Putzmeister

PUTZMEISTER SUSTAINABILITY REPORT

2025

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BUILDING A SUSTAINABLE FUTURE – TOGETHER

Dear Shareholders,

Sustainability is not a short-term goal, but a principle that guides our actions at Putzmeister. With this first proactive sustainability report in accordance with CSRD guidelines, we want to transparently demonstrate how we are taking responsibility and what contribution we are making to lead our industry into a sustainable future.

As a manufacturer of construction machinery, we are aware that the construction industry contributes significantly to global CO_2 emissions. That is precisely why we see ourselves as playing a key role. Our mission as an innovation leader is to develop environmentally friendly and safe solutions that benefit both our customers and the planet. Under the motto TOGETHER FOR TOMORROW we are working to balance environmental, social, and corporate responsibility.

Our commitment has a long history: Our company's founder had adopted renewable energy early on. Today, we continue to invest in photovoltaics, energy efficiency, and climate neutrality. A dedicated sustainability team coordinates our group-wide initiatives and supports us on our path to climate neutrality – even in economically challenging times.

Innovation is our strongest lever in this endeavour. With our iONTRON product family – from hybrid to fully electric concrete pumps and truck mixers – we create technological solutions that reduce emissions and noise while opening up new perspectives for our customers. In addition, developments such as our 3D printing technology and intelligent safety and efficiency systems make a further contribution to a more sustainable and safer construction industry.

But for us, sustainability means more than just technology: it also encompasses the safety of our employees and the responsible management of our company. Transparency, integrity, and compliance with international standards such as CSRD, CBAM and supply chain legislation are just as important to us as the active involvement of our workforce and partners worldwide.

This report is a joint effort. Colleagues from across the organisation have contributed to presenting our progress, challenges, and goals. It is therefore not only a review of the current situation, but also a promise: we will remain true to our path and continue to develop – for a resilient, climate-friendly and responsible construction industry.

Christoph Kaml
Chief Executive Officer
Putzmeister Group

PUTZMEISTER'S JOURNEY, ACHIEVEMENTS & SUSTAINABILITY LEADERSHIP

Our story

Founded in 1958, Putzmeister began with a clear and ambitious mission: to make the work of the average worker easier through innovative machinery. What started as a bold local venture has grown into a globally recognised leader in concrete pumping solutions, with a presence in over 90 countries and a team of around 4000 employees worldwide.

Today, with an annual turnover of more than €1 billion, Putzmeister remains committed to its founding principles of supporting customers and industry partners with superior, efficient, and increasingly sustainable equipment and solutions. This commitment is reflected in our complete range of fully electric concrete pumping and placing solutions, setting new benchmarks in efficiency, emissions reduction, safety and operational performance.

A significant milestone in our journey came in 2012, when Putzmeister joined forces with SANY Heavy Industries in what was then the largest Sino-German transaction. This strategic partnership not only expanded our global reach but also accelerated our innovation capabilities, combining SANY's extensive resources with Putzmeister's uncompromising standards of quality and technology leadership.

Putzmeister
Member of SANY Group

Vision & mission

Vision:
To create a world where housing and infrastructure are affordable and sustainable.

Mission:
We build a passionate global team that creates exceptional customer experiences, enabling business growth for our partners by shaping housing and infrastructure with the most productive, sustainable and safest solutions.

Key historical milestones & achievements

1958

The foundation of innovation
Karl Schlecht founded Putzmeister, marking the start of a transformative era in concrete technology. This revolutionized how concrete was placed on construction sites. First automatic pumping of mortar with a piston pump – making the process safer, faster and more efficient.

1986

Critical role in Chernobyl
During the Chernobyl nuclear disaster, Putzmeister's concrete pumps with special radiation protection delivered over 300,000 m³ of concrete to encapsulate the damaged Chernobyl nuclear reactor.

2008

Record-breaking achievement at the Burj Khalifa
Putzmeister's BSA 14000 SHP-D concrete pumps set a world record by pumping concrete vertically to a height of 1,971 feet (601 m) for the Burj Dubai, enabling the successful construction of the world's tallest building.

2012

Joining forces with SANY
Putzmeister became part of SANY Heavy Industry Co., Ltd.; this partnership significantly expanded global reach and innovation capabilities, setting the stage for the next generation of sustainable solutions.

2021

Launch of the iONTRON product family
Putzmeister introduced the iONTRON series, a groundbreaking step towards emission-free, electric-powered construction machinery. This innovation supports the industry's shift towards sustainable, low-emission concrete mixing and pumping solutions.

2025

World's first fully electric truck-mounted concrete pump
Putzmeister introduced the world's first fully electric truck-mounted concrete pump, poised to transform construction sites globally and establish a new benchmark in sustainable concrete pumping technology.

Global footprint – production and service network

Putzmeister's dedication to supporting customers worldwide is demonstrated through a strategically diversified production and service network that combines global reach with local expertise.

Core production facilities and regional subsidiaries

Our primary manufacturing and innovation hubs are located in Germany (headquarters), Türkiye, India, the USA, Spain, France and Slovenia, supported by regional subsidiaries with offices, assembly facilities and service centres in South Africa, the UK, Dubai, Singapore, Brazil, Chile, South Korea, Japan, France, Australia, Russia and China. These sites ensure robust production capacity, uphold our standards of quality and technological leadership, and increasingly integrate sustainable practices to minimise environmental impact.

Our dealer network

Supported by a comprehensive dealer network, we deliver localised expertise, rapid service, and customer-focused support for projects of every scale. Our global presence ensures that customers benefit from fast, expert solutions tailored to regional needs, improving operational efficiency, while helping reduce logistical emissions through optimised supply and service pathways.

OUR PRODUCT PORTFOLIO

Driving efficiency and sustainability

Putzmeister is a worldwide leading solution provider for pumping, mixing, and placing concrete, mortar, and industrial solids. The Group develops, produces, and sells high-tech machinery, including truck-mounted and stationary concrete pumps, truck mixers, placing booms, mixing plants, mortar and plastering machines, screed machines, tunnel machinery, and industrial equipment. Its products serve a diverse range of sectors, from construction, mining, and tunnelling to power plants, sewage treatment, and waste incineration facilities, delivering innovative solutions to customers across the globe.

CONCRETE
Machines for producing, mixing, conveying and placing concrete.

MORTAR
Machines for screed, plaster, self-levelling screed and special applications.

TUNNELLING
Efficient and flexible tunnelling solutions.

MINING
Solutions for backfilling and tailings extraction.

ENVIRONMENT
Environmentally friendly solutions for sewage sludge incineration and transport as well as the transport of biomass and hazardous waste.

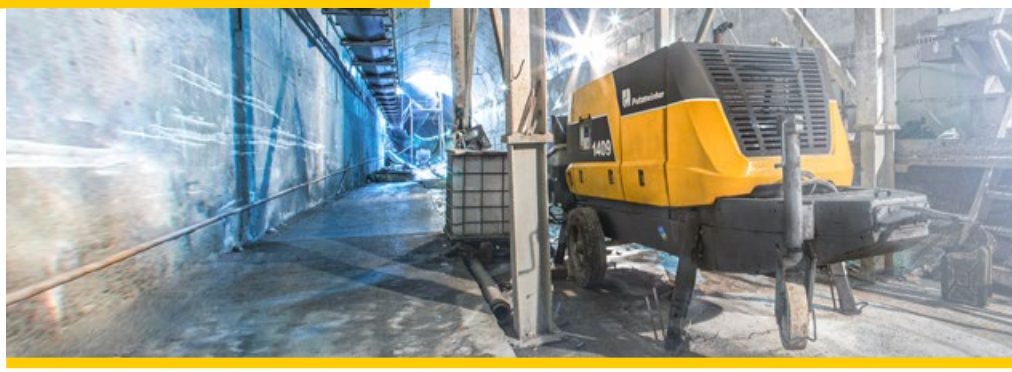
ENERGY
Reliable systems for ash transport and disposal and coincineration in cement works.

Diesel-driven product portfolio

To date, the majority of our product portfolio is diesel-driven, including truck-mounted concrete pumps, stationary pumps, trailer and crawler pumps, and mixing equipment. These diesel-driven machines deliver the robust performance, reliability, and versatility required on large, complex job sites worldwide.

We are consistently improving our diesel-powered fleet by adopting low-emission engines, optimising hydraulic systems, and deploying smart control technologies to enhance both efficiency and operator safety. Every new product generation is designed to deliver lower emissions, reduced fuel consumption, longer service life, and better protection for people and the environment.

In parallel, we are expanding our electric and hybrid product range, in response to rapidly growing customer demand for sustainable, cost-effective solutions. Whenever sustainability delivers clear economic value, we see our customers readily embrace them, further accelerating the shift towards cleaner and more sustainable construction machinery. We support the shift by our online CO_2 calculator.



Putzmeister iONTRON family – leading the shift towards zero-emission construction sites

iONTRON
THE FUTURE. ZERO EMISSION.

Putzmeister's iONTRON product line, launched in 2021, reflects our commitment to sustainable construction by delivering emission-free, electric-powered concrete machinery with enhanced energy efficiency, noise reduction, and operational performance. These products demonstrate how innovation can reduce CO_2 emissions, lower environmental impact, and support customers in achieving more sustainable operations.

In 2025, Putzmeister achieved a milestone of 100 iONTRON units sold, reflecting strong market acceptance of electric concrete solutions.

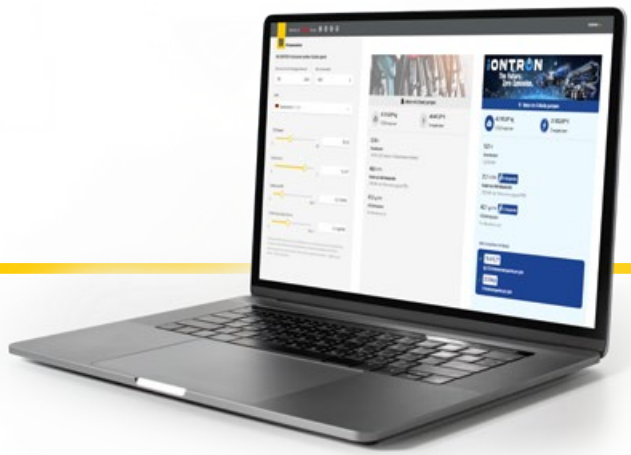
BSF iONTRON Hybrid
The first emission-free truck-mounted concrete pump worldwide. It features a patented integrated hydraulic pump system, enabling the pump to operate only using construction site electricity without the need for batteries – resulting in more payload capacity and operational simplicity ("Plug and Pump").

BSA 1005 iONTRON
All-electric trailer pump providing close to 50 m³/h output. It offers the industry-first capability to charge its battery while pumping, enhancing uptime.

iONTRON eMixer G2
A fully electric concrete mixer built on the innovative SANY e435 8x4 chassis, delivering zero CO_2 emissions alongside significant noise reduction, operational efficiency, and fossil-fuel independence.

GridXpress
Provides full power support for all electric machinery onsite, helping customers power their fleets sustainably.

Fully Electric BSF
The world's first fully electric truck-mounted concrete pump, built on a Volvo eTruck chassis. Developed in collaboration with two OEMs and our Swedish customer Swerock, demonstrating cutting-edge zero-emission concrete pumping technology.



Putzmeister's CO_2 calculator

Putzmeister's CO_2 calculator empowers customers to evaluate and compare the environmental and economic impact of electric machinery versus conventional diesel equipment. By considering real operational parameters such as power consumption, operating hours, energy prices, and emission factors, the tool transparently presents both annual and per-hour CO_2 emissions, along with actual energy and operating costs for diesel and electric machinery. Customers can input regional data, including diesel and electricity prices as well as CO_2 taxes, and apply country-specific emission factors, ensuring tailored and accurate results. This robust tool supports informed decision-making for those pursuing sustainability and cost efficiency, providing quantifiable evidence to substantiate claims.

Furthermore, it enables reliable CO_2 reporting, enhances customer's market differentiation, and reinforces their commitment to sustainability.

Putzmeister mortar machines

Putzmeister mortar machines offer advanced emission-free solutions in the field of plastering, floor screeding and shotcreting. The electrified product range – which includes the S 5 EV, S 5 EVTM, S 5 EF, P 12, P13 EMR and MP 25 plastering systems, the EstrichBoy EC 350 and EC 260 floor screed conveyors, and the P 720 TE / SE and P 730 TE / SE shotcrete pumps – provides fully electric operation via standard power connections. These machines combine exceptional performance with minimal noise and zero local emissions, making them ideal for indoor applications, tunneling, and urban construction sites with stringent environmental standards.

Combining efficiency, ease of use, and environmental responsibility, they contribute to Putzmeister's broader goal of advancing sustainable construction practices.

3D printing tech: Innovations transforming concrete placing

3D Printer INSTATIQ: Putzmeister's cutting-edge 3D concrete printer integrates mobile concrete pumping with advanced robotics, enabling rapid, formwork-free creation of load-bearing walls using standard ready-mix concrete. This innovation significantly reduces manual labour, safety risks, and construction time while ensuring cost-effectiveness. INSTATIQ P1 also supports the use of CO_2-reduced concrete formulations, contributing to greener building practices. Its digitally integrated design-to-print process ensures high precision and efficiency, setting a new benchmark for sustainable and intelligent construction technology.

INSTATIQ
Plan. Print. Progress.

SANY electric products

Putzmeister also leverages and offers electric products from our parent company, SANY, integrating their advanced technologies into our sustainable solutions. SANY's electric portfolio includes e-chassis, excavators, wheel loaders, and forklifts, all designed for zero emissions, high energy efficiency, and enhanced operational safety. Notably, SANY electric chassis serve as the foundation for our iONTRON eMixers. By combining SANY's electrification expertise with Putzmeister's innovative concrete technology, we provide cutting-edge, low-emission solutions that enhance both sustainability and efficiency in construction.

SANY

Product innovations for efficiency and safety

Putzmeister continuously innovates to set new efficiency and safety standards in construction technology:

ergonic® inside 3

Ergonic® control systems:
The Ergonic® system functions as the central control unit of our machines. The microprocessor-supported control system regulates the functions of concrete pumps, mixers, and placing booms. It also centralizes intuitive machine control, real-time diagnostics, remote troubleshooting, and software updates – consistently enhancing safety and productivity.

ERC – Ergonic® Remote Control
Radio remote with ergonomic controls (dual joysticks), display feedback, rotary push button menu control.

EGD – Ergonic® Graphic Display
A clear display (either on remote or on machine control panel) giving real-time info: fluid/hydraulic temp, operating hours, delivery pressure and limits, delivery rate and limits, errors/faults, etc.

EPS – Ergonic® Pump System
Governs the pumping process: smoother operation, less wear, lower vibrations, lower noise.

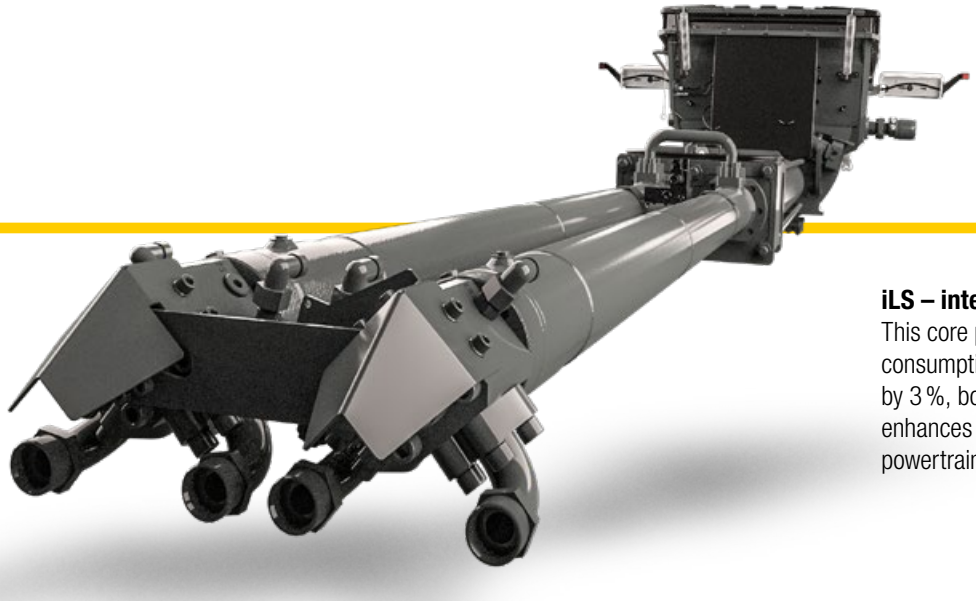
EOC – Ergonic® Output Control
Regulates the optimal engine speed, ensuring that the concrete pump operates smoothly with fuel efficiency and low wear.

EMC – Ergonic® Mixer Control
Operates the mixer drum by radio remote control, including adding water and cleaning.

ETS – Ergonic® Tele Service
Allows remote diagnostics to reduce downtime by enabling rapid troubleshooting.

iBC – intelligent Boom Control
Controls and regulates the movement of the placing booms, ensuring an increased placement rate and simple and safe operation.

iSC – intelligent Setup Control
iSC enhances pump stability and reach by calculating setup variables in real time, maximizing safety and flexibility. Together with the FLEX base structure, it offers adaptable setup options, extended reach, and reliable stability under all conditions.



iLS – intelligent Low Stroke
This core pump technology cuts fuel consumption by 25 %, increases efficiency by 3 %, boosts concrete intake by 10 %, and enhances durability, while supporting hybrid powertrains for greater resource efficiency.

Our ESG commitment

Environmental responsibility: Reducing impact, creating value

Putzmeister is committed to reducing greenhouse gas (GHG) emissions through a combination of mitigation measures and strong policy frameworks. Our environmental strategy focuses on lowering the company's environmental impact while achieving cost efficiencies, demonstrating that sustainability and value creation go hand in hand. As of 2025, we have installed photovoltaic (PV) systems with a total capacity of 5.2 MW globally, avoiding approximately 2,080 metric tons of CO_2 emissions annually. In addition, we have invested in other energy and resource efficiency measures, including HVAC system upgrades, LED lighting improvements, and water efficiency projects, all of which contribute to both emission reductions and operational cost savings. These initiatives are embedded in our Integrated Management System (IMS) and aligned with ISO 50001:2018 (energy management system) and Germany's Supply Chain Act (LkSG), guiding our efforts across energy efficiency, renewable energy adoption and climate adaptation.

Social commitment: People at the core of our success

At Putzmeister, people are our greatest strength. Guided by our values of respect, cooperation, and a learning culture, we foster an inclusive, supportive, and safe workplace where every employee's contribution is valued. We actively promote diversity and equal opportunities and invest in continuous development programs that help employees enhance their skills and grow in their roles. Our focus on health and well-being is embedded in flexible work models and comprehensive corporate health management systems, ensuring that our workforce is equipped and supported to meet future challenges.

Governance commitment: Integrity and transparency in action

Putzmeister's governance approach is anchored in our values of Integrity, Trust, and Openness, supported by a comprehensive One Governance Framework. This framework ensures that our operations consistently align with legal, regulatory, and ethical standards across all regions. It integrates robust compliance systems, regional compliance officers, and regular internal audits as well as training to maintain high standards of corporate conduct. Our global whistleblower system provides a secure and confidential channel for employees, partners, and stakeholders to report concerns, reinforcing accountability and transparency. By embedding ethics and integrity into every process, we build lasting trust with customers, employees, and partners while driving responsible growth.

PUTZMEISTER SUSTAINABILITY TEAM

Our sustainability team

At Putzmeister Group, sustainability is integral to our vision. Our dedicated team leads an ambitious agenda, embedding ecological, social, and governance (ESG) priorities across every level of our global organisation.

Tobias Distler
Global Head of Compensation, Benefits and HR Projects

Cedrik Siegert
Intern, GRC & Sustainability

Alexander Diez
Head of Group GRC & Sustainability

Keval Manjarekar
Working Student Strategic Purchasing

Muralidhar Nagesha
Sustainability Specialist

left to right as pictured

Mehmet Savaş*
Sustainability Specialist

Christian Weyermann*
Head of Project Procurement & Supplier Development

* not pictured

Approach to collaboration

The Putzmeister sustainability team adopts a highly collaborative and structured approach to embed sustainability across the organisation. Built on an interdisciplinary structure, the team brings together expertise from technical, compliance, human resources, and supply chain functions to address the full spectrum of sustainability impacts, risks, and opportunities (IROs).

Collaboration is both tailored and practical. The sustainability team engages with all six major production sites and regional offices worldwide, to ensure that sustainability is embedded in day-to-day operations and integrated into strategic decision-making. Although the team is primarily based at the Group headquarters in Germany, it maintains close connections with all Putzmeister regional entities, adapting initiatives to suit local cultural and operational contexts.

Accountability and transparency are core principles of the team's work. Clear reporting lines extend directly to Putzmeister's executive leadership, and sustainability performance is tracked through robust internal controls aligned with legal and societal expectations. The Head of Sustainability acts as a central coordinator, ensuring that all initiatives are strategically reviewed by the Putzmeister Group Board and embedded into operational decisions. Regular updates are also provided to the Supervisory Board.

To maintain alignment and drive continuous improvement, the team organises targeted workshops and meetings involving external stakeholders and senior management, focusing on key sustainability topics. Feedback from employees, customers, suppliers, and local communities is actively collected, filtered, and incorporated into our sustainability strategy and materiality assessments, helping ensure our initiatives remain relevant, inclusive, and impactful.

Core responsibilities

The Putzmeister sustainability team plays a central role in defining and driving the Group's sustainability agenda. Its core responsibilities begin with setting strategic direction – identifying what matters most, by incorporating stakeholder input and aligning with the Group's values of responsibility and reliability. The team shapes the Group's sustainability roadmap and leads the transition towards group-level net-zero goals. Realising the ESG mission is another key responsibility, which involves prioritising sustainability projects across all entities within the Group and embedding environmental, social, and governance objectives into company strategy, product development, and core business processes. The team leverages AI-based digital tools to collect, analyse, and visualise ESG data across the organisation.

In the area of reporting and transparency, the team ensures compliance with evolving regulatory frameworks such as the Corporate Sustainability Reporting Directive (CSRD), the Carbon Border Adjustment Mechanism (CBAM) and the German Supply Chain Act (LkSG). We are coordinating the Clean Industrial Deal, which will be implemented step by step in the Group. The team also conducts risk assessments, embeds robust risk management and ethical practices into operations, and stays ahead of regulatory changes. Furthermore, it is responsible for collecting and validating sustainability data, ensuring compliance across all markets, and preparing externally audited disclosures.

Finally, the team is fostering a culture of responsibility centred on people and community. We have established a global Putzmeister sustainability community, connecting colleagues from all our entities to share knowledge and best practices, with plans to expand its reach over time. Looking ahead, we plan to raise sustainability awareness across the organisation through initiatives such as employee development programs, community engagement, and enhanced internal and external communication on sustainability topics. These steps are intended to gradually build a stronger understanding of, and commitment to, sustainability throughout Putzmeister.

Our commitment

Our team is passionate about creating long-term value for Putzmeister, our stakeholders, and society. Through close collaboration, we empower innovation, promote transparency, and ensure that our journey towards a more sustainable future is both credible and measurable.

With this sustainability report, Putzmeister Group aims to provide transparent and reliable insights into our environmental, social, and governance (ESG) performance. Our objective is to inform all stakeholders about our sustainability strategy, progress, and challenges, while strengthening accountability and enabling informed decision-making. This report serves not only as a compliance tool but also as a catalyst for innovation and continuous improvement as we work towards a more sustainable construction industry. We extend our sincere thanks to everyone who contributed to the development of this sustainability report. The dedication of the Putzmeister sustainability team, the strong collaboration across our global departments, and the invaluable support from our partners and communities have made this report possible. Together – through shared commitment and collective action – we are forging a pathway to a more sustainable future.

GROUP SUSTAINABILITY STATEMENT

This Group sustainability statement applies to the 2023 financial year, in other words, the period 1 January 2023 to 31 December 2023. It has been prepared in accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD) which came into force on 5 January 2023, providing a clear and consistent view of our sustainability performance.

ESRS 2:
GENERAL

ESRS 2 BP-1: General basis for preparation of sustainability statements

The sustainability statement is prepared in accordance with the European Sustainability Reporting Standards (ESRS), ensuring consistency, transparency, and reliability of the reported information. No subsidiaries, including smaller entities, have been exempted from the reporting.

Our sustainability disclosures encompass material information relating to Putzmeister's own operations as well as relevant upstream and downstream activities within our value chain. Furthermore, we disclose our Scope 1, Scope 2, and Scope 3 emissions, thus reflecting our total GHG footprint across both upstream and downstream activities, in accordance with the GHG Protocol.

All information in this sustainability statement relates to the 2023 fiscal year. Data points that are required by the ESRS that are not currently available will be reported in accordance with the mandatory implementation of the CSRD.

We have exercised certain disclosure options permitted under the European Sustainability Reporting Standards (ESRS), specifically omitting selected proprietary details related to intellectual property, know-how, and innovation outcomes. This deliberate decision safeguards sensitive business information critical to maintaining our competitive advantage and market position. We have thoroughly evaluated the potential impact of these omissions and remain dedicated to maintaining transparency and accuracy throughout our sustainability reporting.

ESRS 2 BP-2: Disclosures in relation to specific circumstances

Our sustainability disclosures are prepared in full alignment with ESRS requirements and timelines. Any deviations from projected time horizons or estimates presented in this sustainability statement are clearly disclosed, together with their underlying sources, related uncertainties, and the specific information they affect. Any changes in the preparation or presentation of sustainability data are also transparently documented in line with ESRS requirements.

In line with Section 10, our current sustainability metrics do not incorporate indirect value chain data sources. Where high-level or estimated quantitative data is presented, any associated measurement uncertainties are explicitly identified within the relevant topical standards.

As this is our first ESRS-compliant sustainability report, there are currently no prior reporting changes, restatements, or error corrections to disclose under Sections 13, 14 and 15.

ESRS 2 GOV-1: The role of the administrative, management and supervisory bodies

Putzmeister Holding GmbH operates under a robust governance structure, adhering to the German two-tier board system. The Executive Board comprises four members responsible for managing strategic and operational matters. Additionally, an internal Group Board consists of five members, led by CEO Christoph Kaml, and supported by CHRO Anne-Katrin Rath, CCO Carsten von der Geest, CSO Dr. Xiangyang Jiang, and CFO Michael Hofmann. Complementing this, the Supervisory Board has six members: two representatives, each from the workers' council, shareholders, and external independent members.

Board members collectively bring extensive experience across construction equipment sectors, key products, and significant geographic markets. Group-level GRC & Sustainability is led by Alexander Diez, who reports biannually on sustainability matters, including due diligence and effectiveness to the boards. Day-to-day oversight is delegated to the sustainability team.

Board diversity currently stands at 10 % female and 90 % male across the Executive Board and Supervisory Board, while the internal Group Board currently stands at 20 % female and 80 % male.

Skills and expertise related to sustainability are actively cultivated through regular assessments and training on critical topics such as climate change, environmental risks, and human rights. External experts are occasionally engaged to enhance governance bodies' sustainability competencies, thus ensuring informed oversight and decision-making aligned with long-term sustainability goals.

ESRS 2 GOV-2: Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

Putzmeister systematically integrates material sustainability impacts, risks, and opportunities (IROs) into strategic planning, investment decisions, and the risk management framework. The Sustainability team maintains an IRO register, reviewed and reported biannually to the Group Board, detailing significant ESG factors like climate risks, resource usage, environmental impacts, human rights, and compliance obligations.

Key Performance Indicators (KPIs) specific to sustainability are defined and tracked meticulously. These KPIs are also presented to the management and Supervisory Board to evaluate progress and compliance. Internal audits, compliance checks, and the integration of sustainability data into core performance management systems ensure transparency and reliability of performance monitoring.

This structured approach ensures Putzmeister's long-term resilience and competitive advantage by addressing ESG risks proactively and integrating these considerations into strategic activities.

ESRS 2 GOV-3: Integration of sustainability-related performance in incentive schemes

Currently, Putzmeister has no explicit incentive systems linking compensation directly to sustainability-related goal achievements. This area remains under consideration for future enhancement to further embed sustainability into corporate performance incentives.

ESRS 2 GOV-4: Statement on due diligence

The provided table maps the integration of due diligence elements into governance, strategy, and the business model. Specifically, it highlights how due diligence processes are embedded in governance structures, stakeholder engagement, adverse impact identification, mitigation actions, and effectiveness tracking across different reporting segments.

Integration of due diligence elements

Core due diligence element (per ESRS)	Disclosure location(s)
Embedding due diligence in governance, strategy & business model	GOV-2, GOV-3, SBM-3
Engaging with affected stakeholders in all key steps	GOV-2, SBM-2, IRO-1
Identifying and assessing adverse impacts	SBM-3, IRO-1
Taking actions to address those adverse impacts	E1-3, E2-2, S1-3, G1-1
Tracking the effectiveness of these efforts and communicating	GOV-1, GOV-5

ESRS 2 GOV-5: Risk management and internal controls over sustainability reporting

Putzmeister's sustainability reporting framework integrates risk management and internal control processes across all Group entities.

Data integrity is secured through rigorous multi-layered validation involving local data owners, a sustainability team, and executive review. We have used new AI-driven technologies and centralised documentation practices to ensure ESG data is auditable, complete, and consistent. Risk assessment follows a double materiality approach, identifying risks affecting both the company and those arising from its operations.

The primary risks identified include data accuracy issues, gaps in ESG expertise, decentralized data collection processes, and validation shortcomings. To mitigate these risks, we have implemented centralised oversight, robust internal validation procedures, targeted capacity-building initiatives, and a secure whistleblower platform. Periodic reporting of risk assessments and control measures to the Executive Board and Supervisory Board ensures strategic alignment, effective governance, and continuous improvement.

ESRS 2 SBM-1: Strategy, business model and value chain

Putzmeister is a global provider of concrete pumping, mixing, and placing solutions, offering truck-mounted pumps, stationary pumps, placing systems, mortar machines, and tunnelling equipment. Complementary offerings include digital solutions, aftermarket parts, and technical services. All products comply with safety, emissions, and operational standards. None are subject to bans in any operating market.

The company serves customers in over 120 countries. Core markets are Europe, the Middle East, Asia-Pacific, and the Americas. Customers include contractors, infrastructure developers, dealers, and government agencies, particularly in construction, mining, energy, and industrial projects.

4,041
Year 2023

2,814
Year 2010

2,001
Year 2002

OUR EMPLOYEES

As of 31 December 2023, Putzmeister employed 4,057 people. Consolidated revenues reached EUR 1,175.08 million in 2023. The Group adheres strictly to regulatory compliance, avoiding involvement in banned sectors such as fossil fuel extraction, chemical production, controversial weapons, and tobacco cultivation.

Value creation is further enhanced through aftermarket services and digital innovations including machine safety solutions, fleet management, and predictive maintenance capabilities.

OUR TURNOVER

A reliable figure on the market

* in EUR million

1,175*
Year 2023

545*
Year 2010

445*
Year 2002

Main inputs include steel, hydraulic and electronic components, and specialty fluids, all sourced from suppliers that meet criteria under the German Supply Chain Act (LkSG). The internal value chain covers all key operational processes, including research and development, validation, manufacturing, surface preparation and painting, final assembly, and product shipment.

Output from Putzmeister Group includes safer, lower-emission machinery for customers, reduced operating costs, and improved productivity. Investors benefit from innovation-driven growth. Communities gain from cleaner construction processes and safer working conditions.

Sustainability is central to strategy. Goals include low-emission equipment, circular economy integration, CO_2 reduction across operations and responsible sourcing. Electrified and hybrid products, as well as digital efficiency tools, are key innovations.

Strategic investments continue in R&D, sustainable technologies, and digital solutions. Supplier evaluation incorporates ESG considerations. Market expansion emphasises regions investing in low-carbon infrastructure. These measures confirm Putzmeister's commitment to innovation, responsibility, and sustainability.

ESRS 2 SBM-2: Interests and views of stakeholders

Putzmeister engaged with over 50 of its stakeholders through a variety of channels to ensure that their perspectives are systematically incorporated into decision-making. Customers, employees, and suppliers are central to this engagement, with feedback gathered via customer satisfaction surveys, town hall meetings, feedback sessions, and other structured communication platforms. These channels enable Putzmeister to capture a broad range of views and maintain transparency and responsiveness in its operations.

Stakeholders represent both internal and external groups across the value chain. Internal stakeholders include employees, management, and the board. External stakeholders encompass customers, dealers, suppliers, local communities, non-governmental organisations, financial institutions and regulators. This diverse set of stakeholders offers valuable perspectives on the company's impact. By incorporating their views, Putzmeister ensures a holistic approach to ESG management that reflects both financial and impact materiality.

Stakeholder engagement was conducted through structured methods to gather representative input across five key domains: environment, own workforce, workers in the value chain, communities and consumers, and governance.

These engagements serve multiple purposes, including regulatory compliance, strategic alignment, transparency enhancement, and proactive risk management. Stakeholder feedback significantly influences corporate strategies, product innovation, and forthcoming sustainability strategies (planned for end of 2025), ensuring responsiveness to evolving stakeholder needs and regulatory landscapes.

Insights from these engagements guide decision-making and strategic adjustments, enhancing trust and relationships with stakeholders. Feedback is communicated to the Putzmeister Group Board through biannual reporting by the Head of Sustainability, ensuring effective oversight and integration of stakeholder perspectives.

ESRS 2 SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model

The material impacts, risks and opportunities and their interactions with the strategy and business model are documented in the sections on environmental aspects (ESRS E1-ESRS E5), social aspects (ESRS S1) and governance aspects (ESRS G1).

ESRS 2 IRO-1: Description of the process to identify and assess material impacts, risks and opportunities

The materiality analysis process was based on the methodological specifications of the published EFRAG guidelines and began with a systematic definition of scopes. The analysis examined the company-specific context and the full value chain, including upstream and downstream processes, and a material flow analysis was conducted.

Relevant stakeholder groups were then identified, and a structured engagement strategy was developed. Engagement formats included targeted surveys, qualitative interviews, participatory workshops, and structured reviews with senior leadership. Overall, employees, management, customers, suppliers, local communities, financial institutions, NGOs, and regulators were included to ensure a representative perspective. Particular attention was paid to areas and business relationships carrying elevated risks, such as supply chain operations, construction practices, and raw material sourcing in high-risk regions.

Based on these inputs, an initial longlist of sustainability topics was compiled. In addition to the topics formulated in ESRS 1 AR 16, industry- and company-specific standards were also considered. This longlist was consolidated through internal analysis and external input into an impact, risk and opportunity register, maintained under the joint responsibility of the GRC & Sustainability function.

Subsequently, the identified IROs were assessed using a standardised template adapted to Putzmeister's context. Criteria included the influence on stakeholder decisions, severity and likelihood of environmental and social impacts, and the financial relevance of risks and opportunities. Scenario analysis, financial modelling, and regulatory monitoring were used to evaluate transition and physical risks, as well as opportunities linked to sustainable product innovation, energy efficiency, and market expansion. Positive impacts were evaluated by scale, scope, and likelihood, while negative impacts were assessed on severity and likelihood.

The assessment applied the two dimensions of double materiality: Putzmeister's impact on society and the environment, and the financial impacts of sustainability aspects on the company. Both dimensions were rated on a scale from 1 (very low) to 5 (very high). The results were consolidated into a structured scoring model, with risks and opportunities above defined thresholds of likelihood and magnitude classified as material.

Finally, the assessed impact, risk, and opportunity register (IRO) has undergone external audit, reinforcing the reliability, robustness, and credibility of the assessment process. The consolidated results were then validated by senior management and documented in a materiality matrix. This ensured that sustainability-related risks, such as climate change and supply chain disruptions, are given equal weight to traditional financial and operational risks in the corporate risk profile. As this is the first reporting period under this structured approach, no year-over-year adjustments are available yet. However, the foundation has been established for a systematic and iterative framework that ensures Putzmeister's material IROs are transparently identified and managed in alignment with corporate strategy.

ESRS 2 IRO-2: Disclosure requirements in ESRS covered by the undertaking's sustainability statements

The list of disclosure requirements covered in this sustainability statement was derived from the internal materiality assessment process (cf. ESRS 2 IRO-1) and is reflected in the table of contents. Based on this assessment, the following topics were identified as material through our Double Materiality Analysis (DMA) and are fully disclosed in this sustainability statement:

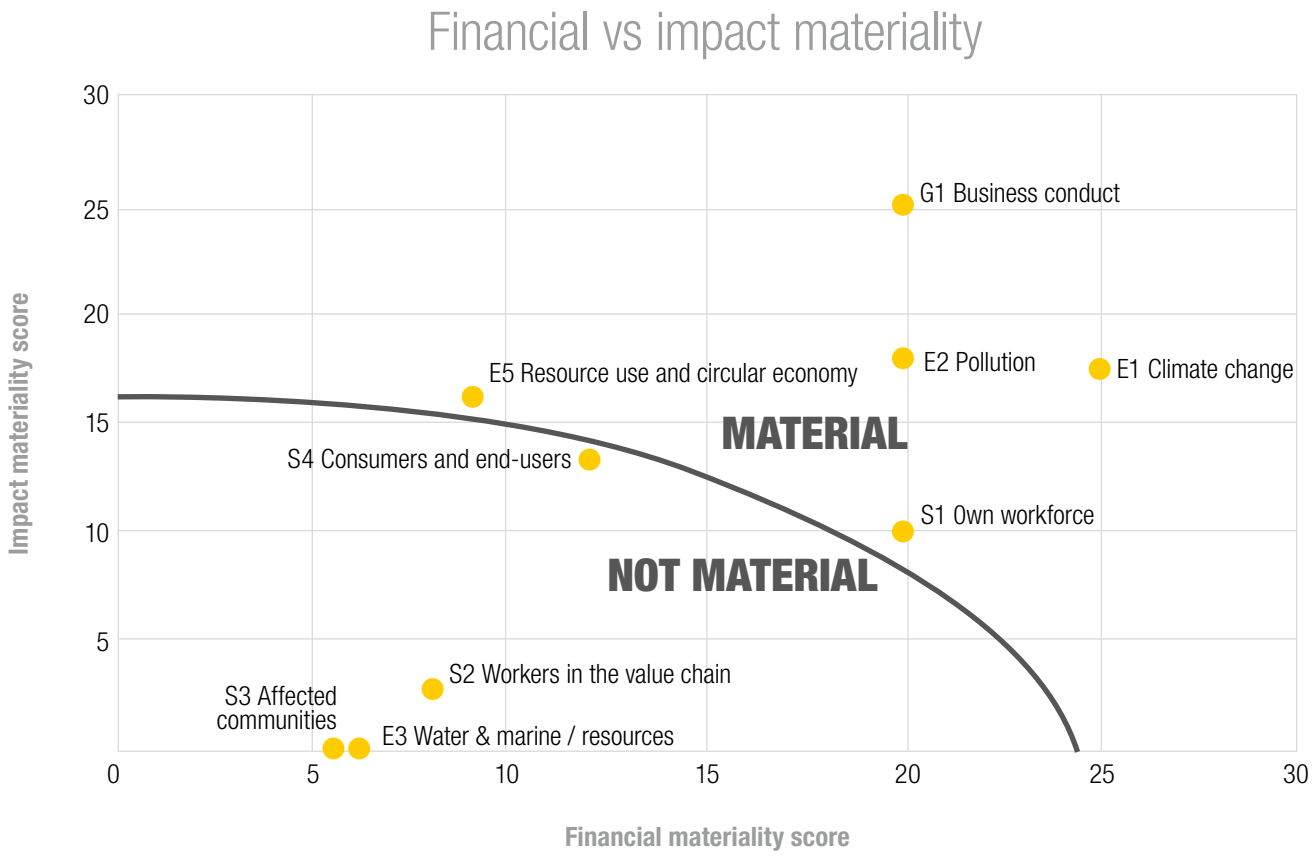
ESRS E1	Climate change (Mitigation)
ESRS E2	Pollution (Air pollution)
ESRS E5	Circular economy (Resource use and resource outflows)
ESRS S1	Own workforce (Health and safety)
ESRS G1	Business conduct (Corporate culture, supplier management, whistleblower protection, prevention and detection of corruption and bribery)

The aggregated outcomes for each ESRS section are presented in the illustration below.

Topics assessed as not material and therefore excluded from reporting are:

ESRS E3 Water and marine resources: Determined not material due to minimal water use and negligible interaction with marine or freshwater ecosystems. No material risks, impacts, or stakeholder concerns were identified.
ESRS E4 Biodiversity and ecosystems: Not material, as operations are not located in or near biodiversity-sensitive areas. No significant ecosystem impacts were identified, and stakeholders did not highlight biodiversity as a concern.
ESRS S2 Workers in the value chain: Not material, since supplier workforce issues do not pose significant risks to Putzmeister. These aspects are sufficiently managed under broader governance and supplier engagement frameworks.
ESRS S3 Affected communities: Not material, as the company's operations have limited direct community impact. No adverse effects or stakeholder concerns were identified, and management practices ensure communities are not harmed.
ESRS S4 Consumers and end-users: Not material, reflecting established product safety, stewardship, and quality assurance systems. Robust safety standards and continuous improvement ensure no significant risks to consumers or end-users exist.

By focusing on material topics, Putzmeister ensures transparency, clarity, and compliance with ESRS principles. The DMA process provides a robust and objective basis for the sustainability statement, and non-material topics will continue to be monitored for potential relevance in future reporting periods.



ESRS E1:
CLIMATE CHANGE

In 2023, Putzmeister initiates comprehensive reporting of our climate-related metrics, targets, and greenhouse gas (GHG) emissions, adhering to the Corporate Sustainability Reporting Directive (CSRD) framework. While specific targets for climate change mitigation and adaptation are yet to be formalised, we are committed to defining clear, science-based targets by the end of 2025, addressing emissions across our entire value chain – Scopes 1, 2, and 3.

Our energy consumption from all utilities totalled approximately 63,970 MWh in 2023, predominantly sourced from fossil fuels. Efforts to increase renewable energy usage and enhance operational energy efficiency remain central to our strategy. We have identified significant GHG emissions, primarily driven by indirect Scope 3 emissions, especially from the use of our sold products and upstream transportation activities. This highlights the importance of managing and reducing emissions beyond our direct operational control.

Putzmeister has adopted a rigorous methodology consistent with the Greenhouse Gas Protocol, ensuring transparency and accuracy in emissions accounting. We have prioritised direct emissions reduction actions, avoiding reliance on carbon offsets or contractual instruments, and are focused on continuously improving the robustness of our climate-related disclosures and sustainability practices moving forward.

E1-1: Transition plan for climate change mitigation

We are actively developing a comprehensive climate transition plan, anticipated for completion by the end of 2025. This plan aligns closely with our sustainability objectives and the Paris Agreement's goal of limiting global warming to 1.5 °C. The transition plan will establish clear emission reduction targets and outline the necessary actions to decarbonize our operations.

As we develop our transition plan, we ensure it is thoroughly embedded within our broader business strategy and financial planning processes. The plan, which will undergo review and approval by our management, and supervisory bodies, reflects our strategic commitment to sustainability. Given that this is our inaugural sustainability report and the transition plan remains under development, specific implementation progress will be detailed in subsequent disclosures.

Putzmeister currently remains aligned with the EU's goals, reinforcing our commitment to maintaining compatibility with European climate objectives. Our transition plan will be explicitly designed to ensure ongoing compliance and leadership in climate-related initiatives.

E1.SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model

The material IROs related to ESRS E1 – Climate Change, identified through the DMA, are outlined below together with their interactions with our corporate strategy and business activities.

MATERIAL IMPACTS

Negative impacts: Putzmeister's long-lived diesel-powered machinery contributes to GHG emissions, exacerbating climate change. This also impacts human health through heat stress and deteriorating air quality. Additionally, high GHG emissions from supplier activities further amplify these effects.
Positive impacts: The development and adoption of our electrified machinery present a significant opportunity to reduce operational emissions, thereby supporting global climate targets.

MATERIAL RISKS

Regulatory risks: Stricter climate regulations, such as potential bans on combustion engine machinery, could lead to revenue losses from diesel-powered products.
Supply chain risks: Pressure to decarbonize supply chains may result in increased procurement costs, impacting overall profitability.
Product risks: Regulations exploring cement reduction could threaten concrete-based business lines, such as concrete pumps, posing risks to product lines reliant on traditional materials.

MATERIAL OPPORTUNITIES

Market expansion: Regulation-driven market creation for zero-emission machines opens new customer segments and public tenders, presenting growth opportunities.
Investor relations: Rising demand for CO_2 transparency from investors enables access to green finance and investment vehicles, enhancing financial flexibility.
Competitive advantage: Customer expectations of carbon reporting create opportunities for us to differentiate as a best-in-class supplier. By offering reliable carbon reporting, we are establishing a unique selling point in the market.

INTEGRATION WITH STRATEGY AND BUSINESS MODEL

Our strategy emphasises the transition towards electrified machinery, aligning with global climate objectives and responding proactively to regulatory changes. This shift not only mitigates environmental impact but also positions the company to capitalise on emerging market opportunities, ensuring long-term sustainability and competitiveness.

E1.IRO-1: Description of the processes to identify and assess material climate-related impacts, risks and opportunities

Climate-related IROs have been identified through our structured DMA process, which engaged over 50 internal and external stakeholders across the value chain. Stakeholders, including customers, suppliers, employees, financial institutions and community representatives, participated in targeted surveys and interviews. Our process for assessing the IROs on climate change includes comprehensive climate scenario analysis and monitoring of regulatory trends.

To address physical climate risks, we systematically assess potential operational disruptions from extreme weather events, resource scarcity, and environmental changes. Our evaluations specifically consider risks at major production sites – including Aichtal (Germany), Goa (India), Sturtevant (USA), Kocevje (Slovenia), Madrid (Spain), Floirac (France) and Cerkezköj (Türkiye) – with hazards like heatwaves, snow and heavy rainfall identified, although none are anticipated to significantly disrupt operations.

Transition risks and opportunities are managed through assessments of regulatory changes, technological advances, and market shifts towards electrified construction machinery. We have identified transition events across all time horizons, actively evaluating asset exposure to these shifts and the sensitivity of our business activities, particularly concerning regulatory compliance and zero-emission requirements.

Through climate-related scenario analyses, we assess both physical and transition risks over different scenarios, informing our strategic planning and risk mitigation activities. However, the compatibility of these climate scenarios with financial statements is yet to be assessed.

E1-2: Policies related to climate change mitigation and adaptation

We have adopted comprehensive policies specifically addressing climate change mitigation and adaptation, fully embedded within our Integrated Management System (IMS) and energy management framework. These policies guide our approach to climate responsibility and ensure regulatory compliance. Our IMS aligns closely with ISO 50001 standards, reinforcing structured energy management practices across our operations. By adhering to these standards, we proactively manage energy use and continuously pursue improvements in energy efficiency, thereby supporting both regulatory expectations and our long-term sustainability vision.

Moreover, recognising the need for structured planning, we are actively developing a formalised climate strategy. This strategy will define clear, long-term adaptation goals that will serve as a foundation for setting future climate-related targets. It will also ensure that sustainability considerations are consistently prioritised across all levels of the organisation. By formalising our approach, we are equipping ourselves to effectively address future climate-related challenges and opportunities, reinforcing our leadership in sustainable business practices within the industry.

E1-3: Actions and resources in relation to climate change policies

In alignment with our policies, we have implemented several targeted actions and allocated substantial financial and technical resources to effectively execute our climate change mitigation and adaptation objectives. Our commitment involves proactive initiatives aimed at systematically reducing carbon emissions through enhanced energy management practices and investments in renewable energy infrastructure.

A number of significant mitigation actions were undertaken to improve operational efficiency and reduce GHG emissions across our global sites. We invested approximately EUR 194,000 in LED lighting upgrades at facilities in Germany, Spain, Brazil, and the USA, delivering annual energy savings of around 315 MWh. To accelerate the transition to renewable energy, we installed photovoltaic (PV) systems which achieve a combined capacity of 1.06 MWp at sites in Germany and Brazil, leading to estimated annual reductions of approximately 480 t CO_2. Additionally, we invested EUR 550,053 in modern, energy-efficient HVAC systems across facilities in the USA, France, and Dubai, significantly improving energy performance in these operations.

To strengthen our adaptation capabilities, we have designated energy officers or sustainability coordinators in our major production plants to ensure effective implementation of local climate-related initiatives and energy efficiency measures. Furthermore, climate-related risk assessments have been integrated into our supplier due diligence processes in line with the German Supply Chain Act (LkSG), reinforcing both our supply chain resilience and our alignment with regulatory requirements.

We have also mobilised technical resources through a dedicated sustainability team, tasked with executing comprehensive analyses of our Scope 1, 2, and 3 emissions. These analyses are fundamental to understanding our environmental impact and identifying actionable opportunities for emissions reduction. Moreover, regular monitoring, stakeholder engagement, and scenario analyses have been integral to our strategic planning processes, enabling us to dynamically respond to evolving climate risks and opportunities.

The financial commitments we have made underscore our dedication to embedding climate-resilient practices throughout our operations. These investments support various initiatives, from transitioning our manufacturing plants towards renewable energy usage to development of electrified machinery within our product portfolio. Collectively, these measures ensure that our actions remain aligned with our climate policies, reinforcing our strategic intent to contribute meaningfully to climate change mitigation and adaptation on a sustained, long-term basis.

Looking ahead, further dedicated decarbonization and energy efficiency actions will be integral to our upcoming transition plan and climate strategy. We are currently conducting a detailed analysis of the potential to reduce GHG emissions across all major high-emitting entities. Following this assessment, we will allocate specific actions and resources to optimise operations, enhance energy savings, and achieve substantial emissions reductions in a targeted and measurable manner.

E1-4: Targets related to climate change mitigation and adaptation

Currently, we have not yet established specific targets related to climate change mitigation and adaptation. However, we are actively engaged in developing these targets, which will be defined and finalised by the end of 2025 as part of our comprehensive net zero transition plan at the Group level. Our forthcoming targets will incorporate science-based methodologies, ensuring robust alignment with global climate objectives and effective management of significant climate-related impacts and risks.

The primary focus of our target-setting process will be the measurable reduction of GHG emissions across all operational scopes – Scopes 1, 2, and 3. We plan to include key elements such as increasing sales of our electric products, further transitioning to renewable energy sources, increasing energy efficiency in our operation and enhancing sustainable material sourcing practices. This targeted approach will help us effectively mitigate climate risks while leveraging opportunities presented by the growing market for low-carbon technologies.

E1-5: Energy consumption and mix

Our total energy consumption including all utilities related to own operations in 2023 amounted to 63,970.27 MWh. The breakdown of this total energy consumption by source is detailed below:

Energy consumption and mix

Energy consumption and mix	2023
(1) Fuel consumption from coal and coal products (MWh)	5,421.14
(2) Fuel consumption from crude oil and petroleum products (MWh)	22,367.74
(3) Fuel consumption from natural gas (MWh)	27,994.67
(4) Fuel consumption from other fossil sources (MWh)	54.55
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	99.03
(6) Total fossil energy consumption (MWh) (sum of lines 1 to 5)	55,937.13
Share of fossil sources in total energy consumption (%)	87.44 %
(7) Consumption from nuclear sources (MWh)	2,610.03
Share of consumption from nuclear sources in total energy consumption (%)	4.08 %
(8) Fuel consumption from renewable sources, including biomass (MWh)	4,519.50
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	0
(10) Consumption of self-generated non-fuel renewable energy (MWh)	816.83
(11) Total renewable energy consumption (MWh) (sum of lines 8 to 10)	5,336.33
Share of renewable sources in total energy consumption (%)	8.34 %
Total energy consumption (MWh)	**63,970.27**

In terms of energy intensity, calculated as total energy consumption per net revenue, we recorded an intensity of 54.42 MWh per million EUR revenue (with total net revenue at EUR 1,175.079 million).

E1-6: Gross Scopes 1, 2, 3 and total GHG emissions

Our GHG emissions for 2023 totalled 10,594,041.4 tCO_2eq across our entire value chain, with the significant majority attributable to indirect Scope 3 emissions. Scope 1 accounted for 9,678.3 tCO_2eq, while Scope 2 emissions were measured at 9,091.8 tCO_2eq (location-based) and 10,592.3 tCO_2eq (market-based). Scope 3 emissions represented the most substantial proportion at 10,575,271 tCO_2eq. A detailed breakdown of emissions by category is provided below, highlighting key sources of emissions across our operations and value chain:

Scope 1	Scope 2	Scope 3
9,678 tCO_2eq	9,092 tCO_2eq	10,575,271 tCO_2eq

GHG emissions Scopes 1,2, & 3

Category	2023 / tCO2eq
Scope 1 GHG emissions	
Gross Scope 1 GHG emissions (tCO_2eq)	9,678.30
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0
Scope 2 GHG emissions	
Gross location-based Scope 2 GHG emissions (tCO_2eq)	9,091.80
Gross market-based Scope 2 GHG emissions (tCO_2eq)	10,592.30
Scope 3 GHG emissions	
Total Gross indirect (Scope 3) GHG emissions (tCO_2eq)	10,575,271.00
Purchased goods and services	249,399.36
[Optional sub-category: Cloud computing and data centre services]	
Capital goods	36,997.80
Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	4,518.25
Upstream transportation and distribution	1,628,663.00
Waste generated in operations	249.00
Business travel	890.16
Employee commuting	3,087.196
Upstream leased assets	0
Downstream transportation	371,394.83
Processing of sold products	0
Use of sold products	8,251,196.55
End-of-life treatment of sold products	28,875.00
Downstream leased assets	0
Franchises	0
Investments	0
Total GHG emissions	**10,594,041.40**

The most significant contributors within Scope 3 were the use of sold products (approximately 8,251,196.55 tCO_2eq) and upstream transportation and distribution (approximately 1,628,663.00 tCO_2eq). To ensure robust data accuracy, approximately 72 % of our Scope 3 emissions were calculated using primary data. The detailed primary data coverage for each Scope 3 category is outlined below:

Scope 3 categories

Category	Primary data percentage
Purchased goods and services	0 %
Capital goods	0 %
Fuel and energy-related activities	100 %
Upstream transportation and distribution	0 %
Waste generated in operations	92 %
Business travel	100 %
Employee commuting	0 %
Downstream transportation and distribution	0 %
Use of sold products	100 %
End-of-life treatment of sold products	0 %
Total	**72 %**

Categories excluded from our Scope 3 inventory are upstream and downstream leased assets, franchises, investments, and processing of sold products, reflect non-involvement or absence of related assets or activities.

Our total GHG emissions intensity for 2023, calculated using a location-based methodology, was 9,015.7 tCO_2eq per million EUR of net revenue. Given that this is our initial year reporting under the CSRD, comparative historical data are not yet available. Moving forward, we will transparently document and disclose any changes in reporting boundaries or methodologies to maintain year-over-year comparability.

Currently, we do not utilize contractual instruments related to Scope 2 emissions. Additionally, no biogenic emissions from biomass combustion or biodegradation were generated within any operational scope during the reporting period.

Our GHG emissions calculations follow the Greenhouse Gas Protocol Guidelines, employing both market-based and location-based methods for Scope 2 emissions. Emission factors are consistently sourced from reputable national inventories and recognised industry standards, ensuring the accuracy and credibility of our reported emissions data.

E1-7: GHG removals and GHG mitigation projects financed through carbon credit

Putzmeister has so far refrained from purchasing carbon credits as part of our GHG management strategy. Instead, our focus is firmly on actively reducing GHG emissions through practical and measurable initiatives. Key initiatives include expanding renewable energy use within our operations and continually enhancing energy efficiency across our manufacturing processes. This direct approach to reducing emissions aligns closely with our commitment to achieving tangible and measurable climate benefits, bolstering our long-term sustainability goals and regulatory compliance without depending on offset instruments. Nevertheless, we actively monitor emerging technologies and solutions to strengthen future mitigation actions.

E1-8: Internal carbon pricing

Currently, we do not employ an internal carbon pricing mechanism within the Putzmeister Group. Our investment decisions and operational evaluations are made without incorporating an explicit internal carbon cost, though we continue to review potential applications of internal carbon pricing to enhance future decision-making processes.

E1-9: Anticipated financial effects from material physical and transition risks and potential climate-related opportunities

As this represents our inaugural year of sustainability reporting under the CSRD framework, we have not yet quantitatively assessed potential financial impacts associated with material physical risks, transition risks, or climate-related opportunities. In accordance with Article 19a(6) of the CSRD and related ESRS phase-in provisions, we have utilized the available one-year exemption for disclosing these financial effects. Future reporting cycles will address these areas comprehensively, providing stakeholders with transparent insights into the financial implications of climate-related developments.

ESRS E2: POLLUTION

Our structured DMA has identified pollution, particularly air pollution from diesel-powered construction machinery, as a key environmental issue affecting our stakeholder interests. This assessment, informed by consultations with over 50 internal and external stakeholders, highlights both the risks posed by increasingly stringent regulations and market shifts away from diesel-powered products, as well as significant opportunities in developing and commercialising our electric machinery.

While direct pollution from our predominantly electricity-based manufacturing operations remains low, we recognise the necessity to improve monitoring capabilities for site-specific air pollution.

We anticipate financial growth opportunities stemming from heightened demand for pollution-free construction equipment driven by regulatory pressures and market preferences. Conversely, we are mindful of risks including increased compliance costs and potential loss of market share if investments in electric alternatives lag behind regulatory and market developments. Overall, addressing pollution proactively remains integral to our strategic planning and operational approach.

E2.SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model

MATERIAL IMPACTS

Negative impacts: Diesel-powered machinery contributes to air pollutants (NO_2, PM, CO), leading to poor air quality at and around construction sites. Health impacts include respiratory illnesses and occupational exposure for workers and nearby residents.
Positive impacts: Our electric products reduce pollution, improve air quality and support the health of workers and nearby residents.

MATERIAL RISKS

Regulatory risks: Stricter legal regulations, such as bans on diesel-fuelled machinery in inner cities or low-pollution zones, may restrict sales and result in revenue losses.
Reputational risks: Reliance on diesel-powered machines that generate air pollution may harm the company's reputation and result in potential revenue losses.

MATERIAL OPPORTUNITIES

Market access: Offering low-pollution machines provides a competitive edge for contracts in low-/no-pollution zones, expanding market reach.

INTEGRATION WITH STRATEGY AND BUSINESS MODEL

Our business model incorporates the development and deployment of low-pollution machinery, aligning with urban sustainability goals and regulatory frameworks. This approach not only addresses environmental concerns but also enhances our market position and stakeholder relationships.

E2. IRO-1: Description of the processes to identify and assess material pollution-related impacts, risks and opportunities

Pollution-related IROs have been identified through our structured DMA process, which engaged over 50 internal and external stakeholders across the value chain. Stakeholders, including customers, suppliers, employees, financial institutions and community representatives, participated in targeted surveys and interviews. Their input specifically emphasised concerns regarding air quality impacts stemming from diesel-powered construction machinery. The outcomes were synthesised through interviews, workshops, and a comprehensive review by senior leadership, highlighting air pollution as a material issue due to its associated reputational and regulatory risks.

The results of our DMA underline the importance of addressing air pollution within our strategy and operations. Opportunities have emerged in developing environmentally friendly technologies and responding to the increasing regulatory pressures that favour pollution-compliant products, particularly in urban areas. Conversely, we face risks from rising regulatory compliance costs and potential market share losses if we fail to sufficiently invest in electric alternatives to traditional diesel-driven machines. This analysis reinforces the strategic importance of air pollution-related management and innovation in our business model.

E2-1: Policies related to pollution

Pollution-related risks and mitigation measures are systematically managed through our group-wide Integrated Management System (IMS), certified according to ISO 9001:2015 (quality management system) and ISO 50001:2018 (energy management system). The IMS mandates binding standards for pollution prevention, resource efficiency, and emission reduction. Additionally, internal environmental guidelines and supplier requirements address air quality, hazardous substance substitution, and responsible material handling. The implementation and oversight of these standards are coordinated centrally by our quality management teams.

E2-2: Actions and resources related to pollution

As a global manufacturer of construction machinery, our pollution-related impacts can be broadly categorised as pollution from manufacturing processes and pollution resulting from the operational use of our products. Our manufacturing network primarily utilizes electricity, keeping direct pollution levels comparatively low. We acknowledge a gap in our current ability to consistently measure site-specific air pollution. Addressing this, we plan to enhance our data collection process to provide more detailed and accurate pollution metrics in upcoming CSRD reporting cycles.

Product-related air pollution presents significant differences, particularly between diesel-powered and electrically powered equipment, with notable disparities in air pollution. In alignment with our climate objectives, we are proactively advancing electric technology and have notably become a global leader in this field. In 2021, we introduced our iONTRON product family, clearly demonstrating our commitment to reducing air pollutants throughout the product lifecycle.

We have not established dedicated action plans exclusively targeting air pollution from our production facilities, given the relatively low level of direct pollution in our production activities. Current assessments have prioritised resources towards other environmental areas identified with higher impact potential. Nonetheless, pollution considerations remain integral to our broader environmental management strategy and innovation initiatives.

E2-3: Targets related to pollution

At present, formal quantitative targets specifically addressing air pollution have not been adopted. However, pollution reduction remains a critical component of our broader environmental management strategy. Our production processes, primarily electricity-based, inherently exhibit low pollution intensity. Consequently, our efforts are largely concentrated on enhancing energy efficiency and transitioning our product portfolio towards low-emission technologies.

We are actively monitoring developments and internal performance metrics to determine if future adoption of specific pollution-related targets would enhance our accountability and environmental performance reporting.

E2-4: Pollution of air, water and soil

We currently lack continuous monitoring infrastructure to quantify air pollutant emissions at a detailed site level. Preliminary internal assessments indicate that substantial pollution is limited to specific production processes, primarily involving volatile organic compounds (VOCs) and particulate matter (PM), and air pollution from our product operations – particularly those of diesel-powered machinery – includes nitrogen oxides (NO_2), carbon monoxide (CO), and fine particulate matter. Our ongoing transition towards electric machinery is significantly reducing the air pollution, delivering notable improvements in air quality, especially in urban construction environments.

Pollution of water and soil, including microplastics generation, has been assessed as not material based on our operations and comprehensive stakeholder consultations. Given that this is our first year of evaluating and reporting on air pollution (for 2023), trend analyses and historical comparisons will only become possible from subsequent reporting cycles.

We currently do not have continuous air pollution monitoring systems at production facilities due to the relatively low air-pollutant emission intensity of our operations, making such infrastructure currently disproportionate. Nevertheless, we continuously evaluate the appropriateness of enhancing our direct measurement capabilities as part of ongoing environmental management maturity assessments.

During the reporting period, there were no non-compliance incidents or enforcement actions related to air or water pollution.

E2-5: Substances of concern and substances of very high concern

After thorough analysis, we determined disclosures regarding Substances of Concern and Substances of Very High Concern (SVHC) to be not material. Our manufacturing processes and product lines neither utilize nor release significant quantities of such hazardous substances. Strict adherence to chemical safety and environmental regulations ensures effective control and prevention of any associated risks. Given the absence of identified adverse impacts, stakeholder concerns, or regulatory requirements specific to these substances, we have elected not to report this information, focusing instead on more materially relevant environmental issues.

E2-6: Anticipated financial effects from material pollution related risks and opportunities

As we enter our initial year of CSRD-aligned sustainability reporting, quantitative assessments of anticipated financial effects linked to pollution-related physical and transitional risks or opportunities have not yet been conducted. Consistent with Article 19a(6) of the CSRD and the related ESRS provisions, we have utilized the one-year exemption from detailed financial disclosure of climate-related impacts.

Significant financial opportunities exist in the rapidly expanding market for environmentally friendly technologies. Increased concerns about air pollution are expected to drive greater demand for electric machinery, such as our iONTRON family of electric machines and concrete pumps. Urban municipalities' growing enforcement of strict air pollution regulations provides an additional incentive for our electric machinery, as such pollution-free equipment offers guaranteed access to restricted urban construction sites. Anticipated increases in revenue streams from these products will positively impact on our financial performance and market position.

Conversely, we anticipate financial risks from stricter regulatory compliance obligations, potentially raising development and operational costs across our product lines. Non-compliance carries the risk of financial penalties and legal challenges, potentially impacting financial performance. Additionally, evolving environmental policies could threaten market share for our diesel-driven products if insufficient investments in electric alternatives are made. A delay in transitioning to greener technologies could result in incremental losses of market dominance, highlighting the necessity for ongoing investment and innovation in electric machinery.

No major pollution-related incidents occurred during the reporting period, and consequently, no related financial impacts on operating or capital expenditures, or provisions for environmental remediation, have been recorded. As our sustainability reporting matures, we will periodically reassess the need for more detailed quantitative financial analyses concerning pollution-related risks and opportunities.

ESRS E5: RESOURCE USE AND CIRCULAR ECONOMY

At Putzmeister, we have conducted DMA to understand our IROs related to resource use and circular economy across our operations and value chain. We have achieved this through extensive stakeholder engagement – including interviews, workshops, and leadership reviews.

While we have not yet formalised explicit policies or actions specifically targeting the circular economy, aspects of resource efficiency are already integrated into our broader environmental management frameworks and production practices. Currently, explicit targets concerning resource inflows and circular economy metrics are planned to be established by 2026.

Our waste management practices reflect a strong commitment to sustainability, emphasising careful waste segregation, recycling, and resource recovery. In 2023, approximately 93 % of our total generated waste was responsibly segregated and sent to certified recycling partners, maximizing material recovery and minimising environmental impact. While disclosures on product repairability, recyclable content, and the financial implications of circular economy activities were not found to be material in our DMA, these areas are actively being assessed and will be progressively integrated into our future reporting.

E5.SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model

The material IROs related to ESRS E5 – Resource Use and Circular Economy, identified through the DMA, are outlined below together with their interactions with our corporate strategy and business activities.

MATERIAL IMPACTS:
Positive impacts: Our long-lifecycle equipment (+15-20 years) reduces our environmental footprint and conserves natural resources. Fewer machines consumed and disposed of over time contribute positively to circularity and resource efficiency.

MATERIAL RISKS:
No immediate material risks identified in our DMA.

MATERIAL OPPORTUNITIES:
No immediate material opportunities identified in our DMA.

INTEGRATION WITH STRATEGY AND BUSINESS MODEL:
Our strategy focuses on designing products with extended lifecycles and promoting circular business models. This approach aligns with sustainability goals, reduces environmental impact, and opens new revenue streams through services like leasing and refurbishment.

E5. IRO-1: Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

As part of our DMA, we conducted a comprehensive screening of our assets, operations, and value chain activities to identify actual and potential IROs related to resource use and circular economy practices. This structured process was conducted in alignment with the ESRS AR 16 requirements, ensuring methodological rigour. The assessment incorporated insights from more than 50 internal and external stakeholders across the value chain, including suppliers, customers, financial institutions and subject matter experts. This collaborative approach – involving stakeholder interviews, interactive workshops, and reviews with senior leadership – enabled us to identify priority areas and refine our understanding of key topics relevant to our industry context.

Through the integration of stakeholder insights and comprehensive data analysis, we developed a robust understanding of the resource-related IROs most relevant to our operations and value chain. This assessment identified resource outflow as the most material topic under ESRS E5, highlighting a critical area for targeted improvement and circular economy initiatives.

E5-1: Policies related to resource use and circular economy

Putzmeister currently does not have a standalone policy dedicated exclusively to resource use or circular economy principles. However, resource efficiency considerations are already integrated into our IMS, which promotes the responsible and efficient use of raw materials. In addition, elements of resource efficiency are embedded within our broader environmental and supply chain management frameworks, reflecting our ongoing commitment to responsible material management. While there are no immediate plans for a dedicated policy, we may consider developing one in the future if required to better support our strategic objectives.

E5-2: Actions and resources related to resource use and circular economy

Putzmeister has not yet implemented formal programs specifically focused on circular economy initiatives. However, through structured assessments and stakeholder engagements, we have identified opportunities to further enhance resource efficiency. Nonetheless, we have already implemented operational practices aimed at enhancing raw material efficiency in production, primarily focusing on minimising raw material waste and selecting environmentally compatible materials whenever technically feasible. These existing practices indicate an initial foundation upon which future circular economy initiatives could be developed.

E5-3: Targets related to resource use and circular economy

At present, while explicit targets for resource use and circular economy metrics are not yet in place, we are actively recognising the value of formalising these objectives. We are committed to setting clear resource use and circular economy targets in 2026.

E5-4: Resource inflows

Quantitative disclosures on material resource inflows – including the total weight of products, biological materials, secondary and recycled inputs, and materials sourced from by-products or waste streams – have not been identified as material in our DMA for the current reporting period. We conduct a biannual review of materiality, and as part of this process, resource inflows will be evaluated in future reporting cycles should they be determined to be material. This approach ensures that our disclosures remain aligned with evolving business impacts, stakeholder expectations, and CSRD requirements.

E5-5: Resource outflows

Information regarding specific key products and materials resulting from our production processes has been deemed non-material in this reporting cycle. However, we have assessed the expected durability of our product groups against industry norms to establish benchmarks for product lifespans, detailed below:

Product group	Expected lifespans
Batching plants	10 to 12 years
Boom pumps	18 years
Compressed-air conveyors	7 and 10 years for different models
Crawler excavators	15, 20 and 25 years for different models
Mixing pumps	15 years
Piston pumps	10 years

Currently, we do not disclose information related to the reparability of products or the recyclable content rates in our products and packaging, as these areas have not been considered material based on our current materiality analysis. These decisions remain subject to ongoing review and potential inclusion in subsequent reporting cycles.

For waste generated in our operations, we maintain detailed tracking and reporting systems. In 2023, our total waste amounted to approximately 4,339,688 kg. This included 4,030,782 kg (about 93 %) diverted from disposal – comprising 3,926,796 kg of non-hazardous waste and 103,987 kg of hazardous waste. Non-hazardous waste primarily included metals from production processes and packaging materials, all of which were recycled. Hazardous waste diverted from disposal included recyclable hydraulic oils and contaminated metal packaging. Conversely, 308,905 kg of hazardous waste, representing about 7 % of total waste, was directed to disposal, exclusively through incineration, including non-recyclable contaminated waste, oils, sludge, medical waste, and chemical residues. The composition of our waste streams reflects our robust waste management approach, prioritising recycling and recovery whenever feasible.

Details on resource outflows (measured in kilograms) are presented in the table below.

	2023 / kg
Waste generated	4,339,688.00
Hazardous waste diverted from disposal	103,987.00
Hazardous waste diverted from disposal due to preparation for reuse	0
Hazardous waste diverted from disposal due to recycling	96,648.00
Hazardous waste diverted from disposal due to other recovery operations	7,339.00
Non-hazardous waste diverted from disposal	3,926,795.89
Non-hazardous waste diverted from disposal due to preparation for reuse	0
Non-hazardous waste diverted from disposal due to recycling	3,926,795.89
Non-hazardous waste diverted from disposal due to other recovery operations	0
Hazardous waste directed to disposal	308,905.11
Hazardous waste directed to disposal by incineration	308,905.11
Hazardous waste directed to disposal by landfilling	0
Hazardous waste directed to disposal by other disposal operations	0
Non-hazardous waste directed to disposal	0
Non-hazardous waste directed to disposal by incineration	0
Non-hazardous waste directed to disposal by landfilling	0
Non-hazardous waste directed to disposal by other disposal operations	0
Non-recycled waste	412,892.11
Percentage of non-recycled waste	9.51 %

The total waste composition is as follows:

Recyclable non-hazardous waste: 3,926,796 kg (91 % of total waste), mainly metals and packaging materials.

Recyclable hazardous waste: 103,987 kg (2 % of total waste), including hydraulic oils and contaminated packaging.

Hazardous waste directed to disposal: 308,905 kg (7 % of total waste), including contaminated packaging, waste oil, sludge, medical waste, and chemical residues.

Non-hazardous waste primarily consists of metallic materials (aluminium, iron, steel) and packaging (wood, plastic, paper), managed with a strong emphasis on recycling. Hazardous waste, requiring specialised handling, includes substances like paints, hydraulic and boron oils, mixed oil-water discharges, and contaminated packaging, all managed in compliance with regulatory standards. It is also important to note that no radioactive waste was generated by our operations during the reporting period.

Our waste data management practices are based on recorded weights from recycling invoices, managed through a cloud-based Excel system, categorizing waste by type, hazard classification, and treatment method to ensure accuracy and transparency. Information regarding our involvement in product end-of-life waste management is currently not deemed material but remains subject to ongoing evaluation.

E5-6: Financial effects

As this represents our inaugural year of sustainability reporting under the CSRD framework, we have not yet quantitatively assessed potential financial impacts associated with resource use and circular economy. In accordance with Article 19a(6) of the CSRD and related ESRS phase-in provisions, we have utilized the available one-year exemption for disclosing these financial effects. Future reporting cycles will address these areas comprehensively, providing stakeholders with transparent insights into the financial implications of climate-related developments.

ESRS S1:
OWN WORKFORCE

Putzmeister Group actively integrates sustainability into its business model, guided by a comprehensive strategy addressing key workforce considerations. Employee engagement forms the cornerstone of our approach, fostering regular dialogue through town hall meetings and works councils, and supported by robust grievance mechanisms like our whistleblower system to uphold transparency and ethical practices. Senior management ensures that feedback from these channels directly informs strategic decisions, reinforcing our commitment to workforce participation and human rights.

In our first sustainability report, we prioritised disclosures reflecting material IROs identified through our DMA. Key metrics, including workforce size, compensation adequacy, collective bargaining coverage, and health and safety indicators, are disclosed transparently, while certain aspects like detailed diversity metrics, non-employee workforce data, and specific training metrics were deemed non-material due to limited identified relevance at this stage. As we continue refining our sustainability strategy, we will establish clearer workforce-related targets and enhance reporting comprehensiveness in future cycles.

Our commitment remains strong in allocating substantial resources towards employee well-being, occupational health and safety, fair compensation, and inclusive workplace practices. By aligning closely with both regulatory standards and internal sustainability goals, Putzmeister aims to progressively enhance its impact management and reporting, reflecting our broader vision for sustainable and responsible business operations.

S1.SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model

The material IROs related to ESRS S1- Own Workforce, identified through the DMA, are outlined below together with their interactions with our corporate strategy and business activities.

MATERIAL IMPACTS

No immediate material impacts identified in our DMA.

MATERIAL RISKS

Compliance risks: Non-compliance with health & safety obligations may result in penalties and reputational harm, affecting business operations.
Operational risks: Scarcity of skilled technical labour leads to quality and cycle-time issues, increasing non-conformance costs and impacting customer satisfaction.

MATERIAL OPPORTUNITIES

Talent acquisition: Diversity hiring (focus on women in male-dominated areas) offers access to untapped workforce segments, enhancing innovation and performance.
Efficiency gains: Automation and H&S technology reduce workplace safety risks, creating an opportunity to increase productivity (€/FTE) by lowering sick leave and preventing work-related accidents.

Training programs: Training systems lower new recruitment costs and improve workforce capacity and capability, ensuring a skilled and adaptable workforce.

INTEGRATION WITH STRATEGY AND BUSINESS MODEL

Our business model integrates a focus on employee health, safety, and diversity, aligning with corporate values and enhancing organisational performance. By investing in training and fostering an inclusive culture, we aim to attract and retain top talent, driving long-term success.

S1-1: Policies related to own workforce

We fulfil the requirements of the CSRD by adhering to our robust Code of Conduct, which represents the cornerstone of our human rights commitments. Our Code emphasises fair treatment, non-discrimination, and the protection of employee rights across all operations, aligning with both international human rights standards and relevant local labour laws. This comprehensive framework promotes a safe, inclusive, and respectful work environment, ensuring our workforce experiences dignity and fairness in all employment practices.

The Code of Conduct also outlines our approach to employee engagement, stressing the importance of transparent, open dialogue and active employee participation. Through consistent consultation and feedback mechanisms, our employees are encouraged to voice their perspectives freely, thereby shaping our organisational culture and decision-making processes. Furthermore, our Code ensures remedies for human rights impacts by enabling open communication and providing structured grievance mechanisms that prioritise employee concerns and foster accountability and transparency.

S1-2: Processes for engaging with own workforce and workers' representatives about impacts

We actively engage with our workforce through regular interactions with the works council, where applicable, and periodic town hall meetings. These platforms facilitate transparent dialogue between employees and management, ensuring employee concerns, feedback, and suggestions are integrated into our decision-making processes. This structured engagement occurs at key stages, particularly during organisational changes, policy updates, and significant business decisions. Such interactions allow our employees to contribute actively and influence important company matters.

Operational responsibility for this engagement lies with senior management, typically held by roles such as the Managing Director, members of the executive leadership team, or senior HR personnel. These senior leaders oversee regular alignment with the works council and the planning of town hall meetings. They ensure that employee feedback informs strategic decisions, embedding workforce considerations at the highest management levels.

Our Code of Conduct serves as the primary framework to ensure respect for workers' human rights. It aligns with international human rights standards, emphasising fair labour practices, non-discrimination, and the safeguarding of employee rights. Adherence to this Code demonstrates our global commitment to respecting the dignity and rights of our entire workforce.

S1-3: Processes to remediate negative impacts and channels for own workers to raise concerns

We utilize a robust whistleblower system to manage employee grievances and complaints securely and confidentially. This system empowers our employees to report unethical behaviour, discrimination, or policy non-compliance without fear of retaliation. All concerns raised through this mechanism are addressed transparently and in compliance with applicable legal standards.

Integral to this grievance mechanism is our explicit policy against retaliation, ensuring protection for whistleblowers from discrimination, demotion, termination, or any adverse actions resulting from their reports. This policy reinforces our commitment to ethical conduct, maintaining a respectful and supportive workplace culture.

S1-4: Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

We allocate significant resources to managing material impacts and risks related to our employees. These include health insurance, performance-based bonuses (e.g., the blue-collar bonus system at PCM in India), apprenticeship programs, and initiatives supporting disabled and retired employees. Furthermore, we invest in occupational health and safety through dedicated specialists, regular health assessments, and safety measures. Educational support and sports activities further underscore our comprehensive resource allocation dedicated to employee well-being.

S1-5: Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

We have not set specific targets related to managing material negative impacts, advancing positive impacts, or managing workforce-related risks and opportunities for this inaugural sustainability report. Currently, we are developing a detailed sustainability strategy based on our DMA. Clear, measurable workforce targets aligned with identified material impacts will be established and communicated in future reporting cycles.

S1-6: Characteristics of the undertaking's employees

As of 31 December 2023, we employed a total of 4,041 employees globally, with an average workforce size of 3,918 during the year. Countries with significant employment (50 or more employees who also make up at least 10% of the total workforce) collectively accounted for 3,132 employees at year-end, with an average of 1,044 throughout 2023. The largest employee bases were located in Germany (1,379 employees), India (938 employees), and Türkiye (815 employees).

Our employee headcount data, tracked via an IT tool, is reported monthly. More detailed metrics such as gender distribution, contract types, turnover, and full-time equivalent (FTE) figures are currently not tracked or available globally. Headcount data provided above aligns with financial statements.

S1-7: Characteristics of non-employees in the undertaking's own workforce

Reporting on leased or temporary workers is assessed as non-material for this reporting period. Our DMA indicated minimal IROs associated with this employee subgroup, primarily due to limited worker leasing in Germany, where most of our operations are based, and a relatively small leased workforce concentrated in India.

S1-8: Collective bargaining coverage and social dialogue

All employees within our German entities (1,379 employees) are covered by collective bargaining agreements. Collective bargaining primarily applies in Germany, and terms for employees outside this coverage are generally influenced by the conditions set within these agreements. Employee representation, including the presence of works councils, also predominantly applies within our German operations. Currently, there are no agreements in place regarding European Works Councils or similar international representation structures.

S1-9: Diversity metrics

Our current assessment, based on a detailed DMA, found detailed diversity metrics (such as age allocation) not material for this reporting period. We continue to monitor workforce diversity and will reassess potential disclosure expansion in alignment with evolving sustainability priorities.

S1-10: Adequate wages

We compensate all employees at or above legally mandated minimum wage levels applicable in each region underscoring our commitment to fair and ethical labour practices globally.

S1-11: Social protection

Detailed disclosures regarding social protection are assessed as non-material due to comprehensive legal coverage in most operating regions, addressing fundamental worker protections such as health, safety, and social security. Our DMA confirmed this topic does not represent a significant risk or opportunity requiring additional specific reporting beyond established compliance.

S1-12: Persons with disabilities

We currently deem reporting on the workforce with disabilities non-material due to the relatively small proportion of affected workers and limited associated risks or opportunities, as confirmed by our DMA. Nevertheless, we maintain inclusive workplace practices, ensuring respectful and equitable treatment for all employees.

S1-13: Training and skills development metrics

Although collaboration exists with the Karl Schlecht Foundation, training and skill development metrics were identified as non-material for the current reporting cycle, reflecting their lower relative significance in our broader sustainability context.

S1-14: Health and safety metrics

We implement an IMS globally, covering quality, safety, energy, and environmental standards across all major production facilities. The IMS includes safety metrics such as Accident Frequency Ratio (AFR). However, some subsidiaries have yet to be integrated into this global system.

In 2023, we recorded 74 total work-related accidents across our sites, translating to a global accident rate of 18.5 per million working hours. Accident rates varied significantly by location, with Spain reporting the highest rate (46), followed by Türkiye (21), Germany (13), the USA (9), and India (3). Two commuting-related fatalities occurred but were not classified as workplace accidents.

Employees lost a total of 2,141 days due to work-related injuries. Ill health cases among employees or former employees and health and safety audit certification details are currently not tracked or reported due to low materiality.

S1-15: Work-life balance metrics

Metrics regarding work-life balance are considered non-material due to existing legal and collective bargaining agreement provisions adequately addressing this aspect.

S1-16: Compensation metrics

Compensation metrics beyond standard reporting are deemed non-material, as collective bargaining agreements sufficiently address these aspects across our operations.

S1-17: Incidents, complaints and severe human rights impacts

Incidents, complaints, and severe human rights impacts are assessed as non-material for this reporting period due to their very limited occurrence, representing negligible impact on our operations.

ESRS G1:
BUSINESS CONDUCT

Putzmeister maintains a robust governance structure, with clearly defined roles for administrative, management, and supervisory bodies in overseeing ethical business conduct across our organisation. The GRC function manages compliance and risk, reporting directly to the Group Board and indirectly to the Supervisory Board, ensuring objectivity and independence. Our supervisory and executive teams collectively possess extensive expertise in corporate governance, compliance, sustainability, and risk management, providing comprehensive oversight that integrates ethical practices into both strategic and operational decisions.

Our corporate culture emphasises integrity, innovation, and sustainability, supported by a clearly defined set of core values, such as customer orientation, teamwork, openness, honesty, trust, respect, integrity, and continuous learning. These values are reinforced through formal policies including our Group Code of Conduct, Supplier Code of Conduct, and Declaration of Principles on Human Rights & the Environment, as well as through mandatory training and a global whistleblower system. We proactively manage supplier relationships with thorough assessments to address human rights and environmental risks, ensure compliance with international sustainability standards, and maintain clear policies to ensure timely and fair payments to suppliers.

G1.SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model

The material IROs related to ESRS G1: Business Conduct, identified through our DMA, are outlined below together with their interactions with our corporate strategy and business activities.

MATERIAL IMPACTS

Negative impacts: A weak corporate culture can result in low employee satisfaction and reduced commitment which may negatively affect productivity and competitiveness. Supplier relationships lacking ESG-aligned governance may result in ethical and human rights risks.
Positive impacts: A strong ethical culture and whistleblower systems result in enhanced workplace safety and societal trust through misconduct detection, promoting a transparent and accountable environment.

MATERIAL RISKS

Legal risks: Bribery or unethical conduct by employees or suppliers may result in blacklisting, legal penalties, or public backlash, damaging reputation and operations.
Operational risks: Supply disruptions due to misconduct or ESG violations can delay delivery and reduce stakeholder trust or customer satisfaction, affecting business continuity.

MATERIAL OPPORTUNITIES

Cultural benefits: Improvements in corporate culture help retain employees, reduce knowledge loss, and drive innovation, enhance organisational resilience and adaptability.
Risk mitigation: Whistleblower protection contributes to early risk detection, lowering litigation risk and fostering a proactive compliance culture.

INTEGRATION WITH STRATEGY AND BUSINESS MODEL

Our strategy emphasises ethical conduct, transparency, and governance, aligning with corporate values and legal requirements. By strengthening internal controls and promoting a culture of integrity, we aim to mitigate risks and enhance stakeholder trust, supporting sustainable business practices.

G1. GOV-1: The role of the administrative, management and supervisory bodies

At Putzmeister, our administrative, management, and supervisory bodies play a pivotal role in governing ethical business conduct throughout our organisation. These bodies establish, oversee, and ensure compliance with corporate governance frameworks and legal standards, integrating ethical considerations into all decision-making processes and stakeholder interactions. Central governance is executed through the group-wide Governance, Risk & Compliance function which directly reports to the Group Board and has an indirect reporting line to the Supervisory Board.

The Supervisory Board comprises six non-executive members: two representatives from the workers' council, two shareholder representatives, and two external members. One key role is oversight of compliance and ethics policies, ensuring alignment with Group values and our Code of Conduct. Regular reports from executive management and the Head of Group GRC & Sustainability keeps the Supervisory Board informed on compliance matters and risk exposure.

Operationally, the Group Board, led by CEO Christoph Kaml, and supported by CHRO Anne-Katrin Rath, CCO Carsten von der Geest, CSO Dr. Xiangyang Jiang, and CFO Michael Hofmann, integrates compliance and ethical standards into our strategic and operational framework. This executive team ensures resource allocation and leadership oversight for compliance activities across the organisation.

Our Head of Group GRC & Sustainability, Alexander Diez, directs our global compliance program, focusing on anti-corruption, anti-money laundering, human rights, and fair competition. A network of Local Compliance Officers supports local adaptation and enforcement of these global standards. The GRC function, additionally, manages the internal control system, risk management, compliance management system, and internal audits, thereby ensuring independent and objective supervision across all levels.

The combined expertise of our supervisory and executive bodies covers corporate governance, international business, regulatory compliance, risk management, human resources, strategic

development, and sustainability. Regular briefings keep leadership informed on emerging ESG regulations, anti-corruption standards, and ethical governance practices. Leadership teams also actively supervise investigations, monitor ethical performance, and ensure strategic alignment with our sustainability objectives.

G1-1: Business conduct policies and corporate culture

We actively foster a corporate culture founded upon integrity, innovation, and sustainability. Our corporate values – customer orientation, entrepreneurship, cooperation & teamwork, openness & honesty, trust, respect, integrity, and learning culture – are deeply embedded into our operations, from leadership behaviour to employee onboarding and ongoing training. We maintain transparent communication, encourage cross-functional collaboration, and uphold global respect for diversity. Ethical practises are integral to leadership assessments, supported by regular employee feedback, internal audits, and GRC monitoring.

To ensure alignment with our ethical standards, we have adopted and enforce multiple group-wide policies, including our Code of Conduct, Supplier Code of Conduct, Declaration of Principles on Human Rights & the Environment, Rules of Procedure for handling compliance concerns, and a global whistleblower portal.

Our comprehensive whistleblower mechanism, detailed in the Konzernbetriebsvereinbarung KBV 2023-01 document and associated procedural guidelines, is open to both internal and external stakeholders. Reports can be submitted securely and anonymously through our digital whistleblower system, email, phone, or post. Whistleblower identities and data confidentiality are strictly protected in accordance with GDPR and the German Supply Chain Act (LkSG). Our system ensures that complainants are safeguarded against retaliation, with all cases handled confidentially and objectively by authorised compliance personnel. We remain firmly committed to prompt, impartial investigations and clear remedial actions.

We maintain a robust zero-tolerance stance against corruption and bribery, in full compliance with the United Nations Convention against Corruption. Our anti-corruption policies are thoroughly integrated into our Code of Conduct and Supplier Code of Conduct, supported by mandatory annual trainings, internal controls, and audits. These policies are continuously reinforced through employee onboarding, regular compliance updates, and stringent monitoring mechanisms.

Training on business conduct is comprehensive: employees equipped with laptops undergo mandatory annual eLearning modules covering our Code of Conduct, anti-bribery, anti-corruption, anti-money laundering, data protection, anti-trust and occupational safety, among other topics. Employees without laptop access participate in condensed face-to-face training sessions.

Internally, identified functions at higher risk for corruption and bribery include Sales and Commercial roles (including tendering processes), Procurement and Supplier Management, Logistics and Customs, as well as interactions involving third-party intermediaries. Mitigation strategies include strict segregation of duties, rigorous internal controls, audit trails, and specialised training.

G1-2: Management of relationships with suppliers

We are committed to fair, transparent, and timely financial practices, particularly regarding payments to suppliers, especially small and medium-sized enterprises. We ensure clearly defined payment terms in all supplier contracts, adhering strictly to local regulations and industry norms. Our automated invoicing and approval systems, supported by a centralised accounts payable team, provide transparency and help to quickly resolve any payment issues. Suppliers have direct communication channels and access to our supplier portal to address concerns promptly, reinforcing mutual trust and reliability in our partnerships.

Supplier relationships are managed through a comprehensive, risk-based approach, fully compliant with the German Supply Chain Act (LkSG). We conduct annual and ad-hoc risk assessments of all direct suppliers, considering factors such as country risk, industry risk, and adherence to human rights and environmental standards. High-risk suppliers are assessed more intensively, and where deficiencies are identified, corrective actions must be implemented within specified timeframes. Supplier self-assessments, and audits proactively address risks, reinforcing our preventive stance on compliance issues.

Our Supplier Code of Conduct forms a mandatory component of all supplier agreements, clearly outlining our social and environmental requirements. Social criteria include the prohibition of child and forced labour, protection of freedom of association, equal treatment, fair wages, and safe working conditions. Environmental criteria mandate compliance with environmental laws, proper hazardous material handling, CO_2 emission reductions, and efficient resource management. Suppliers must demonstrate compliance through audits, self-assessments, and certification such as ISO 14001 (environmental management systems) or SA8000 (social accountability management systems); non-compliance leads to corrective action or, if unresolved, termination of contracts.

Our sustainability standards draw upon internationally recognised principles, including the United Nations Universal Declaration of Human Rights, OECD Guidelines for Multinational Enterprises, the core labour standards of the International Labour Organisation, and the United Nations Guiding Principles on Business and Human Rights. Through this comprehensive approach, we ensure our supply chain aligns closely with our ethical commitments and regulatory responsibilities, effectively managing risks and enhancing our long-term sustainability.

G1-3: Prevention and detection of corruption and bribery

Putzmeister Group follows a strict zero-tolerance approach to corruption and bribery, firmly embedding integrity and transparency into our global operations. This commitment is anchored in the Group's Code of Conduct, Supplier Code of Conduct, and other group-wide guidelines, which provide clear rules on ethical conduct, including the handling of gifts, hospitality, and conflicts of interest. Oversight of compliance lies with the GRC team and ensures consistent monitoring, guidance, and enforcement across the Group.

To prevent and detect risks, we have established a secure and confidential whistleblower and complaints mechanism, through which employees, suppliers, and other stakeholders can report suspected misconduct without fear of retaliation. The Supplier Code of Conduct requires all business partners to comply with anti-corruption and anti-bribery laws. In addition, targeted internal controls, audits and review processes are applied to high-risk areas reducing exposure to bribery or unethical practices.

Employee training is a cornerstone of prevention. All new employees receive mandatory onboarding training covering all elements of the Code of Conduct. Functions with higher day-to-day risks get additional focused training on anti-bribery, anti-corruption, anti-money laundering, and antitrust compliance, among other key topics. To reinforce awareness and ensure consistent application of these principles, regular refresher programs are delivered globally. In addition, the GRC team also provides continuous advisory support to ensure employees can seek guidance when in doubt.

Through this integrated approach combining strong policies, internal controls, supplier due diligence, whistleblowing protection, and ongoing training Putzmeister ensures that corruption and bribery risks are effectively prevented, detected, and addressed. This not only safeguards the company's operations but also reinforces trust with customers, employees, suppliers, regulators, and society at large.

G1-4: Confirmed incidents of corruption or bribery

Based on our DMA, specific disclosure related to confirmed incidents of corruption or bribery has been assessed as not material. Due to the absence of significant incidents, our robust internal controls, and preventive measures, we have determined that separate disclosure on confirmed incidents is unnecessary. Our ongoing governance efforts ensure transparency, accountability, and proactive risk mitigation related to bribery and corruption.

G1-5: Political influence and lobbying activities

Based on our DMA, disclosure on political influence and lobbying is considered not material for our current sustainability reporting. Putzmeister is not involved in political influence or lobbying activities and maintains a clear position to remain focused on our core business operations and sustainability goals without engaging in political lobbying.

G1-6: Payment practice

Detailed disclosure on payment practices is considered not material, based on our DMA. We comply fully with applicable payment-related laws and regulations, maintaining strong internal controls and transparent processes. No significant material risks or stakeholder concerns regarding payment practices have emerged, and we manage these aspects effectively through our existing governance and supplier management processes.

OUR COMMITMENT TO A SUSTAINABLE FUTURE

Putzmeister is dedicated to shaping the future of sustainable construction through ongoing investments in electric and hybrid solutions, digitalisation for safety and efficiency, and the continuous optimisation of our own operations. We strive to support our customers in creating a world where housing and infrastructure are both affordable and sustainable. As we look ahead, we remain committed to continuous innovation, responsible business, and collaboration with partners worldwide, ensuring that Putzmeister not only leads the industry in performance but also in sustainability. Together, we are building a future that is resilient, efficient, and environmentally responsible.

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