Sasse

ESG REPORT

SASSE GROUP I 2025

TRANSFORMATION WITH FORESIGHT

Dear Reader,

“Shaping change” begins with recognising change at an early stage and translating it into active measures. As a learning organisation, Sasse Group is committed not only to accompanying developments in our industry, but to actively helping shape them.

This ESG report documents a year in which we have refined our processes and reinforced our sustainability performance. Our EcoVadis Gold certification confirms the substance of this journey. However, we do not see this recognition as a final destination, but as a solid foundation. For us, the knowledge gained remains a renewable source of energy for the next steps in our company’s development.

The data from the past year shows that we have achieved our goals – but it also makes clear that the expectations for sustainable operations are increasing. Higher efficiency requirements and the growing complexity of technical systems can no longer be managed with conventional means alone. For us, service excellence means embracing this dynamic. Our aim is to set the course for an intelligent future through agility and openness to technology.

For this reason, our strategy places the potential of artificial intelligence at its core. We use AI as a tool to manage resources such as energy and water with even greater precision (Environment), to relieve our teams of routine tasks through digital assistance (Social), and to raise the transparency of our services for our clients to a new level (Governance).

This report is both an account of what has been achieved and a promise for what lies ahead. Especially in times of technological transformation, our core commitment remains unchanged: to take responsibility – for our environment, for our society, and for a future worth living.

Yours sincerely,

Dr Laura Sasse
Member of the Board Finance I Digital I AI I 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 2025 to 31 December 2025.

In addition, we have submitted our fifth 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.

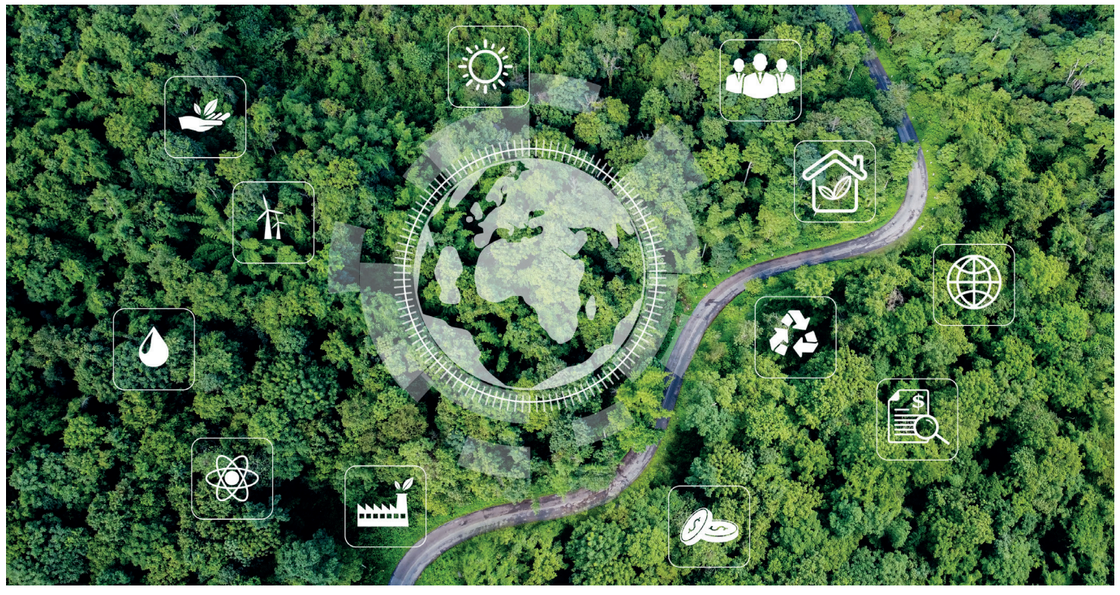
A particular focus of this report lies on the areas of supply chain and procurement. In 2025, we placed a strong strategic focus on this field within our sustainability management.

Key priorities included the application of criteria for sustainable materials in the cleaning sector, the risk analysis of our supply chain, and the further development of greenhouse gas accounting in Scope 3 for purchased materials. In doing so, we are not only strengthening transparency in our procurement processes, but also creating an important foundation for systematically embedding sustainability requirements into our purchasing and supply chain processes.

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
DNK-Erklärung für das Berichtsjahr 2025

Erstellt nach CSR-Richtlinie-Umsetzungsgesetz

A MESSAGE FROM BENNY WUNDERLICH

Expectations for sustainable business are rising rapidly not only in the UK - driven by regulation, client demand, and a clear shift toward greater transparency.

This year's ESG report shows how Sasse Group is responding with a focused, practical approach that embeds sustainability into our day-to-day operations.

ESG is no longer a framework - it is a performance driver. In our UK business, this means integrating sustainability into service delivery, strengthening supply chain transparency, and supporting our clients in achieving their own environmental and social goals. In particular, the growing importance of Scope 3 emissions is shaping how we manage procurement and partnerships.

Our 2025 progress reflects both global standards and local execution. Achievements such as the EcoVadis Gold rating and our commitment to the UN Global Compact demonstrate our Group-wide ambition. In the UK, we translate this into tangible outcomes - through compliant, efficient operations and close collaboration with our clients.

Technology is a key enabler. We are increasingly using digital solutions and AI to optimise resource use, improve transparency, and support our teams. At the same time, we continue to invest in our people - ensuring safe, inclusive, and future-ready workplaces across our operations.

Looking ahead, the UK remains a key market for driving ESG progress. By combining global standards with local expertise, we are committed to delivering sustainable, resilient solutions that create long-term value.

Sincerely,

Benny Wunderlich
Managing Director Sasse Group UK

ABOUT US

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

As a provider of integrated facilities management services, Sasse Group has been a reliable and expert partner for the real estate sector, industrial and leisure companies, retail, as well as the aviation and transport industries for 50 years – as well as for companies in the pharmaceutical and semiconductor industries.

Currently, about 9,500 employees work for Sasse Group and its subsidiaries.

PERSONAL, HONEST AND DIRECT - SASSE IMAGE MOVIE

To Image Movie

Family Business
100%

Expertise since
1976

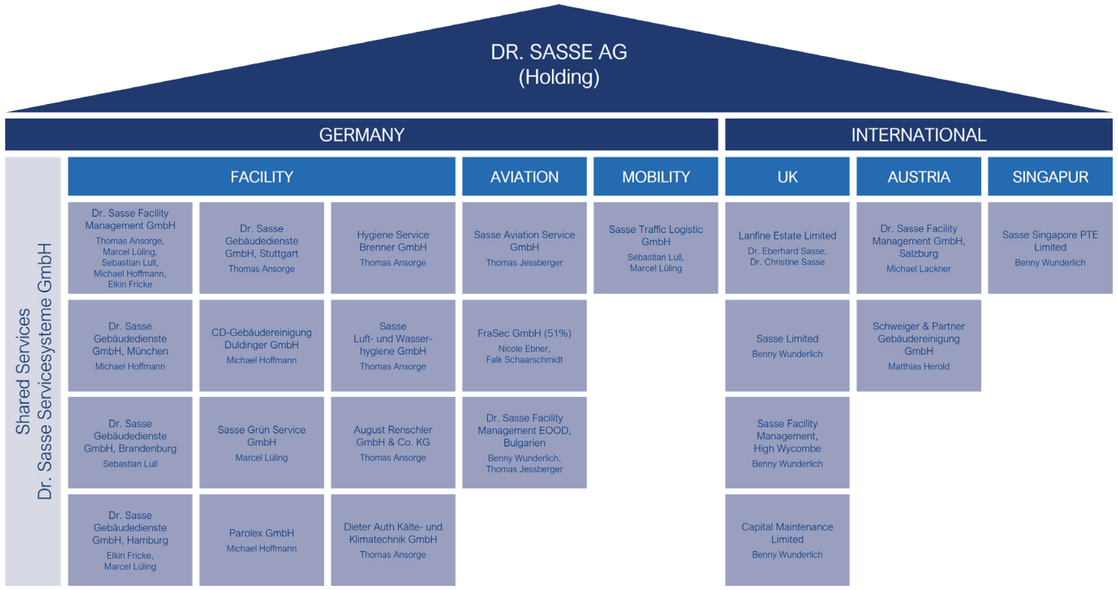
Present in
6 Countries

Customer retention
60% >10 a.

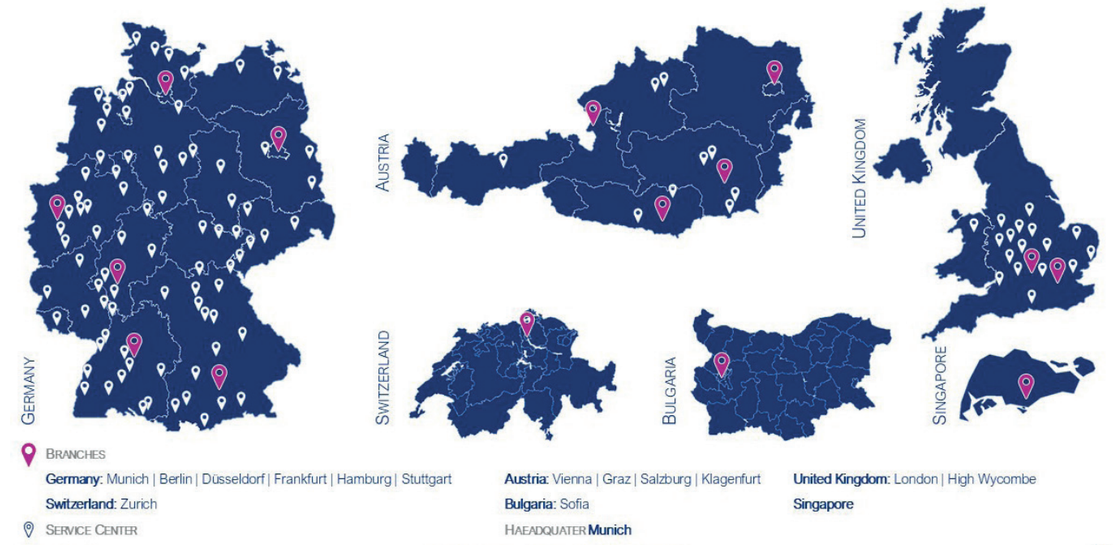
Customers worldwide
~1.500

Employees
~9.500

CORPORATE STRUCTURE



LOCATIONS



50 YEARS SASSE GROUP

TRADITION THAT CONNECTS. A FUTURE WE SHAPE.

This year, Sasse Group looks back on a special anniversary. Since its founding in 1976, the company has stood for reliability, quality and a long-term approach to corporate management. As a family-owned business, it is part of our DNA not to think in short-term horizons, but in generations, creating sustainable value.

The anniversary year provides an opportunity to reflect on the development of past decades while also looking ahead. Sasse Group has continuously evolved – from a specialised service provider into an internationally active provider of integrated facilities management solutions. Growth, innovation and close collaboration with clients and employees have always been key success factors.

At the same time, the anniversary underlines our commitment to taking responsibility – for our employees, our clients, as well as for the environment and society. Sustainability is not a short-term trend for us, but an integral part of our corporate strategy and our daily actions.

We are also using the anniversary year to make these values visible, to strengthen dialogue with employees and partners, and to lay the foundation for the continued sustainable development of Sasse Group.

FIFTY YEARS
SASSE GROUP
Rooted in tradition. Always one step ahead.
50 years of experience you can rely on.

- **1976** – Foundation of the company by Dr. Eberhard Sasse
- **1984** – First international branch in Austria
- **1985** – Master craftsman's certificate in building cleaning
- **1989** – Dr. Eberhard Sasse, co-founder of GEFMA
- **1992** – First clients from the aviation and transport sectors
- **1995** – Technical facilities management as a new business area
- **1996** – Dr Christine Sasse joins the company
- **2014** – New business area – entering the cleanroom sector
- **2021** – First DNK report of Sasse Group
- **2022** – The second generation takes over responsibility
- **2026** – 50 years of Sasse Group

ESG-MANAGEMENT

The Executive Board of Sasse Group holds overall responsibility for sustainability and the integration of ESG into the corporate strategy. The operational implementation and coordination of ESG activities are carried out by the ESG project lead, which, as an ESG staff unit, reports directly to the Executive Board.

EXECUTIVE BOARD

DR. LAURA SASSE
Member of the Board Finance I Digital I AI I ESG

CLARA SASSE
Member of the Board Sales I Marketing

DR. CHRISTINE SASSE
Member of the Board People I Culture I Organisation

KATJA BÖHMER
Member of the Board Engineering I Operations

Responsibility for ESG strategy and reporting is anchored within the Executive Board of Sasse Group. The Executive Board ensures that key ESG topics are consistently integrated into business decisions, while also steering the strategic development of the company's sustainable orientation.

SUPERVISORY BOARD

DR. EBERHARD SASSE
Chairman of the Supervisory Board

PROF. DR. KUNIBERT LENNERTS
Member of the Supervisory Board

DR. PETER KAEMMERER
Member of the Supervisory Board

The Supervisory Board supports and oversees the implementation of the ESG strategy as well as progress towards achieving the defined targets. At the same time, it ensures that all relevant regulatory requirements in the field of ESG are complied with.

The focus topics of the ESG strategy, new developments and sustainable innovations in the industry are a regular part of the committee meetings of Sasse Group. ESG topics are addressed in both Executive Board meetings and Supervisory Board meetings.

The ESG staff unit regularly prepares sustainability updates for the Executive Board and the Supervisory Board – supported, where necessary, by external ESG experts.

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 I Digital I AI I ESG

SUSTAINABILITY TEAM

MADDALENA ANDERS
ESG Project Lead
Sustainability and Human Rights Officer

The Project Lead is responsible for the overall management of sustainability management, including strategy development, team leadership, as well as the implementation and monitoring of ESG measures and regulatory requirements. They oversee compliance with human rights due diligence obligations across the supply chain and report the results to the Executive Board. In addition, they coordinate sustainability reporting (CSRD/ESRS) and internal reporting to the Executive Board.

BIANCA KARG
Project Lead Quality Management
Compliance Officer

The Project Lead is responsible for quality management, incl. certifications, management reviews, as well as ESG-relevant topics in occupational health and environmental protection. In addition, the role includes compliance responsibilities and management of client ratings.

MAGDALENA JANIK
Project Lead Key Account Management
KPI Management

The Project Lead is responsible for KPI management, including the control, validation and maintenance of relevant performance indicators within the system. In addition, the role includes conducting risk analyses along the supply chain – from data collection and evaluation through to reporting.

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.

2011

ISO
Sasse Group implements ISO 14001, 45001, and 9001

2015

VMV
The company guidelines have been refined and structured into Vision, Mission, and Values

2020

CSR
Publication of Sasse Group's first CSR report

2021

ESG-MANAGEMENT
Implementation of the Sustainability Office and enhancement of ESG reporting

VIELFALT
Sasse Group signs the Diversity Charter

2022

DNK
First DNK declaration for the reporting year 2021

CLEANING
Gradual transition of cleaning chemicals to ecologically certified alternatives

2023

GREEN ELECTRICITY
All properties have been switched to green electricity

STRATEGY
Sasse Group publishes ESG strategy

2024

SBTi
Commitment to the Science Based Targets Initiative for the development/ monitoring of our climate goals

ECOVADIS
Sasse Group receives the Silver Medal

2025

UN GLOBAL COMPACT
Joining the UN Global Compact to strengthen our sustainability standards

ECOVADIS
Sasse Group receives the Gold Medal

2026

AI STRATEGY
Development of the AI strategy for Sasse Group based on the S.P.A.R.K. model

CLIMATE STRATEGY
Further development of the climate strategy and auditing of the greenhouse gas (GHG) inventory

ESG AT A GLANCE

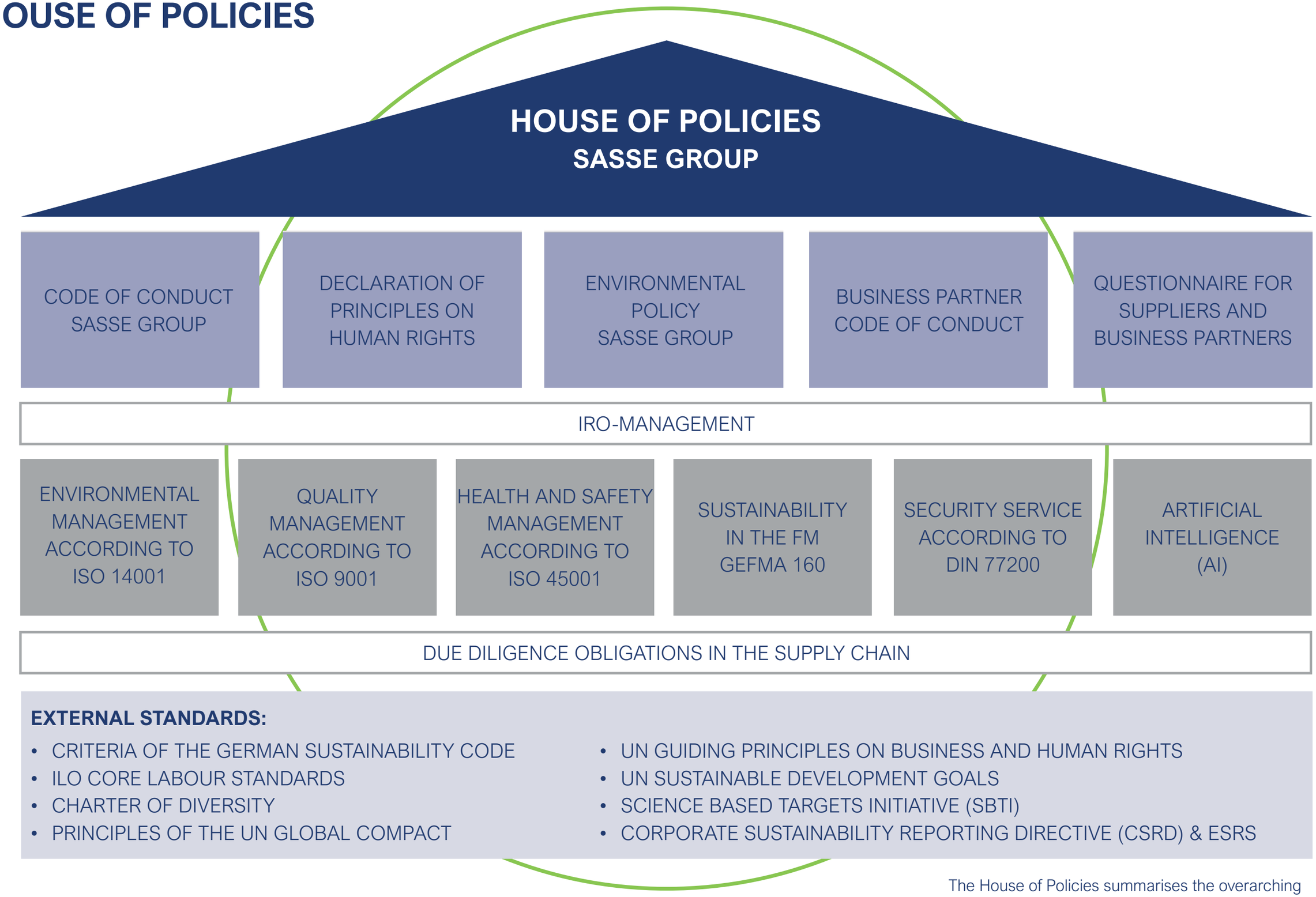
	ENVIRONMENT	SOCIAL	GOVERNANCE
FOCUS	- Climate - Energy - Water - Materials	- Health - Development - Community - Quality	- Future Trends - Integrity - Supply Chain - Transparency
GOALS	**CLIMATE** Achieve a carbon-neutral GHG balance in Scope 1 and 2 by 2030 **ENERGY** We optimise energy consumption through continuous improvement **WATER** We use water responsibly, particularly in cleaning operations **MATERIALS** Increase the proportion of ecologically certified cleaning agents in total consumption by 10% annually	**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	**FUTURE TRENDS** Introduce 2 innovations per year contributing to environmental and social improvements **INTEGRITY** Maintain zero compliance violations **SUPPLY CHAIN** Assessment of over 90% of our strategic suppliers and subcontractors based on ESG criteria **TRANSPARENCY** Improve our results in all customer ratings.

EFFICIENCY THAT SUSTAINS.

ENGAGEMENT THAT CONNECTS.

INNOVATIONS THAT MAKE AN IMPACT.

HOUSE OF POLICIES



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

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:

NORMATIVE

The Executive and Supervisory Board set the ESG goals and review them annually as part of the IRO reporting.

STRATEGIC

The ESG and Compliance staff units coordinate the IRO management and conduct the materiality analysis.

TACTICAL

Regional managers identify IROs, enter them into the central database, and conduct training sessions.

OPERATIONAL

Teams report IROs from day-to-day operations directly into the central database and initiate immediate corrective actions.

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.

GOLD | Top 5%
ecovadis
Sustainability Rating
SEP 2025

STANDARDS & CERTIFICATIONS:

- ISO 14001 (environmental management)
- ISO 45001 (health and safety management)
- ISO 9001 (quality management)
- DIN 77200 (security services)

TÜV AUSTRIA
ZERTIFIZIERT
TÜV AUSTRIA CERT GMBH
EN ISO 9001
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EN ISO 14001
20104223015653
ISO 45001
20116223015654

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.

ENVIRONMENT	SOCIAL	GOVERNANCE
CLIMATE ENERGY WATER MATERIALS	HEALTH DEVELOPMENT COMMUNITY QUALITY	FUTURE TRENDS INTEGRITY SUPPLY CHAIN TRANSPARENCY
E1 E3 E5	S1 S3 S4	SBM-3 G1

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

OPPORTUNITIES AND CHALLENGES WITH FINANCIAL IMPACTS ON OUR COMPANY

"The strengthening of our employer brand and the social focus of our employee management create opportunities to attract talent."

"Increasing customer requirements in the field of sustainability are creating growing market potential."

"Higher requirements arising from regulatory measures lead to compliance challenges."

"Rising energy prices and resource scarcity are increasing the pressure to improve efficiency."

IMPACT OF THE COMPANY ON THE ENVIRONMENT AND SOCIETY

ENVIRONMENT

- Use of environmentally friendly technologies and materials
- Reduction of energy consumption and CO_2 emissions
- Resource consumption (water, energy, materials)
- Emissions from fleet operations and employee mobility

SOCIAL

- Safe and healthy working environments
- Diversity, equal pay and equal opportunities
- Education and training programmes
- Fulfilment of duty of care

GOVERNANCE

- Transparent business practices
- Strengthening trust and satisfaction (clients, employees, the public)
- Capacity for development and innovation

OUR IMPACT ON THE SUSTAINABLE DEVELOPMENT GOALS

We align ourselves with the 17 Sustainable Development Goals (SDGs) of the United Nations. These international goals are intended to promote sustainable development across environmental, social and economic dimensions by 2030.

As part of our materiality analysis, we identified the SDGs on which we have a particular impact through our business model, our operational processes and our social engagement. Our influence does not always extend equally across all three levels for every topic.

SDG 3 – GOOD HEALTH AND WELL-BEING

Business model: Through our service offering, we create safe and hygienic environments that promote the well-being of society.
Operational processes: A certified occupational health and safety management system (ISO 45001) and the continuous improvement of working conditions strengthen the health and safety of our employees.
Social engagement: By supporting initiatives such as the Lichtblick Foundation, we promote the well-being of children and young people.

SDG 6 – CLEAN WATER AND SANITATION

Business model: As a facilities management service provider, we ensure cleanliness and hygiene, thereby creating reliable hygienic conditions for clients and employees – including in aviation, the real estate sector, healthcare and cleanroom environments.
Operational processes: Through the use of water-efficient technologies, the development of low-water or water-free processes, and the increased use of environmentally friendly cleaning agents, water resources are conserved in a targeted manner.

SDG 8 – DECENT WORK AND ECONOMIC GROWTH

Operational processes: Sustainability is strategically integrated and systematically managed. Along the supply chain, we ensure human rights and occupational safety, while increasing resource efficiency. As a family-owned business, we also focus on fair pay, co-determination and social engagement.
Social engagement: We support initiatives for economic development, such as the Chamber of Industry and Commerce for Munich and Upper Bavaria, to improve working conditions and actively contribute to higher industry standards.

SDG 9 – INDUSTRY, INNOVATION AND INFRASTRUCTURE

Business model: Innovation-driven – we provide modern technologies and sustainable solutions.
Operational processes: Through the targeted use of robotics and artificial intelligence, the continuous optimisation of processes, and the integration of relevant KPIs into the ESG strategy, innovation and efficiency are systematically advanced.
Social engagement: Together with universities and other research partners, we develop pilot projects to create more efficient solutions in facilities management.

SDG 12 – RESPONSIBLE CONSUMPTION AND PRODUCTION

Business model: We offer sustainable services to our clients, in particular through the use of environmentally friendly, ecologically certified cleaning agents as well as resource-efficient technologies.
Operational processes: Through our established environmental management system (ISO 14001) and sustainable procurement practices (sourcing green electricity, introducing product-related sustainability standards), we reduce our environmental footprint.

FOCUS ON ECOVADIS GOLD

SASSE GROUP RECEIVES ECOVADIS GOLD

In the reporting year 2025, Sasse Group was once again assessed at Group level and achieved a significant improvement with a score of 78 points compared to the previous year (2024: 69 points). This resulted in an upgrade from Silver to Gold.

ECOVADIS RATING AS A PERFORMANCE INDICATOR

The EcoVadis rating serves Sasse Group as both an internal and external performance indicator. Internally, it supports the targeted development of ESG performance, while externally it provides transparency on sustainability performance for clients and business partners. As a central, externally validated KPI, it is used to systematically measure progress in sustainability performance and to support the ESG objective of improving results in relevant client ratings.

EcoVadis is an internationally recognised assessment system that evaluates companies in the areas of environment, labour and human rights, ethics, and sustainable procurement, enabling cross-industry comparability.

For a large proportion of our clients and business partners, the rating serves as a key benchmark for assessing our sustainable corporate management and is a decisive competitive factor. Clients gain detailed insights into our ESG performance through the scorecard, including implemented measures and relevant KPIs. At the same time, it enables us internally to identify areas for improvement in a targeted manner. Our Gold medal underlines a sustainability performance at the highest level and stands for quality, stability and reliability.

Key strengths include the effective interplay of policies, measures and a structured KPI management system. Certified management systems in the areas of environment, quality and occupational health and safety further reinforce this. Our integrated IRO management and the risk assessment of key business areas strengthen our corporate due diligence obligations. Our participation in the UN Global Compact is positively reflected in the rating and recognised as a public commitment to responsible corporate governance. With a view to future reassessment, we aim to further develop our KPI management processes.

ECOVADIS GOLD – CONFIRMATION OF RESPONSIBLE ACTION
"The EcoVadis Gold award motivates us to consistently continue our commitment to sustainability as well as our ESG transparency. We want to demonstrate that sustainable action and economic success reinforce each other."

FOCUS ON UN GLOBAL COMPACT

WE SUPPORT THE UN GLOBAL COMPACT

In January 2025, Sasse Group joined the United Nations Global Compact. With this step, we underline our clear commitment to responsible corporate governance and the consistent respect for human rights, fair labour standards, environmental responsibility and anti-corruption.

The ten principles of the UN Global Compact provide a binding framework for our strategic decisions and operational processes. We are committed to systematically advancing their implementation and reporting transparently on our progress.

In 2026, we will submit our first report – the Communication on Progress – on the implementation of the ten principles.

ABOUT THE UNITED NATIONS GLOBAL COMPACT

The United Nations Global Compact is a call to companies worldwide to align their operations and strategies with ten universally recognised principles in the areas of human rights, labour standards, the environment and anti-corruption, and to take action in support of United Nations goals and issues, as set out in the Sustainable Development Goals (SDGs). The UN Global Compact is a leading platform for the development, implementation and disclosure of responsible business practices.

Launched in 2000, it is the world's largest corporate sustainability initiative, with more than 9,500 companies and 3,000 non-business signatories in over 160 countries, as well as more than 70 local networks.

THE PRINCIPLES OF THE UN GLOBAL COMPACT IN RELATION TO OUR ESG STRATEGY

HUMAN RIGHTS
1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Businesses should ensure that they are not complicit in human rights abuses.

LABOUR STANDARDS
3. Businesses should uphold freedom of association and collective bargaining
4. Eliminate forced labour
5. Eliminate child labour
6. Eliminate discrimination in employment

ENVIRONMENT
7. Support a precautionary approach to environmental challenges.
8. Promotion of environmental responsibility.
9. 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.

GOVERNANCE
Through the regular conduct of risk analyses, we identify and assess potential human rights risks among our suppliers and business partners.

SOCIAL
We promote safe working conditions, equal opportunities and the development of our employees, while also contributing to society. The well-being of our employees is important to us.

ENVIRONMENT
By reducing emissions, using energy and water efficiently, and applying sustainable materials, we contribute to environmental protection and promote resource-efficient solutions.

GOVERNANCE
Through clear policies, compliance structures and transparent processes, we ensure that ethical behaviour and compliant conduct are embedded throughout the entire company.

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.

OUR GOAL EFFICIENCY THAT SUSTAINS.

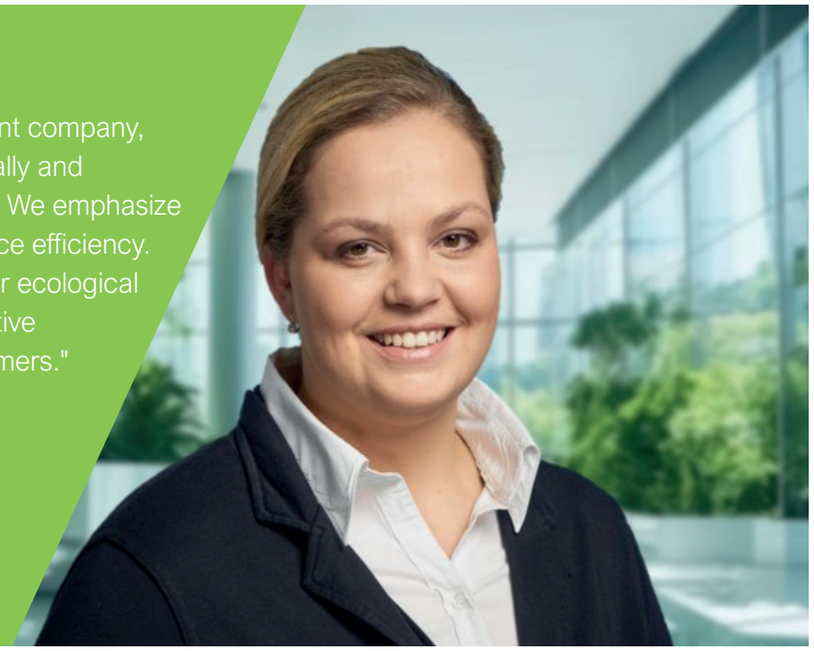
Sasse Group ensures the implementation of its environmental goals and corporate policy through a comprehensive Environmental Management System (EMS) as well as an integrated sustainability management approach. In accordance with the requirements of ISO 14001, our certified EMS includes processes for:

- 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.

UNSERE 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."

Maddalena Anders
Project Lead ESG



FOCUS TOPICS I GOALS I HIGHLIGHTS

CLIMATE

Achieve carbon neutrality in Scope 1 and 2 emissions by 2030 (on a net basis)

HIGHLIGHT 2025

Reduction of CO_2 intensity (CO_2/revenue) by 7% compared to 2024

ENERGY

We optimise energy consumption across sites, fleet and equipment through continuous improvement and embed energy efficiency as a process standard.

HIGHLIGHT 2025

Development of SassTech – a solution for holistic energy management

WATER

We use water responsibly, particularly in cleaning operations, through efficient methods, demand-based dosing and training.

HIGHLIGHT 2025

Professionalisation of water demand data collection for cleaning services

MATERIALS

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

HIGHLIGHT 2025

Expansion of the sustainable product portfolio with additional criteria

CLIMATE STRATEGY

CLIMATE MANAGEMENT AT SASSE GROUP

Climate protection and climate change are key challenges for Sasse Group. Our climate management is based on the systematic recording, transparent reporting and reduction of greenhouse gas emissions in line with the Greenhouse Gas Protocol.

Looking ahead, we are developing science-based emission reduction targets. In doing so, we align ourselves with the Science Based Targets initiative (SBTi), to which we have already committed, and structure the further development of our climate targets and transformation pathway in accordance with its criteria.

Our goal of achieving greenhouse gas neutrality in Scope 1 and 2 by 2030 (on a net basis) focuses primarily on the avoidance and reduction of emissions. Offsetting is for any remaining, unavoidable residual emissions and will be selected according to defined quality criteria.

Concrete targets for controllable Scope 3 categories are currently being further developed, with a particular focus on procurement and purchased materials for our core business.

An external audit of our greenhouse gas accounting is planned for 2026.

FIVE ACTION AREAS ARE PRIORITISED

FLEET
Electrification and optimisation, transition to alternative fuels (HVO100)

COMMUTING
Promotion of suitable mobility models (public transport/cycling), where operationally feasible

RENEWABLE ENERGY
Use of certified green electricity in our own properties

SUPPLY CHAIN & MATERIALS
Collaboration with suppliers, use of ecologically certified products, and a sustainable product portfolio with additional sustainability criteria (beyond labels)

EFFICIENT PROCESSES
Application of intelligent energy management, replacement of outdated equipment, optimisation of technical systems and efficient cleaning processes to reduce energy, water and chemical consumption

CORPORATE CARBON FOOTPRINT

STRUCTURED GREENHOUSE GAS ACCOUNTING

Sasse Group calculates its climate-relevant emissions in accordance with the requirements of the Greenhouse Gas Protocol. The accounting is differentiated by Scope 1, Scope 2 (market-based and location-based) and Scope 3, thereby providing a transparent basis for managing and reducing emissions across the entire value chain.

With the introduction of a digital sustainability management system in 2025, the collection, consolidation and analysis of relevant data is centrally supported. At the same time, data foundations and processes are being gradually harmonised in order to continuously improve the quality, comparability and robustness of the greenhouse gas inventory.

OUR GOAL

To continuously develop the greenhouse gas accounting of Sasse Group and to progressively enhance its accuracy and robustness. A particular focus lies on improving data quality and expanding the data basis along the value chain.

In the reporting year 2025, significant progress was achieved, particularly in the accounting of purchased materials. Through close collaboration with our suppliers, data transparency was increased and the accuracy of the underlying information was substantially improved. This represents an important step towards a sound and reliable greenhouse gas inventory and at the same time creates the foundation for the targeted management of our emissions.

CO_{2E} INTENSITY SCOPE 1 AND 2 I PER EUR 1 MILLION TURNOVER

7,16 TCO_{2E}

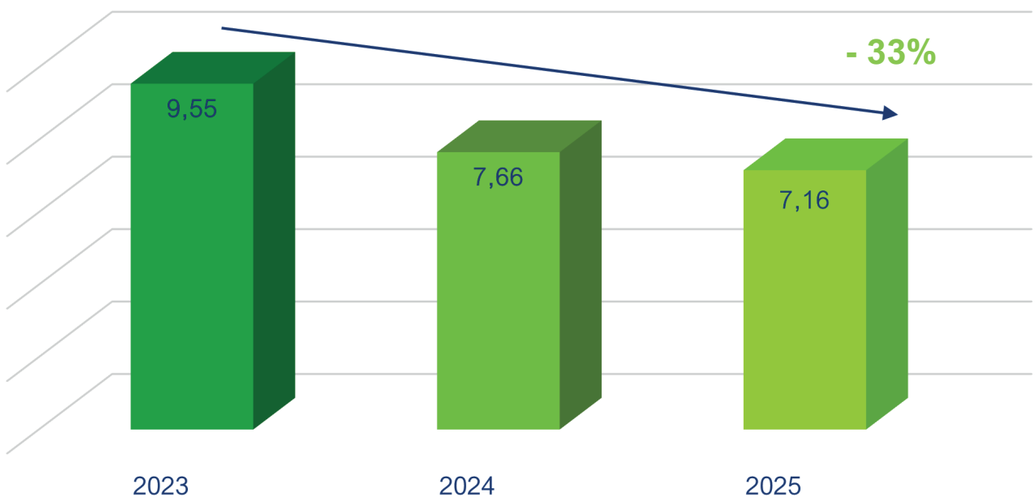
- 33 %
Compared to 2023

SCOPE 1: 2.694 $TCO_{2ÄQ}$.

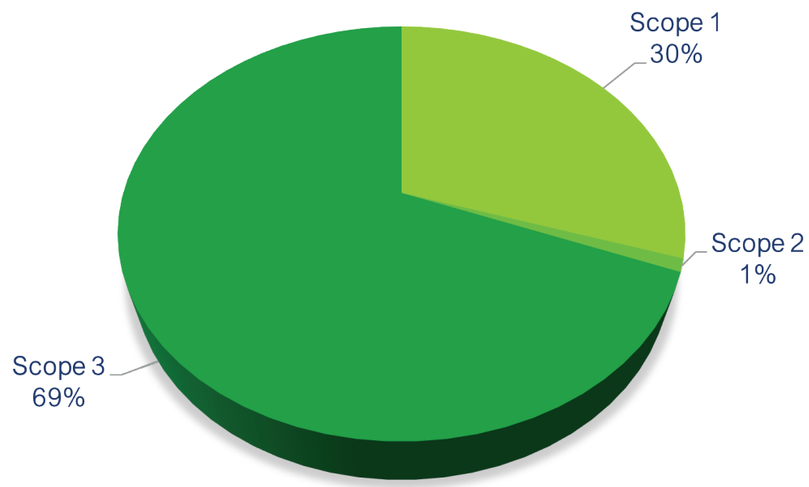
SCOPE 2 (MARKET BASED): 100 $TCO_{2ÄQ}$.

SCOPE 3: 6.180 $TCO_{2ÄQ}$.

DEVELOPMENT OF CO_2 INTENSITY (SCOPE 1 AND 2) RELATIVE TO REVENUE



DISTRIBUTION OF EMISSIONS ACROSS SCOPES



IGEFA – SUSTAINABLE PRODUCT PORTFOLIO

SUSTAINABILITY WE CHOOSE DELIBERATELY

Sasse Group applies clearly defined sustainability criteria when procuring materials and products. In doing so, we rely on the “Sustainable Product Portfolio” (NHW) of our partner igefa, which serves as a central tool for identifying sustainable products.

The NHW includes products that demonstrate improved environmental and social performance compared to conventional alternatives. A key requirement is compliance with both manufacturer and product criteria. At manufacturer level, an established sustainability management system is expected, covering core topics such as working conditions, climate, environment, energy, water and reporting.

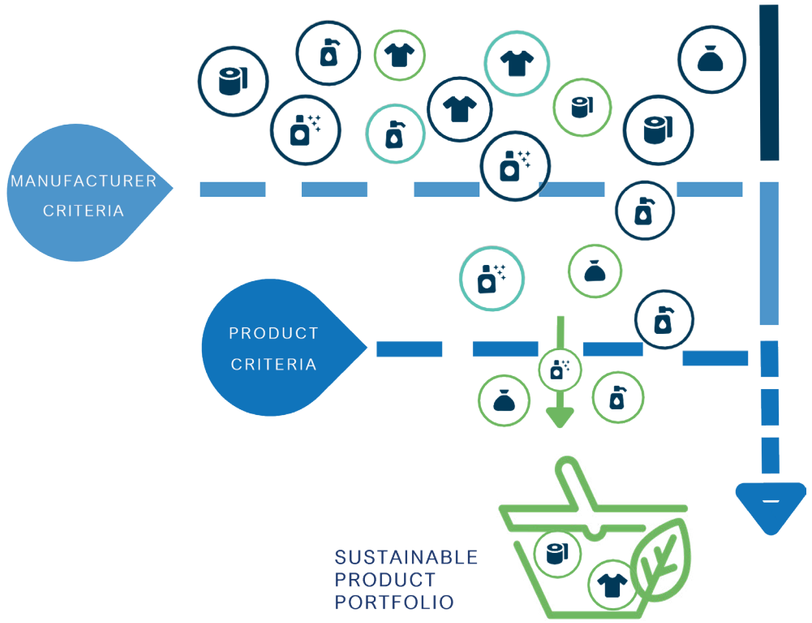
Building on this, a product category-specific assessment is carried out across the entire lifecycle. Inclusion is based on defined criteria and recognised sustainability labels that address key environmental and social impacts. This structured approach ensures that sustainability aspects are consistently integrated into procurement decisions and that suitable products are selected on a well-founded basis. The approach has now been rolled out in Germany and Austria, with the UK to follow.

SUSTAINABLE PROCUREMENT THAT DELIVERS IMPACT

Our procurement actively supports the SDGs – through resource-efficient products and fair supply chains. At the same time, we promote transparent value chains and help to systematically reduce environmental and social impacts.

CRITERIA OF THE SUSTAINABLE PRODUCT PORTFOLIO

HYGIENE PAPERS	Contains 100% recycled paper	Exclusion of particularly concerning substances	Thresholds for energy consumption, fossil energy use and CO_2 emissions	Limited pollutant emissions into air and water	Blauer Engel; FSC Recycled + Nordic Swan; FSC Recycled + EU Ecolabel; C2C Gold/Platinum
WASTE BAGS	At least 80% post-consumer recycled content	Recycled material tested for harmful substances			Blauer Engel
SOAPS & COSMETICS	Use of certified palm oil	Promotes biodegradability	No microplastics (ECHA)	Reduced environmental and health impact	Blauer Engel; EU Ecolabel; C2C Gold/Platinum; BDIH; Natrue; Cosmos organic/natural; NCS
CLEANING AGENTS	Use of certified palm oil	Promotes biodegradability	No microplastics (ECHA)	Reduced environmental and health impact	Blauer Engel; EU Ecolabel; C2C Gold/Platinum; NCP; Nordic Swan
TEXTILES	High social standards (raw materials and production)	High environmental standards (raw materials and production)			Fairtrade Textile Production; GOTS; Global Recycled Standard; IVN Naturtextil; C2C Silver-Platinum; Nordic Swan



IGEFA – RESOURCE MANAGEMENT I TARGETS I MEASURES

OUR RESOURCE MANAGEMENT

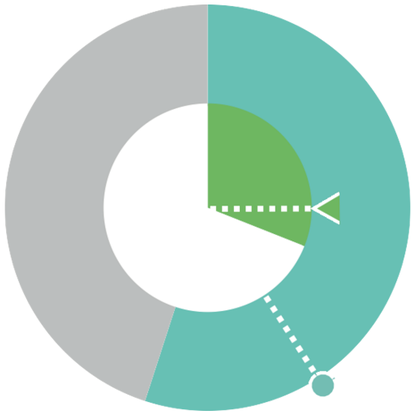
Sasse Group manages its resources in a targeted manner through sustainable procurement processes. The basis for this is the "Sustainable Product Portfolio" (NHW), which defines strict product and manufacturer criteria. The focus is particularly on our three main product categories – hygiene papers (41%), cleaning agents (27%) and waste bags (15%) – which together account for around 83% of our total procurement volume. As such, they represent a key lever for effective resource management.

The requirements for products are defined specifically for each category and take into account key environmental criteria across the entire lifecycle. Examples include:

Hygiene papers:
- 100% recycled paper
- Exclusion of critical substances
- Thresholds for energy consumption, fossil fuels and CO_2 emissions
- Limited pollutant emissions

Cleaning agents:
- Limited pollutant emissions
- Readily biodegradable
- Reduced harmfulness to humans and the environment
- No microplastics (ECHA definition)
- Use of RSPO-certified palm oil

Waste bags:
- At least 80% PCR recycled content
- Recycled material tested for harmful substances



31 %
comply with the NHW criteria

55 %
carry a sustainability label

HYGIENE PAPERS

100 %
carry at least one sustainability label

43 %
comply with the NHW criteria

CLEANING AGENTS

31 %
carry at least one sustainability label

27 %
comply with the NHW criteria

WASTE BAGS

33 %
carry at least one sustainability label

32 %
comply with the NHW criteria

OUR GOALS

In the area of procurement, Sasse Group aims to use resources more efficiently and systematically reduce environmental impacts. The focus is on the consistent development of sustainable procurement processes while maintaining a high level of service quality.

In particular, the following operational objectives are pursued:

- Increasing the share of NHW-compliant products to promote resource-efficient and sustainable procurement
- Reducing packaging volumes and strengthening waste separation and recycling
- Enhancing process efficiency along the procurement chain through standardisation, appropriate ordering frequencies and digitalisation

Conserve resources and support biodiversity | Reduce waste volumes | Reduce chemical usage | Optimise processes

OUR MEASURES

To implement these objectives, Sasse Group relies on targeted measures across the entire procurement chain:

- Portfolio management and product selection: Prioritisation of sustainable products and implementation of product recommendations in categories with high optimisation potential
- Packaging and waste: Reduction of unnecessary packaging and assessment of reusable solutions, where technically feasible
- Process optimisation: Standardisation and optimisation of ordering processes (e.g. adjustment of ordering frequencies), reduction of process effort, and expansion of digital process chains such as automated ordering and electronic invoicing
- Targeted leverage management: Focus on locations with high ordering and delivery frequency, and derivation of specific measures to improve efficiency

Conserve fossil resources | Optimise CO_2 footprint | Reduce demand | Optimise processes

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.

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 Lichtblick Foundation, Newmilns Regeneration Association 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."

Johanna Depaoli
Referentin Personalentwicklung

FOCUS TOPICS I GOALS I HIGHLIGHTS

HEALTH

Maintain the sickness rate at or below 4%.

HIGHLIGHT 2025

The sickness absence rate was 3.8% in the reporting (2024: 4.0 %)

DEVELOPMENT

Increase diversity in leadership positions annually.

HIGHLIGHT 2025

51% of our employees are women, and 49% of leadership positions are held by women (2024: 48%).

COMMUNITY

Improve working conditions in the industry.

HIGHLIGHT 2025

Laura Sasse and Clara Sasse in an interview with Handelsblatt on the topic: "The government has not heard the wake-up call"

QUALITY

Achieving the highest level of customer satisfaction.

HIGHLIGHT 2025

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

RESULTS AND KEY FIGURES 2025

GENDER DISTRIBUTION:

- Male: 49%
- Female: 51%

AGE GROUPS:

- up to 29 years: 13%
- 30 up to 50 years: 44%
- 51 years and older: 43%

MANAGEMENT POSITIONS:

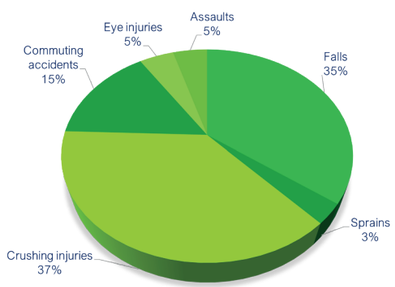
- 49% of leadership positions are held by women

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 131 workplace accidents in 2025. The causes of the accidents, as well as their percentage distribution, can be seen in the chart.



EMPLOYEE SURVEY

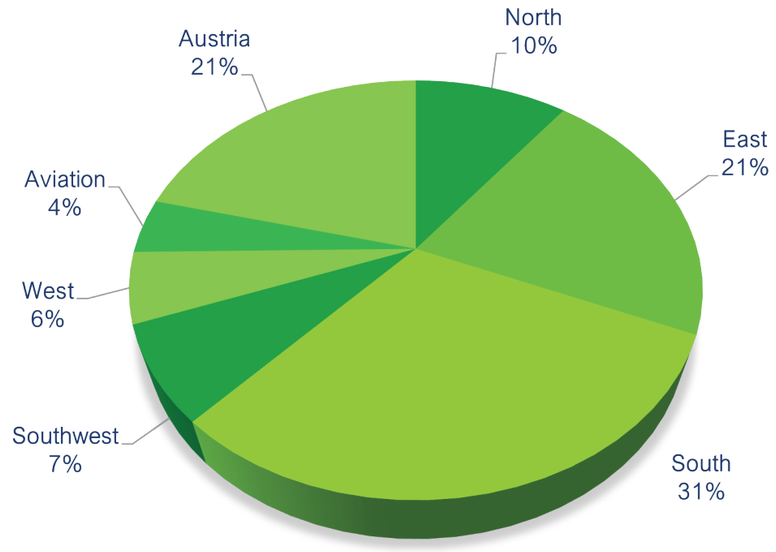
As part of engaging key stakeholders, Sasse Group conducted a group-wide employee survey in 2025. The aim was to gain a comprehensive understanding of employee satisfaction, working conditions and expectations, and to derive targeted measures for the further development of the organisation.

To ensure broad participation and enable access for all employees, the survey was offered in multiple languages. This ensured that the diversity of the workforce was adequately reflected and that different perspectives were taken into account.

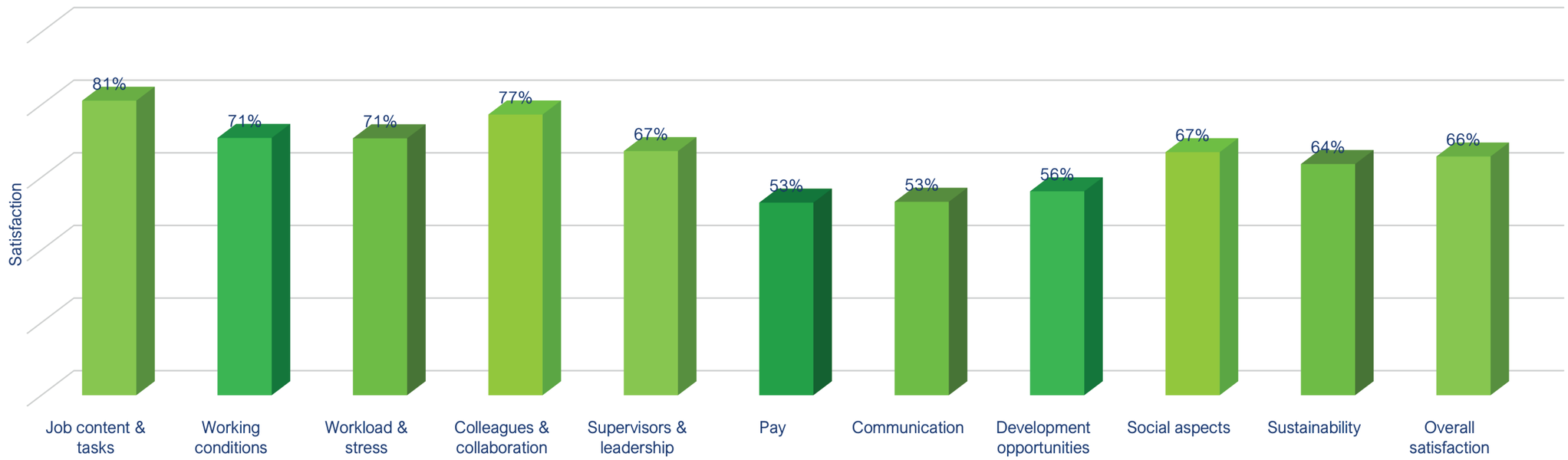
The survey covered key topics such as job roles and responsibilities, working conditions, workload and stress, teamwork, leadership, remuneration, communication, development opportunities, as well as social aspects and sustainability. In addition, overall employee satisfaction was assessed.

The results of the survey are reported to the Executive Board and form an important basis for the further development of working conditions and corporate culture within Sasse Group. They feed into the development of concrete measures and support continuous improvement in line with sustainable and employee-focused corporate management.

PARTICIPATION BY REGION



ANALYSIS BY TOPIC



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.

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."

Bianca Karg
Quality Management Officer

FOCUS TOPICS I GOALS I HIGHLIGHTS

FUTURE TRENDS	INTEGRITY	SUPPLY CHAIN	TRANSPARENCY
Introduce 2 innovations per year contributing to environmental and social improvements.	Maintain zero compliance violations	We assess over 90% of our strategic suppliers and subcontractors based on ESG criteria.	Improve our results in all customer ratings
HIGHLIGHT 2025 Introduction of two innovations: Saafrun SassTech©	**HIGHLIGHT 2025** No compliance violations	**HIGHLIGHT 2025** 100% of our strategic target suppliers were assessed with regard to ESG aspects	**HIGHLIGHT 2025** Sasse Group has achieved the EcoVadis Gold rating (top 5% of assessed companies)

RISK ANALYSIS – PROCESS I RESULTS

ABSTRACT ASSESSMENT
Supplier evaluation based on industry and country risks (abstract risk analysis)

CONCRETE ASSESSMENT
Detailed evaluation of potential high-risk suppliers based on appropriateness criteria (corresponds to the concrete risk analysis)

MEASURES
Derivation of measures for suppliers requiring action, for example through direct contact or audits

PRIORITISATION
Strategic suppliers are prioritised in order to analyse and manage relevant ESG risks in a targeted manner.

FOLLOW-UP
Review of results and measures to ensure effectiveness.

MONITORING
Continuous monitoring of procurement structures and the product portfolio to prepare the analysis process.

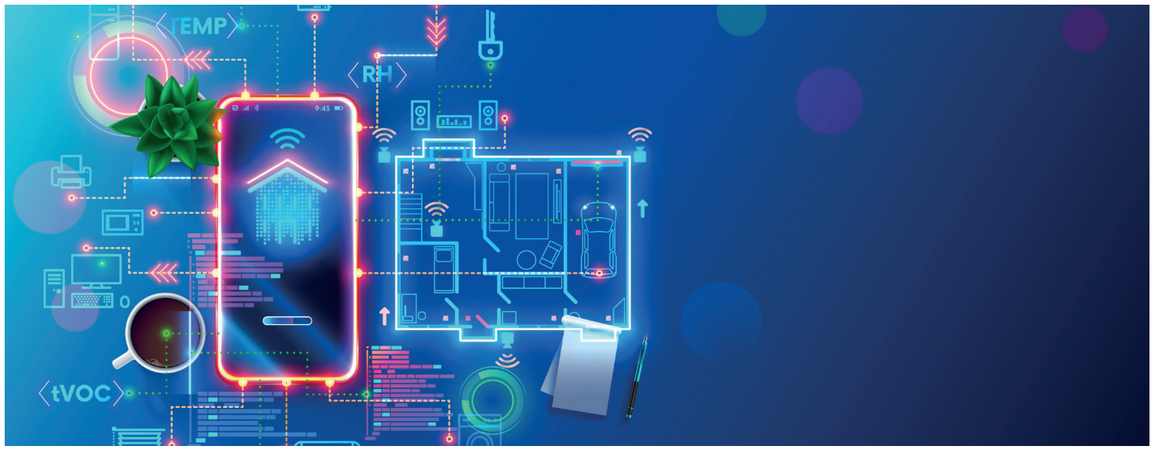
REPORTING
Presentation of a detailed risk report to the Executive Board and public reporting

RESULT OF THE SUPPLIER ASSESSMENT 2025
In 2025, we assessed 100% of our strategic target suppliers with regard to ESG aspects. We define strategic target suppliers as those with a turnover of more than €100k. The assessed suppliers and subcontractors accounted for 73% of our total procurement volume in 2025. In 2026, we aim to cover at least 80% of our procurement volume through the strategic supplier assessment.

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.



OUR GOAL

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

SAAFRUN

With the SAAFRUN project, Sasse Group developed an AI-supported, demand-driven control and dispatch solution for services in 2025. At its core is a digital platform that enables real-time communication between clients, dispatch and operational staff. Automated translations support barrier-free collaboration, while digital service and quality verification – for example through AI-based documentation – increases transparency and traceability. Based on data-driven control and automated scheduling, services are coordinated efficiently, resources are conserved and unnecessary travel is reduced.

In the environmental dimension (E), SAAFRUN contributes to the reduction of energy, water and chemical consumption, as well as CO_2 emissions, through optimised dispatching. In the social dimension (S), employees benefit from clear structures, improved communication and more efficient scheduling, while collaboration within international teams is strengthened. In the governance dimension (G), the solution promotes standardised, digitally supported processes and ensures transparent and traceable service delivery for clients.

Overall, the use of SAAFRUN leads to higher service quality, faster response times and sustainably increased customer satisfaction.

SASSTECH©

With the SassTech© programme, Sasse Group specifically supports its clients in achieving climate targets and sustainably improving energy efficiency. At its core is a holistic approach that combines data-driven analysis, tailored consultancy and the practical implementation of measures. On this basis, energy consumption and CO_2 emissions are systematically recorded, analysed and measurably reduced. At the same time, SassTech© enables the provision and analysis of ESG-relevant data, supporting clients in meeting their regulatory reporting obligations – for example in the context of ESG reporting. The insights gained create transparency regarding existing consumption structures and form the basis for sound, data-driven decision-making. In the reporting year 2025, the programme was further developed to enhance both the quality of analyses and the effectiveness of implemented measures.

SassTech© contributes across all three ESG dimensions: in the environmental dimension (E) through measurable energy savings, the reduction of CO_2 emissions and the identification of efficiency potentials; in the social dimension (S) by raising client awareness of sustainable resource management and supporting ESG-related requirements; and in the governance dimension (G) through the provision of robust, data-driven decision-making foundations, increased transparency and structured KPI monitoring.

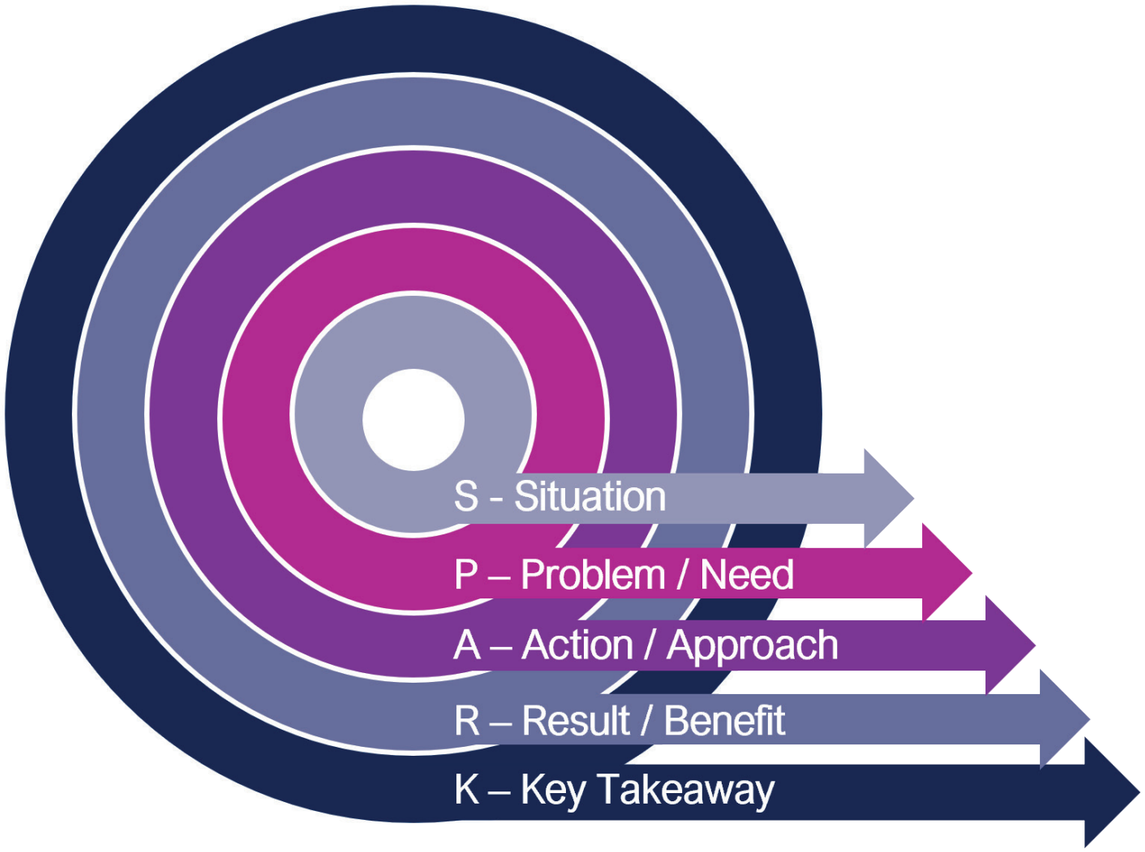
AI STRATEGY

AI THAT SUPPORTS AND CONNECTS!

With the AI strategy developed in 2025, Sasse Group aims to use artificial intelligence in a targeted way to enhance efficiency, quality and competitiveness. AI is not viewed as an isolated technology, but as an integral part of the corporate strategy and everyday working processes. The Executive Board actively supports this approach and ensures the necessary resources as well as its ongoing strategic development.

The implementation of the AI strategy follows clearly defined governance structures. An AI steering committee at Executive Board level, supported by AI project management and so-called AI scouts, ensures a structured, transparent and company-wide implementation.

OUR AI STRATEGY BASED ON THE S.P.A.R.K. MODEL



OUR NORTH STAR

We use artificial intelligence in a targeted way to enhance efficiency and competitiveness, securing our position at the forefront in the long term. To achieve this, we consistently embed AI across all business areas as an integral part of the organisation. The Executive Board explicitly supports this direction, provides the necessary resources and investments, and actively drives its further development.

For us, AI is a natural part of everyday work: we apply it where it creates real value and empower our employees to use its potential responsibly and effectively.

S - SITUATION (STARTING POINT)

Ongoing digitalisation and the use of AI are fundamentally transforming processes, roles and expectations. For Sasse Group, AI is no longer a vision of the future, but a concrete opportunity to enhance efficiency and quality. At the same time, expectations are rising to shape this development in a secure, responsible and people-centred way.

P - PROBLEM / NEED

Many employees are faced with time-consuming routine tasks, complex processes and high coordination efforts in their daily work. At the same time, there is uncertainty about how AI can be used effectively and in compliance with regulations. Without clear guidelines, isolated solutions and untapped potential emerge.

A - ACTION / APPROACH

Sasse Group implements AI in a structured, transparent and participative way – with a clear strategy, defined governance and a secure platform for employees. Supported by AI scouts, project managers and a central steering committee, relevant use cases are identified and professionally implemented. The focus remains consistently on real added value and sustainable integration into everyday work.

R - RESULT / BENEFIT

The targeted use of AI significantly relieves employees and makes processes more efficient and higher in quality. Decisions are made more transparently, quickly and on a more informed basis. At the same time, the safe and responsible use of AI is ensured, strengthening the company's future viability.

K - KEY TAKEAWAY (CORE MESSAGE)

At Sasse Group, AI is becoming a natural tool in everyday work. It is clearly structured, securely embedded and continuously developed collaboratively. We use AI where it creates real value and empower our employees to harness its potential effectively.

ENGAGEMENT, THAT COUNTS!

ecovadis

ECOVADIS GOLD

Sasse Group has been awarded the Eco-Vadis Gold Medal, placing among the top 5% of all assessed companies.

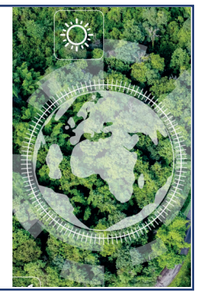
September 2025

SCIENCE BASED TARGETS

SCIENCE BASED TARGET INITIATIVE

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

2024



ThePioneer

THE PIONEER BRIEFING - PODCAST

"Will AI replace cleaning staff?"

Dr Laura Sasse and Clara Sasse in conversation with Gabor Steingart
Listen to the podcast here

Deutsch - Österreichisches Technologieforum

TECHNOLOGY FORUM

"Smart Buildings & Sustainability"

Dr Laura Sasse in discussion on the panel at the German-Austrian Technology Forum of AHK and DHK

EUROPEAN REAL ESTATE BRAND AWARD

REAL ESTATE BRAND AWARD

Strongest FM Brand
2018, 2019, 2020, 2022, 2023, 2024 and 2025
Strongest FM Brand of the Decade
2023

kununu TOP COMPANY 2026

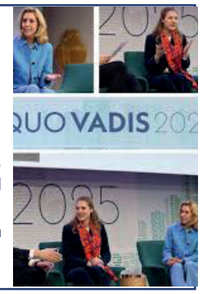
KUNUNU TOP COMPANY AWARD

Best Employers in Germany
2022, 2023, 2024, 2025 and 2026

QUO VADIS 2025

QUO VADIS 2025

"Climate-friendly building technologies, digital processes and AI-supported facilities management"
Dr Christine Sasse and Clara Sasse in discussion at Quo Vadis 2025



IMMOBILIEN WIRTSCHAFT

IMMOBILIENWIRTSCHAFT

"Shaping the future"

Dr Christine Sasse in an interview with Immobilienwirtschaft
Read the article here

Deutscher Nachhaltigkeitspreis

GERMAN SUSTAINABILITY AWARD

Finalist – Top 3
Commercial Service Providers

2023 and 2025

Wirtschafts Woche

WIRTSCHAFTS WOCHE

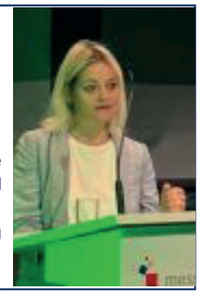
Top SME Service Provider

2023 and 2025

Building Future Conference

BUILDING FUTURE CONFERENCE

"The role of facilities management in the energy optimisation of non-residential buildings"
Keynote by Katja Böhmer at the Building Future Conference



ZIA DIE IMMOBILIENWIRTSCHAFT

DAY OF THE REAL ESTATE INDUSTRY

"Strong companies. Decisive action. Shaping change."

Dr Christine Sasse as a speaker at Day of the Real Estate Industry 2025

charta der vielfalt

DIVERSITY CHARTER

Sasse Group signed the Diversity Charter.

2021

charta der vielfalt
UNTERZEI

VdU

SHE SUCCEEDS AWARD

Winner of the category
"Family succession"

2025

SIEMENS

EXPERT MEETING SMART BUILDINGS

"Where the future meets responsibility"

Dr Laura Sasse and Dr Christine Sasse in discussion at the Expertentreff Smart Buildings

IMMOBILIEROS

IMMO-PODCAST

"Cost efficiency in building operations"

Dr Christine Sasse in an interview on the Immobilieros Podcast
Listen to the podcast here

OUTLOOK 2026 / 2027

A FUTURE WE SHAPE

Sasse Group continuously develops its ESG strategy and focuses deliberately on the years ahead. Key priorities include the further development of the climate strategy, the expansion of transparent external reporting, and the strengthening of digitalisation and data security.

With clearly defined measures, we continue to drive the reduction of our emissions, improve the quality and comparability of our sustainability data, and create the foundation for a secure, future-ready and responsible business development.

OUR FOCUS TOPICS

CLIMATE STRATEGY

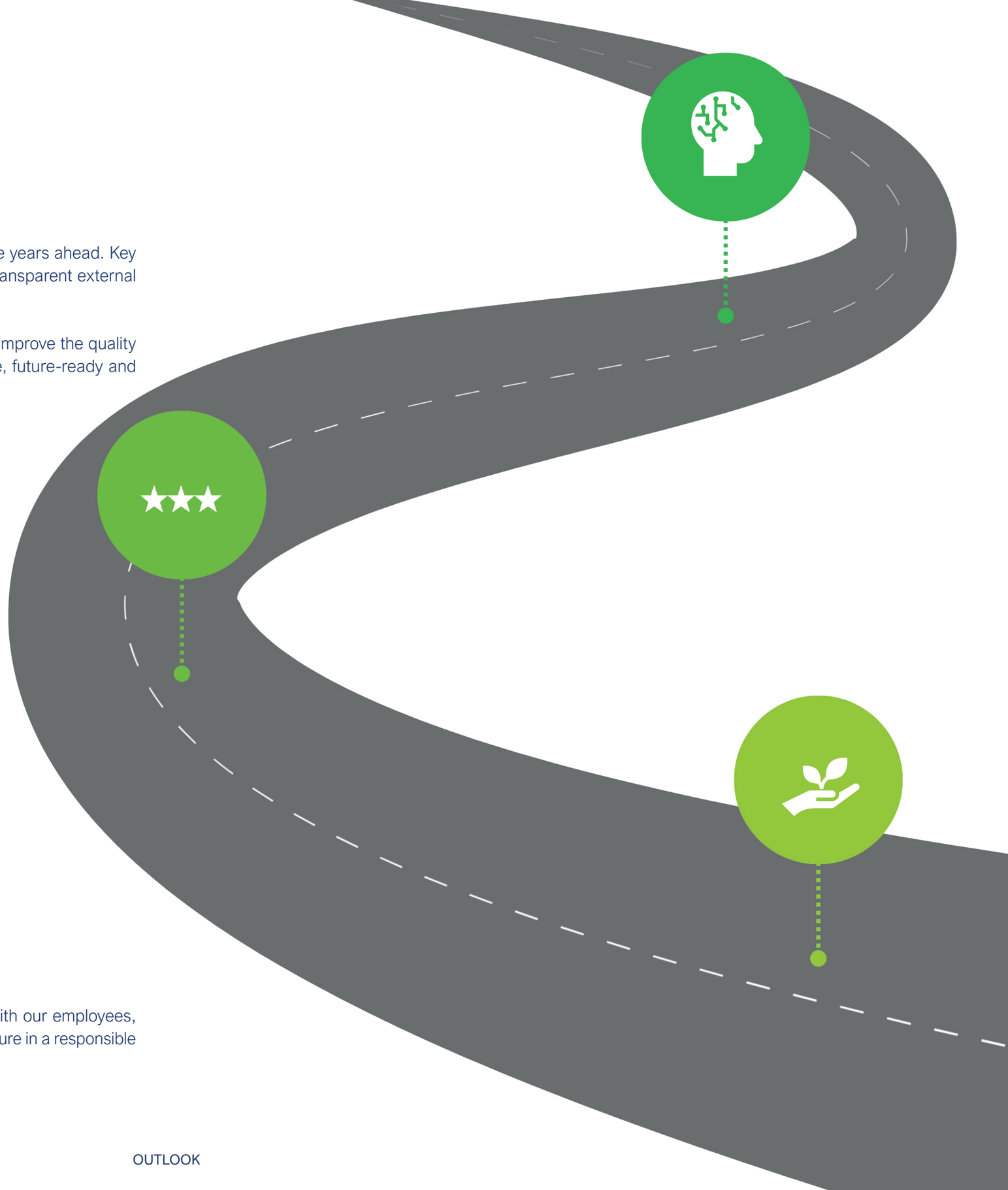
- Further development with a focus on Scope 3 and SBTi
- External verification of greenhouse gas accounting

EXTERNAL REPORTING

- First reporting under the UN Global Compact
- EcoVadis reassessment

DIGITALISATION AND DATA SECURITY

- Rollout of the AI strategy
- Further development of information security management



A CLEAR COURSE FOR THE YEARS AHEAD

Sustainability is a journey for us – and we are continuing it consistently. Together with our employees, clients and partners, we continuously develop our activities and shape a sustainable future in a responsible and transparent way.

IMPRINT

Publisher:
Dr Sasse AG | Am Westpark 1 | 81373 Munich | Germany
T: +49 (0) 89 21211323 | E-Mail: esg@sasse.de | sasse.de

Management Board:
Dr Laura Sasse
Clara Sasse
Dr Christine Sasse
Katja Böhmer

Registered office: Munich
Munich local court: HRB 113742
VAT ID Dr Sasse AG: DE129331396

Design & Implementation:
Maddalena Anders
Project lead ESG I Corporate Communications