

ESG REPORT

SASSE GROUP | 2024



SHAPING ESG. SECURING THE FUTURE.

Dear Reader,

let's call it "renewable energy." Let's call it a "sustainable resource." From both perspectives, the ESG strategy of Sasse Group plays a key role in ensuring that, through fresh ideas and consistent implementation, we continue to create lasting value for our company. In this report, you'll find numerous examples of how we successfully develop and apply Environmental, Social, and Governance principles – to our benefit and equally to the benefit of our clients.

From the very beginning, our aim was not to view the associated tasks as a mere obligation. Rather, we recognised them as an opportunity to enhance our strengths and unlock new potential. Every success we achieve in these areas helps increase our resilience – a priceless asset in an ever-changing market environment.

Across its full spectrum, ESG reflects our understanding of integrated facilities management and of sustainable action at every level of our organisation. It not only gives rise to new business ideas and client offerings. Just as we see value creation and preservation in the properties we manage with care, we also recognise fundamental opportunities for long-term value in our ESG efforts. In a sustainability-driven economy, ESG provides the foundation for enduring competitiveness.

We invite you to engage with our experiences and examples, and to further develop them together with us in dialogue.

Yours sincerely,

Dr Laura Sasse

Member of the Board Finance | Digital | ESG

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ABOUT THIS REPORT

“AS A FAMILY-OWNED BUSINESS, IT IS IN OUR DNA TO THINK NOT ONLY IN QUARTERS, BUT IN GENERATIONS.”

Since 2019, the Sasse Group has published its ESG report annually. With the current edition, you are now reading the sixth issue, which summarises the key developments and measures for the financial year from 1 January 2024 to 31 December 2024.

In addition, we have submitted our **fourth declaration in line with the German Sustainability Code (DNK)**. This declaration provides detailed insights into our sustainability performance based on the 20 DNK criteria and GRI Standards. The ESG report you are reading is a condensed version of this declaration. Once again, we have been comprehensively supported by the Institute for Applied Sustainability (inas) in Ingolstadt.

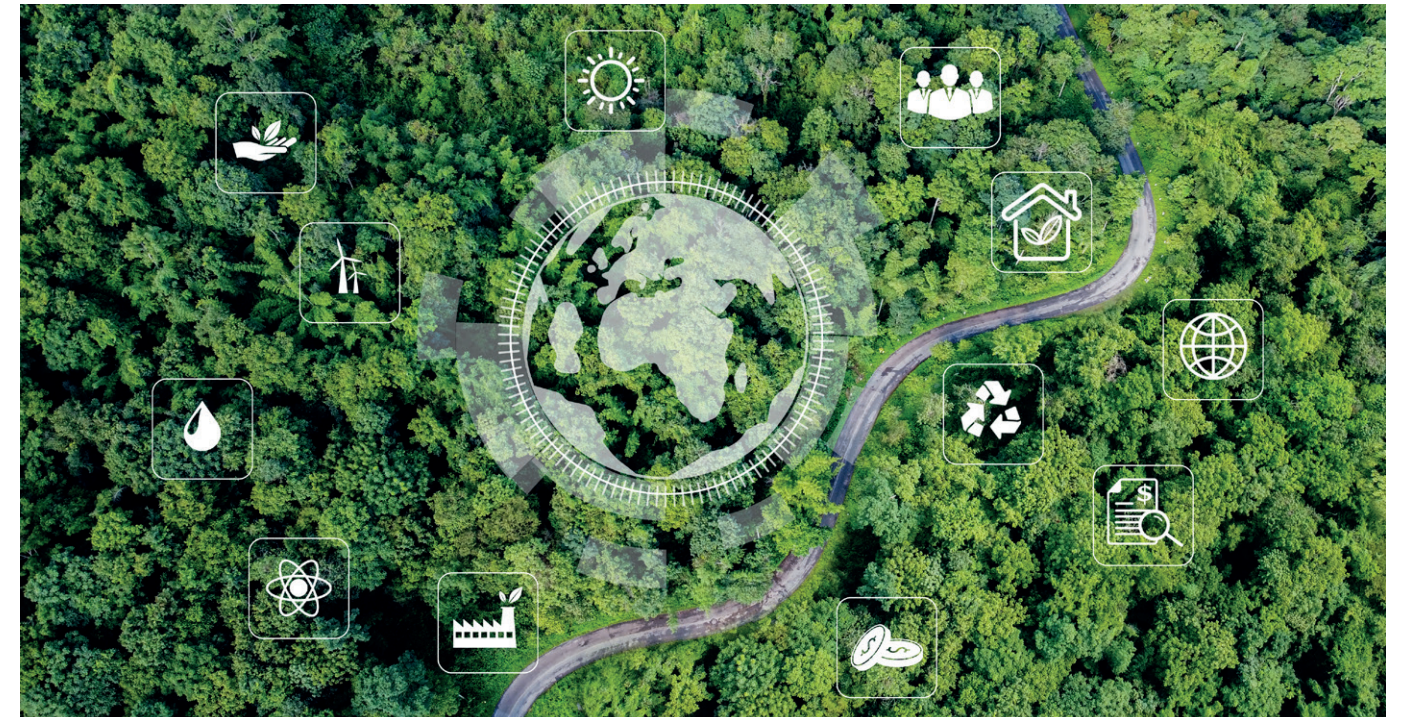
Sasse Group has extensively revised and further developed its **ESG strategy** (Environmental, Social, Governance) for 2024 in response to ongoing challenges and developments in the field of sustainability.

Presenting this new strategy is one of the key focal points of this report. In addition, we have deepened our understanding of our Corporate Carbon Footprint and worked on the underlying processes – both to prepare for upcoming reporting requirements and to establish a solid foundation for our climate strategy.

Constructive feedback is, for us, a form of “renewable energy”. As with the previous report, we would like to invite you once again to share your feedback with us:

- Where can Sasse Group improve?
- What information do you feel is missing?
- Which ideas deserve greater attention?

We are always eager to keep learning – and your input at esg@sasse.de is truly valuable to us.



Our declaration in accordance with the German Sustainability Code (DNK) – which also fulfils the requirements of the CSR Directive Implementation Act – is available both in the DNK database and as a PDF download on our website.



TO THE DNK DATABASE



TO THE DNK DECLARATION AS PDF



Deutscher
NACHHALTIGKEITS
Kodex
Berichtsjahr 2024



Erstellt nach
CSR-Richtlinie-
Umsetzungsgesetz

A MESSAGE FROM BENNY WUNDERLICH

There has never been a more critical time for purpose-driven innovation to shape the long-term success of businesses. Our latest ESG report provides an update on our progress toward achieving our ESG goals as we collaborate with stakeholders to address some of the most pressing challenges facing our industry—and the world. At Sasse, we are building a transformative sustainability platform that integrates environmental, social, and corporate governance (ESG) principles into our business. This approach not only strengthens our operations today but also creates opportunities for future generations. Our commitment to sustainability is evident in our formalised environmental initiatives and meaningful partnerships that support the communities where we live and work.

To drive meaningful change, we are taking systematic steps to enhance how we measure and monitor our ESG impact. Sustainability and responsible growth are core to our strategy, shaping every aspect of our business—from redesigning services to reduce environmental impact to supporting local communities through strategic partnerships and employee engagement. Over the past year, we have worked diligently to identify areas for improvement, aligning more closely with our customers and stakeholders to advance shared goals.

I am honoured to lead an organization that prioritizes integrity and innovates with intention. Since commencing operations in the UK back in 2006, we have remained steadfast in our commitment to excellence, providing a portfolio of services that enhance people’s daily lives. As we navigate evolving challenges, our agility and resilience position us to lead the sustainable transformation of the industries we serve. With years of innovation behind us, we understand that adaptation is essential to progress, and we are committed to delivering connected experiences that endure for generations to come.

Over the past decade, we have gained valuable insights and remain committed to continuous learning and improvement. Our focus is on shaping a future that is both more sustainable and more impactful. Looking ahead, we will continue strengthening our ESG agenda with clear strategic commitments and a results-driven approach—advancing sustainability while creating lasting value for our stakeholders.

Sincerely,



Benny Wunderlich
Managing Director Sasse Group UK



ABOUT US

SASSE GROUP IS A FAMILY-OWNED, INTERNATIONALLY OPERATING COMPANY NOW LED BY THE SECOND GENERATION.

As a provider of integrated facilities services, we have been a competent partner for the real estate industry, industrial and leisure companies, trade, aviation and transport for over 45 years.

Currently, 9,600 employees work for Sasse Group and its subsidiaries.

PERSONAL, HONEST AND DIRECT - SASSE IMAGE MOVIE



[To Image Movie](#)



Family Business
100%



Expertise since
1976



Present in
6 Countries



Customer retention
60% >10 a.

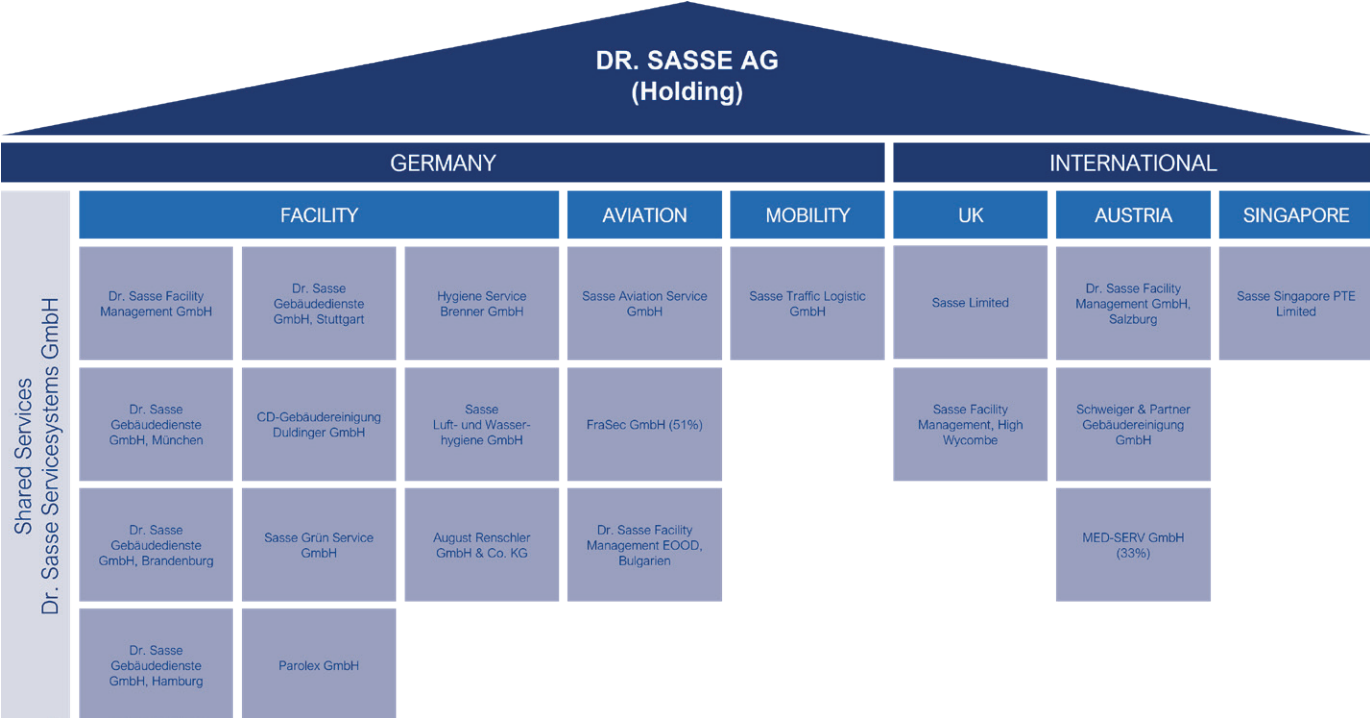


Customers worldwide
~1.500

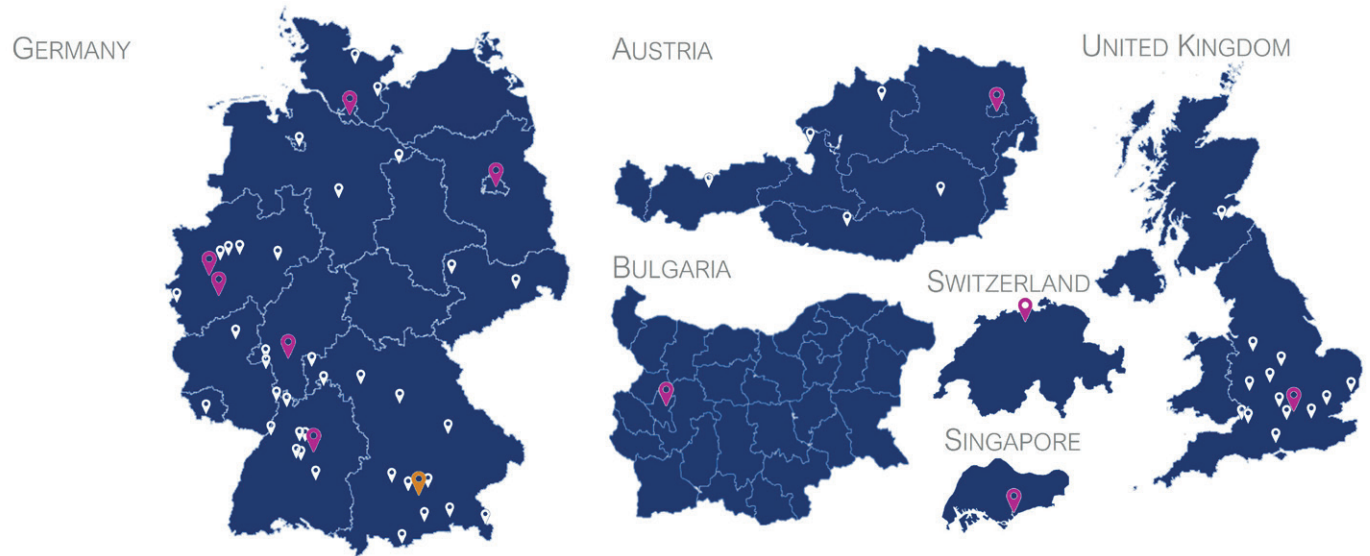


Employees
~9.600

CORPORATE STRUCTURE



LOCATIONS



- Headquarter Munich
- BRANCH OFFICES GERMANY: Berlin | Düsseldorf | Frankfurt | Hamburg | Cologne | Munich | Stuttgart
- SERVICE CENTRE GERMANY
- BRANCH OFFICES WORLDWIDE: High Wycombe | Singapore | Sofia | Vienna | ;
- SERVICE CENTRE AUSTRIA
- SERVICE CENTRE UNITED KINGDOM

ESG-MANAGEMENT

The Executive Board of Sasse Group holds the highest responsibility for sustainability and the integration of ESG into the corporate strategy. The operational implementation and coordination of ESG activities are managed by the ESG staff unit, which directly reports to the Executive Board.

THE ESG RESPONSIBILITIES

Executive Board:

- Overall responsibility for sustainability, ESG strategy, and reporting
- Integration of key ESG issues into corporate decisions
- Steering of strategic goal setting

Dr Laura Sasse, Finance | Digital | ESG
Clara Sasse, Sales | Marketing
Dr Christine Sasse, HR | Organisation
Katja Böhmer, Engineering | Operations

Supervisory Board:

- Oversight of the ESG strategy and achievement of goals
- Monitoring of regulatory compliance
- Composition: 3 members, including Dr Eberhard Sasse (Chairman) and two external members

Dr Eberhard Sasse, Chairman
Prof Dr Kunibert Lennerts
Dr Peter Kaemmerer

CENTRAL COORDINATION AND SUSTAINABILITY MANAGEMENT

- Dr Laura Sasse is responsible for ESG on the Executive Board and, together with the ESG staff unit, coordinates the implementation of the strategy.
- Environmental and quality management, occupational safety, as well as compliance, are embedded in the Integrated Management System (IMS) and fall under the responsibility of Dipl.-Ing Katja Böhmer (Member of the Board for Engineering | Operations).
- Personnel and social issues are overseen by Dr Christine Sasse as Member of the Board for HR | Organisation.

WE TAKE RESPONSIBILITY

"Sustainability is not a trend for us, but the fundamental principle of our actions. Therefore, our commitment to the ESG principles is not only a matter of course, but deeply embedded in our corporate philosophy."

Dr Laura Sasse
Member of the Board
Finance | Digital | ESG



PORTRAIT OF DR LAURA SASSE

On the Executive Board, Dr Laura Sasse takes specific responsibility for sustainability management. She studied International Business in London and Paris and completed her PhD in Sustainability at the Catholic University of Eichstätt.

As the top sustainability officer, she defines the strategic goals in the area of sustainability and ESG for the corporate group.

Sustainability is a regular item on the agenda of the meetings of the Sasse Group's governing bodies. ESG topics are discussed in both the Executive Board meetings and the Supervisory Board meetings.

The ESG staff unit regularly prepares sustainability updates for the Executive Board and the Supervisory Board – with support from external ESG experts as needed.

CORPORATE DUE DILIGENCE

SIGNIFICANCE FOR SASSE GROUP

We are committed to ensuring that human rights are respected and upheld in our value chain. We respect the Universal Declaration of Human Rights and are clearly committed to our human rights due diligence. The implementation of due diligence is a focal topic for our company and is currently being addressed more intensively.

We are committed to the core labour standards of the International Labour Organisation (ILO) and to respecting human rights, preventing forced and child labour, and all forms of exploitation.

ANCHORING IN SASSE GROUP

Responsibilities and competencies are clearly defined and the homepage is publicly accessible.

Ultimate responsibility for the fulfilment and monitoring of human rights and environmental due diligence obligations is assigned to two people at Management Board level:

- Contents: Dr Laura Sasse (ESG)
- Process: Dipl.-Ing Katja Böhmer (Risk & Compliance Officer)

GUIDELINES FOR ANCHORING HUMAN RIGHTS

- Policy statement on human rights
- Code of Conduct
- Business Partner Code of Conduct

All documents are publicly available and can be downloaded [here](#).

BUILDING BLOCKS OF OUR DUE DILIGENCE MANAGEMENT



MANAGING AND SECURING SUSTAINABILITY WITH LASTING IMPACT

FROM TRADITIONAL RISK MANAGEMENT TO IRO MANAGEMENT

Sasse Group has implemented an integrated risk management system, the IRO management (Impact, Risks, Opportunities). It is designed to identify, assess, manage, and monitor the ecological, social, and economic impacts, risks, and opportunities – the so-called "IROs".

THE SYSTEM IS SET UP ON FOUR LEVELS:



WHISTLEBLOWER AND COMPLAINTS MECHANISM

- The whistleblower mechanism at Sasse Group is an integral part of the IRO management system and serves to identify actual or potential negative impacts.
- Stakeholders can report ESG violations anonymously.
- All reports are reviewed by the central office.

CONTROL AND EFFECTIVENESS

INTERNAL AND EXTERNAL AUDITS

Compliance with our sustainability goals is regularly monitored through internal audits as well as external assessments (e.g., TÜV Austria). In addition, independent platforms such as EcoVadis or the S-Rating from Drive Sustainability evaluate our sustainability performance.



MANAGEMENT REVIEWS & OPERATIONAL PROCESS CONTROLS

Regular management reviews provide the leadership team with the opportunity to assess progress and derive targeted actions. Additionally, operational tools such as safety and health inspections, risk assessments, ASA meetings, and stress tests support implementation in areas such as occupational safety, health, and the environment.

EVALUATION BY THE SUPERVISORY BOARD

The Supervisory Board oversees the ESG strategy and its implementation as the highest governing body. ESG topics are an integral part of the reporting to the Executive Board.

POLICIES AND EXTERNAL STANDARDS

Binding policies and procedural guidelines govern the implementation, data collection, and ensure the consistency of reporting. We align with established frameworks such as the GHG Protocol, the German Sustainability Code (DNK), and the ESRS to ensure data quality and comparability.

PROCEDURE FOR MATERIALITY ANALYSIS

PROCEDURE FOR MATERIALITY ANALYSIS

The materiality analysis has been conducted for several years and was comprehensively updated in 2023/2024 in line with the CSRD requirements. It follows a multi-stage, structured procedure that systematically integrates both internal and external perspectives.

The materiality analysis is based on the concept of double materiality, as prescribed by the CSRD and the European Sustainability Reporting Standards (ESRS):

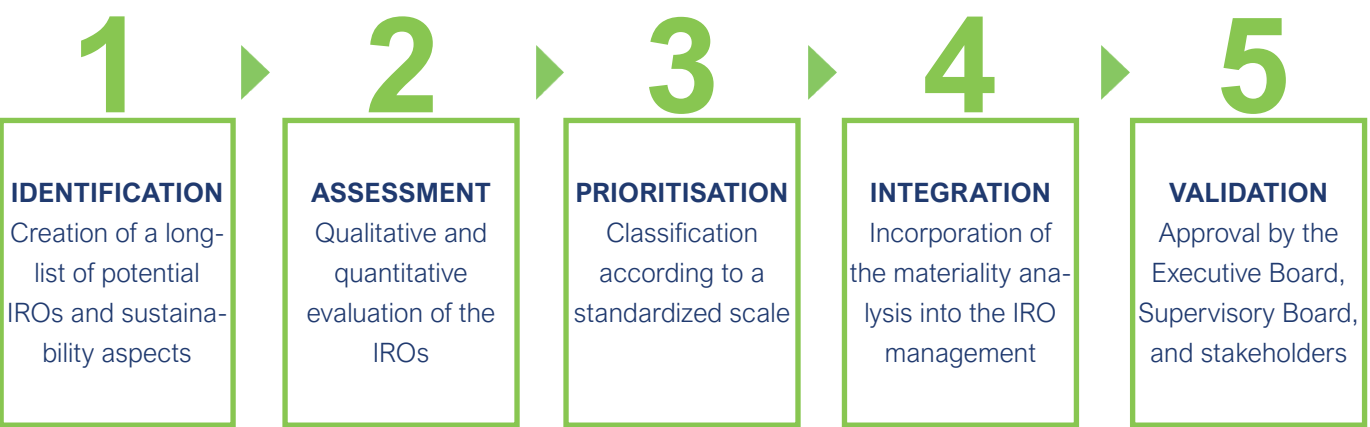
- **Inside-Out:** The company’s impact on the environment and society
- **Outside-In:** Sustainability aspects with financial opportunities and risks for our company

Since 2024, the materiality analysis has been integrated into the IRO management system.

KEY INFORMATION SOURCES

- Stakeholder surveys: e.g., customer feedback, interviews & discussions with employees, interviews with customers, suppliers, and banks
- Internal assessments: site inspections, risk analyses, management reports
- External assessments: EcoVadis, certifications, industry ratings
- Knowledge formats & workshops: CSR training, ESG crash courses, benchmarking
- Regulatory & market analysis: legislation monitoring, studies, competitive analyses
- Focus-topic workshops on energy, climate, cleaning agents, water management

STEPS OF THE MATERIALITY ANALYSIS



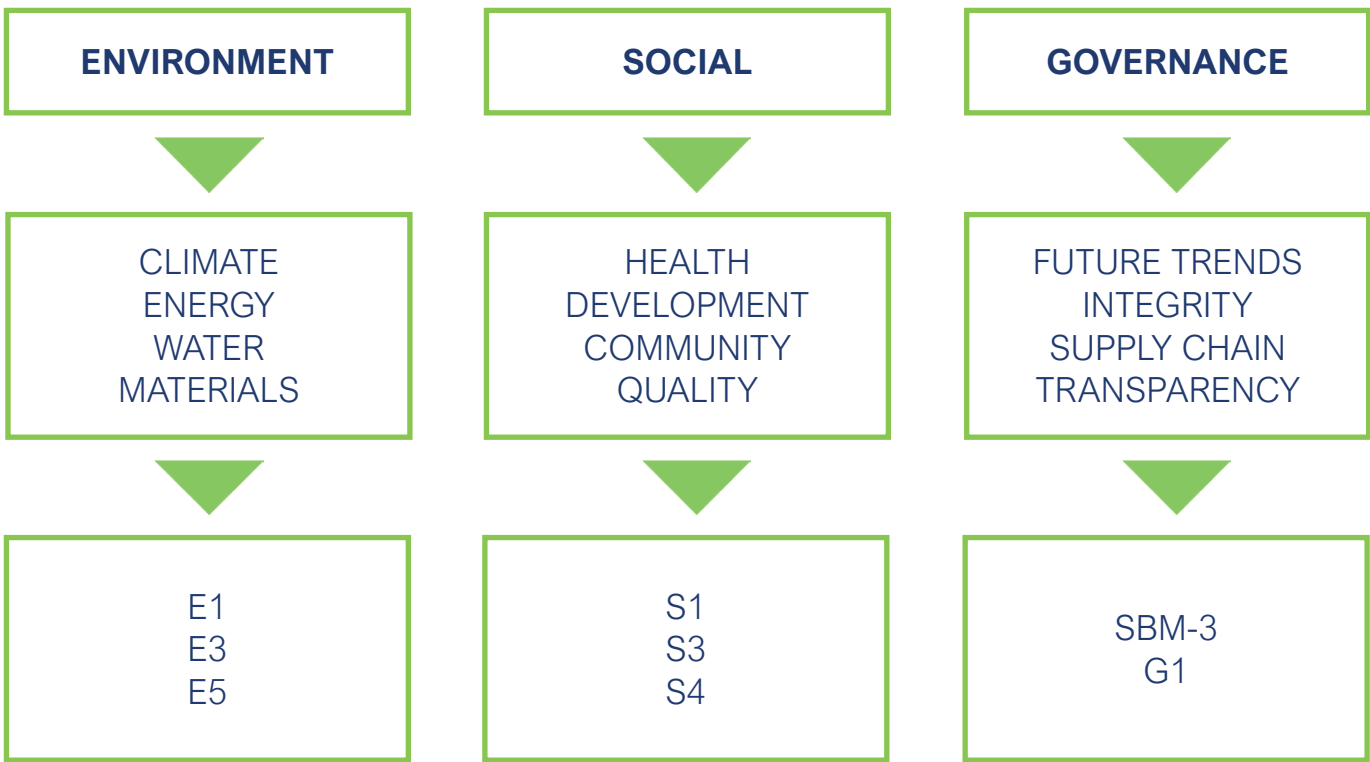
INTEGRATION INTO CORPORATE STRATEGY

In the 2024 financial year, Sasse Group comprehensively reviewed and further developed its ESG strategy. The ESG strategy is closely linked to the overall corporate strategy and supports the long-term competitiveness and resilience of the company. It is based on the principle of double materiality and takes into account impacts, risks, and opportunities along the entire value chain. Product and service groups, customers and markets, as well as regions and locations, were all included in the analysis.

As part of the review and update, the Executive Board and Supervisory Board decided to include the focus topic “Future Trends” within the area of Governance, to further strengthen innovation processes. Sasse Group’s ESG strategy is not static – it is regularly updated to reflect new regulatory requirements, market developments, and stakeholder expectations.

STRATEGIC ESG AREAS OF ACTION AND FOCUS TOPICS

The ESG strategy is structured into three key areas of action:



ESG AT A GLANCE

| | ENVIRONMENT | SOCIAL | GOVERNANCE |
|---------|--|--|--|
| FOCUS | <div> <ul style="list-style-type: none"> Climate Energy Water Materials  </div> | <div> <ul style="list-style-type: none"> Health Development Community Quality  </div> | <div> <ul style="list-style-type: none"> Future Trends Integrity Supply Chain Transparency  </div> |
| MISSION | <p>"As a facilities management company, we prioritise environmentally friendly and climate-conscious practices. We focus on energy, water and resource efficiency to reduce our ecological footprint and make a positive contribution to our customers."</p> | <p>"Our social commitment focuses on the health and equitable development of our employees. We advocate for safe and good working conditions in our industry and positively contribute to the quality of life of the people we work with."</p> | <p>"We stand for integrity and transparency. We are committed to ethical conduct, responsible supply chain management and open and honest communication with all stakeholders. We embrace innovations that lead to environmental and social improvements."</p> |
| GOALS | <div>  <p>EFFICIENCY THAT SUSTAINS.</p> </div> | <div>  <p>ENGAGEMENT THAT CONNECTS.</p> </div> | <div>  <p>INNOVATIONS THAT MAKE AN IMPACT.</p> </div> |
| | <p>Sustainable Development Goals</p> <div> <div>3 GOOD HEALTH AND WELL-BEING</div> <div>4 QUALITY EDUCATION</div> <div>5 GENDER EQUALITY</div> <div>6 CLEAN WATER AND SANITATION</div> <div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>10 REDUCED INEQUALITIES</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div> <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div> <div>17 PARTNERSHIPS FOR THE GOALS</div> </div> | | |

ESG GOALS AT A GLANCE

ENVIRONMENT



CLIMATE

Achieve a carbon-neutral GHG balance in Scope 1 and 2 by 2030.



ENERGY

Annually reduce electricity consumption per m² of cleaned area.



WATER

Annually decrease water consumption per m² of cleaned area.



MATERIALS

Increase the proportion of ecologically certified cleaning agents in total consumption by 10% annually.

SOCIAL



HEALTH

Maintain the sickness rate at or below 4%.



DEVELOPMENT

Increase diversity in leadership positions annually.



COMMUNITY

Improve working conditions in the industry.



QUALITY

Achieve the highest possible level of customer satisfaction.

GOVERNANCE



FUTURE TRENDS

Introduce 2 innovations per year contributing to environmental and social improvements.



INTEGRITY

Maintain zero compliance violations.



SUPPLY CHAIN

Evaluate > 90% of suppliers and subcontractors regarding ESG criteria.



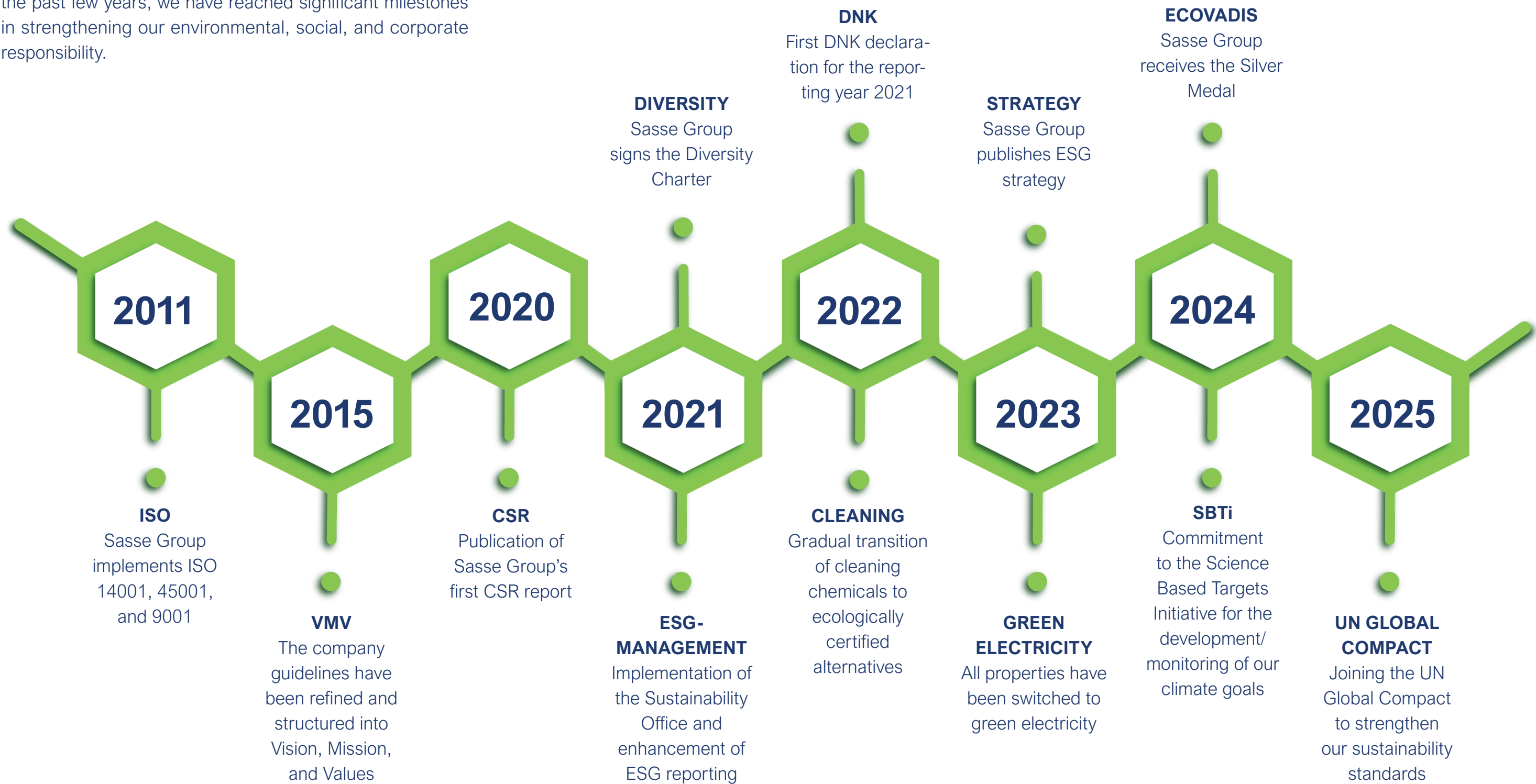
TRANSPARENCY

Improve our results in all customer ratings.

The strategy is based on a double materiality analysis and takes into account impacts, risks, and opportunities along the entire value chain. Product and service groups, customer segments and markets, as well as regions and locations were included in the process. Sasse Group's ESG strategy is not static but is regularly adapted to reflect new regulatory requirements, market developments, and stakeholder expectations. By closely aligning it with the corporate strategy, it is ensured that sustainability goals are not treated in isolation, but are regarded as an integral part of the company's long-term development.

OUR PATH TO SUSTAINABILITY

Sustainability is a continuous improvement process. Over the past few years, we have reached significant milestones in strengthening our environmental, social, and corporate responsibility.



SASSE GROUP'S ESG REPRESENTATIVES



12

Voice for
Sustainability



FOCUS ON ENVIRONMENT

Sasse Group acknowledges its responsibility for environmental protection and has firmly embedded this in its corporate policy. Our goal is to continuously improve our environmental performance, addressing both the direct and indirect environmental impacts of our business activities.

We focus on environmentally and climate-friendly practices and consistently integrate them into our processes. Additionally, we support our customers in improving their own sustainability performance – with innovative solutions and a clear focus on resource conservation.

Sasse Group has set the goal of achieving a CO₂-neutral greenhouse gas balance in Scope 1 and 2 by 2030, and in Scope 3 by 2040.

OUR GOAL



EFFICIENCY THAT SUSTAINS.

Sasse Group ensures the implementation of its environmental goals and corporate policy through a comprehensive Environmental Management System (EMS) as well as an integrated sustainability management approach. In accordance with the requirements of ISO 14001, our certified EMS includes processes for:

- Identifying and assessing relevant environmental aspects, as well as the resulting opportunities, risks, and impacts,
- Setting and tracking environmental goals and actions,
- Reviewing the progress of implementation and the effectiveness of measures,
- Correcting any potential deviations from set goals.

OUR MISSION

"As a facilities management company, we focus on environmentally and climate-friendly practices. We emphasize energy, water, and resource efficiency. In doing so, we reduce our ecological footprint and make a positive contribution for our customers."

OUR FOCUS AREAS



CLIMATE

Achieve a carbon-neutral GHG balance in Scope 1 and 2 by 2030.



ENERGY

Annually reduce electricity consumption per m² of cleaned area.



WATER

Annually decrease water consumption per m² of cleaned area.



MATERIALS

Increase the proportion of ecologically certified cleaning agents in total consumption by 10% annually.



GREENHOUSE GAS ACCOUNTING

KEY EMISSION SOURCES

FLEET

Our fleet is the main source of direct emissions (Scope 1). The operation of service vehicles, both for management tasks and operational activities, is a central factor in the GHG balance. We are focusing on electrifying our fleet combined with renewable energy sources. Additionally, we are exploring the use of alternative fuels.

ENERGY CONSUMPTION IN OWN PROPERTIES AND OFFICES

The energy consumed in our offices and properties generates emissions, particularly in Scope 2. This includes infrastructure operation and heat generation (district heating). All our properties have now transitioned to green electricity.

ENERGY CONSUMPTION FOR SERVICE PROVISION AT CUSTOMER SITES

The energy required to provide our services at customer sites contributes to the GHG balance, mainly in Scope 3. We are investing in modern and energy-efficient equipment and continuously optimising our cleaning processes.

CLEANING CHEMICALS AND MATERIALS

The production and application of the cleaning agents we use result in Scope 3 emissions. Therefore, we are increasingly focusing on environmentally friendly and certified products, as well as on manufacturers and suppliers who are reducing their carbon footprint.

COMMUTES

The commuting distances traveled by our employees daily constitute a significant portion of our carbon footprint. Thus, we promote decentralised mobility with short distances, public transportation, bicycles, or car-sharing options.

OVERVIEW OF RECORDED EMISSION SOURCES (14)

| SCOPE 1 | SCOPE 2 | SCOPE 3 |
|---|---|---|
|  NATURAL GAS |  DISTRICT HEATING |  PRE-CHAIN ENERGY |
|  FLEET FUELS |  FLEET ELECTRICITY |  CLEANING CHEMICALS |
| |  ELECTRICITY OFFICES/ PROPERTIES |  OTHER MATERIALS |
| | |  WORKING ROUTE CAR / PT / BIKE |
| | |  BUSINESS TRIPS FLIGHTS / PT / CAR |
| | |  WATER CLEANING |
| | |  ELECTRICITY CLEANING |
| | |  WATER OFFICES/ PROPERTIES |
| | |  WASTE OFFICES/ PROPERTIES |



For Sasse Group, the management of climate-relevant emissions is of crucial importance and aligns with our commitment to integrate sustainability and environmentally friendly practices into the core of our services. Our dedication to environmental and climate protection is driven by our sense of responsibility, but is increasingly shaped by the requirements and expectations of our customers, as well as by regulatory frameworks. Emission accounting, avoidance, and reduction thus become a key factor for ensuring our future viability and maintaining our competitiveness.

CORPORATE CARBON FOOTPRINT

CO_{2E} INTENSITY SCOPE 1 AND 2 | PER EUR 1 MILLION TURNOVER
TOTAL: 7,31 TCO_{2E}

- 23 %
Compared to 2023

SCOPE 1: 2.523 TCO_{2E}

- 13 %

SCOPE 2: 28 TCO_{2E}

- 56 %

SCOPE 3: 4.164 TCO_{2E}

- 4 %

The reduction of GHG emissions is partly based on a significantly lower diesel consumption in our own vehicle fleet compared to previous years.

The reduction of GHG emissions is based on an overall lower energy consumption, as well as the consistent transition to renewable energy sources.

The reduction of GHG emissions is partly due to lower energy consumption, increased use of rail transport, and measures in the area of cleaning chemicals.

SASSE FLEET 2024

Greenhouse Gas Emissions:
2.455 TCO_{2E}



Progress in Sasse Fleet

- 14 %

Compared to 2023

OFFICES AND PROPERTIES CONSUMPTION 2024

Greenhouse Gas Emissions:
97 TCO_{2E}



Progress in Offices & Properties

- 33 %

Compared to 2023

BUSINESS TRIPS 2024

Greenhouse Gas Emissions:
110 TCO_{2E}



Progress in Business Travel

- 62 %

Compared to 2023

CLEANING CHEMICALS 2024

Greenhouse Gas Emissions:
74 TCO_{2E}



Progress in Cleaning Chemicals

- 49 %

Compared to 2023

COMMUTE OF SASSE EMPLOYEES 2024

Greenhouse Gas Emissions:
1.755 TCO_{2E}



Commuting of our Employees

+ 10 %

Compared to 2023

PROVISION OF SERVICES TO THE CUSTOMER 2024

Greenhouse Gas Emissions:
537 TCO_{2E}



Progress in Service Delivery to the Customer

- 4 %

Compared to 2023

EFFICIENCY THAT SUSTAINS!



OUR GOAL

"Achieve a carbon-neutral GHG balance in Scope 1 and 2 by 2030."

Dr Laura Sasse
Member of the Board
Finance | Digital | ESG



ELECTRIC MOBILITY

The promotion of electromobility is a key component of our business strategy. A central aspect of this strategy is to establish resource-efficient mobility within our company, thereby changing the way we move. This includes travel to our customers, the commuting of our employees, as well as all business trips.

HIGHLIGHT 2024

Reduction of Scope 1 emissions by -13.3%



OUR GOAL

"Decrease water consumption per m² of cleaned area."

Dr Jacqueline Schorr
Project Manager
Contamination Control



ROBOTICS

By integrating robotics into our services, we offer our customers a future-proof solution that combines cost-efficiency, environmental friendliness, and exceptional cleaning performance. We are convinced that the innovative use of floor cleaning robots makes a significant contribution to increasing efficiency and improving the working environment in buildings of all kinds.

HIGHLIGHT 2024

Professionalisation of water consumption data collection for cleaning services.



OUR GOAL

"Reduce electricity consumption per m² of cleaned area."

Dipl-Ing Katja Bohmer
Member of the Board
Engineering | Operations



ENERGY MANAGEMENT

Our goal is to reduce energy consumption in our customers' buildings through the use of energy-efficient devices, with a focus on holistic energy management. We analyse the specific needs and structures of each customer property to provide tailored recommendations that not only minimise energy consumption but also significantly reduce operating costs.

HIGHLIGHT 2024

Reduction of electricity consumption in our offices and properties by 3% compared to 2023.



OUR GOAL

"Increase the share of ecologically certified cleaning agents by 10% annually."

Yvonne Mertens
Project Manager
Key Account



CLEANING CHEMICALS

We aim to increase the share of sustainable cleaning products to at least 50 percent and gradually expand it further. The digitisation of daily purchasing and procurement processes plays a significant role in automating procurement procedures, ensuring high security for daily supplies while also reducing administrative effort and environmental impact. Equally important is the shift to concentrates.

HIGHLIGHT 2024

Increase in the share of cleaning chemicals with eco-certification.
2024: 34% | 2023: 24%

FOCUS ON SOCIAL

Our success is built on the people we work with – our employees – and those we work for – our clients. Satisfied, engaged, and well-trained employees are the foundation for enthusiastic customers. Therefore, we place great importance on topics such as health and safety, training and development, diversity and equal opportunity, fair compensation, recognition, and meaningful work. Comprehensive diversity management is essential for us.

Responsibility for the strategic integration and implementation of social aspects at the group level lies with Dr Christine Sasse, Executive Board Member for HR & Organisation. The operational implementation of these measures is carried out by the respective management teams in the individual operations.

OUR GOAL



ENGAGEMENT THAT CONNECTS.

Our social commitment combines social responsibility with business goals. We actively participate in the societal discourse because only those who engage and speak out can also shape the future. The Sasse family is involved in the advisory board of the Lichtblick Foundation, the Newmilns Regeneration Association, as well as the General Assembly and the Service Committee of the Chamber of Industry and Commerce (IHK) for Munich and Upper Bavaria.

Our commitment is based on four key focus areas:

- **Perspectives for children**
- **Perspectives through participation**
- **Perspectives for the climate**
- **Perspectives for sports**

OUR MISSION

“Our social commitment focuses on the **health** and **equitable development** of our employees. We advocate for safe and good **working conditions** in our industry and positively contribute to the **quality of life** of the people we work with.”

OUR FOCUS AREAS



HEALTH

Maintain the sickness rate at or below 4%.



DEVELOPMENT

Increase diversity in leadership positions annually.



COMMUNITY

Improve working conditions in the industry.



QUALITY

Achieving the highest level of customer satisfaction.



RESULTS AND KEY FIGURES 2024

GENDER DISTRIBUTION:

- Male: 49%
- Female: 51%

AGE GROUPS:

- up to 29 years: 13%
- 30 up to 50 years: 45%
- 51 years and older: 42%

MANAGEMENT POSITIONS:

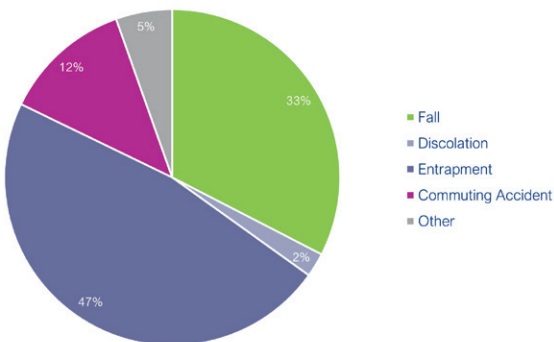
- 48% of leadership positions are held by women.

OUR ESG TRAINING OFFERINGS:

- Health and Safety at Work with a focus on: Attractive working conditions for both body and mind.
- Waste Management and Circular Economy for Clients: Strategies for waste prevention and improving recycling.
- Sustainable Cleaning in Facilities Management: Ecological alternatives and their benefits.
- Sustainable Water Use in Facilities Management: Alternative methods and their environmental advantages.
- Energy Management in Buildings: Technologies to enhance energy efficiency and implementation strategies.
- Energy: Use of energy-efficient devices and climate-friendly service delivery.

CAUSES OF ACCIDENTS AT A GLANCE:

In total, we recorded 129 workplace accidents in 2024.



ENGAGEMENT THAT CONNECTS!



HEALTH

OUR GOAL

"Maintain the sickness rate at or below 4%."

Dr Christine Sasse
Member of the Board
HR I Organisation



OCCUPATIONAL SAFETY

For us, it is essential to create and continuously develop a safe, healthy, equitable, and respectful work environment. To achieve our goals, we focus on prevention, proactive assessment of work processes, ergonomics at the workplace, communication, and training to raise awareness of occupational safety, as well as regular risk assessments.

HIGHLIGHT 2024

Sick Leave Rate 2024: 4%
Workplace Accidents 2024: 129



DEVELOPMENT

OUR GOAL

"Increase diversity in leadership positions annually."

Johanna Depaoli
Professional Development
Officer



DIVERSITY

Diversity is not only a societal responsibility principle but also a crucial factor for innovation, competitiveness, and employee satisfaction. To achieve our goals, we have established programs such as career orientation initiatives, integration programmes for refugees, active talent promotion and development, mentoring and coaching programs, as well as the review and adjustment of recruitment practices.

HIGHLIGHT 2024

51% of our employees are women, and 48% of leadership positions are held by women (2023: 40%).



COMMUNITY

OUR GOAL

"Improve working conditions in the industry."

Clara Sasse
Member of the Board
Sales I Marketing



ENGAGEMENT

Our engagement takes place through memberships in business and industry associations, as well as collaborations with clubs and other societal organisations. This enables us to indirectly influence political processes and effectively represent the interests of our company, industry, and employees. It also includes actively participating in discussions.

HIGHLIGHT 2024

Dr Laura and Clara Sasse in an interview with FOCUS Magazine - the topic "What needs to change in Germany."



QUALITY

OUR GOAL

"Reduce the number of complaints and customer grievances."

Thomas Jessberger
Managing Director



CUSTOMER ORIENTATION

We listen, engage in continuous dialogue, and place customer satisfaction at the heart of our actions. To achieve this goal, we rely on regular quality controls, proactive complaint management, employee training, the use of modern technologies, and close communication with our customers. This creates a solid foundation for long-term customer relationships.

HIGHLIGHT 2024

60% customer loyalty (over 10 years)
54% re-bid rate

FOCUS ON GOVERNANCE

We place great value on responsible and transparent corporate governance. Governance forms the foundation for sustainable business practices, with clear structures, ethical standards, and compliance guidelines, as well as a culture of respect.

We focus on integrity, fair business practices, and values-based leadership. This includes effective control mechanisms, a strong IRO management system, and measures to prevent corruption and fraud. Through transparent communication and close involvement of our stakeholders, we build trust and ensure long-term business success.

OUR GOAL



INNOVATIONS THAT MAKE AN IMPACT.

EFFECTIVE INNOVATIONS AS PART OF OUR CORPORATE POLICY

Innovation is a central component of our corporate strategy. Our goal is to continuously optimise services, offerings, and processes. We view innovation not only as a driver of economic success but also as a responsibility towards the environment and society.

We focus on forward-thinking solutions that have a positive impact on our employees, customers, society, and the environment.

OUR MISSION

"We stand for **integrity** and **transparency**. We are committed to ethical conduct, responsible **supply chain management** and open and honest communication with all stakeholders. We embrace **innovations** that lead to environmental and social improvements."

OUR FOCUS AREAS



FUTURE TRENDS

Introduce 2 innovations per year contributing to environmental and social improvements.



INTEGRITY

Maintain zero compliance violations.



SUPPLY CHAIN

Evaluate > 90% of suppliers and subcontractors regarding ESG criteria.

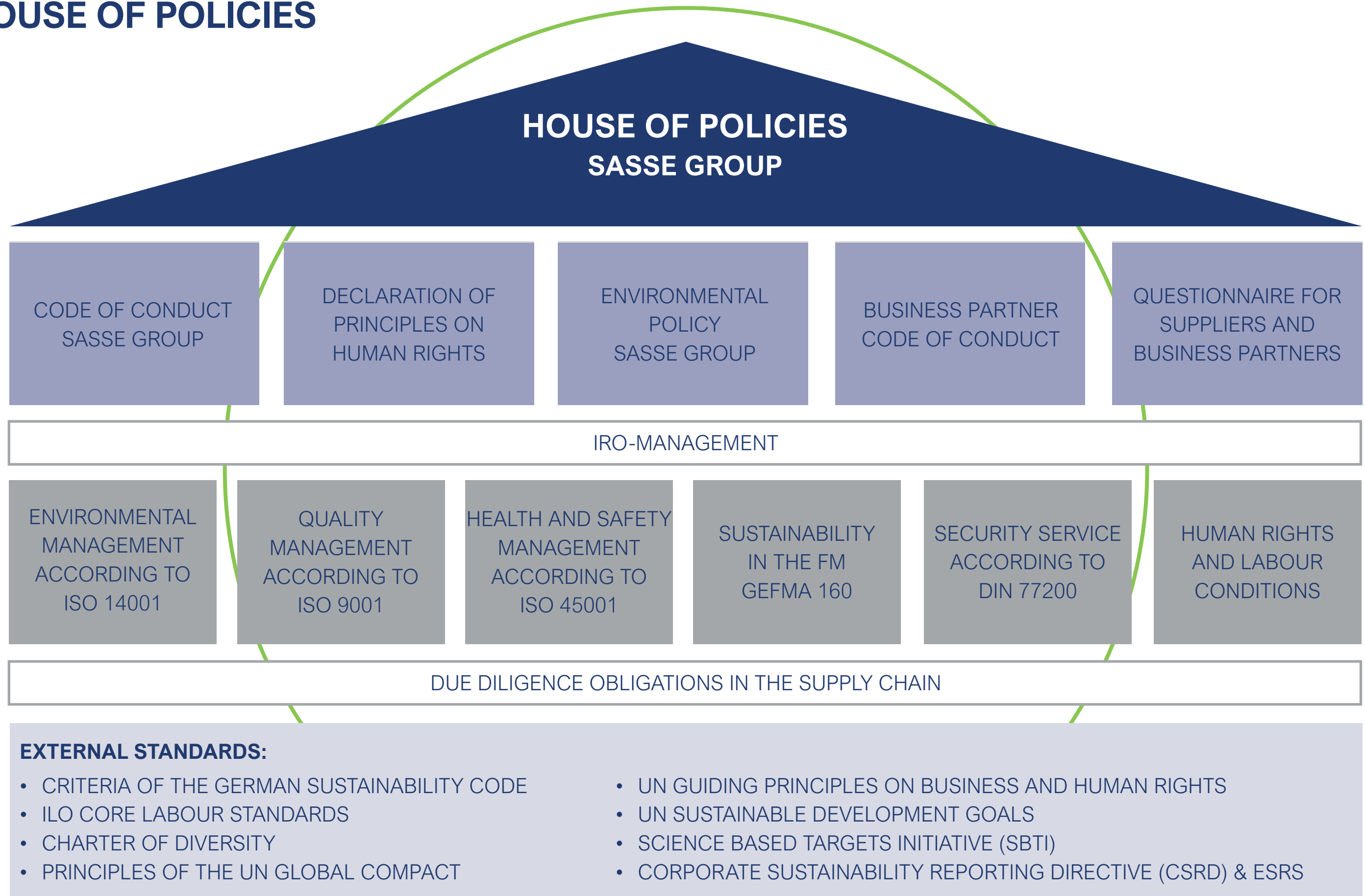


TRANSPARENCY

Improve our results in all customer ratings.



HOUSE OF POLICIES



The House of Policies summarises the overarching principles and rules of Sasse Group.

INNOVATIONEN THAT MAKE AN IMPACT!

FUTURE TRENDS

OUR GOAL

"Introduce 2 innovations per year contributing to environmental and social improvements."

Markus Kukkonen
Project Manager
Digital Transformation



INNOVATIONS

Innovation management is a central component of the strategic direction of Sasse Group. It enables us to remain competitive in a dynamic market environment while also fulfilling our ecological and social responsibilities. Innovation not only helps us to make our services more efficient, but also to continuously improve our sustainability performance.

HIGHLIGHT 2024

Introduction of Two Innovations:
Tork Vision Cleaning and SassTech©

INTEGRITY

OUR GOAL

"Maintain zero compliance violations."

Dr Eberhard Sasse
Chairman of the
Supervisory Board



GUIDELINES

Compliant behaviour forms the foundation for sustainable business practices and is essential for maintaining the trust of our stakeholders. To prevent legal violations and promote a culture of integrity within the company, we have established a comprehensive compliance system. This system includes key standards such as our Code of Conduct, the Human Rights Policy Statement, and our Anti-Corruption and Data Protection Policies.

HIGHLIGHT 2024

No compliance violations

SUPPLY CHAIN

OUR GOAL

"Evaluate > 90% of suppliers and subcontractors regarding ESG criteria."

Bianca Karg
Quality Management



DUE DILIGENCE

We are committed to respecting human rights throughout our entire value chain and align our actions with internationally recognised standards. To implement our due diligence obligations, we have developed an integrated management system. We achieve this through preventive risk analyses and supplier assessments, internal and external audits, as well as through our complaints and whistleblowing mechanisms.

HIGHLIGHT 2024

No suspected cases or violations of human rights were reported.

TRANSPARENCY

OUR GOAL

"Improve our results in all customer ratings."

Maddalena Anders
Project Manager ESG



CUSTOMER RATINGS

We view transparency not merely as an obligation, but as an opportunity to drive sustainable improvements. To enhance our ESG transparency, we focus on a clear, honest, and comprehensive presentation of our performance across all customer ratings. This includes a proactive approach to customer feedback and constructive criticism, as well as the continuous adaptation of our processes based on evaluations and input.

HIGHLIGHT 2024

Sasse Group has been awarded the EcoVadis Silver Medal (Top 15% of rated companies).

FUTURE TRENDS

INNOVATION MANAGEMENT AS A DRIVER FOR GREATER SUSTAINABILITY

Sasse Group's innovation management is focused on developing more sustainable technologies and processes and integrating them into existing services.

To actively drive the sustainable transformation of our services, we implement the following measures:

- Technology and research partnerships: Collaboration with partners such as the Karlsruhe Institute of Technology (KIT) to develop sustainable building solutions.
- Digitalisation: Use of the Sasse Service Cloud, IoT solutions, augmented reality, and robotics to enhance resource efficiency.
- Employee training: Regular qualifications and workshops to strengthen awareness and skills for sustainable innovation.

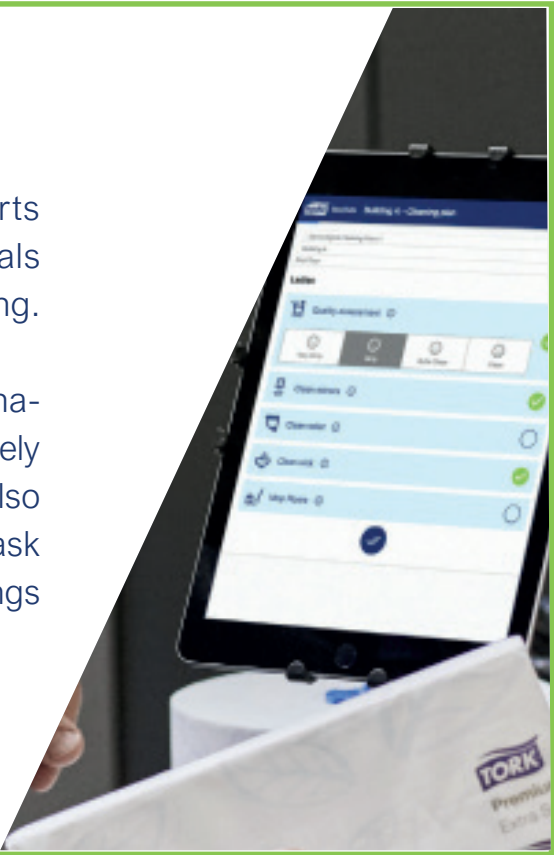
Objective: In line with the ESG Strategy 2025, at least two innovations will be introduced each year that deliver both environmental and social improvements.



TORK VISION CLEANING

Tork Vision is an IoT-based system that supports both environmental and social sustainability goals through real-time data and demand-driven cleaning.

Sensors track visitor traffic and material usage, enabling cleaning activities to be prioritised more effectively and resources to be used efficiently. The system also eases the workload of cleaning staff by improving task organisation and prioritisation, resulting in time savings of up to 20%.



SASSTECH®

The SassTech® programme supports our clients in achieving their climate goals and improving energy efficiency.

Through data analysis, consulting, and practical implementation, energy consumption and CO_{2e} emissions are specifically reduced. The programme also provides the necessary data for our clients' ESG reporting and helps ensure compliance with all regulatory requirements.



ENGAGEMENT, THAT COUNTS!



ecovadis

ECOVADIS

Sasse Group has been awarded the EcoVadis Silver Medal, placing among the top 15% of all assessed companies.

September 2024



SCIENCE BASED TARGETS INITIATIVE

Sasse Group committed to the Science Based Targets initiative (SBTi)

February 2024



DIGITALWERK PODCAST

“Sustainability in Facilities Management”

A conversation with Dr Christine Sasse

[Listen to the podcast here](#)




DER FACILITY MANAGER

Expert Conference on “ESG in Business, Industry and Public Administration”

Dr Laura Sasse




REAL ESTATE BRAND AWARD

Strongest FM Brand
2018, 2019, 2020, 2022, 2023 and 2024

Strongest FM Brand of the Decade
2023




KUNUNU TOP COMPANY AWARD

Best Employers in Germany
2022, 2023, 2024 and 2025




BDO SUMMIT

“Sustainability: Corporate Duty or Business Opportunity?”

Keynote by Clara Sasse




WHU OTTO BEISHEIM

“What Opportunities do Ecosystems offer?”


Speech by Dr Laura Sasse




GERMAN SUSTAINABILITY AWARD

Finalist – Top 3
Commercial Service Providers



2023

WIRTSCHAFTS WOCHE

Top SME Service Provider



2023

SÜDDEUTSCHE ZEITUNG

“Why Not Let the Robot Do the Cleaning?”


An interview with Dr Laura Sasse

1. SZ DIGITALGIPFEL

“AI: The Future Is Here – and Now?”

A conversation with Dr Laura Sasse




DIVERSITY CHARTER

Sasse Group signed the Diversity Charter.

2021




SHE SUCCEEDS AWARD

Top 5 Finalists in the “Family Internal Succession” category

2024




FOCUS MAGAZIN

“What Needs to Change in Germany”

An interview with Dr Laura and Clara Sasse




GEFMA TALK - GEFMA WOMAN

“This Is How Female FM Is”

A conversation with Clara Sasse



OUR STANDARDS

EXTERNAL STANDARDS AND REGULATORY FRAMEWORKS

The further development of our ESG strategy is aligned with recognised national and international standards, as well as applicable legal requirements. This approach ensures that our sustainability efforts are transparent, effective, and future-proof.

INTERNATIONAL SUSTAINABILITY STANDARDS:

- UN Sustainable Development Goals (SDGs)
- UN Global Compact (UNGC)
- Science Based Targets initiative (SBTi) – committed since February 2024
- UN Guiding Principles on Business and Human Rights
- Universal Declaration of Human Rights

STANDARDS & CERTIFICATIONS:

- ISO 14001 (Environmental Management)
- ISO 45001 (Occupational Health and Safety Management)
- ISO 9001 (Quality Management)
- DIN 77200 (Security Services)

REGULATORY REQUIREMENTS:

- Corporate Sustainability Reporting Directive (CSRD) & European Sustainability Reporting Standards (ESRS)
- EU Taxonomy Regulation
- German Supply Chain Due Diligence Act (LkSG)
- German Sustainability Code (DNK)





PRODUCT-RELATED SUSTAINABILITY STANDARDS:

- Cradle to Cradle Certified®
- Certified Climate-Neutral Product
- Gold Standard for Climate Security & Sustainable Development
- EU Ecolabel

GERMAN SUSTAINABILITY CODE

| Strategy | Materiality | Objectives | Depth of the Value Chain |
|----------------------------|-----------------------------------|----------------------------|---|
| 01 | 02 | 03 | 04 |
| Responsibility | Rules and Processes | Control | Incentive Schemes |
| 05 | 06 | 07 | 08 |
| Stakeholder Engagement | Innovation and Product Management | Usage of Natural Resources | Resource Management |
| 09 | 10 | 11 | 12 |
| Climate-Relevant Emissions | Employee Rights | Equal Opportunities | Qualifications |
| 13 | 14 | 15 | 16 |
| Human Rights | Corporate Citizenship | Political Influence | Conduct that Complies with the Law and Policy |
| 17 | 18 | 19 | 20 |

UN GLOBAL COMPACT

| The Ten Principles of the United Nations Global Compact | | |
|--|----|--|
|  HUMAN RIGHTS | 1 | Businesses should support and respect the protection of internationally proclaimed human rights. |
| | 2 | Businesses should make sure that they are not complicit in human rights abuses. |
|  LABOUR | 3 | Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. |
| | 4 | Businesses should uphold the elimination of all forms of forced and compulsory labour. |
| | 5 | Businesses should uphold the effective abolition of child labour. |
| | 6 | Businesses should uphold the elimination of discrimination in respect of employment and occupation. |
|  ENVIRONMENT | 7 | Businesses should support a precautionary approach to environmental challenges. |
| | 8 | Businesses should undertake initiatives to promote greater environmental responsibility. |
| | 9 | Businesses should encourage the development and diffusion of environmentally friendly technologies. |
|  ANTI-CORRUPTION | 10 | Businesses should work against corruption in all its forms, including extortion and bribery. |

SUSTAINABLE DEVELOPMENT GOALS





IMPRINT

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