LET'S BE HONEST.

Strähle
Raum-Systeme

SUSTAINABILITY REPORT 2020/2021

Let's be honest.
We want to use our very first sustainability report to illustrate all that we've already accomplished. Above all, however, we want to set in motion more dynamic strategies, to keep challenging ourselves, to set ourselves new goals and targets, and to pursue them doggedly. We know that a successful, sustainable business requires the right attitude and vision. We must live up to this great responsibility to ensure we keep our planet liveable for future generations. Strähle wants to do its part. And to do that, we need to be honest – with ourselves and with you.

As a family business, Strähle is committed to the future. Our planning is long-term, not quarterly. Our goals are based on more than profit alone. For years, we have run our business on sustainable values. Strähle is a leading manufacturer of partition wall systems, room-in-room systems and acoustic systems. As the first German manufacturer in our industry, we have made a conscious decision to employ a circular economy, and we work to drive innovation throughout our business. This sustainability report is a transparent presentation of the status quo, and sets out the sustainability targets we have set for ourselves for the future.

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FOREWORD.

Dear Sir/Madam,
Dear Readers,

The construction industry is responsible for more than 60% of resource consumption worldwide, generates half the world's waste and accounts for one third of energy consumption and greenhouse gas emissions. We recognise that to meet our climate goals and keep global warming below 1.5 °C, profound changes and a renewed sense of awareness are needed.

We are working with our partners and suppliers to forge a new path ahead to employ a circular construction strategy in interior design. Our aim is to manufacture climate-neutral, versatile construction elements that generate circular added value while reducing CO_2 emissions. At Strähle, this means taking prudent steps to provide our customers with the best possible products and to secure our employees' jobs going forward.

Strähle and its products and systems are part of the construction industry. We have always pioneered innovation in our industry, and want to keep it that way. Our partition wall systems have always featured simple, durable, versatile designs that can be endlessly reconfigured. At the end of the product life cycle, the individual composite and raw materials can be fed back into the cycle. In the medium term, we now want to supplement this approach by achieving climate neutrality in the manufacture of our products. We will therefore be scrutinising our processes to prioritise this circular economy approach, which will no doubt require some fundamental shifts and a great deal of creativity. In rethinking the design process, we aim to re-evaluate the entire life cycle of our products to ensure their eventual return to this circular economy after their useful life is taken account right from the design stage, including materials and processing. To create something new, we are drawing on our traditional knowledge, craftsmanship and technical innovation skills.

Our products are primarily used in office environments and educational institutions, giving rise to a few specific questions to aid in self-reflection: How do we work today? How will we work tomorrow? What kind of proximity and how much quiet space are customers looking for? What should indoor air quality and acoustics standards look like? How can we build beautiful products flexibly and economically? And how can our products remain as useful as possible for as long as possible for our customers?

We are also focusing more on environmental and social aspects, such as: How can our business reduce its footprint? How do we take the needs of our employees into account? What measures do we need to put in place to achieve this? Where can we make improvements?

As third and fourth generation business owners, our entire team pursues a passion for invention and discovery with the aim of securing the company's future without damaging the world we live in for those generations still to come. In 2015, our System 2000 product series became the first partition wall system in Germany to receive Cradle to Cradle® certification. A second system was certified in 2020.


Links Florian Strähle, rechts Paul Strähle

We have already put many processes in place to prevent waste and recycle raw materials. Energy-saving measures like installing photovoltaic systems, converting to green electricity and using LED lighting have already been partially implemented, with continued progress being made.

We have now had the our CO_2 balance drafted for 2020. Our first sustainability report provides information on our achievements to date. Building on this momentum, we have defined ambitious targets to progressively make our company climate-neutral. Our progress will be measured against these goals in the years to come.

We hope you enjoy reading this report.

Paul Strähle
Managing Director

Florian Strähle
Managing Director

WE ARE THINKING ABOUT TOMORROW. ALWAYS.

We are constantly challenging ourselves to innovate so we can ensure the generations to come can enjoy a future worth living.

As a family business, we assume a certain degree of social responsibility for our employees, and we loyally support our customers as specialists and partners.

Strähle, a family-owned company headquartered in Waiblingen, Germany, was founded in 1911. Over the decades, a modest carpenter's workshop has grown into a high-level partition wall specialist. We employ over 200 people and manufacture our products in Waiblingen, near Stuttgart, in Borkheide, near Berlin, and at our Austrian headquarters in Guntramsdorf, near Vienna.

Architects and builders across Europe trust in our innovative strength and inventive spirit. We consider ourselves skilled partners to our customers and suppliers and a reliable employer for our employees. We bring this commitment to bear to secure the company's medium and long-term profitability – to safeguard jobs and finance environmentally friendly investment. In many ways, our products are firmly rooted in the concept of sustainability. We choose high-quality materials and develop sustainable processing approaches, right from the initial development and design stages. This also includes the clear decision to focus our production efforts on our German and Austrian plants.

Our partition wall systems are flexible, modular and simple to assemble, so customers can easily reconfigure them as needed.

At the end of the product life cycle, our products can be completely dismantled. Elements like glass, steel, aluminium and wood can then be relatively easily fed back into the circular economy and then reused as like-new raw material.

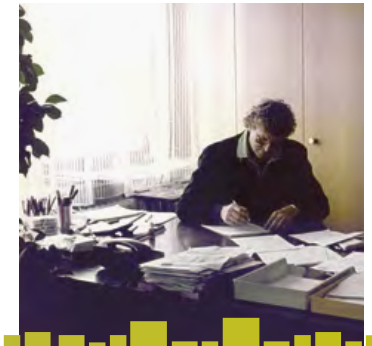
HOW TIME FLIES.

1911

Paul Strähle founds the Strähle joinery in Waiblingen, Germany. As a joinery, the young company caters to both private and corporate customers, providing building components and furniture.

1951

Klara Strähle continues running the successful construction and furniture joinery business.



1967

Werner Strähle joins the company. Just a short time later, the company's first timber partition wall systems are manufactured.

1975

Strähle grows steadily and moves to a new production site with 3,000 m² of production space at the Eisental industrial park in Waiblingen, Germany. Over the years, this craft joinery develops into a powerful, progressive company that outfits numerous office buildings and schools with partition wall and cabinetry elements.

1986

A patent application is filed for the innovative 2000-series steel post partition wall system.

1911 ←

2005

Sons Paul and Florian Strähle come on board, continuing the company tradition.

2007

The production plant in Waiblingen is renovated to add a modern logistics and shipping hall, with an additional 2,500 m² of space.

2009

Paul Strähle takes over management of Strähle Raum-Systeme GmbH, working with Werner Strähle to run the business.

2014

The Kubus II room-in-room system is awarded the Architecture + Office Innovation Award at Orgatec.

2015

Strähle continues to grow. The Borkheide plant is expanded to house an additional shipping and storage hall, and now has a total area of around 6,000 m².

2020

Strähle's new shipping and logistics hall in Waiblingen opens. This provides a total of 10,500 m² of space for production and order picking.

2019

The exhibition spaces in Waiblingen and Borkheide are expanded. The newly designed open-space offices at the company's headquarters receives DGNB certification for sustainable interior design.

2018

Florian Strähle takes over management of Strähle-Raum-Systeme Borkheide GmbH, working with Werner Strähle and Wolfgang Hess.

2011

In October, Strähle celebrates its 100th anniversary with more than 700 customers, business partners and employees in Waiblingen. The newly designed exhibition and office space is opened. Over more than 1,400 m², builders, architects and project developers can get a sense of Strähle's partition wall systems in a detailed, innovative exhibition space.

2010

The Strähle acoustics workshop opens. It functions as an exhibition space and training centre for partition wall systems and acoustic solutions.

1997

The second plant is opened in Borkheide, near Berlin, Germany. Partition wall systems are produced on 3,500 m² of manufacturing space, and are then distributed in eastern and northern Germany.
The number of exports also grows continuously, mainly to Switzerland and Austria to begin with, and later throughout Europe through system partnerships.

WELL DISTRIBUTED.

Strähle's roots can be traced to the Swabian town of Waiblingen, where its headquarters are still located today. In 1997, the company unveiled a sales and production site in Borkheide, near Berlin. Strähle opened a third location, Inside by Strähle, in Vienna, Austria, in 2011. We supply customers across Germany and Europe from these three locations.

Waiblingen, near Stuttgart
Waiblingen is Strähle's home town. We live and breathe Swabian inventiveness. Across 11,500 m2 of office, production and logistics space, we work to develop innovative room systems and reliably implement projects. Our office and exhibition space simultaneously serves as workspace, showroom and conference and training centre.

Visitors can view our partition wall, room-in-room and acoustic solutions over four floors of exhibition space to see how our products can work in different office spaces. The redesign of our office space represents a piece of the future in interior design. We bring acoustics to life.

OLD AND NEW COMBINED.

The time had come at the end of 2020: the new shipping and logistics hall was officially opened at Strähle's headquarters in Waiblingen. With 4,000 m², the two-storey new building is designed to serve as a logistics hall for picking and shipping all partition wall elements produced in Waiblingen.

An additional two-storey, 450 m² extension was added to the existing hall, which is used to supplement the production hall. The basement serves as an underground car park. A 25-metre-long glass bridge forms a light, transparent connection between the two building sections to quickly transport material to the new hall using the fully automated bridge conveyor.

"Above all, this new hall represents a clear commitment to our Waiblingen branch and an investment in the future of our family business."

Paul Strähle

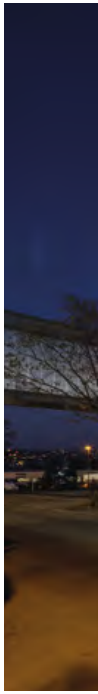
The buildings' calm, linear design and slightly green façades blend perfectly into their surroundings, both architecturally and in terms of urban development. The sustainable use of the hall also played a key role in the planning stage.

"In addition to a highly insulated building shell and green façade, other key measures considered important to the project included the installation of a 220 kilowatt peak photovoltaic system and a highly efficient air-source heat pump,"

explains Thorsten Bauer, who managed the project internally at Strähle.

Projektdaten

Floor space in the two-storey new building	4.000 m²
Floor space in the extension to the existing building,	450 m²
Start of construction	July 2019
Ribbon cutting	November 2020
Project management	AO Architects Berlin
General contractor	Pfeil



YOU CAN FEEL IT.

The redesign of the third floor of our administrative offices in Waiblingen represents a piece of the future in interior design. Strähle was the first company in Germany to receive DGNB certification for interiors for its office and exhibition space. The award combines all relevant aspects of sustainable interior design, including the building materials used room furnishings.

DGNB Certificate
for Interiors in Silver

> "We saw the certification process for interiors as an opportunity to look at all the relevant aspects of sustainable interior design, from building materials to furniture, to gain experience and to share it."
>
> *Florian Strähle*

Characteristics of sustainable office spaces:

- Promotes a healthy work environment
- Increases communication as part of the workflow
- Good indoor air quality
- Does not use construction materials that are harmful to health and the environment
- Designed to be easy to dismantle and reconfigure to ensure a longer service life

All our construction materials and products were chosen with a view to conserving resources, minimising or eliminating pollutants, and recyclability. Among other things, this resulted in the use of oak parquet flooring made from FSC-certified wood, and absorber and cabinet lining fabrics made from 100% recycled polyester.

Borkheide, near Berlin
Borkheide became our second location in 1997. From here, we advise and supply customers in northern and eastern Germany. Its proximity to Berlin, Hamburg, Hanover, Leipzig and Dresden ensures project management stays in close contact with customers.

Borkheide also serves as our support hub for our international system partners throughout Europe.

An extra 6,000 m^2 was added in 2015, with a new shipping hall and warehouse. Our office space and exhibition area let visitors experience our partition wall, acoustic and room-in-room solutions first hand across three floors. The meeting and conference area is generously proportioned, making it the perfect place for both in-house training and events, as well as architect and client events.

Guntramsdorf, near Vienna, Austria
Inside by Strähle is located in Guntramsdorf, an Austrian town just outside of Vienna. Inside Trennwandsysteme GmbH serves as the Austrian branch of Strähle Raum-Systeme GmbH. With modern offices for sales and technology, plus a production and shipping hall, Inside has been distributing innovative room systems throughout Austria as a leading partition wall specialist for decades.

Itingen, near Basel, Switzerland
We run a distribution company near Basel, which is responsible for our business in Switzerland. A local contact organises and implements all projects with support from the Waiblingen branch.

STRATEGIC SUSTAINABILITY.

Humanity is currently facing changes we have never seen before. Climate change, biodiversity loss, and societal imbalances can no longer be ignored. 190 countries have signed the Paris Climate Agreement, yet our global target of keeping global warming below 1.5 °C is becoming increasingly difficult to achieve. We are running out of time. Wasting any more of it is no longer enough.

Policy-makers, researchers, business leaders and civil society are called upon to contribute to ensure we leave future generations with a planet worth living on.

As a fourth-generation family business, we know that we each leave an indelible footprint, and that continuity and success are closely tied to sustainable corporate management.

Circular economy – a zero-waste economy
The aim of a circular economy is to reuse raw materials again and again, wherever possible without any loss of quality, thereby avoiding waste. This approach requires a paradigm shift in the design process since a product's life cycle needs to be taken into account from the very beginning. The only materials that meet this standard are those that are processed by type and can be separated such that they can then be returned to the circular economy.

At Strähle, we work to bring products to market that follow this circular economy principle. To that end, we closely examine the product and material cycle over the entire product life cycle.

> This kind of circular design and converting all our processes to align with this vision of a circular economy form the basis for an economy that works without coming at the expense of people, animals and the environment.

Quickly reducing greenhouse gas emissions
Another aspect that drives us is making Strähle a climate-neutral business. We understand this to include both our company premises and our products. Our first step was to have a carbon footprint drafted for 2020 so we could then analyse the findings in detail to hone our approach to reducing CO_2 emissions. The measures we have taken to achieve this are extensive and involve all aspects of the business.

In terms of electricity, there is still room for improvement in both our external procurement and our own in-house electricity generation systems. We have set ourselves the goal of switching to green electricity and building new photovoltaic systems.

We will also convert all lighting to LED by the end of 2024. This has largely already been done, but we want to reach 100% LED conversion.

Steel, aluminium and glass make up the majority of the materials used in our products. We will be examining alternatives with a higher recycled content and switch to using them, provided the materials meet our quality standards. We will also need to rethink and shift our approach to focus on recycled and recyclable materials in future. We are currently testing the use of timber profiles in two of our systems, ultimately in hopes of switching to a renewable raw material.

Strähle's aim is to achieve climate neutrality as quickly as possible and to offer our customers climate-neutral products. Our goal is to manage our business in a way that brings our greenhouse gas emissions to zero. This is the only way we can ease the pressure on our ecosystem and pursue solutions to our raw materials problem.

STAKEHOLDERS.

ALWAYS REACHABLE.

Business that focus exclusively on financial figures and targets are not at all fit for the future. In today's increasingly complex global world, environmentally and socially oriented companies gain trust and credibility. Discussions with internal and external stakeholders are fundamental to out-of-the-box thinking. Including different viewpoints, opinions, expectations and preferences aids in better understanding the positions of different groups, whose motivations may sometimes overlap or be contradictory.

Different stakeholder groups have varying expectations about how we engage with them. We are in constant discussion with our customers, employees and suppliers, fostering dialogue through appropriate channels to ensure a lasting, mutual flow of information and develop action areas, even at short notice as required.

With respect to civil society, regular contact with associations, networks and NGOs is rare.

When supporting select projects, interdisciplinary professional discussion is especially crucial in generating added value for everyone involved. This also applies to research and the scientific community, which consistently drive innovation and support us in our pioneering role.

Customers, clients, builders, architects, system partners
Telephone consultation and planning, customer service, product and installation training, face-to-face meetings (e.g. at trade fairs, during customer visits), industry conventions, events, newsletter, website, social media, customer surveys

Employees
Bulletin board, social media, training, events, employee reviews

Suppliers
Workshops, audits, face-to-face meetings and discussions, round tables, collaboration and cooperation on specific topics

Research and academia
Participation in and initiation of projects, cooperation with universities, regular face-to-face meetings about new developments and findings, round tables, workshops, events

Policy and management
Face-to-face discussion of local issues and projects (e.g. new builds), support for local communities, press releases

Civil society and NGOs
Support for select projects, cooperation, memberships, press releases and collaboration publicity

Associations and networks
Memberships, professional and interdisciplinary discussions, support for new initiatives to promote sustainable development

MATERIAL.

At the end of 2020, Strähle conducted a materiality analysis. In the process, different aspects were examined in relation to their relevance for internal and external stakeholders in comparison to their relevance for the Strähle as a business. The aim was to align stakeholder expectations and requirements to the company's focus, and, in particular, to tease out sustainability standards.

The materiality analysis was conducted by the board of directors, executives, the sustainability officer and individual employees. In addition, feedback from stakeholder communications was incorporated to provide a comprehensive picture of the relevance of various topics.

The evaluation shows that environmental issues are given a high priority, with value creation and production being particularly important to Strähle. Quality and therefore the product life cycle were rated as highly relevant by both parties, underscoring the demand for high-quality, modular products.

- Economy
- Environment, products and services
- Environment, added value and production
- Social issues, employees and society

ADVICE AND SERVICE.

At Strähle, we strive to improve every day. We are born with this desire to evolve. That is why we value feedback and open dialogue with our customers so much.

We are a reliable partner
We work with architects and clients to create custom office environments. Flexible, individual and economical. We want to find the best possible solution according to the best possible quality standards.

Individual consultation with direct point of contact for each project
When you work with us, we streamline communication by assigning you a single point of contact to liaise with on project management, from the initial query to the conclusion of the contract. This often saves our customers time during the course of the project and, in addition to expert advice, guarantees things run smoothly.

900

customer contacts via telephone, email or video conference per year

per sales employee

Numerous customer contacts take place at different stages of a project by telephone, online using video conferencing, or in writing via email. This kind of remote communication has seen a huge boost as a result of the coronavirus pandemic since it became nearly impossible to safely meet in person for any extended period of time. Strähle aims to guarantee optimal service and has put in place appropriate contact options for this purpose.

On average, each employee in our sales department engages in 20 customer contacts a week. Projected over a year, this corresponds to approximately 900 customer contacts per member of our sales staff. Using these different communication channels, we can ensure availability to our customers at all times, allowing them to reliably access our services.

Planning tools
In addition to personal consultations, we offer architects an extensive range of planning tools. This allows us to offer support from the planning process onwards, assisting architects with technical drawings, BIM data and tender documentation. All documents are available for download on our website and can be accessed at any time in a password-protected area for use in project planning.

BIM data helps with manufacturer documentation, and lists the raw materials used as well as their processing. Ideally, this information will help ensure products can be dismantled at the end of their service life or at the end of their life cycle, for components to be sorted by material and continue in the circular economy. Strähle products meet all these criteria. After our easily reconfigurable products complete their life cycle, their materials are repurposed and recycled.

We consider ourselves a partner to our customers, and we take a holistic approach. This includes supporting them throughout all planning phases with documentation, advice and service. Collaborating closely from the start avoids planning mistakes, ultimately conserving resources.

Conscientious travel
To reduce the environmental impact of our appointments with customers, our vehicle fleet has already been partially converted to hybrid vehicles. The remaining vehicles still run on diesel fuel.

In future, Strähle plans to gradually convert the vehicle fleet to electric vehicles. Charging stations have already been installed for this purpose at the new site in Waiblingen. Additional charging stations are planned at Waiblingen as well as Borkheide.

Wherever possible, for distances up to 300 km, public rail transport will be prioritised over air travel. Our geographically favourable locations in Waiblingen, in the south-west of Germany, and Borkheide, in the north-east of Germany, mean we can reach virtually any customer in the region by company car or by rail. We find that air travel is rarely necessary.

CLOSE TO OUR CUSTOMERS.

Strategically located branches mean we can reach customers quickly when we are needed.

Waiblingen, Germany
South Sales Division — 7 sales contacts

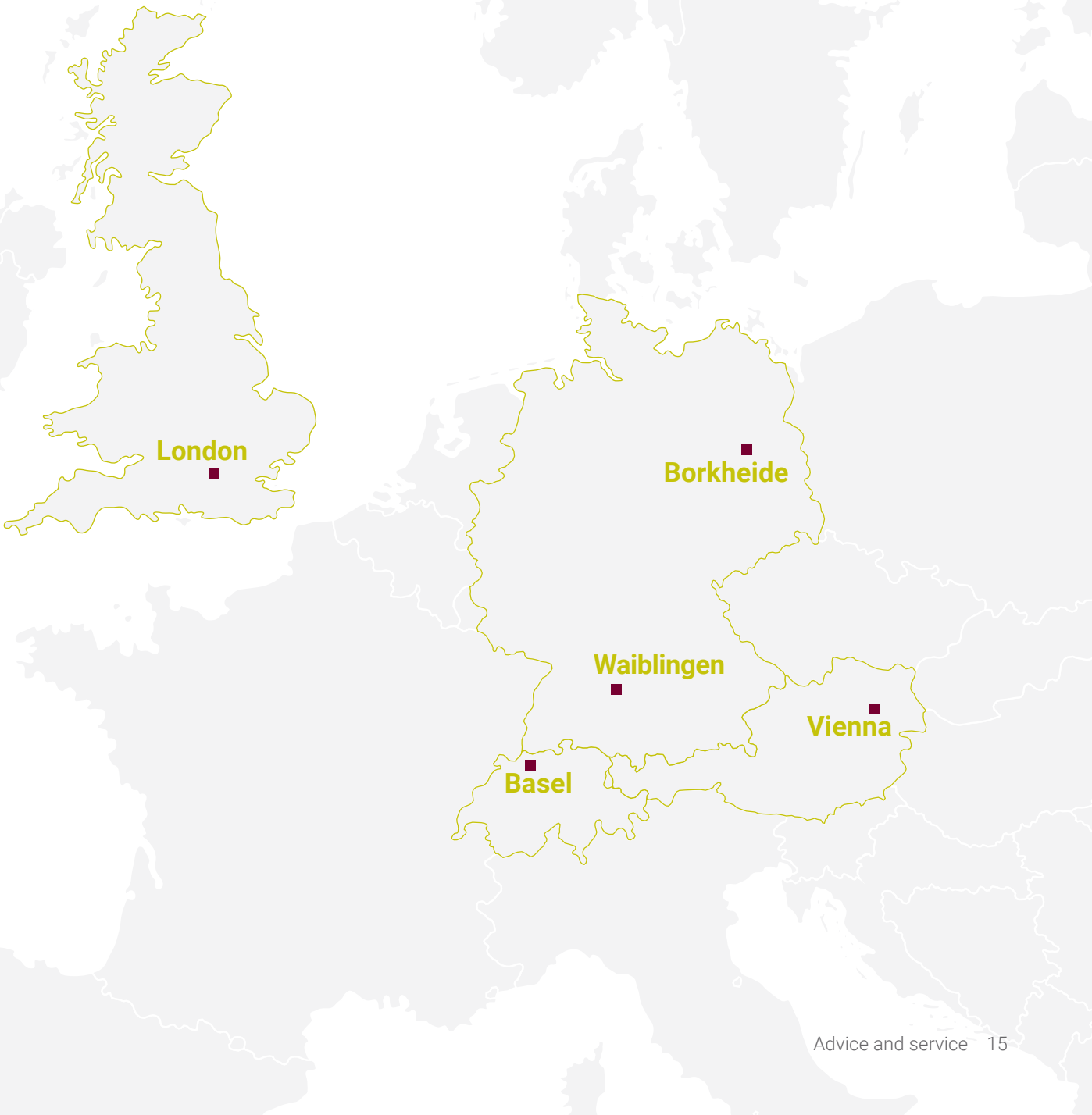
Borkheide, Germany
North Sales Division — 4 sales contacts

Guntramsdorf, near Vienna, Austria
Inside by Strähle — 2 sales contacts

Itingen, near Basel
Switzerland Sales Office — 1 sales contact

London, UK
Saville Row Projects — 3 sales contacts

London is not a direct Strähle branch. However, the showroom exclusively displays and sells Strähle products, so is considered a fully representative branch in the UK.



BUILDING CERTIFICATES.

Sustainability and flexible use rank among the most important requirements for contemporary architecture. Strähle's partition wall systems have excellent sound and fire protection properties. Absorber systems optimise a room's acoustics to the benefit of user well-being. Glass partitions provide a sense of light-flooded transparency, and can be equipped with optional blinds or adhesive films.

Strähle's systems support building certification requirements for programmes including DGNB, LEED, BREEAM and HafenCity.

Our systems are highly rated, not least because they can be dismantled at any time, are reusable and are not permanently fixed to the building structure. Cradle to Cradle®-certified products are also rated with higher scores.

DGNB (German Sustainable Building Council)
- Founded in 2007
- Takes into account the entire product life cycle, more extensive definition of sustainability that includes technical quality, process quality and site quality aspects in addition to the three-pillar model
- Approx. 8,200 certified projects
  (Last updated June 2021 www.dgnb.de/en/council/facts-and-figures/)

LEED (Leadership in Energy and Environmental Design)
- Founded in 1998
- Primarily assesses environmental impact and energy efficiency
- Approx. 134,000 certified projects
  (Last updated April 2021 www.usgbc.org/projects)

BREEAM (Building Research Establishment's Environmental Assessment Method)
- Founded in 1990
- Looks at building construction, building operation, usage
- Approx. 595,000 certified projects
  (Last updated April 2021 www.tools.breeam.com/projects/explore)

HafenCity Ecolabel
- Founded in 2007
- Assesses energy resources, public goods, environmentally friendly construction products, health, comfort and convenience, building operation
- Certification became a prerequisite for property handover in 2010, and, since 2017, only Platinum-standard buildings (the highest rating) have been planned in eastern HafenCity, Hamburg.
  (www.hafencity.com/en/urban-development/sustainability)

“TO ME, SUSTAINABILITY MEANS TRANSPARENCY, CONSISTENCY AND THEREFORE CREDIBILITY.”

Leonie Peschke, Sustainability Officer

Ms Peschke, how do you define sustainability?
Sustainability is traditionally defined by the intersections of these three key pillars of the economy, environment and social issues. To me, sustainability means transparency, consistency and therefore credibility. These are profound, complex issues. Of course, this only works well when the environmental and social aspects are given equal weight to economic aspects and taken into account accordingly.

You are Strähle’s sustainability officer. What does a typical day look like for you?
I have been working at Strähle since 2014. At that time, my primary responsibility was to advise and support my colleagues in project management and sales on sustainable projects.

DGNB and LEED-certified buildings were increasingly in demand. By then, I was already familiar with the process of obtaining these certifications and the type of documentation we have to provide as a manufacturer of system-based partition walls. I wrote my engineering dissertation on this subject, actually as part of a cooperation between Strähle and the Industrial Wood Technology School Stuttgart.

I first compiled and standardised this documentation, including technical specification sheets and safety data sheets, but also information on individual material components, and then I created a filing system for it. This documentation has had to be regularly updated. Conversely, I also review documentation from our suppliers, for example when we work with PEFC or FSC-certified wood.

Health and well-being in buildings are also addressed in projects like MY FUTURE OFFICE, which Strähle supports. One important aspect of our systems is indoor air quality, which we regularly demonstrate through AgBB testing.

I organise and maintain our products’ certifications and environmental balance sheets. In addition, we are also working on projects like the carbon footprint report, and developing measures to conserve energy, emissions and resources. We have now drafted our first sustainability report and have set ourselves ambitious goals.

How can you find out about sustainable developments?
In addition to the many projects we are working on, engaging with auditors and sustainability officers from other companies is crucial. As a DGNB consultant, I can also rely on a great network of contacts. This running dialogue on current market trends and new research findings means I know what our company should aim for. This is an ongoing process because sustainability issues in construction and certification criteria are constantly evolving.

It is rare for a company of this size to take its own stance on sustainability. Can you tell us more about the relevance of this within the company?
For our board of directors, and Paul Strähle in particular, sustainability is a personal concern. He recognised the importance of these issue early on, and knows that sustainability cannot be lost in the shuffle, complex though it may be. He was certainly several years ahead of his time.

In your opinion, what has changed over the last few years?
In recent years, the concepts of resource scarcity, climate neutrality and the circular economy have gained incredible momentum. Fridays for Future’s generation of young, international activists have reminded policy-makers of the agreements they have signed their name to, pushing governments to stick to the 1.5-degree target. This has also triggered a social debate that can no longer be suppressed. And politicians have recognised and responded to the enormous potential for the construction industry through the New European Bauhaus initiative and through the new German Federal Ministry for Housing, Urban Development and Building.


PRODUCT

The circular economy represents a paradigm shift in the way we do business. Transforming away from our current linear economic system of take, use, throw away towards a more circular system means questioning what has gone before, rethinking processes and making sure these things are considered from the very beginning of a product's life.

This includes considering a product's entire life cycle. We are creating new design principles that consider the end of the product life cycle right from the design stage. Relevant factors include material selection, processing, construction up to the end of the product's service life, and the subsequent recycling of components back into the material cycle. This yields secondary materials that ideally consist entirely of recycled content or whose recycled content is as high as possible, with plans to increase that content over time. In 2015, therefore had our first partition wall system certified by Cradle to Cradle®. A second system was certified in 2020.

To manufacture our products, we need valuable raw materials like steel, aluminium, glass and timber, which are ideal substances to be recycled back in to the material cycle. Our raw materials are already made with recycled content, something we intend to expand upon in future. To that end, our strategic purchasing department is in constant contact with our suppliers, and we will continue to monitor the market closely to examine possible alternatives.

MATERIALS.

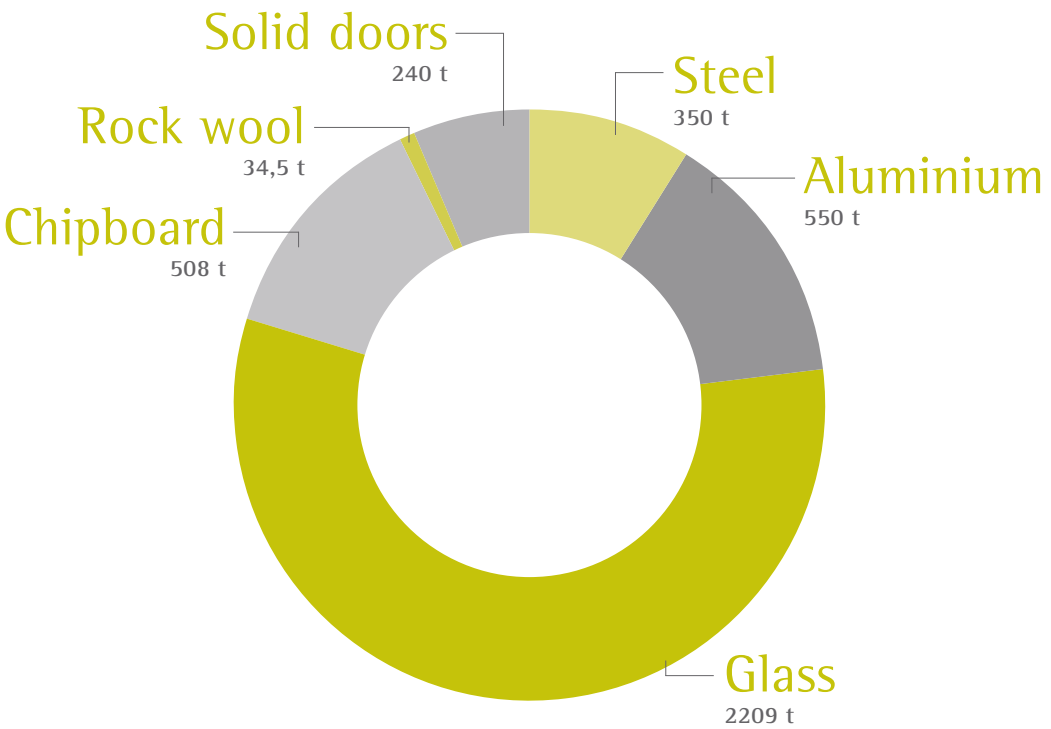
We aim for the highest possible ratio of recycled content in the materials we use. This can depend on the availability of materials on the market, i.e. the extent to which a material is available with a any level of recycled content at all and whether it is currently an economically feasible choice.

Steel
Recycled steel accounts for 20 to 30% as standard.

Aluminium
We source our aluminium from five different suppliers who supply materials that average 40% recycled content.

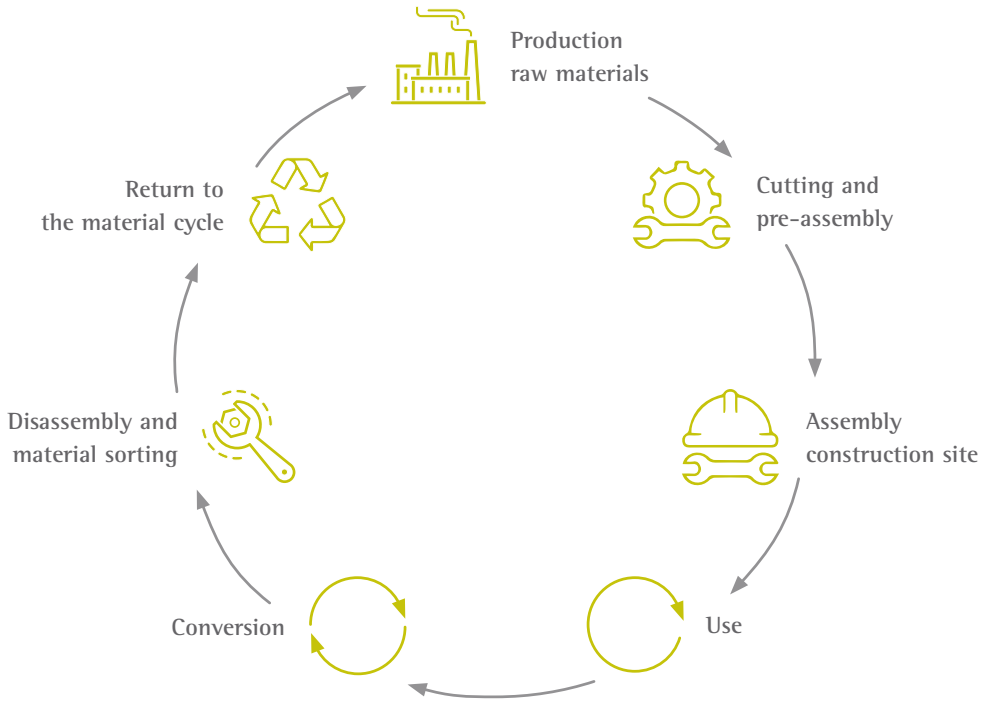
Glass
The large glass surfaces in our partition walls and room-in-room systems mean our quality standards for glass are highly discerning. Some 30% of our glass comes from recycled sources.

Timber
We primarily use FSC and PEFC-certified timber materials.



	Waiblingen	Borkheide	Vienna	Total
Steel	350 t			**350 t**
Aluminium	550 t			**550 t**
Glass	1.172 t	640 t	397 t	**2.209 t**
Chipboard	335 t	98 t	75 t	**508 t**
Rock wool	34,5 t			**34,5 t**
Solid doors	140 t	70 t	30 t	**240 t**

PRODUCT CYCLE AT STRÄHLE.



Once delivered, raw materials like steel, aluminium, glass and timber are cut to size at our three locations to pre-assemble our systems to be ready for the construction site. This means that aluminium used in profiles, for example, is delivered by the metre, and profiles are custom made for each order. The same applies to chipboard. As far as possible and reasonable, individual components are pre-assembled before they are delivered to the construction site and fully assembled there.

A product's useful life can vary widely. As a matter of principle, we make such high-quality partition wall and room-in-room systems that they last for decades. The modular design of our products mean they can be disassembled and repurposed at any time.

When a product's useful life comes to an end, the individual components are separated and sorted so that they can be returned to the material cycle. This conserves valuable primary raw materials and creates a new source of raw materials.

Then a new life cycle begins.

The recyclability of our products is based not only on our choice of materials but also on our design principles, and ultimately on high-quality standards and durability

Design process

When developing new products and reworking existing ones, we think about the design process backwards. Starting with the end of the product's life cycle. How can we return the product and, above all, its individual components and valuable materials to the value chain after its useful life?

To make this possible, we work exclusively with modular systems that can be easily assembled and disassembled, and later dismantled into individual constituent parts. This means it is essential to select high-quality materials at the start of the design process. Materials must be processed separately. This means that mixtures of different materials or compounds cannot be recycled. That is why, with a few design-related exceptions, Strähle's individual components are not glued together, but are instead slotted or screwed into place. The aim is to guarantee our products are recyclable.

CRADLE TO CRADLE® CERTIFICATIONS.

Quality
We set ourselves high quality standards to ensure a long service life in addition to designing flexible products and ultimately conserving resources.

Quality includes design, manufacturing and materials. High-quality products are well designed, made using unadulterated, non-hazardous materials and use as few resources as possible. This is the only way to ensure longevity.

However, a long service life only makes sense if the materials are processed separately and are of a high enough quality to be recyclable, as opposed to products that have to be disposed of completely after a short service life or those designed for one-time assembly.

Delivery high-quality products takes time. We have continued to optimise our systems over decades of business. We aim to drive modern, sustainable development through innovation. That is why we invest so much time and passion in the design process.

Cradle to Cradle® (C2C) is a product certification programme started by Dr Michael Braungart and William McDonough. It campaigns for the safe and potentially infinite circulation of materials and chemicals. Cradle to Cradle® is a design concept that models itself on nature. Each product is designed in accordance with the principle of an infinite circular economy. Products optimisation is considered right from the design and manufacturing process to ensure products can serve as a resource in the next phase of their use. Materials, raw materials and recyclables experience no loss, can be recovered without loss after use and, ideally, can be recycled.

The first C2C-certified partition wall system that is Made in Germany
In 2015, Strähle launched its System 2000 eco series – the first C2C-certified partition wall system Made in Germany. This product range is based on our popular System 2000, valued by architects and builders for its versatility. Certifications were awarded for the system as a solid wall product, the system with flush glazing, and for the matching aluminium-framed doors. Under the C2C principle, all components, right down to the very last screw, had to be identified, and their toxicological properties analysed. Documentation also had to provided regarding the manufacturing process, specifically energy usage, the quantity and quality of water consumed, and compliance with certain social principles.

In terms of aesthetics and construction, the C2C variants are in no way inferior to the standard system. Customers are impressed with their slim profiles, concealed fixings,

flat wall and door designs and versatility – an easily reconfigurable system that offers excellent quality for money.

Another Strähle partition wall system, System 3400 eco, received Cradle to Cradle® certification in 2020. This all-glass system combines maximum transparency with easy installation. The single glazed glass planes sit within an elegant aluminium floor and ceiling profile that can accommodate various on-site tolerances. Options include an aluminium (E6 EV1) or anodised black finish. Our 40-mm AR40 aluminium framed door, PT64 portal door and GG10 all-glass door can be used as C2C-certified door solutions.

CERTIFIED HEALTHY INDOOR AIR.

Cradle to Cradle® in practice
The C2C LAB project in Berlin represents the world's first comprehensive refurbishment of existing buildings according to Cradle to Cradle® criteria and unites theory with tangible practice, serving as a training centre, NGO office and real-world laboratory. As a pioneer for quality and innovation in Berlin, it sets new standards for innovation and embodies a true circular economy.

As part of the refurbishment, Strähle's partition wall system 2000 eco was used for the meeting rooms.

CERTIFIED cradle to cradle
BRONZE

Cradle to Cradle® product reviews	
Material health	Bronze
product circularity	Bronze
renewable energy	Bronze
water management	Gold
social responsibility	Gold
overall certification	**Bronze**

In Europe, people now spend most of their lives indoors. The quality of indoor spaces therefore plays a significant role – for well-being, health and performance. However, sustainable interior design goes well beyond these aspects. At the same time, it must account for the economical use of the available funds, encourage prudent use of natural resources and ensure the use of low-emission products.

Strähle partition wall systems have undergone regular testing according to AgBB test criteria since 2014. These tests are viewed positively in the DGNB, LEED, BREEAM and HafenCity building certification processes.

Committee for Health-related Evaluation of Building Products (AgBB)
This rating scheme sets health-related quality standards for the manufacture of building products for indoor use and supports the development of particularly low-emission products.

Test certificates are available for partition wall systems 2000, 2300, 3400, T and doors AR40, VT41, ceiling cassette (Kubus), and metal and wood partition wall absorbers.

PROMOTING RESEARCH.

MFO – MY FUTURE OFFICE
The office of the future
Making office buildings healthier and more profitable and putting this strategy into practice is the idea behind the MY FUTURE OFFICE project. Initiated by Sentinel Haus Institut in cooperation with TÜV Rheinland, this unique research project takes into account all relevant health aspects and sustainability criteria in the office property sector. Strähle works closely with other industry and business partners to support the network.

- Modern, energy-efficient buildings with airtight building shells need stringent quality management to ensure healthy housing is feasible and affordable.
- In an international competition for top employees, having an optimal, modern workplace (culture) helps
- The issue of health and well-being can be an emotional one, and ultimately has a positive impact on a property and inspires employee loyalty.
- Boosts performance
- Reduces pollutants (CO_2, solvents, formaldehyde, etc.)
- Minimises downtime, reduces pathogens and contagion risks
- Creates a motivating work environment with optimal lighting conditions, temperature, acoustics, etc.
- Increases property values through practical sustainability

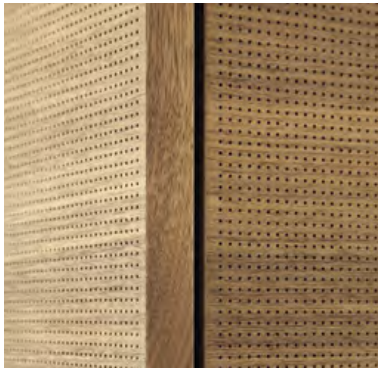
Results of testing
The findings regarding partition wall system 2000 according to the stringent, transparent criteria set out by Sentinel Haus Institut yielded very good to good emissions ratings in terms of indoor air quality, with components consistently rated below the relevant limits for rooms, both individually and in combination.

System 2000 meets exacting health standards, thereby helping make offices healthier places to work.

KEEPS SOUND IN – AND NOISE OUT.

An audibly pleasant work environment
Noise can be disruptive. It impacts concentration, efficiency and productivity.

Modern office buildings with palatial office space and sound-reflecting surfaces like glass and concrete are a particular challenge when customers are looking for pleasant room acoustics.



In addition to quality architecture and room design, room acoustics are crucial for employees to enjoy a productive work environment that aids concentration. This boosts motivation and success at work.

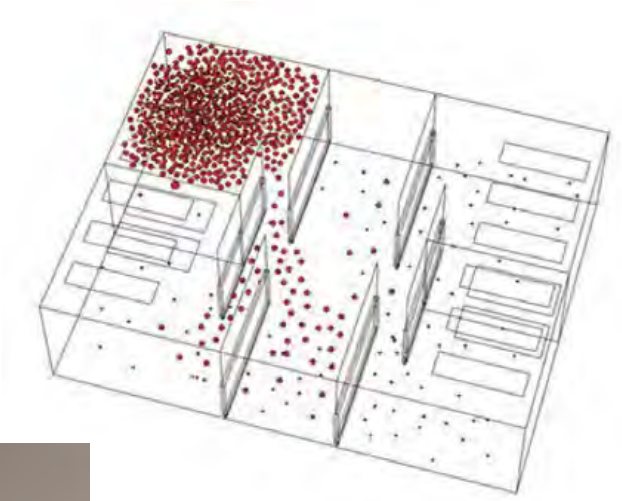
The right absorption and sound insulation measures can significantly reduce reverberation times and direct noise. This creates a pleasant atmosphere for employees, which positively impacts their health and well-being.

To get a relatively certain idea of room acoustics and the expected noise level differences right from the planning stage, we use a number of calculation and simulation tools. We consult acoustic engineering firms for complex projects.

Independent institutes and laboratories test sound insulation levels in our partition wall and door elements, and test absorption levels in our absorber components.

Room acoustics specialists
When we work in office spaces, we calculate the reverberation times in the space and draft an expert opinion. This report can then be used to determine where and what absorption options should be used. We can also use figures from specific, defined spaces in the calculation. These calculations are conducted on the basis of DIN 18041, VDI 2569-2 and the applicable technical workplace regulations.

Simulation program
We conduct simulations to ensure reliable planning in terms of sound level differences expected with open plan spaces. We work with an acoustics engineering firm to do this. By reviewing this simulation on construction projects we have carried out (i.e. simulations before construction, measurements after), we have found we can make highly accurate predictions.



“OFFICES ARE AN IMPORTANT PART OF FORMING IDENTITY.”

Open space, multi-use space or traditional, closed structures – office design is in a state of constant flux. The challenge is to reconcile modern office environments with employees’ desire for quiet and privacy.

Strähle has implemented a solution-based approach and created forward-thinking office designs at its own headquarters in Waiblingen. Henny Radicke from the German Sustainable Building Council (DGNB) conducted an interview with Florian Strähle on this topic.

Florian Strähle, Managing Director

Henny Radicke: There is no such thing as a perfect workplace. Open-space offices are in vogue, but often come at the cost of quiet and privacy. In short, many different preferences and requirements overlap in office spaces, and your team is tasked with developing solutions. How does that work?

Florian Strähle: Every day, we are reminded that there is no one single office solution. The work environment chosen by a business depends not only on organisational structures and work processes, but is also significantly influenced by its corporate culture. In addition to open-space offices and multi-space work environments, we find there is still demand for traditional, closed office structures, especially in sectors where great value is placed on discretion, such as in banks or law firms. Our partition wall, room-in-room and acoustic systems offer builders and architects a streamlined construction kit. This means we can accommodate virtually any size and shape of room, and tailor our products to meet individual design, sound insulation and room acoustics requirements. Offices are still an important part of forming identity. Open-space and multi-space environments need to function in order to actually deliver this kind of quality. Along with daylight and ventilation, acoustics play a key role here.

Henny Radicke: By your own account, you’ve mapped out snippets of the future of interior design at your Waiblingen branch. What does that future look like?

Florian Strähle: Our products help improve user focus and represent a more sustainable interior design option, and we are continuously working to develop innovative room design ideas. Our employees experience – live – what working environments designed according to these principles actually feel like to work in. This is because our office building also serves as an exhibition space to showcase different office forms to customers and architects. On the floor we recently renovated, we took a new approach by opting for an open zoning concept.

With predominantly open spaces, we wanted to accommodate the project-based working styles of our sales and development staff, and facilitate interdisciplinary collaboration between the two departments. Even so, we have ensured that each individual workstation is quiet and private to help employees concentrate when they need to and to boost employee well-being. We have used our glass acoustic wall to do this. By combining floor-to-ceiling glass elements with highly absorbent glass wall and ceiling absorbers, we have succeeded in creating distinct zones that are acoustically separate from one another and, within these zones, to generate reverberation times appropriate to each kind of intended use. Limiting the absorber height to 1.40 m and opting to forego the doors has helped to maintain a sense of transparency within this open space, even with the zoning. Employees with desks facing the office partitions are visually and acoustically shielded from the adjacent office zone by the absorbers. Glass acoustic elements are used as sound barriers to minimise noise from the corridors. Here, too, the absorbers make a significant contribution to ensuring that employees do not feel as though they are being watched, and that they are not disturbed by people walking past.

Henny Radicke: What was particularly complex when planning the office space?

Florian Strähle: We invested a lot of time and basic work in planning the acoustics of the space we created on this renovated floor. We calculated reverberation times with target values of 0.4 to 0.6 seconds in the office zones, and 0.6 to 0.8 seconds in the corridor area. This meant that, in addition to the surface area of the glass acoustic wall and

the ceiling absorbers, the free wall surfaces at the core of the building and on the interior façade walls (west and east) needed to be outfitted with fabric-covered absorbers. We also used a simulation program to calculate the expected sound level differences. The values determined were 22 to 27 dB in adjacent office areas and up to 34 dB in areas on the other side of the corridor, i.e. further away from the sound source. By way of comparison, we can achieve a level of 32 dB with an enclosed design, single-glazed, all-glass partition wall. The figures for the sound level differences calculated now show that the actual values are well aligned with the simulation, confirming that acoustically shielded work areas can be achieved, even in an open office zone. In future, we will also use this simulation tool on customer projects to support our partners in planning zoned office spaces with expert calculations.

Henny Radicke: What did employees think of the changes? Were they included in this change process?

Florian Strähle: Our employees used to work primarily in two-person offices, which they would frequently leave during the course of the day, whether to attend meetings with customers, clarify technical details with colleagues, or copy planning documents or pick up printouts. This meant that office doors were usually left open, which led to high levels of acoustic disruption in the surrounding offices, in particular in light of the many telephone calls involved in the sales department. Our sales and design employees were fully involved in this redesign – not only as future users, but above all because they are so familiar with our systems. Our goal was to create a functional multi-space landscape. And we succeeded, thanks in no small part to our detailed planning and extensive simulations. This process has also demonstrated that highly divergent needs can best be met with distinct, varied room designs and spaces. In view of that, we have created enclosed meeting spaces in the middle of this floor, between the development and sales departments, using a floor-to-ceiling glass wall and door system. For short meetings, development employees also have access to an acoustically shielded room with a high table. In the sales department, a Kubus unit serves as a quiet space for confidential discussions and telephone calls, while an open lounge area is available for spontaneous discussions of ideas.

Henny Radicke: Strähle has been a DGNB member since 2009, was involved in developing the DGNB system for sustainable interiors, and one floor of its office space is DGNB-certified. Why is that important to you?

Florian Strähle: Our history is one of traditional craftsmanship. Quality and sustainability have a long tradition in our business, and have always had firm roots in our product philosophy. This means our systems are flexible, easy to dismantle, move and reconfigure, and their high-quality workmanship and timeless design make them incredibly durable. We saw the certification process for interiors as an opportunity to look at all the relevant aspects of sustainable interior design, from building materials to furniture, to gain experience and to share it.

After completing the Cradle to Cradle® certification process three years ago, we already had all the relevant information about our own supply chain and the materials being processed to make our existing products. Our glass acoustic wall system 3400 is fully recyclable. Because its design can easily be reconfigured, the system also meets the versatility requirements that are so crucial from a resource conservation perspective. All our other construction materials and products were chosen with a view to conserving resources, minimising or eliminating pollutants, and recyclability. Among other things, this resulted in the use of oak parquet flooring made from FSC-certified wood, and absorber and cabinet lining fabrics made from 100% recycled polyester.

Our glass acoustic wall system also scored points under the main DGNB criteria, including economic quality and sociocultural and functional quality, because it provides optimal room acoustics and natural light, uses space efficiently, and facilitates concentration, communication and movement by zoning the area into workplace, meeting and technical areas. The height-adjustable desks, which make it easy for employees to switch between sitting and standing activities, were also rated positively, as was the ventilation and air-conditioning unit installed as part of the redesign, which helps keep employees more comfortable during the summer months.

By delving intensively into the many individual criteria for DGNB certification, we managed to create a space with high amenity value. This represents added value for our employees, and hopefully also creates an innovative experience for customers and prospective partners who pay us a visit.

SYSTEM-BASED QUALITY.

Choosing the right suppliers is crucial to ensuring the quality of the raw materials and other materials we process. These suppliers, in turn, are responsible for the longevity of our systems. We can only guarantee the modularity and durability of our systems by insisting on high quality standards.

That is why we rely on long-standing, trusting business relationships with our suppliers. We have been working with the businesses that supply the main materials we use, so steel, aluminium, glass and timber, for many years.

All of our suppliers are based in Europe. When choosing suppliers, we assess not only the financial aspects of a potential partnership, but also the location and the quality they can deliver. For example, the production facilities of more than 50% of our suppliers are located less than 100 km from one of our branches. This means we avoid unnecessary additional transport routes and emissions.

> 50%

of suppliers within 100 km

of a Strähle location

100%

suppliers from Europe

OUR GOALS

MATERIALS

2026 goals

- Identify environmental weak points in our product portfolio and draft a list of recommendations
- Aim for PVC-free products
- Undergo additional C2C product certifications
- Push the circular economy approach and incorporate it in all corporate processes


ENVIRON-
MENT

David Wallace-Wells, editor-at-large for New York Magazine and author of the book The Uninhabitable Earth put it succinctly in his statement on the climate crisis:

"This is a drama of a scale that really we only used to understand or recognise in mythology or theology, and all of us are protagonists in that story."

Our company can directly influence the impact of its actions by changing the way we process, assemble and distribute our products. Production and general business operations require energy, and the issue of whether the energy we use is generated using fossil fuels or renewable energy sources is fundamental. In addition to existing and planned photovoltaic installations to generate our own electricity from renewable sources, we plan to switch our electricity purchasing to 100% green electricity. At our Waiblingen and Borkheide production sites, we also generate our own energy by recycling and burning wood chips generated as offcuts during production. We will also reduce our direct and indirect emissions accordingly. The carbon footprint for the 2020 reporting period shows our current emissions, and we have worked with outside experts to develop a strategy to reduce our emissions by taking appropriate measures. Some of the measures relate to our energy consumption, others to the goods, raw materials and services we purchase, not to mention our vehicle fleet. We have plans to largely convert the fleet, currently comprised of hybrid and diesel vehicles, to an electric fleet where possible. Additional electric charging stations are already being planned.

We aim to achieve climate neutrality at all our branches by 2026, and for all of our products to be manufactured using climate-neutral processes within the next ten years.

ENERGY AND EMISSIONS.

Strähle has had its first carbon footprint (for 2020) drafted an reviewed. The balance sheet was prepared using all of the available data. In conjunction with our first sustainability report, we have a valuable basis for taking the decisions necessary to reduce our emissions.

Energy consumption was evaluated per location. Fuel consumption from non-renewable sources (petroleum and natural gas), renewable sources (wood pellets and green electricity), electricity consumption and thermal energy consumption were evaluated.

Ratio of energy to total sales in 2020: 132 MJ/million €

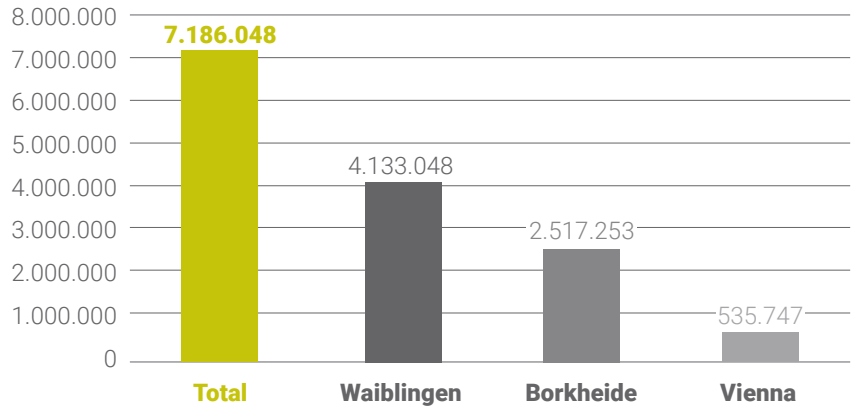
	Waiblingen	Borkheide	Vienna	Total
Oil	1.121.533 MJ			**1.121.533 MJ**
Natural gas		234.911 MJ	402.747 MJ	**637.658 MJ**
Wood Chips	1.658.880 MJ	518.400 MJ		**2.177.280 MJ**
Wood pellets		1.047.463 MJ		**1.047.463 MJ**
Green electricity			133.000 MJ	**133.000 MJ**
Power	1.352.635 MJ	716.479 MJ		**2.069.114 MJ**
Total	**4.133.048 MJ**	**2.517.253 MJ**	**535.747 MJ**	**7.186.048 MJ**

The following converter was applied for the conversion into MJ: unitjuggler.com

Energy consumption reflects the size of each location and its share of production. The use of wood chips, which are a waste byproduct from the production process, accounts a very large part of the energy consumption from renewable sources at Waiblingen and Borkheide. By purchasing additional wood pellets, a total of 62% of energy consumption is covered by renewable energy sources at our Borkheide location.

In future, we will need to expand the share of renewable energy resources, identify potential energy savings and decide which options to implement.

Total energy consumption per location in MJ



By analysing the current data, we succeeded in initiating a cross-divisional process that helps us plan detailed measures to reduce emissions, particularly at our three production sites.

A number of projects have already been launched and we have set our sights high for the future so that, as a medium-sized company, we can help to dramatically reduce and halt global warming.

Reducing emissions through sustainable architecture and energy planning
Our new shipping and logistics hall in Waiblingen began operating in late 2020 and features a highly insulated building shell that reduces energy consumption. We were unable to precisely calculate exactly how much energy was saved by these measures since we have no data to compare it to.

The 220-kilowatt peak photovoltaic system installed on the roof supplies self-generated green electricity. The highly efficient air-source heat pump system serves as a heater and converts solar energy into heat.

Solar energy
To increase our use of self-generated electricity, additional photovoltaic systems are planned at our company-owned sites at Waiblingen and Borkheide. In the medium to long term, all roofs are scheduled to be outfitted with photovoltaic systems, completely eliminating our reliance on fossil fuels like oil and natural gas.

In 2021,

55%

of our electricity requirements at our Waiblingen location were already covered by the photovoltaic system.*

Compressed air
During a compressed air check of our production facilities, several leaks were identified. Though not exactly a high profile issue, eliminating these leaks would potentially save us approximately 112,694 MJ** of energy. After reviewing the necessary measures, it is only feasible to carry out the repair work as part of other planned construction measures. These leaks are planned for repair in 2022.

Green electricity
Converting to alternative sources of electricity ultimately only make sense if that electricity comes from renewable sources. Using the available electricity consumption figures, quotes are obtained from suppliers of sustainably generated electricity and a switch is made from previous conventional electricity suppliers. This switchover process should be completed by late 2022 in Waiblingen and Borkheide. At our Vienna branch, we have already switched over our contracts to draw on electricity from renewable sources.

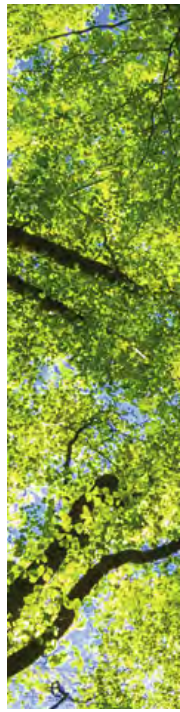
LED
All conventional light sources will be replaced with LED lighting by the end of 2024. 80% of the lighting at Waiblingen has already been switched over. LED lighting's high efficiency and durability reduce energy consumption and prevent head generation.

Electric cars
Our vehicle fleet currently consists of hybrid and diesel vehicles. In future, electric cars, hybrid vehicles or economical diesel vehicles should be chosen for new fleet vehicles, depending on their use.

Charging stations are already in place at Waiblingen. More are planned at Waiblingen as well as Borkheide.

* Power generated by photovoltaic system in 2021:
205,116 kWh = 738,418 MJ compared to 1,352,635 MJ in 2020
** The possible energy savings equal an approximate value of €9,000
Based on a rate of 28.75 ct/kWh according to 2020 electricity price sheet
https://www.stadtwerke-waiblingen.de
The following converter was used to convert into MJ: unitjuggler.com.

CALCULATING GREENHOUSE GAS EMISSIONS.



SCOPE 1
Direct emissions from the combustion of fossil fuels on site and by the company's vehicle fleet, as well as process emissions and volatilisation.

SCOPE 2
Indirect emissions from the generation of purchased electricity, heat or steam.

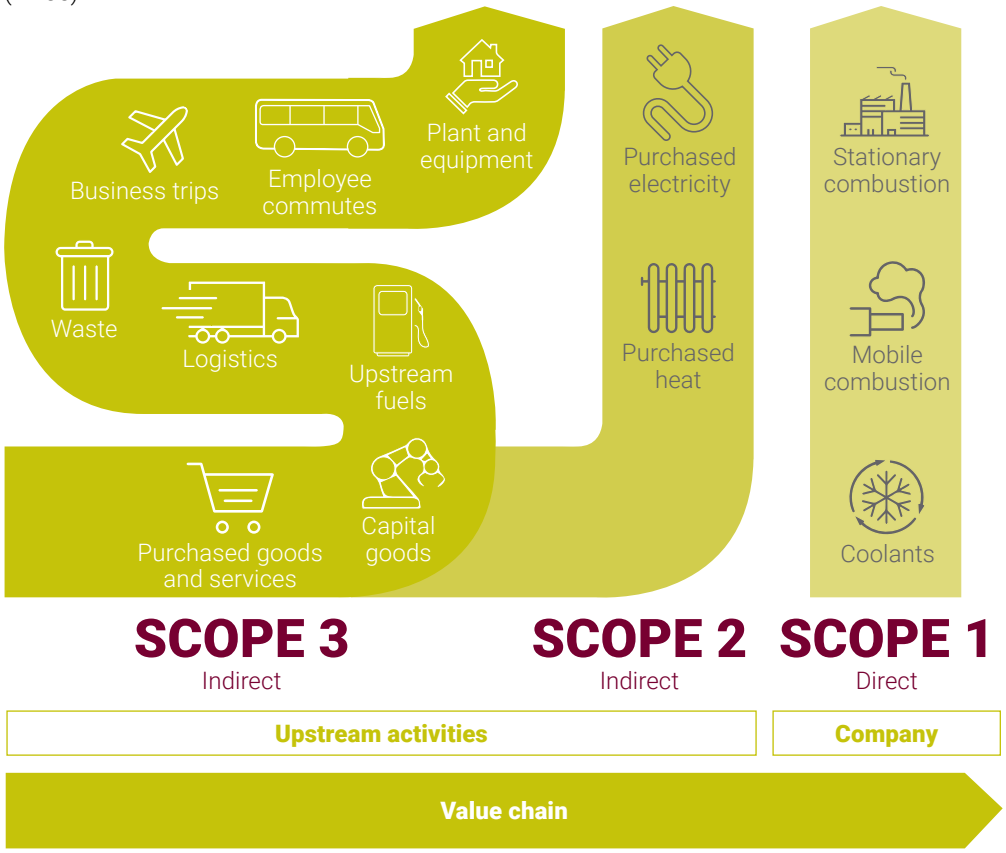
SCOPE 3
Other indirect emissions from the value chain.

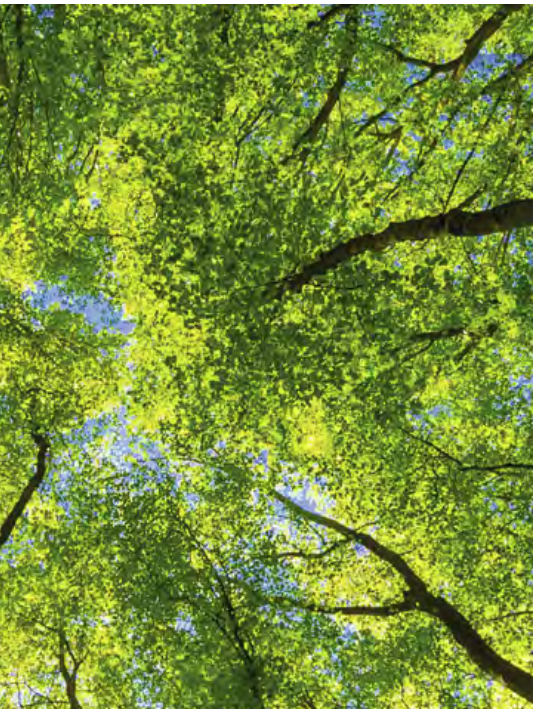
In addition to SCOPE 1 and SCOPE 2, included in the balance sheet as standard, the following SCOPE 3 parameters have thus far been taken into account:
3.1 Purchased goods and services (administration)
3.1 Purchased goods and services (production)
3.3 Production of fuels used
3.6 Business trips
3.7 Employee commutes

All other SCOPE 3 parameters not listed were not considered for this CO_2 carbon footprint (3.2, 3.4, 3.8–3.15).

The corporate carbon footprint (CCF) calculation was carried out by DO Climate GmbH in accordance with the Corporate Standard Greenhouse Gas Protocol. The Greenhouse Gas Protocol developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) is a widely used international standard for conducting a detailed survey of greenhouse gas (GHG) emissions.

Our CCF takes into account seven greenhouse gas emissions (CO_2e for short):
carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), sulphur hexafluoride (SF_6), nitrogen trifluoride (NF_3), perfluorinated hydrocarbons (PFCs), and hydrofluorocarbons (HFCs).





SCOPE 1

309 tCO_2e

Direct emissions

Heat 92,28 tCO_2e
Natural gas, wood pellets, wood chips, heating oil, district heating

Vehicle fleet 216,43 tCO_2e
Diesel, petrol, hybrid, kWh (electric)

SCOPE 2

203 tCO_2e

Indirect emissions

Electricity 202,87 tCO_2e
Grey power,
green power

SCOPE 3: 96%

SCOPE 3

12.240 tCO_2e

Indirect emissions – upstream –

3.1 Purchased goods and services (administration) 81,75 tCO_2e
Paper, printing, IT equipment, IT services, overnight hotel stays

3.1 Purchased goods and services (production) 11.841,00 tCO_2e
Aluminium, steel, glass, insulation materials, timber materials, fittings

3.3 Production of fuels used 131,31 tCO_2e
Production of fuels used

3.6 Business trips 2,93 tCO_2e
Train, car, public transport, business flights

3.7 Employee commutes 182,63 tCO_2e
Directions, Homeoffice

The information under SCOPE 3.1 Purchased goods and services (production) represents rough estimates. Despite this imprecision, however, the assumed estimates do not distort the message conveyed by our carbon footprint report overall because they account for a large share of greenhouse gas emissions. However, to correctly illustrate the intersection of these individual parameters, this data cannot be ignored in the report, imprecise though it may be. This data will be calculated in detail in 2022.

OUR GOALS

ENERGY AND EMISSIONS

Our goal is to become climate-neutral by 2026.
We have set ourselves the goal of achieving climate neutrality for our products within the next 10 years.

2022 goals

- Compile carbon footprint for 2021, including detailed addendum to include purchased materials (Scope 3.1)
- Create life cycle assessment for main products (e.g. typical wall elements)
- Review conversion to green electricity at Waiblingen and Borkheide
- Eliminate compressed air leaks
- Consultation with energy consultants regarding energy refurbishment on existing buildings.
- Set all printers to eco-print by default

2026 goals

- Roof surfacing and insulation work at Waiblingen
- New photovoltaic system installations on existing roof surfaces at Waiblingen and Borkheide
- Replace oil-fired heating system at Waiblingen
- Switch over 100% of lighting to LED at Waiblingen and Borkheide
- Gradually transition fleet of company cars to electric or hybrid vehicles (depending on usage)
- Electric charging stations in Waiblingen and Borkheide
- Review leasing option for our room-in-room systems
- Push the circular economy approach and incorporate it in all corporate processes

WASTE.

The best case scenario is to have no waste to begin with. In addition to better waste recycling, it is important to prioritise effective waste prevention.

Waste partly consists of high-value raw materials that need to be recycled or returned to the circular economy. At present, thermal recycling is widespread in waste handling, preventing us from conserving and preserving valuable resources. This requires the right processes to be implemented to separate waste and facilitate further processing.

Strähle is affiliated with Duales System Deutschland. Waste that cannot be reused or recycled internally undergoes further treatment and, if necessary, is recycled by a waste disposal company in accordance with the commercial waste regulations. Professional waste management companies vary by location* and have evolved in recent years to become specialists in recycling and marketing raw materials. In addition, an interesting trend is also emerging. We are seeing a shift away from marketing recycled raw materials to including recycling in production processes, i.e. to a circular economy approach that prevents waste from being generated in the first place.

Disposal on large construction sites is regulated by levying fees on each site's waste management. This ensures all waste is centrally organised, separated and disposed of. For smaller orders, the waste produced is disposed of in our own waste containers on the construction site or brought back to the plant, where it is separated by type and then sent to the relevant waste disposal companies.

In recent years, the three sites have put in place waste management processes that allow various materials to be reused for as long as possible before being sent for recycling in the final stage of their useful life. This means broken Euro pallets are repaired or, where that is no longer possible, used as packaging material. Cardboard, paper and filling materials are reused until the end of their life cycle.

Scrap wood is used for thermal energy as wood chips at the Waiblingen and Borkheide locations, serving as fuel from renewable sources. No wood is processed at the Vienna location.

At the Waiblingen location, corn-based packing peanuts are used as packaging material, which can be disposed of as organic waste. For five years now, cardboard strips have been used in place of polystyrene, also known by the brand name Styrofoam, to safely package glass. We use natural alternatives here as well and are committed to not using petroleum-based plastics. Borkheide produces packaging lumber for Waiblingen and Borkheide from scrap cover panel material, which is placed underneath and on top of the stack of (chipboard) panels for protection during shipping.

* Waiblingen: Fischer Rohstoff-Recycling GmbH, ALBA Group plc und Co. KG, Karle Recycling GmbH | Borkheide: VHZ Verwertungs- und Handelszentrum GmbH, Richter Recycling GmbH, Veolia Umweltservice Ost GmbH, APM Abfallwirtschaft Potsdam - Mittelmark GmbH | Vienna, Austria: Josef Sieber GesmbH

The resulting waste volumes are generated primarily in production and on construction sites. In addition to the volume, we also analysed the processes that generate that waste.

Type of waste	Amount of waste	Where does the waste come from?
Steel	16 t	Steel shavings, steel strips, remnants of steel system profiles
Raw/anodised/ powder-coated aluminium	43 t	Remnants of aluminium system profiles
Flat glass	94 t	Wrong size, spontaneous breakage (ESG), transport damage
Rock wool	2 t	Remnants from installation (panel sections and strips)
Scrap wood	66 t	Contaminated wood/timber materials, wood packaging with metal adhesions, construction site returns, B1 timber and wood-based materials
Residual waste	51 t	General waste from production, logistics and administration, workshop sweepings, packaging tape, construction site returns, adhesive tape, polystyrene (Styrofoam) from external sources
Mixed scrap	19 t	construction waste: Empty sheet metal containers, old building components (e.g. steel pipes, partition wall profile)
Film	3 t	Packaging waste
Cardboard/paper	33 t	Packaging waste
Mixed waste*	37 t	Construction waste (Borkheide)
Total amount of waste	**365 t**	

* Borkheide mainly disposes of its construction waste directly on site and does not generally used the central waste management system at the construction sites. Waiblingen and Vienna primarily dispose of their construction site waste directly via the central construction site waste management system. Scrap material is listed under mixed scrap. The quantities of waste disposed of directly on construction sites are not included in the list.

Figures have been rounded. Disposal quantities were taken from the corresponding invoices. No production-related wastewater is generated in our production facilities.

OUR GOALS

WASTE

We have set ourselves the goal of further reducing waste volumes.

We are working to reduce the amount of waste that cannot be further processed, particularly residual and mixed waste. Waste disposal with material separation by type means materials can be recycled or reused as part of a closed-loop process, and it must be our top priority in terms of waste management. We must avoid thermal recycling of reusable raw materials as much as possible.

2022 goals

- Packaging analysis: Reduction and conscientious use of packaging materials
- Reduce paper quantities by:
  - introducing a document management system
  - presetting printers for double-sided printing
  - encouraging employees to use paper responsibly
  - choosing environmentally friendly paper sources for all marketing documents
- Separating waste in office areas (organic, scrap, paper, dedicated recycling areas)


PEOPLE

Our employees are the heart and soul of our company and we want them to feel good, stay healthy and enjoy their work. In addition to a pleasant work environment, we also offer employees flexible work schedules to help them balance their family and career. An open culture of discussion with flat hierarchies fosters loyalty. We simply cannot overstate the importance of this loyalty, and it is reflected in our incredibly low turnover rate.

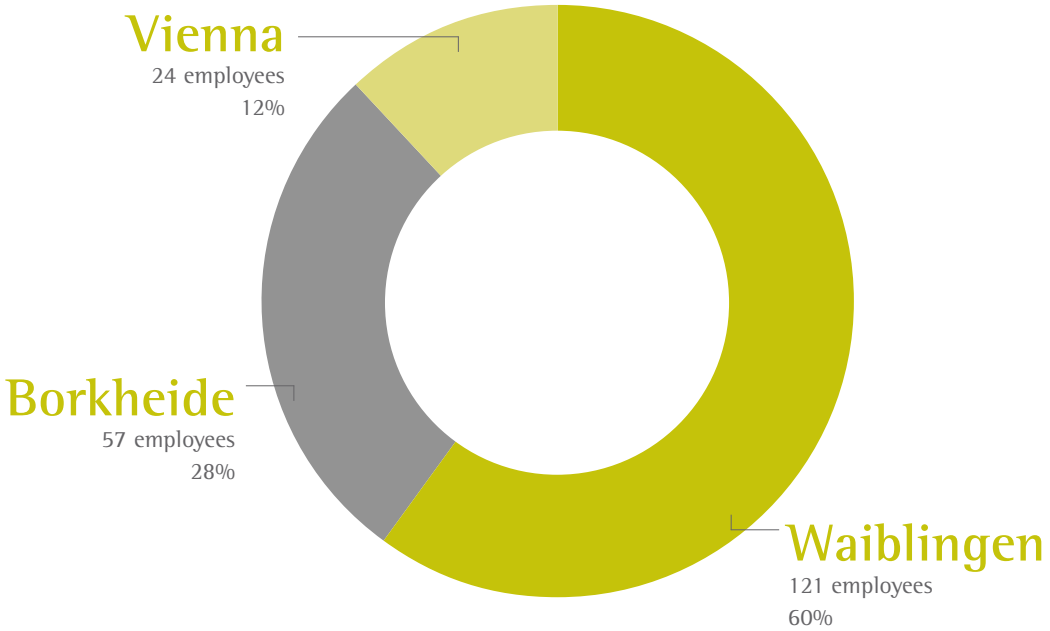
We want to contribute our fair share to society at large. Our sense of conviction is why we have thrown our support behind a number of regional and international projects. It is important to us that the organisations we work with are unbureaucratic and transparent, that they think long-term and really make a difference. Many of these projects also hold a personal connection, giving us direct insight into the work being done and the outcomes of our collaboration. We will continue to support these kinds of initiatives, projects and exhibitions in future, and we will remain socially engaged.

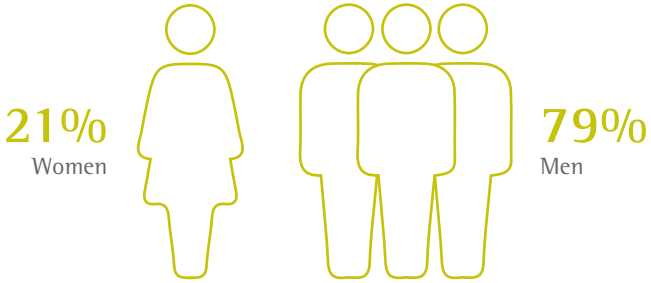
OUR EMPLOYEES.

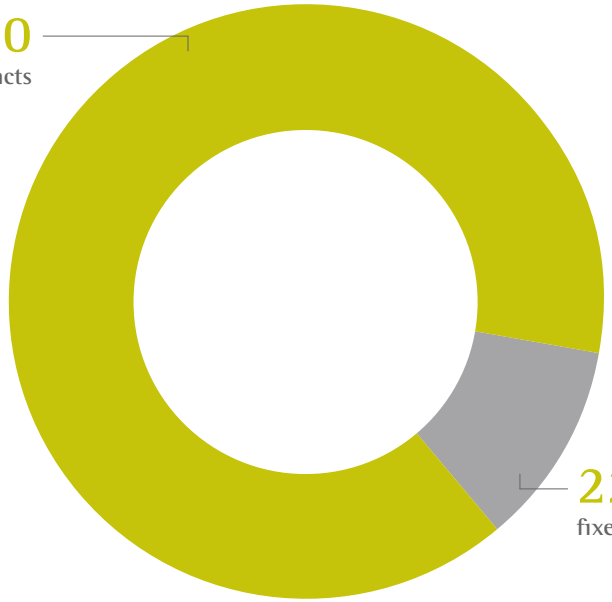
Employees have always been crucial to the success of any business – especially long-term success. Nowadays, businesses are facing a multitude of challenges when it comes to staffing. The shortage of skilled, experienced technicians and engineers, whose knowledge Strähle relies on in many aspects, has grown in recent years.

Businesses need to choose the right employees from an ever-shrinking pool of candidates, and provide a work environment that is not only exciting and varied in terms of content, but also attractive. This could mean anything from a good work-life balance to a well-designed, pleasant workspace.

Strähle is growing. We are hiring more and more new employees every year and grew to a staff of over 200 in 2020, across all locations.







Our employees are highly specialised. It is crucial that they have expertise in their specific project area, experience working with other planning professionals, including architects and general contractors, and directly with major developers.

The error rate and therefore the amount of scrap raw materials are reduced significantly by having trained specialists in production. Here, too, Strähle thrives on the expertise and conscientiousness of its employees.

Our low

turnover rate under 4%

across all of our locations speaks for itself.

We consider it essential to provide our employees a safe and secure workplace where our employees feel satisfaction with their work, can grow in their careers, and take responsibility, building on many years of cooperation.

As a family business, we attach great importance to continuity and reliability. This is also in keeping with our Swabian roots, which have run through the company for four generations. We place our trust in our employees, and can offer a high degree of stability.

Dialogue and open communication are part of our corporate culture, and reflected in our flat hierarchy structures. The management and executive team are approachable, and listen to employees' concerns and suggestions.

Work-life balance
The desire for flexible work schedules is growing. Maintaining a healthy work-life balance is important. That is why Strähle offers flexible schedules that give all parents the opportunity to spend time with their children.

When the parental leave period ends, we have a 100 percent return rate, and our employees can choose to come back to a similar position.

Attractive working environment
Strähle has invested in architecture and, above all, interior design at all of its locations. The work environment has a major impact on employee satisfaction.

Strähle's product portfolio spans the architecture and office design sectors, and is rooted in both. Proprietary partition wall systems, room-in-room and acoustic solutions are integrated in various designs – so employees enjoy a high degree of privacy and quiet at work, even in open spaces. At the same time, the premises also serve as a showroom for interior designers and architects.

Health is important
It is important to ensure health and safety in the workplace, both to prevent accidents and injuries and to keep our employees healthy and fit.

Our workspaces are designed in line with the latest ergonomic requirements. Most computer workstations come equipped with height-adjustable desks to allow employees to alternate between sitting and standing. Each workstation has individual lighting controls.

Every office is fitted with acoustic elements so employees can concentrate and are not exposed to disruptive noises or distractions.

Sustainable materials were used as much as possible, greatly reducing exposure to pollutants. Healthy indoor air is also ensured with living plant walls and humidifiers in some departments.

SAFETY FIRST.

The nature of our production processes means occupational safety is extremely important to us. Working with materials like steel, aluminium, glass and wood requires appropriate precautions to be taken to avoid injuries and workplace accidents. That is why our employees receive regular training. First aid courses are held, and staff trained in first aid are posted at each site. Our machinery undergoes regular maintenance and repair to minimise the risk of injury as much as possible. Machinery training sessions are also held regularly.

Our primary occupational health and safety objective is to minimise the risk of occupational accidents and damage to health. We achieve this by taking preventive measures to identify and eliminate or respond to potential hazards before any injury occurs. Occupational health and safety must form a natural part of operational activities. This is the only way to create safe and socially acceptable working conditions that protect human health and labour. If we can achieve this, we can also minimise the risk of downtime due to accidents or illness, as well as any resulting project delays.

Strähle is implementing numerous measures to achieve its goals. This includes steps like process optimisation, employee management, workplace design, machine technology, etc., primarily involving plant and/or assembly processes, but also administration. Here is a list of some of the measures being taken:

Special measures for assembly on construction sites

- Using qualified, largely long-standing contract installers and in-house installers.
- Designating a single Strähle installation manager to serve as safety officer on each specialist construction project.
- Instruction on custom assembly and safety conditions provided by assembly management at the beginning of the assembly process.
- Providing assembly guidance in the form of process instructions for assembly.
- Preparing hazard and risk analyses for the relevant assembly steps, including protective measures developed on that basis.

Occupational health and safety concerns everyone involved in the project process at Strähle, and is taken seriously by everyone, executives to individual subcontractors.

In addition, specially trained individuals are appointed to liaise and take responsibility for occupational health and safety matters. Training courses are held with external safety specialists.

Safety officers are appointed for across all divisions, covering all employees. These safety officers implement measures to improve occupational health and safety, monitor compliance with regulations and serve as a central point of contact.

The assembly manager for each project is responsible for occupational health and safety on project construction sites and serves as liaison between the assembly subcontractors involved. The assembly manager also instructs the installers on site-specific conditions and points out any special points to consider in terms of occupational health when assembly begins.

OUR GOALS

EMPLOYEES

- To continuously expand upon the internal exchange of information and transparency (staff meetings, launching internal newsletters, intranet, etc.)
- FTo intensify engagement with engineering dissertation projects, bachelor's dissertations and practical semesters within the company
- To review options for offering a dual study programme (e.g. wood technology)
- To enhance employee suggestion schemes
- New work: to analyse current workplace requirements (social, spatial, etc.)
- To examine ways to make the work environment and scheduling more flexible
- To introduce annual reviews for all employees
- To look into subsidies for public transport, including at our Borkheide and Vienna branches
- To launch a job bike scheme
- To launch strategic HR development schemes using internal/external resources
  - To develop strategies for the labour shortage/ demographic pyramid
  - To set up strategic HR marketing (e.g., alternative ways to fill open positions)
  - To focus on employee development
  - To expand our continuing education programme
  - To conduct employee surveys to identify potential for improvement

WHAT WE CARE ABOUT.

School project in Burkina Faso
When the Lycée Municipal Timo & Rixa de Thiou school was built, it was a dream come true for Timo and Rixa Stetter and their efforts to ensure disadvantaged children have prospects. To help people, especially children, who do not have the same opportunities and possibilities as they do. They wanted to share their success with others. Above all else, one thing was important to them: education. After all, it is one of the most important things a person can possess. Education is important for individual development, but it is also crucial for societal development and for its continued existence.
www.schulprojekt-burkina-faso.de

Stay – Development that stays
Stay uses a 'development without development workers' approach to support local social initiatives, initially in Uganda. The innovative project centres around the LATEK Stay Alliance Uganda network, facilitated by Stay, which brings committed local people, called social entrepreneurs, together. Stay's vision is for all people to lead lives of self-determination and freedom.

Strähle works in partnership with many other businesses through the UNTERNEHMER FÜR UNTERNEHMER ('Entrepreneurs for Entrepreneurs') STUTTGART campaign to support this groundbreaking project.
www.stay-stiftung.org

SUPPORTING NETWORKS.

Forum Office Acoustics
'Together for better office acoustics' is the battle cry behind leading companies from the office and property sector joining forces in Forum Office Acoustics. Led by acoustics experts from Akustikbüro Oldenburg (Oldenburg Acoustic Office) and Hörzentrum Oldenburg (Oldenburg Hearing Centre), the aim is to make it easier for employers, facility managers, building owners and architects to plan acoustically optimised office spaces. In addition to developing innovative concepts and offering holistic advice on acoustic optimisation for office spaces, the forum focuses on developing quality standards and conducts research on some aspects of the psychological impact of acoustics.
www.forum-office-acoustics.de

ena
European network architecture (ena) is an interdisciplinary network of architects, engineers and leading companies covering all design and construction sectors. Building on the expertise of its specialist members, ena constructs, investigates, discusses and promotes innovative new building solutions in working groups throughout the ena network. Organised as an association, the network was awarded the Bronze Cluster Prize in 2016 for its work.
www.ena.ag

Familienunternehmer (Family Business Association)
The association, founded in 1949, champions the interests of some 180,000 German family businesses, conducting campaigns and networking with policy-makers and businesses at events.
www.familienunternehmer.eu

WECHSELRAUM
WECHSELRAUM is an initiative run by the Association of German Architects (BDA) Baden-Württemberg. Since its founding, the fundamental and unifying idea of behind the Association of German Architects (BDA) has been to achieve quality improvements in developed areas through responsible design and construction – on behalf of society and the environment.

WECHSELRAUM hosts exhibitions, lectures and talks on architecture at a small, curated venue. Its purpose is to present the work of Baden-Württemberg architects and urban planners, to showcase important international architecture projects in the German state of Baden-Württemberg, to foster communication among architects and related disciplines and the exchange of ideas on building culture with the interested public.

Strähle supports the initiative as a sponsor.
www.wechselraum.de

ANNEX

About this report.
This is the first sustainability report drafted for Werner Strähle GmbH und Co. Verwaltungs KG, both as holding company of the German companies in Waiblingen and Borkheide in Germany, Guntramsdorf, near Vienna, Austria, and Itingen, near Basel, Switzerland.

Unless otherwise stated, the data and information presented in this sustainability report relate to the 2020 financial year. Werner Strähle GmbH und Co. Verwaltungs KG will inform its stakeholders about its sustainability performance and progress on sustainability management on a three-year reporting cycle.

This report follows the internationally recognised standards created by the Global Reporting Initiative (GRI), and has been drafted in accordance with the GRI Sustainability Reporting Standards: 'core' option. The reported indicators were identified according to their relevance and their economic, environmental and social impacts. The GRI Content Index attached provides an overview of the selected standards and the corresponding references.

The report is available in German and English and is published as an online publication in PDF format for download, as well as a limited edition print copy.

BUSINESS FIGURES.

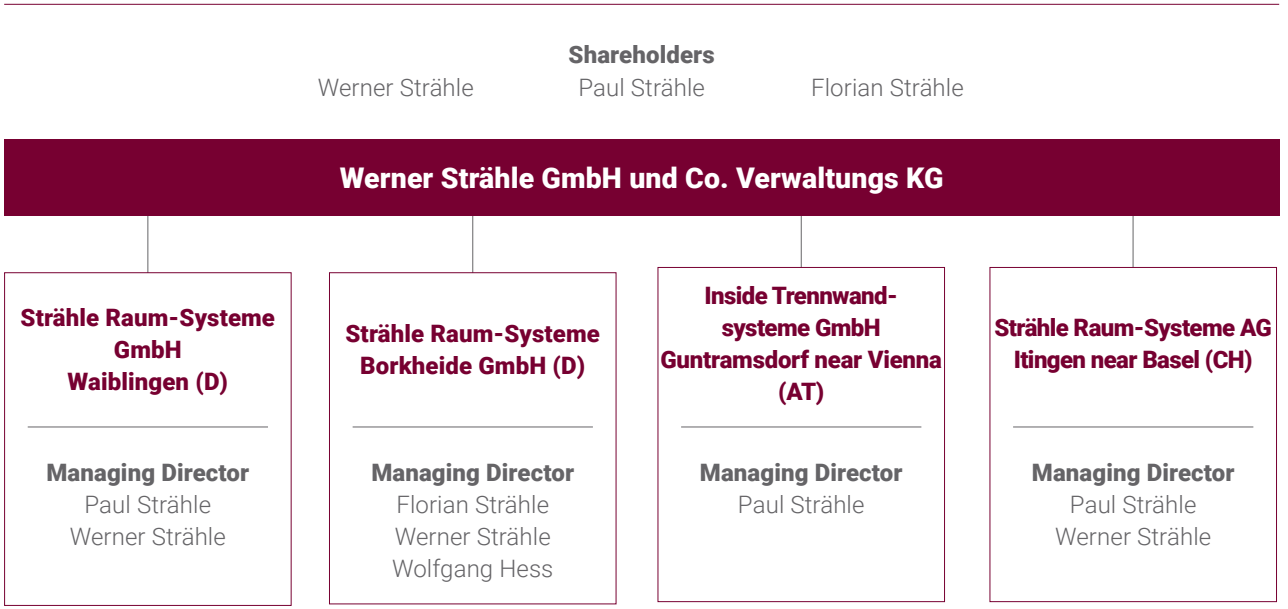
The business figures shown include the following companies: Strähle Raum-Systeme GmbH Waiblingen (Germany), Strähle Raum-Systeme Borkheide GmbH (Germany) and Inside Trennwandsysteme GmbH Guntramsdorf, near Vienna (Austria).

Financial figures 2020*	Total TEUR
Sales 2019	**53.352**
Sales 2020	**54.454**
Sales growth 2019 vs. 2020	**2%**
EBITD	**6.812**
Investments	**1.446**
Equity ratio	**45%**
Total assets	**43.553**

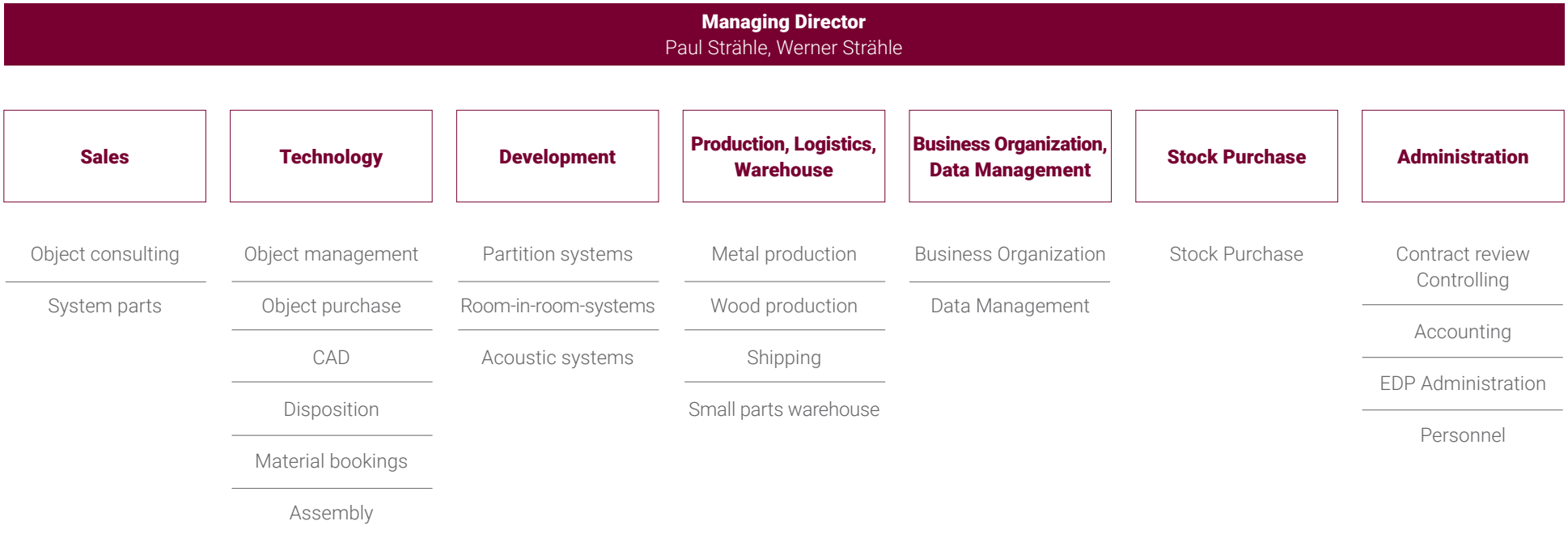
Financial year 2019: Waiblingen + Vienna 01.01.2019-31.12.2019, Borkheide 01.07.2018-30.06.2019

Financial year 2020: Waiblingen + Vienna 01.01.2020-31.12.2020, Borkheide 01.07.2019-30.06.2020

COMPANY ORG CHART.



ORGANIGRAM
WAIBLINGEN. GERMANY.



ORGANIGRAM BORKHEIDE. GERMANY.

Managing Director
Florian Strähle, Werner Strähle, Wolfgang Hess

Sales, Marketing	**Technology**	**Production, Logistics, Warehouse**	**Administration**
Object consulting	Object management	Manufacturing	Contract review
Export	Object purchase	Shipping	Controlling
Marketing Strähle	CAD	Small parts warehouse	Accounting
Marketing Inside	Disposition		
	Material bookings		
	Assembly		

ORGANIGRAM GUNTRAMSDORF NEAR VIENNA. AUSTRIA.

Managing Director
Paul Strähle

Branch Management

Sales	**Technology**	**Production, Logistics, Warehouse**	**Administration**
Object consulting	Object management	Manufacturing	Contract review Controlling
Calculation	Logistics	Shipping	Accounting
	Object purchasing	Small parts warehouse	Personnel management Payroll
	CAD	Stock purchase	Business organization Data management
	Disposition		EDV Admin
	Material bookings		
	EDV Admin		
	Assembly		

EMPLOYEE OVERVIEW.

	Waiblingen			Borkheide			Vienna		
	Men	Women	**Total**	Men	Women	**Total**	Men	Women	**Total**
Employees	96	25	**121**	45	12	**57**	19	5	**24**
Administration	53	23	**76**	24	10	**34**	6	5	**11**
Production	43	2	**45**	21	2	**23**	13	0	**13**
Share of women			**2%**			**21%**			**21%**
Proportion administration in %			**63%**			**60%**			**46%**
Share of production in %			**37%**			**40%**			**54%**
Proportion of women in administration in %			**30%**			**29%**			**45%**
Share of women in production in %			**4%**			**9%**			**0%**
Executives									
Total number			**14**			**5**			**5**
Share of women			**14%**			**20%**			**40%**
New employees									
Administration	1	3	**4**	2	1	**3**	1	0	**1**
Production	5	0	**5**	1	0	**1**	1	0	**1**
Age group									
Amount MA < 30 Age	3	1	**4**	2	1	**3**	4	1	**5**
Amount MA 30-50 Age	40	8	**48**	21	6	**27**	12	4	**16**
Amount MA > 50 Age	53	16	**69**	22	5	**27**	3	0	**3**

	Waiblingen			Borkheide			Vienna		
	Men	Women	**Total**	Men	Women	**Total**	Men	Women	**Total**
Employment relationship									
Full-time	88	10	**98**	42	9	**51**	19	2	**21**
Part-time	8	14	**22**	3	3	**6**	0	3	**3**
Apprentice	0	1	**1**	0	0	**0**	0	0	**0**
Employment contracts									
Unlimited	87	20	**107**	39	10	**49**	19	5	**24**
Limited	9	5	**14**	6	2	**8**	0	0	**0**
Sick days	698	73	**771**	639	187	**826**	174	6	**180**
Proportion of employees with disabilities	4	0	**4**	0	0	**0**	0	1	**1**
Length of service in years	14	6	**10**	11	11	**11**	5	9	**7**
Staff turnover rate	6%	0%	**6%**	5%	0%	**5%**	0%	0%	**0%**
Parental leave									
Entitlement to parental leave	3	0	**3**	2	1	**3**	6	0	**6**
Parental leave	2	0	**2**	2	1	**3**	0	0	**0**
Return rate			**100%**			**100%**			**100%**
Remain rate (after 12 months)			**100%**			**100%**			**100%**

DIVERSITY AND EQUAL OPPORTUNITY.

	Waiblingen	Borkheide	Vienna
Diversity in control bodies			
Men	14	5	5
Women	2	1	2
Share of women	14%	20%	40%
< 30 Age	0%	0%	20%
30-50 Age	30%	20%	60%
> 50 Age	70%	80%	20%
With migration origin	0%	0%	20%
With disability	0%	0%	0%
Diversity of employees			
Men	79%	79%	79%
Women	21%	21%	21%
Share production in %	37%	40%	62%
Share of women in production in %	4%	9%	0%
< 30 Age	3%	5%	21%
30-50 Age	41%	47%	68%
> 50 Age	56%	47%	11%
With migration origin	15%	0%	54%
With disability	3%	0%	4%
Reintegration	3%	0%	0%

OVERVIEW OF CERTIFICATES AND TESTING.

Cradle to Cradle® product certifications
- Partition Wall System 2000 eco
  C2C certification: Bronze
- Partition Wall System 3400 eco
  C2C certification: Bronze

Committee for Health-related Evaluation of Building Products (AgBB) product testing on partition
- Wall systems 2000, 2300, 3400, T and doors AR40, VT41, ceiling cassette (Kubus), and metal and wood partition wall absorbers.

Testing is conducted regularly.

Supported building certifications
Our systems meet the requirements of the following building certificates:
- DGNB (German Sustainable Building Council)
- LEED (Leadership in Energy and Environmental Design)
- BREEAM
- HafenCity Ecolabel

CERTIFIED BUILDINGS WITH STRÄHLE SYSTEMS. SOME OF OUR PROJECTS.

DGNB Certifications
Air View, Düsseldorf
Allianz Campus, Berlin
Allianz Campus, Unterföhring
Ambigon, Munich
AOK Nordost, Berlin
AOK Postquartier, Ravensburg
APO-Bank, Wuppertal
Arabeska, Munich
Axel Springer Campus, Berlin
BASF Business Center, Ludwigshafen
Bürohaus Cubes, Düsseldorf
Campus Sparkasse, Bremen
Carl Zeiss, Oberkochen
City-Gate, Stuttgart
DGNB Büro im Caleido, Stuttgart
DIBAG Löwentorstraße, Stuttgart
EDGE Grand Central, Berlin
Euler Hermes Campus, Hamburg
Fresenius Technology Center, Schweinf.
Funky, ICADE Premier Haus, Munich
GTZ, Eschborn
KPMG, Berlin
Kreissparkasse, Esslingen
Kreissparkasse, Waiblingen
Lanxess, Cologne
Maintor Panorama, Frankfurt
Mathematikon Universität, Heidelberg
Office One, Stuttgart
Philips Headquarter, Hamburg
Postareal, Freiburg
RheinEnergie, Cologne
Ritter Sport, Waldenbuch
Roche Diagnostics, Mannheim
Sartorius, Göttingen
Silvertower Commerzbank AG, Frankfurt
ThyssenKrupp Headquarter, Essen
Triton-Haus, Frankfurt
Uni Freiburg, Kinder- und Jugendklinik, Freiburg
Upper West, Berlin
Volksbank, Freiburg
Volksbank, Stuttgart

LEED Certifications
Adidas Headquarter, Herzogenaurach
Fürst und Friedrich, Düsseldorf
Google Westhof, Munich
Grand Central, Frankfurt
Humboldthafen, Berlin
Kö-Bogen, Düsseldorf
MAB Deloitte AG, Basel
MyHive, Düsseldorf
NEO Munich, Munich
Poseidonhaus, Frankfurt
Prime 2, Deloitte, Zürich
SAP, Walldorf
Schindler Campus, CH-Ebikon
Siemens Campus, Erlangen
Springer Quartier, Hamburg
STREAM, Berlin
Süddeutscher Verlag, Munich
UBS AG, Zurich
Unilever, Hamburg
Vodafone Campus, Düsseldorf
Vodafone New Wave, Eschborn
Work Life Center, Hamburg
Zurich Versicherung Headquarter, Zurich

HafenCity Certifications
Gebr. Heinemann, Hamburg
Der Spiegel, Hamburg

GRI
CONTENT INDEX.

DMS / SRS	Content	Explanations / Reference
GRI 102	**GENERAL DISCLOSURES 2016**	
	1. Organizational profile	
102-1	Name of the organization	Werner Strähle GmbH und Co. Verwaltungs KG
102-2	Activities, brands, products, and services	Strähle is the leading industry specialist for partition wall, room-in-room and acoustic systems. For more than 100 years, quality, cooperation, partnership and reliability have determined the way we work. As a manufacturer and interior fittings company, we feel a sense of connection to the tradition of craftsmanship. Strähle Raum-Systeme considers itself a holistic partner for architects and building owners when planning office spaces. We use a joint development approach to create custom solutions for new working environments. Prior to the design stage, we assist with the planning process using Strähle's planning tool, incorporating CAD details, BIM data, tender documentation and images for presentations.
102-3	Location of headquarters	Gewerbestraße 6, 71332 Waiblingen, Germany
102-4	Location of operations	All our locations are wholly owned subsidiaries of Werner Strähle GmbH und Co. Verwaltungs KG: ▪ Strähle Raum-Systeme GmbH Gewerbestraße 6, 71332 Waiblingen, Germany ▪ Strähle Raum-Systeme Borkheide GmbH Wurzelweg 5, 14822 Borkheide, Germany ▪ Inside Trennwandsysteme GmbH Industriestraße 9, 2353 Guntramsdorf, Austria ▪ Strähle Raum-Systeme AG Dellenbodenweg 1, 4452 Itingen, Switzerland
102-5	Ownership and legal form	Werner Strähle GmbH und Co. Verwaltungs KG is a partnership formed as a hybrid of the legal forms GmbH (limited liability company) and KG (limited partnership).
102-6	Markets served	Austria, Switzerland, UK, France, Belgium, Luxembourg, Turkey, Italy

DMS / SRS	Content	Explanations / Reference
102-7	Scale of the organization	In the 2020 financial year, a total of 202 employees worked for Strähle, divided between the headquarters in Waiblingen, Germany (121 employees), the second location in Borkheide, Germany (57 employees) and the branch office in Vienna, Austria (24 employees). ☐ **Employee overview, pages 53, 54** The company's main locations in Waiblingen, Borkheide and Vienna generated a turnover of EUR 54.5 million in the 2020 financial year. It should be noted that financial years vary between locations: Waiblingen, Germany, and Vienna, Austria, 1 January 2020 to 31 December 2020; Borkheide, Germany, 1 July 2019 to 30 June 2020. ☐ **Business figures, page 50**
102-8	Information on employees and other workers	As of 31 December 2020, the company employed 202 people, including 180 full-time employees, one of whom was a trainee, and 22 part-time employees. Of these employees, 121 were employed in administrative roles and 81 in production and assembly. Administration includes all employees who do not work in production. Women accounted for 21% of company staff. ☐ **Our employees, pages 42 ff** ☐ **Overview employees, pages 53, 54** ☐ **Diversity and equal opportunities, page 55**
102-9	Supply chain	☐ **Suppliers, page 28**
102-10	Significant changes to the organization and its supply chain	There were no personnel changes on the board of directors or at management level during the reporting period. There were also no significant changes at our main suppliers. New developments did occur at our existing building at our Waiblingen location: ▪ A new logistics hall with 4,000 m² of usable space over two floors for picking and shipping for all partition wall elements produced there. ▪ Existing hall extended by 450 m² over two floors as a renovation to the production area, including an underground car park in the basement. ▪ Existing hall connected to the new logistics hall via a new 25-metre-long glass bridge linking both parts of the building to facilitate rapid material transport using a fully automated bridge conveyor system.
102-11	Precautionary Principle or approach	Strähle exercises its duty of care in all of its decisions and activities, and considers its impact on the environment and society in order to prevent damage of any kind in advance. Our board acts not only for the economic benefit of the company, but also gives equal consideration to environmental and social aspects of the business. However, there is no established risk management system in place. As a matter of principle, the company complies with the legal requirements.

DMS / SRS	Content	Explanations / Reference
102-12	Membership of associations	Strähle advocates for sustainable development in architecture and the construction industry and supports initiatives and projects dedicated to those issues, including: ▪ MFO – My Future Office by Sentinel Haus Institut ☐ **page 24** ▪ european network architecture (ena) ▪ Wechselraum, Association of German Architects (BDA) Baden-Württemberg ▪ Forum Office Acoustics ▪ Familienunternehmer (Family Business Association) ☐ **Networks, page 47**
102-13	Membership of associations	Strähle is a member and supporter of the following institutions and associations dedicated to sustainable development and social engagement: ▪ German Sustainable Building Council (DGNB) ☐ **pages 9, 16** ▪ IHK Stuttgart ▪ Stuttgart Region Chamber of Crafts ▪ Industrial Wood Technology School Stuttgart
	2. Strategy	
102-14	Statement from senior decision-maker	☐ **Foreword, page 4**
	3. Ethics and integrity	
102-16	Values, principles, standards, and norms of behavior	Strähle is committed to flat hierarchies and open dialogue. These values and corporate culture have evolved over the course of decades and are applied in practice each and every day. We respect human rights. We firmly reject discrimination of any kind. Treating people with respect and engaging in open, appreciative communication with one another is a top priority.
	4. Governance	
102-18	Governance structure	The board of directors is authorised to issue instructions that apply to all hierarchical levels, i.e. all employees. All registered managing directors are responsible for all corporate decisions as well as strategic developments. ☐ **Company structure, pages 50, 51, 52**

DMS / SRS	Content	Explanations / Reference
	5. Stakeholder engagement	
102-40	List of stakeholder groups	Strähle is committed to engaging in constant dialogue with its various stakeholder groups and actively works to encourage this. Depending on the stakeholder group, its composition and interests, communication may take place using different methods, with communication expanded and detailed as needed. These groups include both internal and external stakeholders. Internal stakeholders include employees at all our locations, the board, and owning members from the Strähle family. External stakeholders include customers (builders, architects, system partners), suppliers, researchers and academics, politicians and administrators, civil society and NGOs, as well as professional associations and networks. ☐ **Stakeholder communication, page 12**
102-42	Identifying and selecting stakeholders	Strähle identifies relevant stakeholders based on interactions and interests. Communication is based on stakeholder needs and relevance to Strähle as a business. ☐ **Stakeholder communication, page 12** ☐ **Materiality analysis, page 13**
102-41	Collective bargaining agreements	Strähle does not belong to any employers' associations and is not bound by any collective bargaining agreements.
102-42	Identifying and selecting stakeholders	Strähle identifies relevant stakeholders based on interactions and interests. Communication is based on stakeholder needs and relevance to Strähle as a business. ☐ **Stakeholder communication, page 12** ☐ **Materiality analysis, page 13**
102-43	Approach to stakeholder engagement	☐ **Stakeholder communication, page 12**
102-44	Key topics and concerns raised	The evaluation of the materiality analysis revealed that forward-thinking issues relating to the sustainable development of the company are of high relevance, considered particularly relevant by the board. Notwithstanding the fact that external stakeholders did not always attribute a high degree of relevance to the sustainable aspects of business operations and business relationships, the sustainability strategy is given high priority by internal stakeholders, i.e. the board of directors and employees. The most important external stakeholder issues are already included as part of our corporate strategy, and we will continue to track and optimise them. ☐ **Materiality analysis, page 13**

DMS / SRS	Content	Explanations / Reference
	6. Reporting practice	
102-45	Entities included in the consolidated financial statements	Werner Strähle GmbH & Co. Verwaltungs KG's annual financial statements include the company's financial activity. It is based on the administration and processing of cross-group costs and income, dividends, solvency support and shareholder accounts for Strähle Raum-Systeme GmbH, Strähle Raum-Systeme Borkheide GmbH, Strähle Raum-Systeme AG and Inside Trennwandsysteme GmbH. ☐ **Business figures, page 50**
102-46	Defining report content and topic Boundaries	The first step was to conduct a materiality analysis. This was then used to identify relevant topics to the company. The sustainability report presents the existing sustainability efforts and sustainability measures already initiated with regards to individual issues, supplemented by the company's planned sustainability goals. ☐ **Materiality analysis, page 13**
102-47	List of material topics	☐ **Content, page 3**
102-48	Restatements of information	As the first Strähle sustainability report to be drafted in accordance with GRI standards, the information is being presented for the first time. As such, no retrospective statement is included.
102-49	Changes in reporting	Being the first sustainability report drafted in accordance with international GRI standards, no changes have been made. 1 January 2020 to 31 December 2020
102-50	Reporting period	01.01.2020 - 31.12.2020 Because this is Strähle's first sustainability report, relevant sustainable developments within the company and measures already initiated to meet the sustainability targets in 2021 are also described and presented in writing.
102-51	Date of most recent report	This is Strähle's first sustainability report.
102-52	Reporting cycle	Every three years
102-53	Contact point for questions regarding the report	Leonie Peschke, Sustainability Officer Phone +49 7151 1714-400, l.peschke@straehle.de

DMS / SRS	Content	Explanations / Reference
102-54	Claims of reporting in accordance with the GRI Standards	This sustainability report follows the internationally recognised standards created by the Global Reporting Initiative (GRI), and has been drafted in accordance with the GRI Standards, core option. This report is drafted voluntarily.
102-55	GRI content index	☐ **GRI Content Index, pages 57 ff**
102-56	External assurance	No external auditing is conducted..
	ECONOMY	
GRI 103	**Management Approach 2016**	
	including GRI 103-1, 103-2, 103-3	☐ **Foreword, page 4**
GRI 201	**Economic Performance 2016**	
201-1	Direct economic value generated and distributed	☐ **Business figures, page 50**
201-3	Defined benefit plan obligations and other retirement plans	Retirement benefits are regulated in accordance with statutory requirements. There are currently no additional defined benefit pension plans or other statutory pension plans in place.
201-4	Financial assistance received from government	During this reporting period, no financial support or subsidies were received from the government or from government grants at any of our three locations.
GRI 204	**Procurement Practices 2016**	
204-1	Proportion of spending on local suppliers	Strähle is interested in building and maintaining long-term supplier relationships built on trust. More than 50% of our supplier pool are local suppliers. According to our definition, local suppliers are located within a radius of 100 km of the respective site. Our supplier contracts meet the legal requirements. Due to our existing long-standing cooperative partnerships and supplier relationships, there are no plans to amend existing contracts. There are currently no plans to enter into new supplier contracts that include terms and contractual content beyond the legal requirements. ☐ **Suppliers, page 28**

DMS / SRS	Content	Explanations / Reference
	ECOLOGY	
GRI 103	**Management Approach 2016**	
	including GRI 103-1, 103-2, 103-3	☐ **page 19**
GRI 301	**Materials 2016**	
301-1	Materials used by weight or volume	☐ **Materials, page 21**
301-2	Recycled input materials used	The proportion of recycled content in the base materials used varies. For example, the recycling rate for steel is around 20 to 30%, for aluminium an average of 40%, and for glass around 30%. ☐ **Materials, page 20**
301-3	Reclaimed products and their packaging materials	Strähle is affiliated with Duales System Deutschland. Waste that cannot be reused or recycled internally undergoes further treatment and, if necessary, is recycled by a waste disposal company in Germany in accordance with the commercial waste regulations. Cardboard boxes and filling materials are reused for as long as possible before disposal. Damaged pallets are repaired and reused, and are only disposed of as a last resort. ☐ **Waste (GRI 306), page 38**
GRI 302	**Energy 2016**	
302-1	Energy consumption within the organization	Energy consumption for each location is listed in renewable and non-renewable fuels, electricity consumption and thermal energy consumption in MJ. A graph illustrates a comparison of the power consumption at each location. ☐ **Goals Energy and Emissions, pages 32 ff**
302-3	Energy intensity	The ratio of energy consumption to total turnover in 2020 was 132 MJ/million euros across all locations.
302-4	Reduction of energy consumption	Based on the available data from the first carbon footprint analysis conducted and the sustainability report, specific measures were decided upon and initiated. ☐ **Goals Energy and Emissions, page 36**

DMS / SRS	Content	Explanations / Reference
302-5	Reductions in energy requirements of products and services	Various measures are being planned to reduce our energy consumption. As this is the first Strähle sustainability report, no comparative data is available. ☐ **Goals Energy and Emissions, page 36**
GRI 305	**Emissions 2016**	To determine our CO_2 emissions, the first carbon footprint analysis was conducted by an external service provider, DO Climate GmbH. The details evaluated are tabulated and serve as a basis for decision-making on strategic development to reduce our greenhouse gas emissions. Our goal is to achieve climate neutrality across all our locations by 2026, and for our products within the next ten years. ☐ **Energy and Emissions, page 32 ff**
305-1	Direct (Scope 1) GHG emissions	☐ **Determination of Greenhouse Gas Emissions, pages 34, 35**
305-2	Energy indirect (Scope 2) GHG emissions	☐ **Determination of Greenhouse Gas Emissions, pages 34, 35**
305-3	Other indirect (Scope 3) GHG emissions	☐ **Determination of Greenhouse Gas Emissions, pages 34, 35**
305-5	Reduction of GHG emissions	☐ **Goals Energy and Emissions, page 36**
GRI 306	**Waste 2020**	
306-1	Waste generation and significant waste-related impacts	Waste, waste volumes and their impact illustrated are generated within the Strähle Group and not in the value chain. No hazardous waste is generated by our assembly and production processes. ☐ **Waste, pages 37, 38**
306-2	Management of significant waste-related impacts	As far as possible, all waste is separated by type and provided to professional waste disposal companies so they can initiate recycling processes. Recyclable materials are fed back into the circular value chain. Our goal is to generate as little waste as possible, to use materials for as long as possible, and to dispose of them at the end of their life cycle in such a way that they can be reused as raw materials. ☐ **Waste, pages 37, 38**
306-3	Waste generated	☐ **Waste, pages 37, 38**

DMS / SRS	Content	Explanations / Reference
	SOCIAL	
GRI 103	**Management Approach 2016**	
	including GRI 103-1, 103-2, 103-3	☐ **page 41**
GRI 401	**Employment 2016**	
401-1	New employee hires and employee turnover	During the reporting period, 14 new employees were hired. Our total employee numbers increased to 202 during the reporting period, of which women account for 21%. Our turnover rate across all of our locations is under four per cent (4%). ☐ **Our employees, pages 42 ff** ☐ **Overview of employees, pages 53, 54**
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	In terms of company benefits, the statutory requirements are met at all locations and company pension plans are offered. The Waiblingen (Germany), Borkheide (Germany) and Guntramsdorf (Austria) locations are listed as key operating sites and are included in this sustainability report. No distinction is made between full-time and part-time employees.
401-3	Parental leave	Parental leave is available and largely taken in accordance with legal requirements. The return rate and retention rate are 100%. ☐ **Overview employees, pages 53, 54**
GRI 402	**Labor/Management Relations 2016**	
402-1	Minimum notice periods regarding operational changes	The statutory notification deadlines are followed. Employees are informed by the board as early as possible about operational changes and decisions. Strähle is not bound by collective bargaining agreements and therefore acts independently of any notification deadlines that potentially may have been agreed in collective bargaining.
GRI 403	**Occupational Health and Safety 2018**	

DMS / SRS	Content	Explanations / Reference
403-1	Occupational health and safety management system	Within the scope of occupational safety and health protection, the legal requirements of the German Employer's Liability Insurance Association for Wood and Metal (BGHM) are met for our production and assembly divisions. The legal requirements are implemented at a minimum for administrative staff. ☐ **Health, page 44** ☐ **Occupational safety, page 45**
403-2	Hazard identification, risk management and incident investigation	Extensive preventive measures are taken to identify and prevent hazardous situations, even before damage or occupational accidents occur. To that end, a safety officer is appointed for each Strähle plant and an assembly manager is designated to serve as safety officer for each construction project. Occupational health and safety concepts have been developed and are used in day-to-day work. ☐ **Occupational safety, page 45**
403-3	Occupational health services	An external safety specialist from B.A.D. GmbH is available for the Waiblingen location. At Borkheide, an external occupational safety specialist has been commissioned to oversee these responsibilities. In Vienna, a labour inspector attends the site once a year to conduct an inspection.
403-5	Worker training on occupational health and safety	First aid courses are held regularly. First aid officers are designated to provide expert first aid in the event of an injury. Our machinery undergoes regular maintenance and repair and regular machinery training sessions are held o minimise the risk of injury as much as possible. ☐ **Occupational safety, page 45**
403-6	Promotion of worker health	Personal work attire and protective equipment are provided in production and assembly. In administration, our offices are outfitted with height-adjustable desks and ergonomic office chairs. ☐ **Our employees, pages 42 ff** ☐ **Occupational safety, page 45**
403-9	Work-related injuries	In 2020, three occupational accidents in production and one occupational accident on a construction site were reported at the Waiblingen location. All accidents involved male employees. One production accident and one commuting accident were reported at the Borkheide location during the reporting period. Both of these accidents also involved male employees. No accidents were reported in Vienna.
403-10	Work-related ill health	There were no known incidents of work-related illness during the reporting period.

DMS / SRS	Content	Explanations / Reference
GRI 404	**Training and Education 2016**	
404-1	Average hours of training per year per employee	Employees are given the opportunity to participate in internal and external training and seminars. During the reporting period, significantly fewer training and continuing education opportunities were taken up due to the coronavirus pandemic. Since training and continuing education measures have not yet been recorded centrally, it is not possible to provide any overall statement on the number of hours of additional training per employee. On average, at least half a day to one day per employee can be assumed during the reporting period.
404-2	Programs for upgrading employee skills and transition assistance programs	To provide optimal service, our employees need to have the right expertise. Training is offered on German construction contract procedures (VOB), construction law, controlling and communication. Older employees or employees who are retiring in the foreseeable future are offered partial retirement models to make the transition from their working life to retirement as easy as possible.
404-3	Percentage of employees receiving regular performance and career development reviews	Regular meetings on employee performance and professional development are held with around 60% of our staff. Strähle is a family-run, medium-sized business with a flat hierarchy structure and a culture of open exchange of ideas. Employees can request a personal meeting with their manager at any time, regardless of scheduled meeting intervals. This uncomplicated approach has proven its worth over the years.
GRI 405	**Diversity and Equal Opportunity 2016**	
405-1	Diversity of governance bodies and employees	☐ **Diversity and Equal Opportunities, page 55**

LEGAL NOTICE.

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Gender-neutral language
Wherever possible, gender-neutral language has been used to describe people or groups of people. To aid readability, we have aimed to use gender-neutral formulations in this report.

The Strähle sustainability report is available as a PDF download on our website at www.straehle.de.
Only a limited number of print editions will be produced for sustainability and climate neutrality reasons to help avoid the unnecessary consumption of resources. This report would normally be submitted in person and only posted in exceptional cases so as not to cause unnecessary CO_2 emissions.

LET'S BE HONEST.

Strähle
Raum-Systeme

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