



BUILDING SUSTAINABILITY

Sustainability Report
2022/2023

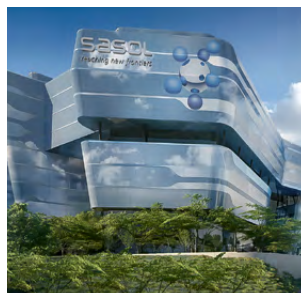
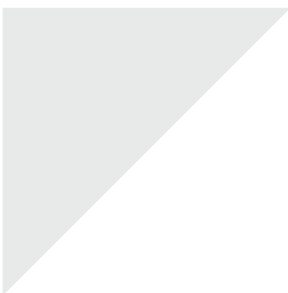
PERI

ABOUT PERI

Entrepreneurial thinking, reliability, and passion for our customers have made us one of the world's leading manufacturers and suppliers of formwork and scaffolding systems. We have been at home on construction sites around the world for over 50 years, helping our customers to build residential and office buildings, high-rise buildings, bridges, tunnels, and roads. Our diverse, individually customized products and engineering services make construction work more efficient, faster, and safer. "Best service to the customer" is the claim that drives us to develop successful solutions every day.



9,200
employees



> 240
branches, rental warehouses, and sales offices








1.8 billion
euros in turnover



Represented in **> 65**
countries

CONTENTS

4	FOREWORD FROM GROUP MANAGEMENT
6	STRATEGY AND MANAGEMENT
14	PRODUCTS
20	ENVIRONMENT
26	SUPPLY CHAIN
30	PEOPLE
42	GRI INDEX

-  Menu
-  Search
-  Return to Last Page
-  Page References
-  Web Linking

SUSTAINABILITY AT PERI

As a family business, we take responsibility. Sustainable management has been one of the key foundations of our business activities since our foundation over 50 years ago.



PERI Campus with canteen. As has already been done here, around 1,500 m² of land on the entire plant site will be renaturalized or landscaped in a seminatural way in 2024 alone.



We are convinced of this:

“Sustainability,” as we implement it at PERI, contributes to the further development and growth of the PERI family business and creates added value for our customers.

**1**

new school built by PERI every year
in a developing country

8,261

suppliers were assessed
according to ESG risks

150,733 t

CO₂e offset since 2021

-17.7%

CO₂e emissions in 2023

51

points achieved with a bronze award in
the EcoVadis rating

56,000 m²

seminatural
company premises

FOREWORD FROM GROUP MANAGEMENT



From left to right:
Dr. Carsten Weiß, Managing Director Business Area Formwork
Jürgen Voss, CFO
Christian Schwörer, CEO
Harijs Cika, Managing Director Business Area Scaffolding & Shoring
Martin Schlecker, COO

DEAR READERS,

We are very pleased to present the PERI Group's second Sustainability Report. On the following pages, we will show you how the topic of sustainability is integrated into PERI's corporate strategy and what progress we have made with regard to our sustainability goals. The focus of our sustainability management is on our five key fields of action: products, environment, governance, supply chain, and people.

We can also look back on some successes, such as the inauguration of the new school in Nairobi, which PERI built in collaboration with a nonprofit start-up. A new project to build a school in a developing country has already been initiated.

Our sustainability efforts and objectives were awarded a bronze medal by the EcoVadis rating agency in the reporting year. This continues to encourage us in our commitment to continuously improve existing processes. In addition, PERI is a new participant of the UN Global Compact. In this context, PERI's first progress report was also published in 2023.

This is just a small selection of the sustainability topics we are currently working on at PERI. You can find more detailed information on these and many other topics on the following pages. Our approach to the future remains true to our tradition as a family business: we focus on defined fields of action with clear goals that are anchored in our corporate strategy.

Since PERI was founded over 50 years ago, sustainable thinking and social responsibility have been an integral part of our business. The journey towards greater sustainability is far from over, and we are committed to continuing and intensifying our efforts.

We are pleased that you are accompanying PERI on this journey and wish you an exciting and inspiring read.

Best regards,



Christian Schwörer – CEO



STRATEGY AND MANAGEMENT

We consider environmental, social, and societal aspects in our operational decisions and processes. Economic success, integrity, and social responsibility are equal goals for PERI – regardless of whether we are active in Germany, Europe, or in other parts of the world.



The construction of bridges combines advances in engineering with architectural aspects in a unique way. The result is not only useful structures that connect people but often also iconic landmarks.

As one of the world's largest manufacturers of formwork and scaffolding systems, we offer contractors and scaffolding companies of all sizes complete solution expertise for all formwork and scaffolding requirements in the areas of construction, maintenance, and refurbishment. Innovative formwork and

scaffolding systems with customized logistics, service, and engineering services ensure cost-effectiveness, efficiency, and safety for our customers in all projects.

Infrastructure projects such as tunnels and bridges as well as residential and office buildings last for many years and characterize our living spaces both in urban and rural environments. PERI works together with numerous partners on construction sites around the world to set ever higher standards in terms of sustainability and resource conservation. This concerns a wide range of topics along the value chain – starting with the planning and development phase, transport and disposal issues as well as occupational safety on construction sites to building renovation and the recycling of materials used.

PERI products and services play an essential role in the construction phase of building projects. Efficiency and resource conservation can already be taken into account during the planning of projects. Short transport routes for the scaffolding and formwork systems used, products produced in the most environmentally friendly way possible, reusable materials, and, last but not least, the safety of workers on the construction sites are important topics in which PERI demonstrates its sense of responsibility as a player.



SUSTAINABILITY STRATEGY

PERI's vision is clearly defined: we want to be the leading partner for all formwork and scaffolding applications – worldwide. Our task as a service provider for our customers is to make construction work more economical, faster, and safer. In order to strengthen our long-term economic success and fulfill our social responsibility, we integrate ecological and social issues into our core business.

We are a family-run company with a strong sense of values: it is the reliability of the PERI workforce through which we justify the trust of our customers. It is the openness of our employees that enables us to learn from each other and grow internationally. And it is the passion that keeps us fighting for the best solution to the very end. We base our actions on these values. Every single employee contributes to our company's success by bringing these values to life every day, leading by example and passing them on to new colleagues.

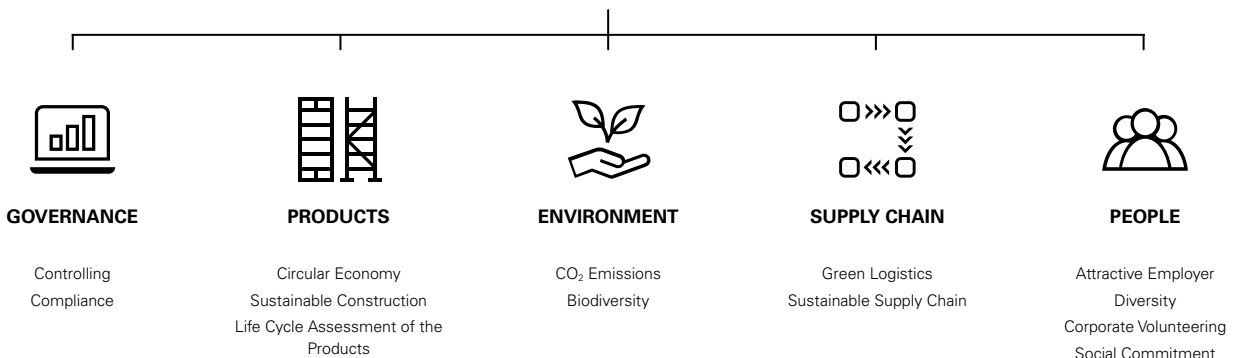
Our sustainability claim was concretely specified in terms of content and systematically structured in 2021. Together with the owner family and those responsible for sustainability, PERI Group Management identified five fields of action in order to strategically advance the topic of sustainability at PERI. In 2023, the new central department "Corporate Sustainability" was established within the organization, which reports directly to the CEO. Work is currently underway on a new and future-proof sustainability strategy and an associated program for the period after 2025.

As part of a multistage process to determine our material topics in 2021, we first created a comprehensive list of topics based on peer group analyses, industry-relevant aspects, legal requirements, and common frameworks for sustainability reporting. After further consolidation into overarching topics, the topics were assessed in workshops by those responsible in terms of business relevance, impact, and level of ambition.

In the materiality analysis, we identified the following topics as material in our five fields of action:

Sustainability Fields of Action

PERI SUSTAINABILITY





As an expert partner for engineering, planning, consulting, and monitoring, we provide our customers with comprehensive support and offer system solutions for all types of construction projects in a time, cost, and quality-optimized manner.

Good corporate governance, responsibility for products, the environment, people, and the supply chain are the focus of our commitment to sustainability. We pursue a strategic, holistic, and integrated approach: in everything we do, we work transparently and factually. We set clear targets against which we are measured and report regularly on our sustainability performance. We integrate sustainability into our core processes and systematically implement clearly defined measures in order to achieve our goals.

In 2024, PERI will carry out a materiality analysis in accordance with the Corporate Sustainability Reporting Directive (CSRD) in preparation for the new reporting obligations. Our project team from Accounting and Corporate Sustainability is responsible for the procedural implementation of the CSRD and EU taxonomy requirements. Responsibility for this project lies at management level with the CFO of the PERI Group.





Sustainability Goals

Topic	Goal	KPI	Time Frame	Status
GOVERNANCE We record our sustainability performance systematically and report transparently at regular intervals.				
Controlling	Since 2021, we have been establishing and continuously developing a global controlling system for sustainability.		Continuous as of 2021	
Management	By the end of 2022, we will establish an overarching body (Sustainability Council) to manage our sustainability strategy across the Group. ¹⁾		2022	
ESG Rating	By 2023, we aim to achieve a sustainability rating from EcoVadis for our sustainability performance. ²⁾	ESG Rating	2023	
PRODUCTS We promote solutions for the circular economy and sustainable construction through new products, technologies, and life cycle analyses.				
Circular Economy	By 2025, we will promote circular economy approaches in the construction industry.		By 2025	
Sustainable Construction	By 2025, we will develop a portfolio of solutions for sustainable construction.		By 2025	
Life Cycle Assessment	By 2025, we will prepare life cycle analyses for our most important products and applications.	Proportion of products that were covered by an LCA	By 2025	

1) The Corporate Sustainability central division was established in 2023 and will manage Group-wide sustainability management.

2) In the 2023 reporting year, our sustainability performance was awarded a bronze medal by EcoVadis.



Topic	Goal	KPI	Time Frame	Status
 ENVIRONMENT We strive to reduce GHG emissions almost completely and promote biodiversity on our company premises.				
Almost Complete Reduction of GHG Emissions	Since 2021, we have been purchasing 100% green electricity via green electricity certificates, thereby reducing our Scope 1 and 2 emissions almost completely.	Tons CO ₂ emissions	Ongoing since 2021	
		100% renewable energy-powered electricity	Ongoing since 2021	
CO ₂ Emissions	By 2025, we will reduce our specific CO ₂ emissions by 10% (base year 2019).	-10% tons of CO ₂ per million euros of turnover	By 2025	
Biodiversity	Since 2021, we have been landscaping 20,000 m ² of our company premises every year to be seminatural.	Square meters of seminatural landscape at PERI sites	Ongoing since 2021	
 SUPPLY CHAIN We are committed to high social and environmental standards in our supply chain and promote environmentally friendly logistics.				
Green Logistics	By 2025, we will improve the transparency of Scope 3 emissions in our supply chain.	Level of Scope 3 emissions from the area of logistics	By 2025	
Sustainable Supply Chains	By 2023, we will systematically integrate sustainability into our global supplier management.	80% of our global suppliers for raw materials and merchandise are rated according to ESG criteria	By 2023	
 PEOPLE We want to be an attractive and long-term employer that promotes diversity and is committed to society.				
Diversity	We support our female employees by increasing the proportion of women in our workforce and in managerial positions at PERI.	Proportion of female employees at PERI: 30%	By 2030	
		Proportion of female managers: 20%	By 2030	
	We are increasing the proportion of female employees who take part in our PERI Talent Program.	Female participants in the Talent Program: > 25%	From 2022	
	From 2022, we will hold an annual "Global Diversity Day."		From 2022	
Training and Qualification	By 2025, we will launch an international employee exchange program.		By 2025	
	We support our employees in pursuing lifelong learning.	> 2 further training days per employee per year	Ongoing	
Corporate Volunteering	From 2023, PERI employees worldwide will participate in one Corporate Volunteering Day per year.	Number of employees who participated in the Corporate Volunteering Day	From 2023	
Social Commitment	Starting in 2022, we will build one school in a developing country every year.	1 school per year	From 2022	
				



SUSTAINABLE DEVELOPMENT GOALS

As a multinational company, we support the United Nations Sustainable Development Goals (SDGs), which came into force at the beginning of 2016. The SDGs comprise 17 concrete targets for politics, civil society, and business to make the world fairer and more equitable by 2030.

Our actions have a wide range of impacts on the environment and society along our value chain. From our suppliers and production to the transport and use of products, we can contribute to achieving the SDGs – especially SDGs 4, 5, 7, 9, 12, and 13.



For example, we promote SDG 4 “Quality education” through the continuous qualification and further training of our employees within the framework of the PERI Academy and our various talent programs. We are also committed to the construction of schools in developing countries and aim to establish an educational facility in these locations every year. We have also placed our focus on SDG 5 “Gender equality.” We aim to increase the proportion of women in the workforce and in management positions over the next few years through a program to promote the proportion of women.

For further information, see the chapter on **People** from page 30 onwards.



We consume fossil fuels and generate CO₂e emissions as part of our production and transport processes. We are responding to these adverse effects on SDG 7 “Affordable and clean energy” and SDG 13 “Climate action” by gradually switching to renewable energy sources and continuously reducing our CO₂e footprint. PERI has been purchasing 100 percent green electricity via green electricity certificates since 2021 and has almost completely reduced its Scope 1 and 2 emissions.

For further information, see the chapter on **Environment** from page 20 onwards.



With our future-oriented products and technologies, we are supporting SDG 9 “Industry, innovation, and infrastructure.” PERI always observes the highest standards for new construction at its sites worldwide. With our rental model, which we established as early as the mid-1970s, we also make an important contribution to SDG 12 “Responsible consumption and production.” In addition, PERI itself uses sustainable alternatives to raw materials as well as recycled raw materials. Our goal is to promote circular economy approaches in the construction industry by 2025. We are also promoting biodiversity at our sites. For example, we have set ourselves the goal of redesigning approx. 20,000 m² of our properties in a seminatural way every year.

For further information, see the chapter on **Environment** from page 20 onwards.

SUSTAINABILITY MANAGEMENT

PERI is committed to responsible corporate management based on fundamental ethical values. The Board of Directors of PERI SE bears the overall responsibility and ensures that sustainability is anchored in our strategy, management, and operational business. The operational management of the cross-sectional topic of sustainability is the responsibility of the central function “Corporate Sustainability.” The task of the sustainability team is to manage the strategic alignment and coordination of the specialist departments involved in achieving the objectives. The Corporate Sustainability team reports directly to the Executive Board of PERI SE – in other words, to the Chief Executive Officer.

Responsible persons from different departments have been appointed for all of the PERI Group’s sustainability goals. They implement the individual measures in coordination with and with the support of Corporate Sustainability and monitor the achievement of the goals.

GOVERNANCE AND COMPLIANCE

Governance and compliance are an essential part of PERI’s corporate culture and are firmly anchored in our daily activities. PERI expects compliance with applicable laws as well as internal regulations, respect for fundamental ethical values and sustainable action from its own employees and commissioned business partners. The PERI Code of Conduct and our Group guidelines form the basis for this.

We achieve compliance through an open and trusting working environment and an efficient compliance management system tailored to our needs, including compliance officers in the subsidiaries and a whistleblower system that can be used anonymously. External parties and all employees have access to our compliance hotline and compliance help desk. Using the hotline, they can report violations or their reasonable suspicion of a violation of the PERI Code of Conduct, legal regulations, or internal rules in an uncomplicated and confidential manner. The help desk serves as a point of contact for all questions relating to compliance.



The Panama Canal has saved the entire shipping industry an enormous amount of time and fuel by shortening sea routes. In extrapolated terms, this corresponds to a reduction of more than 850 million tons of CO₂ equivalents.



Topics include, for instance, corruption prevention, competition law, human rights, labor and social standards, conflicts of interest, fraud, embezzlement, and misappropriation.

In 2023, PERI SE had its sustainability work examined and evaluated by EcoVadis. The efforts, objectives, and various projects in the area of sustainability were awarded a bronze medal. In addition, those subsidiaries that are subject to an increased risk due to their company location or industry were evaluated separately by EcoVadis. PERI Saudi Arabia and PERI Kuwait were even able to achieve silver medals. The PERI subsidiaries in Peru, Argentina, the Philippines, and Serbia received bronze awards.

PERI SE has been a participant in the UN Global Compact (UNGC) since 2023 and is thus committed to the active development of a sustainable global economy and society. We submitted our first "progress report" with regard to the Ten Principles of the UN Global Compact in April 2023.

Organization

We have established a functional compliance organization to ensure compliance with all laws and internal guidelines. The Chief Compliance Officer (Head of Group Legal and Compliance) is also the Chairman of the Compliance Committee. They report directly to the CEO, the CFO (disciplinary authority), and the Administrative Board on the progress of compliance activities and important compliance matters at PERI.

The Compliance Committee determines important topics for strengthening compliance in the Group and is responsible for promoting and monitoring compliance activities at PERI.

The central, higher-level organization is supported by regional compliance organizations in the subsidiaries. There is close cooperation and coordination with key central interfaces such as employee representation, controlling, the Legal department, or risk management.

Supply chain issues and specific questions arising from the Supply Chain Due Diligence Act (LkSG) are dealt with by a separate committee. Critical incidents are discussed, opinions are coordinated, and, if necessary, appropriate measures are initiated. More information on the Supply Chain Act and human rights obligations can be found in the "Declaration of Principles on Human Rights and Sustainability Strategy."

Internal Guidelines

We use internal guidelines and procedures to implement compliance in our day-to-day business. They include, for example, guidelines on antitrust and competition law, data protection, export control, or dealing with business partners.

The basis for our responsible corporate governance is the PERI Code of Conduct. This summarizes the key values, principles, and standards that serve as a guideline for all employees. Central topics are business relationships and fair competition, data protection, safety, social responsibility, and environmental protection. Every employee is familiarized with the Code of Conduct when they are hired. The zero-tolerance principle applies to violations.

➤ You can view our **Declaration of Principles on Human Rights and Sustainability Strategy** on our website at www.peri.com/de/ under "Sustainability" (German version only).

WE SUPPORT



➤ Our **Communication on Progress** is available on the UNGC website at www.unglobalcompact.org under "Our Participants."

📄 For further information, see the chapter on **Supply Chain** from page 26 onwards.



An example of the regular constructive exchange with stakeholders: the PERI Entrepreneurs' Day for Scaffolding.

We also expect our suppliers to commit to our values and rules and to ensure responsible conduct. The Supplier Code of Conduct is an integral part of our cooperation with our suppliers.

Our training courses teach our employees the importance of compliance for a sustainably successful corporate culture. These mandatory training courses are conducted in the form of classroom events, workshops, web-based modules, and video units.

STAKEHOLDER DIALOG

We attach great importance to partnership-based exchange and dialog with all of PERI's stakeholder groups. Our most important stakeholders include our employees, management and the founding family, our customers, suppliers and business partners, the local communities at our sites, universities and research institutes with

whom we cooperate, and society and its concerns. For us, trust and continuity are key success factors for sustainably successful relationship management. Since 2023, we have been an active member of the Sustainability Committee of the Güterschutzverband Betonschalungen (GSV), where we have established a standard for the life cycle assessment of formwork and scaffolding together with other companies in our industry. Equally important is our participation in trade fairs and events around the world, where we seek dialog with our stakeholders.

This regular exchange enables us to incorporate the requirements of the individual stakeholder groups into our work. By engaging in intensive dialog with customers, we can adapt our products even better to their wishes and requirements – also in terms of sustainability – and identify industry trends at an early stage.

We have been an active member of the Sustainability Committee of the Güterschutzverband Betonschalungen e.V. since

2023



P

R

O

D

U

C

T

S



We support our customers with formwork and scaffolding systems, digital tools, and the engineering of complex industrial and infrastructure projects holistically – over the entire course of the project.

PERI accompanies large and small construction projects around the world with more than 2,000 specialist consultants in direct sales. With our know-how and experience, we contribute to the efficient, resource-saving, and safe construction of buildings on all continents. Our aim is to give our customers a technical and economic advantage by using our systems, products, and services. This means that we offer comprehensive solutions from a single source, which are optimally coordinated and fit together in the sense of a modular system. The products themselves are designed sustainably by PERI, whereby we pay attention to essential criteria such as durability, material efficiency, and recyclability. The use of environmentally friendly and recyclable materials and components is decisive for us, among other aspects. The idea of a circular economy is very important to us, and we support the sustainable use of our products in cooperation with our customers – for example, through rental models.

In 2023 and 2024, PERI will invest in innovative production facilities at the Weißenhorn production site, in which our patented corrosion protection process for metal materials will be used. This process is called PERIskin and is known as organic dip coating (ODC). Our aim is to permanently protect metallic materials, such as products and system devices made of steel and aluminum, against corrosion. With PERIskin, the materials (system devices/products) undergo electroless dip coating at room temperature. The energy requirement of

the process is therefore only approx. five percent of the consumption of conventional coating processes (e.g. galvanizing). And this is covered by PERI's own biomass cogeneration plant and our solar park.

We attach great importance to the quality of our products and services. For this reason, we have established a quality management system at PERI and are certified in accordance with ISO 9001 at numerous sites.

To ensure that our products can be used safely within the scope of the intended application, PERI Product Technology prepares a large number of technical documents for PERI products. These include assembly and usage instructions, product information and overview documents, component calculations, as well as assembly and operating instructions. Depending on the product, additional documents may be required. In Germany, for example, scaffolding and scaffold anchors require approval from the Deutsches Institut für Bautechnik (DibT). The technical product documentation is managed in a central product data management system.

For projects such as bridge, tunnel, or high-rise construction, project documentation and project-specific declarations of conformity are prepared by our own technical offices.

Since the realization of the first 3D-printed residential building in 2021 in Beckum (Germany), PERI has continued to conduct intensive research into this technology – for instance, into printing materials made from recycled materials or cement-free printing concretes.



RESEARCH AND DEVELOPMENT

PERI is constantly researching innovative solutions and technologies with which construction can be made even more economical, resource-saving, and safer. Moreover, we work on the further development and improvement of our existing products. Our research and development is located at the PERI Group headquarters in Weißenhorn and is supported by R & D hubs in Italy and India.

The aspect of sustainability has been part of research and development at PERI for a long time. In the process, we consider the topic on several levels, including the careful use of resources, safety, and the efficient use of materials. Our aim is to establish the circular economy comprehensively in our business areas. To this end, we have carried out life cycle analyses for almost all of our products, components, and usage situations. The aim was to assess the environmental impact over their entire service life. Some of the influencing factors included the areas of production, transport, use, maintenance, and potential recycling at the end of the product life. To this end, PERI, together with other representatives of the industry, has committed itself to a transparent and uniform standard for determining the life cycle information of its products. Together with the Güteschutzverband Betonschalungen Europa (GSV) and other market participants, a guideline was developed that defines the basic methods and assumptions for determining the CO₂ footprint. This is derived from generally recognized standards for

life cycle assessments such as ISO 14040 and DIN EN 15804 as a standard specifically for the construction industry. Basic assumptions like the definition of system boundaries, the selection of emission factors, and the functional unit under consideration are defined here.

PERI uses this standard to determine the CO₂ footprint of its products on the basis of a recognized database for CO₂ balancing. In the future, this information will be provided to our customers when orders are placed. In addition, PERI is striving for a system-supported solution for the provision of CO₂ information for individual customer projects so that the CO₂ footprint of PERI products can be automatically reported depending on the size of the project and the type of purchase (rental or purchase). These are further details on the utilization phase of our products.

One of the highlights of research and development at PERI is 3D concrete printing. In this new type of construction, complete residential buildings are created in a 3D concrete printer. In 2021, PERI received the “German Innovation Award” in the “Building & Elements” category from the German Design Council for the first residential building to be printed using a 3D concrete printer in Germany, which was printed in Beckum, Westphalia. In 2023, new milestones were reached with the largest building printed in Europe, a data center in Heidelberg, and the first publicly subsidized apartment building in Lünen.

Together with partners from the industry, PERI is also working on the development of printing materials made from recycled materials and cement-free printing concretes.

ENVIRONMENTAL ASPECTS

Service Portfolio

PERI offers its customers a comprehensive service portfolio. This includes the areas of engineering, preassembly, 3D design, and software solutions. Hand in hand with our customers, we develop technical solutions that optimize material consumption and the construction process, thus contributing to greater sustainability. Digitalization is proving to be a key factor here, as it greatly improves not only the planning processes but also material management. The QuickSolve and PERIpath solutions developed by us allow the individual construction phases, including the required use of materials and manpower, to be planned in advance and adjusted as required during the ongoing process. In this way, the entire process is designed efficiently, resulting in savings of both time and resources.

The development of our entire digital service portfolio is organized at PERI in the PERI Digital division. We are continuously working on advancing our integrated digital solutions and creating further added value for all phases of our customers' value creation processes. In addition to more efficient and forward-looking planning and improved material management, this also includes increases in productivity and/or quality. For example, the use of the SONO WZ sensor makes it possible to measure the water-cement ratio in fresh concrete, which, when kept in the optimum range, is largely responsible for the quality of the concrete. Knowledge of optimum concrete pressures and the degree of compaction in fresh concrete, which we ensure with sensors from the portfolio of our subsidiary Vemaventuri, also allows the use of lower-cement concrete mix designs. In this way, we are making a contribution to reducing CO₂ emissions.



3D visualization of formwork and scaffolding projects with the PERI Extended Experience app.



Sustainable Construction and Circular Economy

Promoting the circular economy is also a high priority for us. This includes recyclable materials and rental models. In production, PERI uses materials such as steel and aluminum, which are already largely recyclable. We mainly use plywood and sawn timber from suppliers that carry the PEFC or FSC seal and thus guarantee sustainable forestry. We also recycle wood waste directly in our combined heat and power plant. And plastic waste from the production of our technopolymer articles, as well as the entire system components themselves at the end of their useful life, are almost completely recyclable.

PERI sees the use of rental models as a particularly important aspect of the responsible use of resources. This enables us and our customers alike to reduce our ecological footprint. In our rental park, we have extensive formwork and scaffolding material of consistently high quality, so that we can cover our customers' needs even for large quantities or unusual orders. Our stocks are distributed across more than 160 warehouse locations worldwide. An organized exchange between the locations ensures that the required quantity of material is available at the right place at the right time.



160 warehouse locations worldwide ensure short distances to the customer and rapid availability of our products and systems.



We make no compromises when it comes to occupational safety.

The “mounted-ahead guardrail” – for instance, on PERI UP Easy facade scaffolding – secures the next level before the scaffolder steps onto it.

SAFETY IN CONSTRUCTION

PERI is constantly expanding its range of safety solutions. One guiding principle constantly accompanies us during development: we make no compromises when it comes to occupational safety. We want to provide our customers with a solution for safe working that remains economical and efficient at the same time. For example, “mounted-ahead guardrails” ensure greater safety when working on scaffolding. And our aspirations are also reflected in the area of health and safety. The weight of the components has been reduced by around 20 percent, making assembly and dismantling much easier for scaffolders. The standard requirements of the scaffolding can be met at the same time.

The decisive factor in PERI’s approach is the interaction between formwork and scaffolding. This makes the use of our systems easier for users and increases safety thanks to the

precisely fitting connection. During the assembly of the slab formwork, our SKYANKER and fall arrest nets – or hammocks – offer protection. The SKYANKER serves as an attachment point for personal protective equipment against falls and is nevertheless easy to move thanks to its low weight. PERI’s SKYMAX also covers an important aspect of safety. This slab formwork is a flexible and lightweight system that can be suspended from a safe position from the lower working area. In this way, it ensures greater safety through fatigue-free working with less effort. These two aspects are also the focus of our RCS MAX rail climbing system. The climbing unit consisting of formwork and work platform can be moved from floor to floor on rails and always remains connected to the structure. The absence of open edges offers an additional safety benefit, which further reduces the risk of injury when working on the scaffold.



E

N

V

I

R

O

N

M

E

N

T





As a manufacturing company, PERI is aware of its responsibility for environmental and climate protection. That is why we are constantly working to reduce the environmental impact of our business activities.

We implement energy-saving measures at our sites and in logistics to reduce emissions. In this way, we avoid, reduce, and offset our greenhouse gas emissions in relation to Scope 1 and 2 in line with the Paris Agreement. We have also included some Scope 3 categories (e.g. business travel and employee commuting). We purchase 100 percent green electricity (currently with the help of green electricity certificates). We want to reduce our specific CO₂ emissions by 10 percent by 2025. Compared to the base year 2019, we were already able to reduce our emissions by 18 percent by the end of 2023.

As part of our efforts to conserve resources, we are focusing on biodiversity. We therefore landscape 20,000 m² of our company premises per year to design them in a seminatural way.

MANAGEMENT APPROACH – ORGANIZING ENVIRONMENTAL AND CLIMATE PROTECTION

Environmental protection and environmental promotion measures are coordinated with the individual PERI sites from our corporate headquarters in Weißenhorn. Together with local managers, measures such as the seminatural landscaping of company premises, the installation of LED lamps, or the installation of charging stations for electric vehicles were planned and implemented. At the same time, environmental protection activities are also carried out in response to local initiatives, such as the installation

of photovoltaic systems on our factory premises. Property Management is responsible for the central planning of environmentally relevant measures at the individual sites and all planned changes are coordinated with them. The Corporate Sustainability department is also involved in all steps.

Our environmental management systems at the sites in Italy, the United Kingdom, Sweden, Norway, Poland, and the United Arab Emirates are certified in accordance with ISO 14001, underlining our high standards of internal environmental management as well as its continuous improvement. At the sales offices in Germany and our production sites in Weißenhorn and Günzburg, energy management is centrally managed and controlled in accordance with the ISO 50001 standard.

Our corporate responsibility is also expressed in our Group-wide standards and directives, which enable employees at the individual sites to orient themselves in matters relating to environmental protection and energy management. These include guidelines for emergency management and our PERI Building Specifications, which are our global standard for all construction projects across the PERI Group. Employees are sensitized to compliance with the guidelines through regular training sessions. Responsible persons at each site ensure compliance.

-2,951

tons of CO₂e in 2023 as a direct result of our CO₂ reduction projects

CLIMATE PROTECTION

With our climate protection strategy, we are pursuing the goal of reducing our emissions in the long term and thus avoiding climate-related damage and minimizing risks. In doing so, we rely on various measures such as increasing energy efficiency in our production and using renewable energy sources. Sustainable logistics solutions also help to make the transport of our materials environmentally friendly.

Emissions (in t CO₂e)

	2021	2022	2023
Scope 1 emissions	28,099	29,806	26,518
Self-generated heat	10,906	9,979	9,909
Fuels for vehicle fleet	16,977	18,552	16,325
Welding gases	216	1,275	284
Scope 2 emissions¹⁾	23,265	23,789	21,084
Purchased heat	1,087	1,213	1,454
Purchased electricity	22,178	22,170	19,630
Scope 3 emissions²⁾	37,207	30,038	231,496³⁾
Total emissions	88,570	83,633	279,098

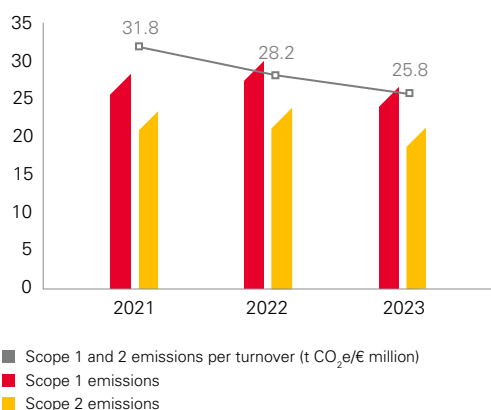
- 1) Location-based.
- 2) Includes: Upstream emissions from heat, electricity and fuels, commuter emissions, business travel, emissions from working from home.
- 3) Upstream transport and purchased goods and services were included for the first time in 2023.

Reduction of CO₂ Emissions

PERI has been avoiding, reducing, and offsetting its CO₂e emissions in Scope 1 and Scope 2 since 2021. In addition to the continuous reduction of our CO₂e emissions through the introduction of energy efficiency measures, we offset all remaining direct and some of the indirect greenhouse gas emissions that we have not yet been able to avoid through reduction measures at the sites with climate or green electricity certificates. These include CO₂e emissions generated at our sites through the combustion of fossil fuels, the use of diesel and gasoline-consuming vehicles in our own fleet, and the consumption of coolants (Scope 1) as well as heat-related Scope 2 emissions.

For the 2022 and 2023 financial years, we have offset a total of over 98,000 tons of CO₂e emissions via certificates. We invest exclusively in high-quality VCS (Verified Carbon Standard) certificates from ClimatePartner. In 2022 and 2023, we again used them to support a forest conservation project in Pacaja (Brazil), a reforestation project in San José (Nicaragua), and a wind farm in Guyuan (China). Since 2023, we have also been supporting a climate protection project and the planting of trees in Germany, wind energy in Jangi and Tamilnadu (India), hydropower in Asahan (Indonesia), forest protection in Cujubim (Brazil), and geothermal energy in Darajat (Indonesia), enabling us to offset a further 35,641 tons of CO₂e. Greenhouse gases are also emitted during the production of electricity and heat (Scope 2), which we purchase from external suppliers. We use three different methods to avoid these emissions. Firstly, we are continually expanding our own production of electricity from renewable sources. Secondly, we are turning the electricity green that we are not yet able to produce ourselves and therefore still have to purchase by acquiring green electricity certificates in accordance with the I-REC standard. In this way, we saved a total of 44,340 tons of CO₂e in Scope 2 in the reporting years 2022 and 2023. Last but not least, we offset emissions from purchased heat by supporting climate protection projects, as described above.

Scope 1 and 2 emissions (in thousand t CO₂e)





PERI calculates its emissions based on all greenhouse gases and reports the total emissions using a standardized GWP indicator measured in CO₂ equivalents.

The 2019 financial year was defined as the base year. 2019 was the first year in which emissions calculations were carried out for the entire Group. From 2019 to 2022, an external service provider calculated our greenhouse gas emissions. Since the 2023 financial year, PERI has been calculating Group emissions itself. For this purpose, we use a recognized database for CO₂ accounting. We use the equity share approach as the consolidation approach. Since all PERI subsidiaries are wholly owned subsidiaries, the emissions are fully included in the overall balance sheet. We determine the intensity of greenhouse gas emissions using the Group-wide Scope 1 and Scope 2 emissions. PERI takes all greenhouse gases into account both when determining greenhouse gas intensity and when reducing GHG emissions. We reduce our GHG emissions in Scope 1, 2, and 3, but our target in this respect only relates to Scope 1 and 2. We have set ourselves the target of reducing our specific CO₂ emissions by 10 percent by 2025 compared to 2019. By the end of 2023, we had already achieved this and saved 17.7 percent.

Energy Management

Energy consumption has the greatest direct impact on our greenhouse gas emissions (Scope 1 and 2). The largest share is attributable to the purchase of electricity for our production and sales locations (42 percent), followed by the operation of our vehicle fleet (cars and forklifts; 35 percent), and the heating of our buildings (gas and oil; 21 percent). Further emissions (2 percent) are mainly generated during welding processes in production. Significant adjustments in these areas result from the purchase and in-house generation of energy, such as in our combined heat and power plants and the biomass cogeneration plant. The purchase of an adsorption refrigerating system also makes a significant contribution to reducing energy requirements compared to conventional refrigeration systems. In order to reduce energy consumption through the use of our vehicles, we are also focusing



The photovoltaic system in Sakarya, Turkey, covers the entire electricity requirements of this PERI production site.

on electrifying our cars and forklifts. To this end, the charging infrastructure was also expanded at selected sites in 2023.

PERI has been pursuing the path of generating renewable energy itself for years. We already operate a biomass cogeneration plant at our largest production site in Weißenhorn, which generates more than 50 percent of our total energy requirements from renewable sources. In addition, we have a total of 17 of our own photovoltaic systems at our sites worldwide, including Günzburg, Weißenhorn, and Sakarya (Turkey). With these systems alone, an annual CO₂e saving of around 1,360 tons can be achieved. Solar systems were also installed and put into operation in Australia at our sites in Perth, Sydney, and Melbourne between November 2021 and April 2022. PERI Australia thus generates around 240,000 kWh of renewable electricity per year, which accounts for around 60 percent of the electricity required. This reduces annual CO₂e emissions by around 195 tons. In the course of 2023, photovoltaic systems were added at our sites in Estonia, Austria, Mexico, Chile, and Bulgaria, saving 555 tons of CO₂e in these countries in 2023. Other sites have started generating their own electricity from renewable energy.


> 50%
of our total energy requirements in Weißenhorn are generated from renewable sources by a biomass cogeneration plant



At our biomass power plant in Weißenhorn, we process the wood waste from the production of formwork beams into climate-friendly heat. Depending on the production volume, up to 16,000 tons of wood waste can be recycled each year. As a backup power plant, our plant is also integrated into the district heating network of the town of Weißenhorn, so that PERI can step in if the district's waste-to-energy plant is unable to supply any or enough waste heat. We already switched to climate-friendly district heating at our Weißenhorn sales site back in 2019.

In order to achieve our climate target of reducing emissions by ten percent by 2025, we are implementing a wide range of energy efficiency measures at our production sites. They include the procurement and maintenance of equipment, the renovation of buildings, and innovative processes such as cooling via heat. Specifically, for instance, we have completely switched the lighting in our Turkish production site to LEDs with automatic control and equipped systems that consume a particularly large amount of energy with highly efficient electric motors. A new surface-coating system was put into operation at the Weißenhorn plant in 2024. The special feature of this innovative dip coating is that, in contrast to conventional coatings such as galvanizing, it takes place at room temperature (20 degrees Celsius) and does not require any electricity to build up the coating. This new technology can therefore save a considerable amount of energy compared to conventional coating processes.

With considerably lower resource consumption and a significantly reduced overall environmental impact, this new system represents a major step towards much more sustainable, environmentally friendly production at internationally competitive manufacturing costs.

 For further information, see the chapter on **Supply Chain** from page 26 onwards.

The plant technology, production facilities, and lighting system at the Günzburg plant are also state of the art. Driverless, automated transport systems in production are already a matter of course. Six charging stations, each with two charging points for electric cars, have been installed at the Günzburg plant to promote electric mobility.

Energy Consumption (in kWh)

	2021	2022	2023
Self-generated heat	412,448	1,011,608	3,992,373
Purchased electricity	53,148,574	52,345,666	45,219,266
Self-generated heat	106,218,698	105,271,973	93,380,413
Purchased heat	5,673,337	6,339,698	7,586,600
Fuels for vehicle fleet	62,307,856	65,003,859	61,534,189
Welding gases ¹⁾	107,102	23,928	55,507

¹⁾ Does not include all gases used; included are: acetylene, LPG, propane.

RESOURCE CONSERVATION

PERI is constantly working to conserve natural resources. In addition to the use of sustainable materials in our products, our rental business also makes a decisive contribution to this. From our rental warehouses, the material is delivered to the construction sites just in time and cleaned after completion of the project, repaired if necessary, and used for the next project. In production, we do our part to protect resources by reducing our water consumption and avoiding waste.

Waste

The majority of our waste is generated during production and during the disposal of old products at the end of their life cycle, which we take on for our customers. The largest quantities are wood and steel waste.



At PERI, a large proportion of waste generated is recycled and returned to the material cycle. The average recycling rate for our production sites in Sakarya (Turkey), Günzburg, and Weißenhorn is 87 percent. We lay the foundation for this in the design of our products. Even at this early stage, we ensure that they can be broken down into their basic materials as easily as possible at the end of their life. In this way, we help to conserve resources and recycle almost all of the raw materials we use during production, such as steel and aluminum. In theory, the raw materials are 100 percent recyclable and are also fed back into existing cycles within our production. We also recycle plastic waste generated in our production for our packaging. Finally, wood waste is directly recycled thermally and electrically at the Weißenhorn site in our own combined heat and power plant.

Waste types for which special disposal routes exist are hazardous waste and are recorded digitally. PERI is constantly striving to replace hazardous waste with less hazardous substances.

Waste (in t)

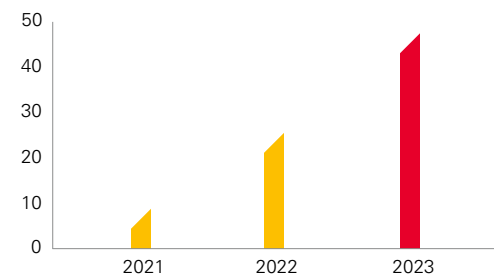
	2021	2022	2023
Wood waste	10,154	10,040	8,992
Steel waste	22,262	15,794	17,125
Aluminum waste	1,611	2,328	1,856
Plastic and rubber waste	1,019	959	261
Paper and cardboard waste	666	805	763
Residual waste and other waste	6,700	6,429	6,082
Total waste	42,412	36,355	35,079

Promoting Biodiversity

At PERI sites worldwide, we have a direct influence on the quality, diversity, and protection of the local habitats of plants and animals. In order to actively promote this idea, we have worked with the Global Nature Fund to develop guidelines and an implementation strategy for more biodiversity on PERI’s properties. Since 2021, our long-term goal has been to landscape 20,000 m² of our company premises per year in a seminatural way in order to promote biodiversity. For the sites, the criteria of the EU project LIFE BooGI-BOP for seminatural company premises are to be met in the future. The abbreviation stands for the project “Boosting Green Infrastructure through Biodiversity-Oriented Design of Business Premises,” which is also committed to improving the quality of stay and well-being of employees as part of the seminatural design.

The measures defined in our action plan are diverse. Immediate measures include the use of only native plants appropriate to the location and the avoidance of chemical fertilizers and pesticides. The development measures developed are of a long-term nature and are primarily applied to new buildings and renovation measures. These include, for example, not sealing employee parking spaces, converting outdoor lighting to insect-friendly LEDs, and planning green facades for buildings.

Area of Renaturalized Habitats
(in thousand m²)



~ 100%

recycling rate for the raw materials used (e.g. steel and aluminum)



S

U

P

P

L

Y

C

H

A

I

N



PERI assumes responsibility in the value chain: as a globally active company, respect for human rights is a basic requirement for our business activities. We are committed to international guidelines and demand the same from our suppliers.

For our production, we require aluminum and steel raw materials as well as plywood and sawn timber from national and international suppliers. Other procurement priorities include components such as forged, cast, and plastic parts. And we also use machines and tools, operating materials, packaging materials, and various services. Our aim is to subject all suppliers with a significant procurement volume to a risk assessment. A detailed assessment will then be carried out for those suppliers that could pose high risks.

Use of Resources

	2021	2022	2023
Total weight of products and materials used in tons	260,394.33	237,009.11	201,059.85
Recyclable share of products in %	97.85	96.08	96.27

ENSURING SUSTAINABILITY IN THE SUPPLY CHAIN

In 2023, PERI drew up its Sustainable Sourcing Policy and introduced it across the Group. The policy bundles all sustainability requirements in the supply chain in one place. The associated processes are managed centrally in a process management tool to which PERI employees worldwide have access.

Our commitment to sustainability in the supply chain is divided into four areas:

- Analysis of new suppliers
- Analysis of existing suppliers
- Complaint management/whistleblowing
- Supplier audits


Analysis of New Suppliers

If a significant procurement volume can be expected, new suppliers are systematically checked for potential sustainability risks (ethical, social, and environmental risks). The EcoVadis IQ platform is used for this purpose, which carries out a detailed risk assessment based on the suppliers' respective location and industry. The analysis using EcoVadis IQ always takes place before the start of a business relationship and, in the case of existing suppliers, annually and on an ad hoc basis.

Suppliers with an increased risk must submit a sustainability rating in order to be allowed to enter into a long-term business relationship with PERI. The acceptance of our Code of Conduct for Suppliers and the submission of industry-specific sustainability certifications (PEFC and FSC in the timber sector) represents a further binding process step. The Supplier Code of Conduct is divided into three areas: social responsibility, governance and transparency, and environmental and climate protection.

2023

saw the Group-wide introduction of the Sustainable Sourcing Policy

 For further information, see the chapter on **Environment** from page 20 onwards.

The area of “social responsibility” prohibits child, forced, and compulsory labor, and suppliers are also obliged to comply with human and fundamental rights and to ensure safety in the workplace. The area of governance and transparency prohibits corruption, bribery, money laundering, and terrorist financing and obliges suppliers to comply with laws, in particular trade laws, competition law, and sanctions. This also applies to the suppliers of our branches and subsidiaries. They undertake to bind their own suppliers to compliance with the Code of Conduct as well as to report possible violations of the regulations and to cooperate in clarifying them. We consistently pursue and punish violations of the Supplier Code of Conduct. Our approach is to help suppliers to help themselves and to offer them training and education. As the ultimate sanction, we reserve the right to terminate working with them.

Analysis of Existing Suppliers

Existing suppliers are also subjected to an annual analysis using EcoVadis IQ in order to be able to react to possible changes in the risk profile with suitable measures. We also rely on support from EcoVadis 360° Watch, which searches the Internet daily using a web crawler for anomalies relating to our existing suppliers. In 2023, EcoVadis IQ looked at more than 8,200 PERI suppliers worldwide. There is a high risk with 440 of these suppliers. Thus, an in-depth analysis was carried out for these suppliers. In 2022 and 2023, no suppliers with a significant risk of incidents of child, forced, or compulsory labor were identified. In general, no actual negative effects were identified. To ensure this on an ongoing basis, PERI prohibits

all forms of child and forced labor in its Supplier Code of Conduct. If our suppliers need to catch up on certain topics, such as the introduction of a whistleblower system or a code of conduct and ethics, we provide assistance based on our experience.

Complaint Management/Whistleblowing

At PERI, responsible conduct is extremely important to us. We are convinced that this is crucial for our long-term corporate success. We have therefore implemented a whistleblower system to identify potential violations of our compliance guidelines at an early stage and deal with them appropriately. Complaints regarding potential environmental or human rights risks and violations are received in ten languages by post, telephone, and online tool. Complaints concerning subcontractors are also accepted. Our system allows both our employees and external persons to provide information anonymously, and we undertake to treat the identity of whistleblowers confidentially. Selected experts carefully examine each complaint and determine the necessary corrective measures. They also monitor their implementation.



Supplier Audits

Suppliers are audited on site by experts from the PERI Group and, if necessary, by external auditors. In 2023, the audit catalog was expanded so that, in addition to environmental protection and occupational health and safety, other sustainability issues – such as adequate accommodation for workers – can also be included.

EcoVadis Rating

In 2023, the PERI Group underwent sustainability rating by EcoVadis and was awarded a bronze medal. According to EcoVadis evaluation criteria, this corresponds to a rating with the result of “good” and is also well above the average in our industry. Our commitment in the area of the supply chain also contributed to this: in the “Sustainable Procurement” assessment dimension, we improved from 30 to 51 points (out of a total of 100 points to be achieved) within one year. We carried out our first initial rating in 2022 to determine the status quo.

Transport and Logistics

The area of transport and logistics is also environmentally relevant for PERI. PERI has more than 240 locations worldwide. This comprehensive network and the resulting proximity to our customers enables us to supply our customers directly over short distances. In the area of logistics, we are working on constantly improving the data basis for calculating our emission values so that a targeted reduction is subsequently possible. Our focus here is on the holistic optimization of our logistics processes and transport solutions.



Bronze

award from EcoVadis
in 2023



P E O

P L E



Our approximately 9,200 employees worldwide are our most valuable resource. Our corporate culture focuses on people and the equal development and fulfillment of their potential.

We attach great importance to the professional development of our employees. We support our employees with numerous initiatives and programs – from collaborating with schools and universities to special talent and personnel development programs. We also create an appreciative, attractive, safe and health-promoting working environment.

PEOPLE AND CULTURE – STRATEGIC HUMAN RESOURCES WORLDWIDE

Systematic HR management is the basis for us to increase our employees' identification with PERI as an attractive employer and to both address and attract the best employees and talents on the market. The People & Culture department is responsible for the entire personnel management in the PERI Group and reports directly to the CEO of the PERI Group. It assumes central management tasks and develops concepts for our HR strategy and work. The implementation of our HR strategy is carried out by the HR managers in the respective subsidiaries and national companies, who are supported by a set of guidelines, procedural instructions, and company agreements.

PERI – AN ATTRACTIVE EMPLOYER

We offer our employees an attractive and modern working environment and thus create the conditions for them to take on changing tasks with enthusiasm and commitment, find new solutions, and implement them successfully.

In our eyes, a successful and fulfilling working life means that each and every employee has the opportunity to develop according to their own skills, knowledge, and interests. Individual support is also important to us in this respect, since we believe that everyone grows and changes with their tasks. This is why we also offer development opportunities together with clearly defined career paths for both specialists and managers.

Apprenticeship/Dual Studies/Recruiting

PERI regards excellently trained specialists as an important factor for success and has always consistently relied on its own junior staff. In our training concept, we pursue an action-oriented approach with a high degree of practical relevance. Our curriculum thus includes automation, sensor technology, big data, and networked production in addition to traditional, basic technical know-how. The new training center at the headquarters in Weißenhorn, which was established in 2019, sets standards with its modern, networked, and digitalized machinery, offering our apprentices all the possibilities for "Training 4.0."



In 2023, a total of 79 apprentices were employed in the PERI Group.

PERI also promotes practical training in the framework of dual studies. At present, we have 15 dual study programs on offer. Together with the Baden-Württemberg Cooperative State University, Ulm University of Applied Sciences, and Kempten University of Applied Sciences, we offer opportunities to study in the areas of digital business management, mechanical engineering, robotics, civil engineering, and digital production, among others. In 2023, 51 people undertook dual studies at PERI.

In 2022 and 2023, PERI achieved top marks for the sixth time in the study on the vocational training situation in Germany conducted by the business magazine Capital and the talent platform "Ausbildung.de." This means that we are once again one of the best trainers in Germany in the areas of vocational training as well as dual studies. The top one percent of apprentices also exclusively received the certificate "Top Ausbildung" in Germany in 2022 and 2023.

An essential part of our strategy is to find new and upcoming talent and to inspire them to join PERI. To this end, we participate in numerous events at schools, forums, education and career fairs, and universities throughout the year. PERI is also part of the "Family Business Career Day" initiative, among others. In 2023, PERI hosted the Family Business Career Day and welcomed over 50 family businesses and 650 preselected applicants to Weißenhorn. Since 2022, PERI has also participated every year in the "herCAREER Expo" – Europe's most important and largest career and networking event for women – in Munich.

PERI Academy – Learning Management System (LMS)



ACADEMY ONLINE

Global onboarding, qualification, and training program

INTERESTS

Corporate and individual requirements are brought together

MOTIVATION

Increased motivation through needs-oriented learning opportunities

FLEXIBILITY

High degree of flexibility; learning possible anytime and anywhere

OPPORTUNITIES

Discover development opportunities – with AI-supported recommendations

COMPLIANCE

Automation of compliance training sessions ensures improved adherence to regulations

In addition to the major career fairs, PERI is regularly represented at regional career fairs such as the Neu-Ulm University of Applied Sciences and Ulm University. Since 2022, we have also been a strategic partner of Neu-Ulm University of Applied Sciences, promoting the transfer of knowledge between university and industry and strengthening the innovative power of the region. We maintain long-term partnerships and collaborations with various colleges and universities. For example, we are a partner association and cooperation partner of several student initiatives at the University of Mannheim. In this context, students regularly go on excursions to PERI in Weißenhorn. In addition, various departments offer guest lectures and workshops. Twice a year, PERI also takes part in the multiday events “Mannheim Forum” and “Q-Summit” at the University of Mannheim in order to exchange ideas with the students. In addition to the University of Mannheim, PERI is building up cooperations with the Karlsruhe Institute of Technology and the Technical University of Munich.

For many years, PERI has also supported committed and talented students through the Deutschlandstipendium scholarship. In 2023, we invested in over ten students through the scholarship.

In addition, together with two other companies from the region, we are involved in the “Construction Logistics” endowed scholarship at the Biberach University of Applied Sciences.

Lifelong Learning/Talent Program

PERI sees operational learning and the development of employees’ skills as a decisive and long-term value-adding factor. That is why we attach great importance to offering the widest possible range of measures for further training and talent development, with which we prepare our workforce for the challenges of today and tomorrow.

Lifelong Learning

With our global onboarding, qualification, and training program, we have established a framework in recent years in which lifelong learning is part of our employees' daily working life. PERI's goal was to work with our subsidiaries and national companies to create global cooperation and standardization in the area of further training, focusing on individual employees and their individual needs.

The year 2022 saw the global launch of our "Academy online" platform, a Learning Management System (LMS) from SAP SuccessFactors. All global and local training courses as well as all relevant links to other content platforms are available at a glance (LinkedIn Learning, IT security, etc.).

The focus of the PERI Academy is on the global enablement of our employees by means of common standards and processes as well as coordinated learning opportunities. The foundation is laid in a standard onboarding process, which offers a quick orientation phase. Parallel to this, mandatory training and common group standards are made available via the PERI Academy (e.g. compliance, HSE, IT security, and various guidelines). Subsequently, function-specific learning opportunities are made available for continuous development in the current or future role. The respective further training requirements for this are determined, among other things, as part of our semiannual feedback and development meetings or defined in the respective function-specific competence catalogs.

In addition, open offers for free, self-directed learning play a major role at PERI for continuous learning in everyday working life. From language courses to soft skills training, specialist and PERI-specific content in a wide variety of formats (classroom training, webinars, self-

created learning videos, and e-learning as well as a PERI podcast). The offer is completed by external learning platforms with LinkedIn Learning and GetAbstract. Content is also kept and maintained as part of learning paths and prepared via a monthly lifelong learning campaign. In addition, individual external training measures and long-term further training at PERI are also promoted.

Further Training at PERI

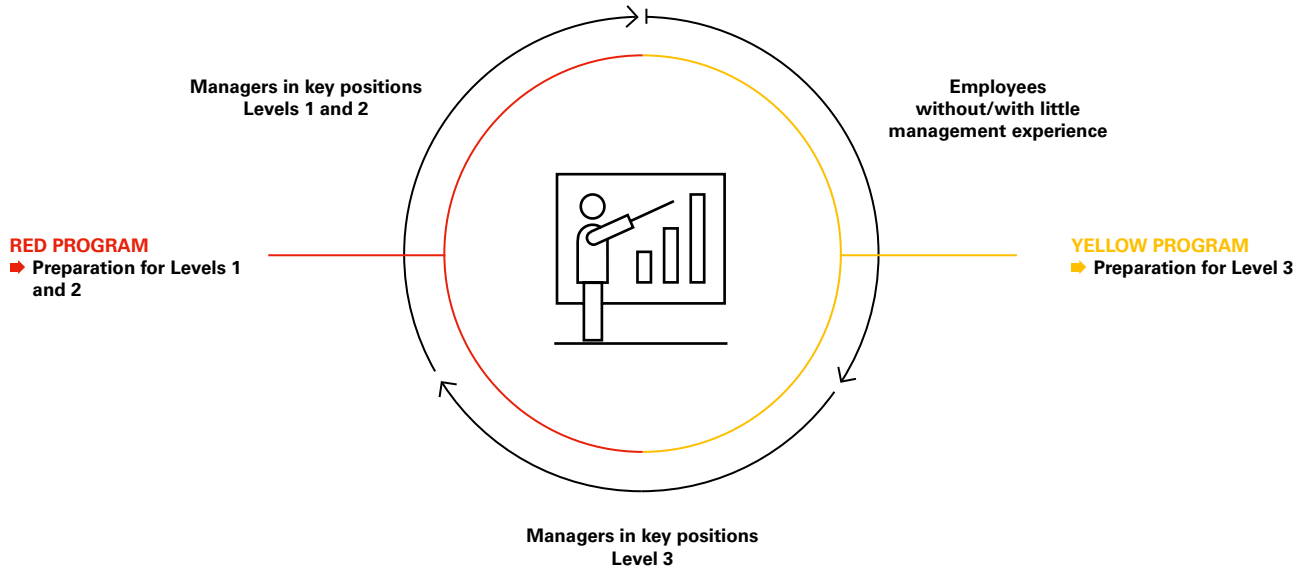
	2023
Number of training courses available worldwide including local offers via the LMS	792
Number of training courses provided globally via the LMS	373
LMS training hours worldwide	88,936
LinkedIn Learning training hours worldwide	4,551
Number of LinkedIn Learning videos used worldwide	97,399
Number of GetAbstract summaries used worldwide	7,438

LMS reports – further local offers partly not considered.

Talent Program

With our international talent program, we want to promote employees and enable them to take on key positions in the PERI Group in the short to medium term. Within the framework of systematic personnel development conferences, we identify our internal high-potential employees ("talents"), discuss career opportunities, and jointly determine the next steps in terms of individual development plans. As part of the talent program, around 40 international high-potential employees are supported through targeted measures such as training, coaching, mentoring, and project work. The program also serves to promote international networking and the exchange of talent with top management. This enables us to retain qualified employees and increase our attractiveness as an employer. Talent development is also being expanded regionally and locally.

International Talent Program



Our global talent program provides for two different career paths. The “yellow program” is aimed at employees who are working towards a position in lower or middle management or to an expert position. The “red program” is aimed at employees who want to move from the lower or middle management position they have already achieved to a top-level position.

Work-Life Balance

In our corporate culture, we focus on trust and personal responsibility and allow our employees flexibility in their everyday work, wherever this is possible and sensible. The most popular alternative to the office is working from home. We also offer the classic part-time working model, supplemented by the option of part-time work in combination with educational leave. This gives

employees who want to engage in volunteering opportunities alongside their work the freedom they need, for example.

At PERI Germany, 263 employees used one of the part-time models we offer in 2023. This corresponds to around 15 percent of our employees in Germany.

As a family business, the compatibility of family and career is particularly important to us. In August 2023, we officially inaugurated our “PERI Weißenhörnle” childcare center, creating a professional and loving childcare facility for the children of our employees. In addition to regular childcare appointments, there are offers during the Bavarian school vacations and individual emergency childcare.

2023
Opening of “PERI Weißenhörnle” childcare center



Employees from
more than

110

nations work
at PERI

Diversity

At PERI, we promote diversity and equal treatment regardless of the ethnic or social origin, gender, skin color, religion, sexual orientation, disability, or age of our employees. A more diverse and inclusive workforce is an opportunity for us to ensure high-quality work results. We see an open and appreciative corporate culture as a success factor for a changing society.

We fully recognize the different dimensions of diversity and the individuality of each employee. We have recently implemented the following strategic initiatives and measures to promote a more inclusive corporate culture:

Gender

By 2030, we want to achieve a proportion of women in the workforce of at least 30 percent. We were able to increase this proportion from 21.0 percent in 2022 to 22.2 percent in 2023. By 2030, we want to achieve a share of 20 percent female managers. At the end of 2023, the proportion was 13.8 percent. Various initiatives will actively contribute to increasing the proportion of female employees. In the 2021 financial year, we successfully initiated a global mentoring pilot program for aspiring female managers. Due to the positive response, we began preparations in 2023 for the introduction of a further group of prospective female managers in 2024 who will benefit from our mentoring program. We also analyzed our job advertisements and trained our HR business partners in more inclusive language. We also wish to increase the visibility of our female workforce and have launched a series of workshops in 2023. In the first workshop on the topic of "Promoting and empowering women," the 30 participants themselves

compiled which topics should be covered in the subsequent workshops. The following workshops focused on the topics of communication, self-marketing, and self-efficacy. The initiative of a women's network is being planned. Our goals are heading in the right direction: in 2023, we increased the proportion of new hires among women. We also increased the proportion of female participants in our internal talent program to 21 percent.

Internationality and Origin

Employees from more than 110 nations work at PERI. This cultural diversity opens up new horizons for understanding the different markets. We work in mixed teams and learn from other cultures and value systems on a daily basis. Employees have the opportunity to shape their careers at PERI internationally. The experiences that our employees gain through assignments abroad are valuable for the expansion of personal and cultural competencies.

Commitment

In 2022, we signed the Diversity Charter and are sending an important signal to the outside world. Our commitment to diversity enables us to adapt to social and economic changes such as globalization, demographic change, and declining employment figures. We take the annual global Diversity Week as an opportunity to value the diversity of our employees. In May 2023, almost 30 subsidiaries, including our headquarters, took part with creative measures. The official Diversity Day is the highlight of this special week for us at headquarters. With various activities such as panel talks, workshops, and exhibitions, employees were able to directly experience diversity at PERI.

Employee Involvement

We want to strengthen the recognition of our diverse workforce through strategic internal and external communication. We actively involve our employees through various formats, such as a series of interviews on diversity and inclusion. We are certain that a strong sense of togetherness is a prerequisite for successfully benefiting from different perspectives. All employees at PERI are important for creating an inclusive working environment.

Employee Structure

	2023
Number of employees	9,204
Number of employees by gender	
Women	2,057
Men	7,147
Nonbinary employees	3
Number of employees by age	
< 30 years old ¹⁾	1,129
30 to 50 years old ¹⁾	5,363
> 50 years old ¹⁾	2,189
Number of employees by location	
Weißenhorn main site, production sites, subsidiaries (except sales facilities)	2,124
Market Unit Asia-Pacific	698
Market Unit Central & Northern Europe	1,998
Number of employees Market Unit Commonwealth of Independent States	473
Market Unit Eastern Europe	1,294
Market Unit Latin America	685
Market Unit Middle East & Africa	696
Market Unit North America	667
Market Unit Southern & Western Europe	48
Fluctuation rate²⁾	8.6%

1) No data was available for the subsidiaries in Russia, Belarus, USA, Australia, Israel, Kazakhstan, Vietnam, and Indonesia; the Group average was applied there.

2) PERI companies in Germany.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

We want to steadily promote the anchoring of sustainable health and safety awareness in our corporate culture. Safe working and the physical integrity of our employees therefore have the highest priority for PERI. We take into account the health concerns of those who primarily perform physically demanding activities as well as those who work in the office.

Occupational Safety

Our aim is to offer a working environment for our employees in which the highest standards of occupational health and safety are guaranteed. The Corporate Sustainability department is responsible for global management in this area and reports directly to the CEO. In 2020, uniform occupational safety indicators were defined for the PERI Group to further centralize the topic and a monthly system of recording and evaluation was introduced via a digital tool. Additional officers responsible for occupational health and safety have been appointed at each individual site to support the team at headquarters in the local implementation of training and measures.

The basis for ensuring occupational safety at PERI is the Group guideline "Occupational Health & Safety Management." It defines our occupational health and safety requirements and is binding for the entire Group. This guideline is based on the international occupational health and safety management system standard ISO 45001 and is intended to support us in constantly improving our occupational health and safety management and continuously reducing the number of accidents at work. In addition, the PERI companies in Canada, the United Arab Emirates, Italy, Singapore, Poland, and Russia are certified in accordance with ISO 45001.



Annual health day at PERI Campus.

Occupational Accidents

	2021	2022	2023
Lost time injuries (LTI) ¹⁾	265	226	222
LIT frequency rate ²⁾	15.4	13.5	13.0
LTI severity rate ³⁾	11	14	10.5
Minor injuries ⁴⁾	169	136	122
Minor injury frequency rate ⁵⁾	10	8.1	7.2

1) Number of accidents with at least one day lost.

2) Number of accidents with at least one day lost per 1 million hours worked.

3) Average days' absence per accident.

4) Number of accidents and first-aid treatments that have no influence on the performance of (work) activity.

5) Number of accidents and first-aid treatments that have no influence on the performance of (work) activity per 1 million hours worked.

In 2023, the number of occupational accidents resulting in more than one day's absence from work was 220 across the Group (see table above). This resulted in a rate of 13.0 for occupational accidents resulting in more than one day's absence per million hours worked

(LTI frequency rate). We recorded a total of 122 cases of accidents resulting in less than one day's absence from work. Here, the rate per million working hours was 7.2. The average number of days lost per occupational accident (LTI severity rate) was 10.5. In order to further improve occupational safety in the PERI Group, we rely on a three-stage approach:

1. Responsibilities and processes for ensuring that employee health and safety are standardized across the Group.
2. Employees in management roles act as role models and all employees receive safety training and training on how to deal with job-specific hazards.
3. Employees at PERI are actively involved in improving general health and safety and all occupational accidents and near misses are reported and investigated.

To achieve these targets, PERI is providing digital learning content on occupational safety for all employees as part of its global training concept. Launch for specific target groups was in March 2022. Furthermore, a digital software solution for reporting occupational accidents was integrated into the company in April 2022. Within the PERI Group, however, regular instruction and training on the subject of occupational safety was already being provided by internal specialists and external service providers. The training courses range from monthly department-specific instructions to annual safety instructions, which are documented in writing.

We offer digital training content on the Group guideline "Occupational Health & Safety" via the central learning management software. Further specific training content was made available in various languages in 2024 via the provider Skillssoft.



PERI's Proactive Approach to Hazard Management

PERI places great emphasis on the proactive identification and mitigation of hazards to ensure the safety of its employees. This commitment is reflected in our comprehensive hazard identification and risk assessment (HIRA) procedures, which include both regular and nonroutine measures. Regular inspections and risk assessments are carried out to identify potential hazards in day-to-day operations. Our trained personnel use standardized forms to ensure consistency and thoroughness, covering a wide range of physical, administrative, and environmental hazards. Additional assessments are conducted for new facilities, process changes, incidents, and contractor involvement.

Risk assessment is followed by risk mitigation. We adhere to our hierarchy of control measures: it starts with elimination, followed by substitution, engineering controls, and administrative controls, and finally personal protective equipment (PPE) is used.

PERI ensures the effectiveness and quality of HIRA procedures by:

- Standardized procedures: our consistent policies are implemented at all sites.
- Comprehensive training: our training courses are adapted to the needs of different target groups.
- Expert review: effectiveness and validity are verified through independent assessments.
- Continuous improvement: regular audits and feedback for improvement.

We have established clear procedures for reporting work-related hazards and dangerous situations in order to promote a culture of employee safety. Employees can report hazards and dangerous situations via an app and verbally to their line manager. Immediate reporting is particularly important to us, as this allows us to ensure that hazards are addressed immediately. All reports are thoroughly investigated and corrective action is taken to eliminate or mitigate the identified hazards.

PERI does not tolerate retaliation against employees who raise safety concerns. PERI's commitment to employee safety goes beyond the right to refuse unsafe work. More so, it includes a comprehensive approach that promotes open communication and even encourages the reporting of safety risks.

When an incident occurs, be it an injury, a near miss, an unsafe act or an unsafe condition, we immediately initiate an investigation. The aim is to determine the cause so that recurrences can be prevented. The investigation is conducted by a qualified team of safety professionals, supervisors, and witnesses.

2023

saw the launch of a safety workshop concept at our warehouse locations worldwide

Work-Related Injuries

PERI concentrates on the prevention of work-related injuries. To this end, PERI redesigns work processes and introduces technical controls. In addition, protective equipment and fall protection systems are installed and ergonomic workstations are set up to physically isolate or control the hazards associated with handling materials. Health and safety assessments, hazard recognition training, and regular inspections are conducted to ensure a safe working environment. Finally, personal protective equipment such as safety harnesses, gloves, masks, and respirators are provided.

Health Management

With our health management, we want to maintain the health and motivation of our employees, increase well-being and appreciation, and raise the level of knowledge and performance.

The vast majority of PERI sites worldwide offer local and regional sports and health programs for employees. In 2023, we adapted our strategy for occupational health management (OHM). Three key fields of action were defined:

1. Feeling healthy: mental and social well-being
2. Staying healthy: physical well-being
3. Becoming healthy: regaining health

Appropriate measures have been implemented for all three fields of action and further measures will be expanded in the coming years. A health day was held in 2024, offering eye checkups, skin cancer screening and advice on nutrition/mindful eating as well as ergonomic workplaces.

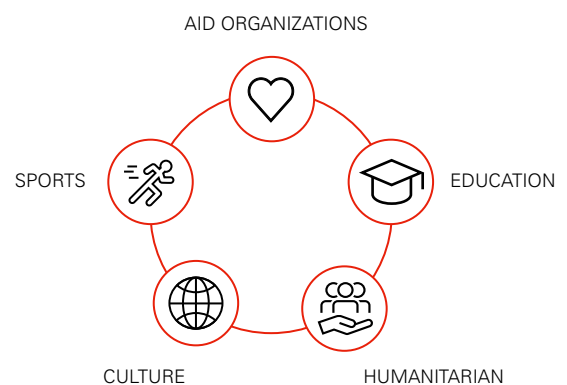
Since October 2021, the Egym Wellpass sports offer has been available to all employees at the German sites as an employee offer subsidized by PERI. As part of the membership, our employees have the opportunity to be active in over 8,000 sports and health facilities. They also have access to numerous digital offers for their fitness program at home. At the end of 2023, the offer was used by around 600 employees.

CORPORATE CITIZENSHIP

Taking social responsibility is an important part of PERI's corporate identity. We want to make our contribution as good corporate citizens – particularly in the countries and at the sites where we ourselves are active. Donations and sponsorship are one aspect of this commitment.

The criteria for deciding which projects and institutions to support are set out in our Group guideline on donations and sponsorship. This contains criteria for the selection of donation recipients and partners as well as general rules and conditions on the subject of donations and sponsorship at PERI. Among other things, we have also defined our key areas of funding here: education, humanitarian, culture, sports, and aid organizations.

Donations and Sponsorship





1 school built per year

Our goal is to build one school per year in a developing country. To achieve this, we have been working with the nonprofit start-up, Start Somewhere, since 2017. The aim is to design products for the simplest construction methods, especially for use in slums. The result of this collaboration is a cost-effective and flexible construction system for houses, to which PERI contributed its TwistBlock Moulds formwork system. With this innovative system, hollow concrete blocks can be easily produced by hand. The shape of the blocks enables house walls to be constructed using a plug-in system. At the same time, there is also a socio-economic advantage to building with TwistBlock Moulds. The hollow concrete blocks can be produced by the people living in the slums themselves in small local factories. This creates jobs and a construction industry directly on site. The value added thus remains entirely with the people who live in the slum. The school was completed in 2023 and was officially opened in February 2024. It is located in one of the largest slums in Africa – the Kibera slum in Nairobi, the capital of Kenya. Some of the equipment such as desks,

benches, whiteboards, books, pens, and also the efficient cooking oven to provide food for the schoolchildren were financed with the help of the proceeds from our Global Run 2023 charity run, which takes place worldwide. In total, our PERI employees ran 8,500 kilometers, which corresponds to the distance from Weißenhorn to Nairobi, to collect donations per kilometer for the school project in Kibera.

The 2023 school building project is located in a large township in Cape Town. Work has begun and will be completed in the course of 2024.

One project that is explicitly aimed at our employees and their families is the PERI Hardship Fund. The resources of the fund are used to support employees of the PERI Group who, in particular cases, have fallen into economic hardship through no fault of their own. All persons employed by PERI worldwide are able to apply for support. The application is then reviewed by a committee. The latter consists of a member of the PERI owner family and the heads of Corporate Sustainability and People & Culture.

GRI INDEX

Statement of use PERI has reported the information cited in this GRI content index for the period January 1, 2022, to December 31, 2023, with reference to the GRI Standards.
GRI 1 used GRI 1: Foundation 2021

Disclosures	Page	Comment
GRI 2: GENERAL DISCLOSURES 2021		
General Disclosures		
2-1	Organizational details	PERI SE Rudolf-Diesel-Strasse 19 89264 Weißenhorn Germany PERI SE locations: https://www.peri.com/en/company/locations.html
The organization and its reporting practices		
2-2	Entities included in the organization's sustainability reporting	Unless otherwise indicated, sustainability reporting includes Group companies that are also included in the annual financial statements. https://www.peri.com/en/company/locations.html
2-3	Reporting period, frequency, and contact point	p. 47 Contact in case of questions about the report: Andreas Mayer, Head of Corporate Sustainability, andreas.mayer@peri.com
2-5	External assurance	No external audit performed
Activities and workers		
2-6	Activities, value chain, and other business relationships	p. 6–8 https://www.peri.com/en/competences.html
2-7	Employees	p. 37
Governance		
2-9	Governance structure and composition	https://www.peri.com/en/company/profile.html
2-11	Chair of the highest governance body	Chairman of the Administrative Board: Prof. Rainer Kögel
2-12	Role of the highest governance body in overseeing the management of impacts	p. 5, 11–12 At PERI SE, an Administrative Board assumes the management and supervisory function. Among other things, the Administrative Board is also responsible for the strategic orientation of the company.
2-13	Delegation of responsibility for managing impacts	p. 11
Strategy, policies, and practices		
2-22	Statement on sustainable development strategy	p. 5
2-23	Policy commitments	p. 11–12 Code of Conduct: https://www.peri.com/en/company/code-of-conduct.html Supplier Code of Conduct: https://www.peri.com/en/company/peri-global-sourcing/documents.html

Disclosures		Page	Comment
2-24	Embedding policy commitments	p. 11–12	
2-26	Mechanisms for seeking advice and raising concerns	p. 11–12, 28	
2-27	Compliance with laws and regulations	p. 11–12	
2-28	Membership associations	p. 13	

Stakeholder engagement

2-29	Approach to stakeholder engagement	p. 13	
------	------------------------------------	-------	--

Material Topics

GRI 3	Material Topics 2021		
3-1	Process to determine material topics	p. 7	
3-2	List of material topics	p. 7	

Material Topic	GRI Standard/Management Approach
GOVERNANCE	
Controlling	
Compliance	205 Anti-corruption 2016 406 Non-discrimination 2016 408 Child Labor 2016 409 Forced or Compulsory Labor 2016
PRODUCTS	
Circular Economy	306 Waste 2020
Sustainable Construction	416 Customer Health and Safety 2016 417 Marketing and Labeling 2016
ENVIRONMENT	
Climate Neutrality CO ₂ Emissions	302 Energy 2016 305 Emissions 2016
Biodiversity	304 Biodiversity 2016
SUPPLY CHAIN	
Green Logistics	Management of material topics p. 9
Sustainable Supply Chain	301 Materials 2016 308 Supplier Environmental Assessment 2016 414 Supplier Social Assessment 2016
PEOPLE	
Attractive Employer	401 Employment 2016 403 Occupational Health and Safety 2018 404 Training and Education 2016
Diversity	405 Diversity and Equal Opportunity 2016
Corporate Volunteering	Management of material topics p. 9
Social Commitment	203 Indirect Economic Impacts 2016

Indirect Economic Impacts

GRI 3	Material Topics 2021		
3-3	Management of material topics	p. 40–41	
GRI 203	Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	p. 40–41	

Disclosures		Page	Comment
Anti-corruption			
GRI 3	Material Topics 2021		
3-3	Management of material topics	p. 12, 28	
GRI 205	Anti-corruption 2016		
205-2	Communication and training about anti-corruption policies and procedures		In the years under review, 6,800 employees took part in compliance training.
Materials			
GRI 3	Material Topics 2021		
3-3	Management of material topics	p. 18, 27	
GRI 301	Materials 2016		
301-1	Materials used by weight or volume	p. 27	
Energy			
GRI 3	Material Topics 2021		
3-3	Management of material topics	p. 23–24	
GRI 302	Energy 2016		
302-1	Energy consumption within the organization	p. 24	
Biodiversity			
GRI 3	Material Topics 2021		
3-3	Management of material topics	p. 25	
GRI 304	Biodiversity 2016		
304-3	Habitats protected or restored	p. 25	
Emissions			
GRI 3	Material Topics 2021		
3-3	Management of material topics	p. 19–20	
GRI 305	Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	p. 22	
305-2	Energy indirect (Scope 2) GHG emissions	p. 22	
305-3	Other indirect (Scope 3) GHG emissions	p. 22	
305-4	GHG emissions intensity	p. 23	
305-5	Reduction of GHG emissions	p. 22–23	
Waste			
GRI 3	Material Topics 2021		
3-3	Management of material topics	p. 24–25	
GRI 306	Waste 2020		
306-2	Management of significant waste-related impacts	p. 18, 25	
306-3	Waste generated	p. 25	
Supplier Environmental Assessment			
GRI 3	Material Topics 2021		
3-3	Management of material topics	p. 27	
GRI 308	Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	p. 3, 27–28	
308-2	Negative environmental impacts in the supply chain and actions taken	p. 28	

Disclosures		Page	Comment
Employment			
GRI 3	Material Topics 2021		
3-3	Management of material topics	p. 31	
GRI 401	Employment 2016		
401-1	New employee hires and employee turnover	p. 37	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		Benefits are granted in Germany regardless of the level of employment. However, these are dependent on an employment relationship with PERI. As temporary workers do not have an employment relationship with PERI, they do not receive benefits. However, they have access to company catering and are also invited to company parties.
Occupational Health and Safety			
GRI 3	Material Topics 2021		
3-3	Management of material topics	p. 38–39	
GRI 403	Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	p. 37	
403-2	Hazard identification, risk assessment, and incident investigation	p. 39	
403-5	Worker training on occupational health and safety	p. 39	
403-6	Promotion of worker health	p. 40	
403-9	Work-related injuries	p. 37–39	
Training and Education			
GRI 3	Material Topics 2021		
3-3	Management of material topics	p. 31	
GRI 404	Training and Education 2016		
404-1	Average hours of training per year per employee	p. 34	
404-2	Programs for upgrading employee skills and transition assistance programs	p. 34–35	
404-3	Percentage of employees receiving regular performance and career development reviews		Performance appraisal systems are established at all PERI sites. Globally, 5,450 performance appraisals were carried out during the reporting period.
Diversity and Equal Opportunity			
GRI 3	Material Topics 2021		
3-3	Management of material topics	p. 36–37	
GRI 405	Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	p. 37	
Child Labor			
GRI 3	Material Topics 2021		
3-3	Management of material topics	p. 11–12, 28	https://www.peri.com/en/company/code-of-conduct.html
GRI 408	Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	p. 28	

Disclosures		Page	Comment
Forced or Compulsory Labor			
GRI 3	Material Topics 2021		
3-3	Management of material topics	p. 11–12, 28	https://www.peri.com/en/company/code-of-conduct.html
GRI 409	Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	p. 28	
Supplier Social Assessment			
GRI 3	Material Topics 2021		
3-3	Management of material topics	p. 27–28	
GRI 414	Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria		100% of the suppliers of the main site and the production network were assessed for social and environmental impacts using a risk analysis based on country ratings. 97.9% of the suppliers managed by the Central Purchasing department have also signed the Supplier Code of Conduct.
414-2	Negative social impacts in the supply chain and actions taken	p. 27–28	
Customer Health and Safety			
GRI 3	Material Topics 2021		
3-3	Management of material topics	p. 15, 19	
GRI 416	Customer Health and Safety 2016		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		We have no reports or other indications of violations related to the health and safety impacts of our products and services for the 2022 and 2023 fiscal years.
Marketing and Labeling			
GRI 3	Material Topics 2021		
3-3	Management of material topics	p. 15	
GRI 417	Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	p. 15	
417-3	Incidents of non-compliance concerning marketing communications		We have not received any reports or other indications regarding violations of marketing and communication regulations for the fiscal years 2022 and 2023.

ABOUT THIS REPORT

We observed general reporting principles: accuracy, balance, comprehensibility, comparability, reliability, and timeliness. The information generally relates to the entire PERI Group with its business units. If information and illustrations within the individual chapters refer to different units, this is indicated accordingly.

The editorial deadline for this report was July 17, 2024.

IMPRINT

Publisher

PERI SE
Formwork Scaffolding Engineering
Rudolf-Diesel-Strasse 19
89264 Weißenhorn
Phone +49-7309-9500
info@peri.com
www.peri.com

Contact

Andreas Mayer
Head of Corporate Sustainability
andreas.mayer@peri.com

Design and Realization

Kirchhoff Consult GmbH, Hamburg

Paper

Recyclingpapier Circle Offset Premium white

Printing

Schirmer Medien GmbH & Co. KG

Images

Cover: Giorgio Pasini/istockphoto.com
Content: PERI SE

This report is also available in German.
The German and English versions can be found online at:
www.peri.com/de/unternehmen/nachhaltigkeit.html
www.peri.com/en/company/sustainability.html



COVER IMAGE

The massive reinforced concrete balconies of the "Bosco Verticale" architectural ensemble in Milan were planted with over 650 trees and 4,000 bushes and shrubs after completion. A forest in the city that reduces carbon dioxide and produces oxygen.



PERI SE
Formwork Scaffolding Engineering
Rudolf-Diesel-Strasse 19
89264 Weißenhorn
Germany

Phone +49-7309-9500
Fax +49-7309-9510

info@peri.com
www.peri.com

