FOR THE CUSTOMER



CLIMATE-FRIENDLY ENERGY INNOVATIONS ON CONSTRUCTION SITES

Building up tomorrow doesn't mean to stick to the status quo of what is technically feasible but to steadily keep one's eyes open for innovations and the development of technology. Therefore, we are in regular exchange with various manufacturers and attentively monitor the market and its product developments and solutions on offer. We are interested in the latest technology, carry out comprehensive practical tests and check potential possibilities of applications.

Some examples are:

- » Extension of test phase 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.
- » Extension of test phase 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 LEONHARD WEISS.
- » After successful tests, the first electrically actuated wheel loaders and telehoist load luggers were purchased by LEONHARD WEISS in 2024.
- » 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 our partner ECU Power Drives was carried out. In this way, the operation of smaller electricity consumers can be assured without causing emissions, by substituting power generators. Together with our Partner ECU Power Drives, LEONHARD WEISS was awarded the prize for particularly innovative developments of the Bavarian construction sector for this photovoltaic plant on 24th April 2024. The photovoltaic plant with add-ons is available as standard for our construction site portacabins since 2024.



Thanks to long-term partnerships, openness towards new technologies and an attentive eye on the market we realise future-oriented purchasing. In intensive exchange between our experts of mechanical engineering with the manufacturers and thanks to their well-focussed feedback, we promote innovations, in order to make the best products available for our users and pursue our sustainability and CO₂-projects.

JÜRGEN VOSS

Division manager technology – purchasing and warehouse management



● WE SHAPE TOMORROW THANKS TO STATE-OF-THE-ART 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 always 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 increased slightly in 2024. 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 in the field of road vehicles and thus also the greenhouse gas emissions, we optimise processes and test alternative motor technologies.

Average consumption of fuel in l per 100 km ¹	2022	2023	2024
Passenger cars ²	6.67	6.60	7.26
Busses / estate cars	10.40	10.42	12.41
Light trucks	18.26	19.23	30.16
Trucks	41.22	36.40	45.57

Percentage of consumption of fuel of road vehicles in % ¹	2022	2023	2024
Passenger cars ²	33	34	37
Busses / estate cars	20	20	27
Light trucks	16	16	7
Trucks	32	30	29

¹ For a more detailed and technically correct categorisation the clustering was adapted in 2024. This results in a discrepancy of key figures compared to the previous years.

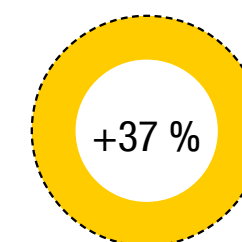
² Also includes the private use of company cars.

USE OF HVO

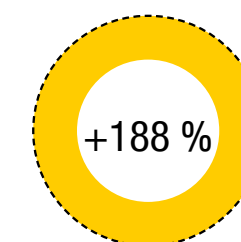
HVO (= Hydrotreated Vegetable Oil) is a synthetic diesel fuel produced on the basis of leftovers and waste material from the food industry. By using HVO it is possible to save up to 92 % of greenhouse gases compared to fossil diesel over the entire fuel life cycle. Further advantages are a cleaner combustion 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.



Charging points
compared to 2023



Electric vehicles
compared to 2023

ELEKTROPIONIERE 2.0 (ELECTRO-PIONEERS)

In 2024 we successfully terminated our program „Elektropioniere 2.0“. Already in 2022, we had started our first project „Elektropioniere 1.0“, with the objective of wholistically analysing the electrification of our fleet of vehicles. Our aim was to create a 360°-solution, taking into account all aspects and processes of the electrification of our company vehicle fleet.

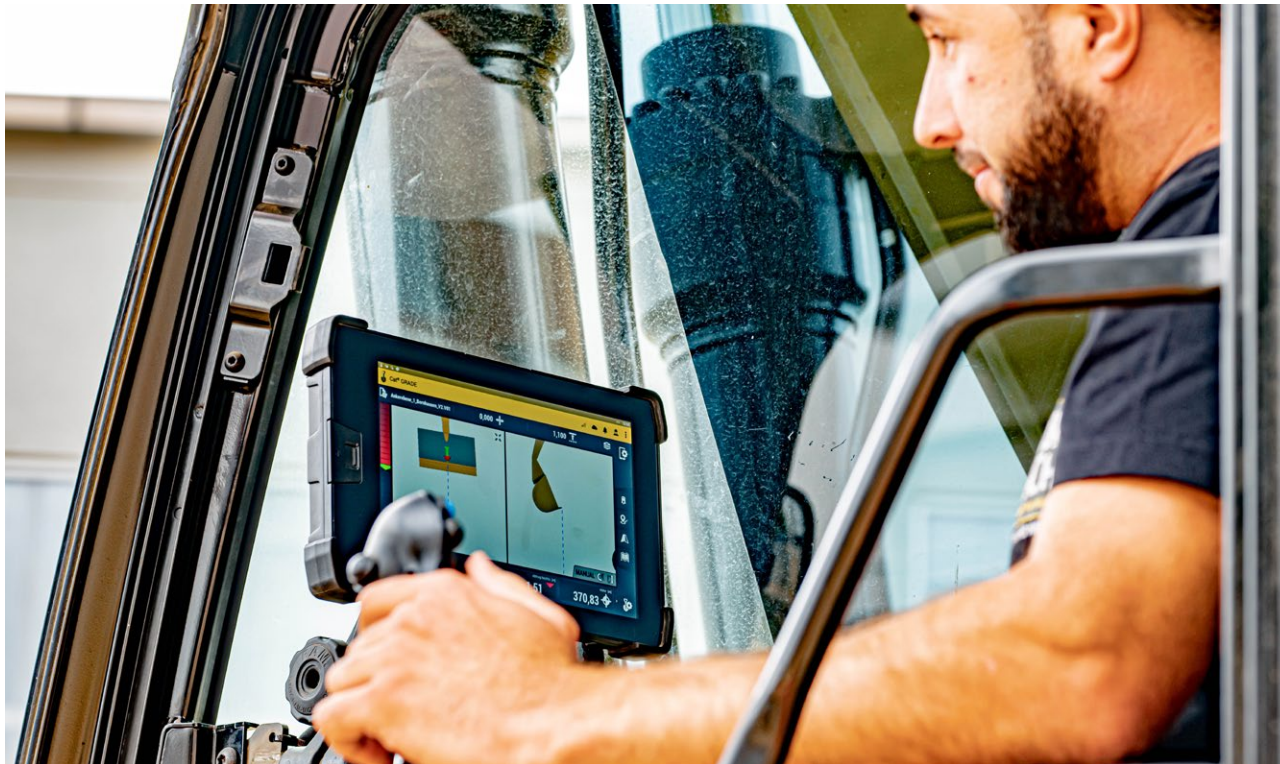
After the successful development of the charging infrastructure at our company sites, the focus was put on ensuring that electrified passenger cars travelling between construction sites could be supplied with electric energy easily and efficiently in 2024. Mobile charging stations were developed for this purpose. At the same time, we further completed the charging infrastructure at our company sites and improved charging at home for our employees.

An important part of our approach was to view the electrification wholistically. This meant, that we didn't only have to consider the vehicles themselves but also the required infrastructure and the integration into our every-day work. Thanks to this more comprehensive analysis and the continuous adaptation and improvement of our processes we can see that the use of electrified company cars is increasing steadily. With this initiative we make an important contribution to the promotion of sustainable mobility. In addition to that, we offer the 360°-e-mobility-solution as comprehensive package for customers.

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.



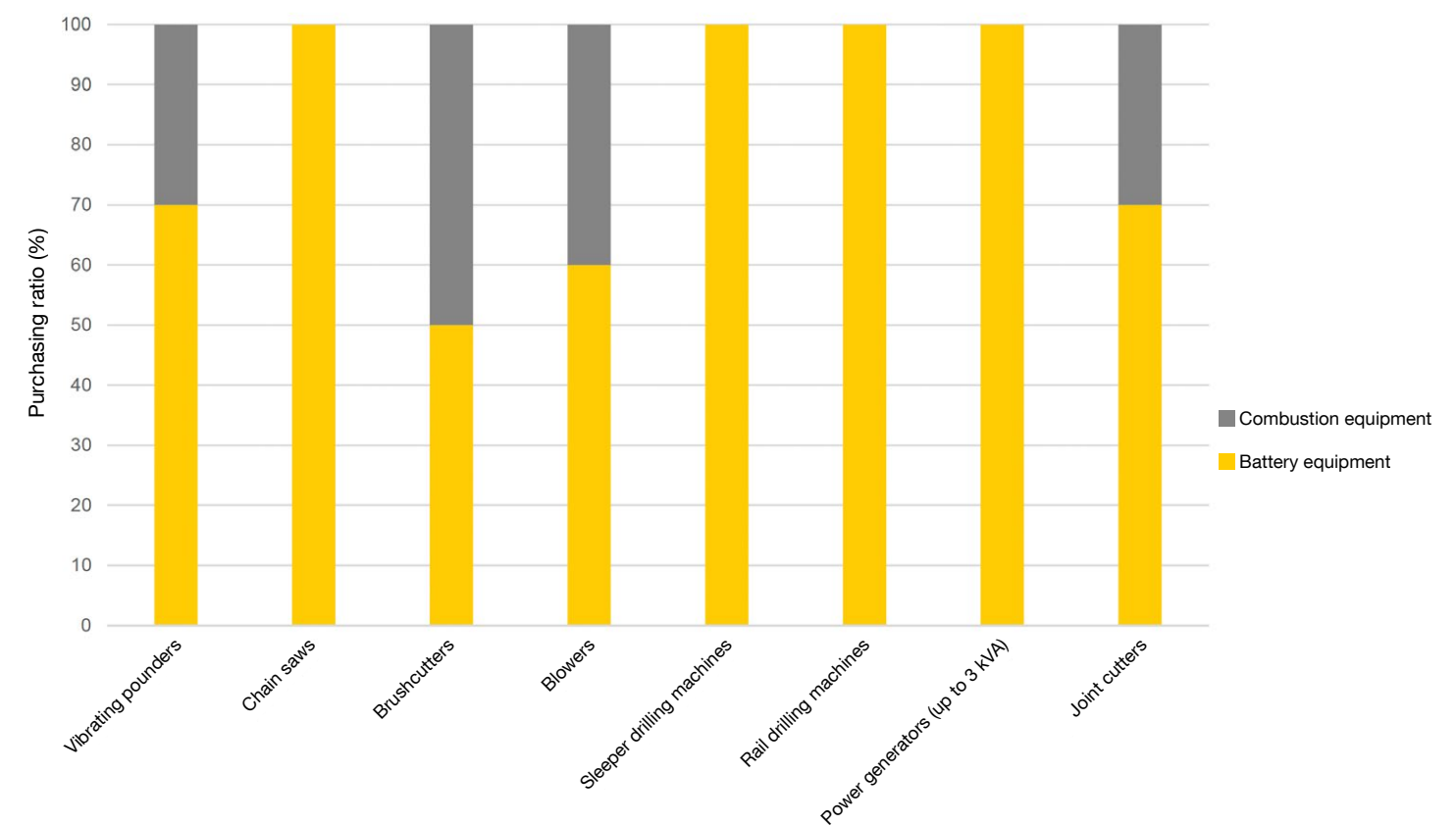
DIGITALISATION OF THE TRAIN OF CONSTRUCTION MACHINES

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 operation of construction machines on the building sites, these must be serviced 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. In 2023 the remaining construction machines, as well as certain small equipment and removable equipment were equipped with telematics systems in connection 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. In 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

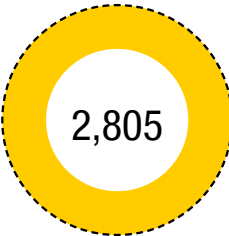
ECOSYSTEMS, BIODIVERSITY AND WATER

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.

Our geotechnology experts develop project-specific concepts and define a framework for putting these requirements into practice. Our instructions on the construction sites make sure, that our employees are sensitised for the respective environmental topics, as well as various protective measures.

Thanks to innovative training measures we make sure, that our employees are not only informed about the most important energy, sustainability and environmental issues but that they can actively contribute to the implementation of our sustainability objectives. The interactive design of the E-learning promotes a more thorough comprehension of the effects of our actions on biodiversity, ecosystems, waste management, soil protection and water resources. At the same time, specific protective measures are taught, which can be directly integrated into our every-day work, in order to make a positive contribution to our environment.

Furthermore, current issues concerning waste management, soil management and sustainability are explained by our experts in step with actual practice during regular online trainings.



Environmental instructions

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. In order to reduce the consumption of fresh water for cleaning our vehicles and construction machines, for example, we use rainwater retained in underground cisterns at our company sites, whenever possible. This concept was also put into practice when we built the new formwork hall at the main company site in Göppingen, where we use retained rainwater from the roofs for cleaning the formwork. 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. At the company sites contaminated wastewater is pre-treated by means of separation equipment.

Consumption of fresh water (except construction sites)	2022	2023	2024
in cbm	13,470	14,517	13,002

SUSTAINABLE CONSTRUCTION OF THE FORMWORK HALL

At our company site in Göppingen we also rely on a responsible handling of resources. The new construction of the formwork hall with office building is an example of sustainable and future-oriented building. The hall is equipped with a modern woodchip heating; the wood waste and chips of wood are used as source of energy. In addition to that, adjoining buildings are supplied with heat by means of a small district heating system. In order to further minimise the consumption of fresh water, the water running off the roof of the hall is retained in a cistern and reused for the cleaning of formwork. Furthermore, the hall is equipped with a photovoltaic plant supplying renewable energy – a concept we also gradually implement for already existing buildings. Thanks to this project we underline our objective to merge ecologic responsibility and innovative construction methods.

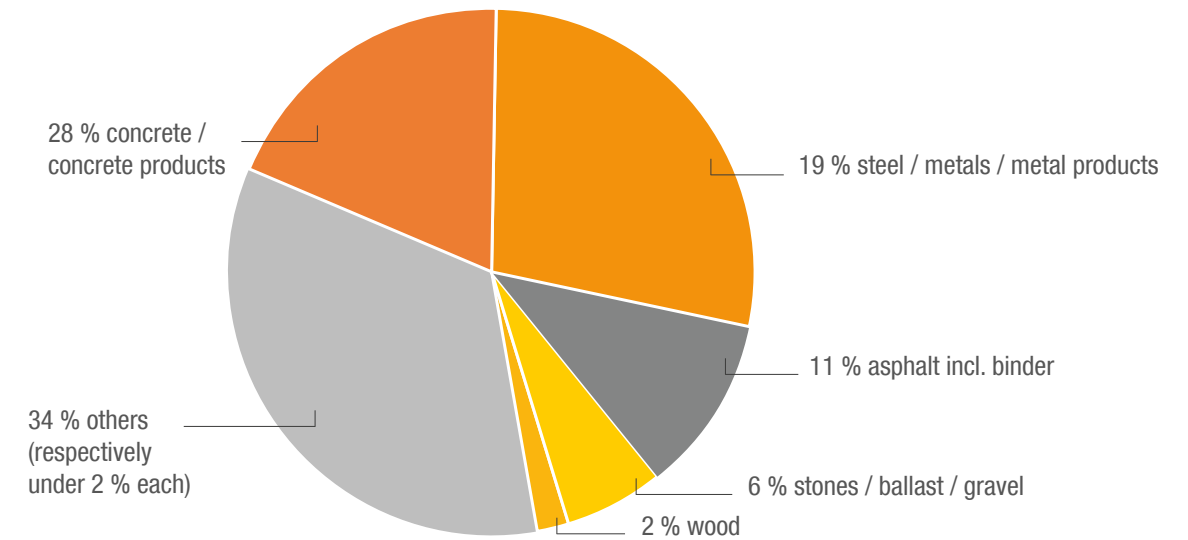


WE APPRECIATE OUR RAW MATERIALS

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.

In order to build successfully, we must use surplus mineral materials in an ideal manner, treat waste material and bring raw materials back into the cycle of materials. We consider resource-friendly building a solution for the present and the future.



¹ The calculation of the data is carried out on the basis of the purchasing costs and is thus affected by the market prices. An evaluation according to weight or volume is currently not possible.

INTELLIGENT SOIL MANAGEMENT

Natural soil is a limited resource. 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, but it is important to make careful and intelligent use of the soil available to us. The opportunities presented by mineral surplus are analysed, recognised and used, in order to ideally use the resources available.

Intelligent soil management at LEONHARD WEISS particularly aims at the increase of high-quality reuse. We concentrate on the following core topics:

- » Knowledge of the underground of the construction site: result of the preliminary inspection of the employer. Further inspections may need to take place subsequently.
- » What is possible: which qualities can we achieve by means of separation or treatment?
- » Market survey: knowing the external demand of the market, for ex. using technical buildings as possibility of reuse.
- » Conception in connection with work preparation: what kind of treatment is sensible? Planning of temporary storage sites and the use of machines.
- » Evaluation of economic efficiency: determination, if a treatment is economically sensible.

Thanks to the careful use of the soil, which needs to be protected, natural resources and dump site capacities can be saved. The possibility of reinstalling natural soil locally, reduces our transport distances and thus also has effects on our vehicle fleet and therefore on the 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.

YELLOW EARTHWORKS: SUCCESSFUL DISMANTLING TO THE FEDERAL ROAD B10

We could optimise our processes in the field of road construction and establish the systematic, resource-saving treatment of the construction material soil. It's valuable for us and can be used in many different ways. We promote its treatment for high quality and are looking for innovative solutions. For this assignment the checking of all potential options and the decision to apply the best solution shall routinely be carry out for every construction site. An illustrative example for this method it the project „B10 old L1214 new“, where we consistently realised sustainable solutions. During this construction project, a one-way four-lane road was reduced to a one-way two-lane road in connection with a compensation measure on a stretch of 3 kilometres. In addition to that, a pedestrian and cycling path along the road, roundabout traffics, as well as three bridge structures were comprehensively renovated.

Already at the beginning, we developed a treatment strategy, which enabled an almost complete coverage of the material requirements by means of dismantled materials. The dismantled ballast was professionally treated to become natural ballast 0/45 and used as anti-frost layer and ballast substructure. Grain mixtures like crushed sand and stone chips were also produced by breaking and sieving the dismantled ballast. Demolished concrete was also used as mineral substitute building material.



By means of in-situ tests, we tested the environmentally relevant characteristics of the material and defined locations of installation according to the prescription concerning substitute construction materials. The distance from ground water and the nature of the underground were taken into account, so that the future location of installation could already be defined before the materials was dismantled.

After treatment, the material was checked once again for its geotechnical suitability and, depending on the original product, checked according to environmentally relevant criteria and could subsequently be installed correspondingly.

Thanks to this forward-looking and prescient planning, the 30,000 tons of dismantled ballast, as well as the 5,000 tons of crushed concrete could be treated by means of a mobile crusher and a sieving facility, declared and locally installed.

QUALITY TESTING / ASSURANCE: TESTING CENTRE GEOTECHNICS

Since 2016 our geotechnics laboratory in Plankstadt is an approved testing centre for construction materials and construction material mixtures according to RAP Stra (RAP Stra = Richtlinien für die Anerkennung von Prüfstellen für Baustoffe und Baustoffgemische im Straßenbau (Guideline for the approval of testing centres for construction materials and construction material mixtures in road construction)).

In summer 2024 an inspection of our RAP Stra testing centre in Plankstadt was carried out. We successfully passed the inspection of the examination board composed of representatives of the ministry of transport Baden-Württemberg, the BAST and the federal bureau of arterial roads. On this occasion we could get further specialist fields approved in addition to the already existing specialist field A1 (soils, soil improvements):

From now on the RAP Stra testing centre in Plankstadt is approved for the following specialist fields:

- » specialist field A1 (soils, soil improvements)
- » specialist field H1 (base courses with hydraulic binding agents, soil consolidations)
- » specialist field I1 (courses without binding agents)

According to the rules and standards for the standardised execution of earthworks in road construction, suitability tests may only be carried out by approved testing centres according to RAP Stra. Likewise, the quality monitoring according to EBV (Ersatzbaustoffverordnung (prescription for substitute construction materials)) must be carried out by a RAP Stra testing centre (specialist field I1). With our approval and the further specialist fields, we are able to even better fulfil the requirements of our customers. Especially in the field of quality monitoring according to EBV we are now more flexible, as the capacities on the market are very limited.



WE ARE ON OUR WAY TO WASTE REDUCTION AND TREATMENT

The recycling economy is a central part of our sustainability strategy. The protection of resources by treatment and recycling is very important. 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 research and new ideas in our company. Our commitment to this objective involves difficult challenges. We consider sustainability a dynamic process, which needs to be developed continuously. We will therefore check our vision continuously over the years to come and adapt it, if necessary. We will transparently report our progress and potential adjustments by means of our sustainability reporting.

In our role as contractor, we are usually not the producer of waste but the proprietor. We put our priority on the prevention and treatment of waste. We consider ourselves responsible to reuse as many non-toxic materials as possible on our own construction sites or elsewhere during the dismantling of existing buildings right in the sense of the Closed Substance Cycle Waste Management Act and thus to refrain from dumping as far as possible. When producing and using mineral substitute construction materials we give these materials a second life in the cycle of materials. With this perspective we have started a comprehensive company-wide program, in order to integrate the legally compliant disposal process at LEONHARD WEISS. Furthermore, we develop concepts for the use of mobile and fixed treatment facilities to reuse materials more efficiently and in high quality.

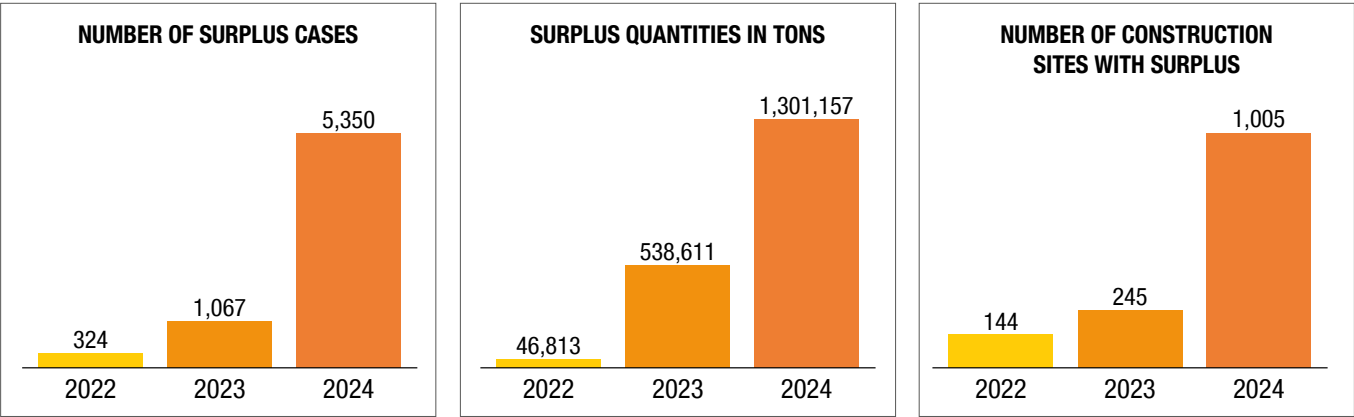
LEONHARD WEISS has already made essential progress in the recycling economy and uses digital platforms for entering and analysing waste data. We can thus also enter CO₂-emissions produced by our waste and reduce them.



WASTE MANAGEMENT

The construction sector is considered one of the largest producers of waste 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.

Since 1st January 2024, we comprehensively document our mineral waste. This strengthens our way towards resource-friendly construction and enables us to keep an eye on our mineral waste, as well as material cycles. In addition to that, we have created a company-wide solution supporting us in reporting the legally compliant disposal process. Already during the planning phase, we support our customers with expert consulting, in order to efficiently use resources and further the cycle of materials. In this way we optimise resource intensity and economic efficiency on our construction sites. At the same time, we can generate our required key figures in the field of waste legislation by means of our data base.



Since the implementation of the digital platform, the legally compliant disposal process as developed continuously. The noticeable increase of documented cases of surplus demonstrates, that the measures of the company-wide Change-Management-Program in connection with the implementation of the platform are successful.

Numbers documenting our progress:

- » Number of surplus cases recorded: 5,350 – five times as many as in 2023 (1,067).
- » Number of construction sites with surplus cases: steady increase to 1,005 construction sites (2024).
- » Recorded surplus quantities: from about 538,611 tons (2023) to 1,301,136 tons (2024) – an increase by more than double.
- » Trained employees: 1,460 people were purposefully qualified to use the platform in 2024 – a clear sign of the increased awareness for the legally compliant handling of surplus cases.
- » Terminated documentation cases: 1,650 of the 5,350 of documented entries have already been terminated (date: December 2024).

The legally compliant disposal process is being developed continuously and expanded to all business divisions, so that the data set can become more sophisticated and improve steadily.

During construction projects we are regularly confronted with hazardous waste. We often build on existing buildings or carry out 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.

Hazardous waste disposed of from construction sites	Quantity 2022 in t	Quantity 2023 in t	Quantity 2024 in t
17 03 01* Tarry bituminous mixtures	13,767.71	12,812.14	6,580.12
17 05 03* Contaminated soil / stones	459.41	2,178.84	948.98
17 01 06* Debris with foreign substances	61.90	77.39	244.54
17 02 04* Wooden railway sleepers	55.21	93.67	92.67
17 09 02* Construction and dismantling waste containing PCB	0	0	0
17 06 05* Construction materials containing asbestos	0	0	5.27
17 04 09* Contaminated steel girders	0	54.20	0
Total	14,344.23	15,216.24	7,871.58

* Hazardous waste

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 train of machines and 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 2024 65% of the hazardous waste could be reused. The recycling ratio amounted to almost 36 %. 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 and offices which are collected in the sense of the recycling economy, cleaned and reused.

Rank	Hazardous waste disposed of from company premises	Quantity 2022 in t	Quantity 2023 in t	Quantity 2024 in t
1	Slurry from oil traps	97.79	79.64	74.44
2	Used oil (on mineral oil basis and synthetic)	50.10	52.45	53.45
3	Lead acid batteries	21.84	13.37	21.69
4	Oil-bearing operating fluids and oil filters	19.60	18.80	26.60
	Total quantity of hazardous waste on the company premises	195.70	170.23	196.61
	Special waste ratio ¹	21.50 %	19.30 %	19.50 %

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

● 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 culture and our social commitment.



Our management culture is an essential corner stone. During the development of our LW.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.



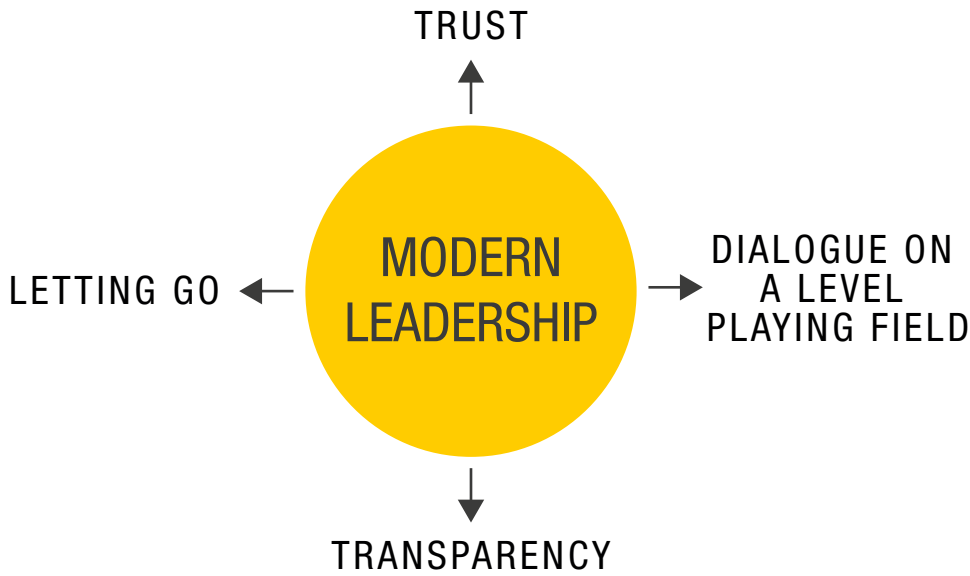
HUMAN BEINGS AND SOCIAL COMMITMENT

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.

Simultaneously with the training, change and monitoring processes were initiated, in order to selectively break open organisational structures and their hierarchies. „Breaking open“ in our opinion means a modern organisational development and the flattening of well-established hierarchies.

Flat structures offer many advantages for our company. Thanks to increased transparency we accelerate the transfer of information and improve communication. Short decision-making processes facilitate quick reactions and increase efficiency. Thanks to more responsibility and independence of our employees we strengthen their motivation and satisfaction. A dynamic work environment can thus be created which ensures the long-term success of LEONHARD WEISS.



LW IMPULSE

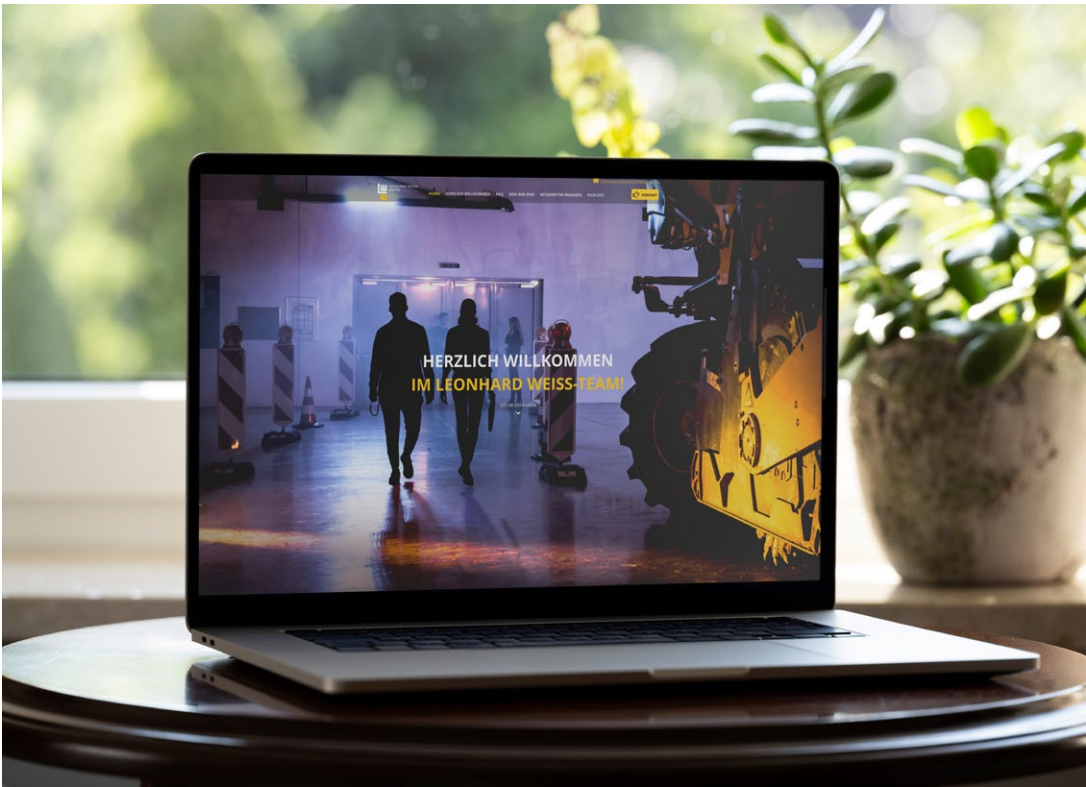
Our inhouse consulting LW Impulse is a creator of impulses and supports complex entrepreneurial changes. This is our expert department for our long-term development and creation of value added for the topics organisational design, definition of roles, process check and interim management. LW Impulse 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.

PREBOARDING / ONBOARDING

Successful „boarding“ of new employees at LEONHARD WEISS is an essential factor for a quick integration and thus a rapid orientation in our structures and processes. In order to facilitate this and also deal with the issue early labour turnover, a preboarding-platform was installed, which enables new employees to get orientation and first impressions even before starting their work for LEONHARD WEISS.

Since 2024 we systematically check the onboarding process by means of interviews after the probation period. Topics like the flow of information before the start of employment, the availability of work equipment, the preparation of the manager, as well as a lived company culture are comprehensively discussed during these interviews. We think that it is particularly important, that new employees feel well integrated into their team and supported – a decisive contribution to long-term employment.

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 LW families to bridge the holidays. Since 2013 LEONHARD WEISS is evaluated and awarded a certificate by the organisation berufundfamilie for its personnel policy. This certificate stands for special approval of the sustainable design of family-oriented working conditions and is considered a quality label for a strategically oriented policy to reconcile job and family.



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 room.

In the years 2023 and 2024 we supported our employees by means of voluntary inflationary compensation in a difficult economic situation. With all these additional benefits LEONHARD WEISS will also be leading when it comes to benefits over the general scale in the future.



Inflationary compensation

	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		

WE INVEST IN THE NEXT GENERATION

APPRENTICESHIP AND YOUNG PROFESSIONALS

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

	2022	2023	2024
 TOTAL	359	342	337

A particular success underlines the high quality of our apprenticeship: in 2024 a participant of the foreman training came in first at the German Championship for the Construction Trade in Concrete and Reinforced Concrete Construction. With an outstanding score he was nominated the German Champion.



We are proud to be able to offer committed apprentices an unlimited employment contract after they have successfully terminated their apprenticeship. We also want to offer the close connection between theoretical learning and practical work to our 71 dual curriculum students (Construction Engineer Plus and Construction Business Economist Plus). They gain their practical experience with us to complete their theoretical knowledge. In addition to that, 286 interns and student trainees seized the opportunity of gaining insights into practical work at LEONHARD WEISS in 2024.

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 and academic events per year, support 16 scholarships in connection with the German scholarship and offer excursions, as well as professional lectures and support student bodies during events, like the „Baugelfest“ and the „Stallfest“ in Stuttgart.

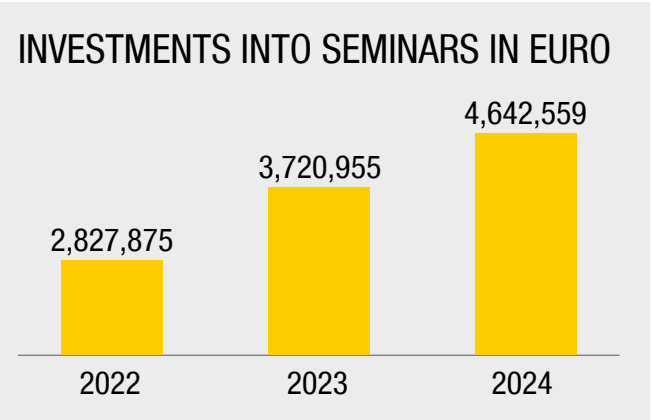


WE EDUCATE OURSELVES

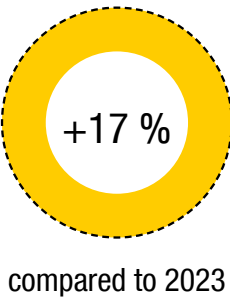
People who want to build tomorrow may not stand still. We therefore empower our employees to develop individually and learn new skills. With our LEONHARD WEISS Academy we offer a varied company-internal program of seminars and professional trainings available to all employees. We accord a lot of importance to the professional training of our employees, which is reflected by the increasing investments into training measures. It's our objective to offer individual learning opportunities to all employees supporting them in expanding their skills and adapting to the requirements of digital work life.

Our expert team for digital learning therefore concentrates on the development of respective learning formats, like for ex. the conception and implementation of our own E-learnings in the specialist divisions. During the past year, our choice of digital learning possibilities could be expanded once again. Digital learning possibilities have many advantages: they facilitate flexible learning, independent of time and place, take into account the individual learning speed of people and can be integrated ideally into every-day work – no matter, if this takes place on the construction site, at the workshop or at the office.

In addition to that, 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.



TRAINING MEASURES 	
	2024
Internal trainings	1,109
External trainings	609
Digital learning (internal)	319
Digital learning (external)	171
Language courses	121
Coaching / diagnostics	242
Further qualification	136



TRAINING CENTRE

Thanks to our own training centre we create ideal framework conditions for the professional and personal development of our employees. State-of-the-art technology and innovative methods are the centre of attention here, in order to educate our young professionals in the best possible manner and expertly train all employees. Education is very valuable in our opinion, and we make an effort to facilitate the access to high-quality education.

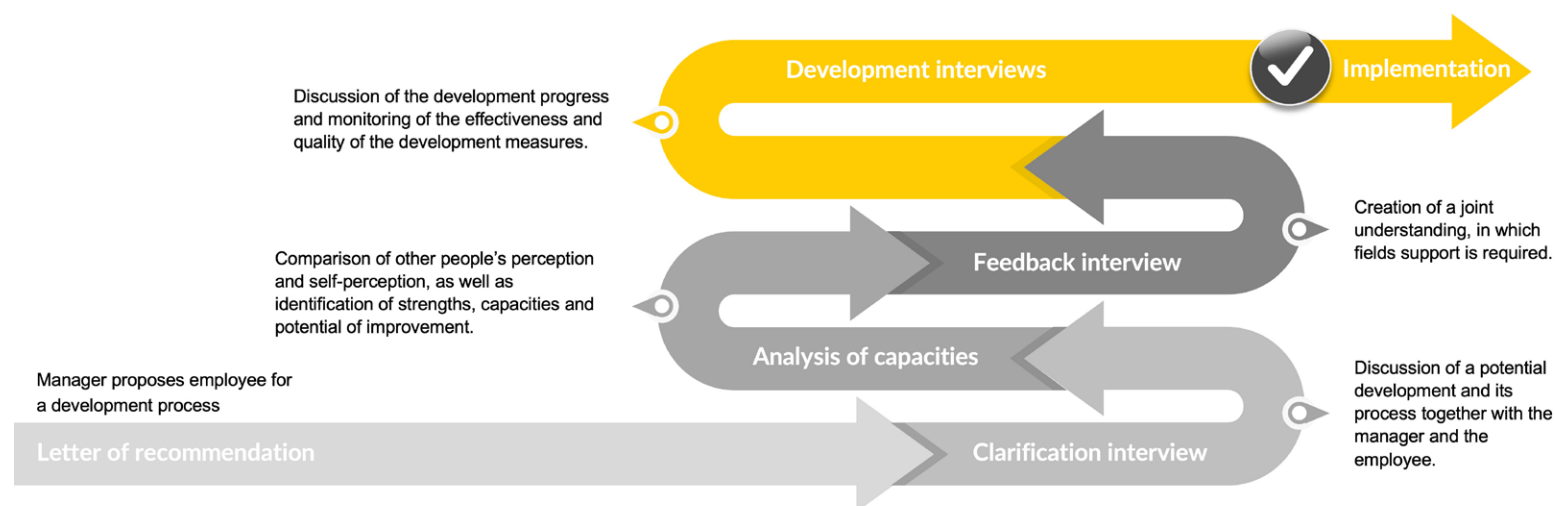
The training centre is much more than a place for the transfer of knowledge – it's a place of encounter, development and growth. Trainings, instructions and exam preparation take place here, as well as events and exchange gatherings. It's our objective to educate highly qualified experts, who master their assignments with joy and skill.



WE SHAPE PROSPECTS FOR THE FUTURE

Thanks to our personnel development at LEONHARD WEISS, we offer every employee diversified career and development opportunities, in order to prepare them for current and future requirements. It's 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. In 2024 we carried out 156 competence analyses in connection with personnel and career development, which involved various diagnostics tools and close monitoring by the human resources development, in order to guarantee precise development of potential and ongoing company success.

LEONHARD WEISS offers a career model with binding development perspectives and clear prescriptions and processes. Employees can opt for „specialist career“, „project career“ or „manager career“, and all these careers offer equal opportunities. Furthermore, we implemented a qualification matrix in the technical field, creating consistent requirements and transparency. These measures promote purposeful personnel development and support the long-term success of the company.



Sometimes it only takes an impulse and real trust to make people excel – that's exactly where development begins. And that's exactly what we stand for.

NATALIE MEGLIO
Team leader LW trainings



● WE SHAPE TOMORROW

VARIETY IS OUR STRENGTH

WE ARE COLOURFUL

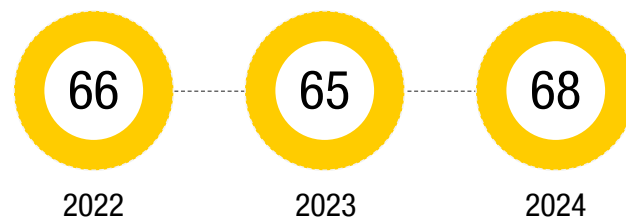
EVERYONE UNIQUE. TOGETHER MANIFOLD. SUCCESSFUL AS A WHOLE.

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.

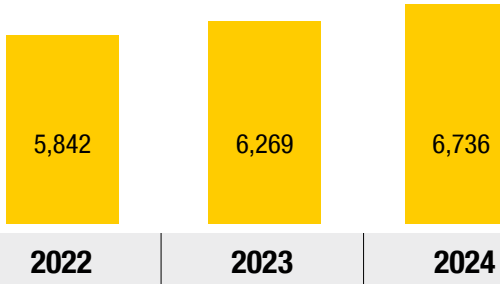
DISTRIBUTION ACCORDING TO CONTINENTS AND COUNTRIES



NATIONALITIES AT LEONHARD WEISS



NUMBER OF STAFF LEONHARD WEISS GmbH & Co. KG

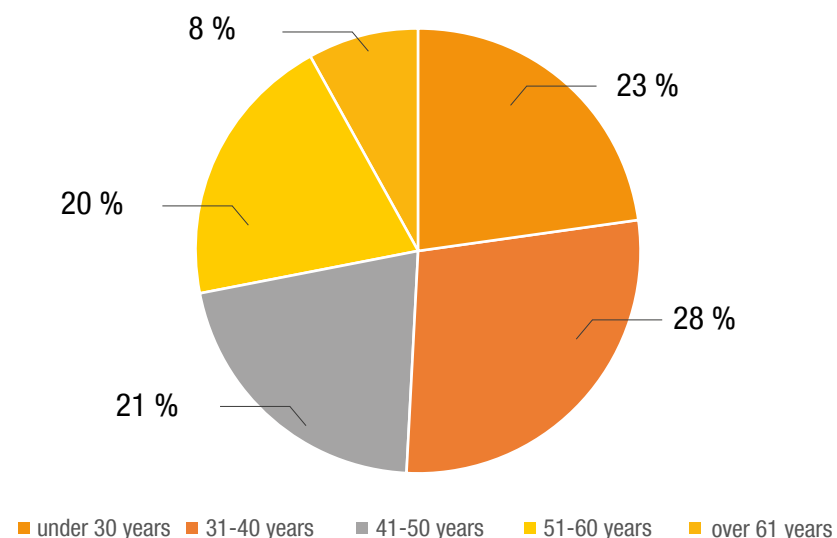


PROFESSIONAL GROUPS



	2022	2023	2024
INDUSTRIAL	3,604	3,802	3,981
COMMERCIAL/TECHNICAL	2,238	2,467	2,755

AGE STRUCTURE



5 %
RATIO OF TRAINEES

EMPLOYEES ON PARENTAL LEAVE

Female	74
Male	2

AVERAGE AGE

Male	41.3
Female	38.4

LABOUR TURNOVER RATE

2022	2023	2024
10.4 %	9.0 %	9.0 %

EMPLOYED ACCORDING TO WORKING TIME MODELS

Full time work	94.2 %
Part time work	5.8 %

CONSTRUCTION – THE CONSTRUCTION SITE – THE CONSTRUCTION COMPANY

He, she, it, no matter what: construction means more to us than a question of gender. We therefore want to break up stereotypes and contemplate the topics variety, equality of opportunity and gender equity even more intensively in the future. We have put our focus on the fact, that women still constitute a very small percentage in the industrial field of construction. With our campaign SHE.CAN.BUILD we communicate that the construction sector naturally also offers an interesting and worthwhile occupational field. During this social media campaign, we present six female colleagues by means of two posts each over the year, who are active in technical or industrial professions and master their every-day work in this occupational field, which is still dominated by men. The objective is to enthuse more young women for professions in the construction sector thanks to these positive and particularly authentic examples and to present LEONHARD WEISS as attractive employer explicitly also for women.

We demonstrate that women are indispensable in the construction sector and work on a level playing field with their male colleagues. Thanks to active communication, we want to convince more young women to learn a profession in the field of construction or opt for university studies in this field and at the same time win over new, motivated female colleagues. This contributes to an improved gender balance and supports diversity.

The kick-off of the campaign was an episode of our podcast „Yellow notes“, in which various internal and external representatives discuss the opportunities of women in the construction world.

14.8 %
PERCENTAGE OF
WOMEN



”

Women in the construction sector bring new perspectives and innovative ideas into a business traditionally dominated by men – the future of the construction world is female: with variety and new perspectives we shape sustainable construction projects.

RONJA HECK
Accountant road construction

”

I prefer nobody on the construction site stressing the fact that I'm a woman. I want to convince people thanks to my work and my skills and be noticed as site manager, not as „woman on the construction site“.

THERESA GRILL
Senior construction site manager
building renovation and mastic asphalt



● WE SHAPE TOMORROW AND WATCH OUT FOR EACH OTHER

WE ENABLE CORRECT AND SAFE ACTIONS

The health and safety of our employees is a central concern and decisive factor of success for LEONHARD WEISS. 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. Our health and safety management system according to ISO 45001 aims at recognising risks early on and minimising them, guaranteeing smooth operation and construction site processes, assure work without accidents and promote responsible actions on all levels.

With a coverage of 100 % we steer and monitor the adherence to prescriptions and processes of health and safety at work in regular inspections and audits at all our company sites. Incidents like accidents or dangerous situations are analysed systematically and the measures derived from them serve our continuous improvement.

Our over 428 assigned responsible persons for health and safety at work fulfil the legal requirements and exceed them 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.

Furthermore, we support their active participation thanks to short reporting structures, well-focussed feedback possibilities and the integration of trainings and instructions.

In 2024 about 3,178 employees took part in safety trainings of the LEONHARD WEISS Academy. The short safety interviews, which are especially adapted to the respective activities and dangerous situations, also play an important role.

Our accident key figures show, that we are on the right track: the thousand-man ratio decreased from 38 to 34 compared to the previous year – a decrease of about 11 %. Since 2020 this corresponds to a reduction of about 35 %. The accident frequency could also be reduced to 22; 15 % less than in 2023 (26). This positive development underlines: continuity and participation have their effects.

RESPONSIBLE PERSONS FOR HEALTH AND SAFETY AT WORK



PERSONS RESPONSIBLE FOR
HEALTH AND SAFETY

2024

391

SAFETY OFFICERS

37



WORK ACCIDENTS

	2022	2023	2024
 ACCIDENT RATE BASED ON 1 MILLION WORKED HOURS (UH)	26	26	22
 ACCIDENT RATIO ON THE	41	38	34
 BASIS OF TMQ LTIF	34	33	26
 HOURS WORKED	9,956,304	10,624,586	11,560,637
 LOST TIME	6,410	6,228	6,238

UH = Accident Frequency / TQM = Thousand-Man-Ratio / LTIF = Lost Time Injury Frequency



The most important thing for LEONHARD WEISS are the people – and that's exactly why health and safety at work have top priority. In my opinion, sustainability means that everybody comes home safe and sound every day.

CHRISTINE FREY
Safety officer in road construction



That's exactly what counts: taking responsibility for each other. When we recognise risks in every-day work early on and take action together, that's active sustainability – directly on the construction site.

TAMARA HOGER
Safety officer in track infrastructure construction



WE STRENGTHEN AWARENESS AND PROMOTE ATTENTIVENESS

In 2024 we strengthened our safety culture by means of well-focussed impulses, fixed structures and active countenance – division-wide, in step with actual practice and future-oriented.

A focus was put on the well-structured further development of our safety culture. Road and network construction accepted the role as pioneer and started the first qualification series for Safety Culture Manager (SCM) together with a renowned expert for health and safety at work. The objective is to live safety as a mindset – by setting an example, conscious communication and consistent behaviour. The SCMs serve as multipliers on construction sites, at workshops and at offices.

Simultaneously we carried out workshops strengthening about 115 managers in their role as culture bearers – on the basis of the Bradley curve, among others, which describes the way towards a culture of responsibilities, in which people don't only watch out for themselves, but also for others.



Further measures in summary:

- » Implementation of a practical multi-language e-learning for safety instruction with integrated binding contents in storytelling style and complementary trade-specific in-class modules.
- » Safety stations for apprentices concerning health and safety at work, ergonomics, communication and environment – interactive, playful and tangible.
- » Establishment of accident debriefings with apprentices as fixed component of the instructions taking place every six months.
- » Training of about 500 employees in engineering and turnkey construction by means of theoretical and practical stations, as well as info-points concerning personal protective equipment and health

- » Safety initiative in track infrastructure construction with monthly inspections by site managers, apprentice monitoring, competitions and fixed item on the meeting agenda.
- » Further development of personal protective equipment, for ex. by means of standardised backpacks, alternative protective clothes and new safety systems which are currently being tested in road construction.
- » Implementation of digital reporting structures for close accidents and environmental incidents for furthering preventive measures.
- » Preparation of the implementation of a company-wide HSE-software for a better integration of health, safety and environmental protection.

Safety develops where awareness and attentiveness are part of collective actions. Our safety at work campaign „Watch out for me, I watch out for you“, which we have been following for some time now, expresses what moves us: taking responsibility for each other – attentively, foresightedly and in touch with each other. We thus create a work environment, in which safety is not only communicated, but put into practice every day.

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.



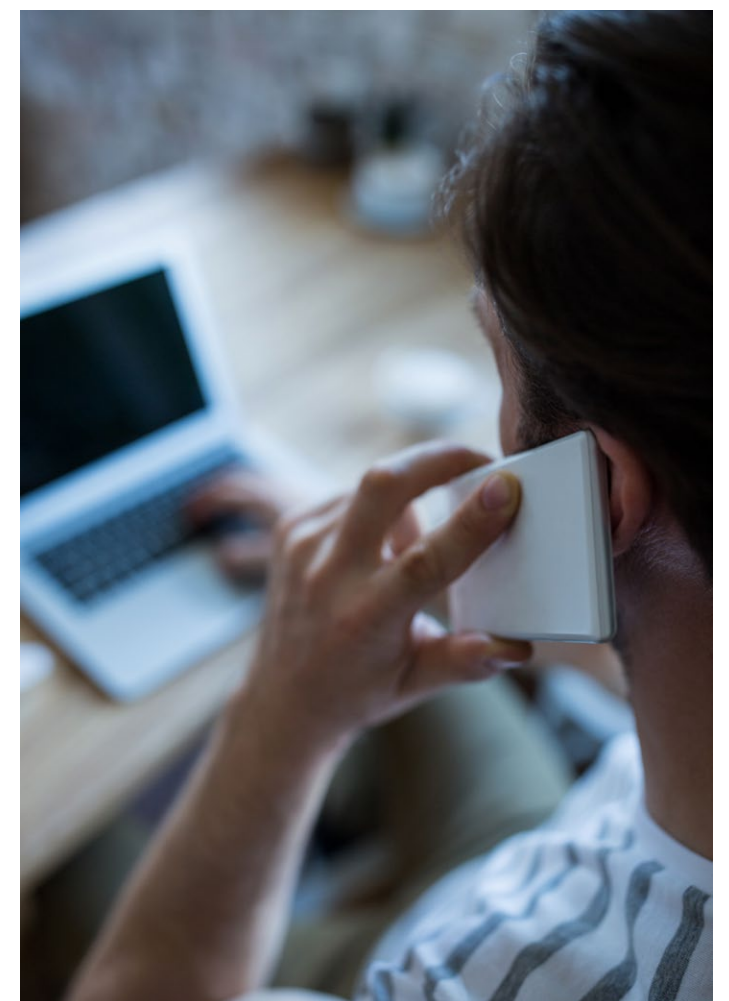
WE LISTEN AND OFFER ASSISTANCE

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.

EMPLOYEE ASSISTANCE PROGRAM

In our fast-moving times and a challenging environment, we know that we need to take even more care of the psychologic and emotional stress of our employees. We thus offer expert help and monitoring by means of professional employee consulting, not only for professional issues but also for private ones. The offer of assistance is available for our employees and retirees, as well as for their family members 24 hours per day, free of charge, absolutely confidentially and, if desired, even anonymously. The assistants can give helpful advice and support in difficult situations and phases of life. In case of language barriers, a translator can be present. The caller stays unknown to LEONHARD WEISS due to the professional discretion. The use of this offer has increased considerably since its implementation. However, the objective still is to stay active and increase the awareness for this offer and thus also its use. The offer was further promoted in 2024 to make it known to our employees, for ex. by the consultants being present in connection with health events at different company sites, who sensitised our employees for the topic stress and offered 1:1 coaching sessions, if required.





WE KEEP FIT AND STAY HEALTHY

YEAR OF HEALTH

During the past year, health was a central issue at LEONHARD WEISS. With the focus on the cardiovascular system, a comprehensive program was developed, which supported our employees in furthering their health and staying healthy in the long run. The objective was to not only transfer knowledge by means of education, prevention and concrete assistance, but to actively motivate our employees to lead a healthier life.

The issue health was made tangible by means of numerous events and interactive actions. From interesting discussions, over practical workshops, up until healthy nutrition and active exercise sessions – the „year of health“ set new standards in health promotion. The focus was put on the fact, that our employees could directly integrate the contents into their every-day life.

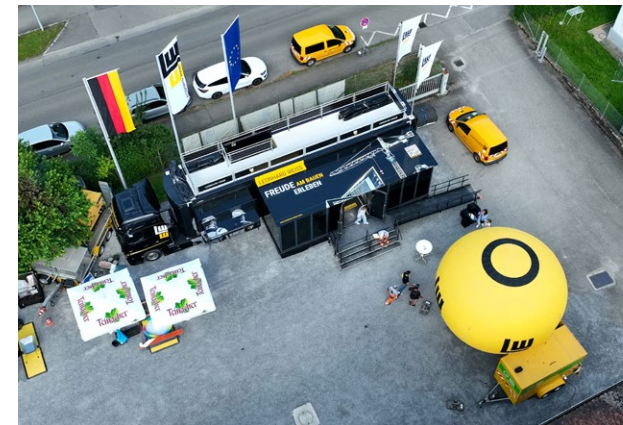


The start was our special event of the year „Reaching the age of 100 in good health“ in Göppingen. During and inspiring talk round Dr. Bettina Rakowitz, LEONHARD WEISS, who also moderated the corresponding podcast series, and the experienced cardiologist, Dr. Markus Knapp, as well as Thomas Krug, General Manager of conwick discussed the effects of various life-styles on cardiac health. This event was the kick-off for a year full of activities concerning the topics cardiac health and prevention.

A further highlight was an internal special series of the podcast „Yellow notes“, illuminating the topic cardiac health during four special episodes. The advantages of the mediterranean diet, the handling of summer heat, the detection of symptoms or the right behaviour in case of cardiac illness – the contents were in step with practice and informative. At the same time there were special weeks at the cafeterias, during which the choice of meals was especially focussed on the cardiac health of our employees.

The truck events were a further adventure, which fascinated over 700 participants of LEONHARD WEISS at six company sites. The events offered a diversified program with choices like stress management, nutrition counselling, mobilisation and stretching exercises, as well as info stalls concerning health and safety at work and the prevention of addiction. In addition to that, there were individual actions of the different company sites, like for ex. barefoot paths, massage, or smoothie-bikes. Employees, providers and organisers praised the variety of the offers and the high demand for the measurements and actions.

Furthermore, the issue cardiac health was actively integrated into every-day work at the main company sites Göppingen and Satteldorf. The cardio-courses on offer were especially popular. They gave our employees the opportunity to exercise. With the „Year of health“ LEONHARD WEISS not only sharpened the awareness for a healthy way of life, but also created concise assistance and possibilities, from which our employees benefit in the long term.



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 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

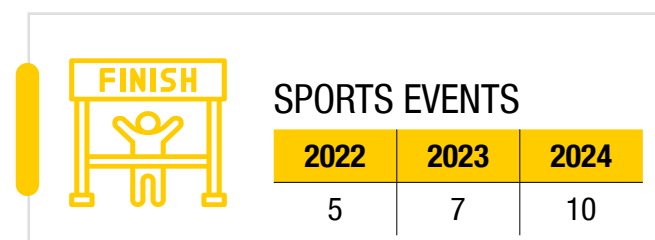
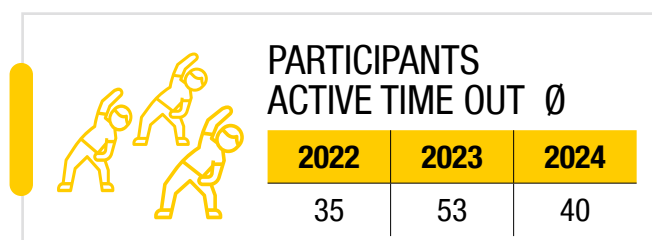
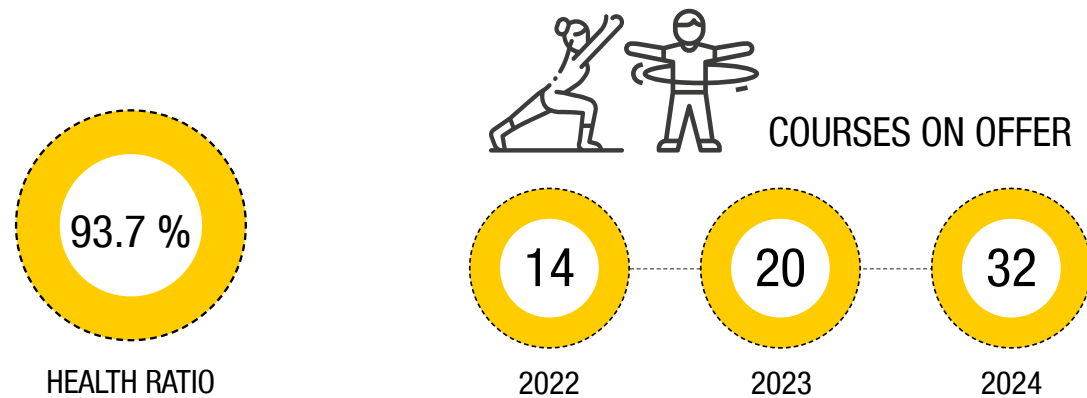
Prevention of addiction and assistance in cases of addiction are important parts of internal health management. With our employer/works council agreement „Addiction“ a transparent set of rules was created, in order to counter substance misuse. The agreement defines a clear framework for offering threatened 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.



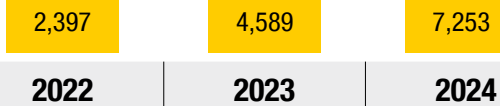
● WE SHAPE TOMORROW LW-HEALTH IN NUMBERS

The well-being of our employees is the point of focus at LEONHARD WEISS. Our comprehensive health management actively supports the health of our staff – and does this with measurable success. The constantly high health ratio of over 93 % during the past year illustrates the efficiency of our measures. The health ratio shows how much time our employees are healthy compared to their regular working time and is thus a central indicator of the general well-being and the fitness for work in our company.

A large range of courses on offer, regular employment medical examinations, as well as diversified sports and fitness programs create a health supporting work environment. We are especially pleased by the fact, that the participation in our company fitness offer is increasing steadily. Our non-smoking seminars are also extremely successful: with a success ratio of 81 % many participants stay non-smokers after half a year. The increasing use of our offer of assistance for employees – in connection with our Employee Assistance Program – demonstrates how important professional assistance is in challenging life situations. With all these initiatives we make a considerable contribution to the sustainable development of our company and to the health of our employees in the long term.



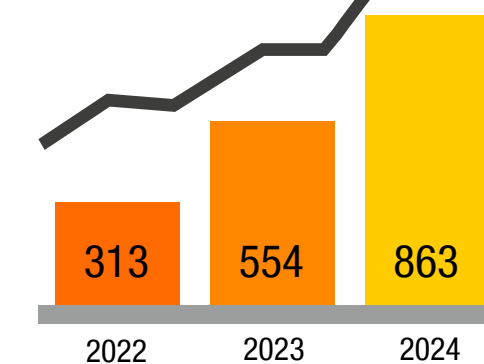
EMPLOYMENT MEDICAL EXAMINATIONS



TERMINATION INTERNAL REHABILITATION MANAGEMENT



COMPANY FITNESS ACTIVE PARTICIPANTS



SUCCESS RATIO NON-SMOKING SEMINARS



NUMBER OF EMPLOYEE CONSULTATIONS



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 806,000 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.



FINANCIAL SUPPORT

We support several social institutions and associations with financial donations, so that they can fulfil their assignment and better achieve their objective, the support of ill, handicapped or traumatised children and youths. Our traditional large donation 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 under difficult conditions in Germany. 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 social or charitable institutions and associations with donations amounting to € 6,000.



PROCEEDS FROM RAFFLE ARE DONATED TO SOCIAL ASSOCIATIONS

For our traditional raffle at Christmas the donations of LEONHARD WEISS employees amounted to € 6,250. As in the previous year, company management doubled this amount, and we could thus donate a total of € 12,500 to the women's refuge in Schwäbisch Hall and to the mobile hospice service for children and youths in Schwäbisch Hall. the proceeds from the raffle at the two company sites are donated alternately to social institutions in the regions around Göppingen and Satteldorf.

The chairman of the management board, Marcus Herwarth, and the vice shop chairwoman, Vera Köhler, as representative of the LEONHARD WEISS employees handed the donation cheques over to the two social associations. For the mobile hospice service for children and youths Schwäbisch Hall (AKI) the members of the board Dietmar Link and coordinator Astrid Winter appreciated the donation cheque very much. The friends' association of the women's and children's refuge Schwäbisch Hall e.V. was represented by the director Gabriele Allmendinger-Schaal. She received 30 vouchers, enabling the women in need of protection to finance the technical basic equipment for their start into a new phase of life for themselves and their children. „With the AKI and the women's and children's refuge we give our commitment to two social associations, which really make a difference in our society. They help people in difficult times, give support and hope. This needs to be preserved for our community and supported,“ Marcus Herwarth emphasises regarding the commitment of these two associations for the region Hohenlohe.



● WE SHAPE TOMORROW AND PURSUE OUR OBJECTIVES

In connection with the superior points of focus and the sustainability strategy, numerous objectives and measures can be defined, which promote the partial aspects environment, economic efficiency and social commitment and substantiate our efforts in the field of sustainability.

PARTNERSHIP AND CONSTRUCTION



STATUS	OBJECTIVES AND MEASURES	REALISATION
0 25% 50% 75% 100%		
Reduction of risk within our supply chain by means of systematic evaluation of our suppliers and partners by 2026 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
	Execution of CSR audits with relevant subcontractors and top suppliers	continuously
Increase of our quality by means of continuous process optimisation		
	Further development of sustainability key figures and reporting	2023-2025
	Planning and execution of a "day of quality management" for all responsible persons in quality assurance	2024
	Execution of a campaign "building experts" with the objective of making best-practice-solutions known throughout the company	2024
	Development of a company-wide E-learning concerning quality management at LEONHARD WEISS	2024-2025
	Roll-out of the systematic empowerment concept for employees for the use of LW-GPT (KI)	2025
	Implementation of a sustainability tool in the construction project software for future use during the processing of tenders	2025-2026

CLIMATE AND ENVIRONMENT



STATUS	OBJECTIVES AND MEASURES	REALISATION
0 25% 50% 75% 100%		
Continuous reduction of fossil energy. LEONHARD WEISS works climate-neutrally by 2045 at the latest.		
	Continuous upgrade of the charging infrastructure at our company sites to promote sustainable mobility solutions	2022-2025
	Development of a plan by stages scope 1 and 2 for achieving climate-neutrality at LEONHARD WEISS	2023-2025
	Development of a plan by stages scope 3 climate-neutrality at LEONHARD WEISS	2024-2025
	Promotion of mobile working, as well as online-events and carsharing for reducing travel distances	continuously
Implementation of the plan by stages 1, 2 and 3 for achieving climate-neutrality		
	Pilot project for testing two electric trucks in construction site operation	2023-2025
	Pilot test for the use of HVO in machines, for which electro- mobility is not feasible	2023-2025
	Concept for a sustainable heating and air conditioning supply at the new building at the company site Göppingen	2024-2025
	Continuous implementation of sustainable standards for heating/cooling portacabins/mobile homes	2024-2026
	Implementation and realisation of an electro-ratio for handheld machines, as well as continuous transition to CO ₂ -neutrally operated equipment	2023-2030
	Regular practical tests of CO ₂ -neutral actuation for utility vehicles and machines to prepare the long-term transition in connection with the climate plan by stages	2024-2035
	Implementation of the enhanced scope 3-concept incl. measures for the different categories	2025-2030
	Transition to a 90 % CO ₂ -free train of machines	2040
	Continuous adaptation of the purchase orders for passenger cars to CO ₂ -neutrally actuated vehicles	continuously
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.		
	Increase of the recycling ratio and improvement of waste disposal	2022-2025
	Development of a plan by stages for reducing waste and increasing the treatment	2023-2025
	Upgrade of digital disposal processes by comprehensive expansion to further business divisions	2024-2025
	Implementation of a uniform digital data structure for waste data	2024-2026
	Development of a central monitoring system for all waste flows and recycling ratios	2024-2026
	Development of a CO ₂ -calculation model for waste	2025-2026

Implementation of an organisation, which actively advises and supports the divisions and business units during realisation		
	Continuous development of internal processes with regard to sustainability requirements	2023-2025
	Further development of the sustainability organisation roll-out of the concept "Our way to sustainability by the end of 2025"	2025
	Stronger focus on social sustainability: development of a new social objective	2025
Implementation of a wholistic environmental and energy management system		
	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
	Expansion of the use of photovoltaic on construction sites and company remises	2025-2028

HUMAN BEINGS AND SOCIAL COMMITMENT



STATUS	OBJECTIVES AND MEASURES	REALISATION
025%50%75%100%		
Strengthening the safety culture throughout the company		
	Strengthening of employment medical care in the company by completing external service structures	2025-2026
	Roll-out of digital safety instruction by means of multi-language E-learning for industrial employees	2025-2026
	Implementation of a company-wide prevention campaign against accidents caused by tripping, slipping, and falling	2025-2026
	Digitalisation of the HSE-management system	2024-2026
	Creation of a HSEQ-yearly calendar for the instruction and sensitisation on construction sites – with a focus on health, safety, environment, energy, and quality	2025
	Organisation of a central safety day to train all safety officers and improve their networking	2025
	Development of an E-learning concerning the role, responsibility and liability of managers in health and safety at work for managers	2025
	Development of a HSEQ-key figures-dashboard for managers for the transparent pursuing of objectives and identification of risks in health, safety, environment, energy, and quality	2025
	Development of a digital safety instruction for external persons for the main company sites	2025
	Qualification of managers and safety officers to Safety	2024-2025
	Mobile dispatch of company physicians to construction sites for the execution of employment medical examinations	2024
	Expansion of the E-learning-instruction concerning screen workplaces to all company sites	2023-2024
Strengthening of company reputation and increase of employer attractiveness		
	Development of a concept for carrying out the double materiality matrix according to CSRD requirements	2023-2024
	Execution of a company-wide campaign "Year of Health"	2024
	Employer branding campaign to enthuse women for jobs in the construction sector	2024
	Continuous initiatives for strengthening variety and diversity in the company	2024-2030
	Steady optimisation of our EcoVadis rating for ensuring our position in sustainable competition	continuously

IMPRINT

The present sustainability report of LEONHARD WEISS GmbH & Co. KG refers to the year 2024. All information was recorded between 1st January and 31st December 2024. 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 Q2/2026.

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 1.1.-31.12.2024
Used GRI 1			GRI 1: Principles
GRI 2: General Disclosures			
2-01	Organizational details	6-7	The scope of this report is LEONHARD WEISS GmbH & Co. KG
2-02	Entities included in the organization's sustainability reporting		See company register
2-03	Reporting period, frequency and contact point	94	GRI Index and Imprint
2-04	Restatements of information	43	Calculation of CO ₂ footprint
2-05	External assurance		none
2-06	Activities, value chain and other business relationships	6-7	
2-07	Employees	6-7	
2-08	Workers who are not employees		No significant proportion of the company's activities are carried out by employees who are employed outside LEONHARD WEISS.
2-09	Governance structure and composition	6-7; 16	
2-10	Nomination and selection of the highest governance body	6-7	
2-11	Chair of the highest governance body	6-7	
2-12	Role of the highest governance body in overseeing the management of impacts	6-7	
2-13	Delegation of responsibility for managing impacts	14-16	
2-14	Role of the highest governance body in sustainability reporting	16	The sustainability report is prepared in consultation with and approved by the Executive Board.
2-19	Remuneration policies		Details in the annual report
2-20	Process to determine remuneration		Details in the annual report
2-22	Statement on sustainable development strategy	4-5; 8; 12-13	
2-23	Policy commitments	8-15	
2-26	Mechanisms for seeking advice and raising concerns	35	
2-27	Compliance with laws and regulations		No known violations in the reporting period
2-28	Membership associations	10	
2-29	Approach to stakeholder engagement	10	
2-30	Collective bargaining agreements		This comprises around 99 %. Top management is excluded from the collective labour agreement
GRI 3: Material Topics			
3-01	Process to determine material topics	10-11	
3-02	List of material topics	14-15	
GRI 201: Economic performance			
3-03	Management of material topics	14-16	
201-1	Direct economic value generated and distributed		Details in the annual report
GRI 204: Procurement Practices			
3-03	Management of material topics	29-30	
204-1	Proportion of spending on local suppliers	29-30	
GRI 205: Anti-corruption			
3-03	Management of material topics	34-35	
205-2	Communication and training about anti-corruption policies and procedures	34-35	
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	Management of material topics	34-35	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		There are no known legal violations or proceedings due to anti-competitive behaviour, cartels or monopolies.
GRI 207: Tax			
3-03	Management of material topics	37	
207-1	Approach to tax	37	
207-2	Tax governance, control, and risk management	37	
207-3	Stakeholder engagement and management of concerns related to tax	37	
207-4	Country-by-country reporting		Due to the sensitivity of information relevant to competition, the country report is not presented in detail. All legally required information on income tax is provided in the LEONHARD WEISS annual report and the relevant information is duly submitted to the competent tax authority.
GRI 301: Materials			
3-03	Management of material topics	54	
301-1	Materials used by weight or volume	55	
301-3	Reclaimed products and their packaging materials		LEONHARD WEISS is not a goods-producing company
GRI 302: Energy			
3-03	Management of material topics	38-39	
302-1	Energy consumption within the organization	40-41	
302-3	Energy intensity	41	
302-4	Reduction of energy consumption	41	In 2023, the energy intensity ratio was around 108 MWh / € million construction output. Thanks to our intensive efforts, we managed to reduce this figure by around 4 % compared to the previous year. In addition, we achieved an impressive overall reduction of 9 % from 2022 to 2024.
GRI 303: Water and effluents			
3-03	Management of material topics	39; 53	
303-2	Management of water discharge-related impacts		Legal regulations are complied with.
GRI 304: Biodiversity			
3-03	Management of material topics	52	
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	Management of material topics	40;42; 44-46	
305-1	Direct (Scope 1) GHG emissions	42-43	60.541 tons CO ₂
305-2	Energy indirect (Scope 2) GHG emissions	42-43	4.719 tons CO ₂
305-3	Other indirect (Scope 3) GHG emissions	44	
305-5	Reduction of GHG emissions	42; 44	
GRI 306: Waste			
3-03	Management of material topics	58-61	
306-3	Waste generated	60-61	Company premises: 196,61 tons of hazardous waste Construction site: 7.871,58 tons of hazardous waste
306-4	Waste diverted from disposal	61	

NUMBER AND TITLE		PAGE	COMMENT
GRI 308: Supplier environmental assessment			
3-03	Management of material topics	29-30	
308-2	Negative environmental impacts in the supply chain and actions taken		No known violations in the reporting period
GRI 401: Employment			
3-03	Management of material topics	63; 64	
401-1	New employee hires and employee turnover	75	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		The company benefits are also offered to part-time employees.
401-3	Parental leave	75	
GRI 402: Labor/management relations			
402-1	Minimum notice periods regarding operational changes		LEONHARD WEISS complies with the respective regional legal requirements regarding notification periods for operational changes.
GRI 403: Occupational health and safety			
3-03	Management of material topics	78-81	
403-1	Occupational health and safety management system	78-81	
403-2	Hazard identification, risk assessment, and incident investigation	78-81	
403-3	Occupational health services	82	
403-4	Worker participation, consultation, and communication on occupational health and safety	78-81	
403-5	Worker training on occupational health and safety	78-81	
403-6	Promotion of worker health	78-85	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	78-82	
403-8	Workers covered by an occupational health and safety management system	78	
403-9	Work-related injuries	80	
403-10	Work-related ill health		Due to the lack of harmonised legislation on the collection of medical data at national level, it is not possible to evaluate the required information on work-related illnesses.
GRI 404: Training and education			
3-03	Management of material topics	63	
404-1	Average hours of training per year per employee		Average number of hours of training per year and employee is 13.72 hours/year per employee. Assumption 23.106 seminar participations x 4 h on average / 6,736 employees of LEONHARD WEISS GmbH & Co. KG)
404-2	Programs for upgrading employee skills and transition assistance programs	70-73	
404-3	Percentage of employees receiving regular performance and career development reviews		Annual employee appraisals are conducted at all levels
GRI 405: Diversity and equal opportunity			
3-03	Management of material topics	74; 76	
405-1	Diversity of governance bodies and employees	74-75; 76	
405-2	Ratio of basic salary and remuneration of women to men		There are no differences in basic pay between women and men. This is ensured, among other things, by the collective agreement.
GRI 406: Non-discrimination			
3-03	Management of material topics	34-35	
406-1	Incidents of discrimination and corrective actions taken		No relevant incidents are known in the reporting period

NUMBER AND TITLE		PAGE	COMMENT
GRI 408: Child labor			
3-03	Management of material topics	34-35	
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	Management von wesentlichen Themen	34-35	
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	Management of material topics	29-30	
414-1	New suppliers that were screened using social criteria		The necessary processes are currently being developed as part of the initiative to comply with the requirements of the Supply Chain Duty of Care Act. Standardised reporting can therefore only take place in the coming financial years. For this reason, it is not possible to provide specific information at present.
414-2	Negative social impacts in the supply chain and actions taken		The necessary processes are currently being developed as part of the initiative to comply with the requirements of the Supply Chain Duty of Care Act. Standardised reporting can therefore only take place in the coming financial years. For this reason, it is not possible to provide specific information at present.
GRI 415: Public policy			
3-03	Management of material topics	34	
415-1	Political contributions		LEONHARD WEISS does not donate to political parties
GRI 416: Customer health and safety			
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	Incidents of non-compliance concerning product and service information and labeling		No relevant incidents are known in the reporting period
417-3	Incidents of non-compliance concerning marketing communications		No relevant incidents are known in the reporting period
GRI 418: Customer privacy			
3-03	Management of material topics	36	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	36	

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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LEONHARD WEISS



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