

2023

Sustainability Report

Oikos Group GmbH

Contents

CFO report	03
Oikos Group – re:thinking homes	04
The Oikos approach for more sustainability	05
ESG strategy	06
Our product – our brands	08
Handling ESG risks	11
Targets and progress	13
Sustainability in action	14
Environmental protection	17
Social engagement	23
Governance	29
Overview of key figures	35

A letter from our CFO

CHRISTIAN GARKE
CHIEF FINANCIAL OFFICER



Dear Readers,

It gives me great pleasure to share Oikos' second annual sustainability report. As a wood-based housing group, sustainability has always been part of our DNA.

Our vision is to be the leader in sustainability in the pre-fabricated housing sector, helping to decarbonize a sector that is integral to achieving net zero. That is why we decided to launch our inaugural sustainability report last year and set ambitious ESG targets with clear KPIs and implementation steps.

Despite the fact we published our first sustainability report last year, sustainability has always been core to what we do at Oikos, providing the best possible product to our customers and meeting their changing needs. We've worked for years to establish long-term partnerships with responsible suppliers that share our values, integrate sustainability into the design of our houses, and ensure our production facilities ran efficiently. This meant that we had a very good foundation to build upon when we formally announced our ESG strategy last year.

While last year was about setting our level of ambition, this year was about implementation. Our long-standing focus on sustainability helped us to make even faster progress in achieving our goals.

This year, we made significant further investments to reduce our Scope 1 and 2 emissions. This included investing in efficient heating systems and building solar energy capacity to reduce our CO₂ emissions per house

by 9% over the last year alone, ahead of targets. Beyond direct emissions, we also focused on making progress on energy and waste. In 2023, we ensured that 89% of the houses we produced were equipped with energy efficient heat pumps, and reduced our overall waste by 4% in comparison to 2021 through targeted measures.

We are also proud of the work over this year to support our employees with developing the skills and talent that will be essential in the decades to come as our products and operations become ever more sustainable. We are pleased to report that our employees share our commitment to ESG and our values, and as such we have seen a very low turnover in talent this year.

Alongside the progress made this year, we're already thinking about how the actions we've taken today will set us up for long-term success as a business tomorrow. As we look ahead to next year and beyond, we continue to build strong foundations. These foundations include an audit of selected non-financial indicators for this year's reporting, which will serve as an important basis as we begin to comply with incoming CSRD regulation over the next few years.

We look forward to the path ahead, with every step taking us further towards building the future of housing.

Happy reading,

► **Christian Garke, Chief Financial Officer**



re: thinking homes

The Oikos Group is one of the leading European companies in the prefabricated housing sector. We are revolutionising home construction with affordable, healthier and more sustainable prefabricated homes that are also quicker to build. This is how we at Oikos are shaping the future of living.

Owned by Goldman Sachs Asset Management since May 2021, Oikos brings together three of the leading European prefabricated housing brands: Bien-Zenker, Hanse Haus and Living Haus. This multi-brand strategy makes it possible to reach a large number of customer groups. From shell construction to the turnkey-ready housing solutions, Oikos Group serves the entire market with a high-quality and sustainable product.

Our industry-leading innovations and automated production processes allow us to build faster and use resources more efficiently. For example, our clients can use state-of-the-art digital sampling tools to customise and select the interior and exterior details of their future prefabricated house in a 3D model from the comfort of their own home. Our highly automated production centres handle several manufacturing processes: They know which parts need to be added to the process next, and control components such as state-of-the-art joinery systems and CNC-controlled multifunction bridges – a first in the industry.

Sustainability has long been at the heart of our business, and since 2022 we have gone one step further with the introduction of our ESG strategy. This path will pay off in the long term for our sustainable growth: In the EU, national governments are implementing their climate protection targets with directives to reduce emissions from construction and housing. Our customers are also attaching increasing importance to sustainability.



Facts

1,978

employees

Operations
throughout the
DACH region

3 market-leading

independent brands:
Bien-Zenker, Hanse Haus
and Living Haus

Revenue growth from
approx. EUR 220 million
in 2015 to more than EUR

600 million in 2023

15% increase in net
sales in 2023

DGNB

Gold certificate for the
entire product portfolio
since 2019

First prefabricated house
company to be awarded the

**‘Plus’
Quality Seal**

for Sustainable Buildings
(Qualitätssiegel Nachhaltiges
Gebäude – QNG) by the
Federal Ministry of Housing,
Urban Development and
Building in 2022

The Oikos approach for more sustainability

Reducing CO₂ emissions in the construction industry is key to achieving global climate targets. The construction sector accounts for 36% of total global energy consumption and half of total resource consumption¹. In Germany alone, the construction sector needs to reduce its greenhouse gas emissions by 46% by 2030 to reach its net-zero target by 2045².

Cost-efficient, faster to build and less resource-intensive: prefabricated housing is one of the leading solutions for the construction industry to reduce CO₂ emissions. Prefabricated houses generate up to 37% lower CO₂ emissions than comparable, conventionally built houses. Prefabricated construction also results in more than 50% less waste than houses built directly on the construction site³. We believe that prefabricated construction is the most sustainable way to build – and the key to achieving climate targets in the EU.

As one of Europe's leading prefabricated housing groups, we are committed to using our size, innovation and ambition to raise the bar for sustainability. ESG is an integral part of our business and an important driver for our long-term success.

We want to build homes that enable people to live healthy, safe and environmentally friendly lives for a long time to come. We achieve this with a market-leading, holistically sustainable product – from the materials and processes all the way to the people who make it. In 2022, we therefore launched one of the industry's most ambitious ESG strategies, setting forward-looking targets in the areas of emission reduction, waste prevention and energy efficiency.

Industry-leading objectives
One of the industry's most ambitious scope 1 and 2 targets in the area of emissions and waste avoidance

Pioneering technology
The first fully automated production facilities in this sector reduce waste and environmental impact.

Commitment to a circular economy
We use sustainable building materials and ensure a high recycling rate when disposing of them. 43% of our total waste is recycled for reuse. Our waste wood is also processed into wood briquettes.

Leading employer
Target of 30% lower employee turnover than the industry average

¹) Data from the World Green Building Council

²) Research by Boston Consulting Group

³) Research by Boston Consulting Group

Pioneering in the construction industry: our ESG strategy



Our sustainable growth strategy is one of the most ambitious in the industry. It is based on specific targets, holistic implementation plans and transparent ESG reporting. These ESG goals are complemented by continuous innovation and our technology-focused approach. To further optimise our processes, we use cutting-edge digital sampling tools, 3D modelling, VR visualisations and lean management.

Our holistic ESG approach is based on the key areas of activity in our materiality analysis and covers all areas of the company. We are taking targeted steps to strengthen our position in the following areas:

The carbon footprint of our production and products

Our goal is to reduce our direct greenhouse gas emissions (scope 1) per house fabricated by 15% by 2025 (base year 2020). In terms of scope 2 emissions, we have already met our net zero target by supplying 100% renewable energy to our facilities. By equipping more and more homes with heat pumps and photovoltaic systems, we are also reducing emissions in the utilisation phase (part of scope 3 emissions).

Waste reduction and circular economy

Our goal is to reduce the total amount of waste we generate by 5% between 2020 and 2025. We reduce the waste generated by increasing our focus on a circular economy. For example, we process production waste into wood pellets and chipboard, heat our production halls with waste wood and set up a recycling system for gypsum waste.

Putting our employees first

We are proud of our qualified workforce, who carry out their work with dedication. Our staff turnover rate is 10.5%, which is 72% better than the industry average. Some of our employees even come from the same families across generations. Newly recruited employees benefit from their colleagues' many years of experience – almost 5% of our workforce has been working for companies in the Oikos Group for more than 30 years.

Our progress at a glance



The carbon footprint of production and ...

9%

Reduction of direct CO₂ emissions (scope 1) in 2023 compared to 2022 to 754 kg CO₂ per house

Scope 2 net zero target achieved

No indirect greenhouse gas emissions due to 100% renewable energies

1,192 kWp photovoltaics

and thus avoidance of approx. 430 tonnes of CO₂ in 2023

... products

89%

of the houses handed over in 2023 are equipped with energy-efficient heat pumps by Oikos.

50%

of the houses built in 2023 meet the KfW Efficiency House 40 standard (requiring just 40% of the annual primary energy used by a similar reference house).

DGNB Gold certification

for the entire product portfolio



Putting our employees first

72%

lower fluctuation rate than the construction industry average

106

apprentices in 2023 – with a job guarantee for the first year after graduating

16

training hours (average) per commercial or technical employee in 2023



Waste reduction and circular economy

Waste reduction

of 4% compared to 2021 thanks to targeted measures and waste container control

43%

of the total waste is sent for recycling.

89%

of the wood used is sustainably sourced.

Our product – our brands

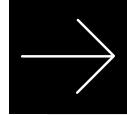
The construction industry is one of the most CO₂- and material-intensive industries. Growing demand for energy-efficient homes with a lower carbon footprint is driving growth in the prefabricated housing sector. Over the past ten years, the proportion of prefabricated houses in building permits for detached and semi-detached houses in Germany has increased from around 15% to 24.5% in 2023.

We offer our customers pioneering prefabricated housing that is more affordable, faster to build and more sustainable. Automated production processes make our homes highly efficient, enabling us to meet growing demand while reducing CO₂ emissions and waste.



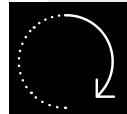
1. Efficient

Thanks to automated processes, our homes can be built faster and resources used more efficiently.



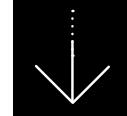
2. Future-proof

We comply with European regulations, reduce CO₂ emissions and observe certification standards in order to achieve high resale value for our clients.



3. A leader in the circular economy

We prioritise the use of renewable and locally recycled materials. We are an industry leader in waste reduction.



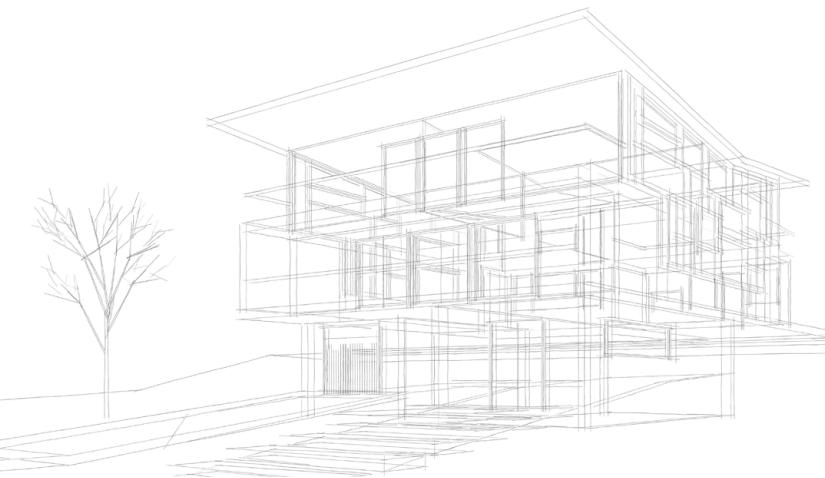
4. Low environmental impact

Every single one of our houses is energy-efficient and meets at least the Efficiency House 55 standard. This significantly reduces the carbon footprint.



5. Natural

On average, each house contains 89% sustainably sourced wood and absorbs 11 tonnes of CO₂ over its entire life cycle.



**BIEN
ZENKER**
DAS HAUS

**HANSE
HAUS**
Genau mein Zuhause

LivingHaus

Our brands

Hanse Haus

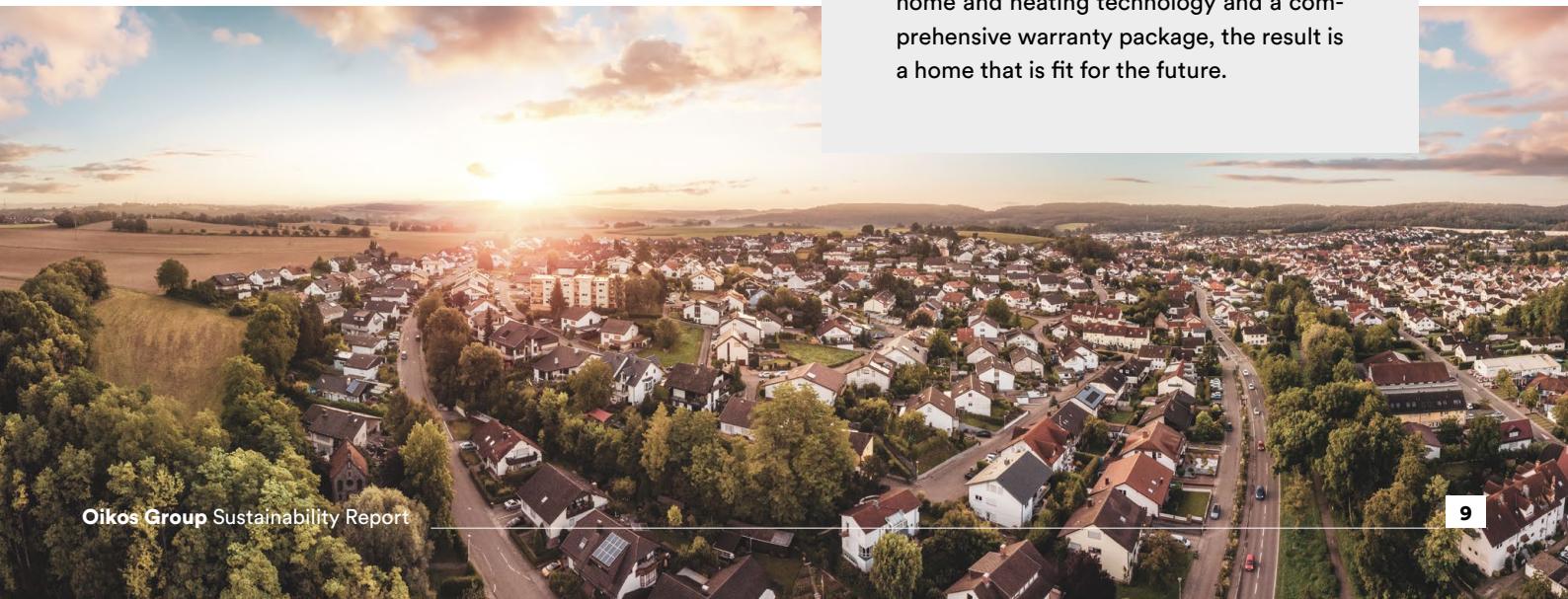
Hanse Haus has successfully combined traditional craftsmanship and innovative prefabricated construction to create future-oriented, energy-efficient houses from the renewable raw material wood. Hanse Haus uses its wealth of experience to make affordable quality – with maximum individuality. Clients receive a prefabricated house that is precisely tailored to their needs. From modern terraced houses for smaller plots of land to age-friendly bungalows and subsidy-eligible single-family homes, the expert construction partner offers holistic residential solutions.

Bien-Zenker

With more than 115 years of experience in timber construction, Bien-Zenker is one of the most popular and successful prefabricated house suppliers. The comprehensive consulting and service portfolio extends far beyond house construction and also includes areas such as land, financing and home furnishings. As a competent construction partner, Bien-Zenker also offers maximum security for the future – for example, with high-quality materials that promote healthy living, intelligent layout planning that takes into account changing life situations and building and heating technology that already masters the challenges of the future today.

Living Haus

The newest brand in the Oikos Group optimally serves the needs of its target group with a revolutionary prefabricated house concept. Living Haus offers clients maximum freedom, security, quality and service at an outstanding price-performance ratio. They are free to decide which interior fitting tasks they wish take on themselves. A coaching session and extensive online tutorials are on hand to support them. Complete with intelligently configured home and heating technology and a comprehensive warranty package, the result is a home that is fit for the future.



Industry leaders

Launched in 2022, our market-leading ESG strategy sets new standards in the construction industry, helping to reduce emissions, increase the efficiency of residential buildings and advance sustainable construction.

In order to meet the needs of our customers in the long term and reduce CO₂ emissions across the entire construction sector, we need to act now. Our targets for 2025 demonstrate our ambition to go one step further and pioneer what sustainability should look like in home construction.



Our achievements to date

89% of houses handed over in 2023 were equipped with heat pumps – an increase of 6% compared to 2022

47% of houses handed over in 2023 were equipped with photovoltaic systems – an increase of 52% compared to 2022

Around **90%** of the wood used is FSC/PEFC-certified and comes from responsibly managed forests. As a result, we have a strong track record in sustainability and local procurement.

By using waste wood from production to generate energy in our production facilities, we are a pioneer of the circular economy.

Our entire portfolio has been awarded Gold certification by the **DGNB** (German Sustainable Building Council).



Handling ESG risks

As part of our ESG strategy, we conducted a comprehensive materiality analysis in accordance with the framework of the Global Reporting Initiative (GRI) and the Sustainable Accounting Standards Board (SASB).

Within the framework of our sustainability reporting obligations, we plan to carry out the double materiality analysis in 2024 as a cornerstone for the upcoming Corporate Sustainability Reporting Directive (CSRD). This is where we can draw on our extensive experience in the development of our sustainability strategy.



Key topics

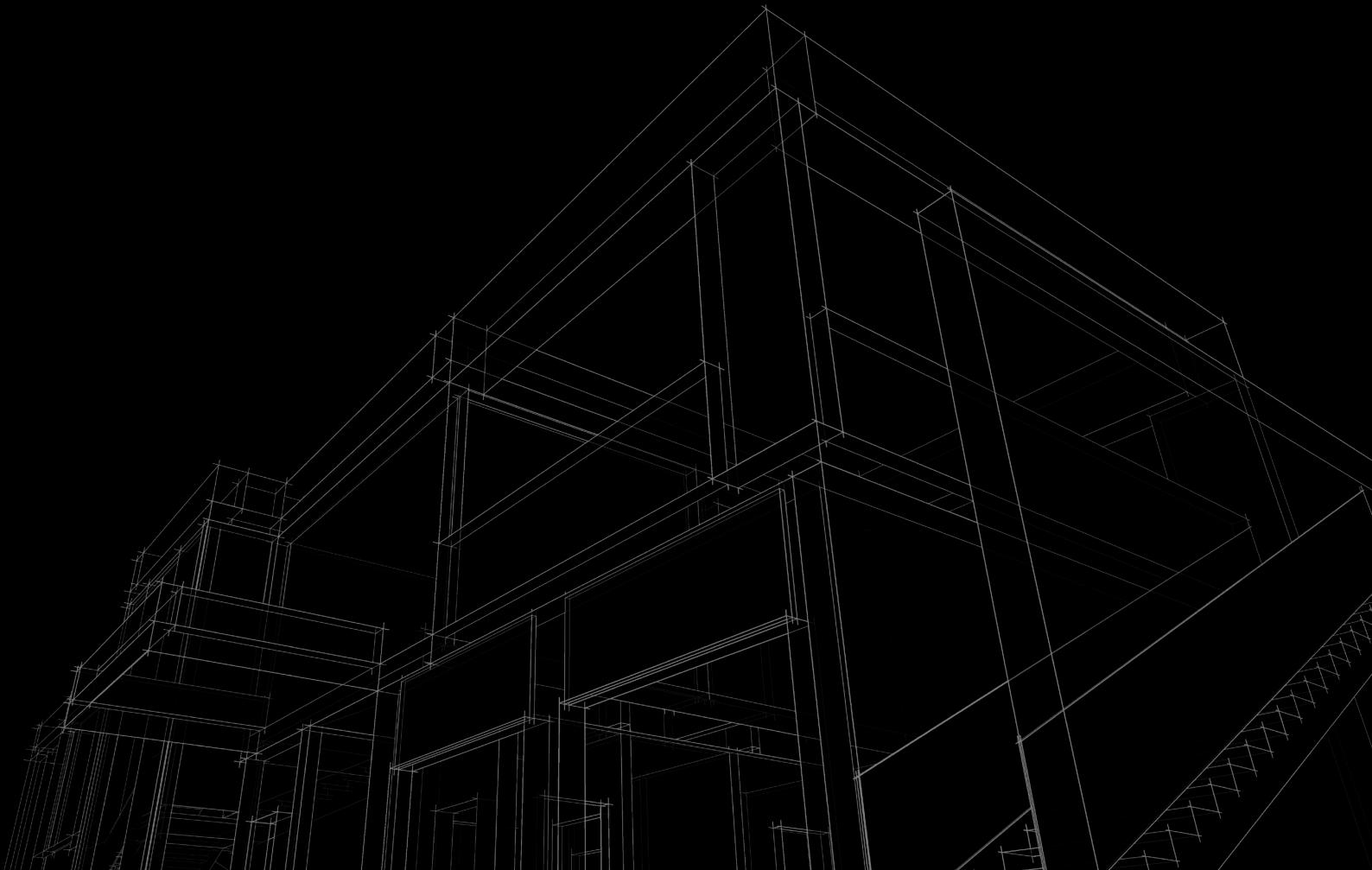
- ▶ The carbon footprint of our production and products
- ▶ The energy efficiency and environmental impact of our products
- ▶ Renewable and recyclable materials
- ▶ Waste avoidance
- ▶ Employee health and safety
- ▶ Product quality and safety
- ▶ Customer satisfaction
- ▶ Recruitment/development/retention of staff (incl. diversity and inclusion)
- ▶ Ethical conduct as a company (incl. anticorruption and human rights)
- ▶ Responsible supply chain

Environmental protection

Social engagement

Governance

Targets and progress	13
Sustainability in action	14
Environmental protection	17
Social engagement	23
Governance	29
Overview of key figures	35



Targets and progress

Unless stated otherwise, the core objectives apply to the entire Oikos Group.

Core objectives	Unit	Performance 2022	Target 2023	Performance 2023	Target 2024
ENVIRONMENT					
Scope 1 & 2 emissions per house handed over	kg CO ₂ /house	834 ¹	772 ¹	754 ¹	751 ¹
Photovoltaic expansion	kWp	872	453	1,192	653
100% renewable energy (electricity supply)	—	achieved	main-tained	achieved	main-tained
Reduction of production waste	t/house	3.45	3.48	3.42	3.39
SOCIAL					
Staff training programme	hours	15	7	16	9
Annual feedback	%	73	> 90	92	> 90
Employee turnover compared to the construction industry	%	65	> 30	72	> 30
GOVERNANCE					
Staff compliance training	%	43	95	99	100

¹) KPI does not include Plant IV, which was commissioned in September 2023 and the office in the Czech Republic

Sustainability in action

Sustainability in all its facets is an integral part of our corporate culture. The following pages show excerpts of how it already shapes our actions and daily lives.

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Bien Zenker apiary

Alongside climate change, the loss of biodiversity is one of the biggest environmental problems of our time. To raise awareness, deepen knowledge and show other companies how to actively protect the environment, our Bien-Zenker brand launched the initiative 'Protecting Bees – Preserving the Future'. In cooperation with local beekeepers, a bee sanctuary for up to one million bees was built directly on the plant premises in Schlüchtern. Since 2017, all Bien-Zenker homeowners have received a personal bee sponsorship.



Consolidation of customer service

With the aim of reducing the number of trips required and at the same time further optimising the efficient support we provide to our customers, a joint customer service deployment plan was introduced for our three brands in July 2023 and the customer service technicians were merged into one team. With new digital customer service tutorials, we also provide our homeowners with video instructions that they can use to adjust the windows or front door themselves, for example, so that customer service is needed in fewer cases. If homeowners still need assistance, they can contact our customer service as usual.

New central heating system with waste wood as primary fuel

A new heating center with an underground local heating network was built at our site in Schlüchtern in 2023. This will completely replace the previously used oil heating system. Waste wood from production will be used as the primary fuel. In carpentry and element production, new, more efficient radiators with intelligent control technology are being installed, which are operated with liquid gas. These construction measures were also turned into a project for our trainees: Four third-year trainee carpenters erected the roof truss, and two aspiring drafters were also involved. The new heating system will enable us to significantly reduce our site's CO₂ emissions and save 134 tonnes of CO₂ per year. The decision to install a new central heating system was not made for economic reasons, but solely with a view to reducing CO₂ emissions.



EVUM aCar electric truck

Climate protection unites: thanks to our long-standing partnership with the ground-bearing slab and basement manufacturer Glatthaar, we were delighted to receive delivery of an innovative electric transporter – the EVUM aCar – as part of our commitment to sustainability.

Like the Oikos Group, Glatthaar and EVUM Motors attach great importance to sustainability. The aCar was manufactured in Lower Bavaria with a strong focus on robustness and durability. The high-quality moulded parts of the interior and exterior bodywork are also fully recyclable. The vehicle can be charged at any electrical outlet and the battery is designed to store electricity so it can also be used as a power source for external electrical equipment.

The aCar can reach up to 70 kilometres per hour and has a range of up to 200 kilometres. With a maximum payload of 1,100 kilograms, the EVUM aCar is highly versatile. At Hanse Haus, the vehicle is used for internal operations and for journeys between the plants.



Environmental protection

Reduced environmental impact and healthier living

In light of the fact that the construction industry is one of the most carbon- and material-intensive industrial sectors, at Oikos, we are committed to reducing the environmental impact of our operations and supporting the efforts of the entire industry to achieve the same.

In doing so, we focus on creating sustainable living spaces for our clients.

- Our entire product portfolio meets the Gold certification standards of the DGNB (German Sustainable Building Council) for small residential buildings.

We want to contribute to climate protection and the conservation of natural resources by working as efficiently and sustainably as possible at our locations. To this end, we set ourselves ambitious targets – both for the energy requirements and CO2 emissions of our products as well as the sustainability and recyclability of the materials we use. We strive to reduce our resource consumption through our environmental and energy management system, and endeavour to train our employees accordingly on a regular basis. We consistently consider all relevant factors throughout our entire supply chain – from the source of raw materials and equipment to safety in the workplace. We invest a lot of time in raising awareness amongst our business partners regarding progressive environmental and resource-saving practices.

Renewable and recyclable building materials

Oikos houses are mainly made of the renewable, natural raw material wood, which offers an ideal, healthy alternative to conventional building materials such as stone or concrete. For further optimisation, we develop tools to assess the sustainability of building products, building systems and industrial processes as well as the houses we build.

In 2016, we were one of the first suppliers of prefabricated houses to be awarded the DGNB Gold sustainability certificate for all of our buildings. In addition, the Oikos Group was the first prefabricated housing supplier to receive the 'Plus' Quality Seal for Sustainable Buildings (QNG) from the Federal Ministry of Housing, Urban Development and Building. Other relevant awards in this area include 'Sustainability Champion' at the Die Welt Sustainability Champion Awards 2022 and 'Best Sustainability, Industry Winner Prefabricated & Massive House Providers 2022' organised by Deutschlandtest.de. Hanse Haus and Bien-Zenker were also nominated for the German Sustainability Award in 2023.

We reduce our carbon footprint

The Oikos Group is committed to making a measurable contribution to minimising the carbon footprint of the construction industry and to meeting the European climate targets set out in the EU Green Deal to reduce net greenhouse gas emissions by at least 55% by 2030 (base year 1990). Our ESG strategy is based on scientific findings and has a medium-term focus (until 2025) and aims to limit global warming to 1.5°C. We made a conscious decision not to offset unavoidable emissions with CO2 certificates. Instead, we are constantly working to reduce emissions throughout our entire production process.



Scope 1 emissions

Objective: Reduction in CO₂ emissions generated per house by 15% by 2025 to 738 kg CO₂e (base year 2020: 868 kg CO₂e)

Measures: Replacement of diesel-powered forklifts with electric forklifts; construction of a new wood-gas hybrid heating system at the Schlüchtern site; construction of a new plant in accordance with the Efficiency House 55 standard in Oberleichtersbach.

Scope 2 emissions

By sourcing 100% renewable energy from a local supplier, we have consistently achieved zero emissions since 2018.

Measures: We are continuing to work on procuring green electricity with zero emissions, which requires more effort in times of energy scarcity. We are also committed to continuing to generate renewable energy as we grow our business. To this end, we are also planning to expand our own on-site photovoltaic capacity from 54 kWp of installed capacity in 2020 to more than 1,300 kWp by 2024.

Pioneering work to reduce emissions across the entire life cycle

The Oikos Group uses the calculation guidelines specified by the QNG Quality Seal for Sustainable Buildings to determine the CO₂ emissions over the entire life cycle for each house handed over.

- ▶ Production phase (raw material procurement, transport, production)
- ▶ Operating and use phase (replacement, energy consumption: standard values are estimated for the use phase)
- ▶ Waste treatment and disposal phase after dismantling (disposal)

Our aim is to continuously reduce the carbon footprint of our products throughout the entire life cycle of a house.

Efficient plant technology and the installation of heat pumps and photovoltaic systems play a decisive role here. The proportion of installed heat pumps increased by 6% and the installation of photovoltaic systems increased by 12%. These proportions will continue to grow further as a result of changes to legal regulations that have been made.

The calculation results play an important role in product design and give us the opportunity to react flexibly to the potential tightening of funding conditions.

Energy efficiency

Our prefabricated houses are built to recognised standards. For example, they meet the KfW Efficiency House standards, the corresponding DIN standards and the criteria for the certification of sustainable buildings by the German Sustainable Building Council (DGNB). Our energy management system is certified in accordance with DIN EN ISO 50001:2018, the international standard for energy management systems.

Since 2021, we have taken the following measures to continuously increase energy efficiency in our production:

- ▶ Installation of a new central heating centre with an underground local heating network that is primarily operated with waste wood and replaces old gas heating systems
- ▶ Construction of a new plant (Efficiency House 55 standard), which is being heated with waste wood and equipped with a photovoltaic system (currently 135 kWp, 600 kWp planned)

- ▶ Office wing at the new plant with efficient heat pump and ventilation system
- ▶ Reduction of gas consumption for heating by replacing plant doors
- ▶ Renewal of lighting (LED)
- ▶ Installation of an energy monitoring system
- ▶ Conversion from diesel to electric forklifts

Supply chains

At Oikos, we commission local suppliers wherever possible. This enables us to achieve short delivery times and transport routes, which significantly reduces the emissions associated with the supply chain. For our customers, in turn, local suppliers stand for reliable production and support the region's economy.

We therefore continue to strive to operate as locally as possible and maintain the high quality standards of our

building materials. For example, we source a significant proportion of our solid structural timber directly from a supplier in the Rhön region of central Germany – just 30 kilometres from our production facilities. We are committed to sourcing at least 80% of the wood we use as building material from sources certified by the FSC/PEFC (Forest Stewardship Council). In 2023, we reached 89%.

Sustainable growth

Constantly optimising the efficiency and sustainability of our production is an integral part of our continued growth. In 2023, we re-equipped an existing plant and commissioned a new plant that will be used to manufacture roof and ceiling elements and will increase production capacity at Hanse Haus by 30%.

Lower CO₂ emissions

The newly built plant meets the requirements of the Efficiency House 55 standard and is heated by a woodchip system, which in turn is operated with waste wood from production. In addition, a photovoltaic system with an output of 135 kWp was installed, which is now being gradually expanded to an output of around 600 kWp. The office wing has an efficient heat pump with ventilation system.

Reuse and recycling

The new plant was built on the site of an old sawmill. Some of the existing buildings remain and are used as warehouses; material from the demolition has been recycled as far as possible.

Support for the region

The new plant will create 150 new jobs at Oikos and approximately 100 additional jobs at suppliers.

Promoting biodiversity

Our efforts to protect the environment not only include minimising the impact of our production, but also our commitment to preserving biodiversity. In 2017, we launched the 'Save Bees, Secure the Future' initiative to help others lead by example and raise awareness of the issue. In collaboration with local beekeepers, we currently maintain beehives for more than one million bees at our site in Schlüchtern and give bee sponsorships to our clients.

In 2022, we received another award from the Bavarian State Ministry of the Environment as part of its 'Blühender Betrieb' initiative. The award was aimed at companies that have specifically designed their outdoor areas to be structurally rich and thus promote species and insect diversity. In the show home park at our site in Oberleichtersbach, we have created several such untreated areas with near-natural planting for insects.

Waste and recycling

At Oikos, we work with different materials, including wood, wood-based materials, plasterboard and insulation. The efficient use of the raw materials used to manufacture these materials is a key element of sustainable business operations. It is therefore our aim to keep the amount of materials used in our daily processes as low as possible and to achieve the highest possible recycling rate. The pioneering equipment at our factories, which enables particularly efficient processing, contributes to this. As it is not yet possible to recycle all materials, we are constantly working on new solutions. At 58%, wood accounts for the largest proportion of the materials used. We already process production waste into wood pellets and chipboard and use waste wood to heat our plants.

Waste reduction and recycling targets:

► Total waste

Our goal is to reduce the total amount of waste we generate by 5% between 2020 and 2025.

► Plaster waste

Gypsum accounts for around 40% of our production waste. Due to technical limitations, our gypsum waste is not yet recyclable. In collaboration with our waste management companies and suppliers, we are working on the development of a recycling concept.

The proper disposal of building materials, especially those containing hazardous substances, is achieved by seamless documentation and monitoring of the processes in our factories and on our construction sites. Although not required by law, we have trained a waste management officer and appointed an environmental management officer as part of our environmental management system. These activities are part of the Integrated Management System (IMS) of the Oikos Group. Changes are monitored via monthly waste balances.

While our long-term goal is a waste-free future, we are currently unable to completely eliminate waste from the paper, cardboard or plastic packaging used by our suppliers. However, we are working together with our suppliers to find solutions to minimise this waste. Window manufacturers Velux and Kneer, for example, have already introduced reusable packaging for us. This robust packaging is not only reusable, but also offers better protection for the windows supplied.

Other measures in this area include:

- Our window frames contain a minimum of 25 to 45% recycled plastic.
- The boxes used for packaging material are mainly made of recycled paper and cardboard.
- Polystyrene from production is returned to the supplier for recycling.
- Waste wood is processed directly into wood pellets by a third-party company and used for heating in the plant.

At Oikos, waste usually takes the form of:

Wood

Plaster

Paper

Cardboard,
plastic and
mixed
packaging

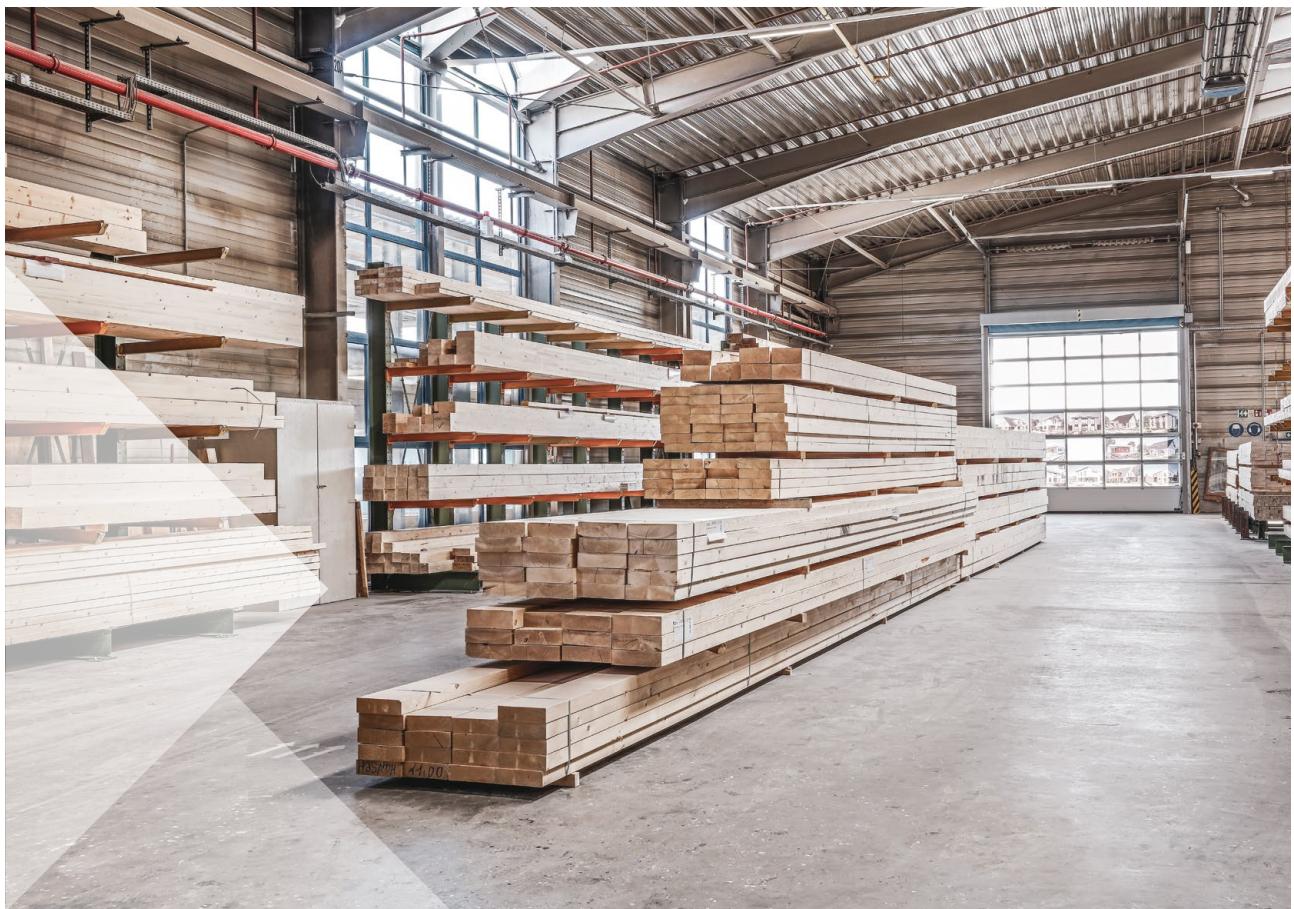
Waste on the construction site

At many construction sites in Germany, it is still common practice to dispose of mixed construction and demolition waste unseparated in containers. Although the contents of these containers are later separated into categories in waste sorting plants, most of them remain a mixture of different types of waste and are thermally recycled.

As a manufacturer of prefabricated housing, we are able to shift much of the added value from the construction site to our production facilities, where we can sort and recycle waste more easily. The prefabrication of houses results in significantly less waste on the construction site compared to other construction methods.

We are continuously working on improving waste separation on our construction sites. Despite its obvious advantages, separating waste on the construction site also poses challenges. On the one hand, the market for the disposal of such waste in Germany is not yet designed to ensure proper separation, and on the other hand, separating the materials on the construction site requires additional time.

The effectiveness of our defined measures is monitored by internal inspections and construction site audits. In addition, TÜV Rheinland performs an external audit in accordance with DIN EN ISO 14001:2015.





Social engagement

At Oikos, we believe that assuming responsibility means more than just making a contribution to environmental protection. We see sustainability as one of the cornerstones of our social responsibility, and embracing this responsibility every day is an essential part of our corporate culture.

Against the backdrop of changing social and environmental requirements, we want to ensure the satisfaction of our employees and customers with high-quality, sustainable products.

Our workforce

Our employees are our most important asset. That is why we attach great importance to continuously improving their satisfaction and development opportunities, training new qualified specialists and providing ongoing training for our managers. This includes, for example, the continuous implementation and monitoring of health and safety measures. We ensure that our employees can contribute their strengths in our day-to-day processes

and develop their skills individually through our training and development programmes.

We have set ourselves the target of keeping staff turnover 30% below the industry average – and we achieved this for the fourth time in a row in 2023. The industry average is set as a benchmark by the Federal Association of the German Construction Industry and is updated annually.

Amongst other things, we offer our employees:

- ▶ Flexible working hours for parents returning from parental leave
- ▶ Guidelines for working from home where possible
- ▶ Medical care, incapacity for work insurance, parental leave and retirement provision¹
- ▶ Holiday pay and Christmas bonus
- ▶ Employee discounts at various companies, including local power providers and accident insurers

¹⁾ Only student employees and short-term employees are excluded

Our commitment: For our employees

Leading the way in employee retention

Thanks to a friendly working environment and comprehensive services that go beyond the legal minimum, we achieve a high level of employee loyalty. Excursions to strengthen a sense of togetherness are financially supported by the management board. These include visits to newly built show houses, for example.

Inclusive working environment

We attach great importance to providing our employees with comprehensive support. To this end, we have also set up a representative body for the severely disabled and a representative body for young people and apprentices. In order to further increase the proportion of women in our workforce, we specifically promote talented female employees and invite schoolgirls to our company's Girls' Day, for example. We also promote the integration and further training of refugees.

Training for our workforce

By focusing on further training, we can further optimise our production, assembly and sales activities. This makes us less dependent on the external labour market. The average number of training hours per employee increased from 5.1 hours per year in 2021 to 10.4 hours in 2023. We aim to continue to offer at least ten hours of training per commercial and technical employee per year by 2025.

Health and safety

Our strong track record in this area can be attributed in part to the increased automation of our production processes. This reduces heavy physical activities that pose potential injury or health risks.

Training future skilled workers

Training our own specialists is an important pillar of our success. We offer eleven different apprenticeships and five dual degree programs. In 2023, we employed a total of 106 trainees with a job guarantee for one year after graduating.

Strong management structure

Our ESG officer regularly reports to the management on ongoing projects and key sustainability indicators.

ESG responsibility is a priority

As part of a comprehensive materiality analysis, the operational managers developed key indicators for each focus topic in order to track progress. Achieving ESG targets is part of the incentive plans for the management board and some senior managers.



Esmat and Morteza at master school

Esmat Rezaei has been attending the master school since September 2023. The fact that he only learned German in 2015 when he came to Germany from Iran is no obstacle for the enthusiastic carpenter. If this makes the theoretical part of his further training harder for him, Esmat wants to give himself the time he needs – but still finish as quickly as possible in order to make steady progress in his career. During his journey towards becoming a master craftsman, he has become particularly interested in the background of his profession and the construction industry. Esmat especially enjoyed the practical work of a carpenter during his work experience at Hanse Haus, which he completed in 2016 and 2017 during his secondary schooling in Bad Brückenau. Esmat quickly decided that an apprenticeship as a carpenter at Hanse Haus was the right choice for him.

'I'm an active person and can't sit in an office. The workshop and the construction site are my world. And it's fun to see what I've achieved at the end of the day.'

In addition to his professional ambitions, Esmat still has enough energy to spend his free time practising sport, and enjoys cycling, playing football and athletics – until recently even as a coach.

Esmat shares this drive and enthusiasm for the craft with Morteza Nuri, who works as a carpenter in roof and ceiling production at Bien-Zenker and is also currently training to become a master craftsperson. Even during his training as a carpenter, which Morteza began in 2019

four years after arriving from Afghanistan, he felt he was in good hands with Bien-Zenker:

'My supervisor always supported us trainees in all matters, both at school and at work. The head of training and the youth and trainee representatives were also always there as points of contact.'

Morteza also enjoys working with wood and craftsmanship, and wants to immerse himself even more in the carpentry profession through his training at the master school. Afterwards, he intends to stay at Bien-Zenker as a master carpenter. The support he received during his time at school in particular encouraged him to make this decision:

'I'm doing my master training part-time. As a result, I am reliant on my shift hours being around school. Bien-Zenker always makes that possible.'

In addition to attending the master school and working in production, Morteza is also a member of the youth and apprentice council, thus also supporting other apprentices.



'We are convinced that promoting further training and integration are important factors in attracting and retaining skilled workers in the long term and thus supporting society.'

Christian Garke, Chief Financial Officer

Employee profile

Our workforce



1,978
employees



46%
commercial/technical
employees



54%
industrial
employees



20%
female
employees

Equal opportunities, diversity and nondiscrimination

At Oikos, we are committed to equal opportunities and see diversity in our workforce and leadership team as a great strength and opportunity. We do not tolerate any direct or indirect form of discrimination or harassment. Our support for all our employees also includes, for example, the establishment of a representative for severely disabled people in our company.

Throughout the Oikos Group, all job advertisements are gender-neutral to ensure non-discrimination. If candidates have the same expertise in the application process, we ensure a gender balance when hiring them.

Employee participation

We are committed to open and constructive dialogue with our employees. We also respect the right of employees to freedom of association and collective bargaining as well as the right to form, join and be represented by interest groups. All Oikos companies have existing collective agreements covering a total of 97.4% of employees. Employees who are not covered by the collective agreement have individual employment contracts. Oikos has also concluded a standard contract for this group. Conditions such as working hours and annual leave are set out in these contracts.

Health and safety

We offer our employees the safest possible workplace and to prevent accidents in our production facilities and on construction sites by all means possible. There were no work-related fatalities in 2021, 2022, 2023, and only one serious injury was reported overall in 2023.

We use a TÜV-certified health and safety management system in accordance with international standards (DIN ISO 45001:2018) and an occupational health and safety management system certified by BG Bau (AMS-Bau). If measures are required to rectify problems, these are monitored, recorded and processed. For this purpose, we report monthly sickness and accident figures that have been agreed as part of our leadership goals and KPIs. In addition, regular audits are carried out, for example, on our construction sites to check compliance with the guidelines.

Safety training and risk prevention

The employees of the Oikos Group receive comprehensive training in the current accident prevention regulations of their division. In addition to the occupational health and safety officer, safety officers are also appointed in the individual areas. Accidents and near-accidents are reported, analysed, evaluated and documented using standardised forms. To prevent accidents from happening in the first place, we are constantly developing new approaches to improve safety. We also participate in the BDF's Occupational Safety and Environment working group and work closely with BG Bau to further reduce potential risks.

Our approach to operational safety includes:

Prevention

- ▶ Reduction of dust exposure through dust extraction at workstations
- ▶ Modernisation of roof and ceiling production in carpentry by introducing multifunction bridges

Raising awareness

- ▶ Weekly meetings to review previous week's work-related injuries
- ▶ Introduction of 5S method (Sort, Set in order, Shine, Standardize and Self-discipline) for accident reporting with photos to determine cause and effect
- ▶ Introduction of CIP reports (continuous improvement process) for reportable accidents for the implementation of preventive measures and for the prevention of similar accidents



Occupational health

As an employer, we attach great importance to offering our employees a wide range of benefits and creating the best conditions for a healthy life at work and beyond. The increasing automation of processes in our production facilities helps to reduce physically intensive activities and thus reduce the risk of injury and health for our employees.

Health promotion and prevention programmes also play an important role. As contractually agreed, we use the BG Bau health service. Together with the AOK health insurance company, we assess the causes of illness and define appropriate preventive measures. Voluntary and mandatory screenings are carried out on a regular basis – for example with regard to noise or dust pollution. We also receive prevention advice and support from BG Bau. Together with the company doctor and the management board, our occupational health service attends the quarterly meetings of our occupational health and safety committee.

Education and training

At Oikos, all employees have a variety of opportunities for personal and professional development. Training and professional development is a key pillar of our HR and recruitment strategy. By focusing on additional training, we will be able to further expand our production, assembly and sales activities and thus reduce our dependency on the external labour market. The average number of training hours per employee increased from 5.1 hours in 2021 to 10.4 hours in 2023. The aim is to continue a minimum of 10 hours per commercial and technical employee by 2025.

In order to remain competitive, we invest a lot of time in recruiting and retaining employees – including young talent. We strive to collaborate with secondary schools, vocational and technical colleges as well as universities, and we actively advertise at job fairs. By training junior employees in line with their needs, we can secure our long-term competitiveness.

In addition to a wide range of work experience opportunities in all areas of the Oikos Group, we offer eleven different apprenticeships and five dual courses of study. In 2023, we employed a total of 106 apprentices in the Oikos Group. After graduation, we provide all apprentices with a one-year employment guarantee.

Against a backdrop of constant change, we want to ensure that our workforce can also grow and develop in order to secure the long-term success of our Group. In light of this, we established a differentiated personnel

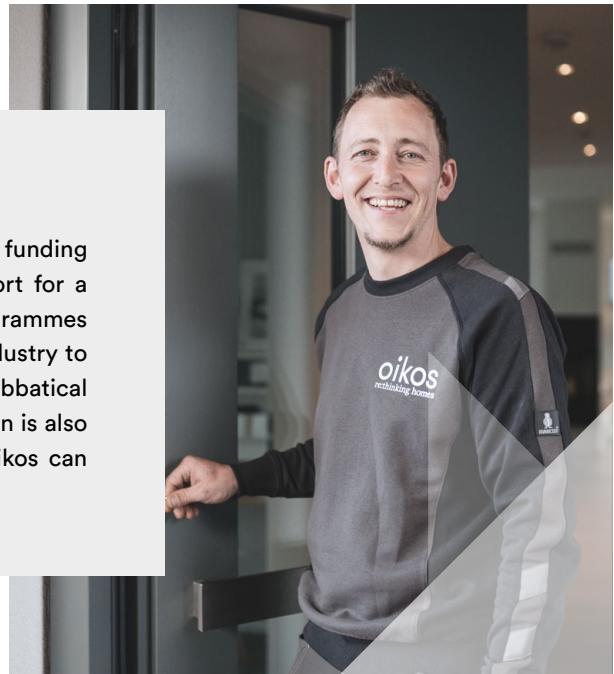
development concept in 2022. As part of this process, we have set internal targets for the number of training hours per year per employee, and introduced the Eloomi learning management system. This enables us to offer e-learning courses on topics such as compliance, occupational health and safety. Our goal for 2025 is to continue to provide at least ten hours of training per year for commercial employees and five hours for industrial employees.

A selection of our training tools:

- ▶ Seminars and training plans for all employees in accordance with DIN ISO 9001
- ▶ Regular TÜV certification in prefabricated house construction for site managers
- ▶ Internal training by an external trainer for IHK (German Chamber of Commerce and Industry) trainees every other week
- ▶ E-learning course on the EU General Data Protection Regulation (GDPR) and compliance
- ▶ Further training for individual employees to maintain their status as DGNB consultants
- ▶ Proof of qualification as a trainer for employees in charge of training
- ▶ Language courses in German for production employees

Support for further training

All of our employees have the opportunity to apply for funding for further qualifications and receive individual support for a wide range of continuing education courses, from programmes offered by the German Chamber of Commerce and Industry to university degree courses. A leave of absence or a sabbatical to participate in full-time further training or qualification is also possible – with the guarantee that employment at Oikos can continue after graduation.





Governance

Ethical standards, sustainable working methods, good business practices and compliance are the cornerstones of our Group. Governance is about how we align the management of our Group with our values and business interests. This extends to all our stakeholders, from our customers and employees to suppliers, subcontractors and policy makers. Governance is deeply embedded in our organisation and influences every level from top management all the way to operations in QHSE (Quality, Health, Safety and Environment) and HR matters, and from our in-house sustainability specialists all the way to our supply chain. To this end, we have drawn up a Code of Conduct whose binding rules and principles of conduct apply to the entire Oikos Group and which serves as a guide for dealing with our stakeholders. The Code sets standards for conducting business with integrity and fairness and guides us to act ethically and lawfully in our day-to-day work.

Corporate governance

At Oikos, responsibility for corporate governance lies with the management board as the highest management body. The management board consists of our four managing directors, and performs its duties in accordance with applicable law, instructions and resolutions of the advisory board and the shareholders' meeting as well as the applicable rules of procedure. The Group's advisory board is not a supervisory board within the meaning of Section 52 of the German GmbH Act, which means that its provisions do not apply. The board of directors does not have an official chair, but Marco Hammer formally heads the management as chief executive officer. All managing directors have been with the Group for many years and, together with the majority shareholder Goldman Sachs Asset Management, are also shareholders in the Group.

Performance evaluation

The management board holds meetings at regular intervals and reports to the advisory board on a monthly basis. It reviews both the performance of the Group, including ESG projects and objectives, as well as the performance of management. The targets for the individual members of the management board are agreed by the personnel committee and reviewed on a regular basis. This committee consists of members of the advisory board and management board.

Our compensation guidelines for executive managers

Our remuneration guidelines for managing directors include a fixed monthly salary plus an annual bonus. The total bonus amount depends on the Group-wide target achievement. No other payments or pension benefits have been agreed and our contracts do not include claw-back clauses.

By incorporating ESG objectives into the incentive schemes for the management board and some senior managers, we ensure that decisions taken at management level contribute directly and measurably to the achievement of our groupwide ESG objectives. Targets for variable payments are set at an early stage each year. After the annual financial statements, the previous year's performance is reviewed and the variable payment is calculated. Details of management board remuneration and contracts are negotiated with shareholders and reviewed periodically by the personnel committee.



Stakeholder engagement

An active and open relationship and ongoing dialogue with all of our stakeholders is an integral part of our corporate culture and is essential to our business and sustainability goals. Our relevant stakeholders include our customers, current and future employees, suppliers and subcontractors and political decision-makers.

Communication of significant concerns

Oikos' governance structure includes several channels through which significant concerns can be communicated to the board of directors. This includes monthly board meetings with and without second-level management and weekly COO meetings with technical management and factory management. Following daily SQDP (Safety, Quality, Delivery, People) meetings, direct reporting to the COO takes place on all significant concerns and customer or quality issues that are reported to customer services and brought to the attention of the management board. In addition, all occupational accidents are reported to the board of directors. We operate a compliance system with clear, state-of-the-art guidelines and have established a Group-wide code of conduct, including a whistleblower system. The works councils meet on a monthly basis and their chairpersons can address employees' concerns in regular meetings with the management board. There is a Group-wide works council at Oikos.

Memberships

As an active member of a wide range of industry associations and Group-wide initiatives, we are able to share expertise and actively drive innovation in our industry:

- ▶ BDF (Bundesverband Deutscher Fertigbau e. V. – Federal Association of German Prefabricated Construction)
- ▶ BMF (Bundes-Gütegemeinschaft Montagebau und Fertighäuser e. V. – Federal Quality Association for Prefabricated Construction and Houses)
- ▶ United Nations Global Compact
- ▶ DGNB (Deutsche Gesellschaft für Nachhaltiges Bauen e. V. – German Sustainable Building Council)

Compliance

It is imperative to always act with integrity and comply with applicable laws and regulations. We have a clear obligation to combat corruption and bribery, anti-competitive behaviour and discrimination of all kinds and to fully respect the privacy of our clients.

Our approach in this area is also based on our Group-wide compliance system. Following an analysis of our company and risk assessments on various topics, corresponding guidelines were drawn up in 2021. Under the leadership of internal employees, we developed a comprehensive Code of Conduct (CoC) in consultation with a law firm. Our enhanced compliance system, which was rolled out across the Group at the turn of the year 2021/2022, also includes a state-of-the-art whistleblower platform for reporting compliance incidents, giving our employees the opportunity and encouragement to report violations within the Oikos Group. In 2022, an anonymous report was received via the whistleblowing platform, and no action was required following its review.

In 2022, we introduced the Compliance e-learning course. In addition to providing an introduction to the compliance function, it covers the topics of anti-corruption and whistleblowing. In production, general information about the compliance system, our CoC and all relevant policies is published on a bulletin board as well as on the Intranet.

Our Code of Conduct and policies are reviewed regularly (at least every six months) and amended as necessary. We plan to have external compliance reviews carried out every six months.

Anti-corruption

At Oikos, we are committed to preventing corruption and bribery and to complying with applicable laws and regulations. All employees are prohibited from directly or indirectly offering, promising, giving or soliciting anything in order to obtain improper benefits or contracts. Offering, giving, requesting or accepting cash or similar is strictly prohibited. The actions of our employees must never give rise to the impression that they are exercising undue influence over the business of any third party or that they are exposed to undue influence by granting or receiving benefits of any kind.

As part of our fight against corruption, we also take active action against money laundering and terrorist financing. For example, we do not accept payments that originate from illegal sources or business activities, and no cash payments in excess of €10,000 may be made or accepted. We carefully verify the identity of our customers, business partners and other third parties with whom we intend to do business. Our aim is to only maintain business relationships with reputable partners whose activities comply with the law and whose resources have legitimate origins.

Anti-competitive behaviour

We ensure that our business is conducted in full compliance with all relevant legal obligations, including applicable antitrust laws. We have also made it clear in our Code of Conduct that we accept the principles of free, fair and open competition as the basis of our business activities. In particular, we refrain from any collusion or



arrangement that unlawfully restricts competition – including price agreements, production restrictions, tendering procedures, capacity restrictions and general terms and conditions of business. Informal handshake agreements and the mere exchange of strategically relevant information with competitors are also prohibited.

Protection of customer data

At Oikos, we take data protection and data security requirements very seriously. As a minimum standard, we strictly adhere to the applicable data protection laws and regulations. Our Code of Conduct also states that our employees must respect and protect the dignity and privacy of the person, their personal data and their personal rights. When handling personal data, it is important to ensure the utmost care and confidentiality: The collection, storage, use and other processing of personal data is carried out in compliance with the applicable data protection law, in particular the current version of the EU General Data Protection Regulation (GDPR).

We offer regular training on data protection in accordance with legal regulations. All information we receive will be treated confidentially and will only be used for the purpose of further developing our business relationship and improving our product. In 2021, 2022 and 2023, there were no cases in which customer data was unlawfully passed on, stolen or lost. Business secrets may not be disclosed to third parties. This applies to both our employees and our business partners, even after their employment contract has ended.



Assessment of environmental protection and social commitment at suppliers

In order to minimise the environmental impact of our activities throughout our supply chain, we ensure compliance with applicable environmental, labour and safety standards when selecting our suppliers and partner companies. Our collaboration with external partner companies is governed by supplier contracts, which include a commitment to sustainability standards and ethical conduct, such as a ban on child and forced labour. All contracts with our major building materials suppliers and subcontractors include these obligations. The templates for our supplier contracts are regularly reviewed and updated in accordance with the latest regulations.

Our focus is currently on our first-class suppliers. We are aware that we also have to expect certain risks from our upstream suppliers. We are also aware of problems with individual products, and are taking appropriate steps to combat them. For example, products such as natural stone windowsills that are obtained in Asian countries are already no longer part of the standard equipment of Oikos houses. We are constantly working on further expanding our sustainable supply chain management in the coming years. Our quality managers conduct annual supplier audits in order to verify compliance with our contractual obligations and assess the environmental and social impact. Our regular site audits also examine aspects like supply chain problems. Supply chain reviews and assessments in 2021, 2022 and 2023 did not reveal any significant actual or potential adverse social impacts that would have required corrective action or the termination of the relevant contracts.



Inspection of construction sites

Part of the finishing work on our construction sites in Germany is carried out by employees of the Oikos Group. This reduces our reliance on subcontractors and minimises the risks that could arise from subcontractors failing to comply with labour law requirements. Our construction sites are also regularly inspected. As part of this, construction sites at different stages of development and execution are systematically visited and audited (risk-based auditing). More audits will be carried out in this area. The audits assess all QHSE management areas (Quality, Environmental Protection, Energy Management, Occupational Health and Safety). Supplier aspects are also included on a pro rata basis in construction site audits so that they can serve as proof of supply chain maintenance.



Human rights and working conditions

At Oikos, we support and respect internationally recognised human rights, in particular as established in the Universal Declaration of Human Rights and the European Convention for the Protection of Human Rights and Fundamental Freedoms. We conduct our business in accordance with these human rights standards. It is a top priority for us to avoid any involvement in human rights violations; we do not accept violations of these rights and we will intervene against any such violations. We do not employ children and comply with the applicable laws for the protection of child and youth labour in accordance with the principles of the International Labour Organization of the United Nations. We are also committed to fighting forced labour and do not tolerate any form of it, neither in our own operations nor in our value and supply chains. Oikos condemns and prohibits

all forms of human trafficking, modern slavery and violence. In 2021, 2022 and 2023, we were not aware of any cases of child or forced labour in our own operations or at our suppliers. Oikos also prohibits workers from being charged (agency) fees for possible employment in our Group and protects them from bonded labour. We are committed to taking action against undeclared labour and illegal employment at Oikos and in our value and supply chains. To this end, we pay particular attention to carefully checking the validity of identity documents and work permits. We respect the right to collective bargaining under the respective national law. We are not aware of any companies or suppliers whose right to freedom of association and collective bargaining would have been at risk in 2021, 2022 and 2023.

Key figures at a glance

Unless otherwise stated, the key figures refer to the entire Oikos Group. The 'Sustainability Report 2023' of the Oikos Holding International GmbH was subjected to a limited assurance engagement for the financial year 2023. The GRI disclosures marked with a tick were audited by the auditing firm Grant Thornton.

Key figures	Audit 2023	Unit	2023	2022
GENERAL DISCLOSURES (GRI 102–8)				
Total number of employees by employment contract and gender	Total number of employees	<input checked="" type="checkbox"/>	number	1,978
	of which female	<input checked="" type="checkbox"/>	number	402
	of which female in %	<input checked="" type="checkbox"/>	%	20.3
	of which in Germany	<input checked="" type="checkbox"/>	number	1,955
	of which in other European countries	<input checked="" type="checkbox"/>	number	23
Total number of employees by employment contract	Permanent employees	<input checked="" type="checkbox"/>	number	1,697
	of which female	<input checked="" type="checkbox"/>	number	345
	of which female in %	<input checked="" type="checkbox"/>	%	20.3
	of which in Germany	<input checked="" type="checkbox"/>	number	1,680
	of which in other European countries	<input checked="" type="checkbox"/>	number	17
Total number of employees by employment relationship	Temporary employees	<input checked="" type="checkbox"/>	number	281
	of which female	<input checked="" type="checkbox"/>	number	57
	of which female in %	<input checked="" type="checkbox"/>	%	20.3
	of which in Germany	<input checked="" type="checkbox"/>	number	275
	of which in other European countries	<input checked="" type="checkbox"/>	number	6
Total number of employees by employment relationship	Full-time employees	<input checked="" type="checkbox"/>	number	1,758
	of which female	<input checked="" type="checkbox"/>	number	248
	of which female in %	<input checked="" type="checkbox"/>	%	14.1
	of which in Germany	<input checked="" type="checkbox"/>	number	1,737
	of which in other European countries	<input checked="" type="checkbox"/>	number	21
Total number of employees by employment relationship	Part-time employees	<input checked="" type="checkbox"/>	number	220
	of which female	<input checked="" type="checkbox"/>	number	154
	of which female in %	<input checked="" type="checkbox"/>	%	70.0
	of which in Germany	<input checked="" type="checkbox"/>	number	218
	of which in other European countries	<input checked="" type="checkbox"/>	number	2

The figures in this table are total employees (head count) including temporary employees, those with inactive employment contracts, apprentices and management. Reporting Date 31.12.2023

Key figures	Audit 2023	Unit	2023	2022
ENERGY (GRI 302)				
Energy demand within the company (GRI 302-1)	Total energy requirement	✓	kWh	12,515,584
	Fuel consumption	✓	kWh	1,431,391
	of which from renewable sources	✓	kWh	0
	of which from non-renewable sources	✓	kWh	1,431,391
	Energy requirements in company operations	✓	kWh	11,084,193
	of which electricity	✓	kWh	5,160,525
	of which electricity from external sources	✓	kWh	4,686,897
	of which electricity from own production (PV systems)	✓	kWh	473,628
	of which thermal energy demand	✓	kWh	5,923,668
	of which cooling energy demand	✓	kWh	0
	of which steam consumption	✓	kWh	0
	Generation	✓	kWh	808,297
	electricity sold	✓	kWh	334,669
	thermal energy sold	✓	kWh	0
	cooling energy sold	✓	kWh	0
	steam sold	✓	kWh	0
Energy intensity (GRI 302-3)	Energy requirements within the company in relation to each house delivered	✓	kWh/unit prod. House	6,542
	Delivered houses	✓	number	1,913
Consumption by energy source	Heating oil	✓	litres	174,704
	Propane gas	✓	litres	38,911
	Gas	✓	kWh	1,906,983
	Wood	✓	kg	293,275
	Diesel – internal transport	✓	litres	143,714
Weatheradjusted consumption by energy source	Heating oil, weather-adjusted ¹	✓	litres	203,395
	Propane gas, weather-adjusted ¹	✓	litres	47,471
	Gas, weather-adjusted ¹	✓	kWh	2,040,472
	Wood, weather-adjusted ¹	✓	kg	313,804
				437,850

1) Factors for weather adjustment:
1,22 for 36381 Schlüchtern, 1,07 for 97789 Oberleichtersbach

Key figures	Audit 2023	Unit	2023	2022
ENERGY (GRI 302)				
Energy demand by energy source	Heating oil ¹	✓	kWh	2,021,748
	Propane gas ¹	✓	kWh	323,807
	Gas ¹	✓	kWh	2,040,472
	Wood ¹	✓	kWh	1,537,641
	Total heating quantity ¹	✓	kWh	5,923,668
	Diesel – internal transport	✓	kWh	1,431,391
	Electricity – from external sources	✓	kWh	4,686,897
	Electricity – from own production	✓	kWh	808,297
	Electricity – own use from own production	✓	kWh	473,628

¹⁾ Figures weather adjusted

Conversion factors

	Unit	kWh/Unit
Heating oil	litres	9.94
Propane gas	litres	6.8211
Gas	kWh	1.0
Wood	kg	4.9

Source: Informationsblatt CO₂-Faktoren, Bundesamt für Wirtschaft und Ausfuhrkontrolle (Stand 15.11.2021)

Key figures	Audit 2023	Unit	2023	2022
EMISSIONS (GRI 305)				
Total emissions	Scope 1: Total gross direct GHG emissions (GRI 305-1)	✓	t CO ₂ e	1,462
	Scope 1: Gross direct GHG emissions	✓	t CO ₂ e	1,405
	Scope 1: Gross volume of biogenic GHG emissions	✓	t CO ₂ e	56
	Scope 2: Gross volume of energy indirect GHG emissions (GRI 305-2)	✓	t CO ₂ e	0

Key figures	Audit 2023	Unit	2023	2022
EMISSIONS (GRI 305)				
	Incineration processes in stationary plants	✓	t CO ₂ e	1,462
	of which heating oil	✓	t CO ₂ e	538
	of which natural gas	✓	t CO ₂ e	410
	of which propane gas	✓	t CO ₂ e	155
	biogenic CO ₂ emissions (of which wood)	✓	t CO ₂ e	56
	Transport of materials, products, waste and passenger transport	✓	t CO ₂ e	380
	Market-based	✓	t CO ₂ e	0
	of which electricity	✓	t CO ₂ e	0
	of which district heating	✓	t CO ₂ e	0
	Location-based	✓	t CO ₂ e	1,656
	of which electricity	✓	t CO ₂ e	1,656
	of which district heating	✓	t CO ₂ e	0
	The following are required:			
	where applicable, the gross market-based energy indirect (Scope 2) GHG emissions	✓	t CO ₂ e	0
	GHG emissions intensity	Ratio of total emissions per house delivered	kg CO ₂ e/ unit prod. house	764 ¹
		Delivered houses	number	1,913
				1,871

¹⁾ Only Scope 1 & Scope 2 emissions generated on the factory premises were considered. The emissions in September 2023 in Plant IV in Oberleichtersbach is included. The office in the Czech Republic is not included in the calculation.

Conversion factors

	Unit	kWh/Unit	t CO ₂ /Unit
Heating oil	litres	9.94	2,644*10 ⁻³
Propane gas	litres	6.8211	1,6302*10 ⁻³
Gas	kWh	1.0	0,201*10 ⁻³
Wood	kg	4.9	0,18*10 ⁻³

Source: Informationsblatt CO₂-Faktoren, Bundesamt für Wirtschaft und Ausfuhrkontrolle (Stand 15.11.2021)

Key figures	Audit 2023	Unit	2023	2022
WASTE (GRI 306)				
Quantity of waste at production sites (GRI 306-3)	Total quantity of waste generated	✓ t	6,678	6,461
	of which residual waste	✓ t	3,797	3,879
	of which waste paper	✓ t	155	140
	of which organic waste	✓ t	0	0
	of which hazardous waste	✓ t	0	0
	of which recycled	✓ t	2,720	2,443
	of which other	✓ t	7	—
	Total weight of waste diverted from disposal	✓ t	2,882	2,583
	Hazardous waste	✓ t	9	3
	Preparation for reuse	✓ t	0	0
Waste diverted from disposal (GRI 306-4)	Recycling	✓ t	3	3
	Other methods of recovery	✓ t	6	0
	Non-hazardous waste	✓ t	2,873	2,580
	Preparation for re-use	✓ t	0	0
	Recycling	✓ t	2,872	2,580
	Other recovery processes	✓ t	1	0
	Total weight of waste sent for disposal	✓ t	3,797	3,879
	Hazardous waste	✓ t	180	5
	Combustion (with energy recovery)	✓ t	172	0
	Combustion (without energy recovery)	✓ t	0	0
Waste sent for disposal (GRI 306-5)	Landfill	✓ t	0	0
	Other disposal methods	✓ t	8	5

Key figures	Audit 2023	Unit	2023	2022
WASTE (GRI 306)				
Waste sent for disposal (GRI 306-5)	Non-hazardous waste	✓ t	3,617	3,874
	Combustion (with energy recovery)	✓ t	1,196	1,219
	Combustion (without energy recovery)	✓ t	0	1
	Landfill	✓ t	0	0
	Other disposal methods ¹	✓ t	2,420	2,659

¹⁾ No precise information on disposal channels

The waste volumes at the production sites are determined by the waste management officers using monthly waste balances as part of the environmental management system and verified by external audits. Our products and activities generate little hazardous waste, which is treated in accordance with local regulations. The largest types of waste in terms of volume are wood, plaster, paper, cardboard or plastic packaging and mixed packaging.

Key figures	Audit 2023	Unit	2023	2022
EMPLOYMENT (GRI 401)				
Number of employees	Total number of employees	✓ number	1,978	1,977
	of which female	✓ number	402	403
	of which female in %	✓ %	20.3	20.4
Total number and rate of new employees	New employees in the reporting period total	✓ number	209	374
	of which female	✓ number	41	90
	of which female in %	✓ %	19.6	24.1
	of which under 30 years old	✓ number	95	—
	of which under 30 years old in %	✓ %	45.5	—
	of which 30-50 years old	✓ number	77	—
	of which 30-50 years old in %	✓ %	36.8	—
	of which over 50 years old	✓ number	37	—
	of which over 50 years old in %	✓ %	17.7	—
	of which in Germany	✓ number	207	—
New employee rate		✓ %	0.1	19.0
of which in Germany in %		✓ %	99.0	—
of which in other European countries		✓ number	2	—
of which in other European countries in %		✓ %	1.0	—

Key figures	Audit 2023	Unit	2023	2022
EMPLOYMENT (GRI 401)				
All employees who left the company during the reporting period	✓	number	208	212
of which female	✓	number	42	33
of which female in %	✓	%	20.2	15.6
of which under 30 years old	✓	number	85	—
of which under 30 years old in %	✓	%	40.7	—
of which 30-50 years old	✓	number	74	—
of which 30-50 years old in %	✓	%	35.4	—
of which over 50 years old	✓	number	49	—
of which over 50 years old in %	✓	%	23.4	—
of which in Germany	✓	number	206	—
of which in Germany in %	✓	%	98.6	—
of which in other European countries	✓	number	2	—
of which in other European countries in %	✓	%	1.0	—
Employee turnover rate	✓	%	11.0	16.0

The figures in this table are total employees (head count) including temporary employees, those with inactive employment contracts, apprentices and management. Reporting Date 31.12.2023

Key figures	Audit 2023	Unit	2023	2022
OCCUPATIONAL HEALTH AND SAFETY (GRI 403)				
Number of work-related injuries amongst all employees (GRI 403-9)	(✓)	number	79	111
resulting in death	(✓)	number	0	0
with serious consequences (not fatal)	(✓)	number	1	4
without serious consequences	(✓)	number	78	107
Number of hours worked	(✓)	hours	3,050,118	2,952,812
Work-related injury rate for all employees	(✓)	—	—	—
Rate of deaths	(✓)	rate	0	0
Rate of serious work-related injuries	(✓)	rate	0.33	1.35
Rate of documentable work-related injuries	(✓)	rate	25.57	36.24
LTIR	(✓)	rate	25.90	37.59

OCCUPATIONAL HEALTH AND SAFETY (GRI 403)				
Work-related hazards that carry the risk of serious injury, including:		Tripping, slipping, falling; cuts; crushing, bruising		
how these hazards were identified		Risk assessment, evaluation of certificates of incapacity for work		
which of these hazards caused or contributed to injuries with serious consequences during the reporting period		Tripping, slipping, falling; cuts; crushing, bruising		
measures taken or introduced to eliminate these dangers and minimise risks by applying the hierarchy of control measures		Ad hoc instruction of employee(s) at the work-stations; adaptation of the working environment if necessary; adaptation of the risk assessment		
All measures taken or introduced to eliminate other work-related hazards and minimise risks by applying the hierarchy of control measures		see above		
Were rates calculated on the basis of 200,000 or 1,000,000 hours worked?		The rates were calculated based on 1,000,000 hours worked		
Were employees excluded from this disclosure, and if yes, why and what types of employees?		No employee is excluded; adjustments apply to all employees as a matter of principle		
Standards, methods and assumptions used in data compilation		Pareto analysis; ABC analysis; risk assessment		

Key figures	Audit 2023	Unit	2023	2022
TRAINING AND EDUCATION (GRI 404)				
Employees	Total number of employees (cf. GRI 401)	✓	number	1,978
	Number of female employees	✓	number	402
	Number of male employees	✓	number	1,576
	Number of management employees	✓	number	5
	Number of clerical employees	✓	number	907
	Number of industrial employees	✓	number	1,066
Training and development (GRI 404-1)	Total hours of training and development	✓	hours	20,546
	Training hours for female employees	✓	hours	4,494
	Training hours for male employees	✓	hours	16,052
	Training hours for managers	✓	hours	137
	Training hours for clerical employees	✓	hours	14,606
	Training hours for industrial employees	✓	hours	5,802
	Average hours of education and training per gender	✓	hours	—
	of which female	✓	hours	11
	of which male	✓	hours	10
	Average hours of training and development per employee category	✓	hours	—
Performance appraisal (GRI 404-3)	of which management board	✓	hours	27.45
	of which clerical employees	✓	hours	16.10
	of which industrial employees	✓	hours	5.44
	Employees, broken down by gender, who receive regular reviews of their performance and career development	✓	number	961
	of which female	✓	number	334
	of which male	✓	number	627
	of which female in %	✓	%	83.08
	of which men in %	✓	%	39.78
				62.82

Key figures	Audit 2023	Unit	2023	2022
TRAINING AND EDUCATION (GRI 404)				
Performance appraisal (GRI 404-3)	Employees, broken down by employee category, who receive regular reviews of their perfor- mance and career development	✓ number	961	702
	of which management board	✓ number	4	0
	of which clerical employees	✓ number	834	644
	of which industrial employees	✓ number	123	58
	of which management in %	✓ %	80.00	0.00
	of which clerical employees in %	✓ %	91.95	91.74
	of which industrial employees in %	✓ %	11.54	8.26

Independent Assurance Practitioner's Report

on a Limited Assurance Engagement on Selected Non-Financial Indicators in the Sustainability Report 2023 for the Financial Year ended 31 December 2023

To Oikos Holding International GmbH, Schlüchtern

The indicators marked with the symbol '  ' are the following selected non-financial indicators contained in the Sustainability Report 2023 (hereinafter: 'Sustainability Report') for the period from 1 January 2023 to 31 December 2023, which are included in the scope of our assurance engagement:

- ▶ Energy consumption within the organization (GRI 302-1 a.-g. und 2.1)
- ▶ Energy intensity (Energy consumption per delivered house) (GRI 302-3 a.-d. und 2.5)
- ▶ Direct (Scope 1) GHG emissions (GRI 305-1 a.-g. und 2.1)
- ▶ Energy indirect (Scope 2) GHG emissions (GRI 305-2 a.-g., 2.3.1 und 2.3.2)
- ▶ GHG emissions intensity (GHG emissions per delivered house) (GRI 305-4 a.-d. und 2.7)
- ▶ Waste generated (GRI 306-3 a.-b. und 2.1)
- ▶ Waste diverted from disposal (GRI 306-4 a.-d(i), e. und 2.2)
- ▶ Waste directed to disposal (GRI 306-5 a.-d(i), e. und 2.4)
- ▶ New employee hires and employee turnover (GRI 401-1 a.-b.)
- ▶ Work-related injuries (GRI 403-9 a., c.-g. und 2.1)
- ▶ Average hours of training per year per employee (GRI 404-1 a.)
- ▶ Percentage of employees receiving regular performance and career development reviews (GRI 404-3 a.)
- ▶ Information on employees and other workers (GRI 102-7 a.-e.)

All other contents of the Sustainability Report and the external documentation sources or expert opinions mentioned in the Sustainability Report are not subject to our assurance engagement.

Responsibility of the Executive Directors

The executive directors of the company are responsible for the preparation of the selected non-financial indicators contained in the Sustainability Report with reference to the relevant principles stated in the Sustainability Reporting Standards of the Global Reporting Initiative (GRI Standards 2021).

This responsibility of the executive directors includes the selection and application of appropriate methods to prepare the selected non-financial indicators contained in the Sustainability Report and the use of assumptions and estimates for these individual non-financial indicators to be audited that are reasonable in the circumstances. Furthermore, the executive directors are responsible for such internal control as they have considered necessary to enable the preparation of the selected non-financial indicators that are free from material misstatement, whether due to fraud (manipulation of the selected non-financial indicators) or error.

Independence and Quality Assurance of the Assurance Practitioner's Firm

As an auditing firm, we apply the requirements of the IDW Quality Management Standard:

Requirements for Quality Management in the Auditing Practice (IDW QMS 1 (9.2022)). We have complied with the professional duties in accordance with the German Auditors' Code and the Professional Code for Wirtschaftsprüfer/vereidigte Buchprüfer, including the independence requirements.

Responsibility of the Assurance Practitioner

Our responsibility is to express a conclusion with limited assurance on the selected non-financial indicators based on our assurance engagement.

We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' issued by the IAASB.

This standard requires that we plan and perform the assurance engagement to obtain limited assurance about whether any matters have come to our attention that cause us to believe that the selected non-financial indicators included in the Sustainability Report have not been prepared, in all material respects, in accordance with the relevant principles set out in the Sustainability Reporting Standards of the Global Reporting Initiative (GRI Standards 2021). This does not mean that a separate audit opinion is issued for each marked disclosure.

In a limited assurance engagement, the procedures performed are less extensive than in a reasonable assurance engagement, and accordingly, a substantially lower level of assurance is obtained. The selection of the assurance procedures is subject to the professional judgment of the assurance practitioner.

During the course of our assurance engagement we have, among other things, performed the following assurance procedures and other activities:

- ▶ Gain an understanding of the structure of the group's sustainability organization
- ▶ Inquiries of relevant employees involved in the data collection and compilation of the selected non-financial indicators
- ▶ Assessment of the processes for identifying, processing and monitoring the information, including the consolidation of data
- ▶ Identification of likely risks of material misstatement of the selected non-financial indicators
- ▶ Analytical procedures on selected disclosures of the selected non-financial indicators
- ▶ Individual audit procedures for the selected non-financial indicators
- ▶ Inspection and examination of selected documents (audit evidence) supporting the disclosures of the selected non-financial indicators

- ▶ Reconciliation of selected disclosures with the corresponding data in the consolidated financial statements and consolidated management report
- ▶ Evaluation of the presentation of disclosures of the selected non-financial information

Assurance opinion

Based on the assurance procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the selected non-financial indicators of the company marked with a '✓' in the Sustainability Report 2023 (hereinafter 'Sustainability Report') for the period from 1 January 2023 to 31 December 2023 have not been prepared, in all material respects, in accordance with the relevant principles set out in the Sustainability Reporting Standards of the Global Reporting Initiative (GRI Standards 2021) by the legal representatives.

We do not express an opinion on the other contents of the sustainability report and the external documentary sources or expert opinions mentioned in the sustainability report.

Restriction of use

We draw attention to the fact that the assurance engagement was conducted for the company's purposes and that the report is intended solely to inform the company about the result of the assurance engagement. Consequently, it may not be suitable for any other purpose than the aforementioned. Accordingly, the report is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is to the company alone.

Engagement Terms and Limitation of liability

We issue this report based on the engagement agreed with the company, which, also with effect towards third parties, is based on the General Engagement Terms for Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften [German Public Auditors and Public Audit Firms] as of January 1, 2024.

Our engagement agreement and the General Engagement Terms for Wirtschaftsprüferinnen, Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften in the version dated January 1, 2024 apply to the performance of this engagement and our responsibility.

Claims against us for compensation for damage caused by negligence, with the exception of damage resulting from injury to life, limb and health, as well as for damages that constitute a duty of replacement by a producer pursuant to § 1 ProdHaftG ['Produkthaftungsgesetz']:

German Product Liability Act], are limited to EUR 4 million in accordance with Section 9 para. 2 of the General Engagement Terms and Conditions for Wirtschaftsprüferinnen, Wirtschaftsprüfer and Wirtschaftsprüfungsge-sellschaften in the version dated January 1, 2024. This applies both to claims of our client and to claims asserted against us by third parties arising from or in connection with the contractual relationship. All recipients are joint creditors in the sense of § 428 BGB ['Bürgerliches Gesetzbuch': German Civil Code] and the maximum liability amount of EUR 4 million per claim is only available once to all recipients together. The distribution of the liability sum is to be determined exclusively by the claimants.

We shall only be liable to third parties who are included in the scope of protection of our contractual relationship. We do not assume any liability, responsibility or other obligations towards other third parties.

By taking note of the information contained in our note, each person taking note confirms that they have taken note of the above limitation of use/limitation of liability and acknowledges its validity in relation to us. The provisions of § 334 BGB, according to which objections arising from a contract can also be asserted against third parties, are not waived in this respect either.

Düsseldorf, 26. April 2024

Grant Thornton AG
Wirtschaftsprüfungsgesellschaft

Dr. Claudia Schrimpf-Dörges,
Wirtschaftsprüferin [German Public Auditor]

Anna Vogt,
Sustainability Auditor IDW

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