

Sustainability Report 2023

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allmannwappner is an internationally operating office based in Munich and Berlin, Germany. We are a participant in the United Nations (UN) Global Compact Initiative and support the Ten Principles of the UN Global Compact in the areas of human rights, labour standards, environmental protection, and anti-corruption as well as the Sustainable Development Goals (SDGs). By supporting the UN Global Compact, we display that sustainable and social responsibility plays a key role in our actions as a company.



allmannwappner Munich

About us





About us

As an architectural practice we have more than 30 years of experience in designing urban developments, buildings and spaces of vastly different scales and functions. Our work is multi-faceted and has received numerous awards and accolades. Each of our projects enters a contextual dialogue with its spatial conditions. In the process of creation, we assume positions based on both aesthetic sensibility and rational, precise structures, and that test design conventions.

In a team of 160 employees and with specialists from all relevant disciplines, we ensure the success of excellent architecture at every stage of its creation, to develop a distinctive solution within the agreed project framework with the best of all good possibilities. Many more are involved in its genesis: planning partners, clients, institutions, and users. Openness and mutual appreciation characterize our cooperation.

Our core values are quality, integrity, openness, ethical behaviour, and responsibility. Our goal is to take a leading role in advancing the development of a sustainable society.







allmannwappner Berlin

Focus topics – substantial. far-reaching.

More than 40% of CO₂ emissions worldwide are caused by the construction and operation of buildings. This presents us as designers and engineers with the major challenge of how the desire for quality of life can be reconciled with tackling the climate crisis. We want to take responsibility by facing the challenges of planning and building in practice and we have been working substantially on truly sustainable architecture for more than two decades.

Our aim is to implement the maximum potential for climate and socially responsible aspects in every project. Appropriateness is the central concept: how to combine economic conditions and ecological necessities in convincing concepts and designs and how to achieve the maximum quality with a minimized use of resources.

We see ourselves as providers of ideas who want to make the world continuously better with carefully researched, cleverly interpreted and confidently implemented projects.





Portfolio development – sustainable. value-enhancing.

Against the background of the desired development towards climate neutrality, an appreciative and value-preserving approach to existing buildings is becoming increasingly important.

We are developing concepts with the aim of preserving and sustainably increasing the value of existing properties and listed buildings. We can build on many years of experience and many successful refurbishment, extension, transformation and revitalization projects.

Climate-friendly design – efficient. circular.

We see it as our responsibility to question, reshape and continuously explore the way we think and approach designs. It is our goal and aspiration to develop the most sustainable of all options for each project and thereby increasing its value for our clients. For us the development of sustainable solutions on all scales includes flexibility, efficiency and circularity in regard to the selection of structures, façades and roofs – as high-performance envelopes – and materials.

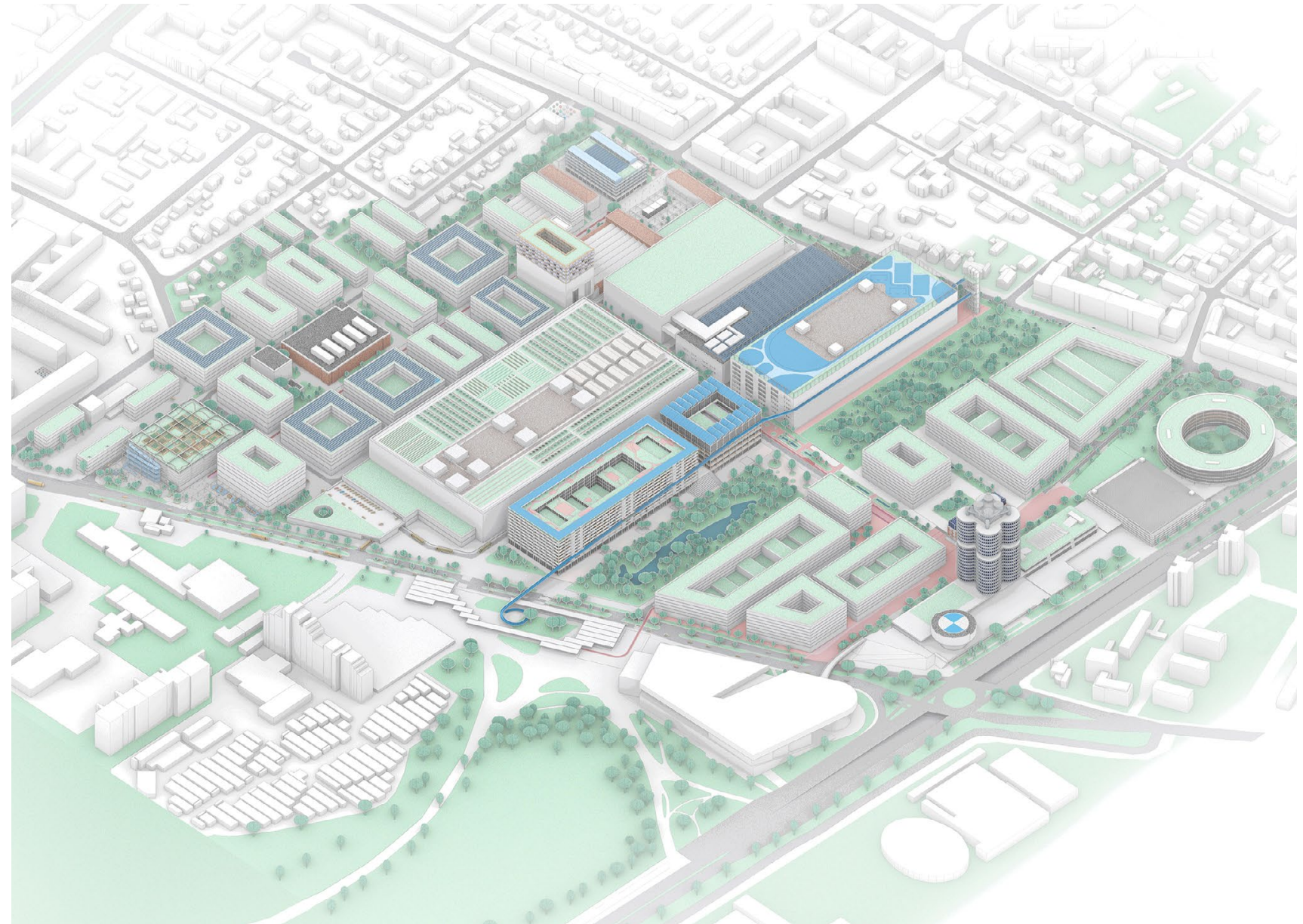


BMW Group Talent Campus, Munich

Urban transformation – identity-forming. social.

We are convinced that the sustainable development of urban and rural areas is an essential key to a climate-neutral future. For us the transformation process involves more than just changing the way we use material and energy resources, it is also about integrating social resources and their idealistic and identificatory potential as essential components.

In our work the central starting point for the concept is the examination of the existing situation, the peculiarities and characteristics of the location and its people.



BMW Urban Production, Munich

Methods – analytical. intuitive.

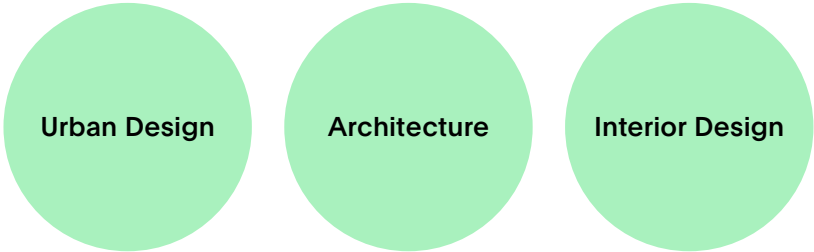
From our perspective architecture is an outstanding design task for living spaces in a wide variety of dimensions. We interpret and reflect social developments and transfer the wishes and needs of the individual and the community in our design. Architecture concerns everyone: it is touching, conveys, provides safety and security, creates trust and can inspire.

This translates to incorporating environmentally responsible practices throughout the entire process, from site selection and design to material choices, construction methods, and long-term maintenance. Our goal is to create buildings that not only reduce their environmental footprint but also foster healthier communities and promote a more sustainable built environment.

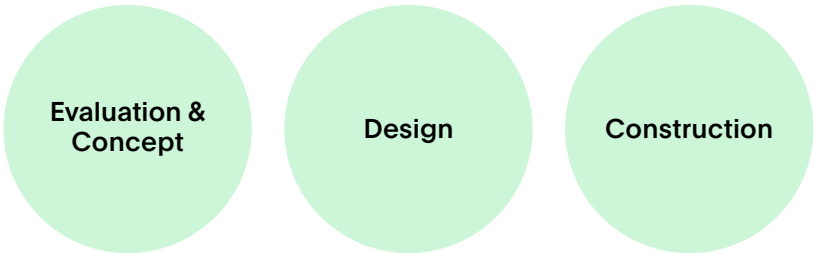
Services – comprehensive. variable.

Our project portfolio covers all project scales, from urban design and individual buildings to interior and product design. Our many specialist departments work on all project stages, from due diligence assessments via projects initiation and conceptual, schematic and technical design to realization.

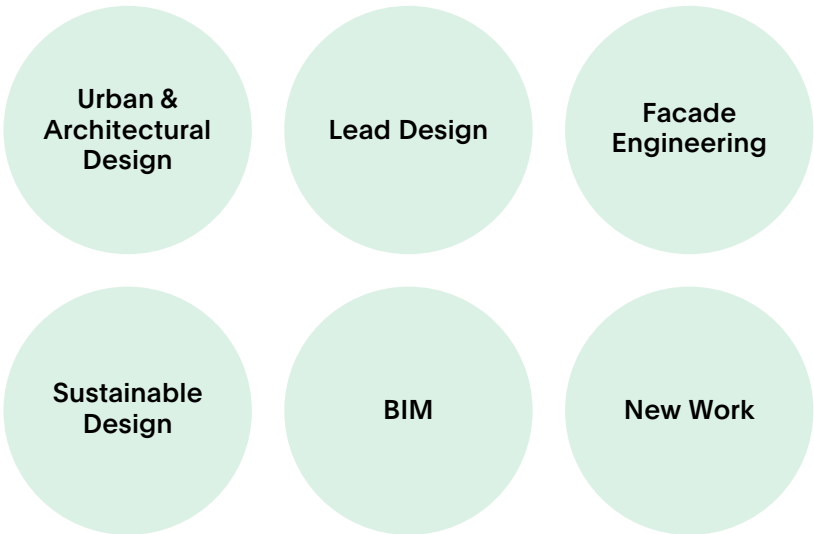
Scales



Stages



Services



Projects – excerpt. recent years.

Project title	Location	Type	Status / Completion
Goslarer Ufer	Berlin	Residential	under construction
BMW Group Talent Campus	Munich	Education, Industrial	under construction
Productive Urban District	Munich	Urban Design	
High-rise building on Europaplatz	Berlin	Office	2023
Urban Development Frankfurter Ring	Munich	Urban Design	
Texoversum	Reutlingen	Education, Office, Industrial	2023
Urban master plan Steinhausen	Munich	Urban Design	
Romano-Germanic Museum	Cologne	Culture	under construction

Project title	Location	Type	Status / Completion
Campus Ost, Munich School and Sports Campus	Munich	Education, Sport	under construction
Medienhaus Neue Pressegesellschaft	Ulm	Office	under construction
Hospice „Haus des Lebens“	Munich	Health	under construction
Google Arnulfpost	Munich	Office	completion base build 2024
Campus SICK	Munich	Urban Design	2023
Residential Complex Stephanitor Süd	Bremen	Residential	under construction
Residential and office building 'Vincent'	Munich	Residential, Office	under construction
Meiler Gärten	Munich	Residential, Retail	under construction

Sustainability commitment

Our commitment

The year 2023 was marked by rapid technological advancements, evolving economic landscapes, and a heightened focus on sustainability. The construction industry stands at the forefront of a new area in understanding and anticipating trends shaping this industry, which is more critical than ever for businesses, investors, and professionals within the sector. This year was a remarkable blend of challenges, such as supply chain disruptions, rising materials costs, labour shortages, etc. But nevertheless, there were significant strides made towards sustainability, reflecting a growing consciousness about the environmental impact of construction activities.

As a result of the complex sustainable development and with the aim of climate protection several years ago the City of Munich has launched the Munich Business Climate Pact as a part of the Integrated Climate Protection Action Program. The first two phases were successful for the city because of significant reduction of CO₂ emissions.

In the year 2023 the third phase of this program started. True to the motto “binding. effective. visible.” the major companies intensify their joint efforts and commit to making a notable contribution to the Munich climate protection goals – one of the most important of them is to be a climate-neutral city until 2035.

Sustainability became a central theme in our work and everyday life. The demand for sustainable and smart buildings also opened new markets. Technology advancements such as artificial intelligence in project management, augmented reality in design and advanced robotics in different production stages provided solutions to long-standing issues like project delays and cost overruns.

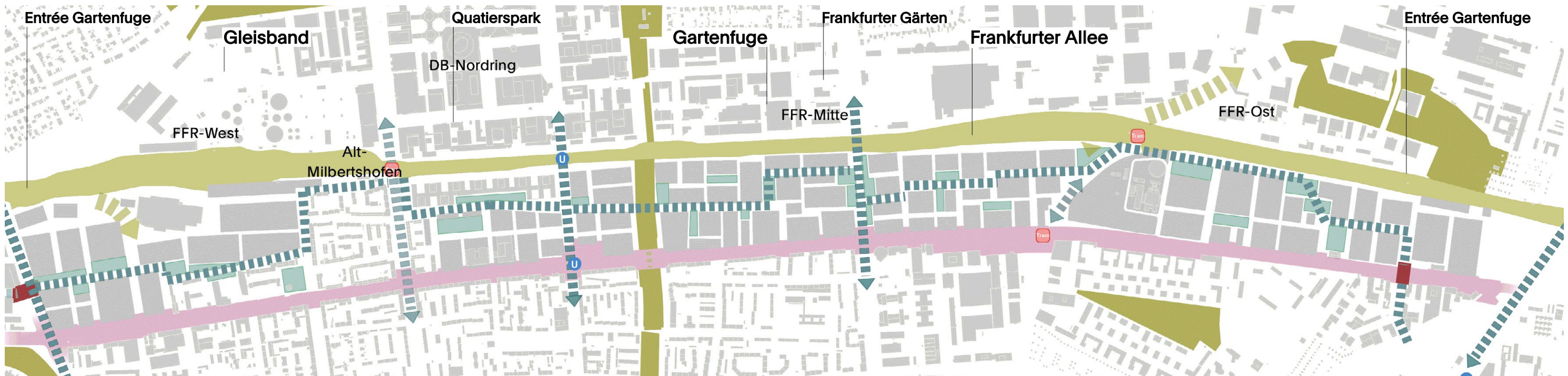
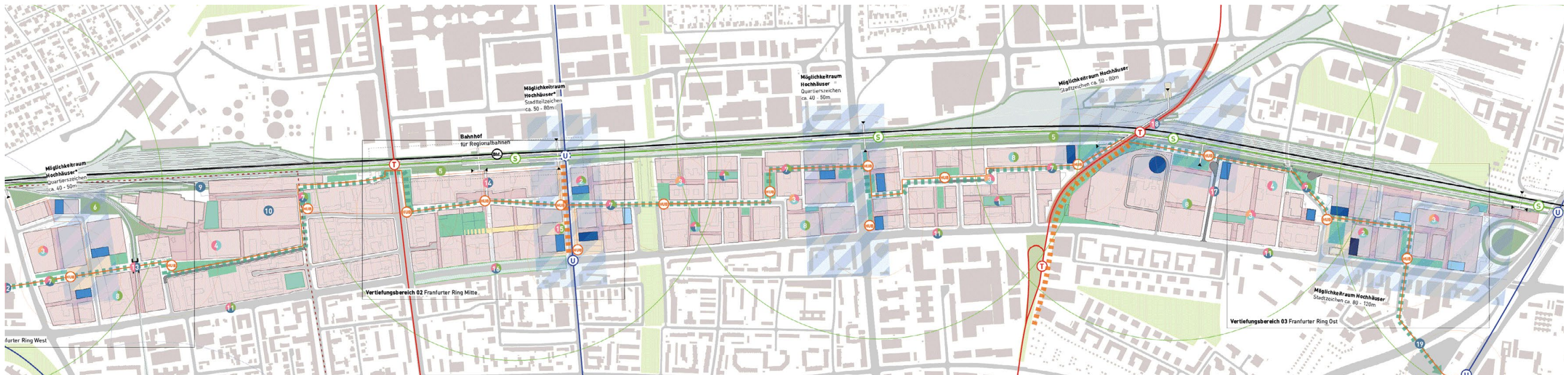
These developments offer new possibilities in terms of design and management. These trends reshape the industry and set the foundation for the future growth, development, and further use of renewable energy resources, eco-friendly materials, and energy-efficient designs. As we move forward, the lessons of 2023 will undoubtedly continue to influence the trajectory of our business towards more sustainable practices.

The allmannwappner team

with managing partners
Prof. Markus Allmann
Frank Karlheim
Prof. Ludwig Wappner

Actions

Commitment: [Letter of Commitment, UN Global Compact](#)



Urban Development Frankfurt Ring, Munich

Our approach

The Sustainable Development Goals (SDGs) of the UN Global Compact concentrate international endeavours on 17 recognized challenges, enabling businesses to play a crucial role in sustainable development by outlining their progress towards achieving these goals. They involve integrating eco-friendly principles and practices into the entire architectural process, from site selection and design to material selection, construction methods, and ongoing maintenance.

Sustainable goals in architecture aim to create buildings that not only reduce their carbon footprint but also contribute positively to their surroundings, fostering healthier communities and a more sustainable built environment overall. In this Sustainability Report 2023, we both show how we succeed in reaching SDGs, that are most relevant to our business and prove our commitment and cooperation with the UN Global Compact.



Research and Office Campus, Karlsruhe

Code of Conduct

allmannwappner is an international office with employees of many different nationalities, which does not tolerate any kind of discrimination. It is a place of employment for all genders, people of different ethnic and culture backgrounds, different ages, sexual orientation, and professions, where all have the same opportunities for personal development. Our variety and diversity are an invaluable resource of the company.

We are committed to fair employment practices and equal employment opportunities, ensuring professional and personal education and development for the benefit of both, individual and company. Our core principles are quality, integrity, openness, ethical behaviour, and responsibility. Our goal is to take a leading role in advancing the development of a sustainable society.

As a team we created and developed a Code of Conduct, which determines our position and outlines the ways, in which we take responsibility for our actions. In our roles as a team, we reflect our core principles and values based on our own directives, policies, and our commitment to the Principles of the UN Global Compact. Each employee is responsible to make itself familiar with the Code of Conduct and other legislative documents, which are relevant to their professional activities.

We appreciate open and honest communication. It is an exclusive method for us as a group to enhance behaviours. Through our onboarding meetings and Intranet each employee can get familiar with the process of submitting important information, directly or anonymously.

In accordance with legal requirements, we developed and implemented an internal Whistleblowing system. This mechanism is established by our company to encourage employees to report any wrongdoing, unethical behaviour, or illegal activities within the company and for their own protection. This system provides a confidential and protected channel for reporting, shielding whistleblowers from retaliation and facilitating the investigation of reported concerns.

Actions

Prevention: [Code of Conduct](#), [Whistleblowing System](#)



foyer rosé, Munich

Commitment to Sustainability and Climate Management

allmannwappner has committed since 2024 to making the UN Global Compact and its principles part of the company strategy, culture and day-to-day operations.

The annual submission of a Communication on Progress (CoP) not only describes our company's efforts to implement the Ten Principles and Sustainable Development Goals (SDGs) but it also helps us to measure and develop our processes further.

allmannwappner has set itself the target of lowering greenhouse gas emissions to net zero by 2030 by gradually reducing the office's carbon footprint and to align all work results with a measurable sustainable design. For this purpose, our company creates an annual Corporate Carbon Footprint report based on the guidelines of the Greenhouse Gas Protocol Corporate Standard (Scope1, Scope2 and Scope3) compared to the CO₂ baseline 2021.

Our in-house sustainability management continues to take action to increase our internal skills as well as our sustainable resilience. It also continuously conveys our partners, clients or any third party of the necessity to operate in an environmentally responsible manner and to work together on sustainable goals.

Since the company was founded, we have been pursuing sustainable approaches to results and implementing them both programmatically and in terms in content. We aim to approach every project holistically, analytically and critically to develop climate-friendly solutions across all scales.

Our in-house climate management team of DGNB-certified ESG managers and consultants, BIM management and experts in Life Cycle Assessments and circular design and construction oversee all individual processes, from the task definition with consideration of the location and context, to the creation of the building law framework, through to design and structural implementation.

allmannwappner competently supports all projects in all phases of the life cycle to achieve a sustainable and climate-friendly increase in the value of the results, considering all applicable regulations, requirements and funding opportunities.

Actions

Prevention: [Sustainability management](#), [Climate management](#)

Sustainability strategy

Participation UN Global Compact

Participation in the UN Global Compact, the world's largest network for Corporate Social Responsibility (CSR), and the UN Global Compact Deutschland, the largest sustainability network in Germany, offers the opportunity to strategically anchor and align sustainability along the Ten Principles and the Sustainable Development Goals (SDGs). Furthermore, participation serves as a credible signal of our commitment to sustainability, enhancing our reputation and transparency with our clients and business partners.

Sustainable Responsibility

Participation in the UN Global Compact signals a commitment to responsible corporate conduct.

Sustainable Commitment

Our commitment to the Ten Principles and the Sustainable Development Goals (SDGs) contributes to a sustainable business.

Sustainable Strengthening Competitiveness

Participation in the UN Global Compact serves as a credible signal of sustainability and ethical behavior.

Sustainable Network and Partnerships

Engaging in the UN Global Compact provides momentums for sustainability goals and keeps us informed about current developments.

Sustainable Setting an Example

As participants in the global, independent, and non-partisan multi-stakeholder initiative UN Global Compact, we demonstrate our credibility.

Sustainable Progress

The annual Communication on Progress (CoP) enables us as a non-reportable small and medium sized company to identify and address areas for improvement in sustainability management and serves as an international benchmarking tool.

Actions

Prevention: [Sustainability management, Climate management](#)

Communication on Progress: [CoP 31 July 2025](#), PreCheck CoP 2023

Targets – The Ten Principles

In a time, the challenges of climate change and resource scarcity are becoming increasingly evident, we recognize our responsibility to integrate sustainable business practices into all aspects of our work. Sustainability is not just a trend, it is a fundamental principle that guides our strategies, policies, procedures, planning approaches and decision-making processes.

allmannwappner understands sustainable business practices as an integral part of our corporate business. Our target is to combine economic success with ecological and social responsibility. We are aware that our decisions and actions impact on the environment, our employees, and society. Therefore, we are committed to acting responsibly for sustainable development in the areas of human rights, labour, environment, and anti-corruption.

Social Responsibility

Our fair working conditions, equal opportunities, as well as the personal and professional development of our employees are a great value.

Climate and Environmental Impact

Our target is to use our resources efficiently and minimize our ecological footprint.

Innovative Approaches

Our strategic decisions are guided by sustainable goals that promote both economic stability and ecological and social responsibility.

Risk Analysis

Our decisions will increasingly be guided by the analysis of ecological, economic, operational, and legal risks to achieve our environmental and social goals.

Transparency and Communication

Our regular communication on progress and dialogue with our stakeholders aim to build trust and transparency while working together toward a sustainable future.

Actions

Value Chain and Targets: [The Ten Principles of the UN Global Compact](#)

Targets – The Ten Principles

THE TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT

HUMAN RIGHTS

- 1 Businesses should support and respect the protection of internationally proclaimed human rights; and
- 2 make sure that they are not complicit in human rights abuses.

LABOUR

- 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- 4 the elimination of all forms of forced and compulsory labour
- 5 the effective abolition of child labour; and
- 6 the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

- 7 Businesses should support a precautionary approach to environmental challenges;
- 8 undertake initiatives to promote greater environmental responsibility; and
- 9 encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

- 10 Businesses should work against corruption in all its forms, including extortion and bribery.

The Ten Principles of the United Nations Global Compact are derived from: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

Sustainability Development Goals (SDGs)












Our greatest impact on the environment and our opportunity to drive change and influence society toward a more sustainable direction lies in our projects. Buildings contribute significantly to global energy consumption, greenhouse gas emissions, and waste generation. Therefore, our primary focus on the Sustainable Development Goals (SDGs) is sustainable architecture with energy-efficient designs, use of renewable materials and waste reduction strategies, ultimately contributing against climate change.

We are committed to reducing our impact in everything we do by monitoring the sustainability of our projects, deriving actions within our sphere of influence, and collaboratively setting sustainable goals with our clients.



Actions
Value Chain and Targets: [Sustainable Development Goals \(SDGs\)](#)

Environmental – emissions, climate change adaptations

SDG-Target	Theme		SDG-Target	Theme	
	Good Health an Well-Being	Ensure that both outdoor and indoor spaces promote health by providing ample daylight, excellent air quality, and optimal thermal conditions. Promote social well-being by enhancing access to green spaces, encouraging physical activity, and fostering safe, equal and inclusive environments		Sustainable Cities and Communities	Establish inclusive, safe and equal environments, considering the diverse needs of individuals. Provide access to green spaces, ensure housing for all, and pomote sustainable transport. Foster connections between rural and urban areas to enhance social and environmental ties
	Quality Education	Ensure that any employee has equal access to affordable and quality technical and vocational education through organizing and conducting trainings, courses, coaching´s, intern lextures and reports		Responsible Consumption and Production	Transition towards circular architecture by utilizing existing resources, prioritizing reuse and recycle practices, and constructing durable buildings capable of enduring over time while minimizing environmental impact
	Gender Equality	Support the right of women to participate fully and effectively in any working process and to have equal opportunities for leadership at all levels of dicision-making in company´s life		Climate Action	Contribute to carbon-neutral buildings and surroundings by decreasing energy consumption, adopting renewable energy sources, selecting materials with minimal climate impact, and implementing sustainable transportation solutions. Adjust outdoor spaces while taking into account the risk associated with climate change
	Affordable and Clean Energy	Guarantee that buildings are energy-efficient and boost the use of renewable energy sources. Implement effective energy management systems for buildings to achive positive energy outcomes		Life on Land	Improve ecosystems and biodiversity by integrating ecosystems services. Minimize the impact on land and natural habitats
	Decent Work and Economic Growth	Protect labour rights and promote safe and secure working environments for everyone. Achieve higher levels of economic productivity through diversification, technological upgrading and innovation		Partnerships for the Goals	Foster partnerships, research, and innovation to facilitate the exchange and advancement of knowledge and methodologies that promote sustainable development
	Industry, Innovation and infrastructure	Create sustainable, high-quality, reliable, and resilient projects to promote ecomic growth and enhance human welfare			

Climate-neutral company

In recent years, we have increasingly recognized the importance of taking responsibility for our ecological footprint. The decision to become a “climate-neutral company” is more than just a strategic choice – it reflects our commitment to responsible action. Through our efforts, we aim not only to minimize our environmental impact but also to contribute actively. We are determined to continue this path and to embed our commitment to sustainability in all areas of our company.

Environmental Responsibility

As a company, we are aware of the impact our activities have on the environment.

Strengthening our Competitiveness

More and more clients and business partners value sustainability and environmentally conscious actions.

Promoting Innovation

The path to a “climate-neutral company” requires creative solutions and innovative approaches.

Engagement and Satisfaction of employees

We foster a culture of responsibility by promoting a corporate culture that considers sustainability as a core principle and actively involves employees.

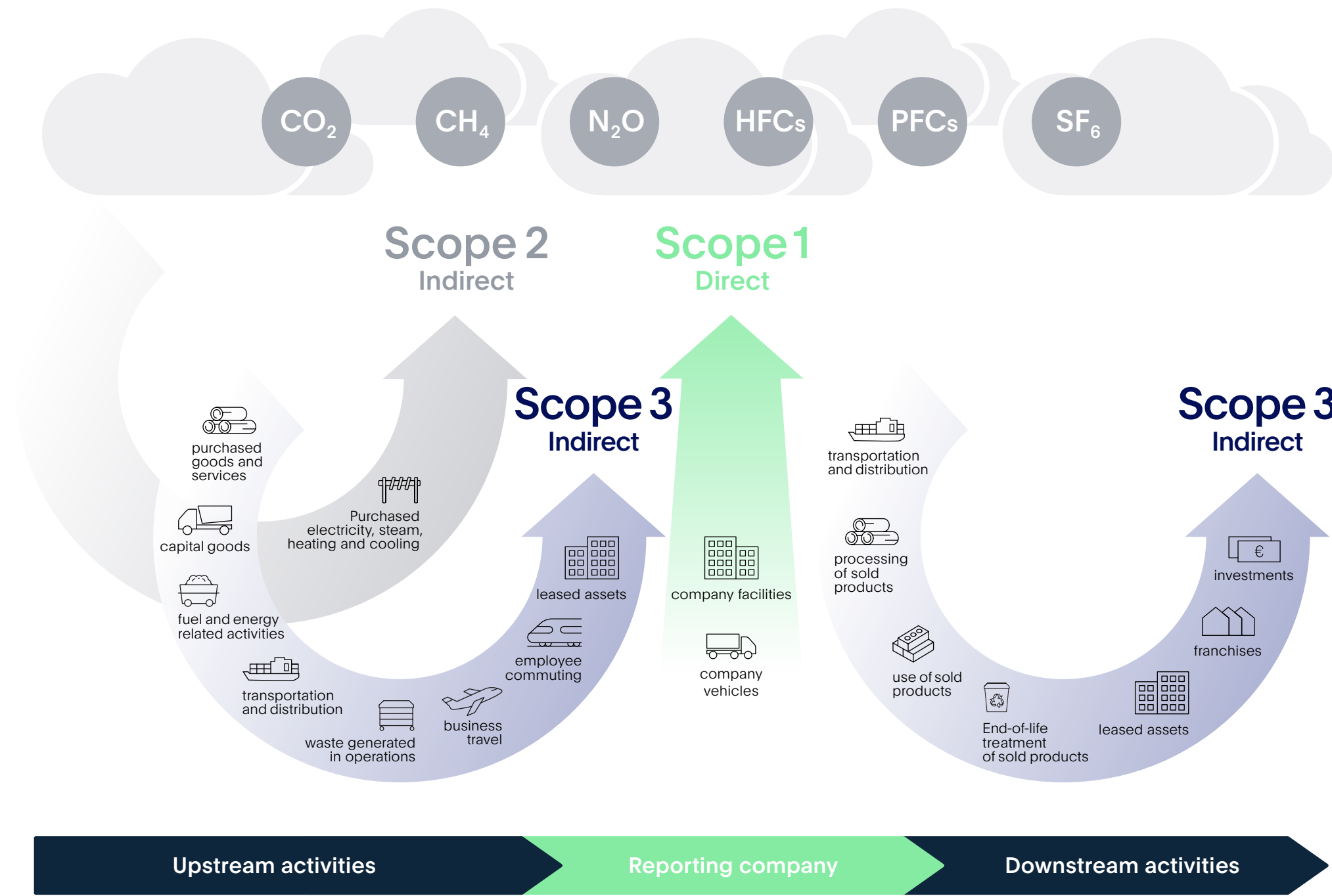
Compliance with Regulations and Standards

Through our measures to achieve the status of a “climate-neutral company”, we ensure that we not only meet legal requirements but also fulfil the expectations of our clients and business partners.

Actions

Value Chain and Targets: [Greenhouse Gas Protocol \(GHG-Protocol\)](#)

Climate-neutral company



©allmannwappner, based on GREENHOUSE GAS PROTOCOL, retrieved from <https://ghgprotocol.org/blog/you-too-can-master-value-chain-emissions> on 23.01.2025

Office climate actions

Transparent communication of our serious commitment to sustainable climate protection strengthens our credibility in the public perception and among our stakeholders and clients. Our landing page allows us to transparently inform about our own progress towards climate neutrality in a comprehensible way. It provides background information on our implemented and planned reduction measures. Our recorded path to CO₂e neutrality was started in November 2021 with the assessment of the reference year 2019 and following a whole series of measures that have already been implemented, we are currently working on the following improvements:

Until 2024

- Conversion to a digital monitoring and control system for heating radiators

Until 2025

- Switch to central waste separation stations
- Job ticket for public transport for employees
- Conversion of a car parking space in the underground garage into a bicycle repair shop and into additional bicycle parking spaces

To change behaviours in all CO₂e consumption categories, employees are continuously informed and educated about potential savings in internal presentations. The CO₂e reduction measures are accompanied by a wide range of activities and projects.

Actions

Action: [Information on Commitment to climate action, Fokus Zukunft](#)



Sustainability performance

We transparently demonstrate our collective efforts in an annual “Communication on Progress (CoP)” and our “Corporate Greenhouse Gas Report”. In this way, we want to show responsibility, work for a liveable future, and strategically embed sustainability in our overall approach.

Actions

Commitment: [Letter of Commitment](#), [UN Global Compact](#)

Prevention: [Code of Conduct](#), [Whistleblowing System](#)

Performance: [Corporate Carbon Footprint 2023](#), [Fokus Zukunft](#)

Action: [Information on Commitment to climate action](#), [Fokus Zukunft](#)

Sustainability efforts: [Pre-Check Communication on Progress](#), [UN Global Compact](#)



Pre-Check – Communication on Progress (CoP)

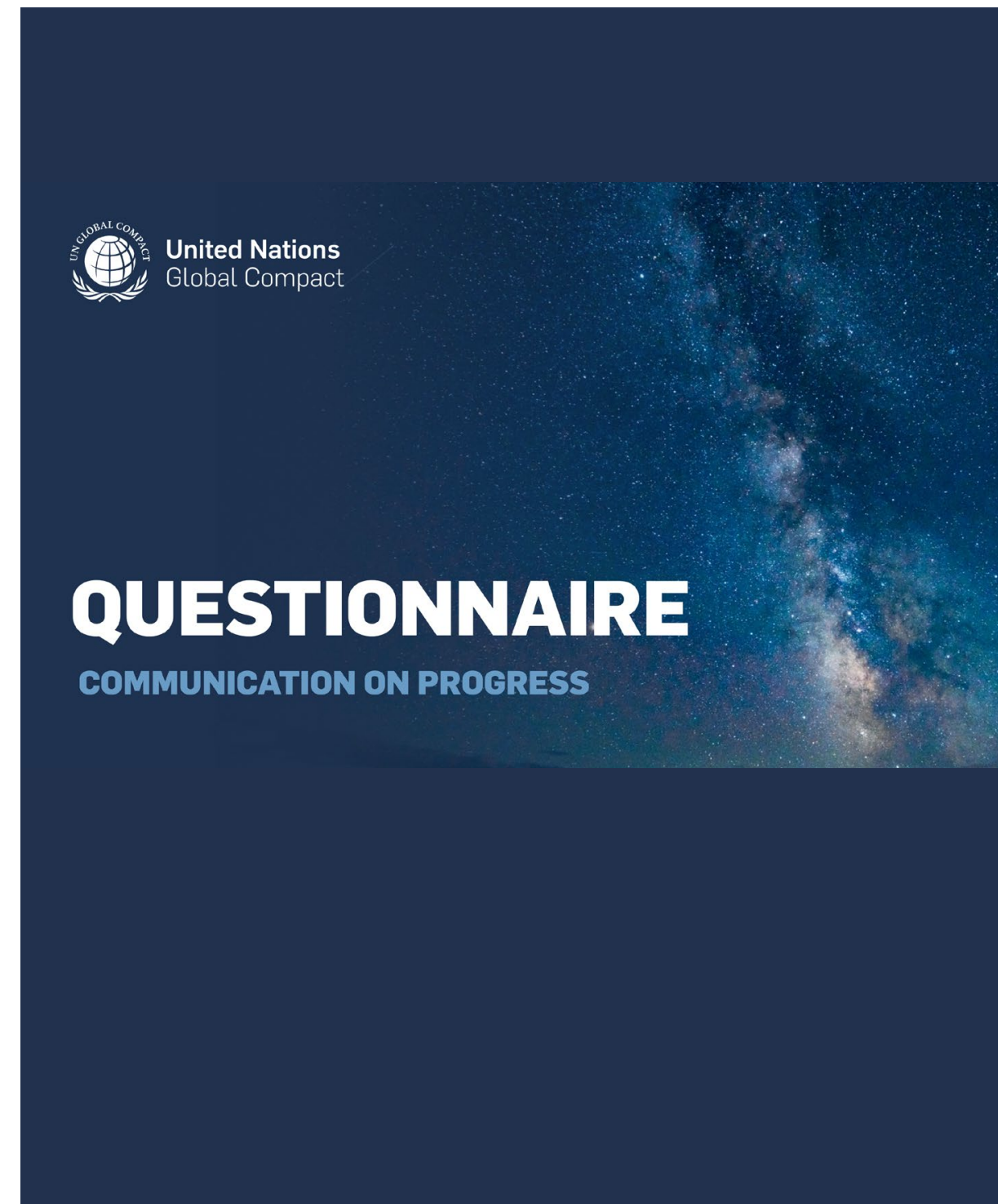
The Communication on Progress (CoP) is an annual publication through which companies provide information on their efforts to implement the Ten Principles and the Sustainable Development Goals (SDGs) of the United Nations Global Compact.

As a central component of the integrity measures of the Global Compact, the main objective of the CoP is to make information on sustainability performance public.

At the same time, the CoP serves as a tool for transparent dialogue regarding our sustainable efforts with our business partners. The comprehensive alignment of the European Sustainability Reporting Standards (ESRS) with the Communication on Progress (CoP) of the UN Global Compact, as well as other relevant reporting standards and regulatory requirements (e.g. CDP and GRI), not only highlights overlaps and synergies but also enables us, as a non-reporting small and medium-sized enterprise (SME), to inform our stakeholders about our sustainable efforts within our capabilities.

Actions

Sustainability efforts: Pre-Check Communication on Progress, UN Global Compact
[First communication on Progress \(CoP\) due on 31 July 2025](#)



allmannwappner – UN Global Compact as a “New Participant”


As a new participant we are allowed to publish our first Communication on Progress report next year. However, we have already conducted a Pre-Check for 2023 to strategically anchor the essential principles regarding sustainable efforts to implement the Ten Principles and Sustainable Development Goals within the company. To continue sustainable corporate governance, our employees and executives are continuously informed and educated through internal presentations.

12:30

06.11.2023

Nachhaltigkeit – Kick-Off & Analyse 1

Team Nachhaltigkeit



Corporate Carbon Footprint – Greenhouse Gas Emissions

allmannwappner creates an annual Corporate Carbon Footprint report based on the guidelines of the Greenhouse Gas Protocol Corporate Standard (Scope 1, Scope 2 and Scope 3) compared to the CO₂ baseline 2021. In so doing, allmannwappner has already achieved „climate neutrality“ in 2021, which was achieved through savings and in-process offsetting of the CO₂ footprint with high-quality climate protection certificates.

To enable comparability of the reporting years with changing employee numbers, we represent our CO₂e-footprint per employee. In 2023, the CO₂e consumption was 0,94t CO₂e/EMP. This allowed us to reduce our footprint compared to the reference year, despite the continuously changing conditions. The target of allmannwappner is to reduce greenhouse gas emissions to “zero” between 2022 and 2030. However, offsetting the continuously decreasing CO₂e emissions will continue to be necessary throughout the process to receive the “climate-neutral company” certificate.

Our presentation of the results of the 2023 CO₂e assessment, along with the implemented and planned reduction measures, took place as every year in our office-wide event series “12:30” together with our sustainability team. The event has also been published on our intranet.

Actions

Performance: [Corporate Carbon Footprint 2023, Fokus Zukunft](#)

FOKUS
ZUKUNFT



Treibhausgasbilanz Corporate Carbon Footprint

allmannwappner GmbH



| 2023

Performance – Climate-neutral company

The „Climate-neutral company“ certificate 2023 we achieved by offsetting our CO₂ balance with high-quality climate protection certificates. The CO₂ footprint of allmannwappner has already been reduced by 46t compared to 2021 and will continue to be gradually reduced. However, during the process, it will still be necessary to compensate for the continuously decreasing CO₂ emissions. In 2022, 132t CO₂ were already offset in advance for 2023 through climate protection certificates. allmannwappner therefore supports following carbon offset project with the following Sustainability Development Goals (SDGs):


Hydropower Turkey (Project-ID 964),
Certificate of Verified Carbon Unit (VCU)

The Uzundure hydropower project in Turkey is a run-of-river power plant situated in Rize province on the Uzundure stream.

Goal 7 Affordable and clean energy
Goal 8 Decent Work and Economic Growth
Goal 13 Climate Action

allmannwappner will continue its efforts to reduce its indirect and direct CO₂e emissions as well as emissions caused by activities outside direct control through reduction measures, carbon credits are only perceived as an additional measure.

Actions
Performance: [Corporate Carbon Footprint 2023, Fokus Zukunft](#)




CLIMATE NEUTRAL
COMPANY
certified by Fokus Zukunft
climate neutral via offsetting


In total 286 carbon credits were retired on behalf of

allmannwappner gmbh


for the period 01 January 2022 - 31 December 2023 to
offset the company's greenhouse gas emissions.




Hydro Power Turkey (ID 964),
certified by VCS



Boreholes Ruanda (ID 5047),
certified by Gold Standard



Hydro Power India (ID 173),
certified by VCS




Forest Conservation China (ID 1935),
certified by VCS


Offsetting was carried out following upstream determination of the carbon footprint for the 2023 reporting year, taking into account the company's material emission categories:

06/14/2024

DATE



LENA SCHARR
DIRECTOR



FOKUS ZUKUNFT GMBH & CO. KG
www.fokus-zukunft.com

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allmannwappner

Sustainability actions projects



Google Arnulfpost

Google Arnulfpost

Google is extending its central Munich campus to the historic Arnulfpost ensemble, a former Parcel Distribution Centre dating back to the 1920s. This heritage complex of buildings is being renovated and transformed to become the new Google Development Centre, which will serve as a second major location for approximately 1,500 employees. The heritage protected Arnulfpost ensemble was used by Deutsche Post from the 1930s until the mid-2000s and has since been used for various temporary purposes. The five original building compartments are a manifestation of the design approach of the so called "Post-Building School" with the claim of a „new objectivity" in architecture.

under Construction

Location: Munich

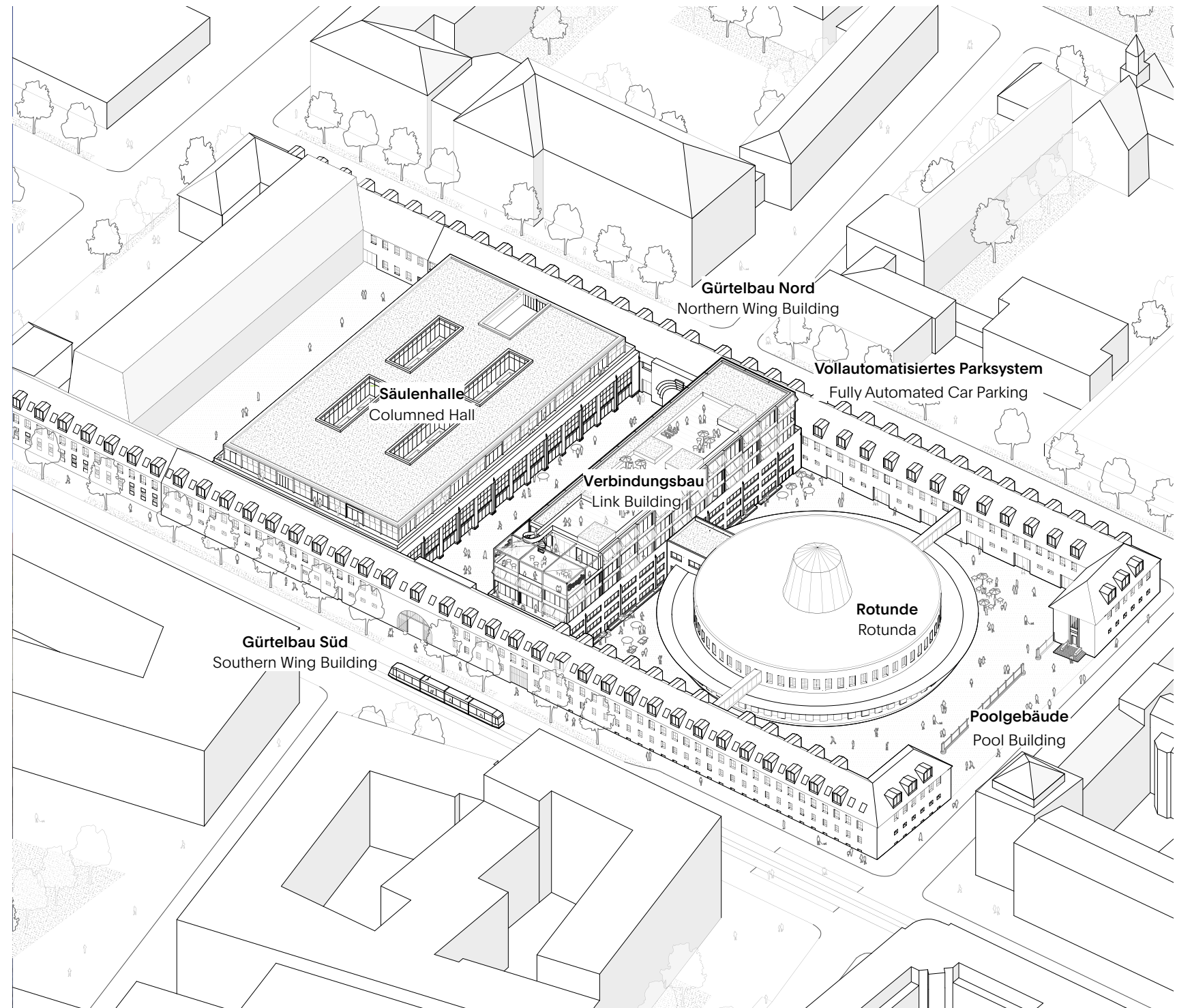
Topic: Office, Construction in existing context

Investor: Projekt Arnulfstraße München Grundstücks GmbH

Servicephases: 1–5

Gross floor area: 244.539 m²

Services: Feasibility study, Object planning



Development of existing buildings

Google has set the goal of net-zero emissions for the whole scope of operations and value chain by 2030. allmannwappner has also set itself the target to reduce greenhouse gas emissions to net-zero by 2030 and to work together with our partners on further sustainability goals.

Environmental, sustainable and social goals are the priorities in revitalizing of Munich's famous Arnulfpost, which soon will be re-used as a new engineering, communication and information hub by Google. The key themes and the guiding principles for the transformation are the „Re-energizing of a Munich landmark“ by „respectfully blending together old and new elements and compartments“, „delivering sensitive sustainable solutions for the existing buildings fabric“, „re-shaping a deeper connection with the community“ for identification with the surroundings, „encouraging sustainable journeys“ with mobility concepts and to offer „inspiring secure and well-designed workplaces with exterior spaces partly also accessible to the public“.



Transformation – blending old and new

The concept of for the revitalization of the entire facility emphasizes and extends the original architectural design of each building compartment from the 1920s while preserving its historical character.

The usable area of the former garage space for the electrical vehicles (Column Hall) was more than doubled for more spacious working environments. The former customs duty wing (Link building) was extended by four usable floors with a variety of functions, a roof garden and a fully automated parking system below ground.

In the wing buildings the roofscapes were activated for office use and the Rotunda – the heart of the complex – was extended by an internal gallery space for enabling communication, meetings and public interactions on the ground floor with the former basement machine room being transformed into an events auditorium.

Google Arnulfpost is a perfect example of transforming a historic building with previously limited programme into bigger, flexible and well-designed spaces, while retaining and extending its timeless architecture and supplementing it with contemporary and long lasting sustainable solutions.



Healthy Spaces – increasing biodiversity, microclimate, un-sealing surfaces

The clear form of timeless architecture stays perceptible until today and gives a chance to develop a contemporary office and technology centre, which will be enhanced by comprehensive sustainability solutions such as health-safe materials, utilizing renewable energy resources, passive design by natural ventilation and advanced technologies for biodiversity solutions to reduce the building's carbon footprint. This sustainable approach aims to meet the stringent standards required for LEED Platinum Certification – the highest level of the Leadership in Energy and Environmental Design ranking system.

The former Parcel Delivery Centre was partly destroyed in the World War II and many times partly renovated. The current buildings transformation protects all remaining original elements and uses the maximum of the original structures. The primary goal of the Arnulfpost project is to reuse and renovate as much of the original building fabric, to activate and extend previously unused areas and to un-seal and re-programme the courtyard spaces. These solutions contribute to achieve the ambitious project goal to not just build environmentally friendly with circular operations, low energy consumption, water conservation, public health, biodiversity with integrated animal aided design, but also to become and to be climate neutral and totally carbon free in the future. Reducing land consumption by vertical and biodiverse extensions, circular design by re-using and recycling existing materials leads to sustainable solutions for a unique and successful heritage transformation.



Community – building a deeper connection with the community

The importance of the building in Munich drives the desire to redictate much of the previously enclosed spaces to also public access, providing open spaces where the community can interact with the owner and user as well as the unique architecture.

The original courtyards were completely sealed for car and train use behind closed fences only. For a sustainable re-design and to create a pleasant atmosphere for the employees and visitors these surfaces were completely re-programmed and redesigned. The new landscape enables opportunities for interactions of interior and exterior spaces, with the surroundings, guests and existing neighbours and will lead to a better social acceptance and experience of the transformed heritage site. By adding green roofs, gardens, plants, shrubs and trees for more biodiversity and increasing the accessibility to the compound with partly public functions, the positive changes will be immediately noticeable.

The transformation of the roofs and complete reprogramming of the floor areas with partially public functions and biodiverse landscape architecture will significantly improve the acceptance of the monument among users and the public.



Mobility – encouraging sustainable journeys

About 20% of the total carbon emissions in Germany are produced by transportation. As an employer it is thereby important to provide the employees with alternatives to carbon producing transportation and access to barrier-free, shared and public transport. The Arnulfpost site is surrounded by access roads with bicycle lanes and is in close walking distance to the close by Central Train and Bus Stations in Munich.

The re-design of the now barrier-free building compartments also includes a fully automated parking system in three basement levels with levelled access to four car lifts in the central courtyard, bike garages and bike repair stations on ground floor and upper basement levels with access via elevators as well as public Bus and Tram-Stops across the streets. In an urban context, it is not only important to reduce individual traffic, but also to focus on strengthening existing structures and the alternative solutions that can be derived from them.





Campus SICK

Campus SICK

SICK AG is a German family-owned company that specializes in sensor technology and industrial automation solutions. It was founded in 1946 by Dr.-Ing. e.h. Erwin Sick with headquarters in Waldkirch, Southern Germany. The company has significant international presence, with subsidiaries and sales offices around the world, and has more than 12,000 employees worldwide. Due to the steady growth in sales and employees it was decided to adapt the main production locations namely Reute and Waldkirch to the special demand and to prepare for future developments. With the decision to convert and expand the Waldkirch location as a key research, development, offices and administration centre, the relocation of production based in Waldkirch to Reute offers the opportunity to create modern development and office space as well as an innovation campus with ideal working conditions.

Consulting 2023

Location: Waldkirch

Topic: Campus development

Investor: SICK AG

Cooperation: OSA Ochs Schmidhuber Architekten GmbH

Servicephase: 0

Gross floor area: 12.140 m²

Services: Master planning



Campus SICK, Waldkirch – the transformation process

SICK AG has its own sustainability philosophy and strategy which are aimed at maintaining long-term environmental protection and integrating ecology into all key processes and business areas. That is why the mission of this project is to enable a long-term sustainable transformation of productional areas into hybrid innovation campus with multiple overlaps of use, engaging networking, flexibility, functional green and biodiversity solutions.

Working on the master plan there are five key themes that were developed as an overall organizational framework concept and define overarching implementation measures in relation to various fields of action, such as „Roots & Future“ through the experience of the Waldkirch plant as the origin of the company, „Technology & Life“ through the creation of a high-tech innovation campus to promote technological exchange via indoor and outdoor collaboration spaces, „Space usage & Efficiency“ through space optimization using building and outdoor space potentials, „Flexibility & Durability“ through sustainable and future-proofed development by flexible adaptability of the floor plans for different playability of the buildings and „Sustainability & Responsibility“ through an exemplary and forward-looking location by ecological, economic, social and aesthetic aspects of the four pillars of sustainability.



Working Spaces – zoning market, town and forest

The new “Innovation campus” offers options for inspiration, collaboration, meeting and retreat and unites three different functional areas Market, Town and Forest. The Market forms the main entrance for employees, customers, visitors, external parties and offers areas for communication, catering, social services and mobility solutions by spatial connections. The Town covers the areas, where the production was located, and is intended to serve as urban structures offering facilities for work opportunities and collaboration areas for employees and developers.

The Forest represents retreat and concerted work, where individually assembled project teams can retreat and work on their projects in a focused manner, before sharing them with colleagues in the collaboration areas of the town. The Forest also generates a variety of areas for relaxation, activity and spending time in the green.

Typological principles in master planning ensure long-lasting and flexibly playable buildings and outdoor spaces. Requirements on construction sites, development, mobility, open spaces, forestry, biodiversity, energy and gastronomy ensure the future viability and longevity of the site as the core of the company.



Open Spaces – using existing potentials

Utilizing the existing potential by uncovering the hidden values offers employees qualitative and differentiated open spaces with communal areas, places for meetings and activities. Efficient logistic solutions for the innovation campus make use of the potential of open spaces through decentralized supply hubs, delivery points and guided tours, as well as the sensible demolition of existing buildings. The Market area will be unsealed, and the exterior design will create a marketplace for flexible seating during events with food trucks as well as an expansion of the outdoor seating with integrated green design at the company's restaurant.

The Forest area is characterized by the design element „Creek“ as a connecting path system between the Town, Market and Forest areas. The placement of flexible office structures in the urban and forest areas offers different working conditions. The transfer and relocation of the serial production from Waldkirch will create a large potential in the middle of the campus, the Town area, which will be used for development and collaboration in the future. The construction of the new “Innovation Hub” and the conversion of the existing building will create elementary functions and areas for the development of this location as the core heart of the company.

The neighbour outdoor spaces can be used for outdoor work or collaboration and offer areas for recreation or activities.

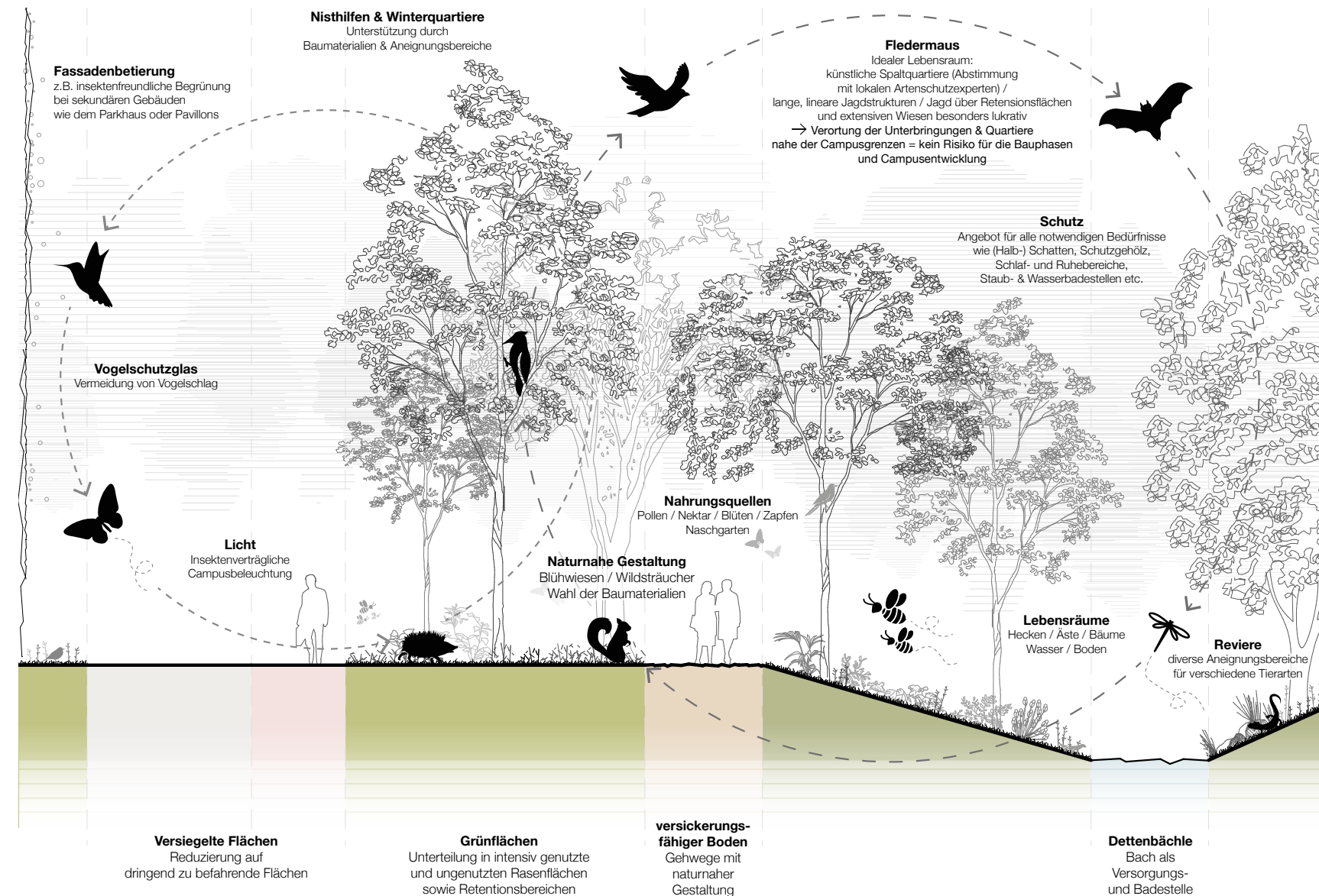


Biodiversity – integrating Animal-Aided Design

It is widely recognized that increasing functional greenery in public areas provides crucial ecosystem benefits such as improved health, cleaner air, and enhanced biodiversity. Furthermore, integrating nature-based solutions into planning can offer visually appealing strategies for managing the effects of climate change.

Biodiversity in the innovation campus enables positive interactions between humans and animals. In most cases, building densification and a lack of knowledge about the needs of species lead to the design of buildings and green spaces that are detrimental to the presence of wild animals. As a result, biodiversity is decreasing. The aim is to create a basis through the master plan that ensures a natural biological cycle and sustainable growth. Animal-Aided Design is a method that aligns the protection and promotion of wildlife with campus planning at the local level. The basic idea of Animal-Aided Design is to incorporate the presence of animals into the planning process so that they become an integral part of the design. The needs of the animal species provide constraints for the planning process.

Animal-Aided Design optimizes the maintenance of buildings and green spaces and promotes the presence of wild animals.



Sustainable Actions – implementing step by step

The implementation of the concept takes place in a chronological sequence of measures and tasks. These measures are divided into fields of action which form the basis for structural development. Among them we can distinguish short-, middle- and long-term tasks. In addition to the qualitative project improvements, there are also various quantitative improvements compared to the existing situation: Compared to the existing situation of around 2,664 working places, there is an increase of 2,000 work opportunities. In addition to this increase, new qualities and offers for employees are being created on the innovation campus with the aim of establishing life-work balance and creating extra benefits, which advantage to work on campus rather than stay in home office. Various places on the innovation campus as "Creek", market square, green spaces or promenade offer new qualities for the workplace and work opportunities. The sealed areas of 64,330 m² in the existing area will be reduced by around 10,000 m² through unsealing and more space-efficient development. This will make it possible to plant 250 new trees and create new biodiverse areas. All outdoor spaces should contain functional greenery so that ecological, functional and design measures are linked. In addition to increasing the quality of work, this promotes sustainability and biodiversity.

Sustainable actions can be implemented step by step and forms a flexible framework that can react to future strategic developments of our client. As part of a step-by-step planning, we check the project goals for the planning, building law and economic feasibility.





Office building, Munich

Office building, Munich

“Promote wooden architecture, climate neutrality, modular systems” by analysing concepts is the guiding principle of the climate-friendly design concept of the office building in Munich. The aim is to identify potentials and to develop sustainable visions that are implemented in nature-based architecture, with a focus on the end-of-life of materials as well as their separability and reuseability.

The design creates an outstanding location with attractive working environments and at the same time a CO₂ neutral building. In addition to various design decisions, this approach also leads to the basis of an interdisciplinary exchange between architecture, structural-, energy-, façade-, landscape- and fire protection planning that accompanies the design. Only in this way can relevant issues related to CO₂ neutrality with the integration of energy, emission reduction and sustainability be consistently incorporated into all design processes, discussed, integrated into the planning and combined into a coherent concept.

under Construction

Location: Munich

Topic: Office

Servicesphases: 0–2

Gross floor area: 15.000 m²

Services: Competition, Object planning



Climate-friendly design – striving towards climate neutrality

The office building follows the design concept of „climate-friendly design“ by minimizing negative impacts on the environment, to reduce the carbon footprint by focusing on energy efficiency, the use of renewable, sustainable materials, modular constructions, separability and reusability of structures, taking into account the entire life cycle of a building or products from construction to disposal.

„Energy efficiency“ is achieved by a large, relatively flat, square building with an atrium to accommodate photovoltaic panels on the roof and by fanning out the façade with photovoltaic elements to cover the building's high energy requirements. As a significant part of the energy and emissions, that a building consumes or produces over its life cycle, is already generated in the manufacturing phase, the choice and efficient use of „renewable and sustainable materials“ is crucial for the environmental sustainability of the building. Building materials with a low environmental impact should be used in the structural design of the building. In addition, preference is given to renewable raw materials and building materials that do not require energy-intensive manufacturing processes. Simple dismantling of the details ensures that the components can be reused in the future.



Scenarios – analysing concepts

Ceiling structures and columns cause 48% of the structure-related embodied carbon emissions of an average solid construction and offer great potential for reducing emissions. Compared to a reinforced concrete ceiling, the chosen wooden structure with the material-saving support grid of 5.6m can save 50% of emissions and has a major impact on the life cycle assessments. At the end of the building's life cycle, the timber structure is dismantled, and the stored carbon leaves the system boundary of the building. While combustion releases the stored CO₂ back into the atmosphere, the reusing of materials allows the stored CO₂ to be credited to the new system.

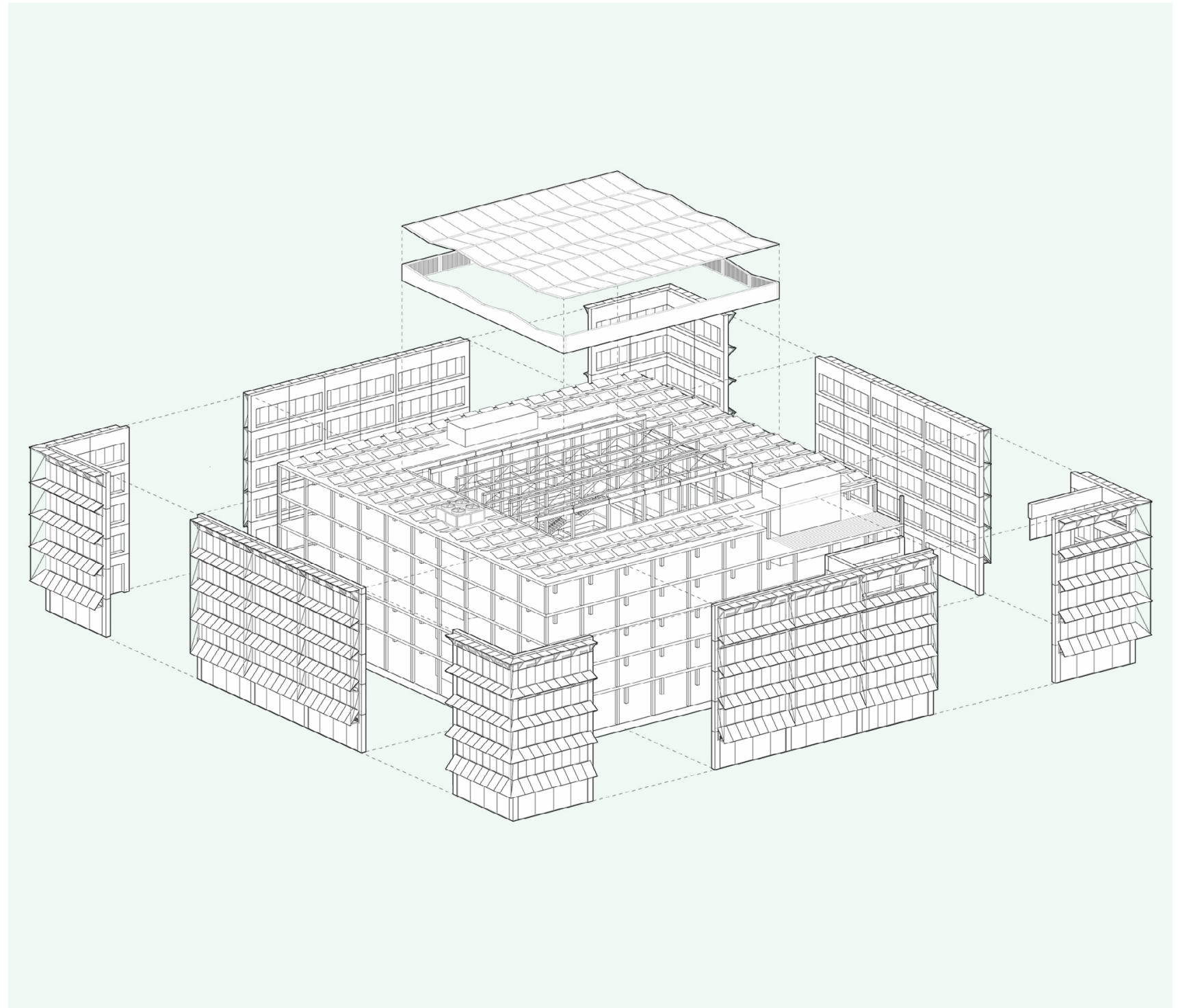
It is important that the design concept provides for the material-preserving reuse of the wood-based materials so that the carbon continues to be stored at the end of the life cycle. The dismantling and processing of wood components are less emission-intensive than the production of new components and some of the emissions from the manufacturing phase are eliminated in a reuse scenario. In comparison, a new construction scenario in which the wood is burned after the building has been dismantled produces the same manufacturing emissions again. In addition, burning the components does not result in any long-term CO₂ storage. The comparison of scenarios shows how important the analysis of concepts is.



Timber modular system – separability and reusability

Already in the early design stages of the new office building, consideration of separability and reusability of materials is a key aspect of the design. This ensures that resources can be returned to the cycle and emissions can be reduced. To meet these high requirements, large parts of the building, such as the structural framework or the façade, are prefabricated in using a modular construction to achieve material, emission and resource efficiency. The supporting structure is designed as a hybrid construction consisting of reinforced concrete cores, a reinforced concrete basement and a completely prefabricated and easily dismantled timber frame construction.

The high degree of prefabrication of the modern timber construction enables fast and smooth assembly and reduces the volume of traffic and construction site noise for the neighbouring buildings. Thanks to the circular construction method, the ceiling structure can be dismantled at the end of the building's life cycle in a clean and material-preserving manner. A high repetition factor of individual elements enables a high degree of prefabrication.



Biophilic design – experiencing nature-based architecture

Inside the building a large atrium with clockwise wooden stairs provides a networking element, informal zones, communication areas and flexible workplaces. The warm spatial atmosphere of the atrium extends confidently and generously across all floors up to a glass roof. Work decks on all floors serve as open offices, meeting points and create visual connections that make the nature inside the working environments even more. The generous planting of the atrium and areas that can be used for planting troughs create working environments in the spirit of biophilic design. The biophilic design emphasizes the naturalness of the architecture and the link between outside and inside, promoting a pleasant indoor climate and communication across floors. A light-flooded, “low-tech” aesthetic with an honest use of materials and non-suspended ceilings characterizes the conceptual design inside the building. The appearance of the clay creates a pleasant, warm feeling of space, while glass partition walls create the connection between inside and outside and visual references between the working environments. The clay terrazzo and the wooden stud walls with clay building boards fulfil up to five functions on just one surface: heating, cooling, humidity regulation and air purification as well as pleasant acoustics.

This design integrates natural elements such as daylight, materials, shapes, colours and textures as well as views of nature into the built environment to enhance the well-being of the end users.



Sustainability actions office

Company sustainability actions

Our company strives to create such a working environment that brings well-being and joy. It promotes social coexistence and supports the work-life balance of our employees and contributes to a sustainable, healthy lifestyle. We are convinced that a healthy working environment supports the success of allmannwappner. To keep in safe on working place our employees we regularly organize training courses and workshops concerning the safety rules and requirements. allmannwappner does its best to protect the employees' health and safety and to avoid risks and anything that might be detrimental to the well-being of all those who are involved in our projects.

Actions

Commitment: [Letter of Commitment](#), [UN Global Compact](#)

Prevention: [Code of Conduct](#), [Whistleblowing guidance](#)

Performance: [Corporate Carbon Footprint 2023](#), [Fokus Zukunft](#)

Action: [Information on Commitment to climate action](#), [Fokus Zukunft](#)

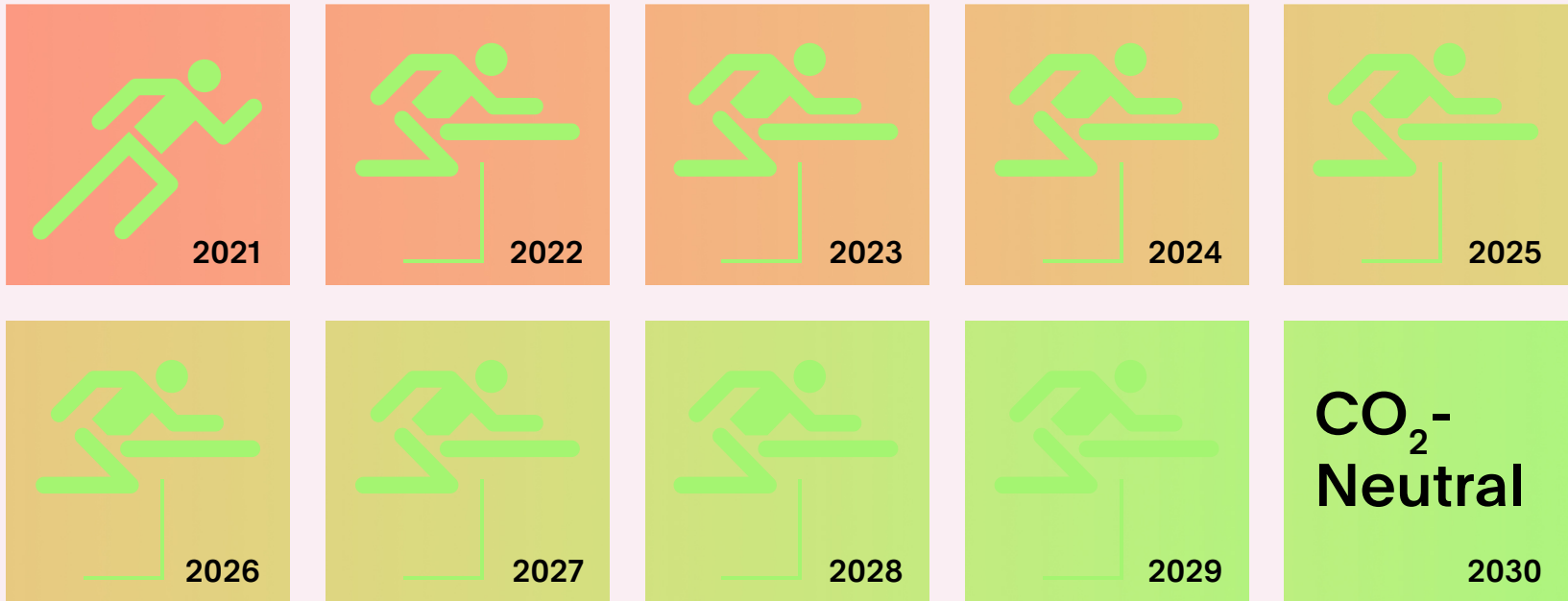
Sustainability efforts: [Pre-Check Communication on Progress](#), [UN Global Compact](#)



Sustainable office

With the fundamental decision to transform allmannwappner into an even more sustainable company and thus to take immediate measures to protect the climate, the recorded path to CO₂e neutrality was started in November 2021 with the assessment of the reference year 2019.

Despite the increase in our rental space and number of employees, as well as the categories of capital goods and home office not yet included in the CO₂e balances at the beginning, we were able to reduce our emissions by 46 tons within the first 2 years through savings measures and switching to more sustainable alternatives. To change behaviours in all CO₂e consumption categories, employees are continuously informed and educated about potential savings in internal presentations.



Climate-neutral environments

The CO₂e reduction measures are accompanied by a wide range of activities and projects. For example, in 2023, the lawn on our roof terrace was turned into a diverse flower meadow and the gravel courtyard into a participatory allotment garden with raised beds to increase biodiversity in our open spaces. Our implemented reduction measures have been, see also allmannwappner in progress:

2021

- Job bike offer (business bike) for all employees

2022

- Switch to regional green electricity
- Regulation and regular control of room temperatures
- Provision of additional recycling bins (packaging waste) in the kitchen area
- The food consumed fulfils the criteria organic, regional, seasonal, fair trade and vegetarian. As far as they can be influenced, the purchasing guidelines also apply to catering, events etc.
- Short-haul flights are replaced by rail journeys and inner-city car journeys by public transport (travel guidelines)
- Switch to recycled paper for hygiene, business and plotter paper

2023

- Switch to recycled paper for copy paper

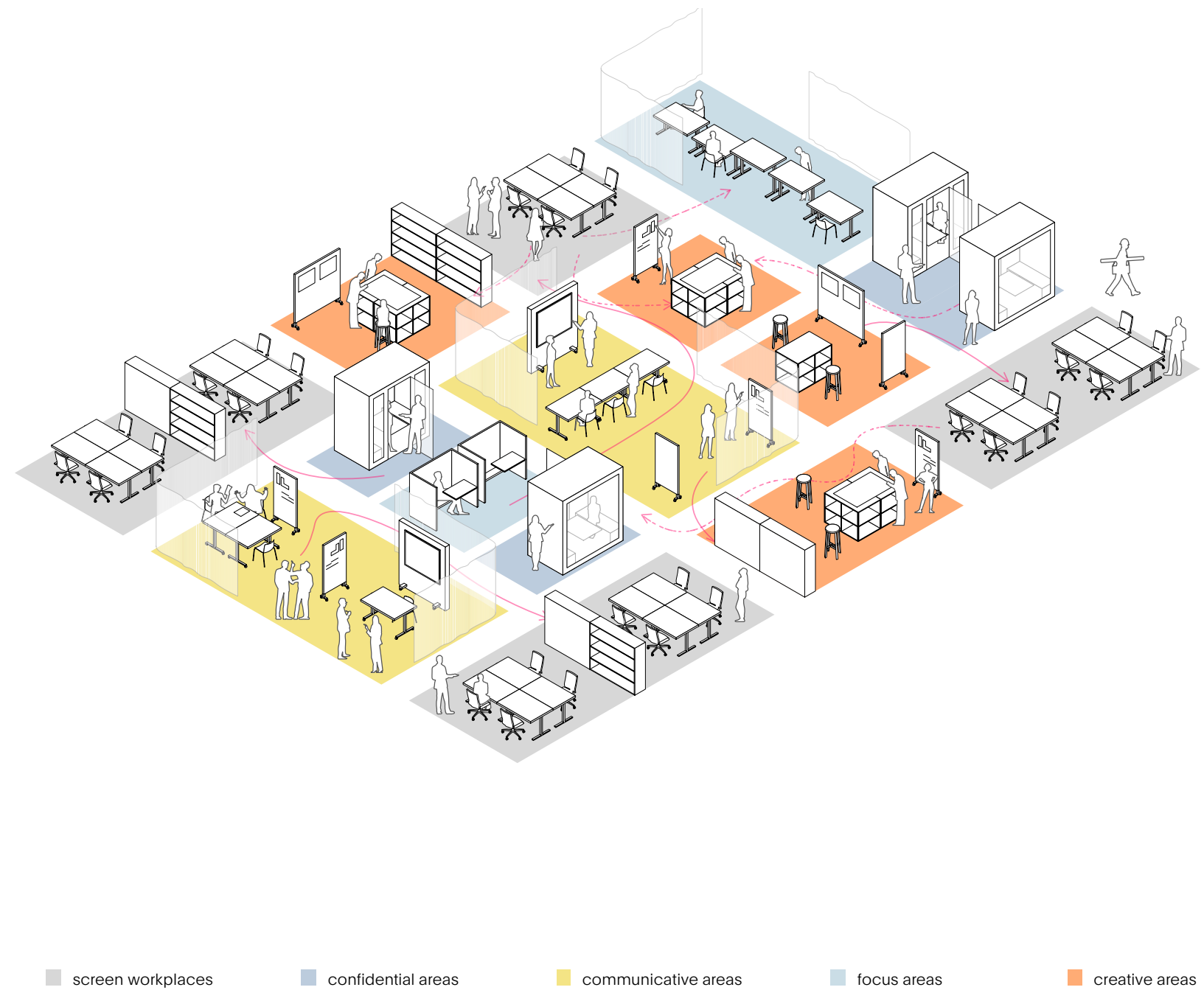


Knowledge exchange

To create the best working environment for the needs of our employees and the diverse requirements of our projects the pilot project “Working environments” (“Arbeitswelten”) was developed and integrated. The goals of the new working environment are to ensure the exchange of knowledge and the flow of information, to promote the interlocking of processes and interlinking, and to stimulate creativity with the help of new stimuli. Working environments are subject to structural change.

The most recent pandemic experience has shown how quickly developments and trends can dynamically change these working environments. Internal company goals and external influences had to be reflected in the process so that spaces were created to be agile and flexible to resiliently absorb these changes. The flexibilization of the working environment is a constant increase in the adaptability of people and organizations to different tasks, regardless of the place and time of work. It is important to map the work processes in a suitable working environment. The increasing and changing requirements demand an adapted and qualitative working environment, which is designed to support our work processes optimally. The aim was to analyse the needs and work processes precisely and translate them into structures with the help of which we developed the conceptual approach for the working environment.

The conceptual approach, which is derived from the needs assessment, is that in the future different areas will complement the workplace and be actively appropriated by the users to be able



to carry out activities in different atmospheres. The firm establishment of a sharing ratio of 4:1 is intended to integrate hybrid work as a flexible element in the way of working in the future. The workplace is supplemented by industry-specific areas such as communicative, creative and confidential areas as well as focus areas that have different properties and functions.

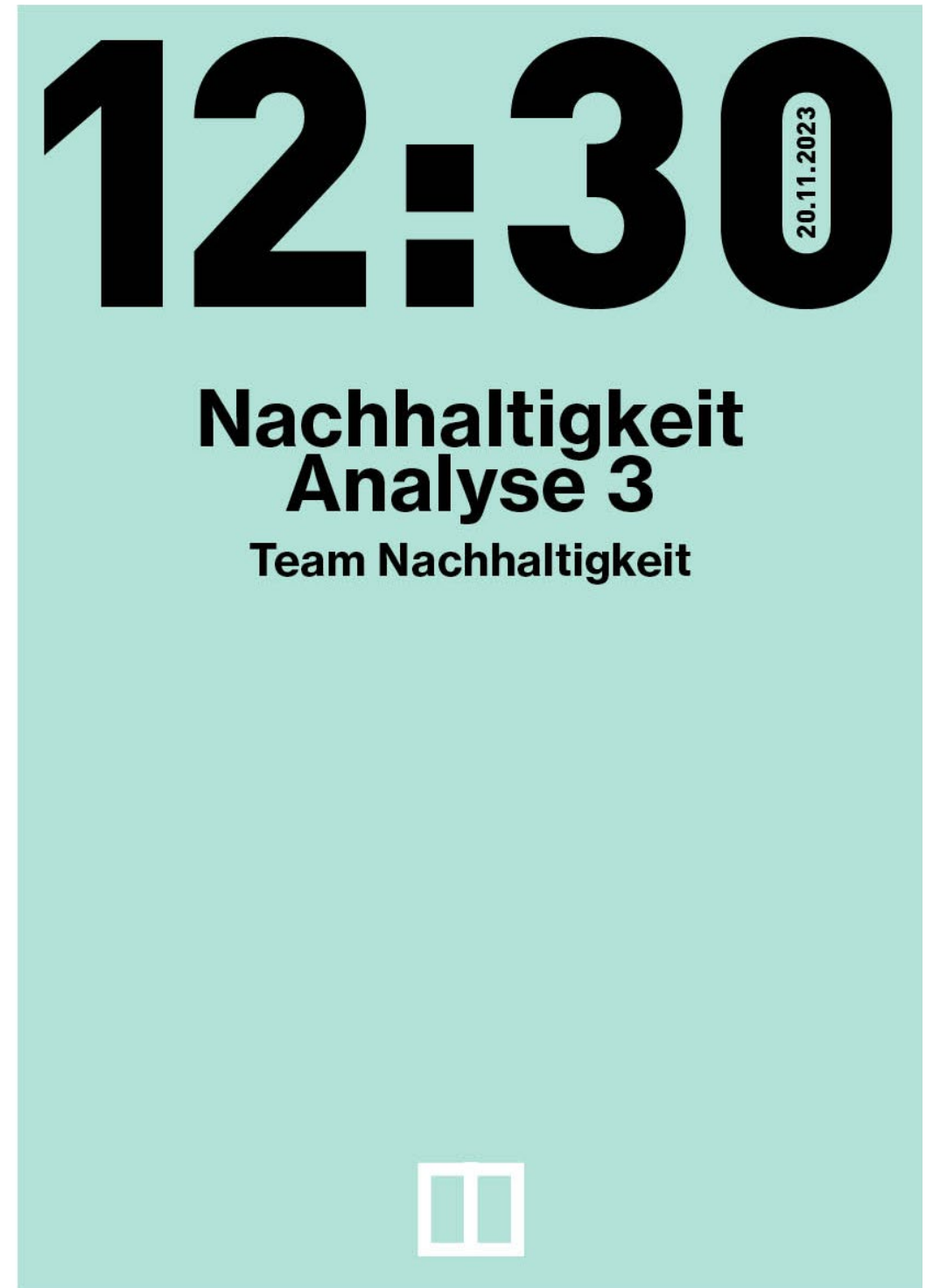
The calculated needs per employee were converted into modules as a principle, transformed into an area layout, tested and examined in various variants. It was important to create meeting places to ensure the flow of information and the distribution of knowledge flows and the linked project areas, which creatively enliven these areas through their visual presentation and haptic engagement with the materials and colours. The preferred variant was revised in a further step and equipped with existing furniture and new furniture, depending on the function and area. The main topics in the processing were the handling of acoustic measures, the creation of visual retreats, technical equipment as a basis for the working method and hybrid meetings as well as the programming of multi-coded surfaces as an additional offer for the work surfaces.



Personal development

To achieve personal development goals of employees, we organize various courses in different areas such as digital tools, project management, leadership, foreign languages, etc. Our employees have an opportunity to take part in both group trainings and individual coaching sessions.

To inform our employees appropriately about the company's values, its structure, and workflows everyone without exception takes part in onboarding meetings. It helps to get acquainted with the main organizational topics and company's everyday life. Keeping everyone informed concerning the current state of office affairs and innovations is possible through regular inhouse team meetings, which are scheduled every Monday and Thursday either online or in person. Employees can also use our Intranet, where all current information is stored in written form and can be viewed at any time.



Health and well-being, social benefits

As the office committed to sustainability, we make the health and well-being of our employees a top priority. That is why we organize different sport activities, such as yoga, running sessions, football competitions, skiing, cycling, in which everyone can take part. Employees, in turn, benefit from a healthier work environment, which increase their productivity and job satisfaction, further supporting the office's sustainability goals.

In addition to the above-mentioned social benefits, we also offer bike leasing. An opportunity is to get a high-quality bike at affordable prices and use it privately without restrictions.

Shared values

Building a positive company culture along with various sport activities every year we organize such events as "Snowflake" ski weekend, Football Championship "Coppa Oliva", Summer corporate party, "Oktoberfest", Christmas corporate party, and different thematic excursions. We consider that such events are important for fostering employees' satisfaction, improving productivity, and encouraging long-term loyalty. A strong culture aligns the values and behaviours of employees with the mission and goals of allmannwappner, creating a sense of shared value.



allmannwappner in progress

allmannwappner targets


With the fundamental decision to transform allmannwappner into an even more sustainable company and thus to take immediate measures to protect the climate, the recorded path to CO₂e neutrality was started in November 2021 with the assessment of the reference year 2019. Despite the increase in our rental space and number of employees, as well as the categories of capital goods and home office not yet included in the CO₂e balances at the beginning, we were able to reduce our emissions by 46 tons within the first 2 years through savings measures and switching to more sustainable alternatives.




Environmental – emissions, climate change adoptions

SDG-Targets	Targets/Measures		KPI	Reference year		Target year	Target [%]	Status [%]	Valuation	Influenceability	Relevance	Performance	Framework [linked to]
	2021-E01	Job bike offer (business bike) for all employees.	Absolute CO ₂ e-Emissions (Scope 3)	TnCO ₂ e/a	2019	2021	100%	Comparison to reference year 2019: 100%	Implemented	High	High	Fokus Zukunft Corporate Carbon Footprint (2021); Fokus Zukunft Information on Commitment to climate Action (2021)	GRI 305-3 Scope 3 (2016); GHG-Protocol Corporate Standard
	2021-E02	Switch to regional green electricity.	Absolute CO ₂ e-Emissions (Scope 2)	TnCO ₂ e/a	2021	2022	100%	Comparison to reference year 2021: 100%	Implemented	High	High	Fokus Zukunft Corporate Carbon Footprint (2022); Fokus Zukunft Information on Commitment to climate Action (2022)	GRI 305-2 Scope 2 (2016); GHG-Protocol Corporate Standard
	2021-E03	Regulation and regular control of room temperatures.	Absolute CO ₂ e-Emissions (Scope 1)	TnCO ₂ e/a	2021	2022	100%	Comparison to reference year 2021: 100%	Implemented	High	High	Fokus Zukunft Corporate Carbon Footprint (2022); Fokus Zukunft Information on Commitment to climate Action (2022)	GRI 305-1 Scope 1 (2016); GHG-Protocol Corporate Standard
	2021-E04	Provision of additional recycling bins (packaging waste) in the kitchen area.	Absolute CO ₂ e-Emissions (Scope 3)	TnCO ₂ e/a	2021	2022	100%	Comparison to reference year 2021: 100%	Implemented	High	Medium	Fokus Zukunft Corporate Carbon Footprint (2022); Fokus Zukunft Information on Commitment to climate Action (2022)	GRI 305-3 Scope 3 (2016); GHG-Protocol Corporate Standard
	2021-E05	The food consumed fulfils the criteria organic, regional, seasonal, fair trade and vegetarian. The purchasing policy also applies to catering and events, etc.	Absolute CO ₂ e-Emissions (Scope 3)	TnCO ₂ e/a	2021	2022	100%	Comparison to reference year 2021: 100%	Implemented	High	Medium	Fokus Zukunft Corporate Carbon Footprint (2022); Fokus Zukunft Information on Commitment to climate Action (2022)	GRI 305-3 Scope 3 (2016); GHG-Protocol Corporate Standard


Environmental – emissions, climate change adaptations

SDG-Targets	Targets/Measures		KPI		Reference year	Target year	Target [%]	Status [%]	Valuation	Influenceability	Relevance	Performance	Framework [linked to]
	2021-E06	Short-haul flights are replaced by rail journeys and inner city car journeys by public transport (travel guidelines).	Absolute CO ₂ e-Emissions (Scope 3)	TnCO ₂ e/a	2021	2022	100%	Comparison to reference year 2021: 100%	Implemented	High	High	Fokus Zukunft Corporate Carbon Footprint (2022); Fokus Zukunft Information on Commitment to climate Action (2022)	GRI 305-3 Scope 3 (2016); GHG-Protocol Corporate Standard
	2021-E07	Switch to recycled paper for hygiene, business and plotter paper.	Absolute CO ₂ e-Emissions (Scope 3)	TnCO ₂ e/a	2021	2022	100%	Comparison to reference year 2021: 100%	Implemented	High	High	Fokus Zukunft Corporate Carbon Footprint (2022); Fokus Zukunft Information on Commitment to climate Action (2022)	GRI 305-3 Scope 3 (2016); GHG-Protocol Corporate Standard
	2022-E01	Switch to recycled paper for copy paper.	Absolute CO ₂ e-Emissions (Scope 3)	TnCO ₂ e/a	2022	2023	100%	Comparison to reference year 2022: 100%	Implemented	High	High	Fokus Zukunft Corporate Carbon Footprint (2023); Fokus Zukunft Information on Commitment to climate Action (2023)	GRI 305-3 Scope 3 (2016); GHG-Protocol Corporate Standard
	2022-E02	Conversion to a digital monitoring and control system for heating radiators.	Absolute CO ₂ e-Emissions (Scope 1)	TnCO ₂ e/a	2022	2024	0%	Comparison to reference year 2022: 0%	In progress, increased effort required	High	High	Fokus Zukunft Corporate Carbon Footprint (2023); Fokus Zukunft Information on Commitment to climate Action (2023)	GRI 305-1 Scope 1 (2016); GHG-Protocol Corporate Standard
	2023-E01	Switch to central waste separation stations.	Absolute CO ₂ e-Emissions (Scope 3)	TnCO ₂ e/a	2023	2025	0%	Comparison to reference year 2022: 0%	In progress, increased effort required	High	High	Fokus Zukunft Corporate Carbon Footprint (2023); Fokus Zukunft Information on Commitment to climate Action (2023)	GRI 305-3 Scope 3 (2016); GHG-Protocol Corporate Standard


Environmental – emissions, climate change adoptions

SDG-Targets	Targets/Measures		KPI		Reference year	Target year	Target [%]	Status [%]	Valuation	Influenceability	Relevance	Performance	Framework [linked to]
	2023-E02	Job ticket for public transport for employees.	Absolute CO ₂ e-Emissions (Scope 3)	TnCO ₂ e/a	2023	2025	0%	Comparison to reference year 2022: 0%	In progress, increased effort required	High	High	Fokus Zukunft Corporate Carbon Footprint (2023); Fokus Zukunft Information on Commitment to climate Action (2023)	GRI 305-3 Scope 3 (2016); GHG-Protocol Corporate Standard
	2023-E03	Conversion of a car parking space in the underground garage into bicycle repair shop.	Absolute CO ₂ e-Emissions (Scope 3)	TnCO ₂ e/a	2023	2025	0%	Comparison to reference year 2022: 0%	In progress, increased effort required	High	Medium	Fokus Zukunft Corporate Carbon Footprint (2023); Fokus Zukunft Information on Commitment to climate Action (2023)	GRI 305-3 Scope 3 (2016); GHG-Protocol Corporate Standard
	2023-E04	Conversion of a car parking space in the underground garage into additional bicycle parking spaces.	Absolute CO ₂ e-Emissions (Scope 3)	TnCO ₂ e/a	2023	2025	0%	Comparison to reference year 2022: 0%	In progress, increased effort required	High	Medium	Fokus Zukunft Corporate Carbon Footprint (2023); Fokus Zukunft Information on Commitment to climate Action (2023)	GRI 305-3 Scope 3 (2016); GHG-Protocol Corporate Standard


Social – emissions, climate change adaptions

SDG-Targets	Targets/Measures		KPI	Reference year	Target year	Target [%]	Status [%]	Valuation	Influenceability	Relevance	Performance	Framework [linked to]
	2023-S01	12:30 Inhouse Event allmannwappner M.Sc. Clara Kühner, Munich Science Communication Lab, Ludwig-Maximilian-Universität, München "Warum handeln wir nicht in der Klimakrise" (230116)	Team Summary Climate psychological phenomena, Climate Crises Basics, Climate Communication, Climate Action	2023	2023	100%	Comparison to reference year 2023: 0%	Implemented	High	High	Intranet Section Sustainability Knowledge Video	Insights of Research
	2023-S02	12:30 Inhouse Event allmannwappner Sustainability Management "Februar-Sprint" Scope 3 Category Catering, CO2e emissions of the internal event "Snowflake" with focus on catering (230213)	Team Summary Scope 3 Category Catering Targets, CO2e emissions internal Event Snowflake, Accounting Category Catering, Impulses	2023	2023	100%	Comparison to reference year 2023: 0%	Implemented	High	High	Intranet Section Sustainability Knowledge Video	Performance Fokus Zukunft linked to Greenhouse Gas Protocol Corporate Standard (Scope 1, Scope 2, Scope 3)
	2023-S03	12:30 Inhouse Event allmannwappner Sustainability Management "März-Sprint" Scope 3 Category Employee Commuting Current and planned support measures of the company (230320)	Team Summary Scope 3 Category Employee Commuting CO2e balance 2019, CO2e Neutral 2030, CO2e reduction measures 2022, CO2e savings potential 2023	2023	2023	100%	Comparison to reference year 2023: 0%	Implemented	High	High	Intranet Section Sustainability Knowledge Video	Performance Fokus Zukunft linked to Greenhouse Gas Protocol Corporate Standard (Scope 1, Scope 2, Scope 3)
	2023-S04	12:30 Inhouse Event allmannwappner Fokus Zukunft Presentation of results CO2e balance 2022 Corporate Carbon Footprint allmannwappner (230417)	Team Summary Corporate Carbon Footprint allmannwappner Fokus Zukunft linked to Greenhouse Gas Protocol Corporate Standard (Scope 1, Scope 2, Scope 3)	2022	2023	100%	Comparison to reference year 2022: 100%	Implemented	High	High	Corporate Carbon Footprint linked to Greenhouse Gas Protocol Corporate Standard (Scope 1, Scope 2, Scope 3)	Greenhouse Gas Protocol Corporate Standard (Scope 1, Scope 2, Scope 3)


Social – emissions, climate change adaptions

SDG-Targets	Targets/Measures		KPI	Reference year	Target year	Target [%]	Status [%]	Valuation	Influenceability	Relevance	Performance	Framework [linked to]
	2023-S05	12:30 Inhouse Event allmannwappner Sustainability Management "April-Sprint" Scope 3 Category Paper Switching to recycled paper with the 'Blue Angel' certification (230424)	Team Summary Scope 3 Category Paper CO ₂ e balance 2022, CO ₂ e reduction measures 2022, CO ₂ e savings potential 2023	2023	2023	100%	Comparison to reference year 2023: 0%	Implemented	High	High	Intranet Section Sustainability Knowledge Video	Performance Fokus Zukunft linked to Greenhouse Gas Protocol Corporate Standard (Scope 1, Scope 2, Scope 3)
	2023-S06	12:30 Inhouse Event allmannwappner Sustainability Management "Mai-Sprint" Increase of Biodiversity allmannwappner Office (230626)	Team Summary Increase of Biodiversity Tiefhof Ost, Dachterrasse, Tiehof West	2023	2023	100%	Comparison to reference year 2023: 0%	Implemented	High	High	Intranet Section Sustainability Knowledge Video	Biodiversitätsprogramm Bayern 2030
	2023-S07	12:30 Inhouse Event allmannwappner Ludwig Wappner "Sortenrein Bauen" (231023)	Team Summary Building Sorted by Type Circular Construction Methods	2023	2023	100%	Comparison to reference year 2023: 0%	Implemented	High	High	Intranet Section Climate Knowledge Video	Insights of Handbook Building Sorted by Type Circular Construction Methods, Ludwig Wappner and Dirk Hebel
	2023-S08	12:30 Inhouse Event allmannwappner Climate Team "Nachhaltigkeits Analyse 1" Sustainability, Analysis of key subjects Targets, and Regulatory requirements (231106)	Team Summary Sustainability, Analysis of key subjects, Targets, and Regulatory requirements.	2023	2023	100%	Comparison to reference year 2023: 0%	Implemented	High	High	Intranet Section Climate Knowledge Video	Pariser Agreement, European Green Deal, Klimaschutzplan 2050, Bayerisches Klimaschutzgesetz (BayKlimaG)

Social – emissions, climate change adaptions

SDG-Targets	Targets/Measures		KPI	Reference year	Target year	Target [%]	Status [%]	Valuation	Influenceability	Relevance	Performance	Framework [linked to]
	2023-S09	12:30 Inhouse Event allmannwappner Climate Team "Nachhaltigkeits Analyse 2" Sustainability, Analysis of key subjects Certification & Funding systems, and Planning topics (231113)	Team Summary Sustainability, Analysis of key subjects Certification & Funding systems, and Planning topics	2023	2023	100%	Comparison to reference year 2023: 0%	Implemented	High	High	Intranet Section Climate Knowledge Video	Deutsche Gesellschaft für Nachhaltiges Bauen (DGNB), Leadership in Energy and Environmental Design (LEED), Building Research Establishment Environmental Assessment Methodology (BREEM), Qualitätssiegel Nachhaltiges Gebäude (QNG)
	2023-S10	12:30 Inhouse Event allmannwappner Climate Team "Nachhaltigkeits Analyse 3" Sustainability, Analysis of key subjects Planning tools (231120)	Team Summary Sustainability, Analysis of key subjects Planning tools	2023	2023	100%	Comparison to reference year 2023: 0%	Implemented	High	High	Intranet Section Climate Knowledge Video	Life Cycle Assessment (LCA), Environmental labels, Cradle to Cradle, Material catalogues
	2023-S11	12:30 Inhouse Event allmannwappner Climate Management "Climate serie 2024 - Focus Decarbonization" (240408)	Team Summary Climate serie Climate wording, Climate measures, Climate Embodied Carbon, Climate presentation goals, Focus on Decarbonization of Materials, construction, Building envelope, Expansion and Advanced Materials	2023	2024	50%	Comparison to reference year 2023: 0%	In progress, increased effort required	High	High	Intranet Section Climate Knowledge Video	Insights of Business partners Structural engineers, Sustainability manager, Research, Building industries


Social – emissions, climate change adaptions

SDG-Targets	Targets/Measures		KPI	Reference year	Target year	Target [%]	Status [%]	Valuation	Influenceability	Relevance	Performance	Framework [linked to]
	2023-S12	12:30 Inhouse Event allmannwappner Climate Management "Climate, Sustainability" (240219)	Team Summary Climate management Climate wording, Climate tasks, Climate balance CO ₂ baseline, Climate insights, Climate strategy, Climate goals, Climate measures, Climate digitalization, Climate cooperations and Climate organization	2023	2024	50%	Comparison to reference year 2023: 0%	In progress, increased effort required	High	High	Intranet Section Climate Knowledge Video	UN Global Compact The Ten Principles; Sustainable Development Goals (SDGs); Life Cycle Assessment (LCA)
	2023-S13	External Event UrbanArch Forum, Warsaw Panel disussion "Rebuild Ukraine" (241115)	Panel discussion "Rebuild Ukraine"	2023	2023	100%	Comparison to reference year 2023: 0%	Implemented	High	High	Website News	Rebuild Ukraine UrbanArch Forum
	2023-S14	Internal Event allmannwapper allmannwappner "Snowflake" (230302-230305)	Internal Event "Snowflake 2023", Internal Ski trip	2023	2023	100%	Comparison to reference year 2023: 0%	Implemented	High	High	Intranet Section Club	
	2023-S15	Internal Event allmannwapper allmannwappner "Sommerfest" (230719)	Internal Event 30 years allmannwappner	2023	2023	100%	Comparison to reference year 2023: 0%	Implemented	High	High	Intranet Section Club	
	2023-S16	Internal Event allmannwapper allmannwappner "Wiesn" (230920)	Internal Event "Oktoberfest 2023"	2023	2023	100%	Comparison to reference year 2023: 0%	Implemented	High	High	Intranet Section Club	
	2023-S17	Internal Event allmannwapper allmannwappner "Christmas Party" (231214)	Internal Event "Christmas Party 2023"	2023	2023	100%	Comparison to reference year 2023: 0%	Implemented	High	High	Intranet Section Club	


Social – emissions, climate change adaptions

SDG-Targets	Targets/Measures		KPI	Reference year	Target year	Target [%]	Status [%]	Valuation	Influenceability	Relevance	Performance	Framework [linked to]
	2023-S18	Firma Neptun Umwelt- und Arbeitsschutz Ingenieur GmbH Training for health and safety at work (231114)	Training for health and safety at work General information, insurance coverage, accident risks in office, accidents and first aid, fire protection and ergonomics	2023	2023	100%	Comparison to reference year 2023: 0%	Implemented	High	High	Certificate of participation	Arbeitsschutzgesetz (ArbSchG)
	2023-S19	Firma Neptun Umwelt- und Arbeitsschutz Ingenieur GmbH Training for health and safety at work (231130)	Training for health and safety at work General information, insurance coverage, accident risks in office, accidents and first aid, fire protection and ergonomics	2023	2020	100%	Comparison to reference year 2023: 0%	Implemented	High	High	Certificate of participation	Arbeitsschutzgesetz (ArbSchG)

Governance – emissions, climate change adaptations

SDG-Targets	Targets/Measures		KPI	Reference year	Target year	Target [%]	Status [%]	Valuation	Influenceability	Relevance	Performance	Framework [linked to]
	2023-G01	Policy commitment	Commitment UN Global Compact Letter of commitment	2023	2023	100%	Comparison to reference year 2023: 0%	Implemented	High	High	UN Global Compact Communication on Progress (CoP)	UN Global Compact Communication on Progress (CoP)
	2023-G02	Code of Conduct	Policies UN Global Compact Communication on Progress (CoP)	2023	2024	50%	Comparison to reference year 2023: 0%	In progress, increased effort required	High	High	UN Global Compact Communication on Progress (CoP)	UN Global Compact The Ten Principles; Sustainable Development Goals (SDGs)
	2023-G03	Whistleblowing System	Policies UN Global Compact Communication on Progress (CoP); Hinweisgeberschutzgesetz (HinSchG)	2023	2023	100%	Comparison to reference year 2023: 0%	Implemented	High	High	UN Global Compact Communication on Progress (CoP)	UN Global Compact The Ten Principles; Sustainable Development Goals (SDGs); Hinweisgeberschutzge setz (HinSchG)
	2023-G04	Sustainability Management	Responsibilities UN Global Compact Communication on Progress (CoP)	2023	2023	100%	Comparison to reference year 2023: 0%	Implemented	High	High	UN Global Compact Communication on Progress (CoP)	UN Global Compact Communication on Progress (CoP)
	2023-G05	Climate Management	Responsibilities UN Global Compact Communication on Progress (CoP)	2023	2023	100%	Comparison to reference year 2023: 0%	Implemented	High	High	UN Global Compact Communication on Progress (CoP)	UN Global Compact Communication on Progress (CoP)
	2023-G06	Sustainability Strategy	Strategy UN Global Compact Communication on Progress (CoP)	2023	2023	100%	Comparison to reference year 2023: 0%	In progress, increased effort required	High	High	UN Global Compact Communication on Progress (CoP)	UN Global Compact The Ten Principles; Sustainable Development Goals (SDGs)

Governance – emissions, climate change adaptations

SDG-Targets	Targets/Measures		KPI	Reference year	Target year	Target [%]	Status [%]	Valuation	Influenceability	Relevance	Performance	Framework [linked to]
	2023-G07	Climate Strategy	Strategy UN Global Compact Communication on Progress (CoP)	2023	2023	100%	Comparison to reference year 2023: 0%	In progress, increased effort required	High	High	UN Global Compact Communication on Progress (CoP)	UN Global Compact The Ten Principles; Sustainable Development Goals (SDGs)
	2023-G08	Commitment to climate action	Actions Fokus Zukunft Reduction measures linked to Greenhouse Gas Protocol Corporate Standard (Scope 1, Scope 2, Scope 3)	2021	2023	23%	Comparison to reference year 2019: 46t CO ₂ e	In progress, increased effort required	High	High	Climate neutrality via offsetting	Greenhouse Gas Protocol Corporate Standard (Scope 1, Scope 2, Scope 3)
	2023-G09	Communication on Progress (CoP) PreCheck	Performance UN Global Compact Communication on Progress (CoP)	2023	2024	50%	Comparison to reference year 2023: 0%	In progress, increased effort required	High	High	UN Global Compact Communication on Progress (CoP)	UN Global Compact The Ten Principles; Sustainable Development Goals (SDGs)
	2023-G10	Corporate Carbon Footprint	Performance Fokus Zukunft linked to Greenhouse Gas Protocol Corporate Standard (Scope 1, Scope 2, Scope 3)	2021	2023	100%	Comparison to reference year 2019: 46t CO ₂ e	done, increased effort required	High	High	Corporate Carbon Footprint linked to Greenhouse Gas Protocol Corporate Standard (Scope 1, Scope 2, Scope 3)	Greenhouse Gas Protocol Corporate Standard (Scope 1, Scope 2, Scope 3)
	2023-G11	Climate-neutrality via offsetting	Performance Fokus Zukunft linked to Greenhouse Gas Protocol Corporate Standard (Scope 1, Scope 2, Scope 3)	2021	2023	19%	Comparison to reference year 2019: 22 credits	done, increased effort required	High	High	Corporate Carbon Footprint linked to Greenhouse Gas Protocol Corporate Standard (Scope 1, Scope 2, Scope 3)	Certificate of Verified Carbon Unit (VCU)

allmannwappner in brief

allmannwappner – projects

allmannwappner has set itself the target of lowering greenhouse gas emissions to net zero by 2030 by gradually reducing the project's carbon footprint. For this purpose, the company creates an annual Corporate Carbon Footprint of Embodied Carbon based on the Life Cycle Assessment of the servicephase 3 and gross floor area in the respective year, excluding building technology and existing buildings, compared to the CO₂ baseline 2030. In doing so, allmannwappner tries to reduce CO₂ emissions in his projects within his possibilities.

Actions

Commitment: [Letter of Commitment, UN Global Compact](#)

Prevention: [Code of Conduct, Whistleblowing System](#)

Performance: [Corporate Carbon Footprint 2023, Fokus Zukunft](#)

Action: [Information on Commitment to climate action, Fokus Zukunft](#)

Sustainability efforts: [Pre-Check Communication on Progress, UN Global Compact](#)



Goslarer Ufer, Berlin – Facade as photovoltaic systems, wood-construction, separability of the components



Campus Ost, Munich School and Sports Campus – “Climate-neutral construction” pilot project of the City of Munich



Residential complex Stephanitor Süd, Bremen – hybrid timber-construction with concrete cores



Residential complex Stephanitor Süd, Bremen – hybrid timber-construction with concrete cores



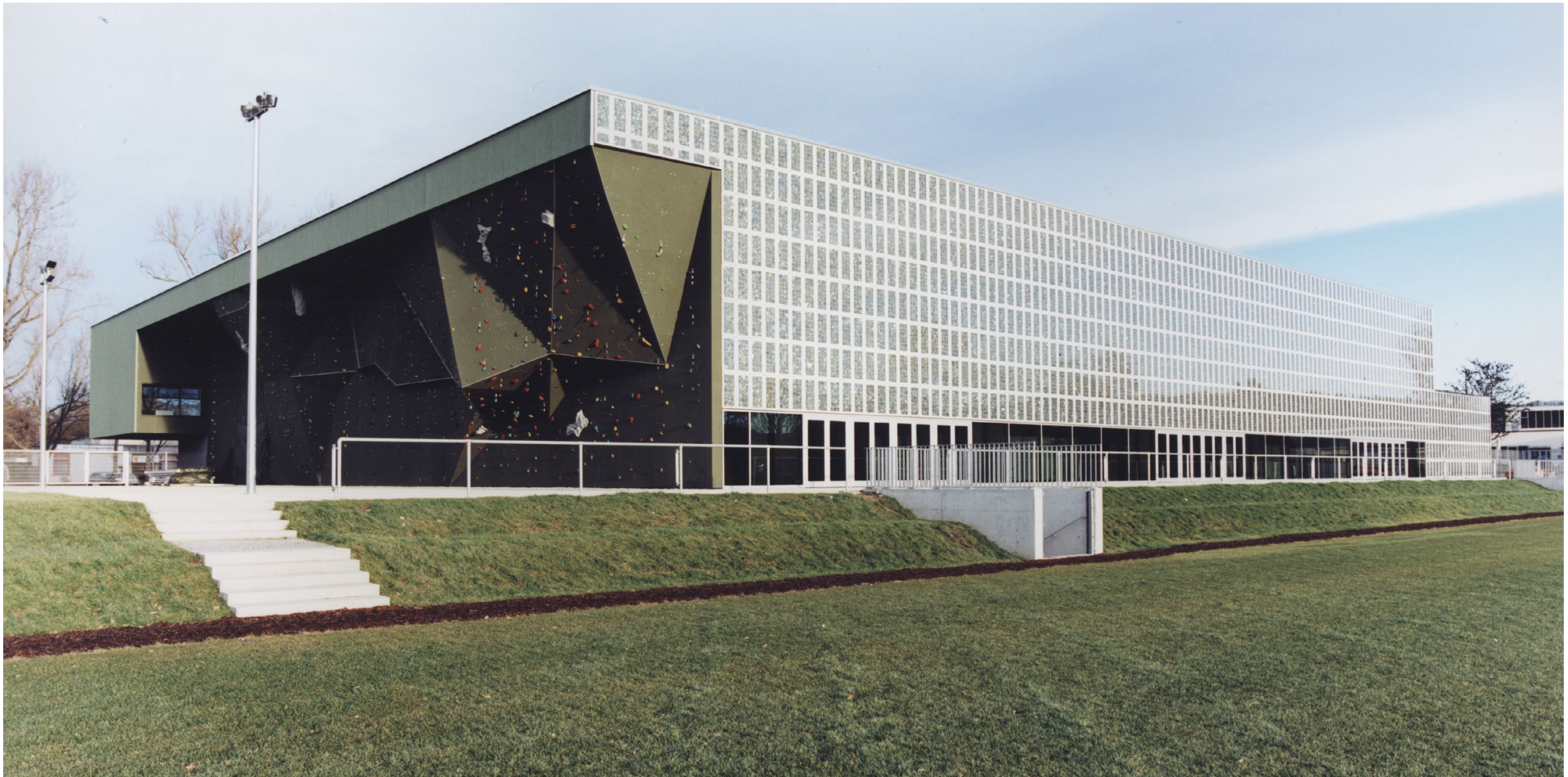
Residential and office building „Vinzent“, Munich – timber-concrete composite construction



Residential and office building „Vinzent“, Munich – timber-concrete composite construction



Gymnasium Markt Indersdorf, new building for the after-school program – timber construction



Paul Horn-Arena, Tübingen – Facades as photovoltaic systems, stadium architecture with natural ventilation system

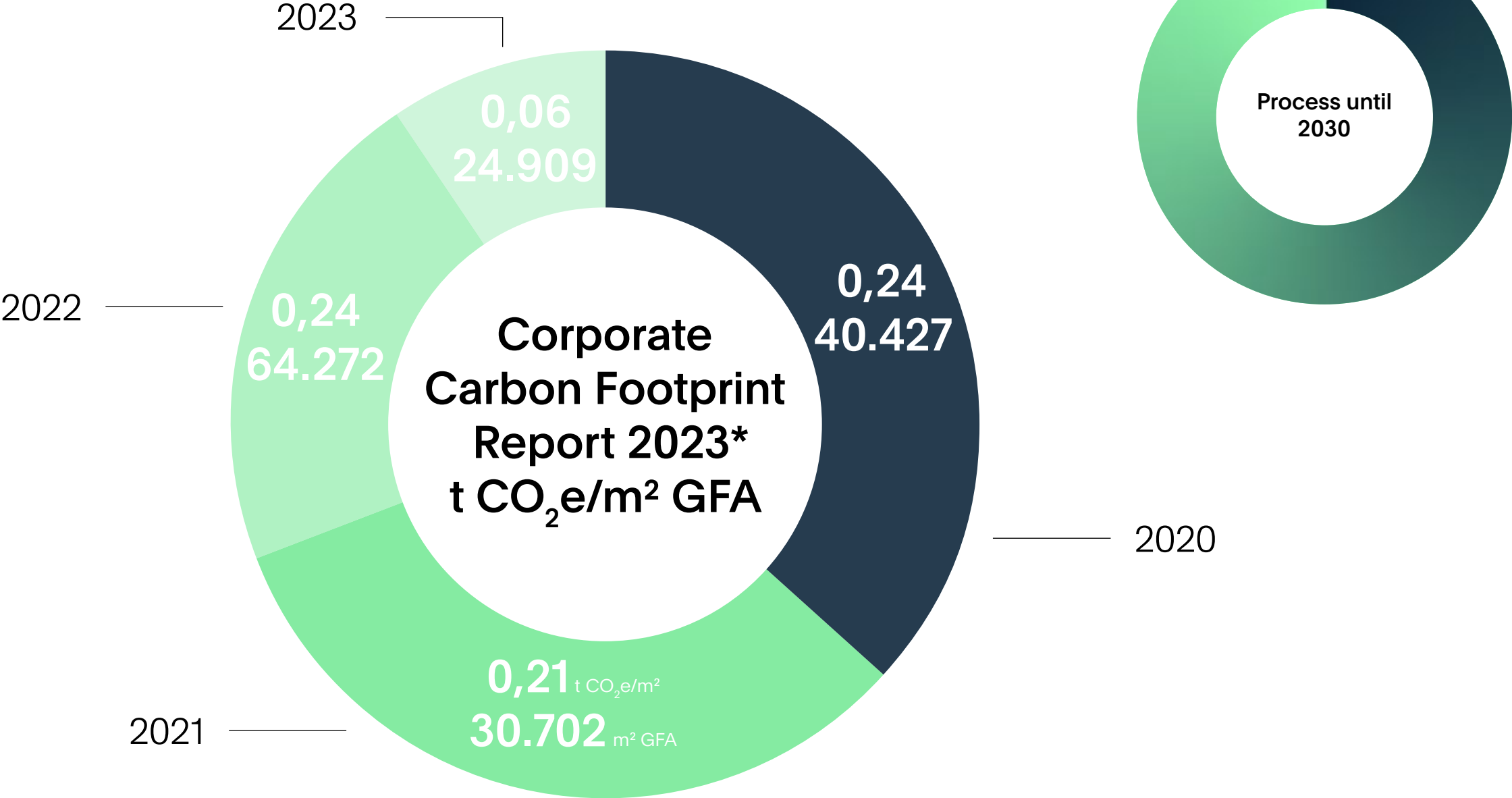


BMW Group Talent Campus, Munich – Timber-concrete composite construction, separability of the components



BMW Group Talent Campus, Munich – Timber-concrete composite construction, separability of the components

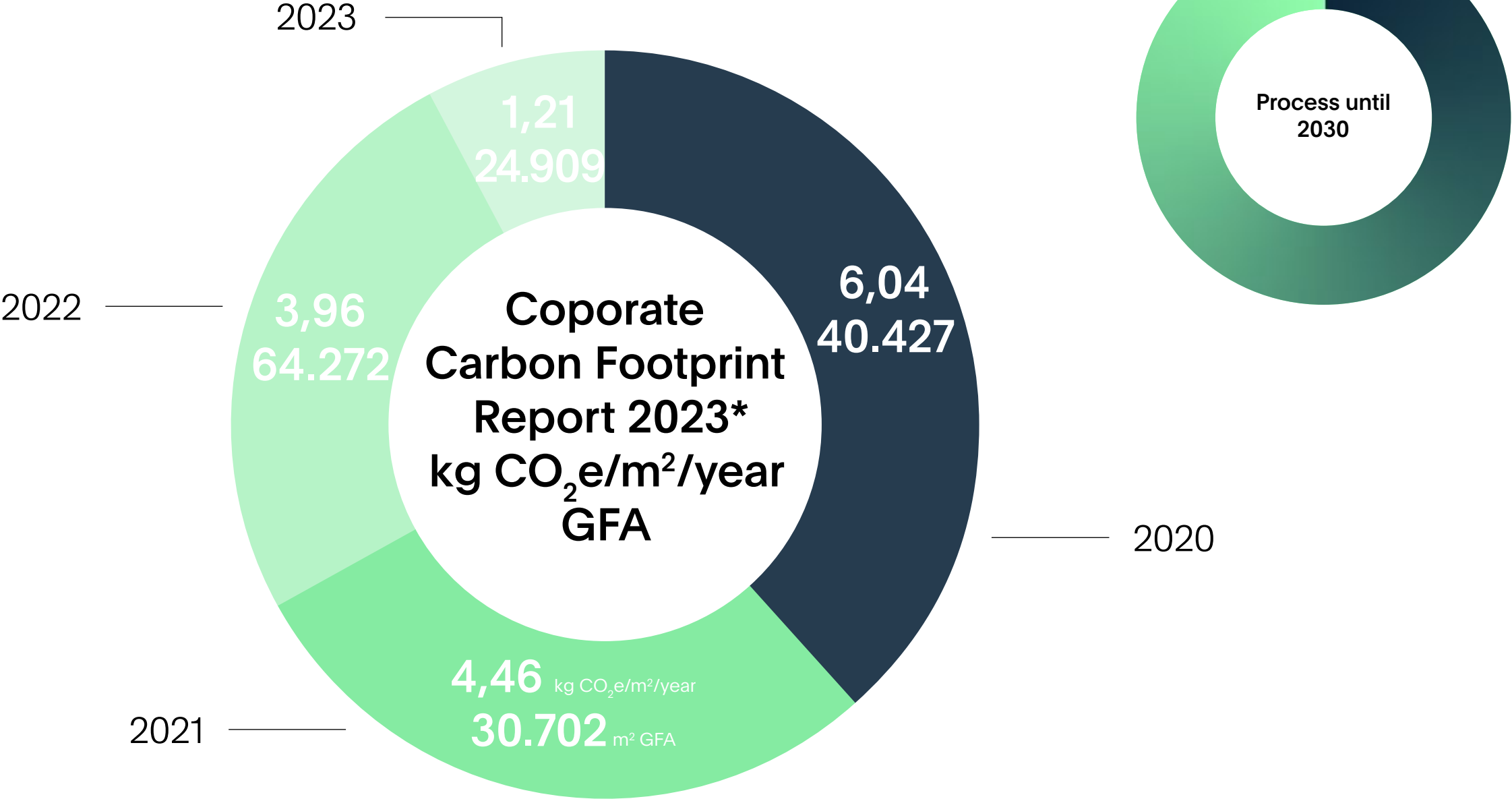
CO₂e-Report 2023 of projects compared to baseline 2020
Environment – Corporate Carbon Footprint



*Linked to: One Click LCA Carbon Designer 3D (2023); DGNB (2018); Life Cycle Assessment (LCA); DIN ISO 14040, DIN ISO 14044 Average Embodied Carbon of the years 2020/2021/2022/2023 based on the performance of servicephase 3 in the respective year, excluding building technology and existing buildings (t CO₂e/GFA total).

CO₂e-Report 2023 compared to baseline 2020

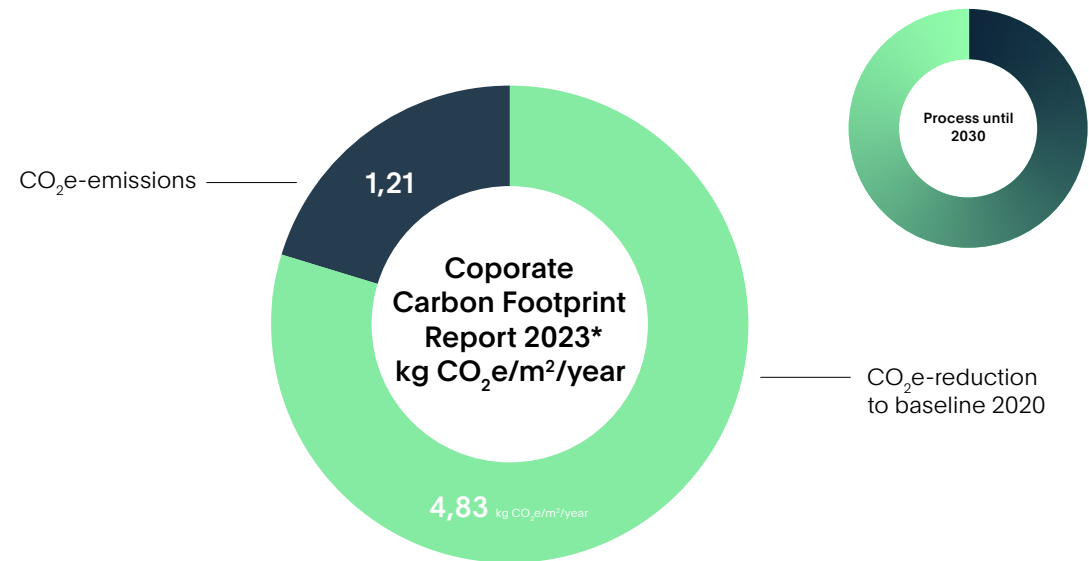
Environment – Corporate Carbon Footprint



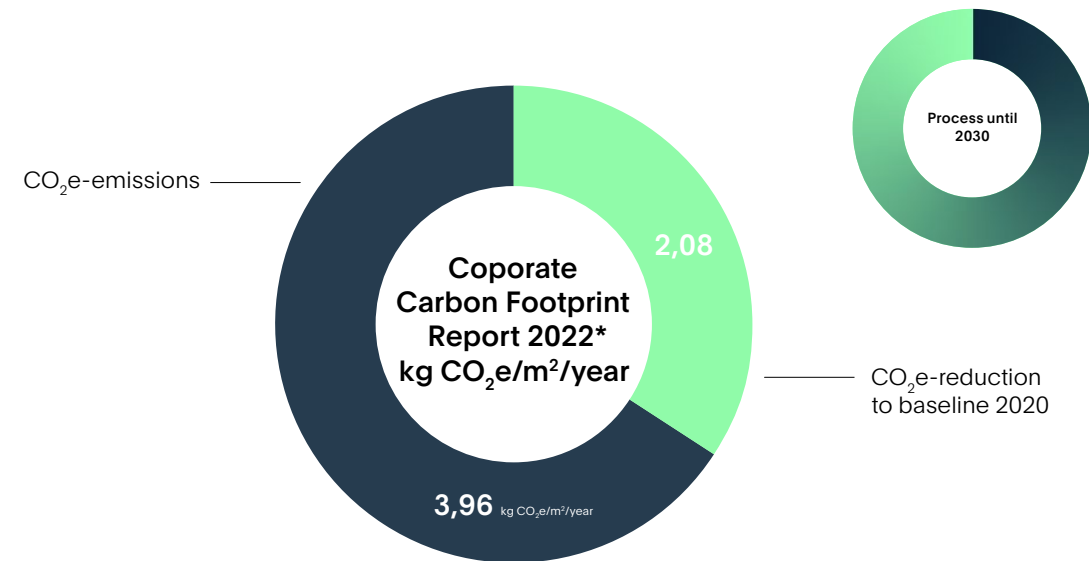
*Linked to: One Click LCA Carbon Designer 3D (2023); DGNB (2018); Life Cycle Assessment (LCA); DIN ISO 14040, DIN ISO 14044. Average Embodied Carbon of the years 2020/2021/2022/2023 based on the performance of servicephase 3 and gross floor area in the respective year, excluding building technology and existing buildings ((kg Co₂e/m²/year x GFA)/GFA total).

CO₂e-Report 2020–2023 of projects compared to baseline 2020

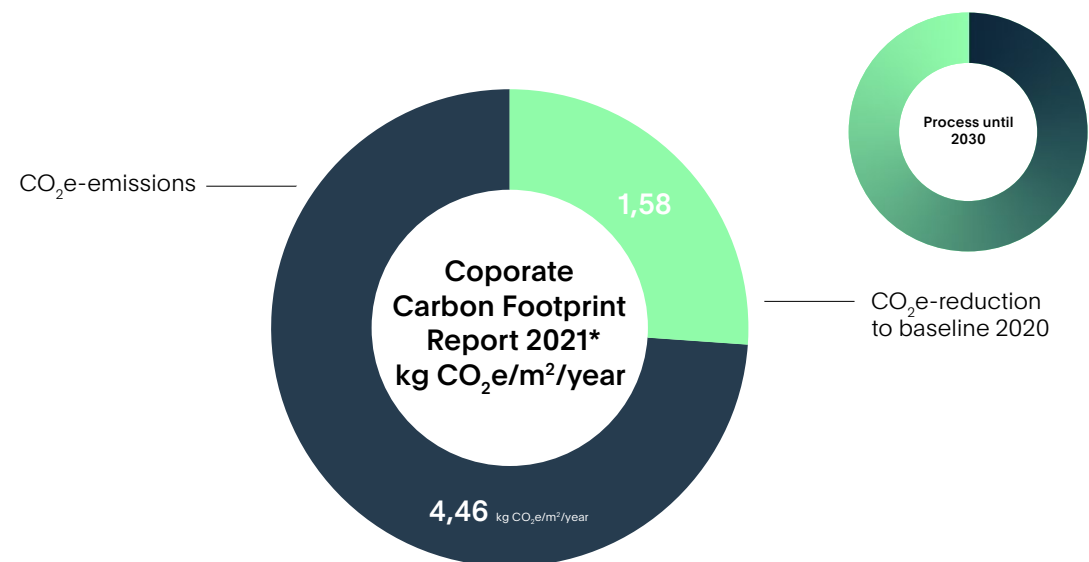
Environment – Corporate Carbon Footprint



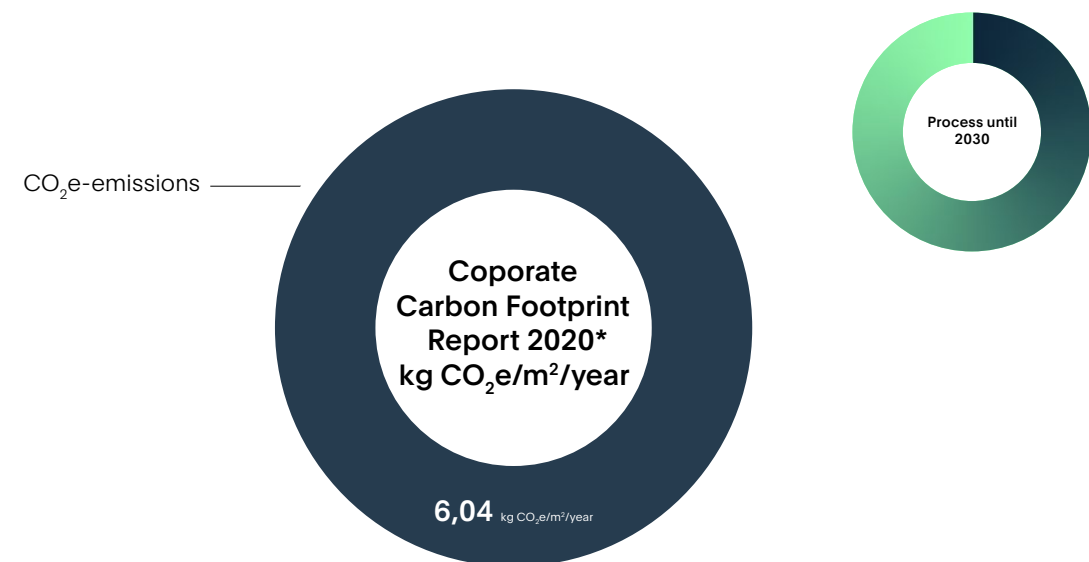
*Linked to: OneClick LCA Carbon Designer 3D (2023); DGNB (2018); Life Cycle Assessment (LCA); DIN ISO 14040, DIN ISO 14044. Average Embodied Carbon of the years 2023 based on the performance of service phase 3 and gross floor area in the respective year, excluding building technology and existing buildings ((kg CO₂e/m²/year x GFA)/GFA total).



*Linked to: OneClick LCA Carbon Designer 3D (2023); DGNB (2021); Life Cycle Assessment (LCA); DIN ISO 14040, DIN ISO 14044. Average Embodied Carbon of the years 2022 based on the performance of service phase 3 and gross floor area in the respective year, excluding building technology and existing buildings ((kg CO₂e/m²/year x GFA)/GFA total).



*Linked to: OneClick LCA Carbon Designer 3D (2023); DGNB (2018); Life Cycle Assessment (LCA); DIN ISO 14040, DIN ISO 14044. Average Embodied Carbon of the years 2021 based on the performance of service phase 3 and gross floor area in the respective year, excluding building technology and existing buildings ((kg CO₂e/m²/year x GFA)/GFA total).



*Linked to: OneClick LCA Carbon Designer 3D (2023); DGNB (2018); Life Cycle Assessment (LCA); DIN ISO 14040, DIN ISO 14044. Average Embodied Carbon of the years 2021 based on the performance of service phase 3 and gross floor area in the respective year, excluding building technology and existing buildings ((kg CO₂e/m²/year x GFA)/GFA total).

allmannwappner – office

allmannwappner has set itself the target of lowering greenhouse gas emissions to net zero by 2030 by gradually reducing the office's carbon footprint. For this purpose, the company creates an annual Corporate Carbon Footprint based on the guidelines of the Greenhouse Gas Protocol Corporate Standard (Scope 1, Scope 2 and Scope 3) compared to the CO₂ baseline 2021. In doing so, allmannwappner has achieved „climate neutrality“ since 2021, which is reached through savings and in-process offsetting of the CO₂ footprint with high-quality climate protection certificates.





Material human rights topics connected with operations and value chain

Human rights – Topics



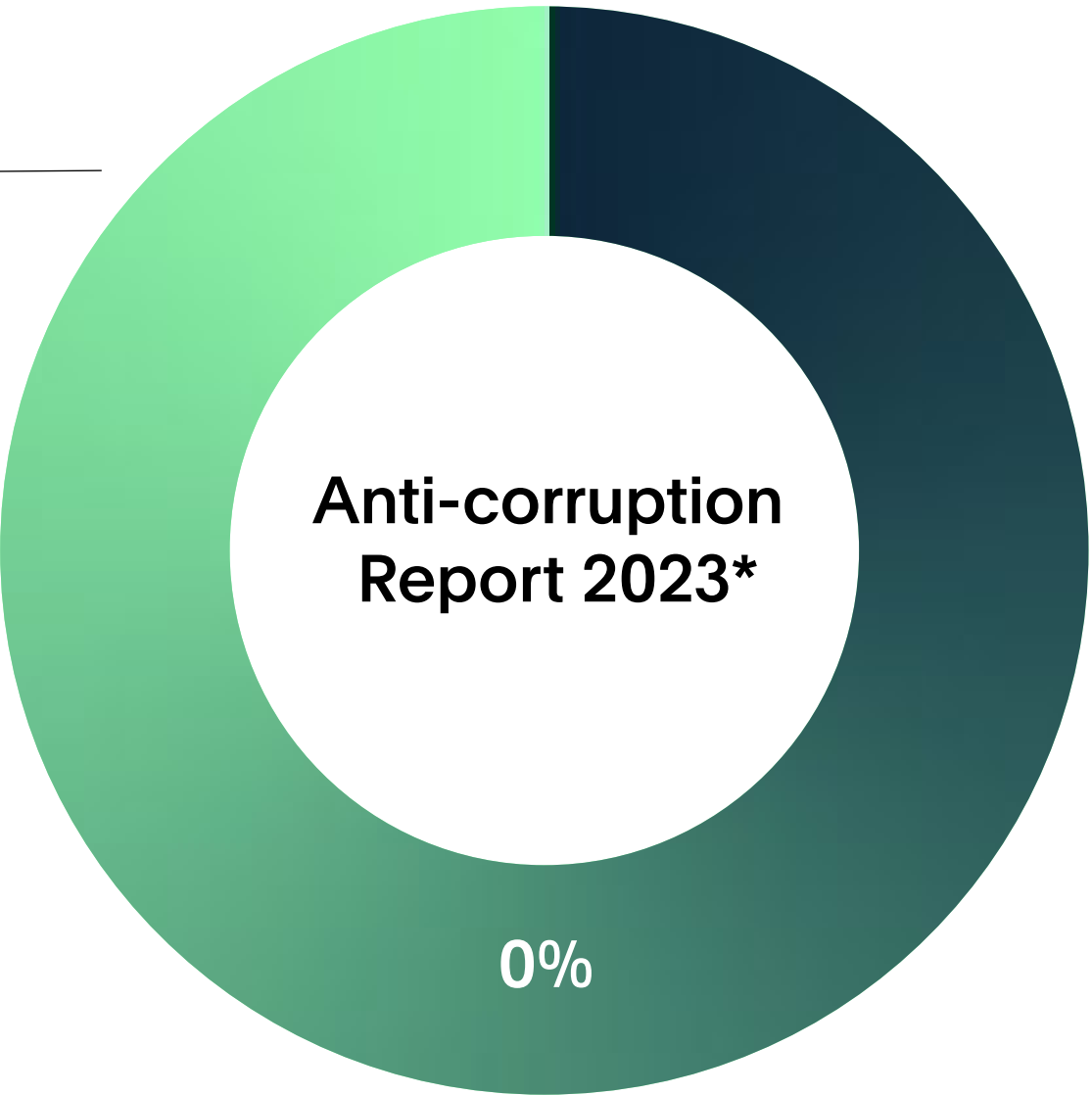
*Linked to: UN Global Compact CoP HR1. (2024); GRI-Disclosure 3-2 (2021). allmannwappner observes, supports, respects, and acts in accordance with German, European and international human and labour rights as well as the 17 Sustainable Development Goals (SDGs) and the Ten Principles of the UN Global Compact of the

United Nations. The letter of commitment of the UN Global Compact on corporate responsibility for human and labour rights are publicly available. During the reporting period no adverse impact identified or caused within Human rights topics.

Material human rights topics connected with operations and value chain

Anti-corruption – Incidents

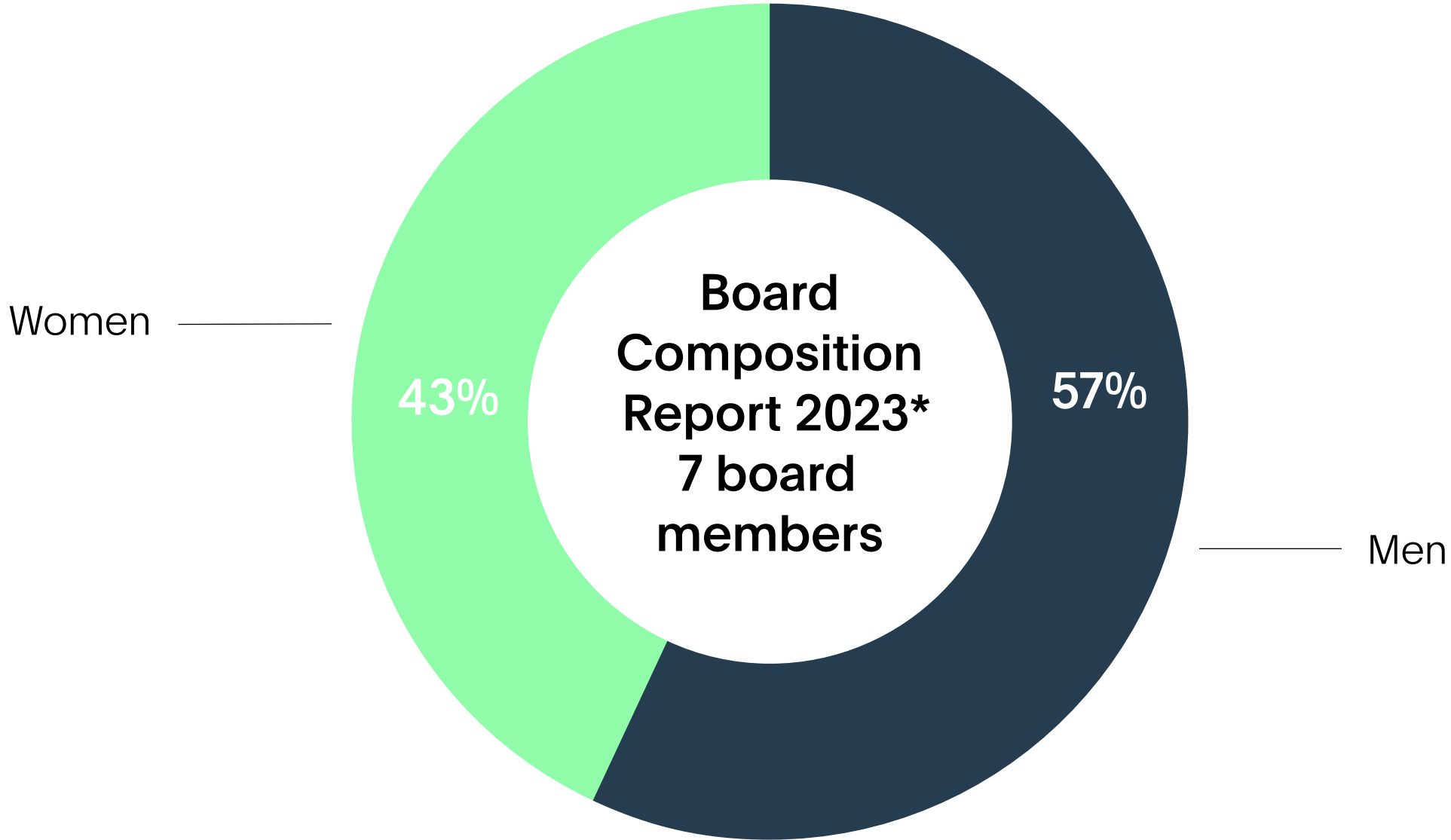
allmannwappner observes, supports, respects, and acts in accordance with German, European and international anti-corruption laws as well as the 17 Sustainable Development Goals (SDGs) and the Ten Principles of the UN Global Compact of the United Nations



*Linked to: UN Global Compact CoP AC5. (2024); GRI-Disclosures 205-3 (2016); WEF Common Metrics, ISAR D.2.1. allmannwappner is taken action to implement compliance-guidelines as prevention of corruption within the next two years, even we have not experienced cases of corruption on our projects during the reporting period.

Percentage of individuals within company's board

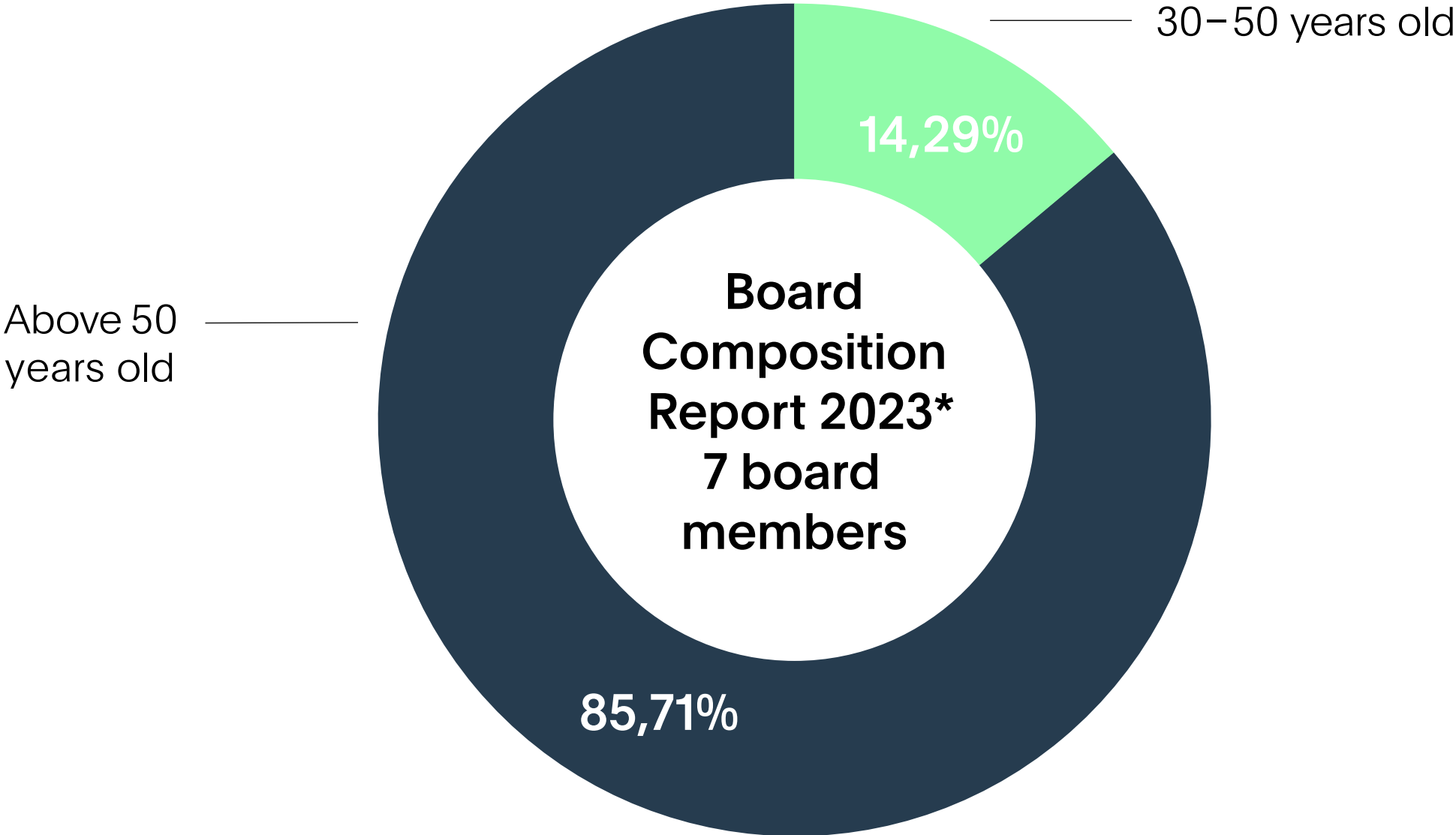
Governance – Board Composition



*Linked to: UN Global Compact CoPG 11. (2024); ISARD 1.2.; GRI-Disclosures 2–9 (2021), 405-1 (2016). The Managing Board consists of the Corporate Management (ISCO-08 Major Group; 1 Manager) and Partners (ISCO-08 Sub Major Group; 11 Chief Executives, Senior Officials and Legislators).

Percentage of board members by age range

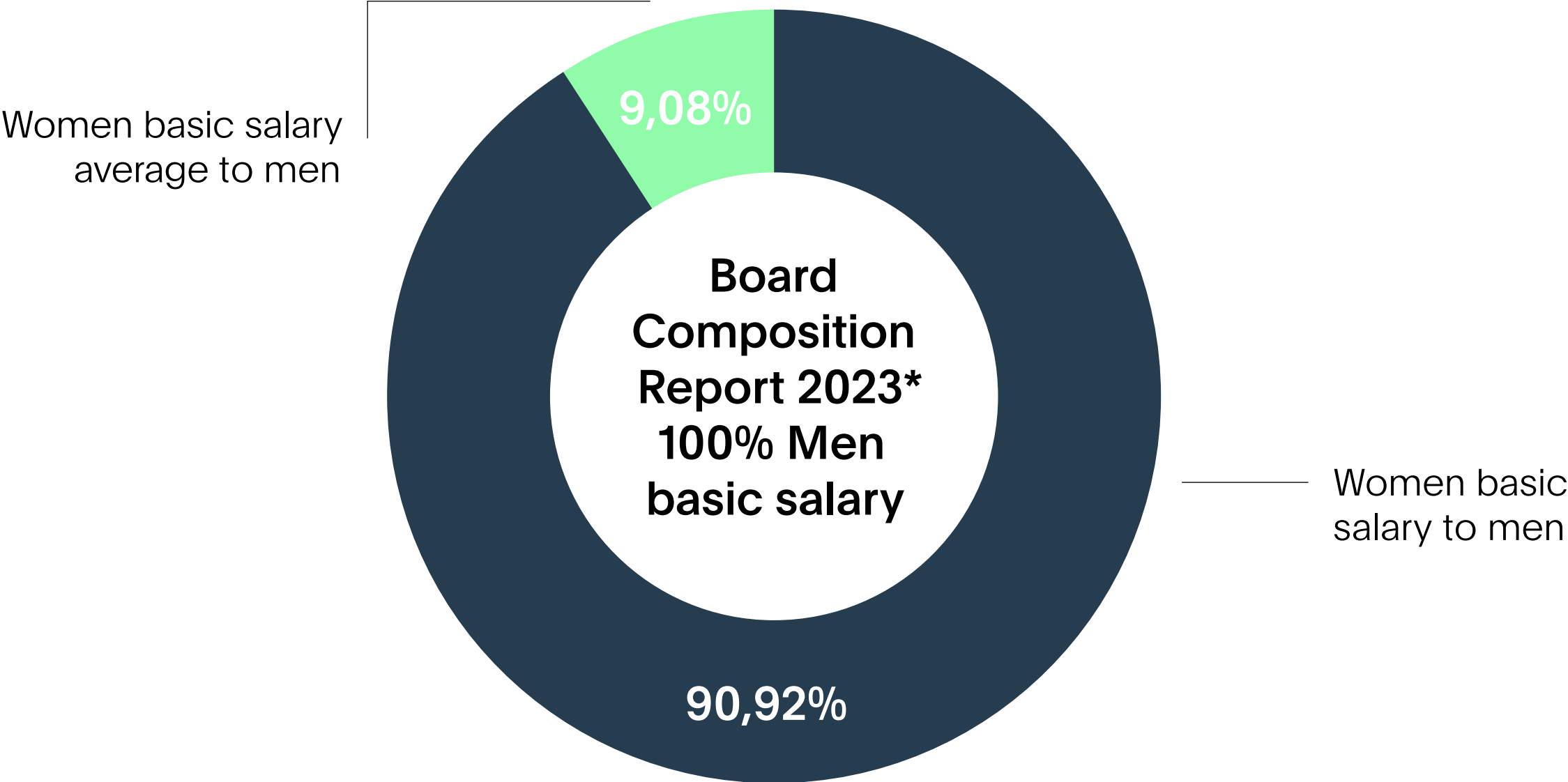
Governance – Board Composition



*Linked to: UN Global Compact CoP G11. (2024); ISAR D.1.3.; GRI-Disclosures 2–9 (2021), 405-1 (2016)
The Managing Board consists of the Corporate Management (ISCO-08 Major Group; 1 Manager) and Partners (ISCO-08 Sub Major Group; 11 Chief Executives, Senior Officials and Legislators).

Ratio of basic salary and remuneration of women to men for board members

Labour – Diversity and Equal Opportunity

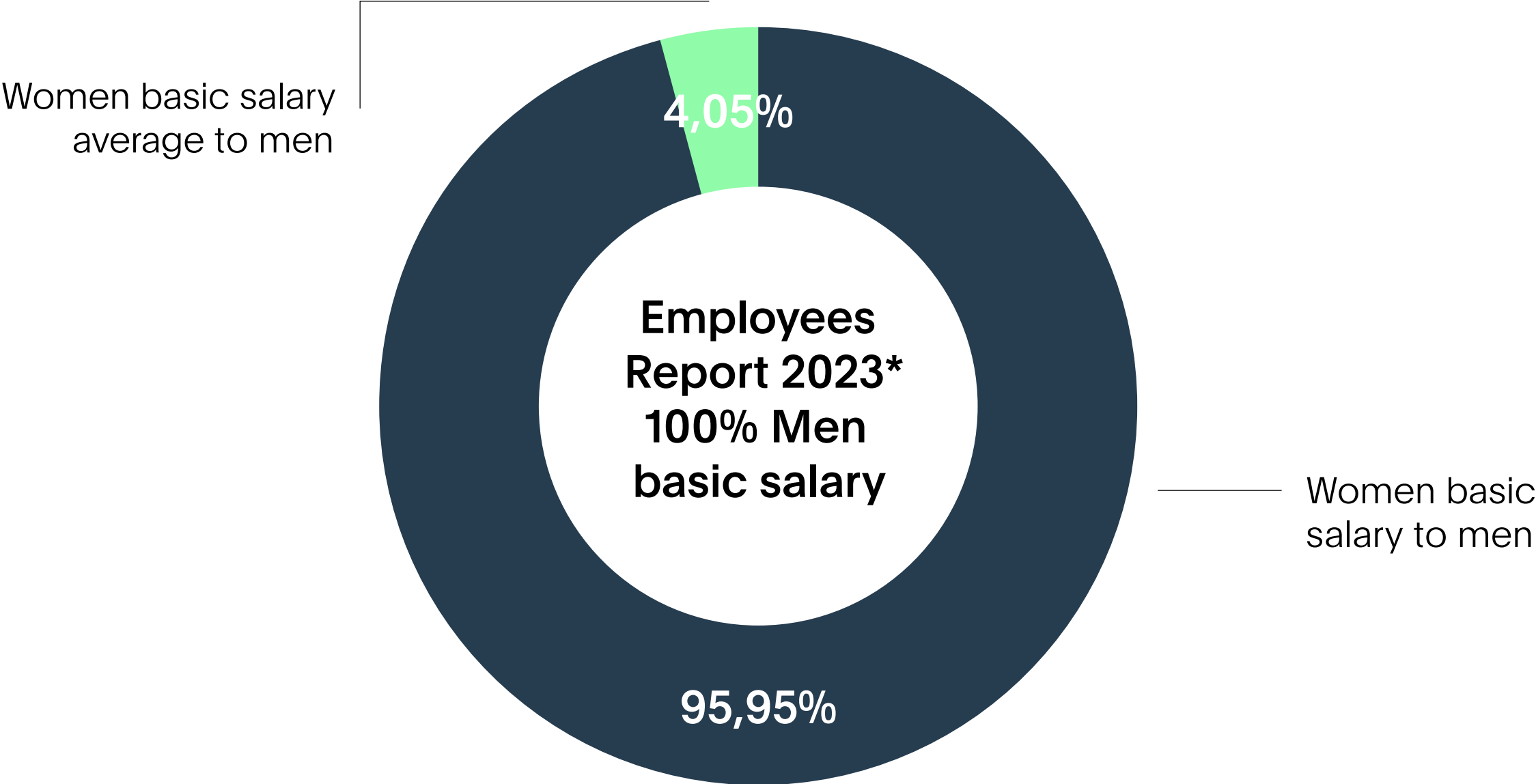


*Linked to: UN Global Compact CoP L8. (2024); GRI-Disclosure 405-2 (2016). Based on the Managing Board categories Corporate Management (ISCO-08 Major Group; 1 Manager) and Partners (ISCO-08 Sub Major Group; 11 Chief Executives, Senior Officials and Legislators). The women basic salary and remuneration of women to

men is calculated by the ratio of gross hourly earnings paid to women and men in percentage of board members. Women earn 9,08 % less than men across the board members. allmannwappner is an equal pay company.

Ratio of basic salary and remuneration of women to men for employees

Labour – Diversity and Equal Opportunity

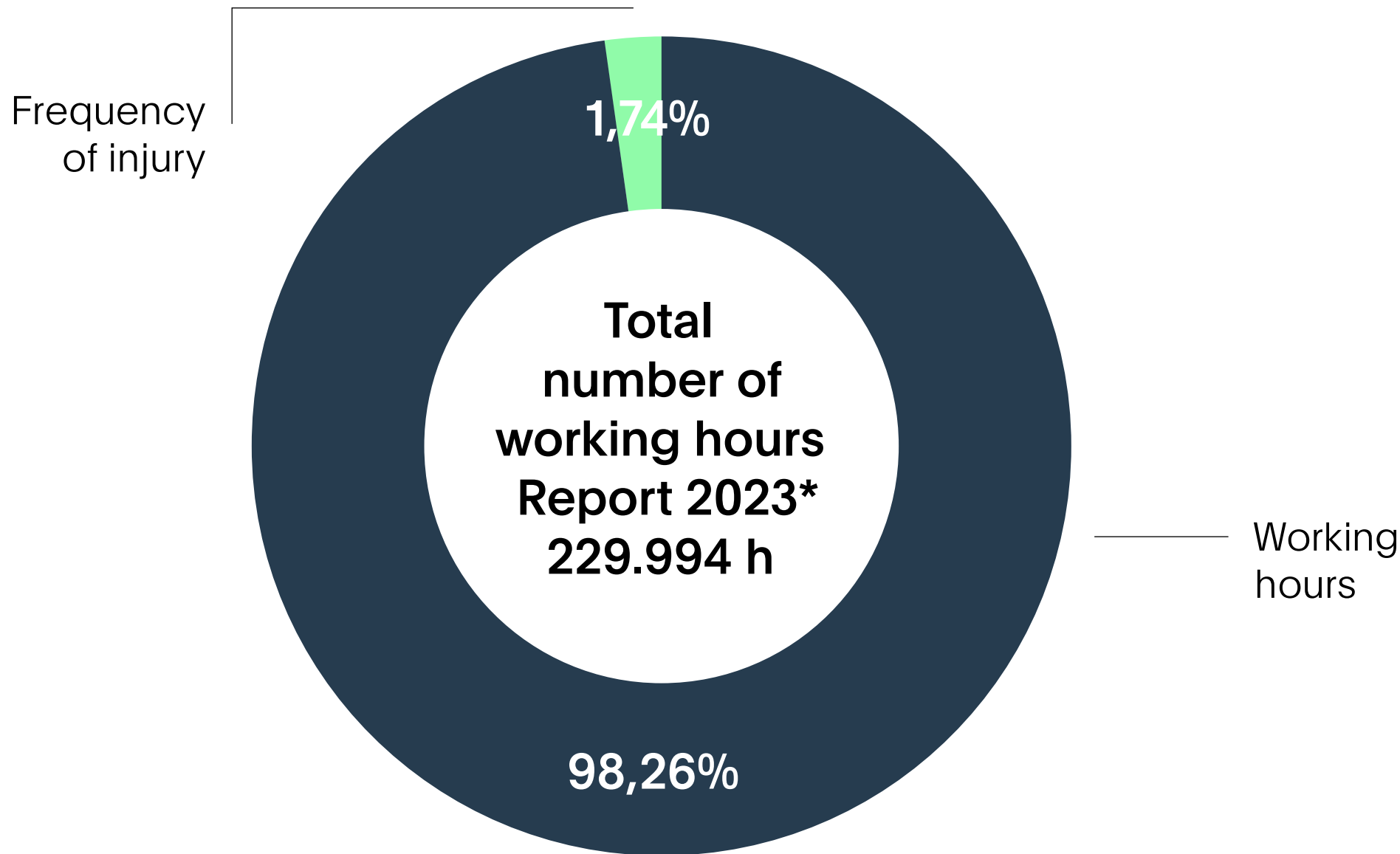


*Linked to: UN Global Compact CoP L8. (2024); GRI-Disclosure 405-2 (2016). Based on the employee categories Leaders (ISCO-08 Unit Group; 1120 Managing Directors and Chief Executives) and Professionals (ISCO-08 Occupation; 2161 Building Architects and ISCO-08 Occupation; 3432 Interior Designers and Decorators). The

women basic salary and remuneration of women to men is calculated by the ratio of gross hourly earnings paid to women and men in percentage of comparing jobs. Women earn 4,05 % less than men across the employees. allmannwappner is an equal pay company.

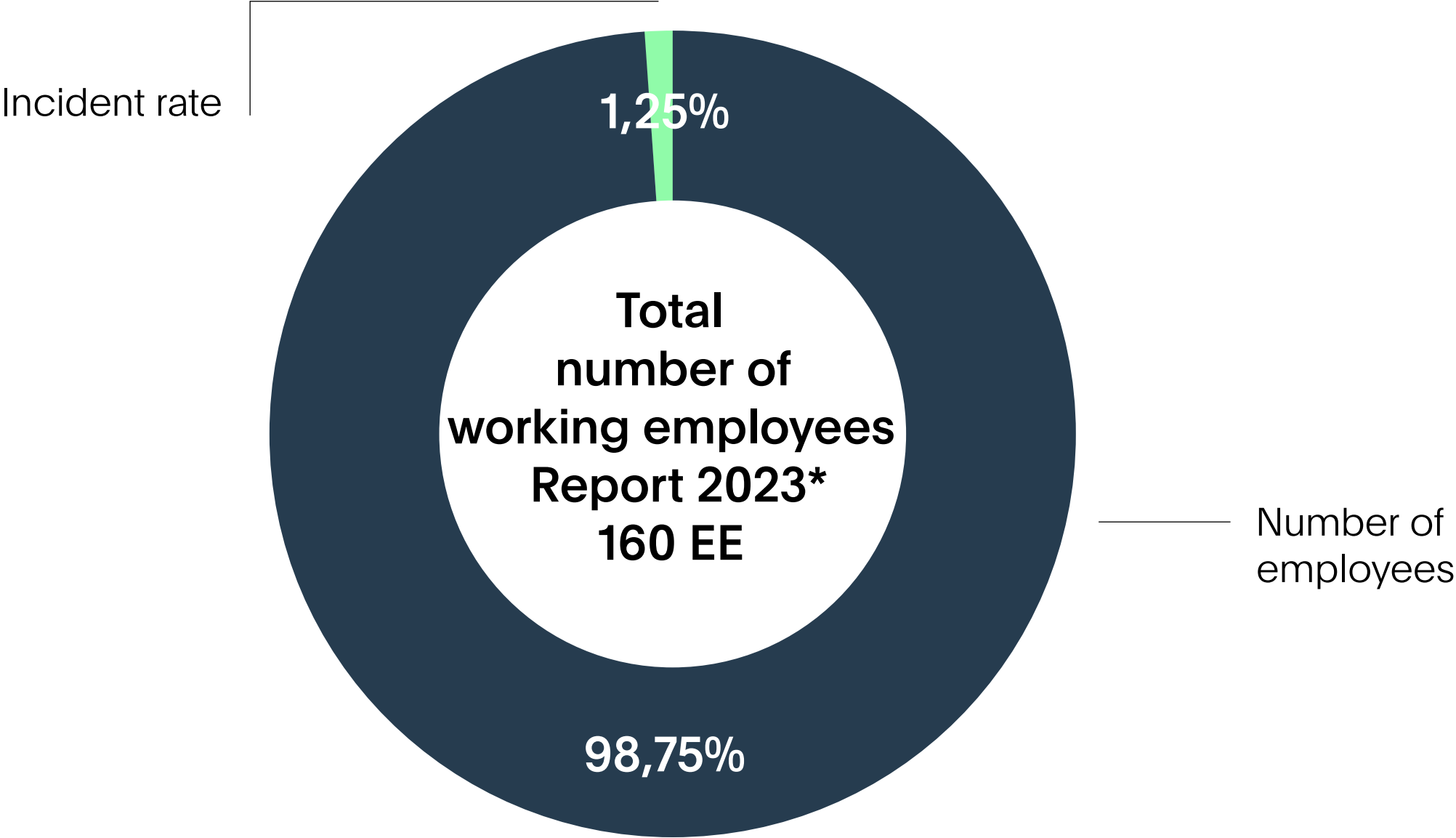
Frequency rate of occupational injuries

Labour – Employee health and safety



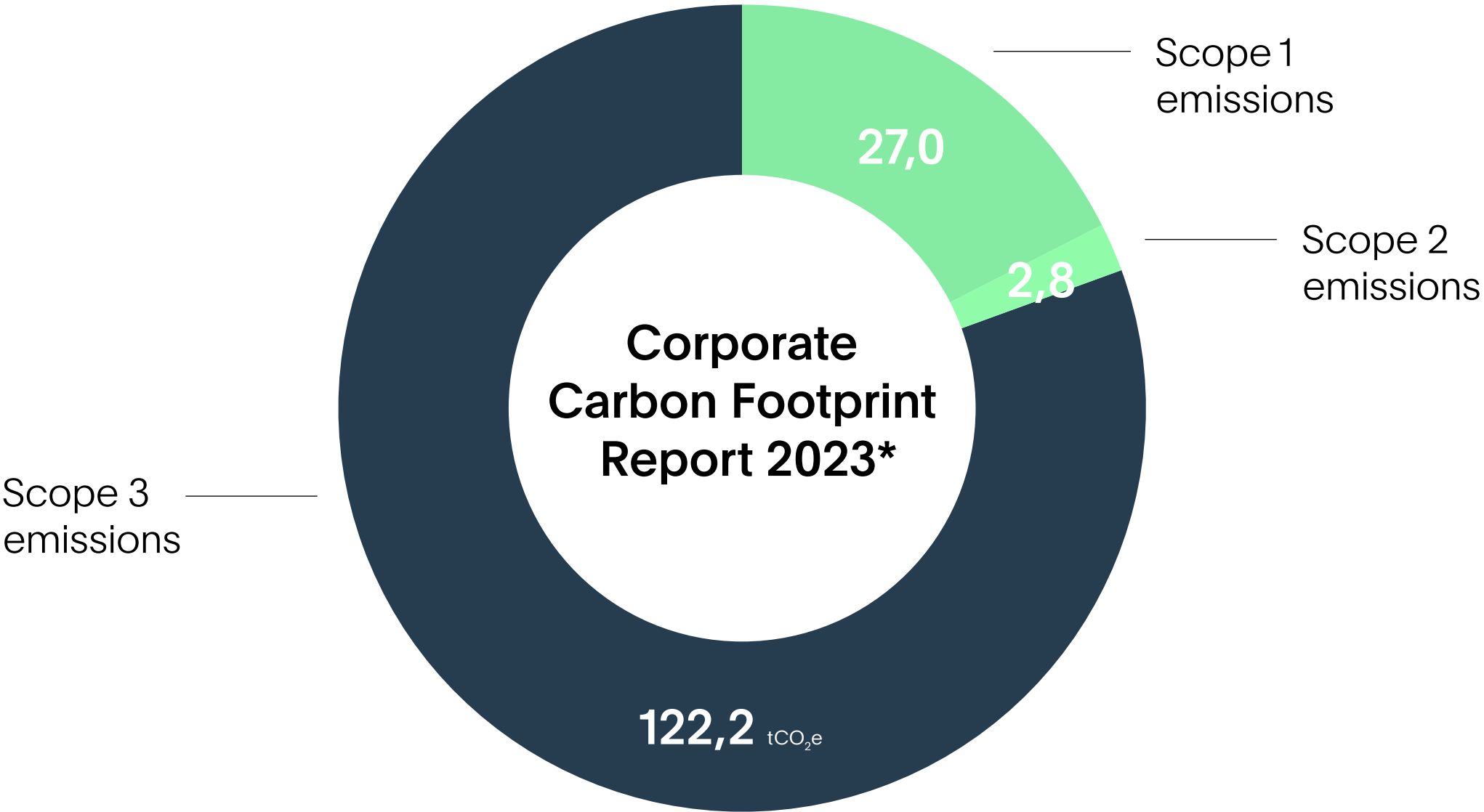
*Linked to: UN Global Compact CoPL9. (2024); ISAR C.4.2; GRI-Disclosure 403-9 (2018). The Rate of recordable work-related injuries in the reporting period is based on number of recordable work-related injuries divided by number of hours worked multiplied by 200,000 according to GRI-Standard 403-9 (2028), excluding external employees.

Incident rates by average number of workers
Labour – Employee health and safety



*Linked to: UN Global Compact CoP L10. (2024); ISAR C.4.2; GRI-Disclosure 403-9 (2018)
The incident rate is calculated by the total number of injuries devided by the total number of workers in the reporting period according to ISAR C4.2.

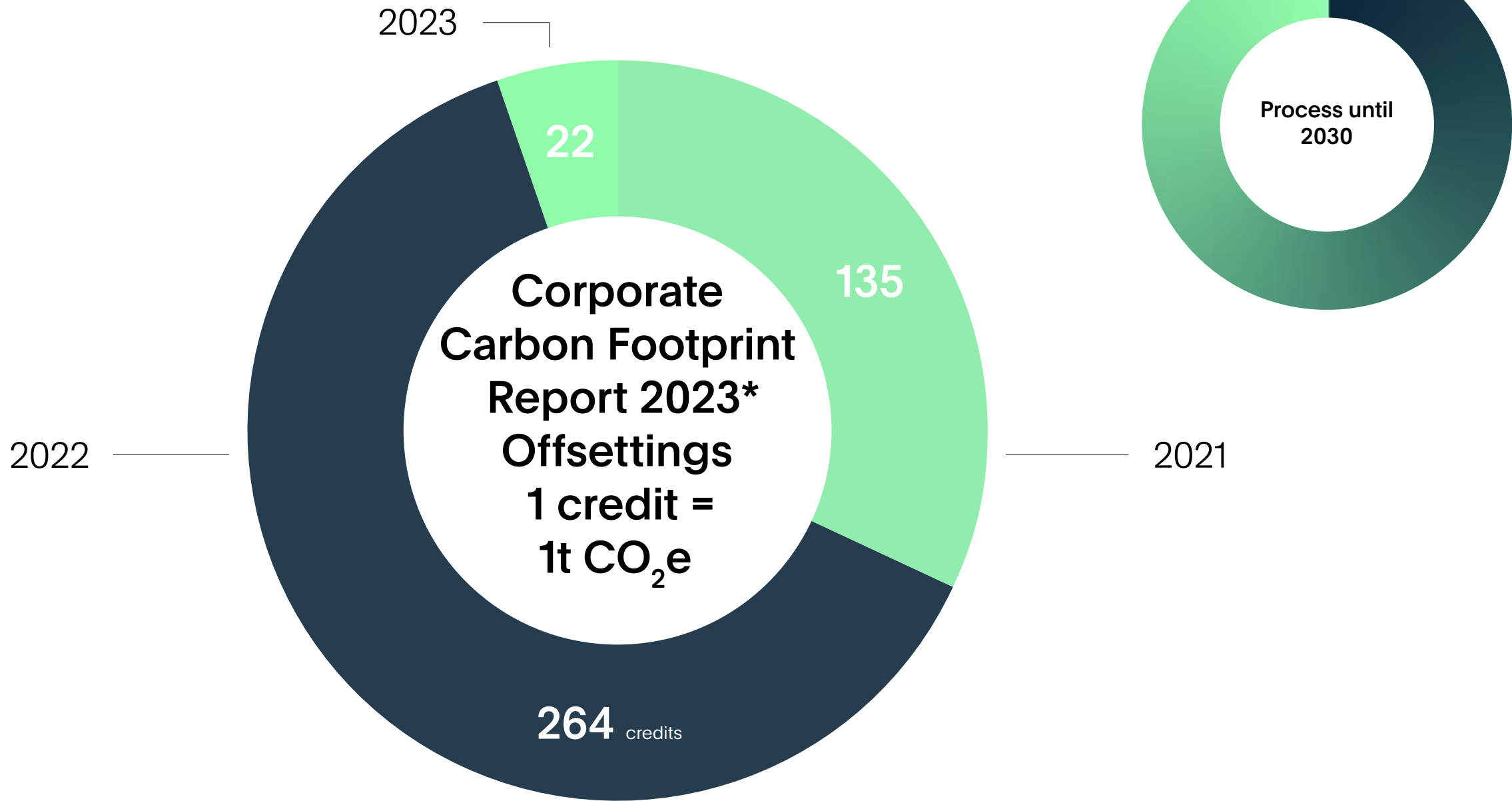
Scope 1, Scope 2 and Scope 3
Environment – Greenhouse gas emissions



*Linked to: UN Global Compact CoP E6. (2024); CDP C6.1 2022, CDP C6.3 2022; GRI-Disclosures 305-1, 305-2; ISAR B.3.1, B.3.2; UN Global Compact CoP E7., E7.1.; CDP C6.5 2022, GRI-Disclosure 305-3 (2016). The following Scope 3 categories are included: Purchased goods and services, capital goods, fuel- and energy-related ac-

tivities, waste generated in operations, business travel and employee commuting. We have taken action to increase organization-wide resilience to climate change.

Number of credits to offset emissions in 1 credit equal to 1t CO₂e
Environment – Corporate Carbon Footprint

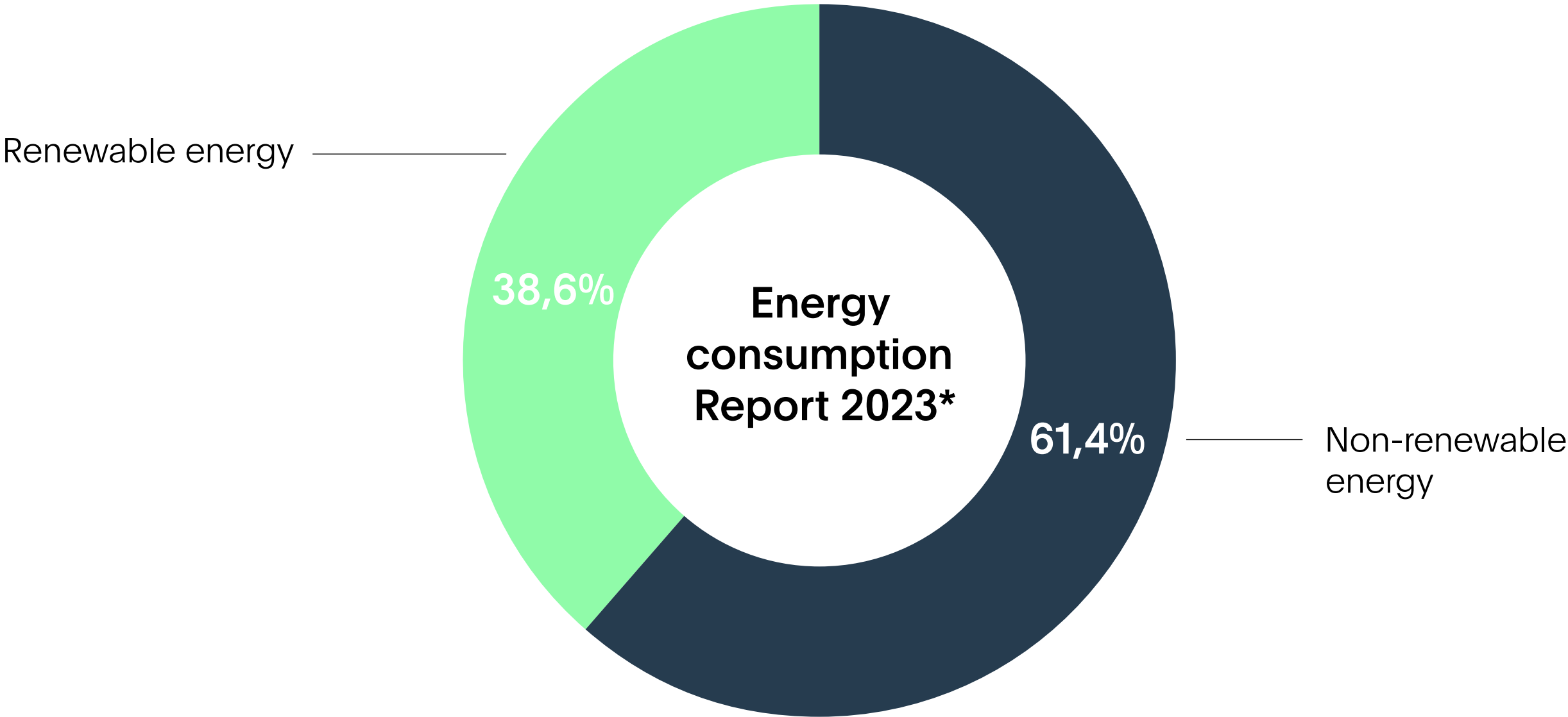


*Linked to: Fokus Zukunft allmannwappner gmbh - Information on commitment to climate action (2021, 2022, 2023). The number of credits to offset emissions does not correspond to the total balance sheet amount, as the

company has decided to voluntarily purchase more credits or in advance than would be necessary to offset the calculated greenhouse gas balance.

Renewable energy consumption as percentage of final energy consumption

Environment – Energy consumption



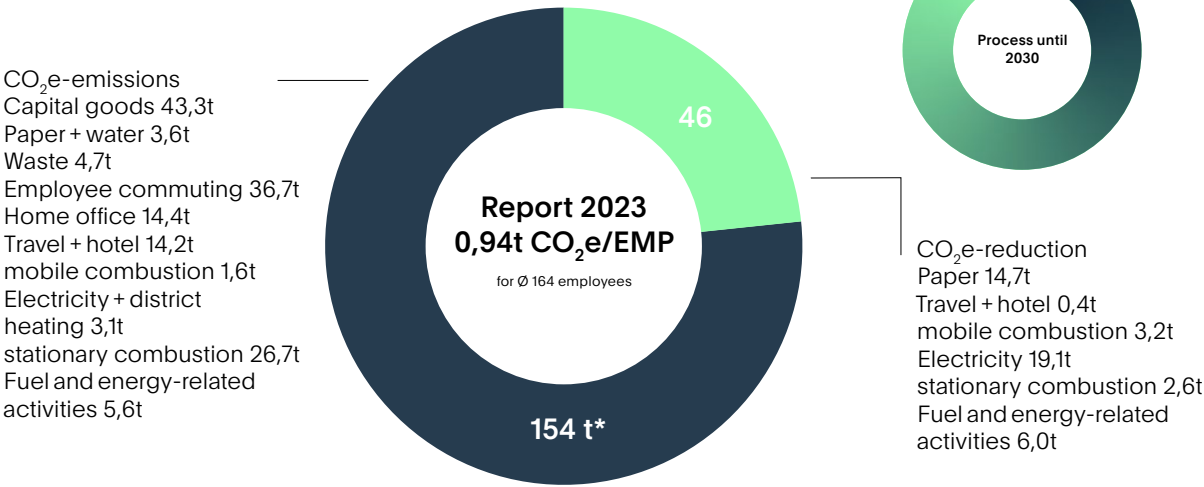
*Linked to: UN Global Compact CoP E10. (2024); ISAR B.5.1; GRI-Disclosures 302-1 (2016)
Based on the „Guidance on Core Indicators for Sustainability and SDG Impact Reporting“ (UNCTAD, ISAR B.5.1) and the energy suppliers bills for electricity and heating, measured in joules. The majority of renewable elec-

tricity is obtained through direct procurement or through energy suppliers. The quality criteria for the selection and procurement of renewable electricity are based on the Scope-2-guidelines of the Greenhouse Gas Protocol, preference ist given to hydropower, wind and solar energy.

CO₂e-Report office 2023 – 2021 compared to CO₂ baseline 2021

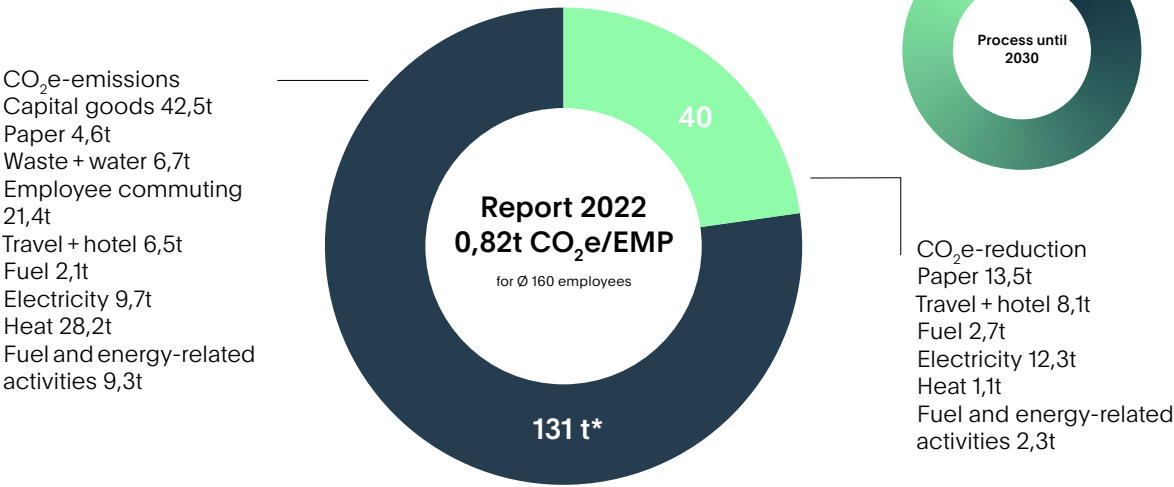
Environment – Corporate Carbon Footprint

CO₂e-Report 2023, savings of 46t CO₂e compared to 2021



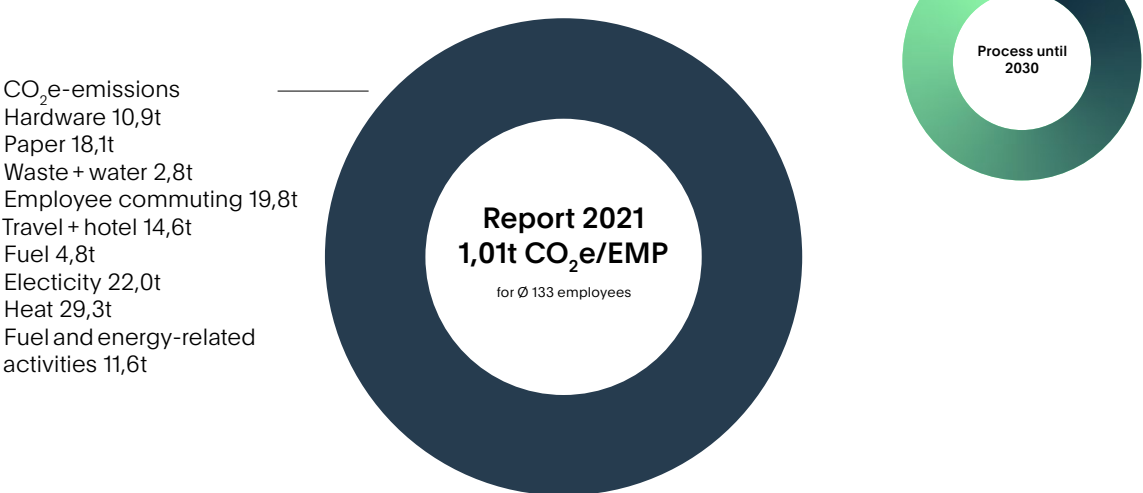
*Linked to: GHG-Protocol (2023)
Complete compensation through high-quality climate protection certificates.

CO₂e-Report 2022, savings of 40t CO₂e compared to 2021



*Linked to: GHG-Protocol (2022)
Complete compensation through high-quality climate protection certificates.

CO₂e-Report 2021, baseline



*Linked to: GHG-Protocol (2021)
Complete compensation through high-quality climate protection certificates.



allmannwappner Munich



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Visualizations: Flooor p. 13, 53–54, 56, 58, 80–84 / allmannwappner p. 14, 47, 55, 57, 63 / Artefactory Lab p. 20
Google Real Estate p. 39, 41–45 / bloomimages p. 84 /
OSA Ochs Schmidhuber Architekten und allmannwappner p. 46, 48–52
UN Global Compact Graphics, Signets: p. 27–29, S. 34 / Graphics used by Fokus Zukunft: p. 32, 36, 37
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WE SUPPORT



allmannwappner supports the Ten Principles of the UN Global Compact in the areas of human rights, labour standards, environmental protection and anti-corruption as well as the Sustainable Development Goals (SDGs) since 01/2024. First communication on Progress (CoP) due on 31 July 2025 ([Link](#)).