



SUSTAINABILITY REPORT 2025

ZUKUNFTSLEISTER

SERVICE INNOVATOR



‘As a service innovator,
we support our clients
in mastering their current
and future challenges.’

Josef Klüh

In this era of transformation, security is more important than ever before. Germany’s critical infrastructure must be protected against daily attacks from external sources. For 75 years, our Security division has been a byword for trust and security. This year, in response to the new global environment and the associated challenges, we inaugurated our alarm receiving and emergency service centre. This smart control centre gives our clients access to an interconnected, digital security and service model based on state-of-the-art AI, the Internet of Things and 24/7 surveillance. It represents a new standard in individual surveillance and security concepts, facilitates the provision of security services on demand and saves valuable resources at a time when there is a shortage of qualified labour.

On demand is a trend that is defining our services – not just in Security. By making targeted use of resources, we can prevent waste and operate sustainably. Our current figures prove that sustainability performance and commercial success are not a contradiction in terms. In 2025, we sustainably increased our turnover by 3.6% compared with the previous year, thus continuing our growth trajectory.

A high level of digitalisation provides the basis for delivering on-demand services with added value. It enables us to monitor security and almost all building-related

services. Reflecting our role as a #zukunftsleister (service innovator), our Cleaning division launched the EcoServ concept in 2024 to deliver on-demand cleaning services. The impressive client list is evidence that this concept and its many different options have been well received. Our Catering division is also continuing to press ahead with its digital transformation. The Cantinetta at the EUREF-Campus Düsseldorf is just one of the kitchens that deploys our state-of-the-art AI waste management tool.

Our ability to continue expanding the digital offering from our Center of Digital Excellence is demonstrated by the newest use case for the care sector. We are optimising processes for preventing Legionella and have created a means of verifying statutory flushing regimes. In this way, hygiene, health and sustainability go hand in hand.

However, our path to greater sustainability is not only based on digitalisation. When it comes to the environment, we are seeking to use fewer resources and transition to the circular economy. The actions we have taken are extremely varied – from washable rubbish bags and an ozone cleaning process to the use of recycled materials.

In the social area, Klüh is focused on creating suitable conditions to ensure its employees’ well-being. By way of targeted development programmes such as ‘Making champions’, we are providing sustainable perspectives for the future. In addition, we assume social responsibility in our home region. We support selected charitable organisations and projects via the ‘Wir für Düsseldorf’ donation initiative while the Klüh Foundation provides generous funding for research and science.

This Sustainability Report provides an overview of our actions to improve sustainable management and the most important steps we took in 2025. I hope you enjoy reading the information we have put in this report.



Josef Klüh
Chairman of the Advisory Board

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As a family-owned company, Klüh views social responsibility as an integral aspect of its corporate identity. This applies equally to its role as an employer and to its social commitment in the Düsseldorf region.

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SUSTAINABLE CORPORATE GOVERNANCE

Sustainable corporate governance is an integral aspect of Klüh's strategic focus. The company is currently evolving its sustainability management and reporting process.

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ECONOMIC

As a #zukunftsleister, Klüh is working continuously to develop digital solutions that deliver added value for its clients. Klüh's Eco System for Smart Services is the basis for the digital transformation that facilitates 360-degree facility management.

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ENVIRONMENTAL

On its pathway to more sustainable management, Klüh has defined various actions to reduce CO₂, avoid waste and minimise the use of natural resources.

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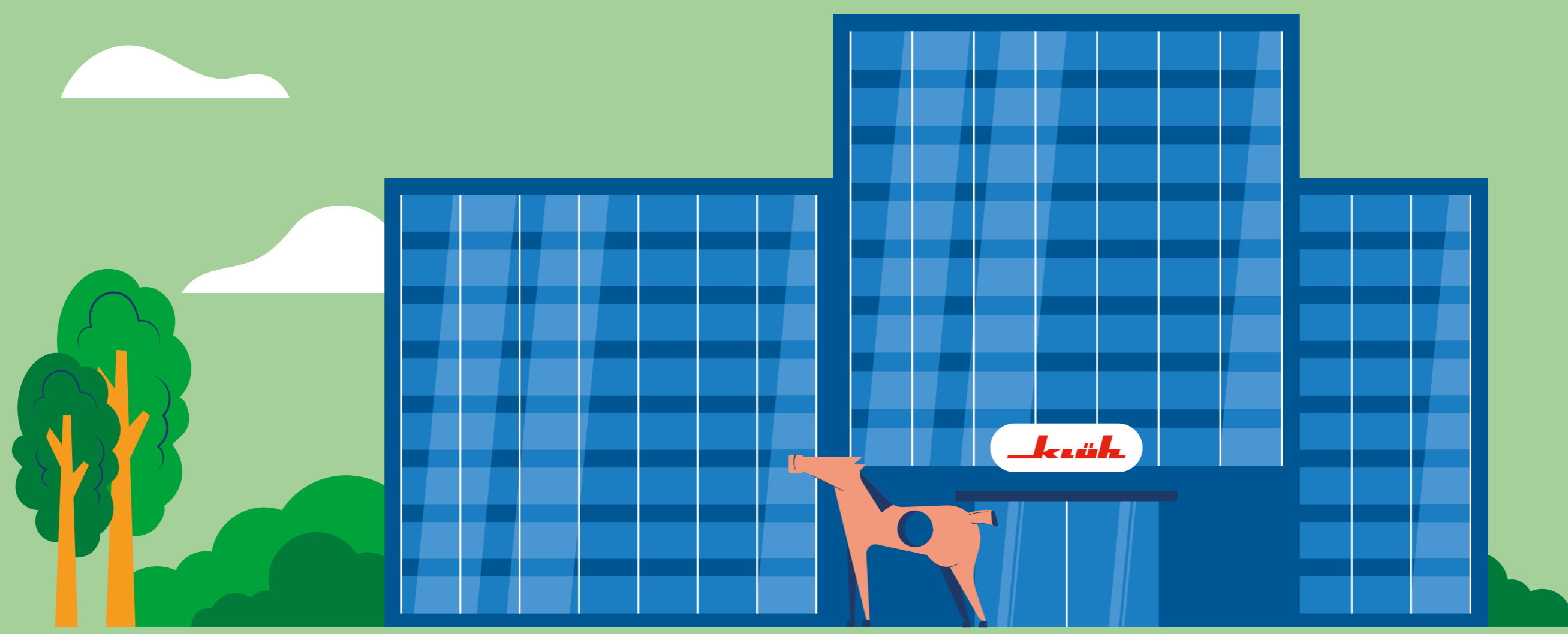
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DIVISIONS



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Catering



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Airport Service



Clinic Service



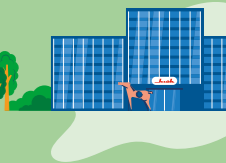
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Excellent services and innovative solutions

Every day, the 46,400 employees of the Klüh Group deliver system-relevant infrastructure services from 50 branches and regional offices in Germany and five international branches. The Group's seven divisions – Airport Service, Catering, Cleaning, Clinic Service, Integrated Services, Security and Personnel Service – offer both individual services and comprehensive multiservice concepts.

A family-owned company, Klüh is a #zukunftsleister (service innovator) and digital pioneer in its industry, systematically pursuing the path to more sustainable management. In this process, it is continuously developing innovative solutions for clients to reduce the use of natural resources, cut CO₂ emissions and avoid soiling and waste.



1911
Josef Klüh (the grandfather) establishes a cleaning company that occasionally employs up to five people.

1938
Josef Klüh (the father) takes over the company. Following his death in Vitebsk (now in Belarus) in 1943, his widow and mother courageously restart the business in 1946.

1976
Klüh already employs 3,000 people. Klüh Clinic Service is founded to provide services to the healthcare sector.

1962
The business is passed to son Josef who is only 20. The company's success develops rapidly. Thanks to his skilful marketing and passion, Klüh has become one of the market leaders throughout North Rhine-Westphalia.

1991
The company expands with the targeted acquisition of WSD (Wach- und Sicherheitsdienst GmbH Co. Zentrale KG). The foundation stone for Klüh Security is laid.



1992
Klüh Catering is founded.



2000
International expansion begins with a contract for the newly constructed airport in Athens.

2011
Klüh celebrates its 100th anniversary and already employs 41,000 people in eleven countries.



2014
Josef Klüh is honoured as Düsseldorf's Citizen of the Year in the entrepreneur category.



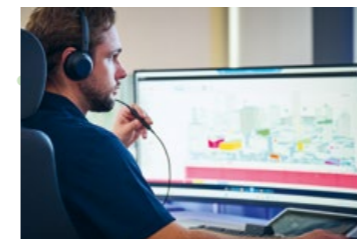
2017
Klüh Catering celebrates its 25th anniversary. Klüh Service Management Nederland B.V., the market leader in aircraft cleaning at Amsterdam's Schiphol Airport, celebrates its 15th anniversary.

2018
Klüh subsidiary Berkeley is named 'Cleaning company of the year' in Dubai.



2022
Company owner Josef Klüh celebrates his 80th birthday in January. This special birthday coincides with another anniversary: 111 years of Klüh.

2023
The Klüh Group's turnover tops one billion euros for the first time.



2025
Klüh Security celebrates its 75th anniversary and inaugurates a new smart control centre.

2020
The coronavirus has the world firmly in its grasp, resulting in the creation of new ways of working and living together. Throughout the year, Klüh is in great demand to provide support, especially in its role as a hygiene specialist.



2024
The company is certified in accordance with the 'ZNU Standard – driving sustainable change'.

2024
Berkeley Services in the United Arab Emirates celebrates its 40th anniversary and Klüh launches an employer branding campaign in Germany.



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Christian Frank, Chief Financial Officer (CFO; left), and Frank Theobald, Chief Executive Officer (CEO)

‘Profitability, social compatibility and the environment go hand in hand.’

Economic success is a major pillar of sustainability. A business that is not profitable is unable to support either its employees or society. However, economic success must be designed for the long term if it is to have a sustainable impact – of this the two managing directors of the Klüh Group – Christian Frank and Frank Theobald – are convinced.

For some people, sustainability has negative connotations. Are you among them?

Christian Frank ‘If I’m honest, sometimes yes. The term has become a bit worn out. After all, it was first used in 1713 in forestry which is probably why most people associate it with environmental matters. However, sustainability has many more facets, also extending to social and economic matters. Family-owned companies like Klüh think generationally rather than from one quarterly report to the next. This kind of mindset is sustainable.’

Frank Theobald ‘The term triggers a negative reaction by many companies because of the often complex statutory requirements involved. However, we at Klüh prefer to look at how we can apply the underlying principle to our company and translate it into added value for our

clients. We consider it essential to implement feasible long-term strategies, targeted investments and programmes that combine responsibility, economic success and future viability.’

How innovative is Klüh?

Frank Theobald ‘Our future viability is based on a long-term mindset and consistent action. By investing early in new structures, we’re creating the foundation for our company’s sustainable development. One milestone was the establishment of our Center of Digital Excellence in 2018. This is where we develop innovative solutions such as EcoServ, a digital, data-based cleaning concept for the on-demand management of services. It enables us to simultaneously deliver proven services while introducing new, tech-based approaches – a combination that ensures Klüh’s future viability.’

Christian Frank ‘Thanks to our innovative strength, we can develop specific new offerings and products to satisfy various market requirements. The EcoServ solution just mentioned serves as an overarching concept for the systematic optimisation of our services. We also respond flexibly to our clients’ individual problems and develop solutions to specific challenges – one example is our offering for preventing Legionella. Pivotal to our success is the fact that we anchored sustainability strategically at an early stage, defined targets and implemented actions, supported by ZNU certification and specialised software.’

What is your view on the legal uncertainty surrounding CSRD reporting obligations?

Christian Frank ‘In the long term, this zigzag course will overburden companies – and the same also applies to Germany’s Supply Chain Due Diligence Act and the EU Deforestation Regulation. It’s causing great uncertainty. In the past, we put a lot of effort into satisfying the respective requirements. It’s not particularly helpful to restart the debate from the beginning. However, we’re continuing along the path we have already taken, irrespective of the current status of legislation.’

Frank Theobald ‘What counts for us is planning for the long term and acting strategically, even in an uncertain environment. Instead of being driven by reporting obligations, we prefer to observe how our clients’ needs are changing,

for example, as the result of the new way of working which means that offices must now be used more flexibly and cleaning services adapted accordingly. We are thus evolving our offerings with foresight and focus, no matter how the individual statutory requirements change.’

What trends have you identified for the future?

Frank Theobald ‘In recent years, digitalisation has caused a lot of change and will continue to do so in the future. Today, basic services must be delivered reliably and flexibly. At the same time, there’s growing demand for individualised services. So that we can respond, we’ve optimised our services to reflect clients’ needs and save resources. Sensors and state-of-the-art data collection systems help us to analyse clients’ needs precisely as the basis for developing efficient measures. This approach will continue to shape our work in the future.’

Christian Frank ‘At the same time, we’re observing that clients are increasingly prioritising certification to quality and compliance standards. There has been a growth in social and ethical audits and in the demand for documentation and verification of environmental and sustainability performance. Companies increasingly expect that we not only operate efficiently but also deploy transparent processes. This will be a key driver in developing our services in the future.’

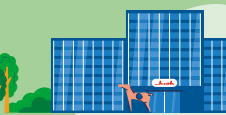
What is Klüh doing in the social field?

Christian Frank ‘Within the company, we attach great importance to developing our employees – both professionally and personally. Our offerings range from the Klüh Academy’s programmes and the specialist training courses for employees at the Klüh Security School to comprehensive health care provision and the Klüh company pension. In this way, we’re creating an environment in which employees can grow, develop their careers and achieve long-term success.’

Frank Theobald ‘Outside the company, we engage in specific social activities – in our home city of Düsseldorf and beyond. Since 1986, the Klüh Foundation has supported projects in science, research and medicine and has so far provided funding of more than 900,000 euros. In addition, the ‘Wir für Düsseldorf’ initiative

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funds local projects and the company supports sport, the arts and culture in the region. All of these activities demonstrate that our responsibility extends beyond the company itself.'

What is your vision for the future?

Frank Theobald 'Our roots are in the provision of personnel services but our future is as a full service company that provides integrated facility management and steers processes on the basis of data. Our location at the EUREF-Campus Düsseldorf demonstrates how we practice this approach. There, interdisciplinary teams work on innovative solutions for sustainable facility management, present best practice concepts in a dedicated showroom and also perform infrastructure tasks. In addition to the cleaning innovations already mentioned, these solutions include new approaches to security such

as digital control centre and access concepts. We're also treading new paths in catering through the smart combination of nutrition, process efficiency and user needs. In this way, we demonstrate how traditional services can be systematically optimised on the basis of modern, technology-based approaches.'

Christian Frank 'It's crucial to a company's future that it is aligned towards sustainability – not only in environmental terms but also economically and socially. For us, this means developing offerings that deliver genuine added value for our clients, utilise resources efficiently and simultaneously ensure our company's long-term stability. The more we integrate these aspects into our services, the more successful and viable we will be.'

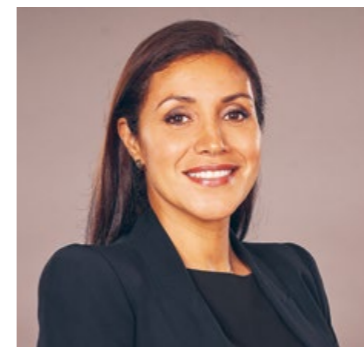
Thank you for this conversation.



The Advisory Board



Josef Klüh
Owner and Chairman



Ahlem Sehili-Klüh
Member since 2023



Dr. Hans-Joachim Körber
Member since 2009



Dr. Karl Hans Arnold
Member since 2023



Uwe Baust
Member since 2023



Andreas Schmitz
Member since 2009



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Fit for the future in 2025

In 2025, the Klüh Group increased its turnover year on year from some 1,070 million euros to more than 1,108 million euros, an increase of 3.6%. All divisions in Germany and abroad contributed to this success.

Cleaning

Klüh Cleaning increased its turnover by 3.1% with state-of-the-art cleaning solutions for clients in Germany and abroad, supported by digital innovations.

Catering

For more than 30 years, Klüh Catering has been deploying innovative and sustainable concepts in both Business Catering and Care Catering. It increased turnover by 4.6% year on year.

Security

In an increasingly uncertain environment, Klüh Security makes a key contribution to security in sensitive areas such as airports, utility companies, healthcare facilities and other areas of critical infrastructure. It increased turnover by 7.8%.

Airport Service

For more than 50 years, Klüh Airport Service has been an expert partner to airports, airlines and ground handling companies. Its turnover is not reported separately because its activities are assigned to the Cleaning and Security divisions.

Landscape

The service portfolio ranges from the planning, maintenance and refurbishment of green spaces and outdoor installations to preserving the value of a building.

Clinic Service

The hygiene specialist delivers cleaning services for healthcare facilities in accordance with the high standards specified by DIN 13063. Its turnover decreased by 3.5% in 2025.

Personnel Service

As the specialist for temporary staff placement, direct placement and personnel recruitment, this division supports clients in recruiting personnel at short notice. It increased turnover by 8.3%.

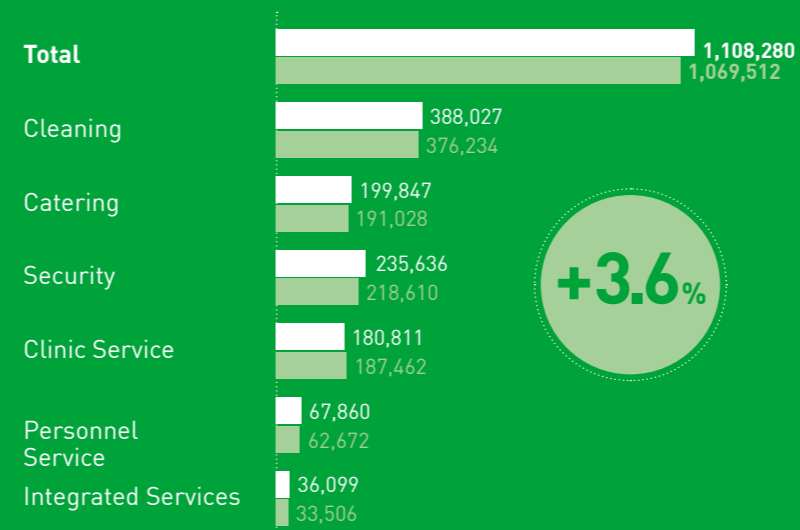
Integrated Services

When a client uses several Klüh infrastructure services, this division is responsible for managing the entire package. The division's turnover rose by 7.7%.

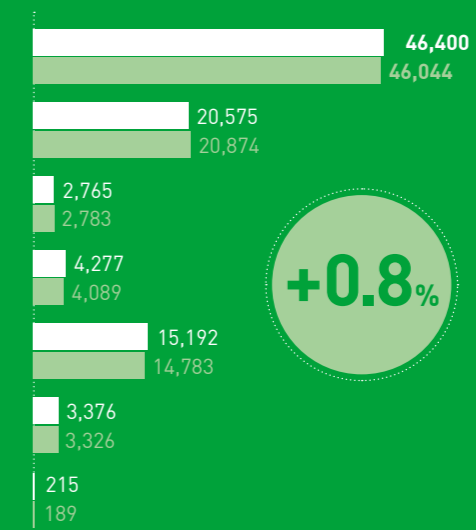
Laundry

This service encompasses the professional cleaning, care and management of the textiles used in business operations, thus ensuring their continuous availability and hygienic condition.

Turnover of Klüh Multiservices thousand euros



Employees



'Our international business is strengthening our company sustainably. Thanks to our presence in six countries, we are able to provide true added value for our clients across borders.'

Karl-Heinz Otto Mair,
Chief Executive Officer International
(CEO International)

Divisions by country

Country	Cleaning	Catering	Clinic Service	Security	Personnel Service	Airport Service	Integrated Services	Landscape	Laundry
Germany	✓	✓	✓	✓	✓	✓	✓	✓	✓
China	✓	✓	✓	✓	✓	✓	✓	✓	✓
Netherlands	✓	✓	✓	✓	✓	✓	✓	✓	✓
Poland	✓	✓	✓	✓	✓	✓	✓	✓	✓
Turkey	✓	✓	✓	✓	✓	✓	✓	✓	✓
UAE	✓	✓	✓	✓	✓	✓	✓	✓	✓

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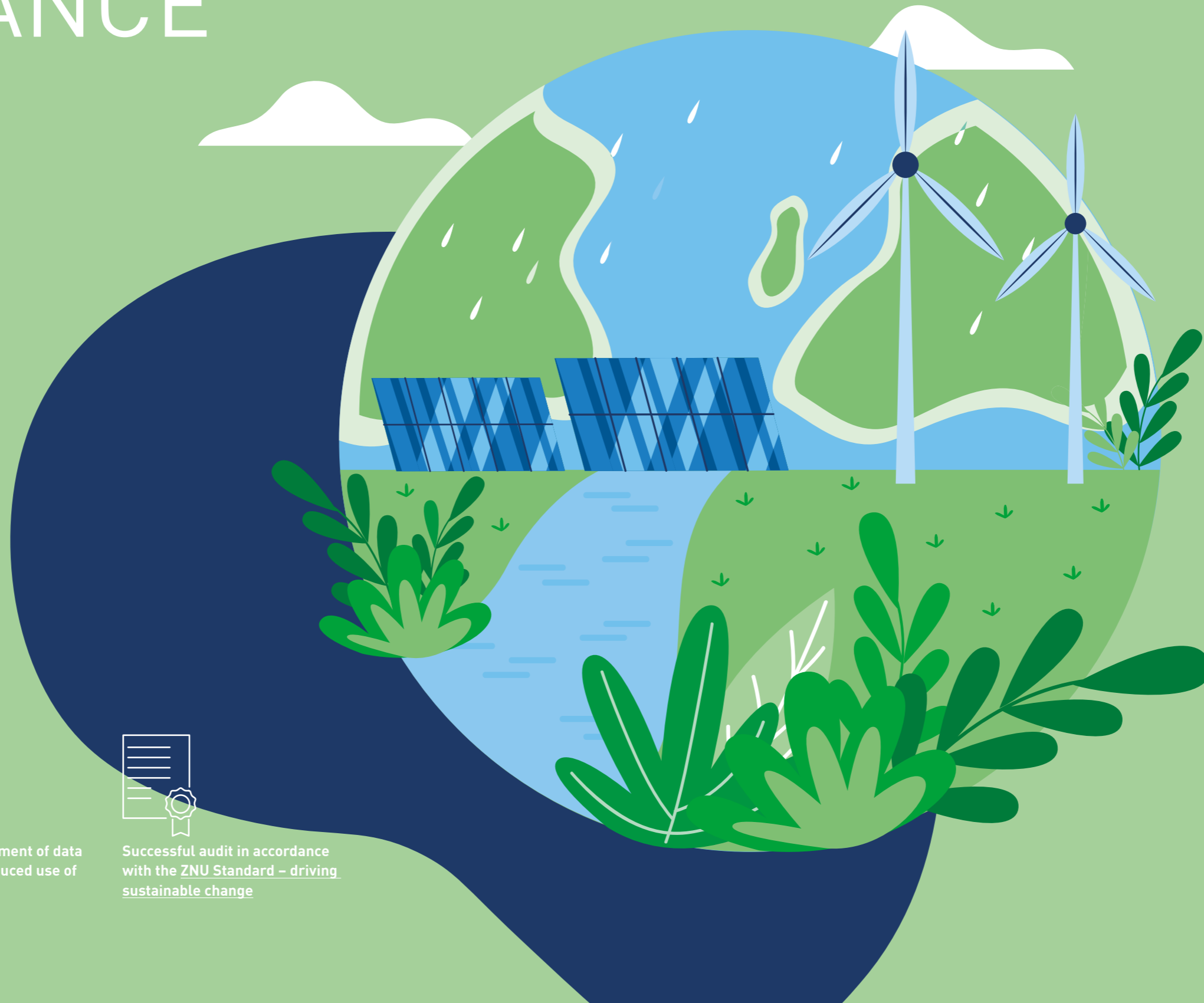
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Consistent implementation of the sustainability strategy



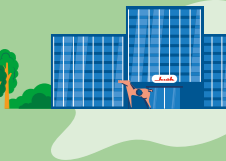
Continuous improvement of data collection on the reduced use of resources



Successful audit in accordance with the ZNU Standard – driving sustainable change

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Working towards a double materiality assessment

Sustainable corporate governance is an integral aspect of the company's strategic focus. In connection with the European Corporate Sustainability Reporting Directive (CSRD), the company is engaged in a targeted further development process for its sustainability management and reporting.

One current focus is the further development of our existing materiality analysis towards a double materiality assessment (DMA) as required by the CSRD. We are in the process of establishing the methodological, organisational and data-related conditions for a comprehensive assessment from the inside-out and outside-in perspectives. In this context, we are systematically identifying

and assessing the impacts of our operations on people and the environment (inside-out) and the risks and opportunities resulting to the company from sustainability aspects (outside-in).

Inclusion of the entire value chain

Inclusion of the entire value chain is a key aspect of the double materiality assessment. In this context, the company examines material sustainability-related activities in connection with people and the environment across all relevant stages of the value chain. Value creation in Cleaning includes the provision of cleaning materials, the performance of various cleaning services, client contact and subsequent disposal or reuse. In Catering, it ranges from the sourcing of raw materials, the production of meals and the provision of catering services in a range of areas to the disposal and reuse of waste. Value creation in the Security division covers the provision of



equipment and qualified staff, the delivery of various security services while respecting information security requirements and the subsequent reuse and disposal of equipment.

Fully CSRD-compliant reporting is planned from 2027 and will satisfy the applicable statutory requirements. The transition phase will be utilised to continue structuring processes, strengthening the focus of responsibilities and integrating the value chain approach into sustainability management, both in terms of the methodologies and data used.

Screening sustainability aspects, taking the example of Klüh Cleaning (left)

Established management systems and standards

Sustainable corporate governance is already based on established and recognised management systems, standards and external assessment tools, including management systems certified in accordance with ISO 9001, ISO 14001, ISO 45001 and ISO 50001. In addition, sustainability performance is regularly assessed by external initiatives and ratings agencies including EcoVadis, ZNU certification for sustainable business operations, CDP and NQC.

These existing pillars and the systematic preparation for CSRD reporting are the practical and organisational basis for the future alignment of sustainable corporate governance.

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Working together for the environment



‘Taking part in the RhineCleanUp showed how much we can achieve when we work together – ensuring a cleaner environment and raising awareness for sustainable action.’

Jennifer Wolczyk and her family take part in the RhineCleanUp day

Jennifer Wolczyk completed an apprenticeship at Klüh and has been the assistant to the Managing Director of Klüh Cleaning since 2015. For her, acting sustainably is not just restricted to the workplace context. That is why, in September, she and her family took part in the RhineCleanUp campaign.

Launched in 2018, the initiative encourages people to remove waste from the banks of the Rhine. It is a great success. This year again, a group of Klüh employees met on the dot of 10:00 am on the main day of the campaign – always the second Saturday in September. Supported by family and friends and fired by team spirit, they set off to demonstrate their commitment to environmental protection and a clean Düsseldorf. Jennifer Wolczyk and her family joined in in 2025. Equipped with washable rubbish bags, rubbish pickers and gloves, they spent some one-and-a-half hours collecting rubbish on the banks of the Rhine in Düsseldorf.

‘The children especially thought it was a great adventure,’ says Jennifer Wolczyk. A considerable amount of waste was collected, including lots of glass bottles but also disposable barbecues that were simply left behind after use. Despite the large amount of waste they collected, Jennifer Wolczyk still found the campaign a very positive experience: ‘The mood among those who joined in was fantastic. Coming together to take responsibility and clear rubbish from the Rhine felt incredibly useful – especially because my kids were able to see that we could make an important contribution to the environment.’ She is already certain: ‘We’ll definitely do it again next year.’



Coming together to take responsibility: Jennifer Wolczyk and her daughter on the banks of the Rhine



RhineCleanUp – a major movement

The initiative to clean up the banks of the Rhine started in 2018 with around 30 groups working between the river’s source in Switzerland and its estuary in Rotterdam. Today, RCU has been extended to 30 other rivers in Germany and neighbouring countries. Today, between 40,000 and 50,000 volunteers regularly take part on the main day of the campaign. However, many of the some 1,000 groups that now make up the RCU family are not just active in September – they work throughout the year to clean up rivers and other waterways.

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Added value for clients



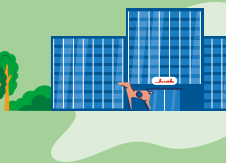
Continuous development of digital solutions



Delivery of valuable data to clients

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Smart services: Our path to digital transformation



The Klüh showroom at the EUREF-Campus Düsseldorf

At Klüh, the digital transformation is an integral aspect of corporate strategy. As the #zukunftsleister (service innovator), the company has been developing digital solutions providing added value for clients at the Center of Digital Excellence established in 2018.

Klüh's Eco System for Smart Services enables 360-degree facility management and is the basis for all of the company's digital offerings in this area. It functions as a service and communication platform, providing customised dashboards for rapid data evaluation and individual on-demand services. 'This enables us to offer our clients facility services that satisfy all new conditions and requirements. These include the increasingly flexible use of buildings since the coronavirus pandemic, a shortage of qualified labour, data protection and compliance requirements, sustainability aspects, digitalisation and cost pressures,' explains Felix Fiedler, Chief Information Officer and responsible for Klüh's Center of Digital Excellence.

With EcoServ, Klüh has developed a product that enables clients to tailor all Klüh Cleaning services individually and flexibly to match the utilisation of their buildings. A ticket delivers real-time information about current service needs to Klüh's employees via a run sheet on their tablet computer so that they know immediately what needs to be done. In this way, Klüh facilitates flexible, user-oriented and sustainable cleaning services tailored specifically to the actual utilisation of a building's rooms and other areas. The sustainability of cleaning not only plays a significant role in the context of EcoServ where Klüh uses, for example, an ozone cleaning process, washable rubbish bags and recycled materials in its cleaning equipment. In 2025, Klüh expanded the system to include a module for preventing Legionella. A pilot project for a hospital group is currently ongoing, using 800 NFC tags and sensors (see also 'Lighthouse project: Preventing Legionella').

Added value for many different sectors

Many well-known clients in the logistics, consumer goods and industrial sectors as well as a number of airports, hospitals and exhibition centres already place their confidence in Klüh's digital services. For example, the company monitors the doors and emergency exits for a major exhibition company. If a door is opened at an unusual time, a ticket is triggered and an operative can intervene. In addition, the process is fully documented to ensure it is audit-proof.

'We can integrate any building-related service a client requires into our Eco System for Smart Services.'

Felix Fiedler,
Chief Information Officer (CIO)

Düsseldorf Airport has installed smart sanitary facilities and waste stations that transmit data to 150 tablet computers equipped with digital run sheets for on-demand services. A well-known crane manufacturer has deployed 350 sensors in eleven buildings and uses a digital twin developed by Klüh to detect occupation and manage office space. Moreover, it uses digital signage for the offices of first aiders and fire helpers on each floor.

On the EUREF-Campus Düsseldorf, sensors measure room quality and the temperature in the cold stores of the canteens; service buttons are also in use. Smart waste stations signal when they are 80% full and need to be emptied.

Enabling the digitalisation of all building-related services

'All these examples demonstrate the extent to which we already respond to individual client needs. In principle, we can integrate any building-related service into our



Eco System for Smart Services,' says Felix Fiedler. This means that smart meeting rooms can be cleaned immediately after use, soap dispensers and toilet paper can be replenished in smart sanitary facilities and cleaning can be initiated in high-use rooms. By maximising transparency, Klüh can greatly simplify work on a client's premises. Moreover, clients can use their digital twin to see and track the status of their building and its measuring points at all times. A sustainability dashboard delivers all key data at a glance – from electricity and water consumption to CO₂ emissions. If any of these increase unexpectedly, action can be taken immediately. In June 2025, Klüh opened a new showroom at the EUREF-Campus Düsseldorf to provide clients with extensive insights into the many possible uses and benefits of digital facility management.

An avatar provides information to clients

'We are currently working on the development of a Klüh human interface,' says Felix Fiedler, looking ahead to the future. In the future, the avatar being piloted by Klüh should explain what smart services are possible. It can access all data and provide clients with a comprehensive update about the status of their building and consumption at any time and in any language. 'The avatar gives a building a face,' says Felix Fiedler. It is like a voice-based system in a car or smart home, just with a human appearance.

Robots as on-demand service providers

Klüh is also developing new robotic solutions. A cleaning robot can be planned in the same way as a human cleaning specialist and deployed solely on demand on the basis of digital data, primarily to clean the areas it can access like the hallways on the EUREF-Campus. If these need cleaning, the robot leaves its charging station, cleans and returns to recharge. A human operative only needs to intervene if the robot has a problem that is reported by the system.

In view of the shortage of qualified labour and the need to reduce the use of natural resources or cleaning products, saving time and money are the main motivation for Klüh to innovate options for further digitalisation. 'In this way, we are creating added value for our clients and ensuring that services are only delivered where they are actually needed,' concludes Felix Fiedler.

Pioneering trends in building cleaning

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Showcasing state-of-the-art building technology for the energy transition



The new EUREF-Campus Düsseldorf is a showcase for the energy transition and already meets Germany's climate targets for 2045. It is the second facility of its kind and represents an evolution of the EUREF-Campus Berlin in terms of both strategy and content. The building was planned as a green innovation campus with an indoor space covered by a translucent solar glass roof. Plants ensure a good climate, aided by the roof construction and a special ventilation technology.

Use of Klüh smart services in many areas

Klüh's three main divisions are represented at the new Campus and there is also a showroom for the Center of Digital Excellence (CoDE). Klüh Security ensures the building's security, Klüh Cleaning provides cleaning services for almost all the tenants and for the impressive dome and Klüh Catering operates a modern canteen that meets the highest expectations. Klüh Catering is also a shareholder in EUREF-Event Düsseldorf GmbH. 'Almost all the digital solutions we have developed are in use at the Campus,' explains Felix Fiedler, Chief Information Officer of the Klüh Group and responsible for the CoDE.

Via sensors, digital door signage, kitchenette panels and smart waste stations, Klüh measures parameters ranging from temperature, CO₂ emissions and humidity to waste volumes – everything that is needed to manage building-related services. It is not just a question of measuring data but also of using these data intelligently. This enables services to be managed on demand. 'If a room isn't used, it doesn't need to be cleaned. This is the big lever,' says Felix Fiedler. Another example: Waste bins equipped with sensors are located centrally in corridors outside Campus offices. They signal when they are 80% full and need to be emptied.

Cold stores report any increase in temperature

The sensors transmit all current data via a digital twin to a dashboard and to the run sheets delivered to cleaning specialists, providing them with specific instructions in the form of graphical depictions. 'We are simplifying work at the premises in every respect,' emphasises Felix Fiedler. Thanks to this transparency, Klüh is facilitating on-demand cleaning services that preserve resources and prevent waste, reduce the use of environmentally unfriendly chemicals and greatly minimise the effort

involved in reporting. Klüh Catering uses devices including scanners in its cold stores to automatically report any changes in temperature.

An outstanding culinary offering

'At the EUREF-Campus, we offer both high-quality catering and modern events from a single source,' explains Jörn-Peter van der Vee, Senior Director F&B at Klüh Catering and Managing Director of EUREF-Event Düsseldorf GmbH. Opened in November 2025, La Cantinetta has indoor seating for around 290 people and a terrace with a view across the Lichtenbroicher lake. Diners can expect a variety of high-quality dishes ranging from

'The new campus is home to one of the region's most state-of-the-art event locations offering high-quality catering.'

Jörn-Peter van der Vee, Senior Director F&B at Klüh Catering and Managing Director of EUREF-Event Düsseldorf GmbH

Italian classics made on site such as bronze-cut pasta, pinsa using dough proofed for 72 hours, barbecue dishes and dishes from live cooking stations. 'We don't use convenience foods. With the exception of the rolls, we make everything ourselves,' emphasises van der Vee. From 2026, the bistro that is currently under construction will offer dishes such as sushi, wraps and bowls to attract a broader group of diners.



All diners at the Campus can use the EUREF-app to access menus and information such as nutritional values, sustainability data, allergens, additives, culinary promotions and special dishes. 'Our diners can also pre-order and pay for their meals using the app,' says Jörn van der Vee.

Seeing checkout, people counter and Orbisk scanner

At the EUREF-Campus, Klüh has optimised the Orbisk waste stations to prevent food waste. For the first time, the food returned by both diners and the kitchen can now be scanned and weighed on a moving conveyor belt in order to optimise portion sizes in the future. Until now, this had only been possible when the conveyor belt was at a standstill. Moreover, in 2026, Klüh will be introducing a people counter in the app to show how busy the canteens are, enabling diners to avoid long waiting times. 'The range of innovative technologies used by Klüh Catering at the Campus is rounded off by the seeing checkout that scans an entire tray with 99.8% accuracy in three seconds and directly takes a cashless payment as well as self-service terminals on the terrace,' says Jörn van der Vee.

The EUREF-Campus is not only a culinary highlight in the region but also a top event location. Klüh delivers the catering for events using a minimum of interfaces. 'Thanks to good transport connections, a large choice of rooms, professional partners for furniture and acoustic equipment and a wide range of conference and accommodation options, the EUREF-Campus provides companies with everything needed for an attractive event,' adds Jörn van der Vee.

Showroom presents the building technology of the future

Completed in mid-2025, Klüh's showroom presenting the company's innovative services occupies an entire floor of the innovation campus. 'This is where existing and potential clients can learn about our extensive offering of smart services, see how they work and get an idea of the added value that can be achieved,' explains Felix Fiedler.

View of the dome at the EUREF-Campus Düsseldorf

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EUREF-Campus Düsseldorf

Location: Düsseldorf, immediately adjacent to the airport

Project developer: EUREF AG (European Energy Forum)

Concept: An innovation and future campus for energy, mobility and sustainability

Total area: Approx. 80,000 m² of rental space

Conference area: 1,000 m² plus around 50 meeting rooms in the space rented by tenants

Three restaurants: Seating for around 400 diners (Cantinetta: 250, Bistro: 100, catering school: 40)

Buildings: Innovation Campus (offices, research, network) and Mobility Hub (e-mobility, charging and mobility concepts)

Jobs: Around 3,500 employees in companies, start-ups, research and science

Main focus areas: Energy transition and climate change, sustainable mobility, smart cities, digital infrastructure

Sustainability: Carbon-neutral operation from the start, climate targets for 2045 already met, use of renewable energy, heat pumps, solar technology and smart management systems

Construction phases:

1st phase: approx. 39,000 m² – completed

2nd phase: approx. 30,000 m² – completed in 2025

3rd phase (Mobility Hub): approx. 18,500 m² – planned for 2026



1,517

litres of paper and plastic waste in the Klüh office in October 2025



Room quality



Service buttons



Smart waste stations



Temperature monitoring in canteens

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Open for change – growing internationally with Klüh

Anyone who speaks with Jiji Francis will quickly notice that an international career is not an abstract concept for him but something he experiences every day – built on curiosity, a willingness to learn and the ambition to make things better. He has worked for the Klüh Group for around 16 years. Today, he is the Chief Operating Officer (COO) at Berkeley Services UAE and is responsible for the operational delivery of services in an environment where service quality must be demonstrated anew each day to clients with very clear expectations concerning availability, speed and attention to detail.

Berkeley Services UAE is part of Klüh Multiservices and has been the byword for excellent integrated facility management services in the United Arab Emirates for 40 years. For Jiji Francis, Klüh's strength lies in the combination of international experience and genuine proximity to local markets. The company has brought its proven standards, tools and methods and implemented them to function in the region. He knows that adaptation is the key because speed, cultural diversity and high technical standards are everyday expectations in the UAE.

What does this mean in practice? 'Our service should be tangible at every touch point – from the first briefing to day-to-day implementation at a client's premises,' he says of his ambition. This requires good interaction between processes, people and technology with continuous training, clear routines, clean data and a service culture in which responsibility not only exists on paper but is demonstrated every day. Jiji Francis feels it is just as important to look ahead. Automation and AI already play a large role in the region. If someone wants to be successful here, they have to be open to change and willing to keep learning.

His career has been punctuated by milestones that clearly demonstrate a willingness to take responsibility, for example, winning a number of large contracts and implementing transformations. These successes include the technical service contract at Dubai's Al Maktoum Airport (2013) – a major turning point – and the long-standing collaboration with Al Zahra Hospital

in Dubai as well as the introduction of CAFM software and other process optimisation and professionalisation measures. He emphasises quite firmly that it is not the successes that have shaped him but also the experience of having to prove oneself time and again in a highly competitive environment.

In his opinion, the foundation for this can be found in Klüh's culture: trust that grows from reliability and the freedom to take responsibility at all levels. This culture has supported and motivated him over many years. 'Klüh is a very important part of my life,' he says and it is clear that he really means this. He has clear advice, especially for those colleagues moving into an international career. You need to be open to change, actively approach people and stay curious and unafraid of different cultures, languages and backgrounds. In this way, they will benefit both professionally and personally from the many perspectives that can be found in an international team.

Operational excellence in day-to-day operations: Jiji Francis at work in Dubai and Abu Dhabi



'Klüh rewards commitment and fosters potential. Everyone has the opportunity to make their career into an international success story.'



Berkeley Services in the United Arab Emirates

Berkeley Services is Klüh's subsidiary in the United Arab Emirates. The company combines decades of local market experience with the international expertise of the Klüh Group and holds a position as the market benchmark for operational excellence, innovative focus and people centricity. Moreover, when it celebrated its 40th anniversary in 2024, Berkeley Services was recognised as a symbol of continuity, lasting commitment and the long-term success of an international organisation.

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Intelligent security management in emergency response



Based on state-of-the-art AI, the Internet of Things (IoT) and 24/7 surveillance, Klüh Security offers its clients a digital security and service model from the new alarm receiving and emergency service centre in Meerbusch. 'Our smart control centre receives any alarms triggered at our clients' premises. These may signal a fire, intrusion, sabotage or technical defect,' explains Sven Horstmann, Managing Director of Klüh Security. Alarms may be triggered by door contacts, glass breakage, cameras or sensors. 'In some cases, these have been installed by our clients and partners and integrated into our systems,' says Horstmann. Klüh consolidates various systems on a manufacturer-neutral platform. An integrated management system supports the security and building control system.

An individual security concept for each client

Working with its clients, Klüh identifies potential risks such as fire, power cuts, intrusion, sabotage, leaks, technology failure or unauthorised data access, taking account of the workflows, technical equipment and protection needs across the site. 'Together with the client, we define the responses following receipt of an alarm and then manage all subsequent processes,' explains Sven Horstmann. These may involve dispatching security staff, notifying the police or informing the site manager or the fire brigade as well as actively intervening, for example, to shut down a heating system or request

maintenance for equipment. On the basis of each client's individual requirements, Klüh develops a suitable security strategy – either building on the client's existing systems or by integrating new and modern technology. Klüh's system is modular and can be extended successfully to cover other properties or to add new solutions.

Emergency call management supplements alarm receiving and processing

The emergency service centre provides round-the-clock management for all types of emergency call. 'These may relate to a stuck lift, intercoms at entrances, cold store monitors, emergency call systems in buildings or the monitoring of people working alone, for example on night shifts or doing installation. Our system can integrate anything the client wants monitored or that must be monitored for insurance purposes,' emphasises Horstmann. In addition, the use of CRITIS-enabled technologies such as AI-based alarm filters, IoT interfaces and drone technology ensures a maximum level of efficiency and responsiveness.

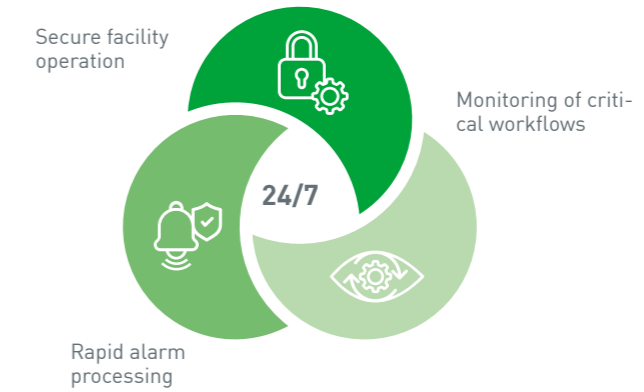
Special solutions needed for critical infrastructure

Klüh Security's smart control centre has been certified in accordance with DIN EN 17483 Part 1 for the protection of critical infrastructure. Thanks to its certification in accordance with ISO 27001, it also satisfies

the requirements of the pending CRITIS umbrella law, Europe's General Data Protection Regulation (GDPR) and, for the most part, the NIS 2 Directive relating to cybersecurity. 'Those sectors that are impacted by CRITIS and NIS 2 will have to invest more in security solutions in the future,' believes Sven Horstmann. Klüh could also supply the right products for this. Even servers, keyboards or mice must be obtained from secure third countries. The USA is no longer among them which is making procurement more difficult.

'With our new smart control centre, we offer an interconnected, digital security and service model with 24/7 surveillance.'

Sven Horstmann, Managing Director of Klüh Security



Using its new offering that combines digital management with operational expertise, Klüh Security monitors client systems around the clock and can intervene immediately in the event of an anomaly. Clients can reduce their personnel and operating costs thanks to digital coordination coupled with fewer system outages and increased security. Klüh's IT infrastructure is designed with multiple safeguards and built-in redundancy and is monitored continuously. 'For those companies where conventional security solutions come up against complex facility requirements, our new offering represents particular added value,' concludes Sven Horstmann.

Klüh Security's smart control centre provides an integrated and manufacturer-neutral platform for 24/7 surveillance, thus enabling an immediate response to all events.



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TARGETS



Avoidance of food waste



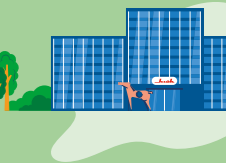
Increased proportion of plant-based dishes



Reduced use of chemicals

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Gradual transformation thanks to avoidance and reduction

In the Catering division, Klüh is reducing CO₂ emissions by providing alternative dishes and using a digital waste management system and reusable packaging. The Cleaning division contributes to achieving the company's targets by using alternative rubbish bags and recycled materials. The company's actions are rounded off by the use of alternative forms of energy and changes to the vehicle fleet. Many of these actions not only contribute to reducing CO₂ emissions and the consumption of water and energy but also to avoiding waste and protecting animals.

Reducing CO₂ through a more conscious approach to nutrition

In order to achieve climate neutrality by 2040 and support compliance with the 1.5 degree goal, Klüh has created a CO₂ management plan and is working continuously to minimise its greenhouse gas emissions. In the Catering division, a number of actions are contributing simultaneously to reducing CO₂ emissions. The AI waste management tool to avoid food waste is now being used at 19 locations. In addition, changes to menu plans and promotions based on the planetary health diet ensure that offerings are better aligned with demand and contribute to reducing food waste. As part of the two-week 'Zukunftskorn' (Future Grain) promotion in 2025, Klüh Catering developed dishes in which rice was replaced with barley – a more sustainable alternative given that rice cultivation results in high methane emissions. These recipes were complemented by the use of pulses, fresh herbs and spices. In this way, it was not only possible to save large volumes of water but also to cut CO₂ emissions by around 4,500 kilograms compared with rice dishes – equivalent to the amount of CO₂ emitted by a flight from Berlin to Sydney.

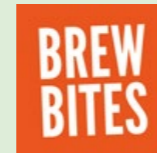


As well as reducing water consumption, this made it possible to cut emissions by around

4,500 kg CO₂

compared with rice dishes.

The use of Brew Bites has enabled Klüh to integrate more plant-based diversity into its Care Catering offerings, at the same time helping to reduce food waste and take a more conscious approach to handling natural resources. Brew Bites is based on plant proteins obtained primarily from a highly nutritious, solid by-product of the barley malt used in brewing. At the company's central kitchen in Mülheim an der Ruhr, its use in 1,000 meals reduces CO₂ emissions by around 640 kilograms.



The introduction of Brew Bites makes it possible to cut emissions by around

640 kg CO₂

with 1,000 meals.



Since January 2025, Klüh has included dishes from the WE LOVE GREEN product line in the menu plans at its canteens. The total of 528,000 dishes enables CO₂ emissions to be cut by around 316,800 kilograms.



Reduction of

316,800 kg CO₂

In 2025, Klüh Catering participated in Veganuary for the fourth time, raising awareness for plant-based nutrition during the entire month. It showed that a vegan diet can be very varied. The team conjured up dishes such as beetroot bourgignon with mashed potato and a lemon and mustard dip or a buckwheat risotto with carrots, tahini and roasted sunflower seeds. Other offerings were tofu piccata with wholemeal penne and red cabbage pesto and an onion, sesame and peanut crunch prepared using Plant B Egg, a plant-based egg alternative. During the promotion period, the reduction in CO₂ emissions was increased from around 23,000 kilograms in 2024 to just under 28,000 kilograms in 2025.



Reduction of

28,000 kg CO₂

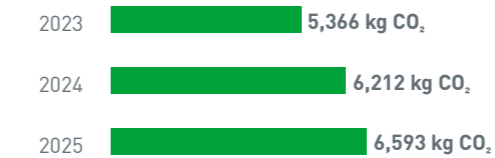


Klüh Catering is a founding member of the 'Allianz für Verantwortungsvolle Esskultur' (Alliance for a Responsible Culinary Culture – AVE), which has the goal of focusing on the purchase of regional and seasonal products and increasing the proportion of plant-based foods to 75% and organic foods to 40% by 2030. AVE also plans to reduce food waste by 30% and purchase almost only fair-trade coffee, cocoa and bananas. Moreover, diners are to be provided with more detailed information about procurement and sustainability strategies.

Lastly, Klüh's use of the Vytal multiuse system cut CO₂ emissions by some 6,593 kilograms in 2025, an increase from the prior-year reduction of 6,212 kilograms.

Reduction of

6,593 kg CO₂



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Savings potential through the use of washable and climate-neutral rubbish bags

In 2024, 65.02% of the rubbish bags – 9 million bags – used by Klüh Cleaning were climate-neutral. They are made entirely from recycled materials, produced in part using 100% green electricity and incorporate high-performance polymers. In this way, it has been possible to cut the use of plastics by 30%. The residual emissions are offset by investing in certified climate change mitigation projects by the manufacturer, Deiss. In 2025, Klüh Cleaning increased the proportion of climate-neutral rubbish bags used to around 74%.

Total number of single-use plastic bags used

14,393,427

Number of climate-neutral rubbish bags

10,504,115




Klüh evaluated the use of climate-neutral rubbish bags for the first time in 2024 and, thanks to a change made by Purchasing, increased this from 65% to 74% in 2025.


To reduce plastic consumption, it also increased the use of washable rubbish bags from 2,006 bags at the start of the year to 3,113 bags at year end. This represents a savings potential of more than 32,985.04 kilograms of single-use plastics and more than 18,143.73 kilograms of CO₂ in 2025.




Avoiding soiling and waste

To avoid soiling and waste, Klüh Cleaning is increasing the use of recycled materials in its cleaning materials and switching to alternative cleaning processes:

 It is gradually increasing the proportion of recycled materials in its microfibre cloths, mop covers, mops and vacuum cleaners. Since 2024, the cleaning pads used by Klüh are made entirely from recycled materials.

 Washable rubbish bags are replacing disposable rubbish bags.

 It is replacing chemicals with sustainable cleaning products and detergents, for example, ozone produced by high-performance ozone generators.

The use of mop covers made entirely from recycled materials compared with conventional mop covers:

Total reduction in CO₂ emissions, kg:

8,455.85

Total reduction in water consumption, l:

45,757.06

Reduction in energy consumption, MJ:

80,812.90



Fleet management and alternative energy sources

Klüh's vehicle fleet is one of its main sources of CO₂ emissions. The company therefore developed a fleet policy aimed at gradually reducing the fleet's CO₂ emissions and switching to electric vehicles. It already procured 70 electric vehicles in 2023, 59 of which are still in use. With each vehicle covering an average distance of 35,000 kilometres annually and CO₂ emissions of 184.24 grams per kilometre, Klüh is currently saving an average of 381 tonnes of CO₂ each year. In 2025, another 31 electric vehicles were ordered which will enable Klüh to successively increase this saving.

Another element is the use of photovoltaic (PV) systems to provide energy at Klüh's locations. Up to the end of 2025, the system installed on the roof of the company's headquarters in Düsseldorf had generated 82,740 kilowatts of electricity, a total reduction in CO₂ emissions of 33.2 tonnes or around 9.5 tonnes per year. The PV system installed on the roof of the central kitchen in Meerbusch in May 2024 had generated 212,351 kilowatts of electricity up to the end of 2025, a total reduction in CO₂ emissions of 108.3 tonnes or 68.4 tonnes per year.

Klüh is also committed to the use of green electricity and, starting in 2025, covered the entire requirement of the German branches with this form of electricity. In the future, this will cut CO₂ emissions by around 84,500 kilograms per year. Alongside the gradual reduction in CO₂ emissions, the avoidance of waste and soiling and the minimisation of water consumption play a pivotal role on the pathway towards more sustainable management – both for Klüh Cleaning and Klüh Catering.

Contribution of the PV system on the roof of the Meerbusch central kitchen to cutting CO₂ emissions:

108.3 t CO₂



In 2025, Klüh Cleaning received an EcoVadis Sustainability Rating in silver.

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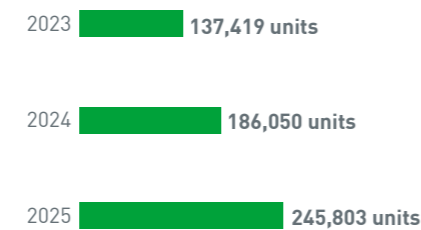


Multiuse packaging and food waste management

In 2021, Klüh Catering introduced the Vytal non-deposit multiuse system for takeaway meals, enabling the transport of food and beverages in bowls and cups that eliminate single-use waste. The packaging can be used multiple times, thus avoiding unnecessary waste.

Another lever in avoiding waste is the AI waste management tool developed in collaboration with Orbisk. This AI-based system measures left-over food, quickly identifying what was disposed of when and for what reason. In 2025, 19 company canteens used this technology to avoid overproduction.

Development in the use of Vytal



Actions to reduce water consumption

Almost all the CO₂ reduction actions in the Catering division also contribute to cutting water consumption. In order to raise awareness for the water consumption connected with food and meals, Klüh Catering has introduced transparent consumer information. A traffic light system in the Klüh Catering app shows diners the water consumption of a dish as well as other sustainability indicators such as the carbon footprint, Vita Score and information about animal welfare and rain-forest destruction. The water consumption is visualised using a coloured droplet symbol, with green indicating that a dish performs above the average. By providing this information, Klüh enables consumers to make informed decisions and contribute actively to resource-friendly consumption.

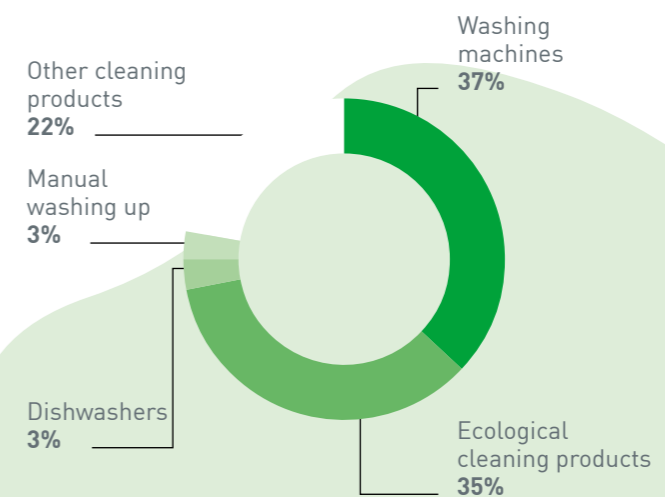
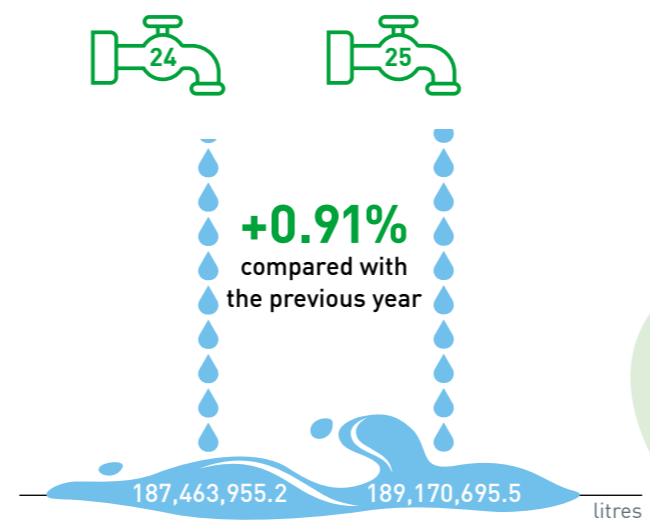
All the dishes served during the 'Zukunftskorn' (Future Grain) promotion are marked with the green Eternity water footprint icon to signal their low water consumption – taking account of the volume of fresh water used and the water scarcity in the production regions. The quantity of barley used during the promotion reduced the water footprint 100 times compared with the same quantity of rice, thus greatly reducing water consumption.

Generally speaking, more water is used in animal products than in plant-based alternatives. That is why the increased offering of plant-based dishes is helping to reduce water consumption.

Klüh Cleaning calculates water consumption retrospectively on the basis of the metering instructions for all the cleaning products in use because the resource is used at clients' premises. In 2024, 187,463,955.2 litres of water were used for cleaning, rising by around 1% to 189,170,695.5 litres in 2025 due to an increase in the number of cleaning contracts. Klüh Cleaning is reducing its water consumption through the use of, for example, integrated weighing systems for washing machines, water-saving cleaning equipment and robots with integrated metering technology.



Water consumption by Klüh Cleaning



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CO₂, electricity and water metrics by room group – monthly transparency

Reliable data are making facility services increasingly sustainable. This is the approach taken by Klüh with its smart services. Installing sensors and digital applications in buildings creates a digital nervous system that visualises utilisation, requirements and condition, thereby establishing the basis for a [digital twin](#) that translates the information into usable knowledge. This makes it possible to optimise processes in a targeted way – from the delivery of services to the specific use of resources.



TÜV certificate for the sustainability dashboard used to calculate CO₂, energy and water per hour worked or per square metre

One concrete result of this data logic is the consumption and sustainability [dashboard](#). Using operational performance data provided by the digital [run sheets](#) used to record cleaning services, Klüh Cleaning calculates consumption metrics that are transparent, consistent and available in real time – rather than preparing an annual snapshot.

Changing the metric from hours worked to square metre

The starting point was a CO₂ metric per hour worked. The digital [run sheet](#) makes it possible to record the cleaning performance delivered in much greater detail. Completion is confirmed digitally to systematically document the cleaning of rooms and other areas. This allows the metric to be calculated per square metre and linked directly with room type and area.

The consumption parameters are calculated per square metre and then reported on a cumulated monthly basis in the sustainability [dashboard](#). This results in a robust database that ensures transparency and can be used for internal management purposes and – if clients require – as verification of [Scope 3 emissions in accordance with the GHG Protocol](#).

CO₂, energy and water by room group

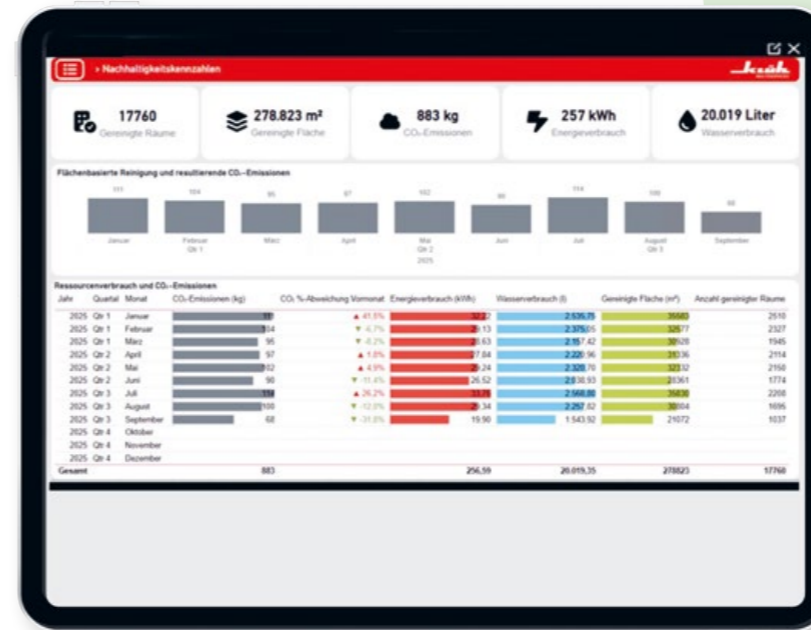
The procedures and equipment used to clean a sanitary facility differ from those used to clean a carpeted office. Klüh's system defines four separate room groups: offices, sanitary facilities, kitchenettes and traffic areas.

In terms of their content, the metrics are designed to visualise the main influencing factors per square metre or hour worked:

CO₂ emissions take account of factors such as the journey to the location, cleaning products and equipment, the use of electronic devices and the water consumption for cleaning and washing textiles.

Energy consumption mainly concerns the use of electronic equipment and the textile washing process.

Water consumption includes the water used to clean floors and surfaces and for washing textiles.

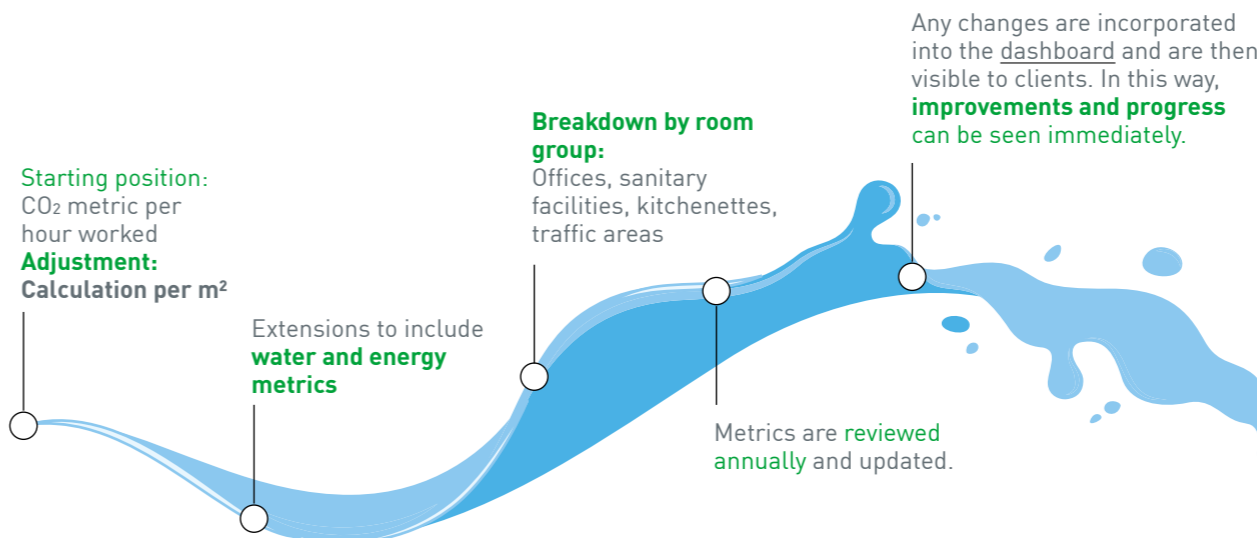


An important aspect for the evolution of the system is that the metrics are reviewed and updated annually. Any amendments are added to the [dashboard](#) to ensure the transparency of improvements in processes and the consumption of materials and resources.

Specific benefits: Transparency and measurable potential for improvement

For clients, the benefit lies in the continuous and centralised availability of data. Instead of receiving annual metrics, they can have access to current monthly figures. This facilitates communication and reporting, at the same time supporting operational management.

Underlying basis, history and content of the metrics



For Klüh itself, the [dashboard](#) is the basis not only for describing its sustainability actions but for making them measurable – including their specific contributions to reducing CO₂ emissions and the consumption of energy and water. In this way, it is increasing the transparency and comparability of sustainability in building cleaning operations.

To further increase the value of the information in client reporting, the metrics used have been validated by TÜV, thus providing independent confirmation of the methodology. In the future, it is planned to strengthen the link between the sustainability [dashboard](#) and sensor data so that, in addition to reporting consumption, avoidable cleaning operations (in unused rooms, for example) are visible as resource savings.

‘The biggest benefit is that we can already make the metrics available on a just-in-time basis and not just once a year.’

Julia Jurk, Sustainability Team, Klüh Cleaning

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For viable forests



What is the point of forest restructuring?

Our climate will continue to change and extreme weather events such as heatwaves, drought, storms and heavy rainfall will increase. As forestry is highly dependent on the climate, it is important to adapt forests to the changing environmental conditions and extreme weather as well as is possible. Near-natural forests with a wide variety of structures and predominantly native tree species are best equipped for the future.¹

¹ www.nabu.de/natur-und-landschaft/waelder/waldbe-wirtschaftung/12331.html (German only)



Jürgen Sturm sees forest restructuring as the key to climate change mitigation and biodiversity

Climate change represents a growing challenge to our native forests with extensive damage to the trees caused by drought, storms and pests. Jürgen Sturm, Head of Operational Excellence and a member of the Klüh Catering management team, is well aware of this. He owns a private forest near Heidenheim in Germany's Swabian Jura region. This originally consisted almost solely of spruce trees, planted in the 1950s on what were once meadows. In 2018, many forests – including his – were infested by the bark beetle. The forestry



'A forest takes generations to grow. It provides habitat, acts as a carbon sink and enhances biodiversity. That means continuing even when the going gets tough.'



and environmental authorities required trees that were already infested to be felled before the new beetle cycle started, 'The bark was removed from hundreds of trees which were then taken to sawmills for processing,' reports Jürgen Sturm. This was a costly and complex process.

Reforestation then started with funding from the private forestry pact. Around 400 young trees were planted but the extreme lack of water meant that many of them withered. Jürgen Sturm invested in another 400 or so saplings – a mix ranging from high-growing trees such as oak and willow, mid-sized common maple and hornbeam to typical regional species such as true and wild service trees. The young plants were protected by biodegradable tree tubes. 'Ownership entails obligation,' says Jürgen Sturm, referring to the willingness to invest time, labour and money in creating a viable forest.

He is now hoping for sufficient rainfall next year so that the trees he has planted have the chance to grow and develop into a healthy mixed forest.

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Switching to 100% green electricity: Reducing CO₂ emissions by including renewables in the electricity mix

On its path to climate neutrality, Klüh is taking a highly effective and pragmatic approach when it comes to its own properties. The switch to green electricity is one key measure, focusing on the company's headquarters and its branches in Germany – wherever Klüh is a party to the electricity contract and can actively manage the switch itself.



Starting in North Rhine-Westphalia

The main impetus came from North Rhine-Westphalia. Since June 2023, the green electricity prices charged by Stadtwerke Düsseldorf have been certified by TÜV NORD. This verifies that the electricity supplied to customers has been generated in facilities using only renewable energy sources. Klüh has thus been using green electricity in North Rhine-Westphalia since that time, enabling the company to switch to renewable electricity at an early stage.

Roll-out to all German branches

Building on the achievement in North Rhine-Westphalia and provided it was possible in organisational terms, Klüh successfully switched to green electricity at its German branches. This can only be done if Klüh itself is the owner of the electricity meter and party to the contract. In some cases, Klüh is a tenant and the property management company or owner is the party to the contract. The roll-out outside North Rhine-Westphalia was completed as of 1 April 2025.

Transparent impact: 392,895 kilowatt hours – around 84.4 tonnes CO₂ per year

The climate impact of the measures is made transparent using consumption and emission factors, based on an

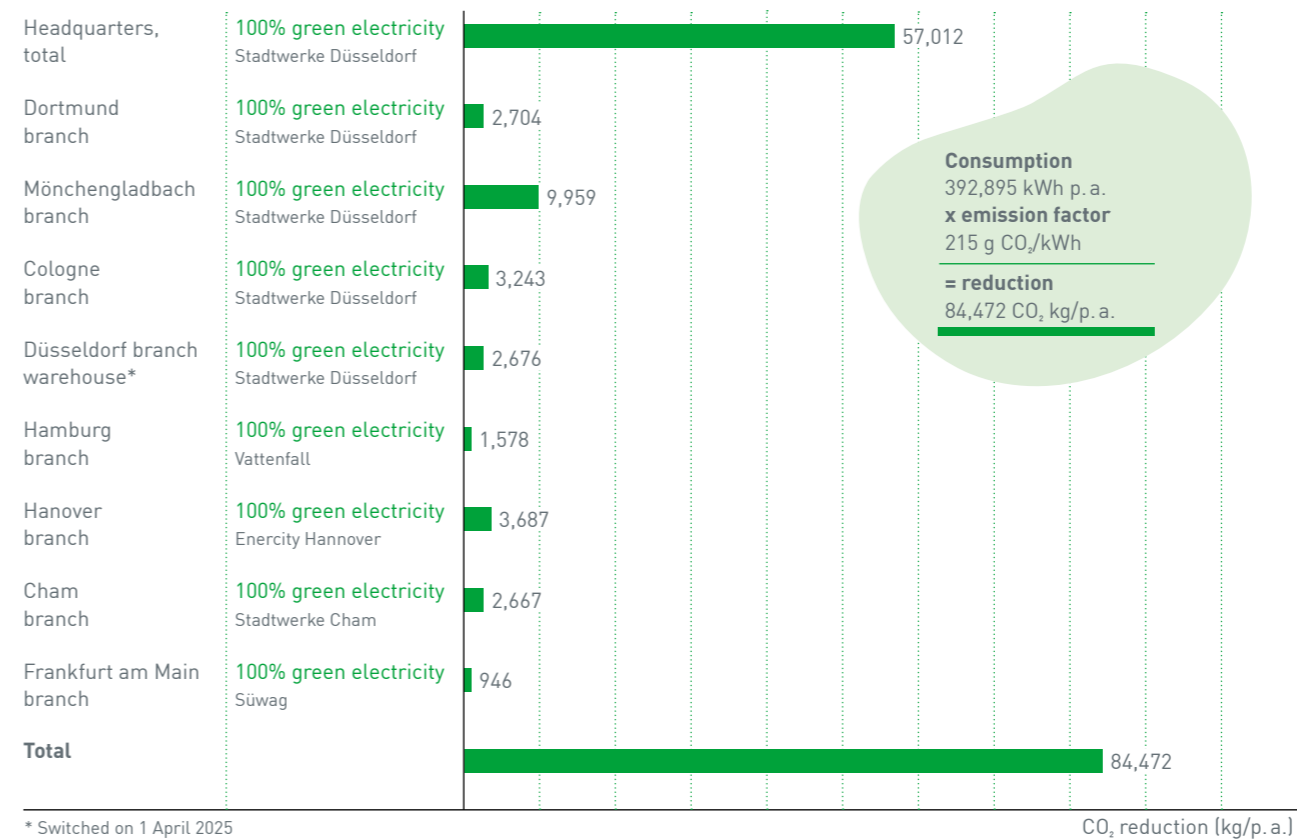
'A key step on our path to climate neutrality is switching our headquarters and branches in Germany to green electricity.'

Jens-Peter Welters, Procurement

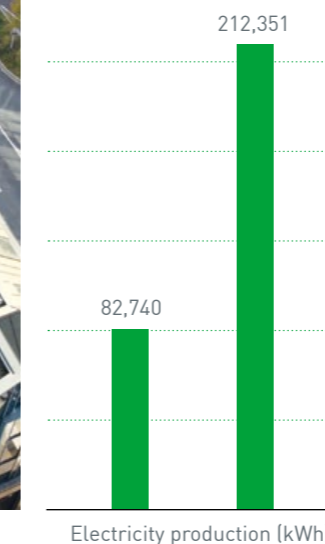
annual electricity quantity of 392,895 kilowatt hours (calculated from the prior-year consumption). An emission factor of 215 grams of CO₂ per kilowatt hour was applied for conventional electricity, resulting in a reduction of some 84,472 kilograms of CO₂ – or around 84.4 tonnes per year. This verifiably quantifies the contribution to CO₂ reduction made by switching to green electricity and can be reported consistently.

CO₂ reduction from switching to green electricity, 2025

Overview of the properties that have switched



Photovoltaic systems



In August 2021, Klüh installed a PV system on the roof of the headquarters building in Düsseldorf. To date, it has generated 82,740 kilowatts of electricity, representing a **saving of 33.2 tonnes of CO₂**, or around 9.5 tonnes per year.

A second PV system on the roof of the Meerbusch central kitchen started operating in May 2024. To date, it has generated 212,351 kilowatts of electricity, representing a **saving of 108.3 tonnes of CO₂**, or around 68.4 tonnes per year.

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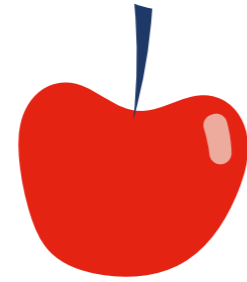
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Preserving meadow orchards in the Swabian Jura



Markus Gaudlitz is a passionate part-time farmer

Markus Gaudlitz, Head of Business Development at Klüh Cleaning and a member of the interdisciplinary CSR team, dedicates his free time to an unusual project. He has a small part-time farm in the Swabian Jura region that was established years ago on the basis of a single meadow orchard.

'Meadow orchards are a part of Swabian culture,' explains Markus Gaudlitz. Over the years, he has purchased and restored more meadows. They are all 'accessible by tractor' – a detail he shares with a grin. Most of his tall fruit trees are old, regional varieties. Depending on the variety, it can take between five and seven years for a tree to

produce fruit for the first time. It is an investment in the future that requires patience, care and idealism.

Over time, his passion has developed into a diversified small farm that includes an apiary and a shoot. His meadow orchards yield natural fruit that he processes into high-quality products: fruit spreads for bread, naturally cloudy fruit juices and fruit schnapps. He markets the products at neighbouring regional markets and direct from the farm. When choosing an outlet, Markus Gaudlitz always ensures that its values align with his own.

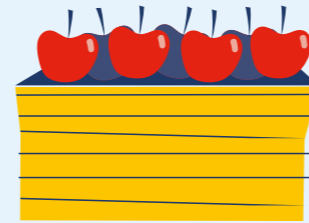
The meadow orchards are worked by family and friends, with everyone helping out for the harvest. 'They always enjoy themselves,' says Markus Gaudlitz of his helpers. The meadows have a threefold use. The trees provide fruit, the grass is made into hay and the meadows are used as grazing for cattle owned by local farmers and for his own Highland cattle to keep the grass short on the slopes.



Creating regional value: Markus Gaudlitz farms traditional meadow orchards.



'We are committed to preserving tradition and are convinced of the benefits of regional consumption.'



Gaudlitz has a focus on sustainability, both in his work for Klüh Cleaning and on his farm. The apple press is powered by a wood chip system. The juice is filled into recyclable cartons and the boxes are made from a fully recyclable material. The farm is visited regularly by pre-school and school groups. Together, they explore the forest, meet the deer in the enclosure and take a careful look at the bees.

Through his commitment as a part-time farmer, Markus Gaudlitz demonstrates how sustainability and regional value creation can harmonise.

Why are meadow orchards so important?

Meadow orchards are an important element in a diverse agricultural system and they provide us with healthy, regional fruit. Although they cover a relatively small area, meadow orchards are often home to a remarkable number of different species. For example, a single apple tree may house 1,000 beetles, butterflies and flies. Taken together with the many colourful flowers on the meadows, more than 5,000 different animal and plant species were found in this habitat. Meadow orchards do far more. They moderate night frosts, serve as protection from the wind and rain and provide shade. This form of agriculture is also unrivalled at preventing soil erosion and ensuring fresh air.¹

www.bund-naturschutz.de/natur-und-landschaft/wiesen-und-weiden-in-bayern/lebensraum-wiese/lebensraum-streuobstwiese (German only)

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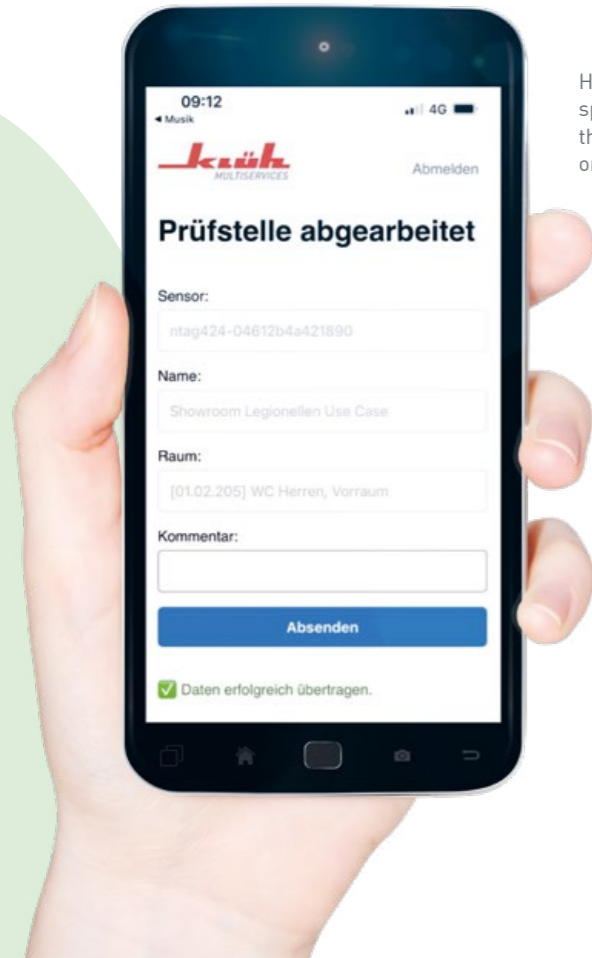
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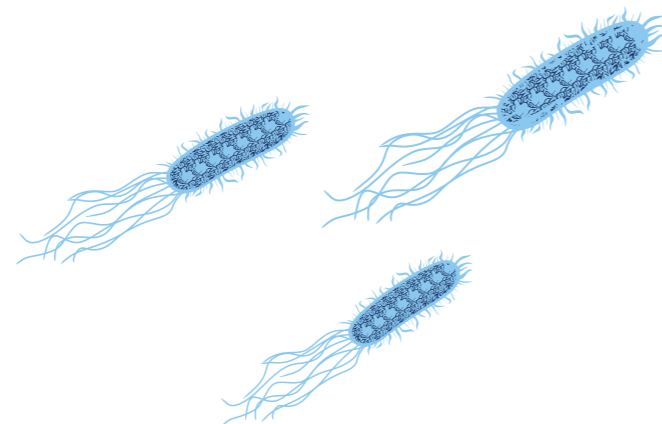
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Preventing Legionella without wasting water



How Klüh's cleaning specialists confirm the necessary on-demand flushing.

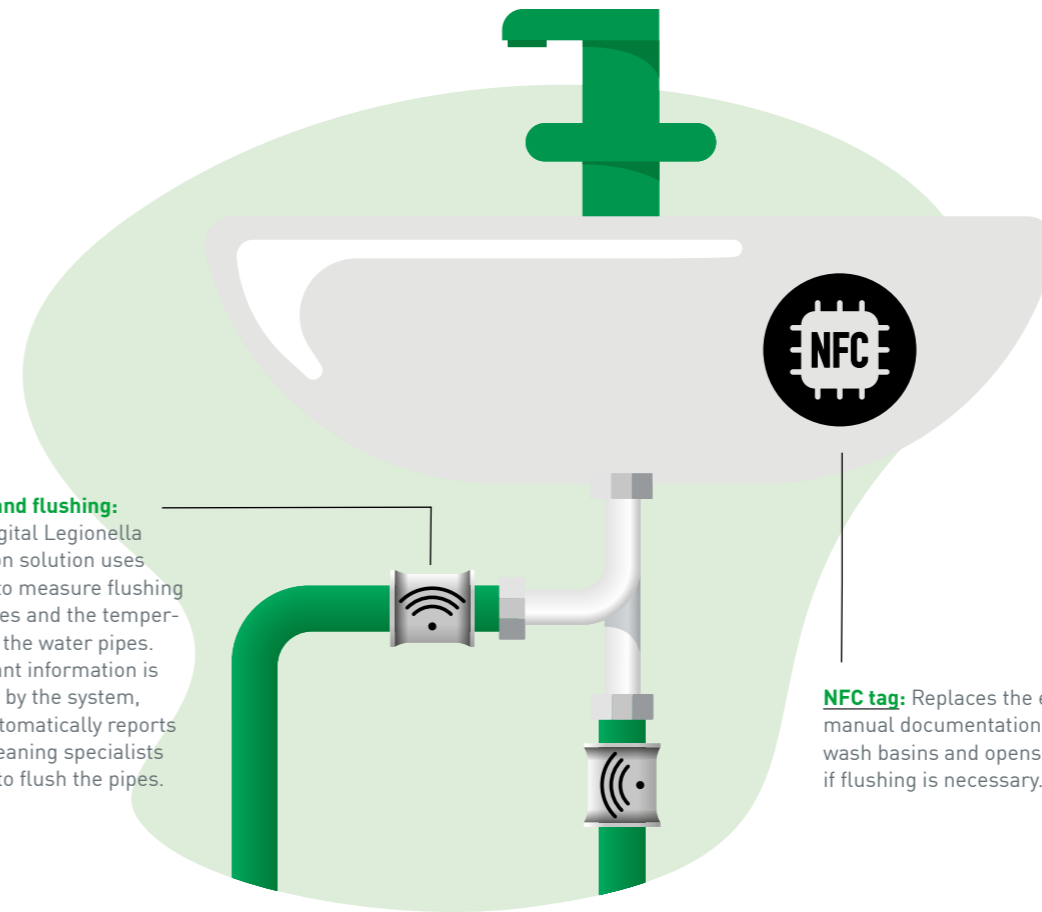
Legionella are the invisible enemy and thus an unseen risk in all water systems. Wherever there is standing water, there is the risk of Legionella forming. Transmitted via tap water, this bacterium can cause pneumonia and even result in death. The pathogen finds ideal conditions for growth at temperatures between 25 and 45 degrees Celsius in the water systems of buildings. It dies at temperatures above 60 degrees Celsius and is unable to multiply much in conditions colder than 20 degrees Celsius. Germany's drinking water regulations therefore require regular testing for Legionella by the operators of public facilities such as hotels or hospitals that provide drinking water on a commercial basis.



'Our digital solution for preventing Legionella replaces handwritten lists, minimises errors and provides seamless verification of statutory flushing regimes.'

Bastian Oeß,
Klüh Center of Digital Excellence

On-demand flushing: Klüh's digital Legionella prevention solution uses sensors to measure flushing procedures and the temperatures in the water pipes. All relevant information is collected by the system, which automatically reports where cleaning specialists must go to flush the pipes.



NFC tag: Replaces the existing manual documentation at wash basins and opens a ticket if flushing is necessary.

In practice, water systems should be used regularly. 'Both cold and hot water should be run for at least two-and-a-half minutes every 72 hours,' explains Bastian Oeß from the Klüh Center of Digital Excellence. Until now, this flushing and its documentation have been performed manually on site. Klüh has now developed a digital solution that replaces handwritten lists, avoids errors and creates seamless verification.

On-demand flushing thanks to measuring points in the water system

How does this digital system work? 'An NFC tag documents whether the water pipes have been flushed every 72 hours. If flushing has not been done by a certain time of day, a notification is sent so that there is still time to react,' explains Bastian Oeß. This means that a cleaning specialist still has to go to the rooms.

Additional sensors in the water pipes record and evaluate the data to gauge whether flushing is actually necessary. 'This solution is currently being piloted,' says Bastian Oeß. The Klüh employees then only have to flush the rooms affected. The client is also given access to the live data and to a report prepared on the basis of the historical data.

This solution goes beyond prevention and a purely hygiene-based approach. Smart temperature and flow controls not only save time but also millions of litres of water each year. Reducing flushing procedures by just 50% would save 40,000 litres of water each week in a building with 800 taps. 'The savings potential in a hospital could actually be much higher,' says Bastian Oeß.

Flushing **800 taps for 5 minutes** (2.5 minutes each for hot/cold) **twice a week** with a water consumption of **10 litres** per minute:

	1,600 flushing procedures	
x	5 minutes	
x	10 litres	
	80,000 litres	Weekly savings potential

With a saving of **50%** thanks to digital Legionella prevention, that amounts to a total of **40,000 litres per week** which is equivalent to **2,080,000 litres per year**.

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TARGETS



Continuous improvement
in personnel development
and recruiting



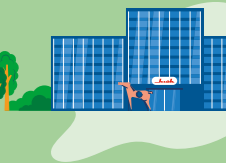
Confirmation of recognition
as Germany's most attractive
employer



Commitment to occupational
health management

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Our responsibility as an employer



Klüh as an employer 2025



46,400
employees
in total



122
nations

A caring working environment

As a family-owned company, Klüh sees its responsibility not just as a buzzword but as a day-to-day task. In a decentrally organised multiservice environment with very varied activities, the following counts above all: reliable framework conditions, appreciation and development options for everyone who works for Klüh.

'Our ambition is to create a working environment in which people can work safely, feel that they are treated fairly and are offered perspectives – irrespective of their origin, age, gender and previous career path,' emphasises Viktoria Kaiser, Head of Human Resources at Klüh. In Klüh's view, this is the basis for long-term employee retention, service quality and a corporate culture that fosters collaboration.



From left: Sarah Latton (Head of Marketing & Communications), Viktoria Kaiser (Head of Human Resources) and Katrin Albrecht (Employer Branding Manager) receive the German Brand Award in Berlin.

Making the employer promise visible

In 2025, Klüh systematically continued its employer branding campaign with the motto of 'I won't work for everyone'. Under the hashtag of #beconfident, the campaign highlights the valuable work of its employees, coupled with the ambition of providing support and making performance visible. The successful employer branding campaign was honoured with the German Brand Award in 2025 for its clear focus and authentic representation of the different areas of the company under one umbrella brand. Klüh also initiated a sub-campaign with the motto of 'I won't work for everyone but for the climate' in order to anchor sustainability more strongly in everyday practice via participative programmes.

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Employer feedback and honours

Consistent employer positioning is also having an outward impact. In 2025, Klüh was again recognised as **Germany's most attractive employer** in facility management (study by the F.A.Z.-Institut). The company also received the **Best Recruiter** label in 2024/2025. This is awarded to companies for outstanding recruitment work on the basis of an independent study underpinned by 330 criteria.



In the **kununu** survey, Klüh's employees ranked the company with a referral rate of 74% and a total satisfaction score of 4.4 out of 5. This ranking was significantly above the national average and above the average for most of Klüh's peers, underscoring the company's ongoing commitment to creating a positive working environment.



Living diversity and enhancing equal opportunities

Klüh employs people from 122 nations – diversity is lived every day by the company's teams, locations and divisions. As a signatory to Germany's corporate Diversity Charter, the company is committed to fostering respect and creating structures that prevent discrimination and facilitate participation.



In 2025, Klüh increased the visibility of equality and equal opportunities, for example, through a campaign marking International Women's Day. Under the motto of 'Confidence – because everyone at Klüh counts', the focus was on information, awareness and the visibility of different career pathways. The goal is to reinforce behaviours, dismantle stereotypes and underscore equal opportunities. 'We addressed this specifically on social media with informative post about topics such as work-life balance for everyone, misogyny in the workplace or equal opportunities for all,' reports Employer Branding Manager Katrin Albrecht.

As the framework for these activities, Klüh uses internationally recognised standards such as the Women's Empowerment Principles (WEPs) and participates in the Target Gender Equality (TGE) Accelerator programme in order to optimise and systematically anchor equality in a structured manner.

Training and continuous development: Learning with perspective

For Klüh, the continuous development of its employees is not only a means of ensuring quality but also of increasing its attractiveness as an employer. In 2025, the

company continued to strengthen training and continuous development throughout its decentral structure with in-person formats, digital learning options and specialist training for the departments.

The TÜV-certified Klüh Academy offers a broad spectrum of qualification measures ranging from seminars and workshops to training led by internal and external experts. Digital learning formats are also being expanded. In 2025, Klüh introduced a modern learning management system to make e-learning more

structured and scalable.

The company is continuing to develop training offerings for the individual divisions, for example with additional learning and qualification options in the Security division and training for specific target groups in the Catering division. The multiservice provider has also continued to offer its sustainability management traineeship. As a rule, an average of three trainees each year work and learn in the Sustainability and Communications functions and in an operational implementation unit (internal



programme line).

Occupational health and safety

Occupational health and safety are a priority at Klüh, especially in respect of roles that involve physical work or require employees to change location frequently. Existing structures were maintained in 2025 and prevention was increased by way of regular briefings, practical training and occupational health management offerings.

The latter comprises various modules, depending on an employee's role and location. These include health and prevention instruction and support services to help employees in their everyday situation such as selected sports and health offerings and other benefits. 'In 2026, in cooperation with the Techniker health insurance fund, we are planning to introduce a health app that motivates employees to take more exercise on a daily basis and, at the same time, supports sustainable projects,' says Viktoria Kaiser.

Sustainability in day-to-day work

Implementing sustainability in a service company requires the contribution of everyone. 'For this reason, in 2025, we continued to expand our in-house formats in support of participation and upskilling – from information offerings to training for specific target groups,' explains Viktoria Kaiser. A survey was used to canvas employees' understanding of sustainability and action areas; on this basis, issues were prioritised and more focused measures developed. In selected divisions like Catering, training on sustainability issues was carried out.

Alongside formal learning offerings, Klüh is increasingly using hands-on formats to make sustainability in day-to-day work tangible. One example is the RhineCleanUp in Düsseldorf. Volunteers come together and experience at close hand the impact created by many small contributions. Other formats – such as mini office challenges – are being prepared on this basis, with the goal of further strengthening the organisation's sustainability.

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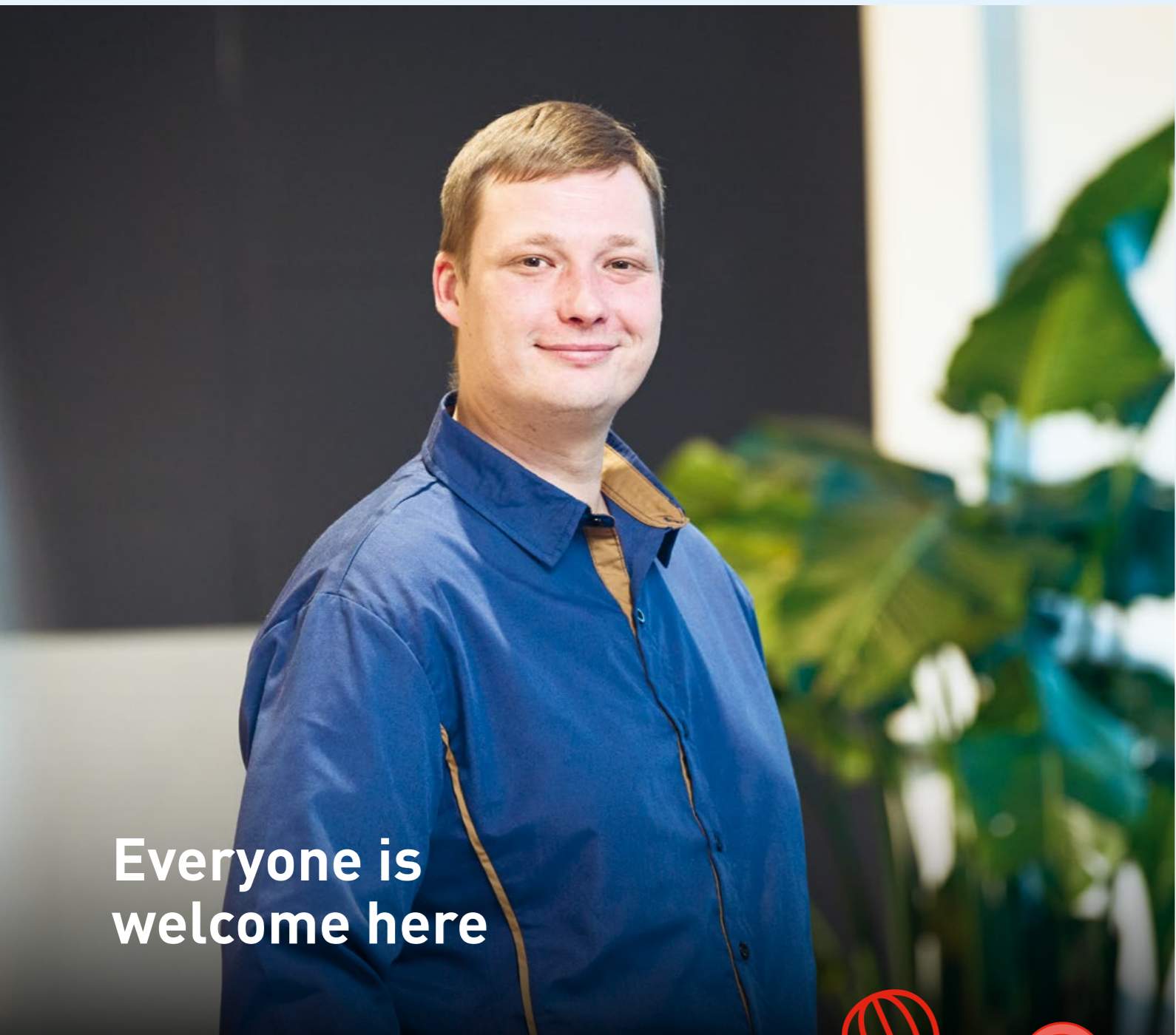
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Everyone is welcome here

‘Everyone is welcome at the kitchen for people in need. Volunteering demonstrates that social responsibility starts with the small things that have an impact every day.’



Poverty in Germany

Those living in poverty depend on aid projects like this one. In 2025, according to Germany’s Federal Statistics Office, around 13.3 million people in Germany were at risk of poverty or social exclusion – 16.1% of the country’s population.¹



¹ www.tagesschau.de/wirtschaft/armut-deutschland-destatis-100.html (German only)

Marcel Prußeit is a volunteer cook for people in need

Marcel Prußeit has been the Klüh Catering manager at the AWO Parkheim home for the elderly in Hemer for the past one-and-a-half years. The trained chef and business graduate is also a volunteer.

For the past five years, the 32-year-old has spent every other Saturday in the kitchen of the Caritas charity in Iserlohn, cooking for people who are experiencing a life crisis. He volunteers out of conviction. ‘I really enjoy helping others,’ he says.

And the need is great. More than 100 people regularly come to enjoy a hot lunch and Marcel Prußeit now knows many of them personally. ‘Some have been coming for years – they all have their own stories,’ he says. The ingredients for the meals are provided by small, local

companies. Turkish supermarkets, market traders, organic stores and other regional suppliers are among those who regularly donate foodstuffs. This makes it possible to cook traditional, seasonal and regional dishes, including classics like pea soup, rissoles served with cabbage, salmon and potatoes and spaghetti bolognese.

Even if the kitchen in Iserlohn is a small oasis of welcome and community, Marcel Prußeit knows that not every hardship can be relieved by a hot meal. ‘We have only a limited ability to help and sometimes make a referral to Caritas if more extensive support is needed,’ he explains.

Just a few hours a month is all it takes to do a lot of good outside the workplace. Marcel Prußeit’s commitment is a wonderful example of this.

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Development perspectives for managers



With its 'Making champions' programme, Klüh is investing specifically in managers who already hold responsibility and will be given a greater role in the future. The name was chosen carefully. 'We have always seen ourselves as a company with its roots in providing artisan services,' explains Human Resources Manager Viktoria Kaiser. The thought underpinning this is that anyone who takes on responsibility needs leadership strength and the right tools to develop people, stabilise teams and reliably ensure day-to-day quality.

Two programme lines: Mach 1 and Mach 2

'Making champions' was designed as a two-stage development programme with two separate programme lines. Mach 1 is for people entering management, for example, as building, operational and branch managers. Mach 2 is for experienced managers, for example, regional managers or those with many years of management experience; it is being launched at the start of 2026.

Both programme lines run over a period of two years and are structured so that Mach 2 builds on Mach 1: Mach 1 reinforces the basics and leadership confidence while Mach 2 deepens these skills for more challenging situations and larger areas of responsibility. However, it is not necessary to take part in Mach 1 before joining Mach 2. Managers can join the best line for their experience, role and development needs.

Focusing on leadership skills: Training modules based on everyday situations

At the heart of each programme line are four specialist modules that focus on the skills needed for everyday situations, including leadership and communication, conflict management, resilience and motivation. The key aspect of them all is their practical relevance. Their content is not intended to sit alongside operational business but to make it easier. For example, it provides tips for target-setting meetings, in challenging team constellations and in very busy phases. Later in the modules, the content is also applied. The simulation of a target-setting meeting is one of the practical elements of Mach 1. Participants receive a certificate on concluding the programme.

'Development is not a question of age but of experience, attitude and commitment. These are the criteria we apply to leverage all the options offered by the potential within the company.'

Viktoria Kaiser,
Head of Human Resources

Mentoring, coaching and fireside chats with management

One key element of the 'Making champions' programme is the personal support. Mach 1 participants are assigned a mentor from the top management team. This person will be from a different area of the company to provide new perspectives and avoid a silo mindset. Fireside chats are an additional element of the programme; the managing directors of the divisions take part in a small discussion group. This provides the opportunity to ask real questions: What is the business day of a top management member like? What decisions are critical? What behaviours help when things get difficult? In the Mach 2 programme line, mentoring is replaced by individual coaching from external coaches. This provides participants with a confidential environment to reflect on management situations and develop their own impact.

Networking across the divisions: Shadowing helps see the bigger picture

In addition to training programmes and coaching, Klüh provides learning opportunities in a real working context. Shadowing enables participants to spend several days experiencing actual management practice at a branch – communicating with clients, managing staff, steering quality and security requirements and responding to operational bottlenecks. So that participants gain an overall picture of the Klüh Group, their

shadowing assignment will be in a different division to their own. In this way, the programme fosters individual development and lasting networks. Participants establish relationships across divisional boundaries which facilitate consultation and strengthen collaboration in day-to-day operations.

Identifying potential – irrespective of age

The 'Making champions' programme has been designed to be exclusive, with the participants nominated by managers. As there are more candidates than places, they go through a selection process. The ambition is clear: Development is not a question of age but of experience, attitude and commitment, also or even especially in an industry where there are many career changers with very different biographies. Viktoria Kaiser says: 'We foster development at any age – the critical factors are experience and commitment.' 'Making champions' therefore sends a signal of appreciation. If an employee proves themselves and is willing to assume leadership responsibility, they will be given the necessary time, attention and a genuine development platform.

Mach 1 launched in January 2025 with 15 participants; Mach 2 for experienced managers will start in 2026. As a result, 'Making champions' is anchored within the company as a continuous development format with the goal of systematically building leadership skills and strengthening company-wide networks.

Klüh uses the 'Making champions' programme for management development.



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Our social responsibility



For Klüh, as a family-owned company with its roots in Düsseldorf, social commitment is a fixed aspect of our corporate identity. It focuses on initiatives that improve educational opportunities, foster prevention and support people in difficult phases of their lives in locations where Klüh has branches, clients and employees. One special focus is the company's commitment in the Düsseldorf region.

Volunteering in the region: RhineCleanUp in Düsseldorf

Klüh demonstrates social responsibility through volunteering. As part of RhineCleanUp, employees in Düsseldorf participated in a campaign to tidy the banks of the Rhine. Activities like this strengthen local communities and make environmental protection immediately tangible.

On the banks of the Rhine: A Klüh employee uses a washable rubbish bag to clean up.



'Klüh takes responsibility where the company has its roots – in Düsseldorf and the surrounding region.'

Sarah Latton,
Head of Marketing & Communications

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Klüh Foundation: Sustainable commitment with a lasting impact

For many years, alongside the regional competition for funding, the Klüh Foundation has supported projects with added value for society aimed at fostering innovation in science and research. Since its establishment, it has provided more than 900,000 euros in funding to various projects.

In 2025, the Foundation recognised outstanding research in the area of paediatric neurometabolic and neurodegenerative diseases, awarding its prize of 25,000 euros to Prof. Jutta Gärtner, Director of the Department of Paediatrics and Adolescent Medicine at Göttingen University

Medical Centre. The focus of her research is on rare diseases such as childhood dementia disorders or childhood multiple sclerosis. The aim of her work is to decipher the genetic and molecular causes of these diseases and thus create the foundation for new therapeutic approaches.

The Klüh Foundation Award ceremony 2025 (from left): Prof. Alfons Labisch, Düsseldorf Mayor Dr. Stephan Keller, prizewinner Prof. Jutta Gärtner, Hans-Joachim Driessen, Roger Klüh and laudator Prof. Bettina Rockenbach



'Wir für Düsseldorf': Supporting youth and addiction prevention projects

For many years, the 'Wir für Düsseldorf' initiative established by Josef Klüh has supported charitable initiatives in the city. In 2025, the focus was on youth and addiction prevention projects. A total of 25,000 euros was disbursed to selected organisations. The 'Wir für Düsseldorf' jury of Josef Klüh, Ahlem Sehili-Klüh and Wolfgang Rolshoven chose to fund the following organisations and initiatives this year:



Commitment to the Düsseldorf Climate Pact

Klüh has been a member of the Düsseldorf Climate Pact with business since 2024. Since becoming a signatory to the Climate Pact, the company is networked with other stakeholders, making its contribution on Düsseldorf's pathway towards more sustainable development. The training series organised by the Climate Pact continued in September 2025. Klüh participated in all three events, using the opportunity to share information with and

learn from other companies and specifically enhance its knowledge of sustainability. The company also hosted one of the events at the EUREF-Campus Düsseldorf. This explored the topics of sustainability reporting (focusing on the VSME standard) as well as climate-related communication within the company (motivating employees to contribute to sustainability) and externally (focus on green claims).

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Glossary

Here we explain the key terms, abbreviations and proprietary names used in the Klüh Group's Sustainability Report 2025.

AI waste management: The use of artificial intelligence to record, analyse and reduce waste, especially food waste.

Avatar: The digital representation of a person or role, for example, an animated figure used in training, services or user interfaces.

CAFM software: Computer-aided facility management; software for managing buildings and technical systems, for example, for use in managing office space, maintenance, incidents, assets, contracts and documentation.

Climate-neutral: The status that exists when the residual greenhouse gas emissions after recording and reduction are mathematically reduced to zero by way of compensation.

Control room partner: External service provider that supports the operation, equipment or optimisation of control centre or control room; typical services include monitoring, system integration, maintenance, support and training.

Convenience food: Food that has been pre-processed in whole or in part to reduce the steps involved in preparing meals.

CRITIS: Abbreviation for critical infrastructure; this refers to facilities and systems whose failure or impairment would result in significant supply shortages, public security risks or other serious consequences.

CRITIS umbrella law: Legislation in Germany aimed at strengthening physical resilience and protecting critical infrastructure by way of risk analyses, resilience measures and reporting obligations, for example.

CSRD: Corporate Sustainability Reporting Directive; the EU directive governing the expansion and standardisation of sustainability reporting.

Dashboard: A visual, usually digital overview of key metrics and status information.

Digital signage: Digital signs via networked displays, the content of which can be managed centrally and displayed at specific times or in specific locations.

Digital twin: Digital representation of a physical object or system such as a building, system or process.

DIN EN 17483: The European standard for private security services to protect critical infrastructure.

Eaternity: A company that verifies the environmental impact of food products.

ESRS standards: European Sustainability Reporting Standards; these govern the content, structure and datapoints for sustainability reporting in accordance with the CSRD.

Greenhouse Gas (GHG) Protocol: The internationally recognised standard for measuring and reporting greenhouse gas emissions in the categories Scope 1 (a company's direct greenhouse gas emissions), Scope 2 (purchased energy) and Scope 3 (value chain).

Internet of Things (IoT): A network of physical devices and sensors that automatically record, transmit and partially process data.

ISO 27001: International standard governing information security management systems (ISMS).

Materiality assessment: Process for identifying and prioritising material sustainability aspects; in accordance with the CSRD, double materiality covers the company's impact on the environment and society and the company's financial risks and opportunities resulting from sustainability aspects.

NFC tag: A small chip that transmits data via near field communication contact-free across short distances.

NIS 2 Directive relating to cybersecurity: The EU directive aimed at improving the security of network and information systems.

On-demand services: Services that can be requested flexibly as needed rather than at fixed intervals or on the basis of rigid quotas.

Orbisk waste station: System to automatically record food waste, typically using AI-based image recognition.

Planetary health diet: A dietary concept combining health targets with protecting the planet.

Plant B Egg: Plant-based egg alternative (liquid egg) based on lupine; used as a substitute for chicken eggs in cooking and baking.

Run sheet: Schedule for operational processes showing the timings, responsibilities and sequences for programme points.

Scope 3 emissions in accordance with the GHG Protocol: Indirect greenhouse gas emissions in the upstream and downstream value chain, for example, associated with purchased goods, transport, utilisation and disposal.

Veganuary: An international initiative encouraging people to adopt a vegan lifestyle every January.

Water footprint: A metric for the direct and indirect water consumption associated with a product, service or organisation.

ZNU Standard – driving sustainable change: Management and certification standard for sustainable management that supports companies in systematically integrating sustainability in their processes and decision-making and making their progress measurable.

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**Sustainability at Klüh:
Structured and transparent**

As part of a series of events entitled 'Sustainability at Klüh: structured and transparent', the company provides information about the current status of progress on its sustainability pathway.

 Click here to access the flyers.

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