

BUILDING
IN ACCORDANCE WITH
HUMAN
BEINGS,
NATURE AND
ENVIRONMENT

● WE BUILD THE WORLD OF TOMORROW



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

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● WE SHAPE TOMORROW

OUR PROMISE

Dear Reader,

125 years LEONHARD WEISS – the anniversary in 2025 has been a year of special experiences and milestones for LEONHARD WEISS – that became impressively obvious at this year's summer celebration.

At the same time, it's an opportunity to look forward with a healthy measure of humility for our past achievements. During our long history we have changed steadily, have developed further and turned to new directions. Today we have once again reached a turning point. The world around us is changing: digitalisation, social changes, political and economic challenges, as well as global insecurities define our every-day life.

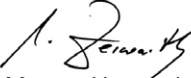
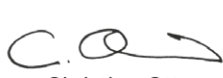
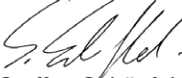
What makes a real difference at LEONHARD WEISS is the mindset, with which we face these changes. We feel an ease, an optimism and the real joy in tackling things and shaping them – THE JOY OF THE FUTURE. This is more than a key word. Joy of the future describes our attitude and our deliberate decisions, to actively shape tomorrow.

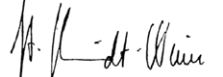
We particularly want to thank our strong team. With commitment, courage and new ideas our employees not only contribute to the success of our company, but also to our responsible actions as a company. We also thank our customers and partners for their trust and the good cooperation on our joint way to a sustainable future.

By means of this report we would like to give you an insight into what has moved us during the year 2025. We invite you to be part of our journey – and shape tomorrow together with us: responsibly, optimistically and with JOY OF THE FUTURE.

Best Regards,

LEONHARD WEISS Company Management


 Marcus Herwarth
 
 Robert Kreß
 
 Christian Ott
 
 Steffen Schönfeld


 Ralf Schmidt
 
 Stefan Schmidt-Weiss
 
 Alexander Weiss

Our origin is our support. Our future prospects motivate us. A combination of both leads to what we shape together. Different perspectives in our company show how we live this attitude in our interactions:



”

125 years LEONHARD WEISS – that is a special liability. I'm proud to continue the heritage of previous generations with a strong commitment. Yellow is part of our DNA – that makes our yellow heart beat.

STEFAN SCHMIDT-WEISS
Managing Director Resources and Participations

”

As managing director of the department Human Resources and Communication, partner in the fourth generation and also as father of a family I would especially like to emphasise the value of our company culture, our cooperation and our tradition. At the same time, I'm aware of the fact that change is necessary, in order to secure a sustainable, stable, healthy and attractive working environment for future generations.

ALEXANDER WEISS
Managing Director Human Resources and Communication



”

Thanks to their commitment, their ideas and their openness for new technologies, digitalisation and automation our employees actively promote the further development of our construction business. In this way they considerably contribute to the fact, that we keep building successfully in the future – for our customers and our society.

RALF SCHMIDT
Managing Director Technology

● 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 8,200 employees, who have made this success possible. Next to our main company sites in Göppingen and Satteldorf, we are represented at 31 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 im-

portant 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 divisions 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

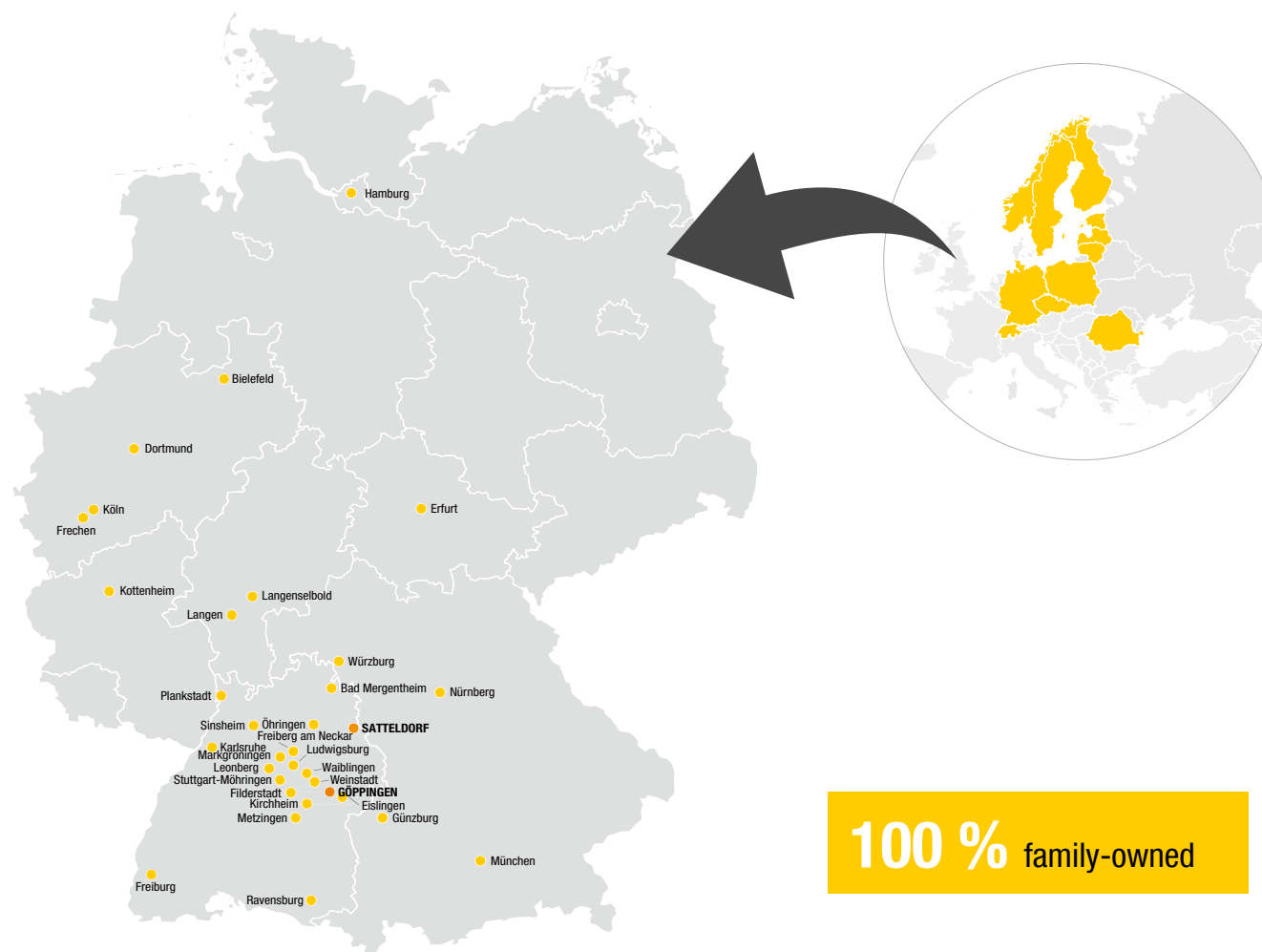


RAIL INFRASTRUCTURE

RESSORTS



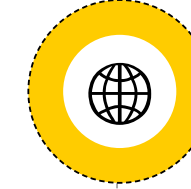
PERSONNEL AND COMMUNICATION,
RESOURCES AND PARTICIPATION,
TECHNOLOGY, CORPORATE MANAGEMENT



100 % family-owned



1900
Established



33
Sites



€ 2,822 million
Sales revenue



8,299
Employees

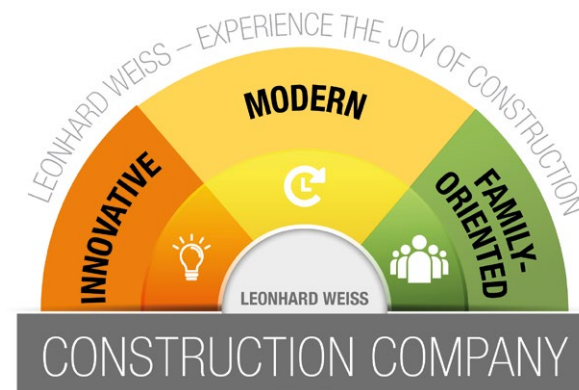


418
Trainees

● 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.



VISION: WE ARE THE INNOVATIVE, MODERN AND FAMILY-ORIENTED CONSTRUCTION COMPANY

INNOVATIVE

With creativity and speed, 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 as LEONHARD WEISS Group.

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. Thanks to a consistent methodology we efficiently put our vision into practice.

FAMILY-ORIENTED

We will stay a family-owned company in the future and live our mission statement. Our core activity will always be construction with various construction-oriented business divisions. The shareholder families are and will stay involved in the company. This principle always rules our actions.

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, we 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.



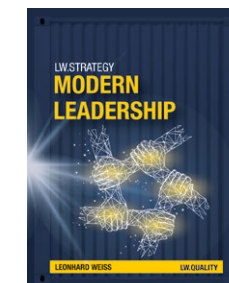
DIGITALISATION / AUTOMATION

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



MARKET DEVELOPMENT

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



MODERN MANAGEMENT

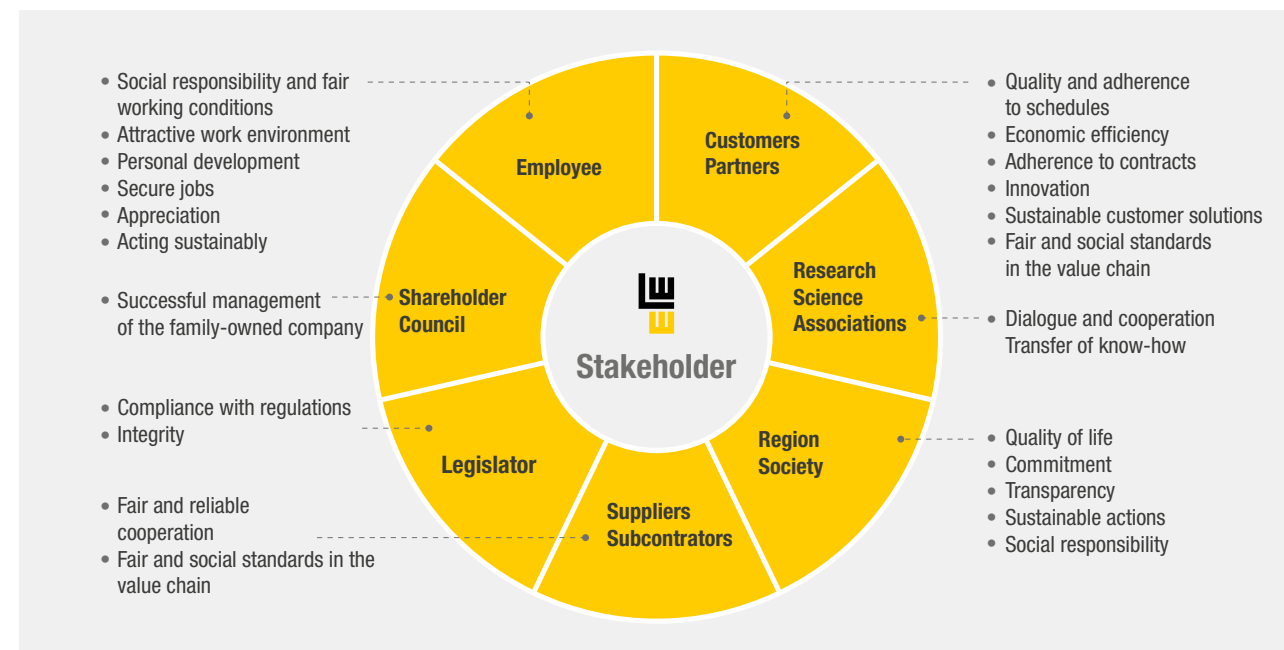
Permanent change and our division-wide requirements demand an adaptation of or management conception.

DIALOGUE IS APPRECIATED

In connection with our activity, LEONHARD WEISS comes into contact with numerous stakeholders, that means persons, 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 trademark 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 were 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 of 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.
- » **Efficiency and effectiveness:** 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.

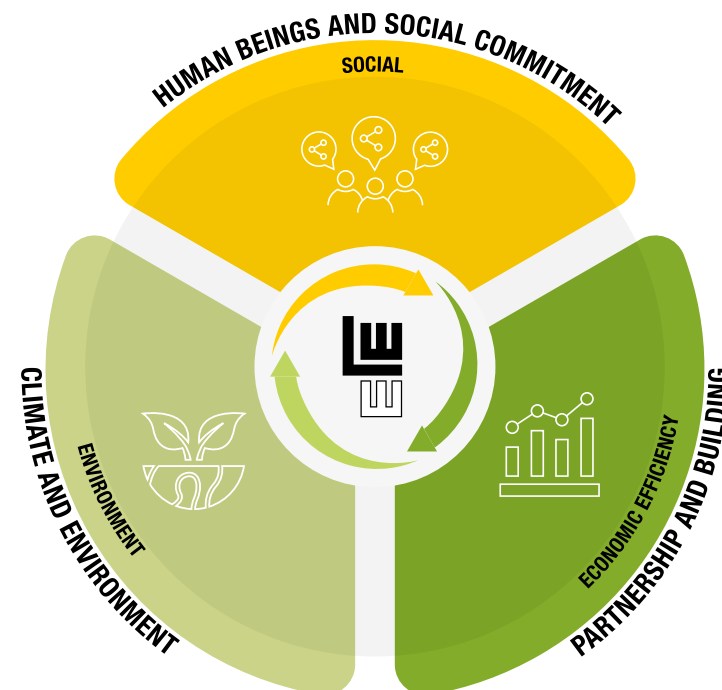
WE ARE ON OUR WAY

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.

After we have successfully terminated the implementation of our sustainability organisation in 2024, the structure is firmly established today and supports the business divisions and departments in putting everything into practice. In 2025 we consistently adjusted one of our objectives: we developed a new objective within the organisation, based on the socio-cultural pillar of sustainability. It was released at the end of the year 2025 and shall be defined more clearly early in the year 2026 and be implemented in the entire company.



At the same time, we have realised our objectives from „Our way to sustainability until the end of the year 2025“ in relevant fields of action, gained comprehensive practical experience and established several objectives in the long term, part of them in working groups. The insights we gained serve as a basis for the future development of our work in the field of sustainability.

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



Reduction of risks within our supply chains

Systematic evaluation of our suppliers and partners by 2026 at the latest



Continuous reduction of waste and increase of treatment

By 2035 we don't produce any more waste that needs to be disposed of



Continuous reduction of fossil fuel

LEONHARD WEISS will work climate-neutrally by 2045 at the latest



Promotion of an appreciative and future-oriented work culture

We will strengthen our socio-cultural framework conditions by 2028 at the latest

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.

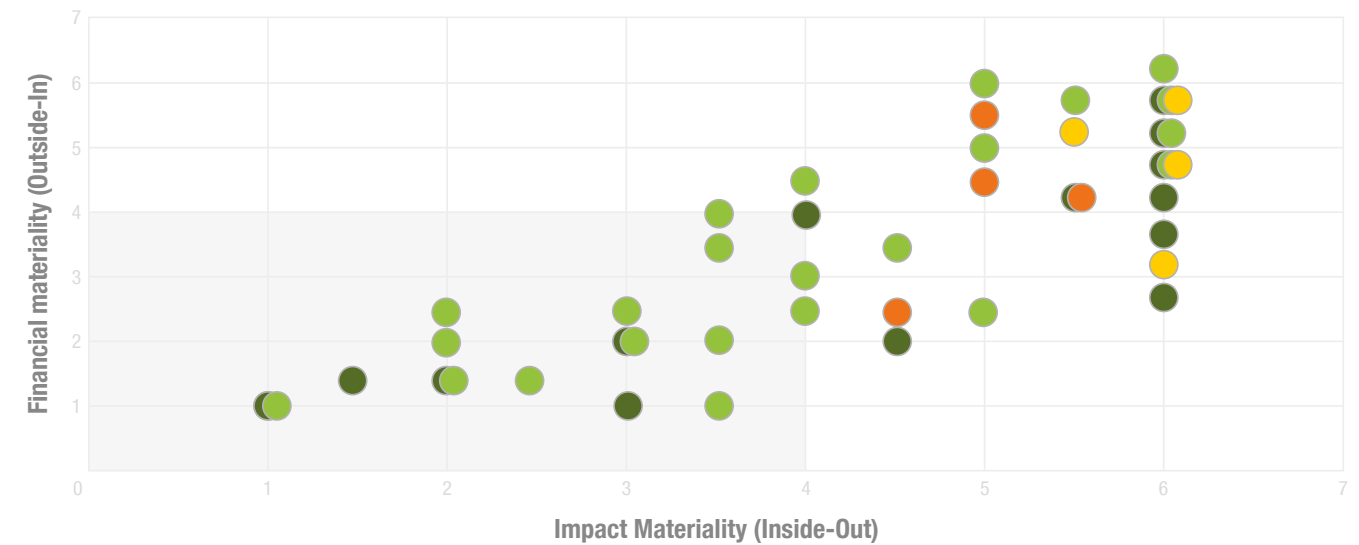
Due to the legal changes and the obligation to report according to the Corporate Sustainability Reporting Directive (CSRD) we have set the course for the further development of our important topics in 2025.

The repeated execution of the double materiality analysis during the upcoming year is a central element 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. 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.

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

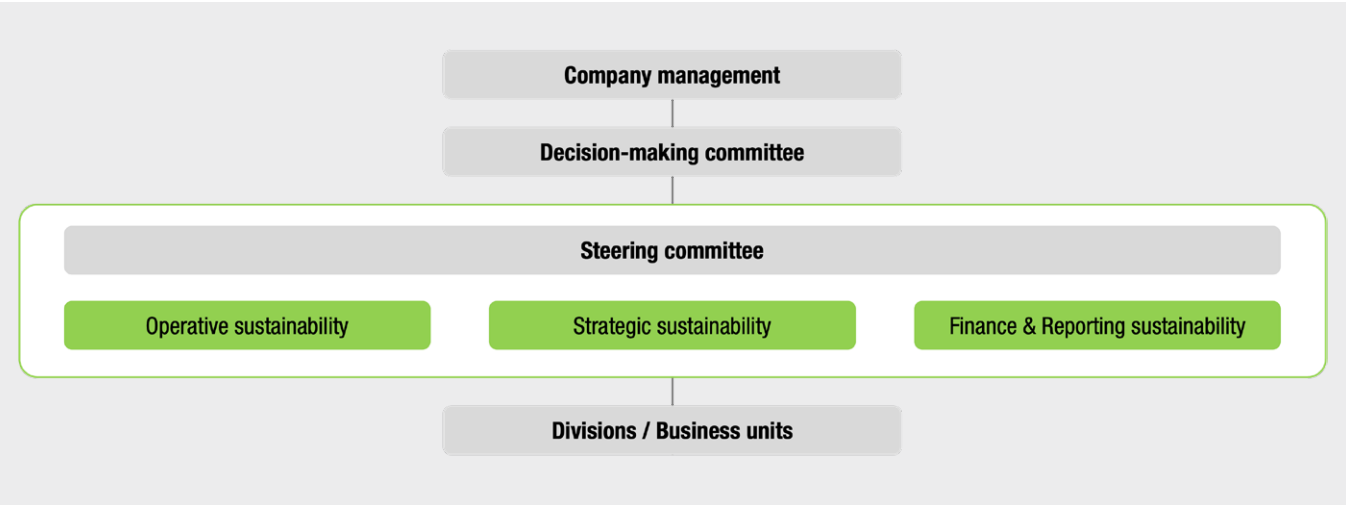
- Data protection
- Health protection and safety

As of 2024: 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), health and safety at work (ISO 45001) and energy (ISO 50001). In 2025 we have successfully achieved the certification of our Compliance-Management-System (ISO 37301) and according to the internationally recognised standard for social responsibility (SA8000) for the first time.*

The certifications prove the efficiency of the system – in our practical work we use them as basis for the definition of company-wide HSEQ objectives (Health, Safety, Environment, Quality) and directly integrate them into the IMS. The progress is at least monitored once a year and documented by means of the management evaluations.

HSEQ OBJECTIVES 2024–2026

Safety at work	Continuous reduction of accident key figures
Safety at work	Qualification of employees by means of standardised instruction management and central documentation
Quality	Implementation of a unified QM E-learning and promotion of quality awareness
Quality-transfer of knowledge	Systematic review of projects to secure learning curves

For the environmental field no separate HSEQ objectives are defined; steering is integrated into the strategic field of action sustainability.

In addition to that, we were awarded the Silver Award by the rating agency EcoVadis once again and are thus once more 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.



” **Responsible building means to continuously improve processes and thus create the basis for our future success.** Our awards confirm this way: with clear structures, standards and steady development we send a strong signal for stability and reliability to our customers.

CHRISTIAN OTT
Managing Director Corporate Management

* Degree of coverage according to ISO 9001, 14001, 45001, 37301 as well as SA 8000: 100%

● 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®



BUILDING IN EXISTING STRUCTURES

The future of construction is increasingly focussed on building in existing structures. With the establishment of the new division „Building in Existing Structures“ our division Engineering and Turnkey Construction purposefully completed its portfolio of services in 2025. Requirements for reconstruction of existing buildings are increasing, as well as the demand for integrative and at the same time economic solutions. The focus is mainly put on conversions, revitalisations and modernisations of existing buildings – an expanding market of high complexity and the demand for individual solutions. Rooms are created, which combine quality of life, efficiency and sustainability.

The sustainability aspect of building in existing structures is mainly achieved by further using existing buildings, modernising them, which saves resources, reduces waste and CO₂-emissions and at the same time upgrades existing structures.

The first project order was already successfully put into practice in July 2025: in an office and administration building in Sindelfingen a rented space of almost 330 m² was comprehensively modernised and adapted to the requirements of the new lessee. Particularities like the realisation while the building was in use, the integration of technical special solutions, as well as the close coordination with planners and users made the project a diversified kick-off.

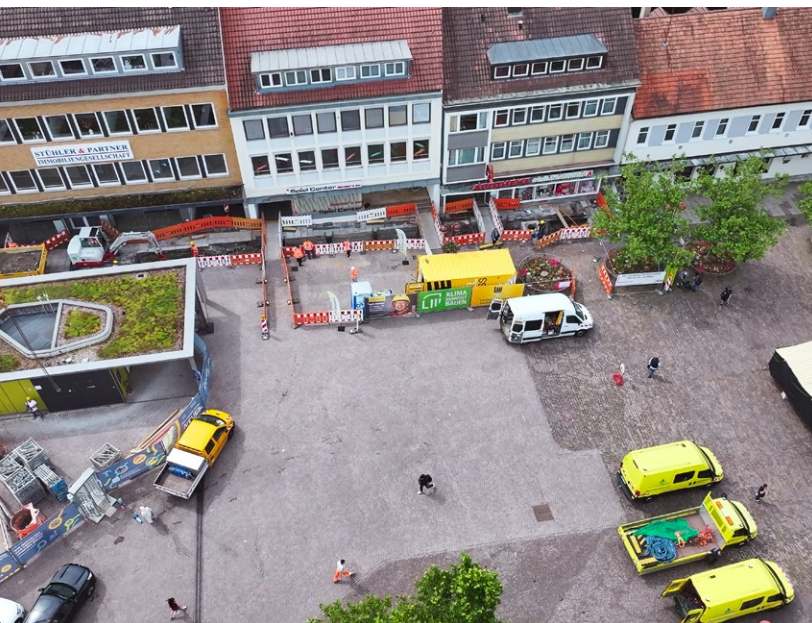
PARTNERSHIP AND CONSTRUCTION



CLIMATE-AWARE CONSTRUCTION SITE IN SINDELFINGEN

Together with the public utility company, LEONHARD WEISS laid the supply lines on the marketplace in Sindelfingen using electric machines, HVO fuel and liquid soil in a climate-aware manner and with low emissions. In connection with the planned renovation of the underground car park, supply lines needed to be relocated in narrow inner-city locations – an assignment which was especially demanding in the field of logistics and safety.

According to the guiding idea of a climate-aware construction site technologies with low emissions were put to use, like electrically actuated construction machines, as well as trucks with HVO fuel. A total of about 4 t of CO₂ could be saved thanks to the use of HVO and electric equipment.



A special element was the use of liquid soil, which was produced on the basis of the excavated material. Liquid soil can be backfilled into the line trenches with limited vibrations. This is a considerable advantage in sensitive inner-city areas.

In spite of the narrow space available the construction procedure could be carried out smoothly thanks to a thoroughly

coordinated logistics concept. The lower noise load and the clean construction site surroundings were greatly appreciated by residents and industrialists. By means of this project LEONHARD WEISS underlines how a cooperation as partners and innovative methods enable a more sustainable and socially acceptable kind of construction.

COMPLETE RENOVATION HAMBURG – BERLIN

After the complete renovation of the Riedbahn, LEONHARD WEISS put into practice the complete renovation of the high performance corridor between Hamburg and Berlin with our joint venture partner. The connection between the cities, which is 278 kilometres long, is one of the most important axes of the German railway network and is a showcase for sustainable infrastructure modernisation and reliable partnership.

The main focus was put on the renovation of expansive rail and switch-point installations, the modernisation of traffic stations, the preparation of the control, communication, and safety system for the future digital railway operation, as well as additional junctions. These measures increase capacity, reliability and resilience of the connection and contribute to a sustainably stable infrastructure between the two cities. The construction works are carried out under complex logistic conditions. Parallel coordination between numerous



sites, closely synchronised material flows and precise construction phase logistics guarantee the adherence to schedule and quality in work execution.

With short distances thanks to local construction site logistics, accommodation close by and bundled supply of materials we reduced setup times, transport distances and saved resources.

The corridor is strongly frequented every day and relevant for the operation of passenger and economic traffic. Thanks to the coordinated cooperation of all participants and tried and tested LEAN methods in planning and communication we carried out the renovation in a concentrated manner.

FLOW – THE NEW WORK CAMPUS

At LEONHARD WEISS we consistently steer our actions on the basis of the requirements of our customers and support them in successfully achieving their sustainability objectives. Certifications like LEED regularly play an important role in this business. With customer-oriented solutions and close coordination, LEONHARD WEISS proves a reliable partner in the realisation of challenging construction projects.

A current example of these projects is the project FLOW – The New Work Campus in Hamburg. We constructed a modern, campus-like ensemble composed of two six-storey office and commercial buildings with joint underground car park. Flexible surface concepts offer individual workplace solutions and promote innovative work surroundings – ideal for companies which value sustainability and attractive company sites.

Sustainability played a central role in planning and realising this project. A sustainable lighting concept, façade and roof greening, as well as the generation of renewable energy by means of a photovoltaic installation are essential elements of the project. In addition to that, the focus was put on a sustainable construction concept with CO₂ reduction and resource friendly use of materials as key aspects.



The project was realised by Bayerische Hausbau Development together with the project developer MATRIX from Hamburg. A LEED Gold Certification is pursued for the New Work Campus.

WE DEVELOP, EMPOWER AND APPLY

INNOVATION AND DIGITALISATION

As a future-oriented company, digitalisation and automation are integral parts of our company strategy. They generate advantages when it comes to efficiency and transparency, for our employees, as well as for our business partners.

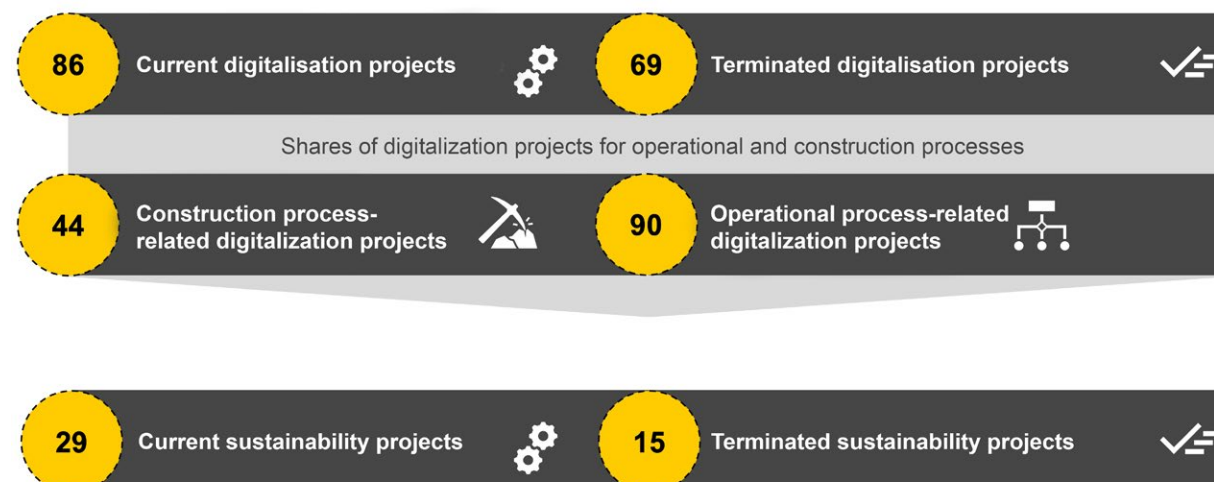
During the past years, strategic points of focus were defined, which we continuously pursue and put into practice. Part of them are the consistent availability and use of information along the chain of economic value added, as well as the entry of information into our digital core systems as early as possible. Furthermore, we purposefully develop structures in our business divisions, which actively promote and further digitalisation. The basis for this task is the active empowerment of our managers and employees.

On the basis of the digitalisation maturity model, which we implemented in the entire company in 2024, we consistently steer our processes and projects along clearly defined maturity levels. Initiatives are systematically evaluated and prioritised on the basis of transparency and value added.

We strive for the consistency of end-to-end processes, the reduction of media discontinuities, the standardisation of data flows and the harmonisation of interfaces.

Our focus is put on a stronger data and system architecture thanks to a higher quality of master data, unified data models and scalable integrations. Successful pilot projects shall rapidly be integrated into every-day operation and Best Practices spread throughout the entire company. Furthermore, we purposefully develop digital skills, clearly defined roles and rely on change-management.

Thanks to this approach we achieve measurable improvements in our business activities and prepare our organisation for the future, by speeding up digitalisation and scaling innovations more rapidly. This is always done keeping in mind the requirements of our customers.



MANAGEMENT OF EQUIPMENT & SMART

Thanks to our management of equipment on construction sites and smART (smart managed ARTicles) we create a smooth digital flow of articles and equipment at LEONHARD WEISS – transparent, efficient and future-proof. The interaction of these two systems enables a smooth flow of information between the warehouse, the workshops and the construction sites.

Thanks to the management of equipment our every-day work on the construction site has become considerably more efficient. All important information concerning equipment, its current position and state of repair is digitally available at any time, which creates a perfect complete overview. This is supported by the optimisation and digitalisation of relevant processes at the warehouse, in dispositioning and in invoicing. The main focus is put on a continuous digitalisation, in order to guarantee a smooth roll-out without failure. At the same time, smART offers the opportunity to automate processes and reduce sources of errors, to sustainably increase the efficiency and quality of processes.



Thanks to the successful implementation of smART, LEONHARD WEISS does not only master today's requirements but creates a future-proof basis for transparent and efficient processes. By means of the management of equipment and smART we make sure that our equipment and articles are digitally traceable all the time and thus consequently further promote the digitalisation of our flow of equipment.

KEVIN DITTRICH
Division Manager Construction Site Service

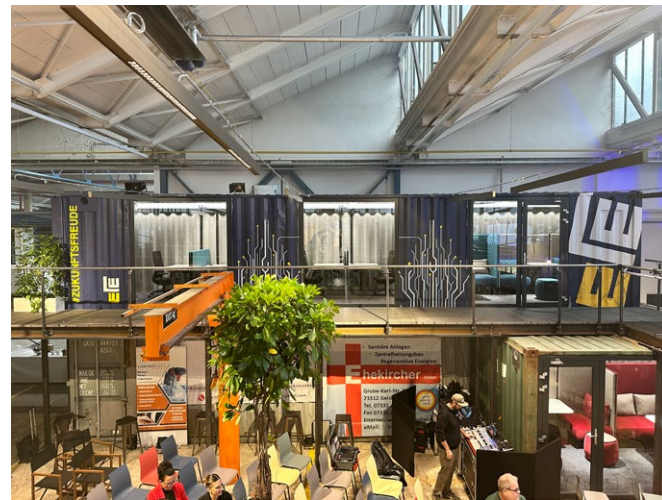


AI-COOPERATIONS IN THE AREA

AI AND INNOVATION HUB HIVE IN GÖPPINGEN

With HIVE e.V. a hotspot for innovation, artificial intelligence and practical networking was created in the centre of the town Göppingen in 2025. It's based and organised by a strong network of medium sized companies, start-ups, education stakeholders and the town society.

As a founder member LEONHARD WEISS has contributed to this project and supported it from the beginning and actively contributes its expertise in sustainable construction and innovative power. Our commitment is particularly proven by our use of our own locations on the HIVE Campus and by our support of the projects as partners. By renting a portacabin we promote the exchange of knowledge, open encounters and the practical realisation of new ideas.



partners we make an effort to share our perception of relevant topics like artificial intelligence, digitalisation and climate protection with everybody. With our know-how and a strong set of values we enable practical learning opportunities, promote the encounter of various disciplines and link up vital partnerships for a future-proof society.

Our commitment to HIVE underlines our conviction that sustainable building and social progress go hand in hand. Together with our partners we give impulses for a changing region, so that innovation takes over responsibility and the joy of building shapes our future.

AI CENTRE IPAI IN HEILBRONN

LEONHARD WEISS is a member of the Innovation Park Artificial Intelligence (IPAI) in Heilbronn since 2025. By joining the strong network around the future-oriented site for artificial intelligence we reach a further milestone on the way to AI-based innovations.



The membership in IPAI offers us the ideal basis to responsibly promote the development and the use of artificial intelligence together with other companies, research institutions and social stakeholders. At the same time, we increase our attractiveness as cooperation partner and employer in the technological field.

ATILLA KÜÇÜK
Division Manager Information Technology



We contemplate AI holistically in connection with our data strategy and our data management, so that it can develop its full potential. Only when data quality, availability and responsibility are merged, the basis is created on which artificial intelligence can bring real added value for our projects, our customers and our company.

REBECCA WEIDNER
Team Leader Data and AI



We don't regard artificial intelligence as end in itself but as a tool, which needs to be used wisely – exactly like excavators, construction plans and teamwork in every-day life. The focus is put on ethical standards, sustainable values and a clear objective: a sustainable development for economy, society and environment.

As a platform for companies, research and society, IPAI in Heilbronn offers ideal conditions for open cooperation, mutual inspiration and inter-disciplinary exchange. Exactly these values have applied to LEONHARD WEISS for over 125 years: reliability, team spirit and innovative power.

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.

EMISSION FREE XL CHARGING PARK IN FÜRTH-RONHOF

Between the beginning of April and the beginning of June 2025 LEONHARD WEISS realised a wholistically climate-friendly construction site for a power company, on which only fully electric construction machines and vehicles were put to use.



The first XL charging park of the German network was built here. It was the first park of this size which was built without emissions. Eight charging stations with a total of 16 charging points were erected, from the beginning of construction only using electric excavators, electric wheel loaders and further electric equipment. Not putting to use any diesel driven machines considerably reduces CO₂ and noise emissions and thus improves work and life in the immediate surroundings of the construction site.

In the sense of energy efficiency part of the machines used was charged by means of a solar panel on a portacabin with battery storage. With the XL charging park, constructed completely without any emissions, LEONHARD WEISS sets a visible standard for innovative, sustainable customer solutions, as well as the upgrade of a future-proof charging infrastructure in Germany.

TECHNICAL CARBON IN CONCRETE AND ASPHALT

In connection with our sustainability strategy, LEONHARD WEISS purposefully relies on innovative and resource-friendly materials. Part of this strategy is the use of technical carbon – that means bonded CO₂. We are experimenting with the use of technical carbon in asphalt, as well as in concrete recipes and integrate characteristics previously tested at the laboratory into pilot applications under real conditions. The insights thus gained serve as basis for the further development of sustainable solutions, the reduction of the CO₂-footprint of or construction projects and the services we can offer our customers.



At our main company sites in Göppingen and Satteldorf we have tested asphalt mixtures with technical carbon under real conditions. The pilot surfaces enable us to systematically evaluate material characteristics and usage behaviour. The results up to the present

show obvious possibilities – an important step for the further development of the use of this resource-friendly innovation. In the field of concrete, we also investigate the advantages of technical carbon. During the first laboratory tests we could improve the carbon footprint thanks to well-balanced recipes without any losses in the field of quality. These results were subsequently confirmed on a LEONHARD WEISS construction site – the new construction of the administration building at the site Göppingen – under real life conditions. The recipe developed is suitable for load-bearing construction components. We thus generate reliable practical experience, promote sustainable construction methods and contribute to climate-friendly building.

E-CHARGING INFRASTRUCTURE FROM ONE SOURCE

Consulting, site analysis, realisation, operation, service and maintenance – as an experienced service provider we successfully erect charging stations all over Germany. We cover the entire chain of value added in the field of charging technology from one source: from the transformer station up until the roofing of the charging points. Thanks to our commitment in the field of construction of charging stations for electro-mobility, LEONHARD WEISS gives an important impulse for sustainable mobility and the upgrade of electric charging infrastructure.

During the past year we were able to strengthen the cooperation with the archdiocese Freiburg and KSE Energie GmbH by installing further charging points. In addition to that, the division Station Construction E-mobility actively supports the further development at our own LW sites, as well as the development of projects like the bus terminal in Ravensburg. It was fully equipped with transformer station, load management and six DC charging points.

Furthermore, already concluded framework contracts with three of our partners show how the continuous commitment in the field of E-mobility and sustainability is progressing. The specialist department currently takes care of over 1,600 DC charging points, 400 AC charging points and 500 transformer stations and thus promotes electro-mobility on an impressive scale.

WE PROMMOTE KNOWLEDGE

COOPERATION WITH ACADEMIES / UNIVERSITIES

Sustainable action is closely related to far-sightedness and courage for new approaches. We have therefore continued our close cooperation with academies and universities during the past year.

The activities of the year 2025 demonstrate once again, how important the close interaction of research and practical work is for the transformation of the construction sector. A reference construction site offers a unique opportunity: it merges real construction site conditions with scientific excellence and interdisciplinary cooperation. Together with our partners we develop digital and automated construction processes, in order to make the construction business more sustainable, efficient and future-proof.

SYNDICAL RESEARCH CENTER CONSTRUCTION ROBOTICS (CCR)

In connection with our long-standing membership in the Center Construction Robotics (CCR) at RWTH Aachen we have once more contributed to the further development of digitalisation and automation of the construction business during the year 2025. A particular focus was put on the beginning of a new research project, which investigates how construction machines and construction site robots of the future must be designed, in order to merge highly automated functions, suitability for daily use and economic efficiency.



Together with other construction companies, as well as the engine building members of the consortium of the CCR we develop approaches, how processes can be structured, so that marketable, robust and application-oriented construction machines can be produced. The objective is to develop construction machines based on practical work for use in practical work and

thus increase the application ratio of innovative technologies on real construction sites. LEONHARD WEISS contributes comprehensive experience from every-day work on construction sites and supports the early testing of new concepts in real operation.

OPEN-CAMPUS-WEEK 2025:

SHARING KNOWLEDGE AND SHAPING THE FUTURE

The Open-Campus-Week on the reference construction site on the Campus Melaten of the RWTH Aachen was the highlight of the year once again. Under the patronage of the Minister of Scientific Affairs of Nordrhein-Westfalen and together with European research and industry partners current research projects, demonstrators and milestones were presented. The reference construction site has been a unique real laboratory for the digitalisation and automation in the construction sector for five years now and is part of the 5G Industry Campus Europe.

The event impressively demonstrated how closely science, industry and politics cooperate, in order to further future topics like digital construction processes, material cycles and climate-neutral construction. In 2025 the CCR celebrated several important anniversaries with RWTH Aachen – some of them were seven years Center Construction Robotics, five years reference construction site and ten years teaching and research activity at the professorship for individualised production.

In connection with the Open-Campus-Week particular successes of the CCR were also presented, like the achievement of bauma Innovation Award 2025 for the research project „MAXX – Mobile Assembly X-System“. The project is an example of the successful cooperation of science and industry along different chains of economic value added. As a member of the CCR we strive for a close exchange with research and other contemporaries of the construction industry, in order to shape the construction business of tomorrow together with them.

● 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. During regular coordination rounds purchasing coordinators compile their expertise, volumes and resources across the divisions, identify synergies and promote common standards. Our purchasing manual serves as their guideline, describing specific provisions for responsible purchasing.

Our supplier structure is very wide and ranges from very large companies to very small, specialised enterprises. The supply of materials is the largest part of our purchasing. We are recording a steady increase of the purchasing volume every year. Reliability and integrity are core factors: our code of conduct for subcontractors, suppliers and other business partners is based on the principles of the United Nations Global Compact and defines the standards of any cooperation. With the contractual agreement, our partners commit to adhering to these principles and passing them on along the chain of economic value added. 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.



Our company management has expressly committed to the adherence to human rights in connection with our policy statement. The 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 safe and healthy organisation of work one of the most important topics. At the same time, 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 strengthen awareness and knowledge in purchasing, we carried out a training concerning sustainable supplier and supply chain management during the reporting year. The focus was particularly put on the legal duties, practical examples, and the set of values of our actions – 98% of our purchasing staff successfully took part in the training. Thanks to this training, we set an example for our duty to act responsibly and strengthen our position as a reliable and sustainable partner.



During the reporting year, we have successfully terminated the conception project „Integrated Purchasing Process“ and started its implementation. To secure its efficient realisation and guarantee a high effect in practical work the implementation was divided into two follow-up projects. This structured approach enables a well-focussed handling of technical, organisational and process-related requirements, supports the integration of relevant stakeholders and creates transparency concerning progress and benefit. The objective is to further standardise our purchasing process according to ecologic, social and economic criteria, upgrade digital interfaces and make the supply chain even more resilient and sustainable. The two follow-up projects are the basis for measurable improvements from the field of data transparency over compliance up until the reduction of risks.

● WE SHAPE TOMORROW AND KEEP IMPROVING

WE GENERATE IDEAS, ARE AGILE, AND WORK IN PROCESSES

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 holistic: 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 like 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). Furthermore, a new company-wide E-learning introduces employees to quality management in a well-structured manner and strengthens their awareness.

Our platform for process and document management ensures the continuous optimisation thanks to documented access data, modifications, and modelled processes. By means of up-to-date, reliable contents and rapid findability it considerably supports employees in their every-day work.

We have already developed a new concept for a tangible and efficient management of ideas in the course of this year. The main focus is put on a user-friendly, intuitively operable interface facilitating the access to ideas, proposals and improvements for all employees. We thus lay the cornerstone for actively living improvement management in every-day life, increase transparency concerning the status of ideas and make success visible. The implementation of the new management of ideas will be carried out starting in 2026.

QUALITY IN NUMBERS AND FACTS 2025



26

Internal audits



24

External audits



88

Improvement measures



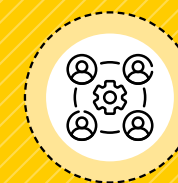
80,802

Accesses to documents



8

Internal HSEQ-auditors



9

Quality management coordinators (QMK)



58

Quality officers (QB)



2,158

Optimised documents



● WE SHAPE TOMORROW AND ADHERE TO RULES

WE FOLLOW OUR INNER COMPASS

COMPLIANCE

For LEONHARD WEISS economic ethics and compliance are central 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 construction 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

An important milestone of this development is the successful certification of our Compliance Management System according to ISO 37301 achieved in December 2025 for the first time. It's especially significant that this successful certification was achieved almost exactly ten years after the implementation of Compliance at LEONHARD WEISS and the publication of the first version of our Compliance code. This demonstrates the long-term, continuous development and sustainable integration of Compliance at LEONHARD WEISS.

From an organisational point of view, compliance is also strongly integrated into the company. Our employees have several points of contact for questions or even reports concerning breaches in the field of compliance. During the past year we have paved the way for another possibility of reporting.

TRAINED EMPLOYEES COMPLIANCE		
2023	2024	2025
2,341	1,325	2,391

With the coming into force of the law for the protection of whistleblowers, we made a reporting tool available for 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.

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		
2023	2024	2025
1	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. 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.



CLIMATE AND ENVIRONMENT

● WE SHAPE TOMORROW ECONOMY & ECOLOGY IN HARMONY

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, which has been certified according to ISO 14001 since 2023. Our environmental management is solidly anchored in our structures, processes and responsibilities by now. ISO 50001 is also well-established by now and strengthens our systematic energy management. Both management systems interact, by continuously reducing environment-related and energy-related effects, increasing our energy efficiency, promoting recycling and optimising the use of resources. Thanks to the certifications according to ISO 14001 and ISO 50001 we create transparency, increase our efficiency and strengthen our competitiveness. Workshops and training sensitise our employees, so that they actively contribute to our environmental and energy policy. We thus not only contribute to climate protection but also to securing our joint future – with the joy of building and respect for nature.



WE ARE ON OUR WAY TO BECOMING CLIMATE-NEUTRAL

GREENHOUSE GAS EMISSIONS

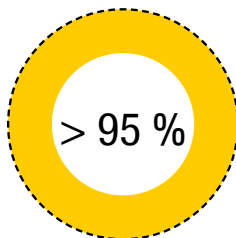
Following the climate agreement of Paris, LEONHARD WEISS has set itself the objective to become climate-neutral over all scopes by 2045 at the latest. Next to our emissions of scope 1 and scope 2, which are being recorded according to the international standards of the Greenhouse Gas Protocol since 2020, 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 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. Since 2024 we cover over 90% of our electricity required for our own buildings, for rented buildings, as well as for our construction sites with renewable energy thanks to our framework contracts and could increase this percentage to 95% in 2025.

In 2025 we generated a total of 671 MWh (2024: 562 MWh) by means of our own photovoltaic plants, which corresponds to an increase of about 19 %. We were able to use 78 % of this electric power ourselves, while the remainder was supplied to the power supply network. The increased percentage we use ourselves corresponds to an increase by 31% compared to the previous year and contributes to a reduction of costs and an increase of our self-sufficiency.

Energy consumption in MWh ¹	2023	2024	2025
Thermal energy	16,401	14,537	15,757
Electricity	9,242	12,893	13,202
Fuels ²	199,446	215,795	241,746
Total consumption of energy	225,089	243,225	270,788

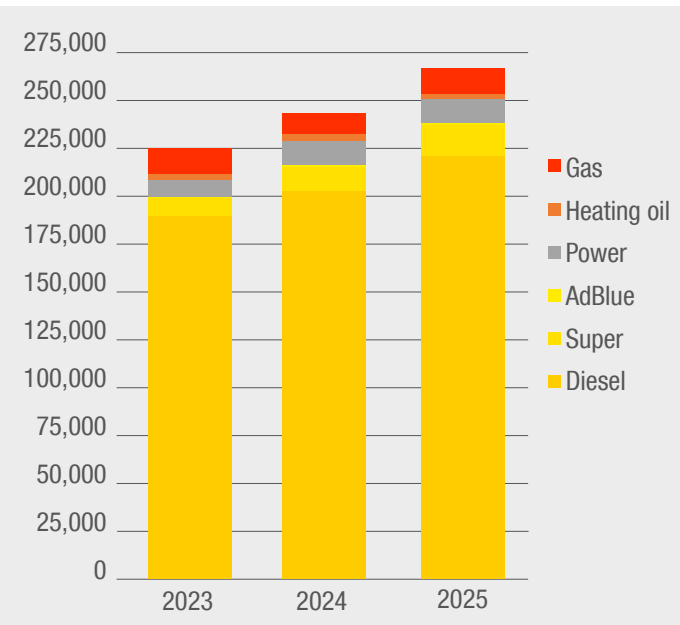
¹ The values deviate from the numbers reported for the years 2020 to 2023, as these now exclusively concern LEONHARD WEISS GmbH & Co. KG to guarantee the consistency of the report.

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

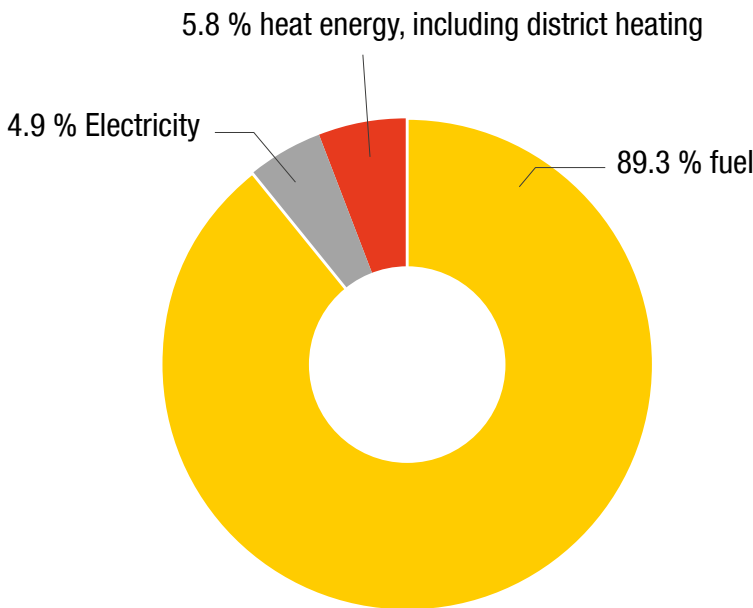


green electricity at our company sites

Energy consumption 2023 – 2025



Energy mix 2025



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 (4.9 %) and fuel oil (0.9%).

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 2025 the energy intensity ratio amounted to about 109.8 MWh / Mio. Euro construction performance. The slight increase of about 1 % compared to the previous year is particularly due to the fact that additional sources of energy have been taken into account for the calculation for the first time. Further factors influencing the figures are methodical adaptations, an improved data set, updated emission factors, as well structural effects in the realisation of projects.

The figures indicating our consumption of energy are based on the invoices of utility companies, service charge statements and the monitoring of our meter readings, as well as extrapolations. As far as a conversion 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. Six projects have already been successfully terminated.

Our plan by stages defines the following objectives:

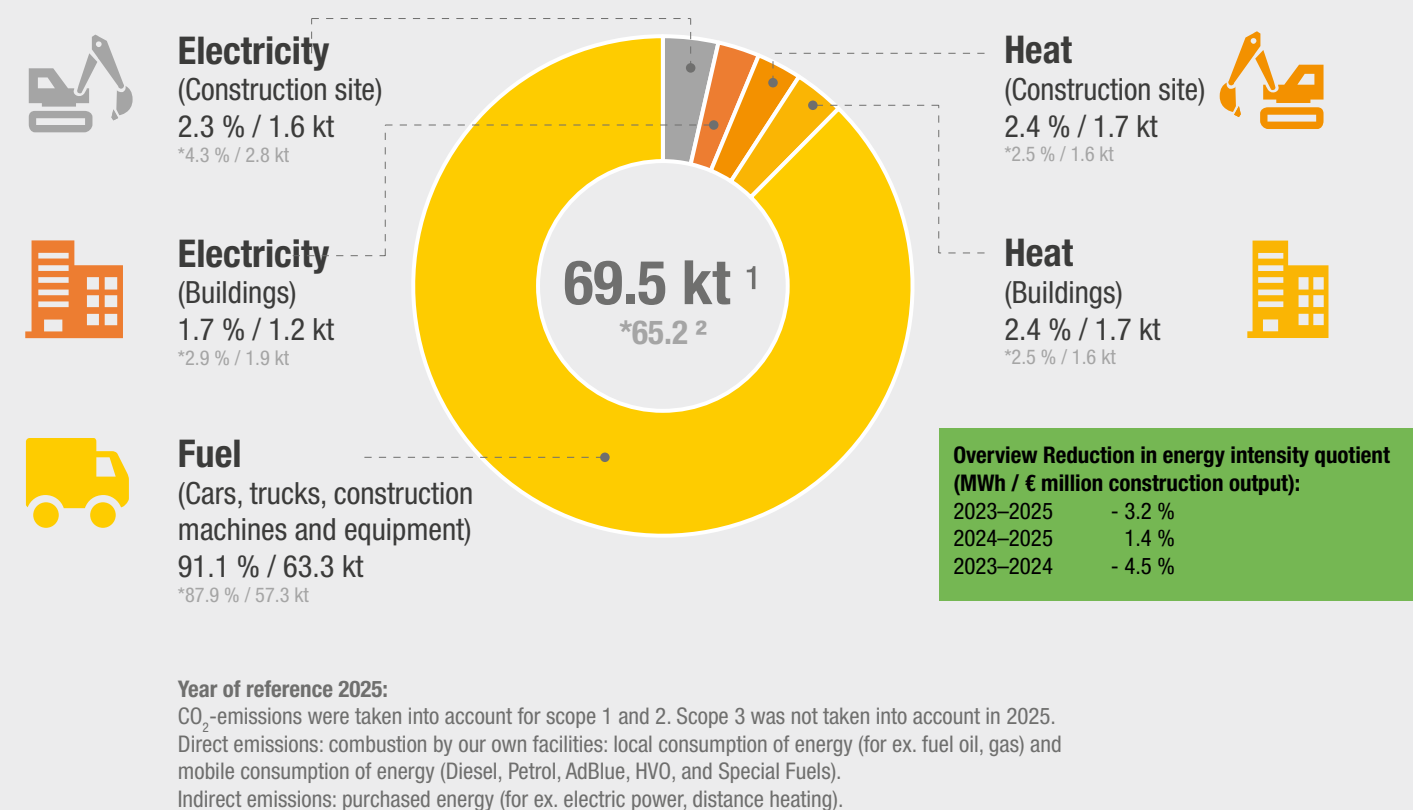
- » By 2035 we will operate CO₂-free buildings
- » By 2037 we will operate our entire vehicle fleet CO₂-neutrally
- » By 2037 we will operate CO₂-free construction site equipment
- » By 2040 we will operate a train of machines 90 % of which is CO₂-neutral

CO ₂ -Footprint in t	2023	2024	2025
Heat	3,557	3,201	3,389
Electric power	3,383	4,719	2,768
Fuels	53,002	57,340	63,324
Total	59,942	65,260	69,481

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

CO₂-Fußabdruck

Direkt / indirekt verursachte CO₂-Emissionen



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

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 10 % compared to the previous year, 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.

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.

Based on the scope 3 concept amplified in 2024, we started the systematic, company-wide collection of the relevant scope 3 data in 2025 and will continue this process until the end of 2026. The objective is to create a reliable, consistent and standardised data set for all categories relevant for us, which will support our internal steering activities, as well as external reporting in the long term.

To achieve this objective, we structure the implementation into clearly defined partial projects for every scope 3 subcategory. We use existing system data, wherever they are available, complete them with project and supplier specific information and take into account sector-specific particularities. In this manner we develop comparability and replicability step by step.

Our focus is put on:

- » the structured collection of data and quality assurance, including well-defined processes and traceability
- » the integration into our existing reporting and controlling routines
- » the gradual consolidation: of pilot data collections up until standardised, yearly collection and reporting cycles
- » the harmonisation of interfaces between specialist departments and the use of efficient data flows
- » the future dialogue with suppliers and service providers

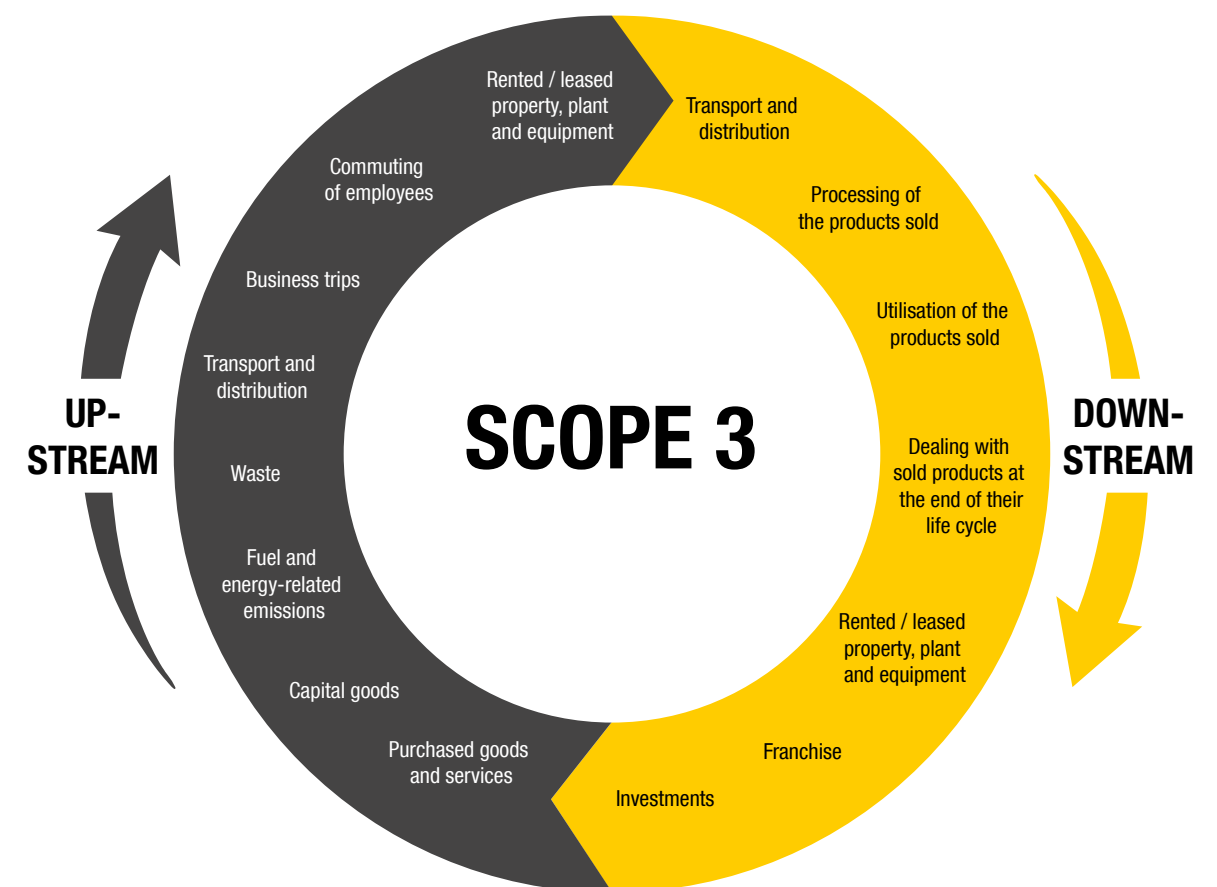
At the same time, we further develop methodical guidelines: part of these are the handling of estimates and data gaps, unified calculation logic, as well as clear criteria for the evaluation of the importance of categories.

On the basis of the improved data quality, we can thus check, in which categories reduction measures are effective (for ex. material related levers, optimised routes of transport, recyclable material flows, more efficient ways of disposal, forms of collaboration with little travel, etc.). The results are taken into account for our internal steering and form the basis of a transparent reporting, as well as the prioritisation of further steps.

Thanks to this approach we create reliable structures and processes, increase the quality of data and strengthen the actionability of our company in the field of scope 3.

Initially we analysed the following fields of scope 3:

- » purchased goods
- » purchased 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



LW.KRAFTWERK

In 2025 we developed the future-oriented project LW.KRAFTWERK. We thus take a further step towards sustainable energy supply. Together with our partner Sustainable Exergy we will use renewable electric power from our own generating plants in the future and flexibly make it available at the company sites, as well as on construction sites.

Starting in 2026 the introduction of a separate accounting grid is meant to make it possible to efficiently distribute the electric power we generate. In connection with the partnership modern AI-based analyses are used which forecast power consumption volumes and enable a dynamic load management. This optimises the use of sustainable energy and increases energy efficiency.



LW.KRAFTWERK enables us as a family-owned company, to wholistically comprehend our future energy supply and develop it continuously. For us, our customers and also for our employees.

MARCUS HERWARTH
Chairman of Company Management
Managing Director Track Infrastructure Construction



As project manager for innovations, I'm thrilled to have contributed to the start of such a future-oriented project. With LW.KRAFTWERK we are on our provident way to a sustainable energy supply, which brings us more independence in the long-term.

PAULINE HERZOG
Senior Project Manager, Innovations



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:

- » The use of battery banks: after a first testing phase of a prototype battery bank for use with a crane, which allowed us to refrain from using a power generator, there are several battery banks in use on construction sites by now. We are thus able to replace traditional power generators step by step and reduce the emission of exhaust fumes and noise.
- » After positive test results the first electrically actuated wheel loaders and telehoist load luggers were put to use by LEONHARD WEISS in 2024. Their number was gradually stocked up by the present.
- » Installation of a photovoltaic plant on a portacabin: after the successful development of a prototype in cooperation with our partner EKV Power Drives, the photovoltaic plant was further developed and is ready for series-production. The photovoltaic plant is connected to a 10-kWh battery bank and enables the emission-free operation of air conditioning, laptops or emission-free charging of tool batteries. In part diesel generators can be completely replaced by this system. We also tested a combination of a photovoltaic plant and a hydrogen power plant.



● 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 decreased slightly in 2025. 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	2023	2024	2025
Passenger cars ²	6.60	7.26	5.41
Busses / estate cars	10.42	12.41	8.80
Light trucks	19.23	30.16	29.77
Trucks	36.40	45.57	37.85

Percentage of consumption of fuel of road vehicles in % ¹	2023	2024	2025
Passenger cars ²	34	37	37
Busses / estate cars	20	27	25
Light trucks	16	7	6
Trucks	30	29	32

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. In addition to that, the average consumption of fuel will be measured in kWh per 100 km (instead of l per 100 km) starting in the next reporting year.

² Also includes the private use of company cars.

CONTINUOUS DEVELOPMENT OF OUR E-INFRASTRUCTURE

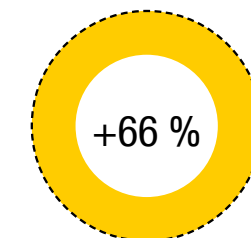
In order to achieve the objectives of our plan by stages in scope 1 and 2 for reducing CO₂, we continue developing our E-infrastructure. After the two projects „electro-pioneers 1.0“ and „electro-pioneers 2.0“ we also successfully terminated the follow-up project „electro-pioneers 3.0“ in 2025. We have already achieved the original objective, to wholistically contemplate the topic „electro-mobility“ and find a suitable LW approach.

Thanks to this project we have taken an important step towards climate-conscious building and make a considerable contribution to the reduction of our CO₂-footprint. The development was carried out on the basis of the individual requirements of electric passenger cars and taking into account the respective local conditions.

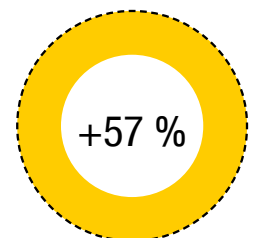
Over 410 vehicles of our fleet are already actuated electrically or will soon be. In addition to that, we increase attractiveness thanks to a larger variety of models: there is an attractive portfolio available in all categories of vehicles. Especially regarding the cruising range, we have continuously improved the choice of electric vehicles.

Furthermore, we have an E-charging infrastructure at all LW company sites and charging at home is also possible.

A lot of experience gathered from the project could be integrated into our own value added in network construction and took part in the bauma innovation award called „e-mobility 360°“ as finalist in the category „construction“.



Charging points compared to 2024



Electric vehicles compared to 2024

POINTS OF FOCUS DURING THE PAST YEAR

2022 #electro-pioneers 1.0

- » Charging infrastructure in Göppingen and Satteldorf installed
- » Completed fleet of company cars by electric vehicles
- » Enabled Charging at LW and all over Germany
- » Drafted and piloted charging at home
- » Developed and implemented processes remuneration benefits
- » Enabled charging of private electric passenger cars at LW company sites

2023 #electro-pioneers 2.0

- » Upgraded charging infrastructure at all own LW company sites
- » Beginning of upgrade at rented LW premises
- » Drafted charging on construction sites
- » Realised charging of E-bikes at the main company sites
- » Further developed offer of attractive electric vehicles
- » Automated billing processes for electric fleet

2024 #electro-pioneers 3.0

- » Easy charging of passenger cars and utility cars on construction sites
- » Further developed offer of attractive electric vehicles and electric utility cars
- » Pilot test with electric utility vehicles in cooperation with construction sites
- » Further developed charging infrastructure at rented LW premises
- » Granting of subsidies for private wall-boxes for billable Laden@home (charging at home)

2025 #electropioneers 3.0

- » Conversion of the activities into running processes and responsibilities

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.



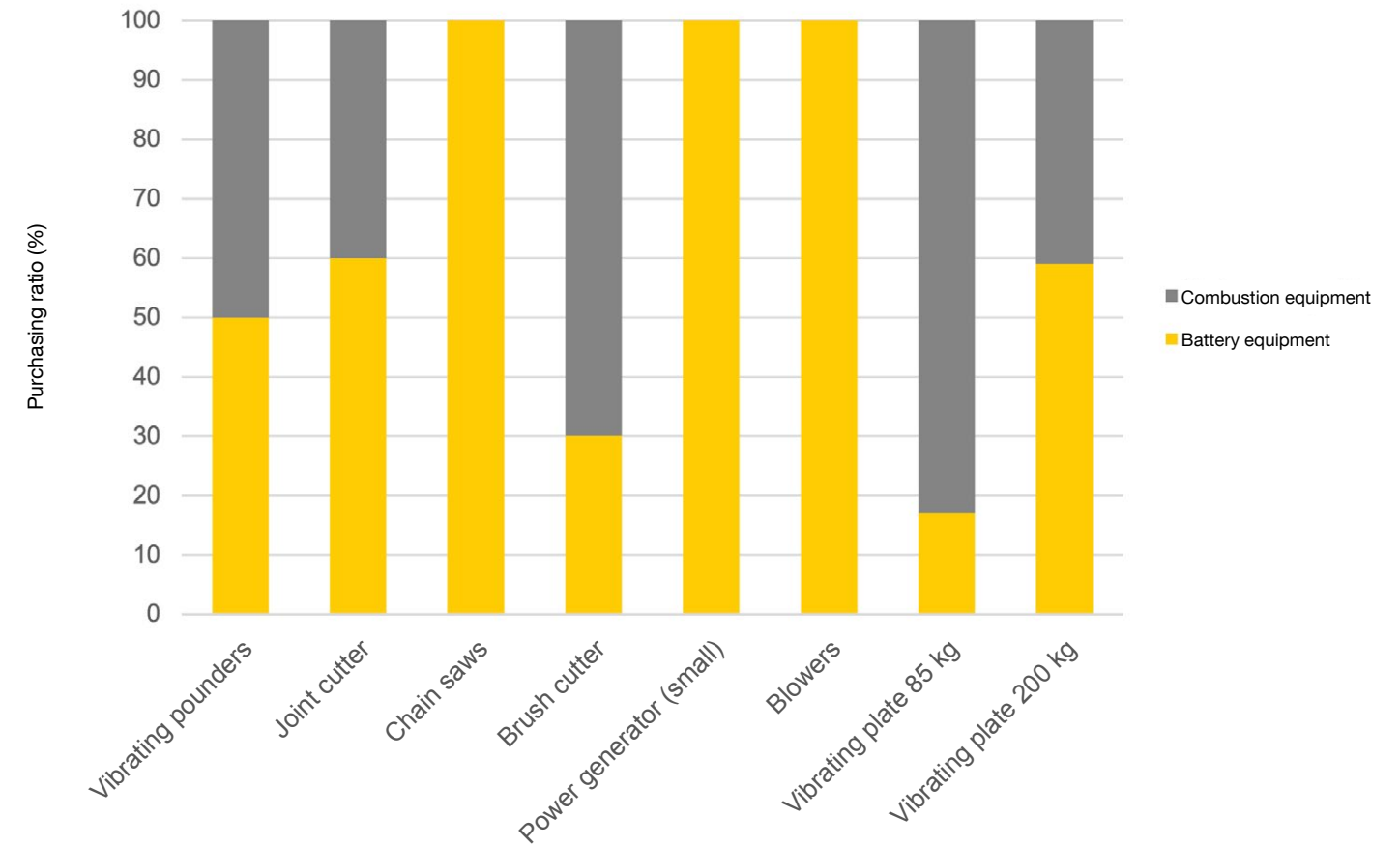
DIGITALISATION OF THE TRAIN OF CONSTRUCTION MACHINES

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. With over 13,000 construction machines and equipment integrated into the telematics portal we reached an important milestone of the digitalisation of our train of construction machines. Telematics and IoT-solutions connect our construction machines and equipment to a central platform. Next to construction machines with integrated manufacturer telematics, older and smaller equipment without integrated telematics can also be connected by means of a refitting of IoT-solutions. Thanks to the digital construction machine data, operating hours can also be recorded in addition to the position of the machine, wherever available, for example. The availability of machine positions enables more efficient logistics, a reduction of searching times and an optimised planning of workshop services. The recording of operating hours improves the planning of maintenance works required and increases the availability of the construction machines. In combination with the support thanks to digital error messages, many tasks can be carried out remotely and proactively be integrated in our planning. Digital construction machine data thus contribute to a minimisation of waiting and down times, as well as to a reduction of external service missions by manufacturers on the construction site.

ALTERNATIVE ACTUATION

Not only in road traffic electric actuation is becoming increasingly important. LEONHARD WEISS has already been using battery actuated small equipment like battery pounders, on construction sites, for example, for several years now. 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 and equipment 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. Thanks to the upgrade of charging infrastructure on our construction sites and at our storage yards, acceptance for use of this equipment is improved.

Purchasing ratio for battery actuated products



● WE SHAPE TOMORROW AND SAVE VALUABLE RESOURCES

WE KEEP AN EYE ON NATURAL HABITATS

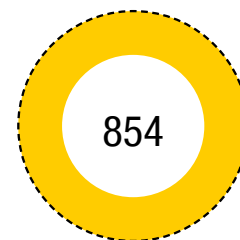
ECOSYSTEMS, BIODIVERSITY AND WATER

We are aware of the fact, that the construction process directly affects the environment and still keep an eye on flora, fauna, water, soil, air and human beings. In order to protect the environment, 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

BIODIVERSITY PROJECT „COMPANYNATURE“

Tanks to „CompanyNature“ we design our company sites in harmony with nature and contribute to biodiversity – in cooperation with NABU Baden-Württemberg. In connection with the project „CompanyNature“ LEONHARD WEISS received comprehensive consulting by NABU Baden-Württemberg for the redesign of unused company premises in 2025. The objective is to reshape the premises, so that ecologically valuable habitats for plants and animals are created. At the same time, the microclimate at the company site shall be improved, in order to face climatic challenges.

Company premises offer particularly many opportunities due to their size. At the sites in Satteldorf and Göppingen the percentage of green surfaces amounts to approx. 8 % respectively - this corresponds to a total of about 1.4 hectare. The insights gained shall especially be put to use for recultivation measures at the company sites in the future, in order to ecologically upgrade the surfaces. In addition to that, the nature-oriented design of outside facilities will certainly be defined in our operating guidelines for real estate.

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. 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)	2023	2024	2025
in m³	14,517	13,002	13,899

WE APPRECIATE OUR RAW MATERIALS

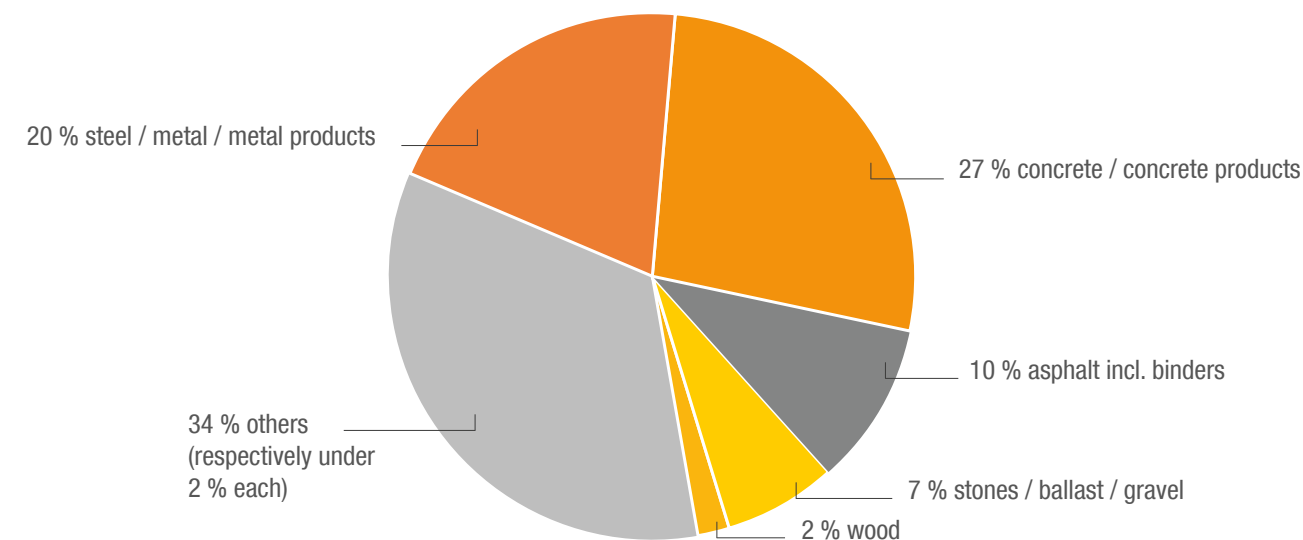
USE OF MATERIAL AND MATERIAL CYCLES

Construction requires a lot of material and resources. Many construction materials are produced using a large amount of energy. We therefore appreciate our raw materials and want to save resources when building. Therefore, sustainable construction and the recurrent use of materials are superior objectives for us. In the sense of a 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 mineral replacement construction materials 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 it 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.

PRAGSTRASSE IN STUTTGART

In Stuttgart-Bad Cannstatt the Pragstraße is being rebuilt. LEONHARD WEISS puts this showcase into practice, which directly contributes to the sustainability objectives of the regional capital. Pragstraße is being reduced from four lanes to two lanes. In addition to that, a separate pedestrian and bicycle path are being built, as well as new planted areas.

During project preparation we presented a sustainability concept for its execution. We illustrated the relevant opportunities of sustainable and resource-friendly construction, checked them, integrated them into the project as a whole and evaluated the feasibility in connection with environmental regulations.

For the civil engineering works the focus is mainly put on the avoidance of waste and the closing of material cycles. The materials which are part of the construction project shall be reused locally if possible. This considerably reduces transport distances, as less surplus material must be transported away, and less new material needs to be transported to the construction site. In addition to that, material supplies mainly consist of recycling material.

The effects of the reduced transports are immediately perceptible locally: in an area with many traffic jams like the city of Stuttgart over 4,000 transport journeys which would have been necessary for the originally planned execution of the project would have been a great strain for residents and other road users.

Thanks to the reuse of dismantled materials, material resources were saved. Instead of new materials like ballast and backfilling soil the dismantled material could be treated on site for ex. by adding auxiliary materials, so that it fulfilled the quality requirements of the construction project. Furthermore, waste was avoided. The dismantled materials didn't need to be disposed of but could be reused as mineral replacement materials according to the regulations and without any danger to soil or ground water. We were able to build in a resource-friendly and recycling-oriented manner on the construction site Pragstraße together with our customer.

CLIMATE-FRIENDLY CONSTRUCTION SITE REZAT BRIDGE

On the motorway A 6 between the interchange Feuchtwangen and Ansbach the Rezat bridge is being renovated. LEONHARD WEISS has been awarded the corresponding contracts for underground engineering and earthworks. Thanks to the thorough work preparation, the sophisticated conception and the close coordination with the customer, greenhouse gas emissions could be reduced considerably on this construction site.

The volume of dismantled material could be reduced, and the dismantled material could be treated on site for the use as mineral alternative construction material. This material was mainly used locally and partly used on another LEONHARD WEISS construction site. Thanks to the transport emissions saved in the disposal of the dismantled material, the delivery of primary construction material, as well as the emissions caused by the production of the transport material, we were able to avoid the emission of over 100 t CO₂-equivalent. The quality of the final result is not affected by this method and entirely corresponds to the requirements. In connection with quality assurance the environmental and structural suitability was closely monitored and confirmed.

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 FURTHER INTENSIFY THE RECYCLING ECONOMY

The recycling economy is a central part of our sustainability strategy. The protection of primary resources is very important for us. It's our ambition to keep unavoidable dismantling and excavation materials in the material cycle by means of retreatment and by using alternative construction materials.

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. For this reason, we stay open for alternatives and make space for research and new ideas in our company.

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 for the reuse of 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 try 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.



WASTE MANAGEMENT IN COMBINATION WITH THE CYCLE OF MATERIALS

Construction and dismantling waste are the largest flow of waste in Germany. We therefore use our dismantling and excavation volumes as material stock. By doing this, we go further than the waste hierarchy of the Closed Substance Cycle Waste Management Act. The processes are digitalised, are linked more closely, and the efficiency of the use is increased. Thanks to our internal platform of material flows we are equipped with an important tool to make required volumes and requirements on construction sites apparent. By means of interfaces material qualities and flows of volumes are digitally reported on the platform. In the future we also plan to make the treatment of material and the exact field of application of mineral alternative construction materials available on the platforms. For this purpose, we have developed a treatment strategy for LEONHARD WEISS in 2025.

It's our objective to reduce waste, by re-conducting as much excess mineral material into the cycle of materials as possible. A central lever is the purposeful treatment of our excess mineral materials. Alleged waste is thus converted into valuable secondary raw materials. This saves primary raw materials and natural resources. The treatment directly on the construction site is particularly efficient. By means of mobile plants, materials can be treated on site, and transport distances can be reduced considerably.

WASTE MANAGEMENT

During construction projects we are regularly confronted with hazardous waste. We often build in existing structures 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 2023 in t	Quantity 2024 in t	Quantity 2025 in t
17 03 01* Tarry bituminous mixtures	12,812.14	6,580.12	6,183.05
17 05 03* Contaminated soil / stones	2,178.84	948.98	6,835.12
17 01 06* Debris with foreign substances	77.39	244.54	0
17 02 04* Wooden railway sleepers	93.67	92.67	0
17 09 02* Construction and dismantling waste containing PCB	0	0	0
17 06 05* Construction materials containing asbestos	0	5.27	750.18
17 04 09* Contaminated steel girders	54.20	0	0
Total	15,216.24	7,871.58	13,768.25

* Hazardous waste

Next to the hazardous waste from construction sites, this kind of 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 2025, 74% of the hazardous waste could be reused. The recycling ratio amounted to almost 45 %. 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.

Hazardous waste disposed of from company premises	Quantity 2023 in t	Quantity 2024 in t	Quantity 2025 in t
Slurry from oil traps	79.64	74.44	62.00
Used oil (on mineral oil basis and synthetic)	52.45	53.45	62.59
Lead acid batteries	13.37	21.69	17.13
Oil-bearing operating fluids and oil filters	18.80	26.60	22.79
Total quantity of hazardous waste on the company premises	170.23	196.61	173.79
Special waste ratio ¹	19.30 %	19.50 %	17.19 %

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



HUMAN BEINGS AND SOCIAL COMMITMENT

● WE SHAPE TOMORROW WITH OUR SUCCESS FACTOR HUMAN BEING

WE ARE ON OUR WAY TO FURTHER STRENGTHEN OUR APPRECIATIVE, FUTURE-ORIENTED WORK CULTURE

Enthusiastic people constitute LEONHARD WEISS. As a family-run company we consider our employees as central success factor. Common values are the basis of our actions and rule our co-operation, our management culture and our social commitment.

Our mission statement and our identity as TOP employer in the construction sector rule our conception of reliability, respect and solidarity. A work culture making appreciation tangible is the basis for our employees, so that they can work with the joy of building, stay healthy, develop and have trust in the future at LEONHARD WEISS.

The management culture is an essential element of our LW.STRATEGY and stands on the same level as the fields of strategy sustainability, market development, as well as digitalisation and automation. The continuous change and interdivisional requirements demand a continuous development of our conception of management.

On the basis of the interaction of the two fields of strategy modern management and sustainability we have defined a social objective in 2025: we will strengthen our socio-cultural framework conditions for an appreciative and future-oriented work culture by 2028 at the latest.

In order to achieve this objective, we derive measures in the fields health and safety, future-proof employment, flexible work, equality of opportunities and transparency and make their effects measurable.

With this approach we underline our commitment to social responsibility and use our influence as a company to give positive impulses in the construction sector.

LW IMPULSE

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

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



We joyfully shape the change. LW Impulse clearly defines roles, processes and structures and generates a basis for efficient transformation thanks to openness and trust.

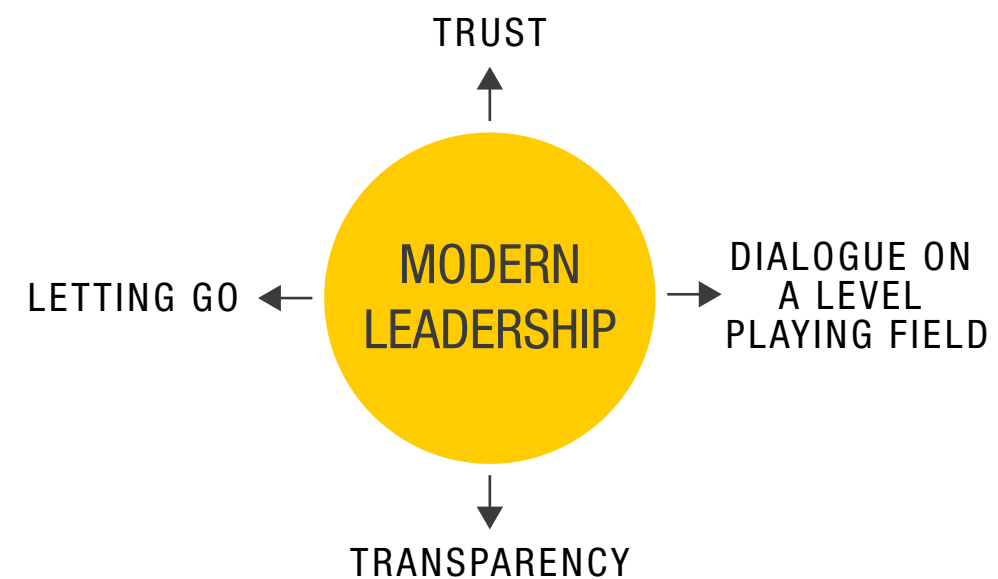
CHRISTIAN MAIER
Consultant LW Impulse

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 carefully 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.



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. Appreciation and recognition of all employees have a long-standing tradition in our family-owned company. Only people who are satisfied and motivated can perform to a maximum. Awards we won like FOCUS Top Nationaler Arbeitgeber, TOP 100 Innovator, kununu Top Company are proof of our power of innovation and the satisfaction of our employees. As top apprenticeship employer of the Chamber of Crafts Heilbronn-Franken we also purposefully invest into tomorrow's skilled workers.

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. Our remuneration system with all its components exceeds the living wage, which ensures an adequate standard of life for our employees as well as for their families with our regular working hours.

In order to also ensure this in future times and, according to our liability, to keep up Target 1 of the UN Global Compact in the field of Living Wages, we regularly check the remuneration data of our employees. Our calculation of the living wages is carried out on the basis of the Fair Wage Network. The results are used to define measures concerning local adjustments of our wages.

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

WORKING TIME ACCOUNT

In April 2025 we realised the working time account as a further attractive component. It facilitates flexible transitions to retirement, as well as sabbatical phases, which further increases the attractiveness of the company. The participation up to the present is available for all career levels, age clusters, and seniorities, which proves a broad acceptance and relevance of this opportunity in the entire company. The realisation of further possibilities of implementation and the expansion of this offer for industrial workers and subsidiaries are planned for 2026.

JOB BIKE

Furthermore, LEONHARD WEISS offers all employees a job bike since 2025. Employees can finance the leasing rate for the bike of their choice by means of a deferred compensation and thus buy a job bike on good terms. The benefit strengthens our attractiveness as employer and at the same time contributes to sustainable mobility, by promoting the use of bikes and reducing commuting travel.

ONBOARDING AND OFFBOARDING

On the basis of the employee survey „PULSE Check“, carried out in 2023, we have already developed central impulses for LEONHARD WEISS and started the project initiative „Optimisation Onboarding“. The objective is to already integrate new colleagues before their first day of work, to give structure to their expert adjustment to their new job and to sustainably secure their integration into the team and the company.

We consistently complete this approach with the perspective at the end of the employment cycle. With our offboarding feedback, a measure we started in 2025, we conduct a voluntary and standardised exit interview. Personnel management compiles and analyses the feedback, in order to understand backgrounds and identify precise fields of improvement. The insights gained from these interviews are helpful for the development of our onboarding and loyalty measures and contribute to the reduction of fluctuation.



WE RECONCILE 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 for many years and guarantees employees the best possible compatibility of work and private life. Our holiday programme 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 long-standing and sustainable design of family-oriented working conditions and is considered a quality label for a strategically oriented policy to reconcile job and family.



WE DEVELOP PEOPLE

With the concept „developing people“ we create a clear and practical approach for training and qualification at LEONHARD WEISS. The objective is a reliably high level of all groups of employees – adequate, efficient and suitable for every-day working life.



A central factor of success is the close interlacing of central positions and key persons shaping the learning landscape at LEONHARD WEISS. On the basis of this vision we have defined precise objectives, prioritised them and started the respective projects.

WE INVEST IN THE NEXT GENERATION

APPRENTICESHIP CAMPAIGN

Investing into tomorrow already today – the founder of our company; Leonhard Weiß, already had this perception when he started training apprentices in his own company. On 1st September 1972 the first apprentice in road construction started his apprenticeship in our company in the sense of today's law on professional education. We are proud to be able to offer committed apprentices an unlimited employment contract after the successful termination of their apprenticeship.

This historical basis is a mission, as well as an incentive: with the apprenticeship campaign, resulting from the concept „developing people“, LEONHARD WEISS aims at sustainably improving the apprenticeship in the fields of quality and quantity. At the same time, new ideas, innovative approaches and future-oriented structures shall be established in the apprenticeships. The target group-focussed approach of potential applicants is a central element. A stronger presence in educational institutions and at recruiting events are part of this strategy, as well as the systematic development of our visibility on suitable digital channels.

Apprentices are given uniform digital equipment. This facilitates the digital realisation of training certificates, scheduling and task management and the organisation of trainings and thus contributes to a modern apprenticeship. In addition to that, industrial apprentices receive financial support for the acquisition of their driving license.

A further focus is put on the development of our company-internal apprenticeship training plans. They define and update, which practical and theoretical contents are taught during the individual years of apprenticeship.

Simultaneously we are professionalising our formation and training organisation, in order to unify processes, steer resources more precisely and transparently assure quality. The role concept clearly defines responsibilities and qualification requirements of godparents, trainers, as well as apprenticeship officers. Next to professional qualifications, personal skills are defined and capacities ensured.

With the apprenticeship campaign LEONHARD WEISS creates a modern, well-structured and attractive apprenticeship environment. Thanks to well-focussed measures, the apprenticeship is strategically developed and strengthened. The objective is to successfully qualify young talents and win them over to the company in the long-term.



YOUNG PROFESSIONALS AND COOPERATIONS WITH UNIVERSITIES

We also want to offer the close connection between theoretical learning and practical work to our 66 dual curriculum students or cooperative 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, 165 interns and student trainees seized the opportunity of gaining insights into practical work at LEONHARD WEISS in 2025. Thanks to our progressive recruitment policy for young people, we win over talented graduates for LEONHARD WEISS any time 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. In addition to our cooperation agreements, we are present at many university fairs and academic events every year, support scholarships in connection with the German scholarship and offer excursions, as well as professional lectures.

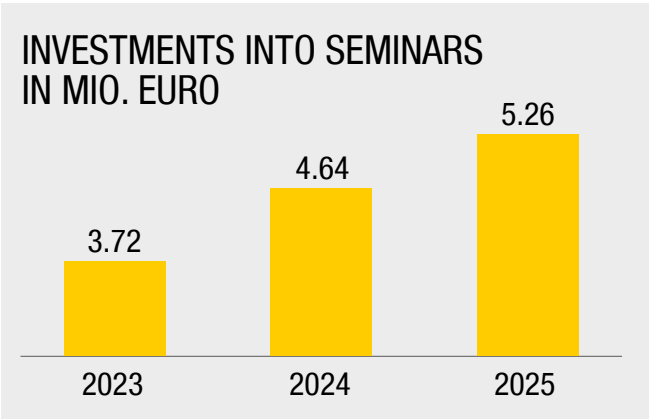
APPRENTICES AND DUAL CURRICULUM STUDENTS LEONHARD WEISS GMBH & CO. KG

	2023	2024	2025
 TOTAL	342	337	409

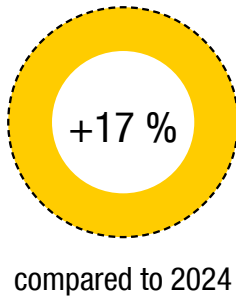


E EDUCATE OURSELVES

People who want to build tomorrow may not stand still. According to our perception of life-long learning, we empower our employees to develop individually and learn new skills. With our LEONHARD WEISS Academy we offer a varied company-internal programme 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.



TRAINING MEASURES 	
	2025
Internal trainings	1,508
External trainings	686
Digital learning (internal)	180
Digital learning (external)	208
Language courses	80
Coaching / diagnostics	360
Further qualification	132



DIGITAL LEARNING

It's our objective to make use of internal know-how, bundle knowledge and promote the transfer of knowledge independently of time and location. Our team „Digital Learning“ therefore develops internal E-learning in cooperation with the specialist departments at LEONHARD WEISS. The team examines didactic questions – from learning objectives and the choice of methods, over interactivity and media design, up until the measuring of efficiency – and gives advice to the specialist departments for the realisation.

Increasing numbers of participants and especially the realisation ratios for industrial employees during the winter season 2024/2025 show, that digital learning formats are being increasingly used. Between 73 % and 84 % of the target group have successfully terminated the respective digital instructions.

In order to appreciate the diversity of languages at LEONHARD WEISS and enable a better understanding of our formats for all our employees, we have translated four digital instructions for the industrial target group into five languages in 2025.



TRAINING CENTRE – MOTOR FOR EXPERTISE AND INTEGRATION

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. 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. Our training centre has become a central anchor point for internal training and further education during the past year.



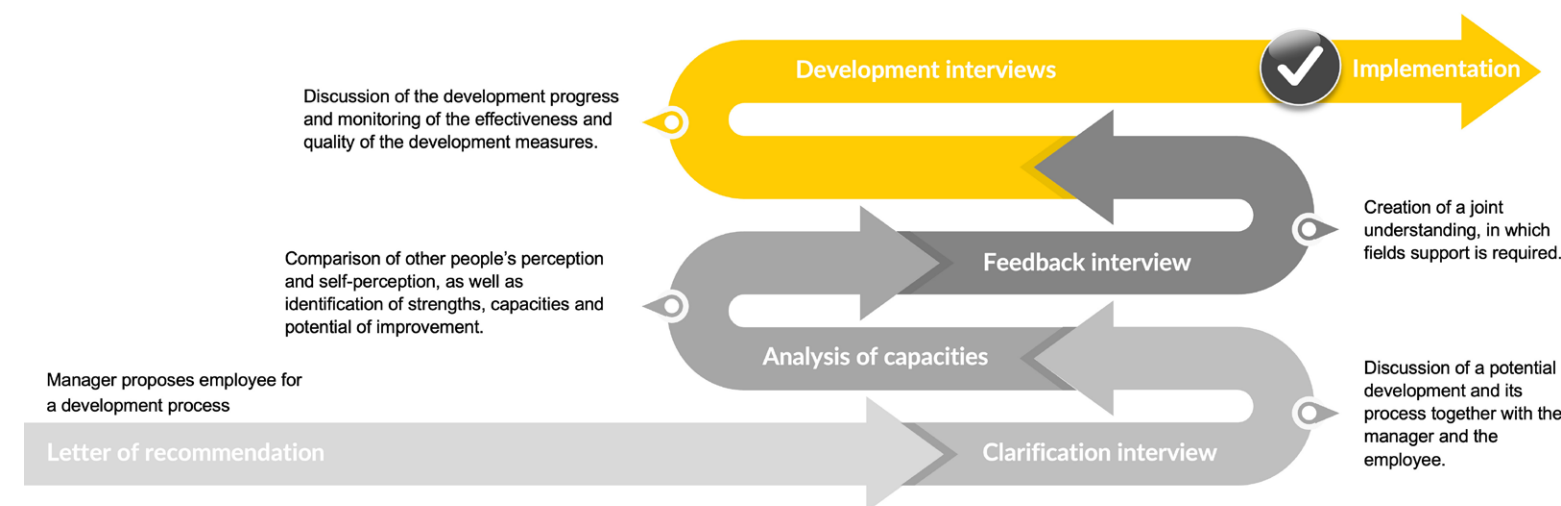
From school to the track: our newly designed on-boarding programme for apprentices is a particular milestone. This onboarding, which takes several weeks, is completely carried out at the training centre. Basics, safety and team building are interconnected at the workshops, on training tracks and in digital learning environments – before the first mission on the construction site starts.

Specialist expertise: the new seven-day intensive training for machine operators was developed at the training centre, tested and added to the standard programme since 2025. Theory, simulation training and practical stations are combined on site and purposefully prepare our participants for external qualification certificates.

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 2025 we carried out 287 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.



● WE SHAPE TOMORROW

VARIETY IS OUR STRENGTH

WE ARE COLOURFUL

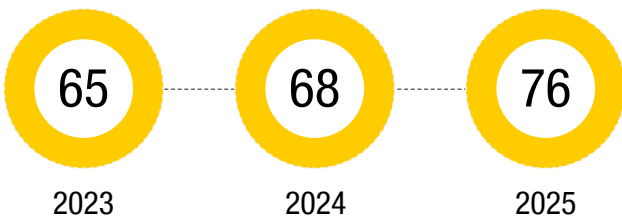
EVERYONE UNIQUE. TOGETHER MANIFOLD. SUCCESSFUL AS A WHOLE.

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.

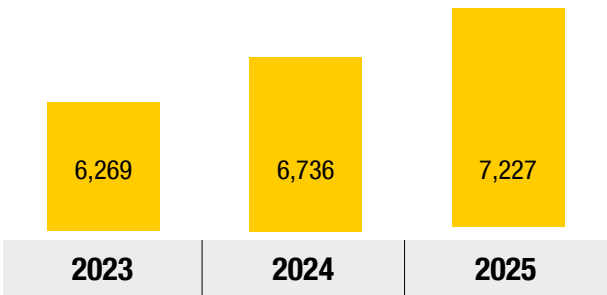
DISTRIBUTION ACCORDING TO CONTINENTS AND COUNTRIES



NATIONALITIES AT LEONHARD WEISS



NUMBER OF EMPLOYEES LEONHARD WEISS GMBH & CO. KG

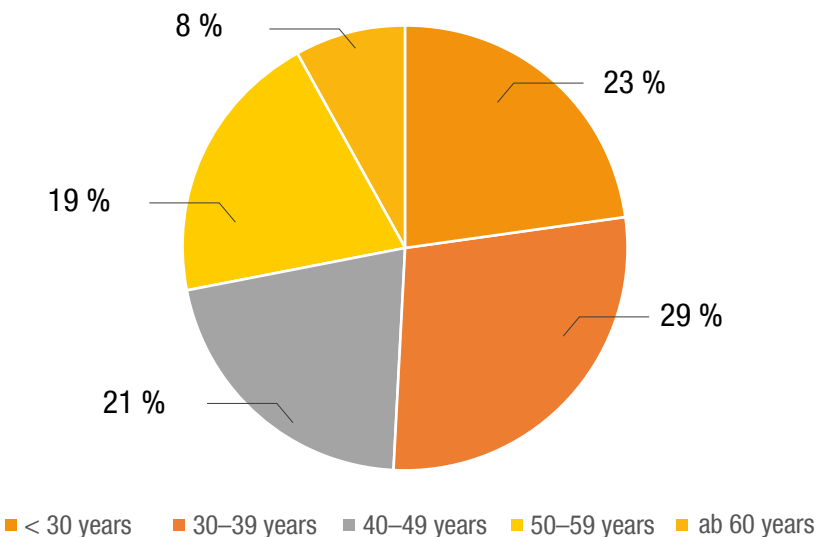


OCCUPATIONAL GROUPS



	2023	2024	2025
INDUSTRIAL	3,802	3,981	4,204
COMMERCIAL/TECHNICAL	2,467	2,755	3,023

AGE STRUCTURE



5.7 %

TRAINING RATIO

EMPLOYEES ON PARENTAL LEAVE

Female	79
Male	14

AVERAGE AGE

Male	38.3
Female	41.0

FLUCTUATION RATIO

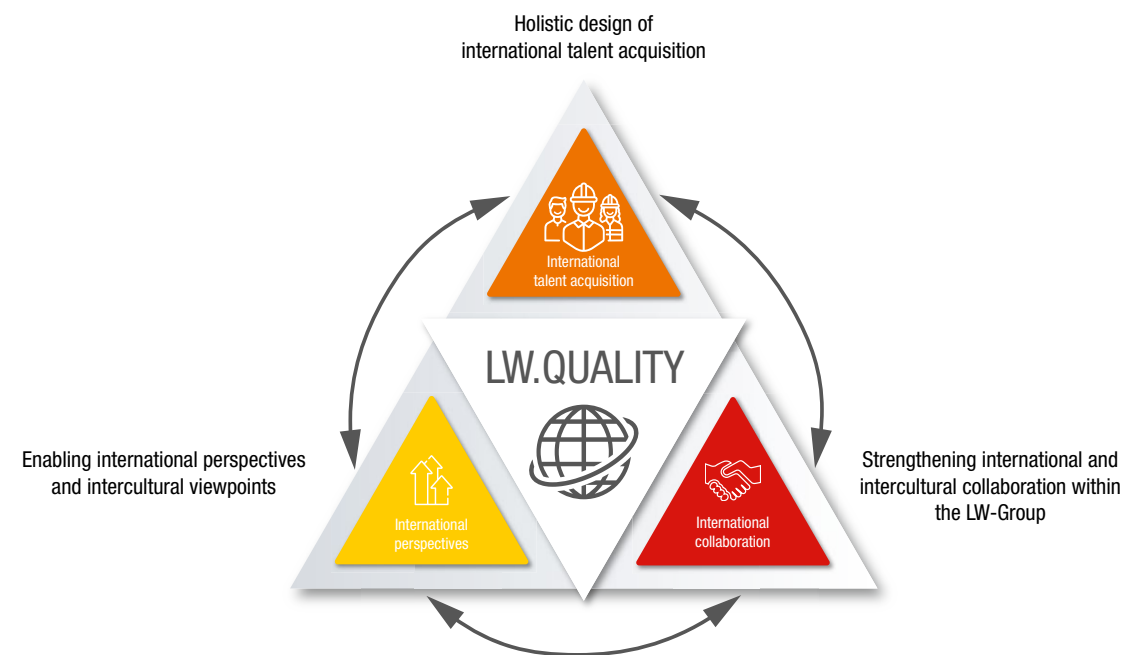
2023	2024	2025
9.0 %	9.0 %	8.6 %

EMPLOYED ACCORDING TO WORKING TIME MODELS

Full time work	93.9 %
Part time work	6.1 %

INTERNATIONAL PERSONNEL MANAGEMENT – SHAPING VARIETY, ENSURING THE FUTURE

LEONHARD WEISS has been bringing people together for over 125 years – on construction sites, in projects and across borders. In order to ensure our power of innovation, counter the skilled labour shortage and stay competitive in the long term, we purposefully develop our international personnel management.



Our strategic approach is divided into three important fields of activity:

Facilitating international perspectives

We promote language fluency, intercultural learning and the exchange across borders. We thus create access, understanding and individual development opportunities.

Strengthening intercultural cooperation

In a diversified work force, team spirit can emerge, where understanding and trust grow. We sensitise in the entire company, build up knowledge and create transparent processes, so that people can work together safely, respectfully and efficiently.

International recruitment

We develop holistic concepts for international recruitment and support of employees. Fair selection procedures, transparent processes, as well as social integration are the points of focus which lead to integration and orientation.

We consider cultural variety an enrichment and at the same time a decisive advantage for the sustainability of LEONHARD WEISS. It strengthens our power of innovation, our attractiveness as employer and secures our competitiveness on a dynamic market.



● 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 450 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 2025 over 5,000 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: accident numbers have been declining for several years now. In 2025 the accident frequency amounted to 23; we seize the opportunity of the slight increase of the thousand-man ratio from 34 to 36 to precisely adjust our points of focus. Our analysis detects clear points of depart: a high percentage of accidents caused by tripping, slipping, falling, frequent causes like walking, driving, as well as boarding and deboarding and an accident peak in summer were the main causes of these accidents. We will focus our actions on these causes. Next year we will start a company-wide campaign for the reduction of accidents caused by tripping, slipping, falling. To support this measure, we rely on practical instructions directly at the workplace, the monthly edition „Learning from Accidents“ and well-focussed measures for safe actions. We thus stabilise the positive long-term development and continue it step by step.

RESPONSIBLE PERSONS FOR HEALTH AND SAFETY AT WORK

	2025
 PERSONS RESPONSIBLE FOR HEALTH AND SAFETY	407
SAFETY OFFICERS	41

WORK ACCIDENTS

	2023	2024	2025
 ACCIDENT RATE BASED ON 1 MILLION WORKED HOURS (UH)	26	22	23
 ACCIDENT RATIO ON THE BASIS OF TMQ	38	34	36
 LTIF	33	26	28
 HOURS WORKED	10,624,586	11,560,637	12,491,237
 LOST TIME	6,228	6,238	7,184

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

WE STRENGTHEN AWARENESS AND PROMOTE ATTENTIVENESS

In 2025 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. In road and network construction we established the qualification of Safety Culture Managers since 2020. Safety is thus firmly anchored as attitude – thanks to role models, efficient communication and consistent actions on construction sites, in workshops and offices. Workshops along the Bradley-curve were used, in order to sharpen the role of our managers as models of cultural values. Road and network construction acted as game changer: the „Safety Moment“ – a short, well-structured safety remark at the beginning of meetings – was steadily implemented there and subsequently extended to other divisions. The format thus became a natural part of our every-day work step by step – exactly the basis desired for a visibly active safety culture.

Further measures in summary:

- » Preparation of the implementation of a company-wide HSE-software: in 2025 the implementation was prepared, in order to steer safety, health and environmental protection in a more integrated manner. For this purpose, the division track infrastructure construction conducted a pilot project with industrial employees on a multi-language, digital platform for short instruction videos. Objective: to collect reliable practical experience and user feedback and use them for the choice and design of the HSE-software the subsequent year.
- » HSEQ-calendar (first version 2026): in 2025 we developed a company-wide calendar, giving picture-based instruction impulses every month starting in 2026 – from quality over energy and environment, up to safety at work and compliance. The exclusively visual presentation reduces language barriers and facilitates access for industrial employees. Every month links a well-focussed central topic with clear examples from every-day work and concrete clues how to react. Correct and safe actions are thus directly promoted and sensitisation, learning on the job and sustainability are integrated into every-day work.
- » Learning from accidents – efficient prevention at the workplace: in 2025 we developed a company-wide format systematically reviewing real accidents and close accidents and directly transferring these findings into every-day instructions. Monthly short impulses in the form of pictures and short learning sequences at the workplace link the respective cause – like for ex. tripping, slipping, falling, driving and mounting or organisational gaps – to concrete behaviour and organisational measures, which can be put into practice immediately. The objective is to make experiential knowledge available rapidly, break up recurrent patterns and measurably increase the efficiency of prevention. Learning from incidents thus develops into lived routine, instead of staying an individual case.

Safety can grow 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, diseases and accidents can't always be avoided. By means of our rehabilitation management we appreciatively assist employees after a prolonged absence to find back to their every-day work in a structured way. Employees are entitled to this rehabilitation management in case of over six weeks of inability to work within twelve months. The objective is to stabilise the ability to work, prevent relapses and secure the job. Participation is voluntary, the process confidential and all steps are taken in mutual agreement. Together we find suitable solutions for a sustainable return.

EMPLOYEE ASSISTANCE PROGRAMME

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 -quickly, straightforwardly and outcome-oriented, for professional, as well as for private issues.



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. In case of language barriers, a translator can be present. The assistants can give practical advice, open new perspectives and support in difficult phases - from conflicts at work over family topics, up to personal crises. Thanks to the strict obligation of secrecy, LEONHARD WEISS as employer stays uninformed. The identity of the person seeking advice is not made known.

The use of this offer has increased considerably since its implementation. In order to further facilitate access and make the offer known, we have once more actively advertised our employee assistance programme in 2025 – by means of the presence of consultants at the works meeting and in connection with health events at various company sites. Together we make sure that assistance is available where it's needed – quickly, discretely and competently.



INTERNAL HEALTH PROMOTION

Our Internal health promotion exceeds legal requirements and offers our employees a holistic, easily accessible range of topics for movement, nutrition and mental health. Next to numerous courses on site, we integrate a 15-minute training session into our working day twice a week called „active time out“ and thus promote sustainable routines. Company-internal sports groups strengthen solidarity. During various sports events this team spirit becomes obvious throughout our company sites.

Furthermore, our company fitness offers access to a nation-wide network of fitness studios, swimming pools, yoga and climbing institutions, as well as numerous digital offers - from livestream courses to meditation and nutrition apps. In 2025 we have completed this offer by one more provider to further optimise our cooperation with health partners all over Germany.

Our employees take advantage of custom-made health benefits, increasing performance, motivation and well-being in the long term and making our forward-looking, sustainable personnel strategy noticeable.



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“ we are equipped with a transparent set of rules to counter substance misuse. The agreement defines a clear framework for offering threatened persons and addicted persons assistance in time.

In order to make the programmes easily accessible, we trained and assigned company internal responsible persons for addictions. 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 sensitises this target group for warning signals, legal bases and suitable interventions.

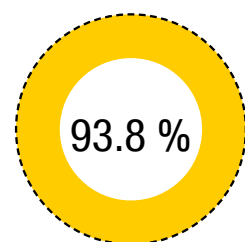
Our objective is to detect early on, act respectfully and give efficient assistance. We thus create a culture of attention and reliability, in which support is a matter of course.



● 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 programmes create a health supporting work environment. We are especially pleased by the fact, that the participation in our company fitness offer is increasing steadily. The increasing use of our offer of assistance for employees – in connection with our Employee Assistance Programme – demonstrates how important professional assistance is in challenging life situations. With all these initiatives we make a considerable contribution to the well-being of our employees in the long term.



HEALTH RATIO



COURSES ON OFFER



2023



2024



2025



PARTICIPANTS
ACTIVE TIME OUT Ø

2023	2024	2025
53	40	40



SPORTS EVENTS

2023	2024	2025
7	10	15

EMPLOYMENT
MEDICAL EXAMINATION



4,589

2023

7,253

2024

5,355

2025

TERMINATION INTERNAL
REHABILITATION MANAGEMENT



126

2023

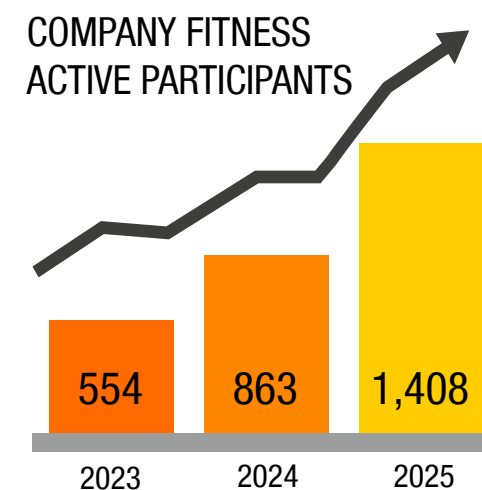
114

2024

144

2025

COMPANY FITNESS
ACTIVE PARTICIPANTS



NUMBER OF EMPLOYEE CONSULTATIONS



449

2023

524

2024

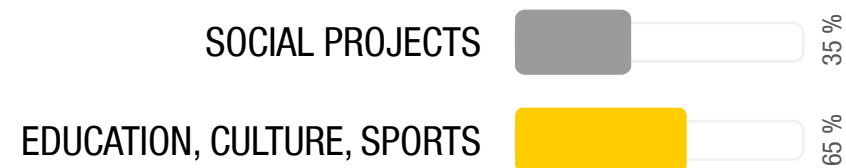
649

2025

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 our 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 1.03 Mio. Euros is put on the regional level.



EXAMPLES OF SUPPORT FOR EDUCATION, CULTURAL AND SPORTIVE COMMITMENT

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



SOCIAL COMMITMENT

LEONHARD WEISS has always been committed to a broad range of different social fields. It's our aspiration, to assume social responsibility and particularly support children, youths, as well as people in need of assistance. Over the past years we supported numerous social institutions, associations and initiatives – partly by giving financial support, contributions in kind or joint actions.

A special focus is put on projects for children and youths who are ill or in need of assistance. Next to nation-wide institutions like Herzenssache e.V. or Bärenherz Stiftung we specifically support local organisations, like for ex. day-care centres, school camps, hospitals or medical services. In addition to that, we support various social and charitable institutions in the regions, where our employees live and work by means of our campaign „24 Christmas miracles“ and further initiatives. With our diversified commitments we would like to promote social solidarity and create sustainable perspectives for disadvantaged persons.



PROCEEDS FROM RAFFLE ARE DONATED TO SOCIAL ASSOCIATIONS

For our traditional raffle at Christmas the donations of LEONHARD WEISS employees amounted to € 7,181. As in the previous years, company management generously increased this amount, and we could thus donate a total of € 14,500 to Kinderschutzbund Ortsverband Crailsheim e.V. and Lebenshilfe Crailsheim e.V.



The proceeds from the raffle at the two company sites are donated alternately to social institutions in the regions around Göppingen and Satteldorf. Representatives of our company management and staff handed the donation cheques over to both organisations, who were very grateful for the support. „Our Christmas raffle is a nice example of what we can achieve together“, Alexander Weiss, Managing Partner, confirms. Christian Ott, vice chairman of company management adds: „Every contribution, by donating a present, buying a raffle ticket or organising the celebration, helps us to take responsibility as a company and strengthen the region we live in.“ The donation supports important local projects, assisting children, youths and people in need of assistance. LEONHARD WEISS' social commitment was thus steadily continued throughout this year.

SUMMER FESTIVAL

In July we celebrated the anniversary „125 years LEONHARD WEISS“ with a big summer celebration at the company site Satteldorf. About 7,200 employees and their families gathered to experience this special milestone together. The festival offered various activities for adults and children: from creative actions and interesting games for children up until culinary offers and comfortable meeting points.

The festival premises were especially expanded and offered enough space for numerous attractions like a beer garden, a marquee and, for the first time, a wine garden creating a special atmosphere. The children's area with someone reading to the children from our own book „Leo builds a castle“ and the Ferris wheel offering an impressive view of the premises and the region, were particular highlights.

At the end there was a spectacular show with water, laser and 200 drones, impressively illustrating our history but also the motto #JOY OF THE FUTURE. The summer festival was not only a highlight of this anniversary year. It was also an opportunity to thank our employees and their families, who contribute to the success of LEONHARD WEISS every day. In addition to that, an expression of our sense of solidarity and our joy of being together – values forming the foundation of our sustainable company culture.



● 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.



CLIMATE AND ENVIRONMENT



OBJECTIVES AND MEASURES	STATUS	REALISATION
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	100 %	2022-2025
Implementation of the plan by stages 1, 2 and 3 for achieving climate-neutrality		
We operate a CO ₂ -neutral vehicle fleet	10 %	2021-2037
We operate a 90 % CO ₂ -free train of machines	5 %	2021-2040
We operate a CO ₂ -free buildings	25 %	2021-2035
We operate a CO ₂ -free construction site equipment	15 %	2021-2037
Implementation of the enhanced scope 3-concept incl. measures for the different categories	5 %	2025-2030
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	50 %	2022-2025
Upgrade of digital disposal processes by comprehensive expansion to further business divisions	80 %	2024-2025
Implementation of a uniform digital data structure for waste data	80 %	2024-2026
Development of a central monitoring system for all waste flows and recycling ratios	75 %	2024-2026
Development of a CO ₂ -calculation model for waste	35 %	2025-2026
Implementation of an organisation, which actively advises and supports the divisions and business units during realisation		
Stronger focus on social sustainability: development of a new social objective	100 %	2025
Implementation of a wholistic environmental and energy management system		
Implementation of ISO 50001 throughout the entire company and successful certification	25 %	2025-2028
Expansion of the use of photovoltaic on construction sites and company remises	50 %	2025-2028

PARTNERSHIP AND CONSTRUCTION



OBJECTIVES AND MEASURES	STATUS	REALISATION
Reduction of risk within our supply chain by means of systematic evaluation of our suppliers and partners by 2026 at the latest		
Implementation of the measures for our future supplier and supply chain management (incl. implementation of sustainability aspects in our purchasing process)	50 %	2024-2026
Execution of CSR audits with relevant subcontractors and top suppliers	25 %	continuously
Increase of our quality by means of continuous process optimisation		
Further development of sustainability key figures and reporting	50 %	2023-2028
Development of a company-wide E-learning concerning quality management at LEONHARD WEISS	100 %	2024-2025
Roll-out of the systematic empowerment concept for employees for the use of AI	100 %	2025
Implementation of a new sustainability tool in the construction project software for future use during the processing of tenders	25 %	2025-2026
Further development of our governance system		
Training of employees in purchasing concerning sustainability processes in the field of purchasing	98 %	continuously
Analysis of risks within the supply chain	75 %	continuously
Company-wide certification of the Compliance Management System according to ISO 37301	100 %	2025
Sensitisation of employees in the field of compliance by means of E-learning	75 %	continuously
Steady optimisation of the EcoVadis rating to secure our position in sustainable competition	75 %	continuously

HUMAN BEINGS AND SOCIAL COMMITMENT



OBJECTIVES AND MEASURES	STATUS	REALISATION
Strengthening the safety culture throughout the company		
Strengthening of employment medical care in the company by completing external service structures	50 %	2025-2026
Roll-out of digital safety instruction by means of multi-language E-learning for industrial employees	100 %	2025-2026
Implementation of a company-wide prevention campaign against accidents caused by trip-ping, slipping, and falling	50 %	2025-2026
Digitalisation of the HSE-management system	25 %	2024-2027
Creation of a HSEQ-yearly calendar for the instruction and sensitisation on construction sites – with a focus on health, safety, environment, energy, and quality	100 %	2025
Organisation of a central safety day to train all safety officers and improve their networking	100 %	2025
Development of an E-learning concerning the role, responsibility and liability of managers in health and safety at work for managers	0 %	2025-2026
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	50 %	2026
Development of a digital safety instruction for external persons for the main company sites	50 %	2025-2026
Reduction of accident frequency (UH) to < 33	100 %	continuously
At least one documented inspection per division / year by highest level management	25 %	continuously
Conception and implementation of company-wide sensitisation events to strengthen healthy and safety of our employees	25 %	2025-2026
Execution of a company-wide campaign „Year of attentiveness“	0 %	2026
By 2028 at the latest we will strengthen our socio-cultural framework conditions for an appreciative and future-oriented work culture		
Increase of employee satisfaction to a Great Place to Work Trust Index > 80 %	75 %	2028
Evaluation and further development of the concept „Developing people“ and its partial projects, as well as initiation of new measures where this is required	40 %	2026
Preservation of an offer of at least five measures of company-internal health management per year accessible for all employees	100 %	continuously
Evaluation and requirement-oriented development of our company-internal health management by adding at least two health measures per year	100 %	continuously
Continuous financial support of regional associations to strengthen social commitment and local communities	100 %	continuously
Increase of the quality of apprenticeship and doubling of apprenticeship ratio to 10 % by implementing the measures of our apprenticeship campaign	50 %	2025-2030
Implementation of measures for the promotion of variety and diversity in our company by means of at least one new initiative per year	25 %	2024-2030

IMPRINT

The present sustainability report of LEONHARD WEISS GmbH & Co. KG refers to the year 2025. All information was recorded between 1st January and 31st December 2025. 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 Q2/2027.

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.-31.12.2025.
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	Nomination and selection 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; 14-15	
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	

NUMBER AND TITLE		PAGE	COMMENT
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
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	39	
302-1	Energy consumption within the organization	40-41	
302-3	Energy intensity	41	
302-4	Reduction of energy consumption	41	In 2025, the energy intensity ratio was around 110 MWh / € million construction output. The slight increase of around 1% compared with the previous year is primarily due to the fact that additional energy sources were included in the calculation for the first time. Other influencing factors include methodological adjustments, an improved data basis, updated emission factors, and structural effects in project execution.
GRI 303: Water and effluents			
3-03	Management of material topics	39; 53	
303-2	Management of water discharge-related impacts		Management of water discharge-related impacts
GRI 304: Biodiversity			
3-03	Management of material topics	52-53	
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;42-45	
305-1	Direct (Scope 1) GHG emissions	42-43	66,713 tonnes of CO ₂
305-2	Energy indirect (Scope 2) GHG emissions	42-43	2,768 tonnes of CO ₂
305-3	Other indirect (Scope 3) GHG emissions	44-45	

NUMBER AND TITLE		PAGE	COMMENT
305-5	Reduction of GHG emissions	42-45	
GRI 306: Waste			
3-03	Management of material topics	57-59	
306-3	Waste generated	58-59	Company premises: 173,79 tonnes of hazardous waste Construction site: 13.768,35 tonnes of hazardous waste
306-4	Waste diverted from disposal	59	
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	61-63	
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	61	
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	81	
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	78-81	
403-8	Workers covered by an occupational health and safety management system	17; 78	
403-9	Work-related injuries	79	
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	61	
404-1	Average hours of training per year per employee		Average number of hours of training per year and employee is 18.18 hours/year per employee. Assumption 32.840 seminar participations x 4 h on average / 7,227 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

NUMBER AND TITLE		PAGE	COMMENT
GRI 405: Diversity and equal opportunity			
3-03	Management of material topics	74; 76	
405-1	Diversity of governance bodies and employees	74-76	
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
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 of material topics	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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