

ESG FRAMEWORK

SUSTAINABILITY
ADCURAM

Our Vision

OPERATIONAL | SUSTAINABLE | FINANCIALLY STRONG



OUR INVESTMENTS



ESG



YOUR BENEFITS

Our mission

„We help on site“

1. *„We create long-term improvements for our investments“*
2. *„We take responsibility for our employees, society and the environment. “*

„Our capital and expertise make us a reliable partner for difficult transactions“

We lend a hand on site and represent clear values

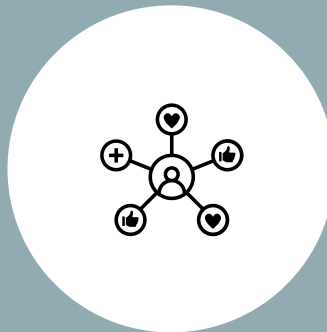
- A** authentic
- D** dynamic
- C** chance-oriented
- U** unequivocally entrepreneurial
- R** risk-aware
- A** active
- M** methodical

We take responsibility

E



S



G



The **concept of sustainability** is **firmly anchored in the organization** and integrated into many processes.

It is an **integral part of the corporate values**.

These measures are anchored in our company

TRAVEL MANAGEMENT:

- Recommendation for the use of rail
- Travel policy according to the latest standard
- Measurement of CO2 footprint
- Offer of e-rental cars
- Reduction and tracking of paper consumption

CLIMATE AND ENERGY:

- Self-responsibility of employees: Independent contribution to energy efficiency
- Changeover to LED lamps
- Waste separation
- Reduction of plastic, use of glass bottles

RESOURCE MANAGEMENT:

- Digitization of travel expense report and payment process
- Standard setting of double-sided printing

These measures are anchored in our company

EDUCATION AND TRAINING:

- Training offered by the ADCURAM Academy

„WELLBEING“-MANAGEMENT:

- Fruit baskets / Drinks / Shared lunches
- Internal sports offer, FitnessFirst cooperation
- Height-adjustable desks / ergonomic chairs

DIVERSITY:

- Share of women at 44
- Proportion of women strengthened at both holding and investment level

SOCIAL COMMITMENT:

- Annual donations to an organization
- "Social Day" as a team task

STAFF RETENTION / INTERNAL COMMUNICATION:

- Onboarding / feedback meetings
- Participation model
- Regular, transparent communication at holding level
- Employee events
- Low fluctuation
- Internal resources are developed before recruitment takes place

WORK-LIFE-BALANCE:

- Mobile working, high flexibility
- Trusted working hours
- Sabbatical
- Various benefits

These measures are anchored in our company

DIALOGUE WITH STAKEHOLDERS:

- Press agency
- Social media presence
- Use of all recruiting channels

RISK MANAGEMENT:

- Regular, external supervision in tax and legal topics

COMPLIANCE / DATA PROTECTION:

- Code of Conduct at holding company level
- Modern data protection
- Analysis and expansion of current compliance regulations
- Establishment of ESG reporting

INVESTMENT CRITERIA:

- Integration of sustainability risks into investment decision-making processes

OUR CAPITAL APPROACH

WE ACTIVELY SUPPORT OUR INVESTMENTS WITH CAPITAL AND KNOW-HOW IN THEIR EFFORTS TO ACHIEVE MORE SUSTAINABILITY AND ESG RESPONSIBILITY



The Steinel Group is **committed to sustainability and protecting the basis of all our lives**. This mission began back in 1987, when our involvement developed the world's first sensor light. The light only switches on when it is actually needed. New and revolutionary in its time and, above all, an early and clear signal **against wasting energy and natural resources**.

The Group pursues a clearly defined mission statement that contains basic values and principles that govern its dealings with one another and its overarching cooperation. The Steinel Group has repeatedly received awards as an **"Excellent Employer"** at national level. The quality of the employer is reflected in particular in the rate of trainees being taken on by the company, which is strikingly high at 90 percent.

The integration of these social and ecological concerns is the foundation of any sustainable and responsible corporate management. Steinel ensures this with convincing **compliance management, the avoidance of unnecessary risks, the establishment of management and control processes** and the **creation of transparency**.

This is evidenced by a series of independent **certifications** that ensure that managers and employees alike meet their corporate obligations.

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prefabricated house group

The importance of **sustainability** and a more **conscious use of natural resources** has also increased continuously in the prefabricated house construction industry in recent years. Our investment, the prefabricated house group consisting of Streif, Schwabenhaus and Danhaus, is one of the **pioneers in its sector** with its innovative concepts.

"Sustainability" is a term coined by the timber industry. Prefabricated houses made of wood are unbeatable in terms of eco-balance. The material, which is derived from trees, stores CO2 forever. By using renewable raw materials, especially certified wood, prefabricated houses are **more resource-efficient than any solid house**.

By using future-oriented technologies and a heat-insulating construction method, the houses from Schwabenhaus, Danhaus and Streif achieve energy efficiency class A+ and the Efficiency House 55 standard. What's more: If desired, customers can optionally make their prefabricated house an **Efficiency House 40 or 40 Plus** - KfW funding included.

A full-page background image of a mountain landscape at sunset. The sky is a mix of teal, blue, and orange. The mountains are rugged and layered, with some peaks in the distance appearing hazy. In the foreground, a rocky ridge is visible. A semi-transparent circular logo is centered over the image, containing the text 'WE TAKE RESPONSIBILITY' and the ADCURAM logo and name.

WE TAKE RESPONSIBILITY

 **ADCURAM**