

# Sustainability report 2023/24

An aerial photograph of a landscape featuring a river, a railway track, and a forest with autumn foliage. A large white arrow graphic points from left to right across the center of the image. The company name is written in bold blue capital letters inside the arrow.

**SWIETELSKY**

**#immerbesserbauen  
#buildingeverbetter**





# About the report

With this group-wide sustainability report, Swietelsky AG publishes, beyond its statutory reporting obligations, information and data about its activities and performance of the company in the context of doing business sustainably and to meet its accountability obligation regarding non-financial information towards its stakeholders. This sustainability report has been prepared in accordance with the GRI standards of the Global Reporting Initiative (GRI), the world's most widely used and recognised framework for sustainability reporting.

This report also refers to the Sustainable Development Goals (SDGs) adopted by the United Nations as part of the 2030 Agenda and describes to which of the global sustainability goals Swietelsky AG contributes by means of its ESG strategy and through the company's sustainable orientation.

## The limits of the report

The information, figures, and facts made public in this report relate to all fully consolidated companies in the SWIETELSKY Group unless otherwise stated. Companies acquired in the financial year 2023/24 are only included in the number of staff members. Compared to the last report, there were no additions to the scope of consolidation and no subsequent disposals: The Baumeister Karl Sedlmayer Gesellschaft mit beschränkter Haftung was merged with Swietelsky AG and 100% of the shares of Vydrovka Office Center s.r.o were sold (closure on 19 March 2024).

Effects along the value chain which lie outside the company's direct sphere of influence are partially addressed in this report.

## Contents of the report

SWIETELSKY constantly and systematically addresses those issues relevant to the company in terms of sustainable development. The content and the substantive topics covered in this sustainability report were determined as part of a strategy process involving internal and external stakeholders, which began in 2021 already and was developed further in the 2023/24 financial year as part of the double materiality analysis in accordance with the European Sustainability Reporting Standards (ESRSs) (see introduction to the chapter "Sustainability strategy"). The available qualitative and quantitative information was centrally collected by means of Web-based data collection processes, consolidated and checked for plausibility by the Sustainability Department

in compliance with the four-eyes principle, and approved by the Executive Board.

## Reporting period

This sustainability report comprises Swietelsky AG's financial year, which runs from 1 April to 31 March. The data for the calendar year 2023 was collected for the waste figures as well as for occupational health and safety. The breakdown of staff members by gender, age, workers and employees, etc., was based on the number of staff members as of 31 March 2024.

To increase comparability and to make the development of the key figures visible over a longer period, the report shows the last two years. As part of further development of data collection and newly defined indicators, some of the key figures are only comparable to a limited extent to previous years.



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We work for people.  
We shape the future.  
We are part of the solution.  
Building ever better.

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Executive Board  
(from left): DI Dr Peter  
Krammer,  
August Weichselbaumer,  
Dipl.-Ing. Klaus  
Bleckenwegner,  
Peter Gal (until 30  
September 2024),  
Harald Gindl, MBA

# Foreword by the Executive Board

Ladies and Gentlemen,

The construction industry is not only a significant pillar of the European economy but also plays a crucial role in reaching global climate targets. As the third largest construction company in Austria, we, as Swietelsky AG, are aware of our responsibility. We understand the urgency with which measures must be taken to stem climate change and to create a sustainable future for all.

We see it as our responsibility to make a real contribution to sustainable development and to reduce our CO<sub>2</sub>-footprint in a future-oriented manner. The aim is to grow a little more every day, learn, and get better and better in the process. This also includes dealing with topics such as research, digitalisation, and IT systems because it is only through innovative developments that our sustainability goals can be achieved. In all this, however, we do not lose sight of the people who jointly make SWIETELSKY as well as those people who are affected by our business activities. Social responsibility and fairness are not only catchphrases but are an important part of the SWIETELSKY DNA.

In this sustainability report, you will find detailed insights into our initiatives and progress in the areas of the environment, social issues, and company management. For this purpose, we disclose our sustainability performance of the past financial year voluntarily and beyond what is legally required of us. In addition, we are already taking the first step towards the Corporate Sustainability Reporting Directive (CSRD). To this end, a double materiality analysis in accordance with the CSRD was carried out in the 2023/24 financial year in which our stakeholders were actively involved in this process.

We aimed to determine which sustainability topics were most central for our stakeholders. These findings are crucial to enable us to identify the relevant aspects of our responsibility and to prioritise them accordingly. The results of this survey were actively integrated into the development of our sustainability strategy.

Our sustainability strategy will form the basis of our sustainability activities from the current financial year onwards. Our strategy aims to reduce energy consumption and environmentally harmful emissions, to dive forward mobility transformation, to improve resource efficiency, to advance the circular economy, and to increase social competence and fairness. Our long-term targets and our vision are contained in the sustainability strategy. We derive clear guidelines for action for all areas of business from it.

Energy efficiency, the use of renewable energy, the circular economy, thermal-energetic rehabilitation, expansion of infrastructure, and the most resource-efficient construction possible are only a few key areas on which we concentrate to contribute to the energy transition and climate change. In doing this, our focus is always on the inclusion, support, and development of our staff members in the countries in which we do business and on active participation in research and development in the construction industry.

We are aware that sustainability is an ongoing process that requires a permanent effort. We will, therefore, not wane in our commitment to improve continuously and to find new ways daily to reduce our ecological footprint further.

The Executive Board


  
DI Dr Peter Krammer  
CEO

  
Harald Gindl, MBA  
CFO

  
DI Klaus Bleckenwegner  
COO International

  
Peter Gal  
COO Railway Construction  
(until 30 September 2024)

  
August Weichselbaumer  
COO Austria



Here you will find the current annual report of SWIETELSKY.



You can find SWIETELSKY's sustainability strategy here.

# About us

The SWIETELSKY corporate group is a leading construction company in Central and Eastern Europe. With the driving force of around 12,000 staff members, more than 3.5 billion euros in construction work and a decentralised organisational structure, we are an international player, a national winner, and a regional champion in the construction industry.



## Markets

# 21 countries

Branches in four key countries:  
Austria, Germany, Hungary, and the Czech Republic

and a further 17 countries:  
Australia, Bosnia and Herzegovina, Denmark, France, Great Britain, Italy, Croatia, Latvia, Luxembourg, the Netherlands, Norway, Poland, Rumania, Sweden, Switzerland, Slovakia, Slovenia

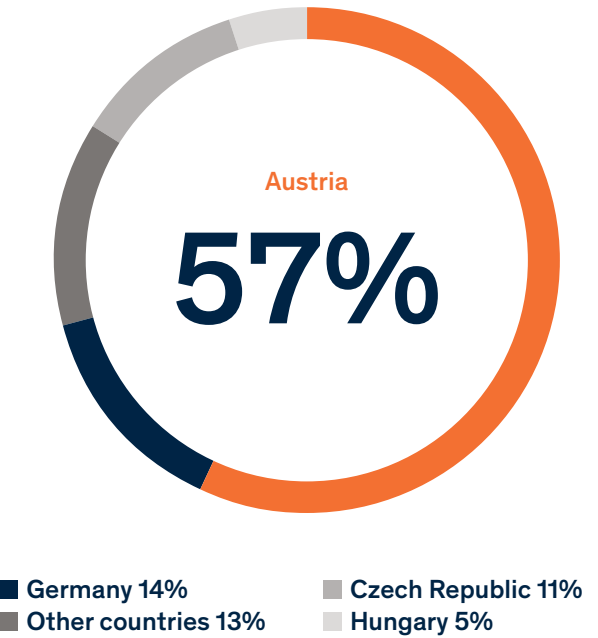
- Key markets
- Other countries



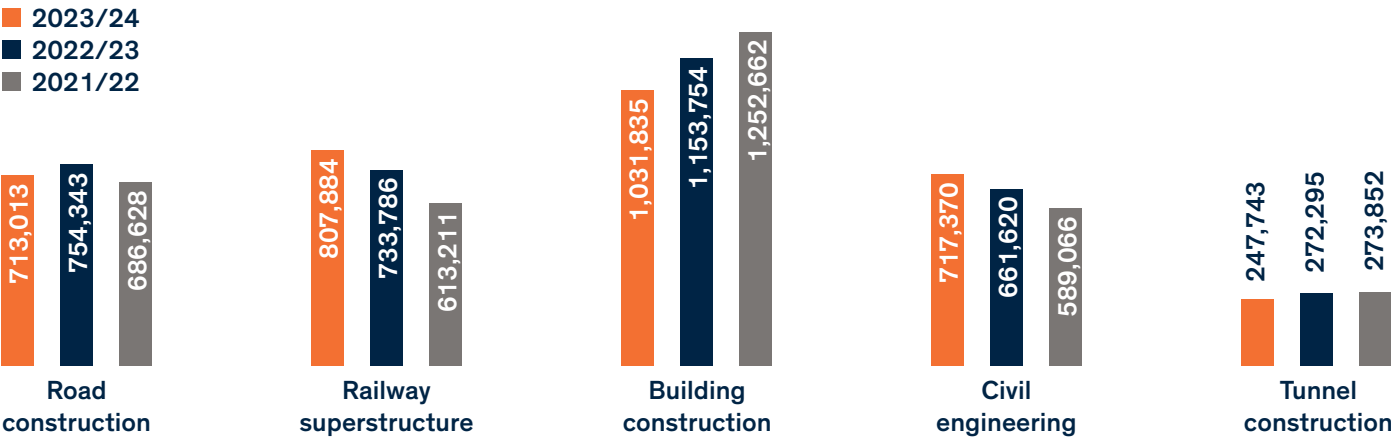
## Average number of staff members

11,910  
7,645 workers  
4,265 employees

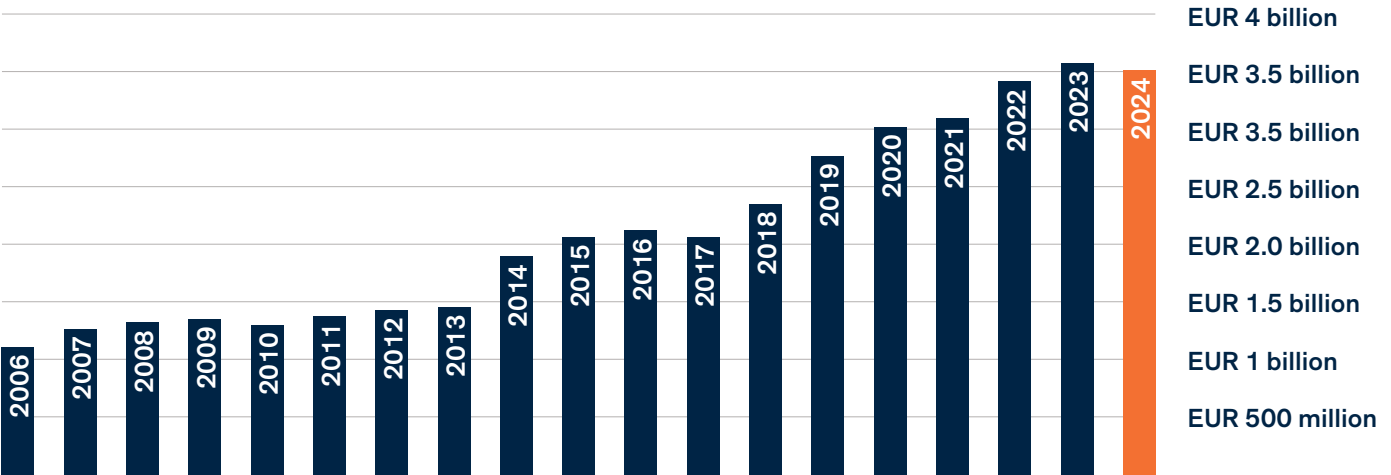
## Construction work according to market



## Construction output according to sectors



## Development of the construction work



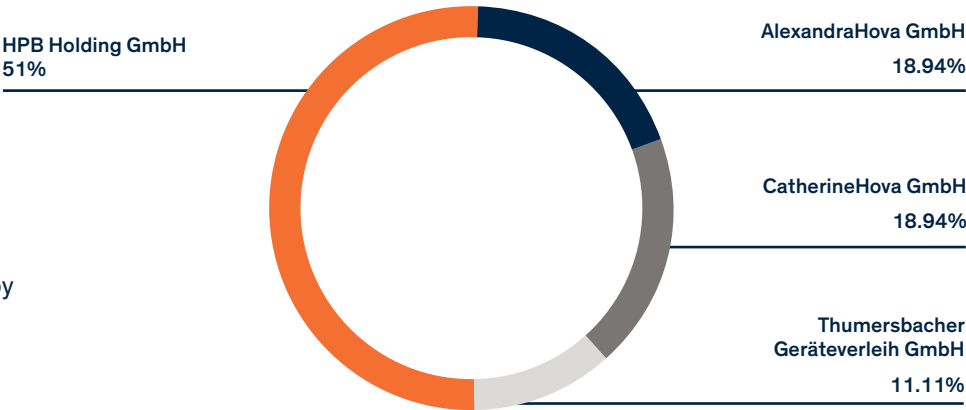
# Ownership and Group structure

The company benefits from a stable private ownership structure and high continuity in management. Flat organisational structures, short decision-making processes and decentralised organised business areas are also key success factors for SWIETELSKY.

Swietelsky AG is entirely privately owned. Its shares are not listed on the stock exchange. There was no change in the ownership structure following the conversion of Swietelsky Baugesellschaft m.b.H. into Swietelsky AG on 31 March 2019.

## Shareholder structure

**Stable ownership structure:**  
The company is privately owned by two owner families.

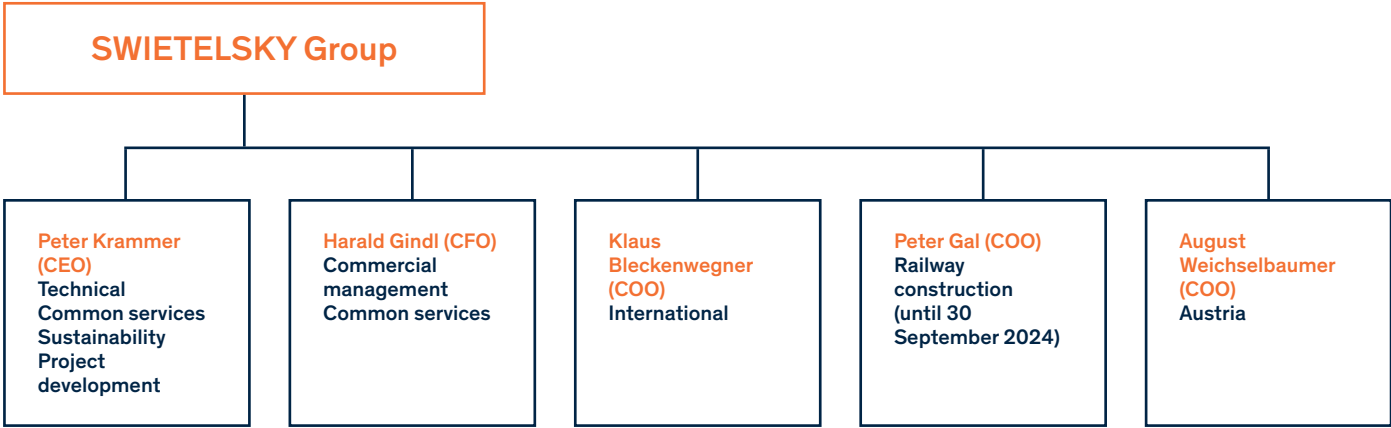


Adolf Scheuchenpflug  
Chair

## Supervisory Board

The company's Supervisory Board has the following members:  
Adolf Scheuchenpflug, Chairman (since 1 April 2024; previously Vice Chairman)  
Dr Günther Grassner, Vice Chairman (since 1 April 2024; previously Chairman)  
Ing. Franz Rohr  
Dr Stefan Ebner  
Dr Daniela Huemer  
DI Johannes Dotter (since 28 August 2023)  
Mag. Karl Schlögl (until 28 August 2023)  
Andrea Steinkellner  
Manuel Madurski  
Mag. (FH) Andrea Bauer

## Group structure financial year 2023/24



Peter Krammer  
CEO



Harald Gindl  
CFO



Klaus Bleckenwegner  
COO International



Peter Gal  
COO Railway construction  
(until 30 September 2024)



August Weichselbaumer  
COO Austria

## Executive Board

The Executive Board in the financial year 2023/24 consists of five persons who are responsible for the above-mentioned business areas.



# Excerpt from memberships and networks 2023/24

## Associations

- WKO – Wirtschaftskammer Österreich (Austrian Federal Chamber of Commerce)
- WKO OÖ Sparte Industrie (Upper Austrian Chamber of Commerce)
- VIBÖ – Vereinigung industrieller Bauunternehmungen Österreichs (Association of Industrial Construction Companies in Austria)
- Industriellenvereinigung Fachverbandssausschuss – Bauindustrie (Federation of Austrian Industry Trade Association Committee - Construction Industry)
- ÖBV – Österreichische Bautechnik Vereinigung (Austrian Construction Technology Association)
- GESTRATA – Gesellschaft zur Pflege der Straßenbautechnik mit Asphalt (Society for the Maintenance of Road Construction Technology with Asphalt)
- Baustoff Recycling Bayern e.V. (Construction Material Recycling Bavaria Registered Association)
- Rail Industry Safety and Standards Board
- RBF – Railway Business Forum
- Federatie van Algemene Bouwaannemers (Association of Construction Companies in Belgium)

## Sustainability initiatives

- respACT – Austrian Business Council for Sustainable Development
- IG Lebenszyklus Bau (Lifecycle-Oriented Building Construction)

- ÖGNI – Österreichische Gesellschaft für Nachhaltige Immobilienwirtschaft (Austrian Society for Sustainable Real Estate Management)
- CRD Nederland (Capital Requirement Directive Netherlands)
- Förderungen Land NÖ – Elektrofahrzeuge (Funding for the state of Lower Austria - electric vehicles)
- Sustainable supplier
- SKAO - Stichting Klimaatvriendelijk Aanbesteden en Ondernemen (Foundation for Climate Friendly Procurement and Business) – climate-friendly procurement
- Initiative Lebensraum Innviertel (Innviertel Living Space initiative)

## Research Institutions

- Bautechnische Versuchs- und Forschungsanstalt (Institute for Structural Engineering and Research)
- BIM Verband Ungarn (Building Information Modelling Association Hungary)
- BIM Verband Slowakei (Building Information Modelling Association Slovakia)
- Holzforschung Austria (Timber Research Austria)
- FSV Forschungsgesellschaft Straße – Schiene – Verkehr (Research Society Road – Rail – Transport)
- LIMAK (Linz Management Academy) Austrian Business School

## Let actions speak

As a key player in the construction and rehabilitation sector, SWIETELSKY not only has great responsibility but also has great impact. The sum and size of the projects executed by us have an enormous impact on people's quality of life and the environment. SWIETELSKY is aware of its power to make an impact.

Sustainability is on everyone's lips. It is, however, more important what is done than what is written here.

This year's sustainability report is headlined with the motto "Let actions speak". SWIETELSKY demonstrates how the Group actively contributes to a sustainable future through targeted projects and measures.

SWIETELSKY constantly and systematically addresses the issues of sustainable economic activity and actions. We demonstrate our sustainable thinking and actions with the following projects. In the report that follows, we provide in detail data and facts on the topics of fairness, innovation, ecology, and togetherness.





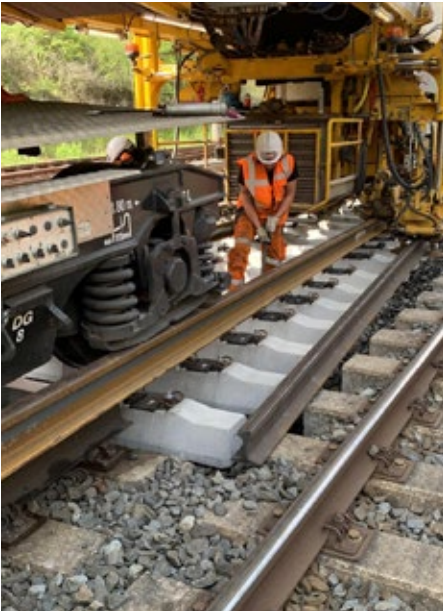
# Using resources more efficiently

Through sustainable procurement strategies and optimised production processes, **SWIETELSKY** contributes to protecting natural resources and minimising waste.



Let actions speak

# At high speed for the environment: Railway project Kassel – Fulda



**“Railway construction is a high adrenalin team sport. Because everyone in the team knows: The train leaves on time for the deadline – no ifs, ands or buts.”**

Gertjan van Niftrik



SWIETELSKY refurbished the 85-km long high-speed railway line between Kassel and Fulda in only nine months - a record for sustainable railway construction. Thanks to the RUS 1000 S, a state-of-the-art track-laying machine, the tracks, sleepers and ballast were efficiently renewed and cleaned. This technology reduces construction time and minimises the impact on the environment by combining multiple work processes in one go.

The use of the RUS 1000 S and other large-scale machines made it possible to reduce truck traffic significantly, as the transport of materials was largely done by rail. This lowered CO<sub>2</sub> emissions and reduced the stress of nearby residents. The cooperation between experts from Germany, the Netherlands, and Austria, as well as the utilisation of ultra-modern technology, shows how SWIETELSKY uses resources efficiently to implement sustainable infrastructure projects successfully.

A total of 163 km of new rails and 196,000 sleepers were replaced. This resulted in a drastic reduction in travel time between Kassel and Fulda and significantly increased commuters' comfort.

Highlight:

196,000

Railway sleepers laid



# Transform mobility

With innovative mobility solutions, SWIETELSKY is making the transport of the future more environmentally friendly and efficient.





Let actions speak

# Underground railway extension U2xU5 in Vienna



The expansion of the underground lines U2 and U5 is one of the largest infrastructure projects in Vienna and, at the same time, a significant climate protection project. Since the beginning of 2021, SWIETELSKY has been working intensively on this project, which will expand the traffic capacity of the city significantly and reduce the burden on the environment. Completion of the U5 line until Frankplatz is scheduled for 2026, and the extension of U2 until Matzleinsdorfer Platz for 2030.

A central goal of this project is the reduction of CO<sub>2</sub> emissions. By transferring vehicle traffic to expanded public means of transport, up to 75,000 tons of CO<sub>2</sub> emissions could be saved. This is a significant contribution towards climate protection in Vienna.

SWIETELSKY brings to this its decades-long expertise in tunnel construction and focusses on innovative and sustainable construction methods. Modular hydraulic strips, for example, which are reusable and do not generate any demolition debris, were used. More than forty employees and more than two hundred workers are working nearly round the clock on this sustainable large-scale project, which will further increase the quality of life in Vienna.

**"Together we are working on Vienna's largest climate protection project here - and that in the heart of the city which has been declared a national monument."**

Wolfgang Friedl, Division Head, Swietelsky AG

Highlight:

**75,000 t**

Annual CO<sub>2</sub> emission savings

Source: wien.gv.at





# Promoting the circular economy

The Group focusses on reusing, recycling, and the innovative circular economy to keep materials in the production cycle and to reduce waste.





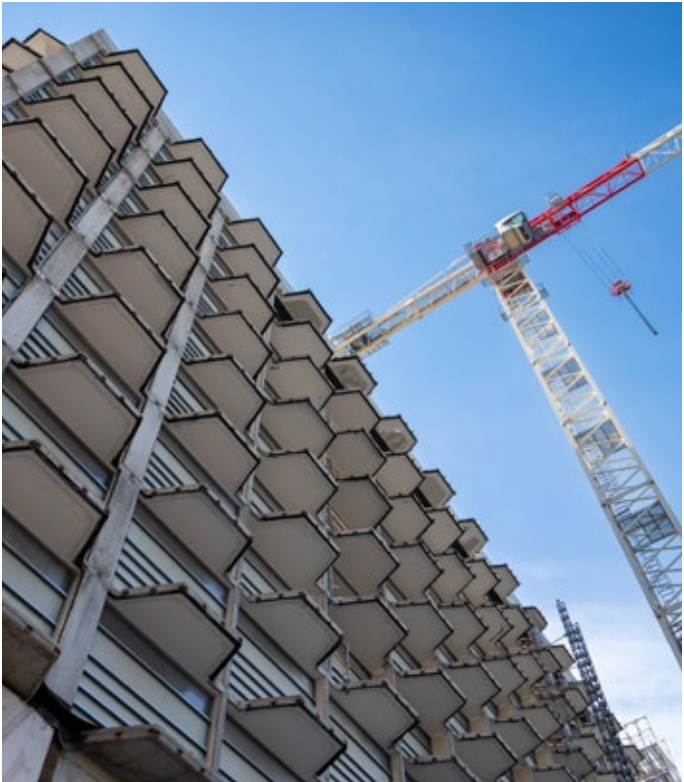
Let actions speak

# Sofitel Budapest: Sustainable transformation of an iconic hotel

SWIETELSKY Hungary is busy with the remodelling of the former Sofitel hotel, which characterises the skyline of the Danube riverbanks in Budapest. The building, which was opened in 1982, is being refurbished completely according to the plans of the renowned architectural firm Asymptote Architecture, the design studio Front Façade, and the Hungarian architectural firm Bánáti + Hartvig. The project comprises the demolition of the building down to its framework structure as well as its reconstruction with new floor tiles, furnishings, additional lifts, an additional level, and a huge panorama restaurant.

Swietelsky Hungary Kft. is responsible for the complete reconstruction, including demolition work, building construction, architectural work, and mechanical and electric systems. Special focus is put on sustainable building practices, the minimisation of noise and dust, and the use of durable and reusable materials.

A special challenge is securing the 24-hour operation of the casino in the building during construction. Despite the refurbishment, the historic concrete skeleton of the building is retained to preserve the character of the UNESCO World Heritage Site. The project, which is expected to be completed in the autumn of 2025, focuses on sustainability and the preservation of cultural heritage.



Highlight:

75%

of the external construction, and the cladding has already been reconstructed.



# Reducing CO<sub>2</sub> emissions

The Group contributes to climate protection through targeted measures towards emissions reduction and the use of renewable energy.





Let actions speak

# Austro Tower: A sustainable landmark on the Danube Canal

"Sustainability was a central aspect of the AUSTRO TOWER's construction. We received the highest standards with the ÖGNI (Austrian Society for Sustainable Real-Estate Management) and the LEED (Leadership in Energy and Environmental Design) platinum certifications for creating a climate-friendly and energy-efficient building, despite its immense size."

Konrad Baumhauer, Project Manager, Swietelsky AG



The AUSTRO TOWER is located at an attractive place on the Danube Canal, between the Business District Town-Town and the new skyscraper ensemble TrIIIple. With its height of 146 metres and 38 upper floors, it is currently the highest building in the area. The tower offers 28,000 m<sup>2</sup> office space on a gross floor area of approximately 43,400 m<sup>2</sup>, of which 80% is leased to Austro Control and Asfinag. In addition, the tower comprises a conference centre, a company restaurant and a café.

Built to the highest modern standards, the AUSTRO TOWER has six efficient high-rise lifts, two independent safety staircases, and innovative building technology. The construction began with a highly complex cut-and-cover construction where the building first reached 20 m into the ground, followed by a single crane concept for the building construction. The building consists of different reinforced concrete variations and was erected with only one construction crane, a stationary concrete pump, and climbing formwork in the core area.

From the beginning, sustainability was the focus of this project: The AUSTRO TOWER achieved both the ÖGNI (Austrian Society for Sustainable Real-Estate Management) as well as the LEED (Leadership in Energy and Environmental Design) platinum certification. These certifications reflect the commitment to environment-friendly and sustainable construction practices. This includes efficient use of energy, sustainable materials, and innovative water retention techniques. Complex water retention was required as the building is located 12 metres below the groundwater level.

Building height: 146 m  
Reinforced concrete: 27,800 m<sup>3</sup>  
Office space to let: 28,000 m<sup>2</sup>  
Conference centre and catering: app. 1,500 m<sup>2</sup>





# Strengthening social competence

The Group promotes a working environment which is based on diversity, equal rights, and social responsibility and invests in the continuous development and wellbeing of all staff members.





Let actions speak

# International SWIETELSKIES at the Wings For Life World Run



Who could have thought that we, as SWIETELSKY, could run 1,955.72 km in one day and thereby donate EUR 7,387.95? This resulted in 39th place in the global ranking - a look at the results of the best women and men in our countries shows that we have become an international Group in which a lot can be achieved through common goals.



Highlight:

1,955.72  
km

of running together around  
the world.

"This incredible achievement of our teams from various countries makes us proud and gives us wings to also continuously improve as international Group of companies!"

Klaus Bleckenwegner, COO International, Swietelsky AG



# Sustainability at SWIETELSKY

Waste avoidance  
Biodiversity  
Diversity  
Renewable energy  
Integrated management  
Innovation & research  
Climate protection  
Circular economy  
Ecology  
Economy  
Protection of resources  
Value creation  
Future viability



# Sustainability management

The importance of sustainable management is greater today than ever before. Sustainable practices play an ever-increasing role for our environment and our society. As a significant economic factor in Europe, the construction industry therefore carries a big responsibility with regard to the environment, reaching climate targets, the openness to technological advancement, and caring for people who are directly or indirectly impacted by our activities. For this, our joint strengths, ideas and solutions are required.

To meet the challenges and the ever-changing framework conditions in the area of sustainability, a comprehensive SWIETELSKY strategy paper about sustainability was published in June 2024.

The targets listed there and advances made shall in future be analysed annually, and targets shall be evaluated and disclosed transparently and in detail in the SWIETELSKY business report.

The five-member Executive Board on the Group level, which is responsible for the issues around sustainability, will play a key role regarding this and has set up a staff unit for this purpose. The unit is responsible for the strategic and operational handling of ESG (Environmental, Social and Governance) issues as well as for advising the Executive Board. Important tasks include the coordination of cross-cutting issues and the pooling of expertise. Interdisciplinary teams are constantly formed to workshop these complex issues across different areas of expertise and across national borders.

A company-owned sustainability software was installed to increase the data quality of the non-financial key figures and to facilitate data collection of non-financial indicators. In addition, the establishment of sustainability networks with group-wide subsidiaries is an essential component.

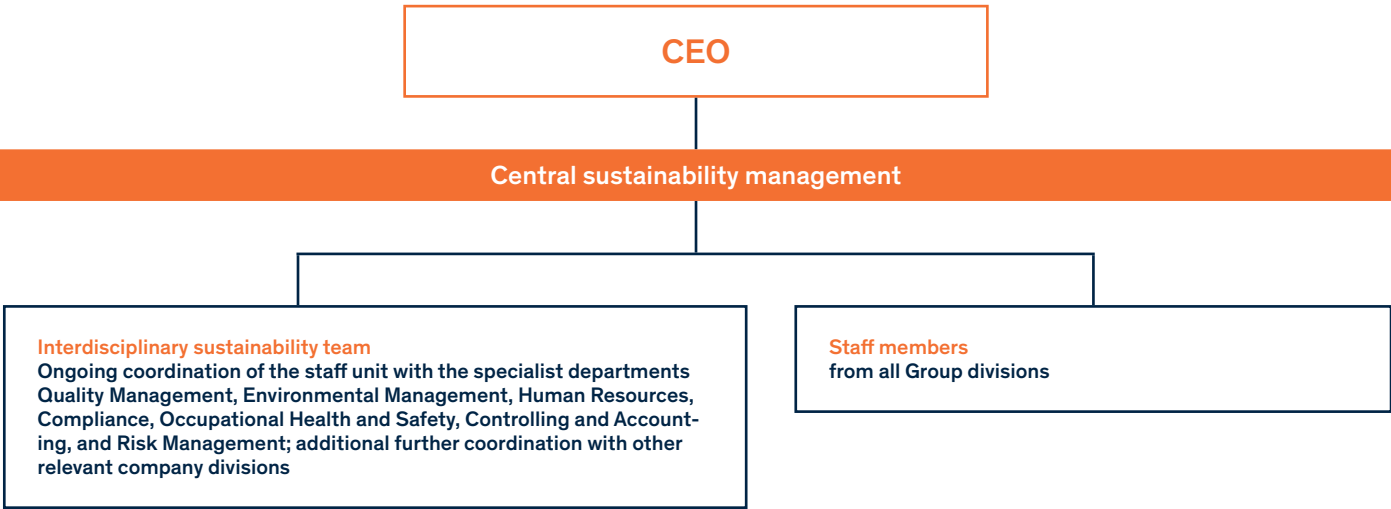
Close cooperation between all central and operational divisions makes it possible to bring ecology, economy, and social issues into harmony.

## Integrated management system

- ISO 9001:2015 Quality management
- ISO 45001:2018 Occupational health and safety
- ISO 14001:2015 Environmental management
- ISO/IEC 27001:2013 Information security management
- ISO 37001:2022 Anti-corruption management
- ISO 37301:2022 Compliance management

An overview of the certificates of the SWIETELSKY sites can be found in the appendix to this report.

## Organisation of sustainability management



## Stakeholder management

Open and regular dialogue with our internal and external stakeholders is essential for the long-term success of the company. For us, it is essential to know their differing perspectives and requirements and to include these in decisions to align them with the strategic objectives.

For SWIETELSKY, relevant stakeholder groups are those groups of people who have a direct relationship with the company, resulting in a reciprocal influence. One such stakeholder group with a special key function are the staff members. The fundamental requirement for solid further development of sustainability performance is targeted cooperation. The aim will be to focus on the creation and participation of regional and international sustainability networks.

## Communication

SWIETELSKY focusses on comprehensive communication with external and internal stakeholders. For this, different types of media are used, both online and offline. Different websites for market communication and career issues, as well as social media profiles on LinkedIn, Facebook, Instagram, YouTube, and the staff magazine, are important platforms for this. In addition, SWIETELSKY conducts media work, part of which is answering questions from journalists, sending out press releases or placing articles and advertisements in specialised and public media. In terms of content, SWIETELSKY reports in these formats on exciting construction projects in Germany and abroad, company-related topics and specialist topics from areas such as digitalisation and sustainability. Content is presented not only in text form but also in longer or shorter videos. Through these forms of communication, SWIETELSKY aims to further strengthen its position as a leading construction specialist, generator of ideas, responsible player, and top employer in the industry. The aim is to establish a relationship built on trust with different interest groups. Beyond this, the variety of channels used also guarantees a competitive reach in the different target groups.



Our stakeholders and communication formats

The important stakeholder groups and the way they are included and communicated with are shown below:

<h3>Owners</h3> <ul style="list-style-type: none"><li>included according to statutory provisions</li></ul>	<h3>Suppliers and subcontractors</h3> <ul style="list-style-type: none"><li>direct and personal contact during cooperation on subcontracts while strictly observing compliance regulations</li><li>information letters</li><li>relevant publications and presentations (supplier code of conduct)</li></ul>
<h3>Staff members</h3> <ul style="list-style-type: none"><li>Staff member interviews and events</li><li>Intranet</li><li>relevant publications and presentations (mission statement, e-learning for onboarding new staff members and for further training, Code of Conduct)</li></ul>	<h3>Regulatory affairs</h3> <ul style="list-style-type: none"><li>contacts of management bodies</li><li>involvement as participants sponsoring and provision of speakers at economic and municipal policy events and forums</li><li>participation in consultation processes</li></ul>
<h3>Clients</h3> <ul style="list-style-type: none"><li>specialist conferences</li><li>direct contact online und offline</li><li>events, trade fairs</li><li>sending out relevant publications and presentations (performance presentations, reports, Code of Conduct)</li></ul>	<h3>Donors (financial service providers and investors)</h3> <ul style="list-style-type: none"><li>business reports (comprehensive, event-related and regular, transparent information regarding business development)</li><li>contacts in the context of service orders</li></ul>

<h3>Authorities and administration</h3> <ul style="list-style-type: none"><li>personal contact: online and offline</li><li>sending out relevant documents</li></ul>	<h3>Media</h3> <ul style="list-style-type: none"><li>press releases, media events, personal support for media representatives</li></ul>
<h3>End-users</h3> <ul style="list-style-type: none"><li>indirect involvement in the project</li><li>direct contact: online and offline</li><li>impact on high-quality execution</li></ul>	<h3>Science and research</h3> <ul style="list-style-type: none"><li>cooperation within the framework of scientific/practical cooperation</li><li>obtaining scientific expertise on a case-to-case basis</li></ul>
<h3>Ratings agencies</h3> <ul style="list-style-type: none"><li>contact online for the evaluation of sustainability activities</li><li>information in qualitative and quantitative form</li></ul>	
<h3>Trade associations/ interest groups</h3> <ul style="list-style-type: none"><li>voluntary or mandatory memberships</li><li>active participation of management bodies in functions of industry representation</li><li>participation in specialist conferences and congresses on a case-to-case basis</li><li>participation in industry-specific publications</li></ul>	



# Sustainability strategy

SWIETELSKY recognises the growing importance of sustainability and environmental protection in the age of climate change and strives to adapt its business practices to meet new requirements continuously. As part of its commitment to a sustainable future, SWIETELSKY is planning to implement a transition plan for climate protection based on the principles of the European Union's 'Fit for 55' plan. The promotion of the circular economy and the increase of the Group's social capital as a basis for future value creation are the overarching goals of our sustainability strategy.

### Greenhouse gas balance

Based on the estimated emissions for the 2020/21 financial year, a concept is being developed that allows for the reduction of greenhouse gas emissions until the 2030/31 financial year. In the case of the companies' own emissions, asphalt production, the operation of the vehicle fleet, and the construction machinery are the largest sources of emissions in the areas of Scope 1 and Scope 2. First, analyses of the Scope 3 emissions show that "purchased goods and services" and "use of sold goods" are the categories with the highest emissions. We are the first contact for all structural measures to reduce emissions from the utilisation phase of buildings, for example, through the increase of energy efficiency through the construction of buildings that are fundamentally resilient to climate change.

### Promotion of the circular economy

SWIETELSKY is actively committed to the promotion of the circular economy. We are experts in the rehabilitation of existing buildings for further development of stock and for resource-efficient construction, deconstructability, and life cycle analyses of buildings. In the early phase of involvement with contractors, SWIETELSKY demonstrates which measures it needs to successfully implement the circular economy in the construction industry.

### Sustainable mobility and logistics

SWIETELSKY recognises the importance of sustainable mobility and logistics in reducing emissions and the environmental impact in its own sphere, but naturally, also at the level of society as a whole. In terms of the reduction of the company's own emissions, the transformation of the vehicle fleet up to 3.5 t is a very large lever for the reduction of greenhouse gas emissions. Alternative means and methods of transport, such as the use of electric vehicles, the use of transportation options

with lower greenhouse gas emissions, and the use of biogenic fuels, are actively promoted. In the Group's railway construction division, SWIETELSKY is internationally active in the construction, maintenance, and modernisation of public and private railway infrastructure. Advancing sustainable mobility and logistics.

### Promotion of innovation and research

Innovation is the key to making SWIETELSKY robust and fit for the future. Construction innovations involve novel combinations of technologies, construction methods, materials, and the integration of operations expertise. Disruptive innovations in construction include advancements in technology that can radically change the way we build and use buildings. SWIETELSKY's evaluation of the practical use of ideas and construction-related and disruptive innovations is aimed at identifying approaches that are new to the company. Through this, it intends to make sustainable changes in business and construction processes possible.

### Digitalisation and data management

Modern technologies and innovations play a fundamental role in the achievement of SWIETELSKY's sustainability goals. Without technological support and data, sustainability data can neither be captured nor optimised. Through the high quality and quantity of this data, digital tools produce the necessary leverage on both strategic and operational levels to achieve our sustainability targets. In tandem with the Group IT department, Digitalisation & Construction Services (DCS) takes on the role as an enabler of technology and innovation across the company.

### Social affairs and fairness

For SWIETELSKY, corporate social responsibility and fairness are the key pillars of its business success. We therefore focus on strategies, measures, and targets to enable us to assess the positive and negative effects of the company on its staff, workers in the value chain, affected communities, as well as consumers and end users and, if necessary, to address, remedy or advance them. As such, occupational safety, noise and dust protection, and the safe handling of hazardous materials and equipment are key elements of every successful construction contract. With ISO 37301 and 37001, a comprehensive compliance management system is implemented to avoid violation of statutory requirements and internal company provisions and raise staff awareness. As a guideline for this legally, ethically and mor-

ally impeccable conduct, we have drawn up a Code of Conduct, which represents the central element of our certified compliance management system.

### Sustainable procurement and supply chain

Sustainable procurement has become increasingly important in the construction industry. SWIETELSKY seeks to improve its sustainability performance along the entire value chain, paying attention not only to economic requirements but also to environmental and social demands.

### Biodiversity

SWIETELSKY acknowledges its impact on natural resources. Our activities or the results of our construction output can have detrimental consequences for biodiversity, i.e. the diversity of species, genetic diversity and the diversity of habitats. SWIETELSKY is working to continuously improve its environmental impact within the framework of its environmental management system (certified according to ISO 14001). As a partner involved in the early phase of engaging contractors, SWIETELSKY highlights what measures need to be taken to ensure the preservation of biodiversity in the planning and construction of buildings.

## Sustainable development goals

SWIETELSKY is committed to the sustainable development goals (SDGs) and will, as before, increasingly focus on prioritising and communicating relevant sustainability goals in relation to our strategic areas of action. In this way, we wish to identify better ways for the company to contribute to sustainable development and to focus on them operationally.



You can find SWIETELSKY's Sustainability strategy here.

## ZIELE FÜR NACHHALTIGE ENTWICKLUNG





SDGs / strategic action areas for SWIETELSKY



Health and wellbeing



Quality education



Fewer inequalities



Gender equality



Affordable and clean energy



Measures for climate protection

Our contribution

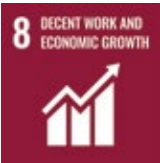
Construction sites pose risks and specific hazards to the safety and health of the staff, which results from working with heavy machinery. SWIETELSKY protects its own staff members and other construction site personnel through preventive measures and the established health and safety management system. This applies both to construction sites and to (production) operations within the Group of companies. We put preventive measures in place to reduce occupational accident and injury risk in all countries in which SWIETELSKY operates as a group.

Good education and training are essential prerequisites for us and our staff. Quality vocational training is the key to improving the living conditions of individuals, communities and society as a whole. Our comprehensive range of training and education opportunities directly contributes to our staff getting the needed qualifications to perform their roles within the company.

The construction industry is traditionally male-dominated. For this reason, it is all the more important for us to involve women in all corporate functions and activities at a time of demographic change. By taking appropriate measures, such as setting up complaints offices, educational work and needs-based solutions, we aim to prevent any kind of discrimination against women and men and promote equal opportunities for all genders. As a company that operates in different global markets, our efforts are not only limited to the issues of diversity and gender. Equal opportunities also include ensuring fair treatment with regard to age, religious beliefs, country of origin, disability and other aspects of diversity.

Due to the predominant use of fossil fuels for construction materials and for the operation of construction machinery and vehicles, the construction industry is extremely energy and emission-intensive. Through measures in the area of energy efficiency and the use of renewable energy resources, we, together with our business partners, endeavour to curb consumption along the entire value chain accordingly. We have anchored the responsible handling of ecological systems in our Code of Conduct. In addition, those responsible for our operating units and construction sites are required to pay meticulous attention to compliance with all applicable environmental regulations.

SDGs / strategic action areas for SWIETELSKY



Decent work and economic growth



Industry, innovation and infrastructure



Sustainable cities and communities



Sustainable consumption and sustainable production



Peace, justice and strong institutions

Our contribution

SWIETELSKYs primary goal is stable growth based on fairness, quality and sustainability. In this way, we ensure the company's prosperity for the future, which benefits staff, business partners and local communities. Through our successful business activities, we can contribute to stable economic growth in all countries in which SWIETELSKY operates as a group. Through innovations and by participating in research projects, we are preparing ourselves for future challenges and contributing to higher economic productivity. Wage and social dumping continue to be a significant concern, especially in the construction industry. The payment of living wages and salaries for all our staff members and subcontractors is a key criterion for promoting sustainable growth. With our attractive and fair remuneration models, we can and want to directly contribute to the promotion of fair working conditions.

In principle, the client, i.e. the developer, decides on the type and scope of an infrastructure project. Through our quality standards and innovative solutions, we as an executing construction company can indirectly contribute to improvements for all parties involved. Creating high-quality and long-lasting public infrastructure, such as in the case of parks or sports facilities, improves the quality of life of local communities and contributes to ensuring general access and availability of public spaces and green spaces.

The construction industry is responsible for a significant share of resource consumption and waste due to excavation work, construction waste, and other factors. For this very reason, but also due to regulatory requirements, we are working to keep our waste volume to a minimum. We want to reduce the use of primary raw materials by pushing for the recycling of building materials, for example, and in this way, contribute to the reduction of worldwide waste generation.

Corruption and anti-competitive behaviour in the construction industry still pose a risk. To circumvent such risks, we have taken various measures, such as training our staff. We also adhere to local tax and trade practices. A major concern for us is ensuring that our staff works while keeping in mind our rules and values. Therefore, the Code of Conduct is given in written form to each new employee in the company. Each worker also receives the short version of "Compliance Compact". In addition, we have defined clear compliance structures and responsibilities and have taken important steps in this area. We are thus reducing our risks and increasing transparency.



# Company profile

During the decades since its foundation, SWIETELSKY has grown steadily and has developed constantly. We have bundled our many strengths and positive characteristics and summarised them in a nutshell: Always build better.

**For us this means:**  
At SWIETELSKY, we do not compromise. We always give our all, regardless of whether on or off the construction site. Every day. The highest quality, commitment and team spirit always characterise our work. We at SWIETELSKY distinguish ourselves through this mindset: We always want to become better. We strive to be better than yesterday and better than our competition. This mindset determines our actions and drives us daily - for the benefit of our customers. For us SWIETELSKYS, construction is more than a trade. For us, it is the opportunity to have a positive impact on the world around us. It is not only a profession but a calling which we pursue with passion.

## Long-term prosperity and creation of infrastructure

First and foremost, the continuous expansion of the range of services and the willingness of the employees to undergo ongoing training in order to meet the growing demands were responsible for the company's positive development over the decades. The experience gathered during the realisation of countless construction projects constantly flows into new projects and helps SWIETELSKY optimise its services. This continuous quality and innovation process is supplemented through our own development work and active participation in research projects.

As a rule, it is not SWIETELSKY; the client decides on the type and scope of the construction projects. Nevertheless, the company can contribute to user satisfaction through the quality of its construction work and thus generate added value for society. This circumstance applies equally to all of the company's markets and business segments.

The construction industry generally has a relatively high personnel cost ratio. As an employer, SWIETELSKY therefore takes on an important role. By providing secure and qualified jobs, we not only create a livelihood for our staff but also make a significant contribution to increasing purchasing power in our regions of operation. Last but not least, these regions benefit from the taxes levied on employees and the company. We also make considerable contributions to social security and health insurance through our staff members.

### Our SWIETELSKY DNA

Our values influence our actions and drive us daily. They are the standards which we as a company want to adhere to so that we can constantly improve.

We work for people.  
We shape the future.  
We are part of the solution.

As an international group, SWIETELSKY also recognises its tax obligations to the countries and regions in which it operates. We value fair and respectful dealings with business partners, suppliers and subcontractors. They, too, significantly contribute to the company's success, provided that cooperation is beneficial to both sides.

We aim to provide customers, staff members, suppliers and business partners with the same level of security that is necessary for a trusting and sustainable business relationship.

SWIETELSKY always thinks long term. We don't focus on rapid expansion but on organic growth. Our decentralised organisational structure corresponds with this goal. It builds on the personal responsibility and profit-sharing of staff, who see themselves as entrepreneurs within the company and are highly motivated.

With regard to the way we deal with each other in our everyday work, our goal is to establish the newly developed employer model internationally in order to promote a corporate culture that is perceived as positive and can be felt throughout the group.

### Value added statement

The purpose of SWIETELSKY's value-added statement is to illustrate the growth of its productive capacity and the extent to which public and private interest groups benefit from this wealth.

IN kEUR	2023/24	2022/23
Creation of added value		
Revenues and other operating income	3,266,236	3,338,760
Financial income	27,211	7,208
Expenses and depreciation	- 2,285,895	-2,408,992
of which cost of materials and purchased service	- 1,988,211	-2,118,760
of which other operating expenses	- 180,176	-185,956
of which depreciations	- 117,508	-104,276
Investment income	37,208	37,524
Value creation	1,044,760	947,500

IN kEUR	2023/24	2022/23
Distribution of added value		
to staff members	882,368	824,823
to creditors	12,255	3,777
to shareholders	35,000	40,000
to the public sector	36,441	34,809
Remaining in the company (retained profits)	78,696	71,091



Economic development

SWIETELSKY closed the 2023/24 financial year on a very positive note and was able to build on the success of previous years. Earnings before depreciation and amortisation, interest and taxes of EUR 252.7 million exceeded those of the previous year. (2022/23: EUR 246.7 million). Due to the significant interest earnings, the actual EBIT of EUR 150.1 million was above the previous year's level. With EUR 113.7 million, the result after taxes is also above that of 2022/23. The value-added statement (according to GRI) shows the composition of financial value added at the Group level and the direct monetary added value created for internal and external stakeholders.

Creditworthiness

SWIETELSKY is characterised by economic stability and long-term prosperity. We offer our valued clients, staff, suppliers, and business partners the greatest possible security. The Creditreform certificate and the KSV1870 credit assessment currently confirm this. As Europe's largest credit agency and creditor protection organisation, Creditreform has awarded Swietelsky AG a creditworthiness index of 127, corresponding to the highest rating of "excellent creditworthiness". According to KSV1870, the SWIE rating is 253; the probability of default under Basel II is also very low at 0.07 per cent, which is better than the industry average.

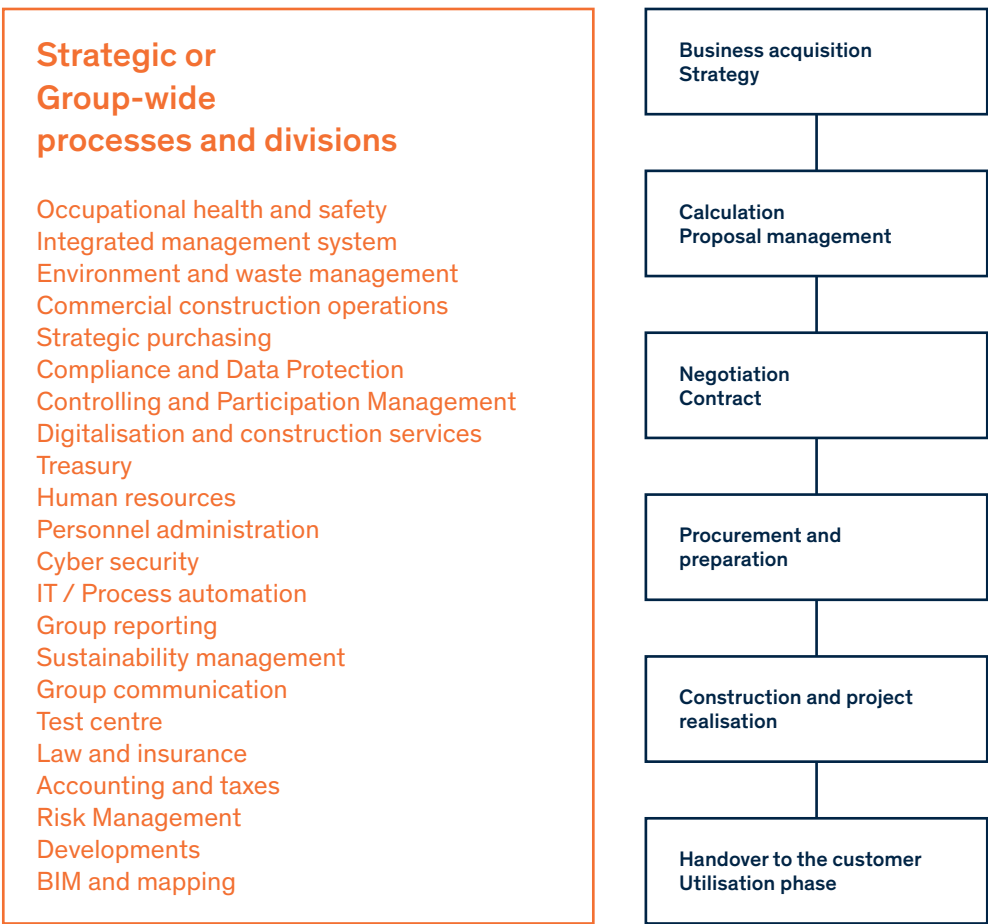
Risk Management

In the financial year 2023/2024, the risk and opportunity management was revised from the ground up in order to better react to the dynamic changes in the economic environment. This redesign was modelled on ISO 31000:2018 Risk Management. This was based on a clear definition of risk units and associated responsibilities within the organisation. The central Enterprise Risk Management department coordinates the entire risk and opportunity management process. It supports the operational units in identifying, assessing and controlling the main risks and opportunities for SWIETELSKY. A risk management software adapted to SWIETELSKY's needs furthermore promotes uniform collection of information and supports the generation of meaningful reports. Further information on risk management in the company can be found in the Annual Report 2023/24.

Value added

SWIETELSKY is part of a complex value chain with a multitude of business processes. The graphic representation below shows the main processes of SWIETELSKY's activities. Intensive cooperation with suppliers and subcontractors at all stages of the value chain is necessary to consider qualitative, economic and environmental aspects.

Value added





# Fairness

Equal opportunities  
Integrity  
Health  
Equal treatment  
Guidelines  
Rights  
Respect  
Safety  
Transparency  
Responsibility  
Code of Conduct  
Diversity  
Cooperation

## Responsibility towards people, the state, and society

The activities of the SWIETELSKY group are characterised by a sense of social and national responsibility. We maintain our high reputation as a reliable, competent and law-abiding partner by complying with the legal framework and additional ethical standards throughout the Group.

### These are our goals for 2025/26

- Expansion of compliance training to 95% in selected countries
- 90% completion rate with compliance e-training
- Carrying out external compliance monitoring
- Maintaining the high-frequency compliance training programme for personnel relevant to risk in Austria



# Anti-corruption and compliance

It goes without saying that we actively fight corruption and anti-competitive behaviour and stand for compliance with data protection regulations. By ensuring fairness, respect and integrity within the company and vis-à-vis clients and competitors, we clearly oppose negative occurrences such as distortion of competition, corruption or invasion of privacy.

We make a point of complying with all labour and social standards. In addition to our own commitment, we also exert our influence on subcontractors and business partners and call on them to apply the same high standards. We also consider respect for human rights, as well as the use and promotion of diversity and equal opportunities, as important building blocks for achieving our common goals.

Compliance is the direct responsibility of the Swietelsky AG's Executive Board. Compliance agendas are determined and coordinated by the chief compliance officer (CCO) at the Group level. He is assisted by a four-member Compliance Committee from various specialist departments. The Compliance Officer responsible for a specific country in the core markets performs the corresponding tasks and regularly reports to the CCO. In the other countries in which SWIETELSKY has a market presence, the chief compliance officer and the respective national managing directors are responsible. All compliance officers are responsible for ensuring that the relevant agendas are implemented in their respective countries, that compliance risks are identified early, and that appropriate measures are developed.

The certification process for ISO 37001 (anti-corruption management) and ISO 37301 (compliance management system) was completed in February 2022, when the certificates were obtained. Recertification is scheduled for 2025.

## Code of Conduct

The Code of Conduct serves as a guideline for legally, ethically, and morally impeccable conduct. Compliance with the principles set out applies to all staff members at Swietelsky, regardless of their position. Each individual bears personal responsibility for his or her actions in accordance with rules and values. Each new employee receives a printout of the Code of Conduct as part of the onboarding process.

On the Corporate Group's intranet, it is possible to access the Code of Conduct in nine different languages. The Code of Conduct sets out concrete guidelines that must be strictly adhered to. In addition, the "Compliance Compact" reference book serves as an abridged format for the most important rules of the company's own Code of Conduct. This ensures that all staff members are informed about the Group's compliance principles.

### Standards and management approaches

- ISO 37301:2022 Compliance management system (antitrust law)
- ISO 37001:2022 Anti-corruption management system
- E-learning and face-to-face training
- Code of Conduct in nine languages
- Compliance Compact
- ISO/IEC 27001: 2013 Information security management system
- Whistleblower system
- Information for staff members via the Intranet

## Staff who have received the Code of Conduct

2023/24	Group	AT	DE	CZ	HU	other countries
Number of workers	6,392	4,380	402	787	356	467
Proportion of workers	89.51%	100%	37.29%	100%	100%	86.48%
Number of white-collar workers	4,089	2,139	382	827	457	462
Share of white-collar workers	100%	100%	100%	100%	100%	100%
2022/23	Group	AT	DE	CZ	HU	other countries
Number of workers	6,681	4,670	360	791	390	470
Proportion of workers	85.35%	100%	38.34%	100%	100%	89.02%
Number of white-collar workers	4,230	2,128	345	806	503	448
Share of white-collar workers	100%	100%	100%	100%	100%	100%

\* The numbers do not only represent receipt of the extensive Code of Conduct. The short version of "Compliance Compact", which was developed parallel to it, was also included in the calculation. It represents the primary training document on the subject of "Compliance for workers" and was sent out area-wide to all staff members in Austria, Germany, Czech Republic and Hungary in FY 2023/24. Additionally, the goal is to ensure that every worker receives a comprehensive Code of Conduct. Group-wide, 100 per cent of employees and 89.51 per cent of workers received the comprehensive Code of Conduct in 2023/24. The number could be increased compared to the previous year. All Swietelsky AG's Executive Boards were informed about the guidelines and processes regarding the Code of Conduct and the "Compliance Compact" during the review period.

## Fair competition

SWIETELSKY's compliance management system (CMS) focusses on prevention and capitalises on internal communication, training, and education. The primary goal is maintaining our good reputation as a reliable contractor and fair competitor. By taking appropriate measures in addition to implementing the Code of Conduct, we aim to embed our shared values deep within the company. The company provides all necessary resources for the continuous improvement of the CMS.

As part of a compliance risk assessment, all the risks are identified in the business processes of the establishments. In addition, Group-wide relevant key positions also regularly work on identifying risks.

## Staff awareness

Mandatory compliance training is provided to SWIETELSKY employees, regardless of rank or function, via classroom formats or online media.

Completion of e-training upon joining the company in Austria is mandatory. Moreover, the Group implemented the rollout of e-training in each national language of our core markets. With the help of this bundled training programme, the staff receives the most important information on all compliance-relevant topics, focusing on anti-corruption and antitrust law. From it, the personnel learns that donations to political parties, individual politicians, or even party-affiliated organisations are prohibited.

In addition to e-training, there is a face-to-face training programme that the relevant managers must complete at regular intervals. The focus is on preventing antitrust violations, anti-corruption and data protection regulations. In-person training is also offered outside the Austrian market. In addition, there are numerous internal policies on the topics of "anti-corruption" and "antitrust law".



Staff members who were trained in anti-corruption

2023/24	Group	AT	DE	CZ	HU	other coun-tries
Number of workers	2,506	990	398	787	112	219
Proportion of workers	35.09%	22.60%	36.92%	100%	31.46%	40.56%
Number of white-collar workers	3,849	1,871	382	827	435	331
Share of white-collar workers	90.20%	87.47%	100%	100%	95.19%	71.65%
Number of persons on the Executive Board at Swietelsky AG	5					
Proportion of persons on the Executive Board at Swietelsky AG	100					

2022/23	Group	AT	DE	CZ	HU	other coun-tries
Number of workers	2,267	844	294	790	165	174
Proportion of workers	30.98%	18.07%	31.31%	99.87%	42.31%	32.95%
Number of white-collar workers	3,908	2,106	345	806	473	304
Share of white-collar workers	93.03%	98.97%	100%	100%	93.48%	67.86%
Number of persons on the Executive Board at Swietelsky AG	5					
Proportion of persons on the Executive Board at Swietelsky AG	100%					

\* Within the risk-based approach to compliance, the focus is on senior executives when increasing the quota in the training area. Nevertheless, an evaluation is done on how one can include workers and staff members without IT access in training programmes in the future.



Dealing with infringements of the rules

SWIETELSKY makes it a priority to be able to identify and resolve any possible misconduct within the company as quickly as possible and be able to take the necessary remedial measures. In order to meet the requirements of the guideline (EU) 2019/1937 ("EU Whistleblower Guideline"), a web-based whistleblower system, in addition to existing reporting options, was instituted in September 2021. Concerns about misconduct can be reported around the clock and from any location. In addition, rule violations can be reported to the direct supervisor, local management, the competent compliance officer for a particular country, or the chief compliance officer (CCO). After a thorough examination and due diligence have taken place, any necessary steps are then taken.

Fair business partner

We value fair and respectful dealings with business partners, suppliers and subcontractors. They significantly contribute to the company's success, provided that cooperation is beneficial to both sides. We aim to provide customers, staff members, suppliers, and business partners with the security necessary to build a trusting and sustainable business relationship. Our long-standing partnerships are proof that we are pursuing the right strategy.

Every single person is responsible for always behaving legally, fairly, respectfully, and with integrity towards colleagues, clients, and contractors, as well as towards competitors. The written Code of Conduct, which reflects the guidelines and principles of our values and whose compliance applies to every staff member at SWIETELSKY, regardless of their position, serves as support.

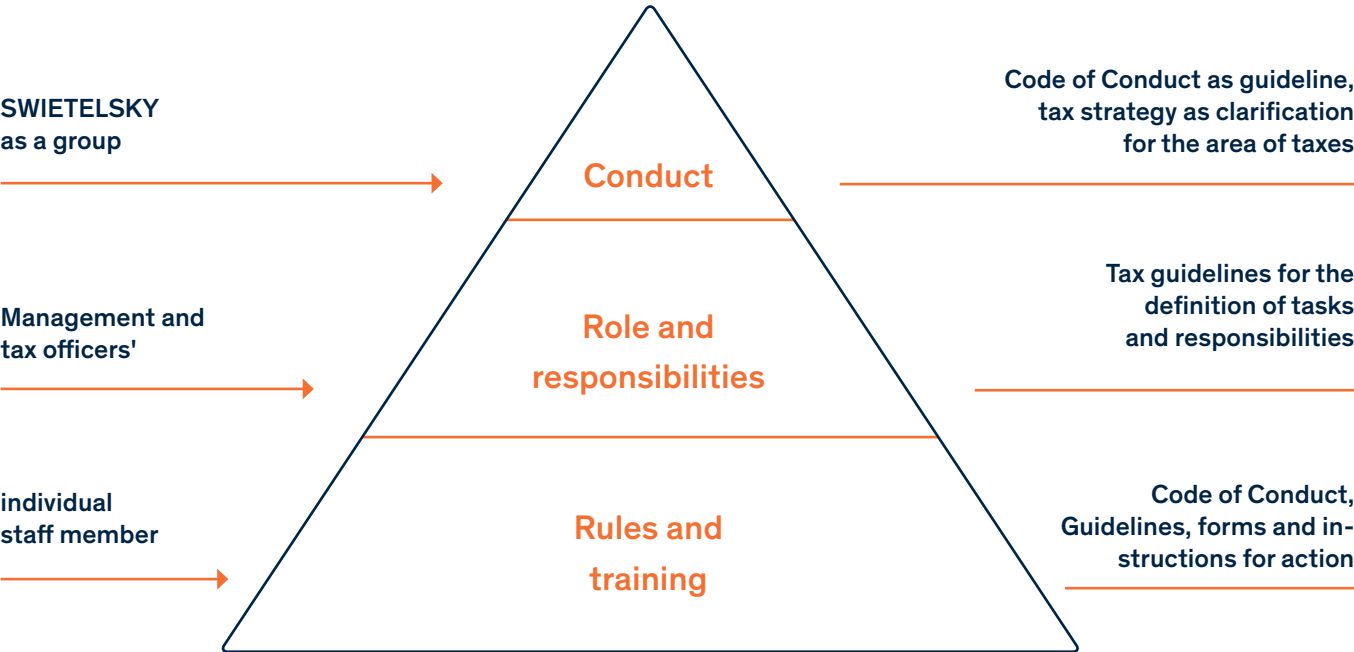


Tax compliance/ tax control framework

Law-abiding conduct concerning taxes and viewing taxes as a social responsibility are some of the fundamental principles that SWIETELSKY defines. A tax control framework in the SWIETELSKY Group defines responsibilities and processes for tasks related to tax levies. The tax control framework supports SWIETELSKY in complying with all tax regulations and in declaring and paying tax levies on time and in the correct amount. To keep the level of knowledge of SWIETELSKY staff on tax honesty high, training courses were held in Austria (FY 2023/24 475 employees; FY 2022/23: 405 employees).

The tax control framework has a multi-level structure and contains various components, which are presented below:

Tax-compliant behaviour



Data protection

In addition to preventing anti-competitive behaviour and corruption, protecting personal data is also an important concern for SWIETELSKY. We are fully committed to protecting the privacy of our staff and business partners and actively preventing a loss of trust and financial sanctions due to breaches of data protection laws. We use all suitable and appropriate technical and organisational means to protect both corporate data and the personal data of business partners and staff from unauthorised access, misuse, and loss. For this, we use all suitable and appropriate technical and organisational means.

To monitor compliance with these high requirements, a data protection officer is also available as a contact person for all staff members. In addition, persons have been designated to act as data protection coordinators in the Austrian branches and subsidiaries as well as in international establishments. They are the first point of contact for staff who turn to them with data protection questions from their respective divisions.

Staff awareness

Employees in SWIETELSKY's core markets receive training on changes to data protection law using the company's own Fit4DSGVO e-training programme. The training conveys the most important information in a compact and didactically valuable way and concludes with a test. The principles of legal data protection are explained. Fit4DSGVO is intended to be a staff guideline for GDPR-compliant behaviour. The Fit4DSGVO e-training is a fixed component in Austria, Germany, the Czech Republic and Hungary.

Respect for human rights

We respect human rights, take social responsibility and ensure a safe working environment. Based on the European Convention for the Protection of Human Rights and Fundamental Freedoms, we observe the personal dignity, privacy and individual personality of every individual. We do not tolerate discrimination on grounds of national or ethnic origin, gender, sexual orientation, religion, age, or disability. A demeaning treatment of personnel through sexual harassment or bullying and the like will not be tolerated. In addition, we forbid any form of human trafficking and modern slavery, as well as child or forced labour.

Violations of human rights can be reported at any time via the whistleblower platform. Reports and information about rule violations will be carefully examined, and appropriate steps will be taken as part of the compliance management system.

We are committed to the principles of the UN Global Compact and the fulfilment of the Sustainable Development Goals (SDGs). We observe national laws and international conventions, in particular the United Nations Universal Declaration of Human Rights, the European Convention for the Protection of Human Rights and Fundamental Freedoms and the standards of the International Labour Organization (ILO).

Requirements for respecting human rights

- Safety and health
- Respecting human dignity
- Rejection of any form of human trafficking and modern slavery, as well as child or forced labour
- Ensuring equal opportunities and prohibiting discrimination
- The right to organise and the right to collective bargaining




Standards under labour and social law

SWIETELSKY makes a point of complying with all labour and social standards in particular. It goes without saying that our staff members are therefore obliged to check compliance with all relevant regulations in the form required by law and in a reasonable manner. In addition to our own commitment in this regard, we also exert influence on subcontractors and business partners and encourage them to apply the same high standards.

We do this to protect society, the company, and our staff to avoid fines and reputational damage.

Necessary controls in accordance with the provisions on the employment of foreigners and the Anti-Wage and Social Dumping Act are carried out. In some branches, software solutions are being used to record internal and external personnel.

Apart from the legal dimension of this issue, the social dimension is just as important to us. The balance between professional and private life is a decisive factor for personal success, job satisfaction and, ultimately, the success of the company. High employment and social-security law standards are therefore not just compulsory legal regulations for us but a genuine concern.



Here you can find the Supplier Code of Conduct here.

Diversity and equal opportunities within the context of compliance

Modern companies and organisations are not only characterised by their active understanding of diversity in all its forms but To use this diversity and see it as a building block for achieving common objectives. We always treat each other with respect, appreciation and goodwill, regardless of hierarchical levels. Criticism is always permissible and is in no way associated with disparagement or disrespect. The individual's reputation must remain intact. Denigration and offensiveness have no place in our dealings with one another. Further information on the topics of diversity and equal opportunities as well as labour and social standards at SWIETELSKY, can be found in the chapter "Togetherness".

ESGstandards in the supply chain

One of the primary goals in formulating the sustainability strategy is to create transparency in all fields of action. Compliance with ESG (Environmental, Social and Governance) standards along the entire supply chain is becoming a compelling factor for future business success. Strict requirements will also be imposed on SWIETELSKY by the EU Supply Chain Act, among other things. For this, the Group wants to be prepared as well as possible. As part of the update of the sustainability strategy, we are working on a step-by-step implementation of transparent supply chain management. This includes assessing the ESG performance of suppliers to minimise ESG risks in the long term. A digital platform for supplier evaluation is currently being developed.

Based on the ISO 9001 quality standard, requirements for subcontractors and suppliers are continuously checked and comprehensibly evaluated. These assessments also include performance in terms of occupational health and safety as well as relevant ecological aspects. They are carried out at the project and site management level.

Further criteria for assessing and selecting suppliers are wide-spread (Austria- or Europe-wide) delivery capacity, creditworthiness and, of course, price considerations. Delivery reliability is also checked so that the SWIETELSKY Group and its clients can be guaranteed an on-schedule project. Our business ethic is focused on fair competition. That is why subcontractors are contractually obligated to act according to ethical principles and comply with all legal policies through far-reaching compliance provisions. Cooperation with our suppliers, subcontractors, and service providers is undertaken based on a Supplier Code of Contact, which was developed in the 2023/24 financial year (see QR code). In the process, extensions of the sustainability criteria are carried out with regard to social and ecological criteria. The sustainability requirements are also an integral part of the General Terms and Conditions of Purchase.

Requirements and standards in the supply chain

- Selection of suppliers and subcontractors – QM document
- Health and safety requirements
- Environment as per area of scope for branches and Group subsidiaries ISO 14001:2015 and ISO 45001:2018
- Supplier Code of Conduct

Decentralised purchasing department and central support

SWIETELSKY's approach is to integrate sustainability criteria into the purchasing process as far as possible. It is only possible to follow a consistent path with strategically anchored measures. In line with the decentralised structure, purchasing in the area of construction and project management is carried out almost exclusively by the responsible department. This makes flexibility and quick decision processes as regards personal responsibility possible in the first place. The central purchasing coordination unit concludes framework agreements with relevant companies, which are regularly updated and can be called up at any time, thus supporting the decentralised organisation as needed. The SWIETELSKY Group uses a Web-based intranet platform to ensure that important information reaches all organisational levels. The operational units can retrieve information on suppliers at any time.

Regionality

By hiring local companies for construction projects that are oftentimes strongly embedded in the region, the idea of sustainability with regard to the economy and ecology is promoted. In this way, added value remains local and contributes to job security. In addition, emissions can be kept low through short delivery and transport routes.



# Innovation



SWIETELSKY

Change  
Electrification  
Research  
Progress  
Ideas  
Cooperation  
Creativity  
Milestone  
Pilot projects  
Technology  
Transformation  
Life cycle assessment  
Future trends

## Change is the driver of progress

Greenhouse gas emissions from material extraction, the manufacture of construction products as well as the construction and renovation of buildings are estimated to contribute 5% to 12% of the entire greenhouse gas emissions in Europe. Of this, 90% is attributed to the manufacturing phase of the buildings and approx. 10% to the construction phase. SWIETELSKY's value-adding core processes are mainly in the construction phase - we are, however, aware of our responsibility to contribute to other phases of the construction industry beyond that, from planning to operation to reuse and to working with other stakeholders on collaborative solutions. Swietelsky INNOVATION therefore evaluates the practical application of ideas and future trends in construction that are new to the company and that contribute to the productive change of its own business and construction processes as well as construction products.

### These are our goals for 2025/26

- Continuous development of central services for innovation and transformation
- Integration of internal training sessions on construction-related innovations and their funding opportunities
- Development of research networks with technical universities in our core countries in the construction industry
- Development of internal research projects that have an external impact on sustainable construction site management as well as alternative, resource-saving construction methods
- Involvement in at least two external research projects with universities and industry partners with a focus on disruptive and construction-related innovations
- Five dissertations in scientific journals and five theses supervised
- Standardisation of funding management of construction operations within SWIETELSKY



# Future-proof design and digital transformation

**The task of the specially created Digitalisation & Construction Services (DCS in short) is to establish new ways of working, modern digital tools and optimised processes at the SWIETELSKY Group.**

**We work together with our colleagues from the Operative and Service units to optimally shape the digital future of construction with the help of innovation and digitalisation projects.**

The SWIETELSKY Innovation team works strategically and is future-oriented. The focus is on sustainable and disruptive innovations. This results in continuous improvement processes and growth. We, therefore, view innovation as a collaborative process that enables construction industry research on construction sites and harmonises research with construction practice.

New digital possibilities open up increased efficiency in production and management processes. We rely on model-based work processes and connected and mobile work in all phases of construction. To this end, we invest in new technologies and in the digital transformation of all our business processes along the value chain. Our goal is to create a work environment in which transparency, shared knowledge, and working from everywhere at any time with real-time data is a lived practice.

Building Information Modelling (BIM) is an important driving force for digitalisation in the construction industry. The BIM Building Construction division specialises in the planning, design and implementation of building projects using BIM. BIM is an innovative method in which digital models are used to record the entire life cycle of a building. BIM allows us to work more efficiently and accurately by integrating information on design, materials, costs and schedules.

Using the BIM method, all project participants have access to the same, transparent database. This improves communication and thus the quality of the entire project. Errors in planning and clashes between the different trades can be detected at an early stage so that they are not transferred to the construction process. In addition, work processes can be simulated, and construction site logistics can be safely planned while operating or maintenance costs can be calculated in advance. Repair costs can also be reduced by using data on the exact location of pipes and fittings in the model. The level of development and application of the BIM method differs depend-

ing on the business area. In building construction, this is already well-advanced. Using BIM has proven to be more difficult to apply in the infrastructure sector, in particular due to the lack of standardisation and the non-linear routing.

Furthermore, we focus on LEAN management with an innovative way of working in which processes are optimised as a whole. The focus is on the control of interdisciplinary interfaces as well as value addition, which takes place during internal processes and on our construction sites. A fundamental basic principle here is to recognise and eliminate wastefulness and to increase productivity. In this way, a significant contribution is made to sustainability, as construction sites use fewer resources and produce less waste and greenhouse gases. By applying LEAN methods, we can react to the dynamics of current challenges in the future by improving communication between project participants through the visualisation of processes and striving for innovation in accordance with the principle of continuous improvement.

As a company with a focus on the construction phase, the development of the central mechanical engineering department plays a crucial part. New renewable energy sources such as electricity, alternative fuels, and hydrogen will be used more widely in the future. Through the optimal use of equipment and coordinated transport, emissions from construction site management can already be reduced by 38% today. End-to-end energy management on the construction site, as well as scheduling networks across a business unit, are significant measures that can activate this potential.

## Research projects

SWIETELSKY makes projects with a future-oriented focus possible in harmony with its own trend radar. A strong interdisciplinary approach between different specialist working groups in the Group characterises these projects. In addition to internal projects, we participate in research projects with partners from universities and other innovative institutions. Innovative ideas are promoted not only internally but also by external funding organisations in various ways. Together with our partners, SWIETELSKY Innovation helps to assess whether project ideas are generally eligible for funding.

## Charging infrastructure for maximum electrification of construction sites maxE

The goal of the maxE project is the development and demonstration of a sector coupling which comprises the electric power supply and storage for mobile and stationary mobility applications to cover the daily energy requirements of large-scale and day construction sites with battery electric vehicles and machines while at the same time ensuring voltage quality connected to the public power grid. The results are intended to be subsequently applicable and reproducible for predominantly temporary large-scale producers, contribute to securing the electricity quality as a whole, and contribute to network stability through new emission-free forms of mobility.

As the key component for the technical and organisational management of fully electrified construction vehicles and machines in the overall construction site system, maxE is testing an optimised buffer storage solution for use with infrastructures with high performance (high kW performance with little Kwh). The practical requirements of different forms of construction site organisation with stationary or mobile charging infrastructure will also help with the adaptation, installation, and optimisation of the charging infrastructure.

The innovative approach of maxE addresses the change of mindset of construction operations such as SWIETELSKY at the European and national level. This will also have an impact on suppliers, e.g. suppliers of machinery and equipment, thereby contributing to greater sustainability in the entire supply chain (upstream and downstream).

## Alternative construction methods

After approx. 150 years, modern steel construction work makes use of proven, tried and tested load-bearing systems. Economic development of the last decades, in addition to comparatively low material and too high wage costs, has changed the image of construction considerably. In research projects with partners from business and research, we are testing material-saving construction methods with reinforced concrete. Initial estimates for point-supported reinforced concrete floors assume savings of approx. 35% in concrete and 70% in reinforcement. The use of low-CO<sub>2</sub> concretes with a reduced

proportion of clinker is another approach that is being tested within the pilot projects. Operational business units advise our clients in the evaluation of the projects regarding the life cycle of their projects. Approx. 80% of the costs of a building lie in its management – not in construction – and it is similar to emissions. The expansion, lifespan, and preservation of buildings and their possible reuse require increased spending of resources in the planning and construction phase but result in proven savings of resources and emissions in their overall life cycle.

## Sustainability in the construction industry

As part of the Green Deal Strategy, the EU and all its member states' way to achieving climate neutrality by 2050 requires that all economic actors manage and report on their sustainability performance both on an overall company level and the product/service level. The collection of key data and the application of appropriate sustainability assessments requires specialist knowledge and digital tools, particularly for larger companies or for those with a diversified portfolio. As these requirements are still in their infancy, digital solutions are still in the development phase.

The primary motivation for the project is the creation of a digital workflow for sustainability reporting, which covers both the company and construction site levels.

## Network and dissemination

SWIETELSKY strives for targeted collaboration with universities and funding organisations at the national and European levels in order to facilitate the implementation of these projects. Examples of this are the Research Promotion Agency (FFG) in Austria which favours concepts for sustainable construction site management and technical universities that manage research projects such as TU Vienna, TU Graz, and TU Innsbruck. By participating in both Austrian and European networks, SWIETELSKY is able to contribute ideas at a higher level, thereby supporting industry-driven solutions and promoting a circular economy. We are active in associations such as the Österreichische Bautechnik Vereinigung (Austrian Building Technology Association) (ÖBV), for example, or the ENCORD (European Network of Construction Companies for Research & Development) forum in Europe.



Transparency and knowledge sharing are key to accelerating the transformation of ideas into tangible innovations. SWIETELSKY shares both successes and failures at internal and external events through the appearance of technical experts, thereby promoting an open culture of innovation. Regular publications on the topic of innovation in the construction industry accompany these projects and support the associated change, always focussing on a future-oriented and strategic view of construction-related and disruptive innovation.

## Sustainable pilot projects

### Focus on environmental protection: TB - Betonwerk Zams sets sustainable standards

In a partnership for sustainability, SWIETELSKY has started an initiative together with TB - Betonwerk Zams GmbH to promote the protection of the local population and the environment in the Tyrolian Oberland. As one of the largest concrete plants in the region, the company supplies numerous construction sites with high-quality, freshly poured concrete.

The concrete plant has developed an innovative concept that focuses on recycling materials, reducing emissions and noise, and optimising the operating procedure to utilise the environmental and economic advantages of the short delivery route. These measures not only contribute to the protection of the environment but also improve the health and happiness of personnel and residents.

The utilisation of the bagging system as a self-sufficient sand-filling station in the event of a catastrophe is particularly remarkable. Local emergency services can use the facility if there is a flood risk by filling big bags as sandbags to use to protect the community from floodwater. Even in the event of a power failure, the system remains operational and available for emergency services.

As part of this partnership, SWIETELSKY is proud to share its common values with regard to sustainability and social responsibility. The company congratulates the team of TB - Betonwerk Zams on this crucial step and assures it of its ongoing support for their involvement in the regional environment.

### The cavern power station Kühtai - a milestone for the future

The expansion project Kühtai marks a significant milestone for the future, not only in Tyrol but also beyond. Through the construction of the new Kühtai reservoir and the Kühtai 2 pumped-storage hydro power plant, the use of renewable energies is advanced further, and the security of supply is heightened. At the same time,

comprehensive measures for the protection of nature and compensation for the intervention in the natural environment are implemented. This long-planned project, which is intended to be completed by 2026, paves the way for a sustainable energy supply for Tyrol. A cavern power station utilises large, hollow underground spaces or caverns for energy production. Water is channelled from an above-ground reservoir through pipes into a cavern where it powers turbines and produces energy. This type of power station uses clean energy sources and is environmentally friendly.

Thanks to the commitment and support of our workers, Project Kühtai becomes a milestone for a sustainable future and contributes to the avoidance of 127,000 tonnes of CO<sub>2</sub> emissions per year.

### Sellrain, Tyrol: Community project shows SWIETELSKYS'strength

The community project Sellrain, a project of the HTB Baugesellschaft in cooperation with SWIE branch offices, utilises the potential of the Melach and the Fotscherbach rivers for the generation of clean energy. It supplies electricity to 12,500 households through innovative technology and creates new habitats for nature.

### SWIETELSKY goes a step further when it comes to the protection of the environment.

In consultation with the landowners, the landscape is reconstructed and recultivated once work is completed. The project team has already planted 1,800 indigenous woody plants and has created new habitats for amphibians and fish, including a fish ladder. The project is a pioneer for sustainable energy generation in Tyrol and a model for the future, which opens up new sources of income for municipalities. SWIETELSKY shows how environmental protection and progress can go hand in hand.

## Future-oriented SWIETELSKY head ffile in the planning stage

The office tower on Boschweg in Linz marks a significant future-oriented milestone, not only for the Linz offices but also for the business unit SWIETELSKY Developments. With the conceptualisation of the new SWIETELSKY head office, special attention was given to sustainability.

### Ingenious energy supply at Boschweg

As part of the holistic view of the energy supply, the thermal utilisation of the existing groundwater for both cooling and source of heat is envisaged. In addition, there are plans to utilise the entire building envelope for electricity generation. Therefore, when planning the façade design, the project team developed a building envelope that had to meet the specific requirements of this office tower. The façade consists largely of a single-layer façade with highly selective, inward-sloping solar protection glazing and internal glare protection, as well as a building-integrated photovoltaic system slanted towards the sun on the façade.

### Service life and CO2 footprint

There is huge potential for the reduction of the CO<sub>2</sub> footprint in the selection of materials. Care is taken to ensure that these have a low climate impact. The plan includes the creation of a resource pass for the materials used. High demands are placed on the flexibility of the premises in order to extend the service life of the building. Both the number of staff and the tasks and ways of working are subject to constant change, and the building must be able to adapt to these changes. The developed structure allows for a highly flexible and changeable interior.

However, not only are the ecological aspects of the energy supply and the utilisation of future-oriented construction materials significant aspects of conceptualisation, but they are also social aspects.

### In the centre: Staff members

Staff satisfaction is of central importance. For this purpose, the building was planned to include an appropriate supply of daylight, optimal room acoustics and a view to the outside for all workplaces and common rooms. A fitness area, including changing rooms and showers, a bicycle storage room and a company restaurant are also planned. The generous green space design is a special asset which has a positive influence on the microclimate and the quality of the air. The existing open space is upgraded through the development of the park. In addition, the creation of winter and roof gardens is planned on multiple levels of the office tower.

### DGNB (German Sustainable Building Council) Platin and climate protection

It is intended to certify the building as Platinum in accordance with the V2023 criteria of the DGNB/ÖGNI. For the old stock on the property, a reconstruction concept needs to be devised that meets the requirements of the DGNB. The construction site management should also be certified as a sustainable construction site in ac-

cordance with DGNB. In addition, the building is constructed in line with EU taxonomy in accordance with the environmental goal "climate protection". The EU taxonomy is part of the EU Green Deal and identifies ecologically sustainable business activities.

### Digitalisation and BIM

Numerous specialist areas of the SWIETELSKYGroup are involved in the planning of the project. In the area of digitalisation, Building Information Modelling (BIM in short) is used. This is not only used in planning and building construction, it is also intended to apply the BIM model for life cycle assessment. Furthermore, the work methods in the building construction are supported by LEAN management.

### Key project figures

Gross floor space (BGF): 38,543 m<sup>2</sup>  
Usable space: 18,516 m<sup>2</sup>  
Submission of building application: June 2024

### Highlight

1,600 t CO<sub>2</sub>emission savings per year  
compared to classic building methods



# Ecology

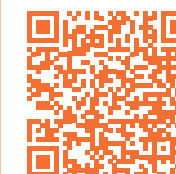
Waste management  
Applicability  
Building materials recycling  
CO<sub>2</sub> reduction  
E-mobility  
Energy efficiency  
Energy optimisation  
Renewable energy  
Climate change  
Sustainability  
Raw materials  
Reutilisation

## Thinking today already about the day after tomorrow

SWIETELSKY aims to ensure the use of environmentally friendly processes, equipment and machines across all project phases. We continuously strive to conserve and protect the air, water, energy and soil to optimise material and logistics costs, to reduce emissions as much as possible, and to protect biodiversity. By doing this, we make an important contribution to the Paris Climate Protection Agreement.

### These are our goals for 2025/26

- Promotion of the circular economy in the company: Annual recycling rate of 75% at the SWIETELSKY site for waste management and resource management
- Increase in the proportion of recycled asphalt mixtures to up to 20%
- Prioritisation of the use of electricity from renewable energies in Europe and in all other countries
- Reduction of the CO<sub>2</sub> emissions at the asphalt mixing facilities through reduction of gas consumption by 3% per tonne of asphalt
- Reduction of CO<sub>2</sub> emissions in mobility
- Reduction of energy consumption of construction equipment
- Measures that promote biodiversity in our own projects



You can find SWIETELSKY's Sustainability strategy here.



# Quality and environmental management

The subject of environmental protection, and thus also the areas of energy and emissions, as well as resource and waste management, are integrated as fixed components into the project processes of all our branches and subsidiaries.

The integrated management system (IMS) meets the requirements underlying the environmental certificates, with the branches and subsidiaries responsible for implementing the IMS guidelines. A central department continuously develops the IMS further, applies new standards, and monitors the system's implementation. Moreover, decentralised project managers are supported in fulfilling specific environmental regulations or legal requirements.

The SWIETELSKY organisations in the core countries Austria, Germany, the Czech Republic and Hungary, as well as in some other countries, have ISO management systems and staff with relevant responsibilities at their disposal. The implemented management systems comply with the international standard ISO 14001 and/or are prepared for ISO 50001. During the entire project process, all stakeholders are also considered and included in these issues, thus controlling and evaluating our requirements throughout the entire process. Our commitment to continuous improvement and permeation within the Group is ensured through training and audits.

In the 2023/24 financial year, the proportion of Group units certified according to environmental management systems was over 80%.

It is the responsibility of those in charge of a project or site to make use of a checklist made available to record environmental aspects in construction projects and operating facilities. Any possible impacts, impairments, incidents and risks concerning the environment are identified at the project level or as part of the management system so that appropriate measures can be taken if necessary.

## Energy and emissions

SWIETELSKY is aware of its responsibility to take a resource-conserving approach to the environment, especially as we belong to an industry with particularly energy- and emission-intensive activities. In the course of our construction operations, as well as in transport and logistics, the use of non-renewable energy sources generates significant greenhouse gas (GHG) emissions that can adversely affect people and the environment.

The markets that SWIETELSKY serves have seen a growing number of legal requirements for complying with emission levels and increasing energy efficiency. Our overriding goal is, therefore, to optimise energy use and reduce emissions. Operational targets are determined on a decentralised basis and are also derived from energy and environmental audits.

## Expansion of renewable energies

SWIETELSKY actively strives to reduce its energy consumption and CO<sub>2</sub> emissions, thereby achieving climate neutrality as legally required by Austria and the EU. Based on the sustainability KPIs, such as emissions from operations, logistics, and construction sites, the company sets specific reduction targets. Measures are being taken to increase energy efficiency, such as optimising energy consumption in production facilities and offices, using renewable energies, and increasing the use of energy-efficient technologies.

SWIETELSKY will also minimise the use of fossil fuels and increasingly rely on climate-friendly alternatives. By continuously monitoring and reporting progress in its sustainability report, SWIETELSKY will ensure full transparency on its CO<sub>2</sub> reduction targets and measures.

### Standards and management approaches

- ISO 14001:2015 Environmental management
- ISO 50001:2015 Environmental management
- Checklist for environmental aspects
- Document path to the Intranet for the management of the environment and energy
- Information for personnel via the Intranet
- Factory production control
- EN 1090-1:2009+A1:2011
- Railway construction: SCC\*\*2011
- EFB (Entsorgungsfachbetrieb) – specialised waste disposal company



Development of total energy consumption

2023/24	Group	AT	DE	CZ	HU	other countries
Figures in MWh						
Fossil fuel consumption for production facilities	160,285	35,693	62,820	11,399	35,009	15,365
Fossil fuel consumption fuels	342,792	196,150	52,209	38,108	17,325	39,001
Wood chips for offices and production facilities	1,571	1,183	388	-	-	-
District heating for offices and production facilities	3,031	2,315	-	446	6	264
Electricity for offices, production facilities, and construction sites	58,847	42,296	7,269	2,739	4,219	2,324
Total energy consumption*	566,525	277,636	122,686	52,691	56,558	56,954
Construction output in kEUR	3,517,845	2,019,104	478,577	380,328	179,869	459,968
Specific energy consumption in MWh per kEUR construction work	0.161	0.138	0.256	0.139	0.314	0.124

2022/23	Group	AT	DE	CZ	HU	other countries
Figures in MWh						
Fossil fuel consumption for production facilities	164,935	42,726	60,924	13,902	35,584	11,799
Fossil fuel consumption fuels	375,803	229,933	49,834	44,289	19,484	32,264
Wood chips for offices and production facilities	1,794	1,172	622	-	-	-
District heating for offices and production facilities	3,843	3,134	-	384	2	323
Electricity for offices, production facilities, and construction sites	66,955	48,010	6,240	4,048	6,181	2,476
Total energy consumption*	613,330	324,975	117,620	62,622	61,250	46,862
Construction output in kEUR	3,575,799	2,105,055	375,930	405,042	261,409	428,363
Specific energy consumption in MWh per kEUR construction work	0.172	0.154	0.313	0.155	0.234	0.109

\* Calculation: Energy consumption was calculated based on energy costs while taking country-specific energy prizes into account.

Energy consumption and energy efficiency are constantly monitored at SWIETELSKY. Internal and external audits are carried out at production sites and construction sites as part of the IMS (ISO 14001/50001).

The energy data includes all SWIETELSKY branches and subsidiaries across the Group, including production facilities and construction sites, as well as construction machinery and equipment. Compared to the previous year, total energy consumption fell from 613,330 MWh in the financial year 2022/23 to 566,525 MWh in 2023/24. The specific energy consumption in relation to the total construction output of the Group amounts to 0.161 MWh/kEUR and so could be reduced by 0.172 MWh compared to the previous year.

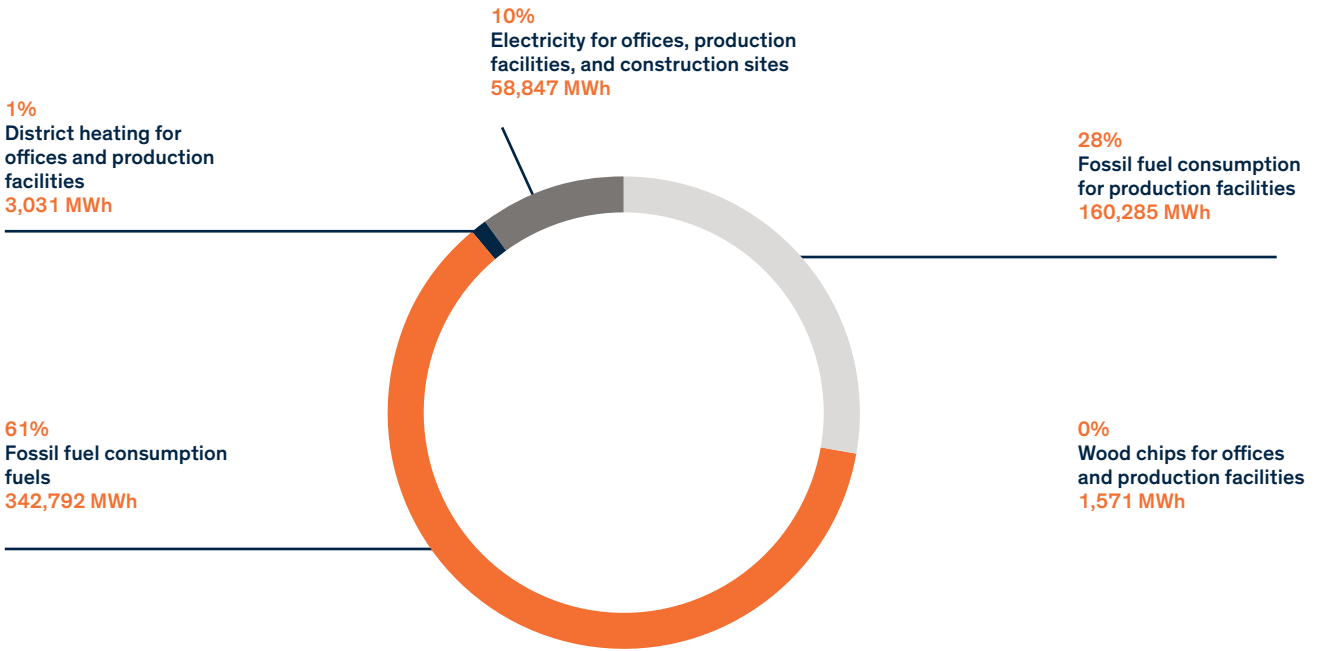
The most important fossil energy source in the Group is fuel (diesel) and, at 61 per cent of energy consumption, is the most significant factor. Ongoing optimisation

programmes, such as the use of more energy-efficient vehicles, the switch to alternative energy vehicles, and the use of alternatives to diesel, such as HVO (Hydro-treated Vegetable Oils), are promoted in the Group to reduce the use of fossil fuels.

A precise analysis of the vehicle fleet and its vehicle groups is being implemented and will allow an accurate estimation of potential savings. Established technologies contribute significantly to data collection and evaluation.

SWIETELSKY continuously records the energy used in the manufacture of building products, making it possible to compare production among different production facilities and, based on this, makes saving potentials visible.

Energy consumption by energy source





CO2footprint

2023/24	Group	AT	DE	CZ	HU	other countries
Figures in tonnes						
Scope 1 – direct energy-related greenhouse gas (GHG) emissions	129,044	58,517	34,252	11,619	12,138	12,517
Scope 2 – indirect energy-related GHG emissions	12,658	7,947	2,660	647	875	529
Total footprint in t*	141,703	66,465	36,913	12,267	13,013	13,045
Specific CO2e in t per kEUR construction work	0.040	0.033	0.077	0.032	0.072	0.028

2022/23	Group	AT	DE	CZ	HU	other countries
Figures in tonnes						
Scope 1 – direct energy-related greenhouse gas (GHG) emissions	138,826	68,217	33,293	13,792	13,176	10,349
Scope 2 – indirect energy-related GHG emissions	11,499	6,319	2,284	967	1,313	616
Total footprint in t*	150,325	74,536	35,577	14,759	14,489	10,965
Specific CO2e in t per kEUR construction work	0.042	0.035	0.095	0.036	0.055	0.026

\* Calculation basis: The energy consumption is calculated based on energy costs with regard to energy us of heating oil, gas (incl. industrial gases), fuel, pulverised lignite, district heating, and electricity and is therefore subject to some uncertainty. In Austria and Germany, country-specific emission factors are used. For the calculation of key figures outside Austria and Germany, uniform Department for Environment, Food and Rural Affairs (DEFRA) emission factors were used. The specific CO2e in tonnes per kEUR construction work includes GHG emissions in carbon dioxide equivalents to Scope 1 as well as Scope 2 and includes the gases CO2, CH4 and N2O in each case. The calculation for Scope 2 emissions is done according to the location-based method.

The CO2balance for the financial year 2022/23 and 2023/24 includes all fully consolidated companies. Group-wide, 141,703 tonnes of CO2e (location-based) were emitted during the review period 2023/24, which is a reduction compared to the FY 2022/23. The emissions are represented separately as Scope 1 and Scope 2 according to the definition of the "Greenhouse Gas Protocol". This subdivision shows that the majority of our emissions occur in Scope 1, as is customary in the construction industry. In respect of construction work, this gives a specific emission value of 0.040 tonnes of CO2e/kEUR in the financial year 2024/23.

The specific emission value has dropped slightly, also in the area of Scope 1, through optimisation measures in the area of mixing plants (conversion of the mixing plants from heating oil to gas, for example.

Since fossil fuels dominate SWIETELSKY's energy consumption, the emission levels are almost identical to the energy consumption. The emission-intensive fuel accounts for almost 62 per cent of total CO2emissions.

We are working on a solution for recording the CO2emissions from upstream and downstream processes in the value chain (Scope 3).

Eco-friendly production facilities and office buildings

Production facilities are tested with regard to energy efficiency and measures derived from this:

- energy concepts are developed for the sites
- energy-efficient technology shall be used for each new site
- old buildings are upgraded

In terms of energy efficiency, great importance is attached to the conservation of resources in production facilities and administrative buildings. Based on the internal and external energy audit, new measures are evaluated, and energy efficiency improvements are made. For example, energy efficiency measures were taken in the area of processes. This includes the optimisation and renewal of mixing plants in the Group. Energy saving can be achieved by constructing a roof for roller chipping boxes at asphalt mixing facilities. The water content of aggregates stored outdoors has a significant influence on the energy consumption of the plant. As a result of this measure, for example, up to 41,000 kilowatt-hours of heating energy can be saved for a quantity of 20,000 tonnes with only three per cent moisture in the chippings. Based on the energy audit report, the changeover to LED lighting in halls and

office buildings was also accelerated to improve energy efficiency, thermal refurbishments were carried out, and heating systems in offices and production facilities in the Group were replaced.

Eco-friendly construction

One of the key challenges of the future is to increase efficiency while reducing greenhouse gas emissions during construction site operations. SWIETELSKY ensures the use of the most environmentally friendly processes, equipment and machines as well as the shortest possible transport routes.

A project worth highlighting in the area of eco-friendly construction is the use of alternative generator models.

Advantages of hybrid generators

Generators must be dimensioned to reach the maximum expected peak power. Generators produce noise and emissions round the clock. The hybrid generator system can be dimensioned for the average expected load. With this, the generator can be throttled if it is used only for charging batteries. With a hybrid system, customers can often choose a smaller type of generator, which results in investment savings, improved fuel consumption, and improved logistics.

With a hybrid generator, the running time of the generator can be significantly reduced, and "generator downtime" can even be configured if work is being done in a noise-sensitive location in an urban environment. A significantly lower running time of the generator results in less wear and tear, longer intervals for maintenance, and fewer outage times during maintenance.

Hybrid generators are not only better than conventional, pure power generation plants from an economic point of view - they are also better in terms of practically every other conceivable parameter. A hybrid system significantly reduces fuel consumption, emissions, noise generation, maintenance intervals, and overall logistics and, at the same time, offers uninterrupted clean electricity at all times.



Conventional generator

A conventional generator must not only burn fuel to generate a certain voltage but also maintain a certain frequency. With a medium-sized generator, this can mean multiple litres per hour, even with no or a small load. The size of the generator is normally chosen for the least favourable use case so that the full capacity is only required 5- 15% of the time. This means that the overall efficiency is far from perfect.

Hybrid generator system

A hybrid system with inverters is geared to the precise power requirements of the loads, whereby the batteries supply as much electricity as is needed at any time. Even during idling, the inverter system is extremely efficient, due to minimal own consumption. This means that it is much more efficient to let the inverter take over the main role most of the time for the power supply of the loads. In this case, the generator only needs to be started if there is peak demand or when the batteries must be charged. The high peak performance of the inverter ensures that heavy machinery and variable loads can be supplied with power without any problems.

SWIETELSKY’s transformation to a sustainable industry leader does not stop at the construction site: New technologies and research projects are making work greener, safer and healthier.

SWIETELSKY has developed the "SWIE:Garage" to create a bridge between people, the environment, and technology. In this facility, experts procure innovative machines, equipment, and other products, which are then made available to the operational departments. There, they undergo a comprehensive practical test. Reinhard Friesenecker, one of the brains behind the project, explains: "With the SWIE:Garage, our colleagues on construction sites can get to know new technologies, such as electric construction equipment, in an easy way." This shows a strong commitment to progress and practical application in the construction industry.

Endurance test on the construction site

Such tests, for example, can demonstrate whether the energy sources meet the electricity requirements of a small or an electrically-driven excavator or a tracked dumper via a voltage station. This modern energy storage system can be used flexibly due to its compact design. This is because using these instead of diesel or petrol-powered machines not only reduces CO<sub>2</sub>emissions but also significantly improves noise and air quality, especially in confined spaces, thus increasing health and safety on the construction site. Co-initiator Gerald Enzenhofer: "In this way, we accompany the transformation to a sustainable company and show

what innovations the market has to offer. The SWIE:Garage is a platform where progressive technologies and sustainability aspects merge."

Vehicle fleet and logistics

To minimise the environmental impact as much as possible, energy consumption is a relevant decision-making criterion for capital expenditures regarding the vehicle fleet and the acquisition of new machines and equipment. Annual CO<sub>2</sub>monitoring is carried out for the main vehicle types in the vehicle fleet. Consistent maintenance and testing not only contribute to a reduction in repair and operational costs but also prevent environmental damage.

To reduce the consumption of fossil fuels as well as CO<sub>2</sub>emissions, vehicles with high standard consumption were replaced with more efficient vehicles. In addition, the use of electric vehicles is being steadily promoted. To promote electromobility, we are also working on expanding the infrastructure. To this end, charging stations for our electric cars have already been set up at many locations.

A pilot project for the implementation of logistical processes was initiated in the area of Digitalisation & Construction Services (DCS) with the help of LEAN management. It includes digital recording for the optimisation of company logistics routes.

Building materials recycling

An important goal at SWIETELSKY is a continuous expansion of the recycling share from the mineral portion of our construction waste. In view of the increasing scarcity of resources and the EU target of 70 per cent recycling of construction waste, SWIETELSKY is committed to reducing landfill volumes.

SWIETELSKY produces asphalt, concrete and recycled materials in its own production facilities. We aim to offer our customers the highest quality while ensuring that the specifications regarding the materials to be used are implemented. Where possible, construction waste generated on the construction site is converted into CE-marked building material recycling products. To further improve the environmental impact, it is sensible to use recycled materials at the place of origin or to use them as substitutes when producing building materials. This conserves primary raw materials and reduces logistics costs and the associated emissions. Increased use of recycling material in asphalt mixing plants is a resource-conserving method that will be further expanded both in Austria and abroad in the coming years. SWIETELSKY now has several authorised sites for collecting, treating, and recycling hazardous and non-hazardous waste.

We strive to achieve the highest possible asphalt recycling rates within the framework of the legal possibilities. The pleasingly high recycling rate in Germany is due to the fact that an asphalt mixing facility is already being operated there with a parallel drum, which technically makes it possible to have an average addition of up to 80%. Overall, a constant increase in the recycling material, with a rise from 17.3 per cent to 18.1 per cent, could be achieved during the review period.

A further increase of this rate is envisaged through corresponding expansion plans. Similar to the generated waste volume, recycled material production volume is also subject to strong fluctuation dependent on the project and materials.

Recycled asphalt used

2023/24	Group	AT	DE	CZ	HU	other countries
Figures in tonnes						
Quantity of asphalt produced	1,659,217	408,690	549,715	153,118	372,883	174,811
Amount of supplied recycled material asphalt	299,746	28,355	239,345	4,850	10,796	16,400
Recycled share of asphalt produced	18.07	6.94	43.54	3.17	2.90	9.38

2022/23	Group	AT	DE	CZ	HU	other countries
Figures in tonnes						
Quantity of asphalt produced	1,698,072	424,885	584,111	177,209	370,308	141,559
Amount of supplied recycled material asphalt	294,028	31,656	242,820	5,600	13,952	0
Recycled share of asphalt produced	17.32	7.45	41.57	3.16	3.77	0



Waste management

The construction industry processes a considerable amount of raw materials. Therefore, the consumption of building materials represents the largest environmental impact next to energy consumption. SWIETELSKY controls the handling of waste in Austria as well as the production of recycled building materials through its environmental management. Waste-relevant processes are controlled within the framework of the IMS. At sites with ISO 14001 certification, environmentally relevant optimisation measures are taken into account. In addition, factory production control (FPC + FPC mobile) takes place. This is aimed at ensuring the environmental quality of the recycled products on the one hand and legal certainty with regard to the handling of hazardous and non-hazardous waste on the other hand. With its own waste management system and waste management concepts, the company shows that it values environmental protection and compliance with all legal requirements.

As a matter of principle, we focus on avoiding waste altogether, reducing unavoidable waste, and striving for a high rate of reuse or recycling.

This is relevant for all markets and business areas in which SWIETELSKY operates, particularly tunnel construction, which is characterised by a high proportion of excavated material, as well as building construction and civil engineering due to the large amount of materials used. Due to national regulations, many of the materials are not yet renewable or recyclable.

Non-recyclable waste is separated according to material and temporarily stored in an environmentally sound manner at the authorised facilities to accept, treat, and recycle hazardous and non-hazardous waste. Collecting waste separated by type saves money and increases the percentage that can be recycled. SWIETELSKY also ensures the proper disposal of waste by operating its own landfills.

To have an overview and control of the waste volume and to optimise waste management, SWIETELSKY is working on preparing waste balance sheets. Waste is collected and treated in specifically equipped and approved facilities. One of these is the Asten recycling yard, which has been approved as an IPPC facility for hazardous and non-hazardous waste since 2019 (plant for integrated avoidance and reduction of environmental pollution). The site provides waste disposal and advisory services for branches and non-Group companies. Regular training courses are held in several of the Group's country entities to raise employee awareness of waste management issues.

In the 2023/24 review period, all fully consolidated companies in the Group, in addition to the Austrian sites previously covered, were included in the key figures of the waste survey. These figures relate to construction projects and operational facilities such as workshop and storage yards and to production facilities such as asphalt and concrete mixing plants.

As we as a contractor have no influence on the quantity and quality of the demolition and excavation waste generated in construction projects, fluctuations in the area of non-hazardous waste volume are particularly project-dependent.

Dealing with environmental violations

SWIETELSKY tries to minimise its negative environmental impacts as much as possible. Preventive measures, targeted control of the environmental management system, and violations of environmental laws and regulations by subcontractors as well as suppliers often do not directly lie within our influence. Through the close business relationship, SWIETELSKY is indirectly linked to the effects, which can cause reputational damage. We therefore exert our positive influence as much as possible on our suppliers by having them adopt the Code of Conduct, for example.

Volume of waste\*

2023/24	Group	AT	DE	CZ	HU	other countries
Figures in tonnes						
Total weight of hazardous waste produced	23,417	4,570	9,451	1,175	531	7,691
Weight of hazardous excavated soil	6,705	740	-	262	-	5,702
Total weight of non-hazardous waste produced	4,486,515	3,559,970	44,926	325,994	119,482	436,143
Weight of non-hazardous soil excavated	3,002,497	2,552,811	-	257,348	94,855	97,483
Total waste (incl. excavated soil)	4,509,932	3,564,540	54,377	327,169	120,013	443,833
Total waste (without excavated soil)	1,500,730	1,010,988	54,377	69,559	25,158	340,648
Construction output in kEUR	3,517,845	2,019,104	478,577	380,328	179,869	459,968
Quantity of specific waste in t per kEUR construction output	1.28	1.77	0.11	0.86	0.67	0.96
Quantity of specific waste in t per kEUR construction output (without excavated soil)	0.43	0.50	0.11	0.18	0.14	0.74

2022/23	Group	AT	DE	CZ	HU	other countries
Figures in tonnes						
Total weight of hazardous waste produced	23,973	3,489	8,452	5,148	658	6,226
Weight of hazardous excavated soil	7,591	231	2,050	2,159	651	2,500
Total weight of non-hazardous waste produced	3,684,710	2,942,345	32,067	364,077	47,652	298,570
Weight of non-hazardous soil excavated	2,337,856	1,938,914	-	277,235	16,894	104,814
Total waste (incl. excavated soil)	3,708,683	2,945,834	40,519	369,225	48,310	304,796
Total waste (without excavated soil)	1,363,236	1,006,689	38,469	89,831	30,765	197,482
Construction output in kEUR	3,575,799	2,105,055	375,930	405,042	261,409	428,363
Quantity of specific waste in t per kEUR construction output	1.04	1.40	0.11	0.91	0.18	0.71
Quantity of specific waste in t per kEUR construction output (without excavated soil)	0.38	0.48	0.10	0.22	0.12	0.46

\* Due to the availability of data, the figures refer to the calendar year. Non-hazardous and hazardous waste is recorded in tonnes according to the national statutory definition. By legal definition, uncontaminated soil is not regarded as waste in Germany. Therefore, the value for non-hazardous waste is low. Due to a change in methodology, the share of excavated soil was incorrectly reported for the year 2022; this was corrected in the table above.



# Togetherness

Education  
Diversity  
Commitment  
Individuality  
Inclusion  
Careers  
Motivation  
Team spirit  
Corporate culture  
Compatibility  
Further development  
Appreciation

## Modern work must also work for people

Unleashing more spectacular innovations, developing potential, gaining recognition and appreciation, building ever better together for tomorrow and taking a step forward hand in hand every day: We want more than just a job. We want our work to be fulfilling and live better as a result.

### These are our goals for 2025/26

- Implementation of HR measures from auditing, certification and award processes aimed at improving HR management practices within the organisation
- More detailed analysis of the proportion of women at all operational and central reporting levels
- Enhancing diversity, equal treatment and equal opportunities for all
- Increase in the proportion of women in technical roles
- Boosting staff retention and motivation
- Promoting the health and well-being of staff through the expansion of health promotion in the workplace
- Honing the database so that equal pay for equal work is guaranteed
- Improving occupational safety and compliance with working hours
- Optimising the quality of apprenticeship training
- Promoting employment models that are age-appropriate
- Expansion of employer branding
- Alignment of sponsorship towards supporting those who are socially disadvantaged



# Human resource strategy and management

The construction industry is a very labour-intensive sector which, due to the very nature of its work processes, faces labour and social risks. SWIETELSKY is committed to its responsibility towards its more than 12,000 staff member and sees them as the key to the company's success.

Our corporate culture is carried by the values “people-orientated”, “solution-oriented” and “future-oriented”. Many small operational units under one common roof have been and still are the key to our success. We are convinced that treating our staff fairly and with respect has a positive effect on their overall satisfaction, expands productivity, and greatly contributes to the future viability of the company.

SWIETELSKY has adopted a new HR strategy in 2023 setting out clear thematic priorities, strategic goals and short and medium-term milestones. It is also important to support the growth of the company with a modern human resources policy that is precisely aligned with the challenges of the modern labour market. Emphasis is also placed on instilling this HR strategy throughout the Group.

## Corporate culture and being an attractive employer

The promotion of individual growth perspectives and entrepreneurial thinking creates attractive working conditions for motivated blue-collar and white-collar workers as well as potential employees. The company of course stands strongly against any kind of wage and social dumping.

SWIETELSKY operates primarily in countries in which employee protection regulations, remuneration, and temporary staffing are regulated either by law or by collective agreement. However, we are not content with these minimum standards, which is why we offer an attractive remuneration model and frequently applied performance-related bonuses and benefits.

SWIETELSKY values a uniform positive corporate culture throughout the Group and common values in dealing with one another. The company that has the most capable and motivated staff will be in a position to compete and offer its customers better solutions.

SWIETELSKY was ranked as a top employer for the eighth consecutive time in March 2024 by the business magazine trend. A number of other "trust icons", certifications, and seals of approval from renowned institutes confirm the Group's attractiveness as employer in all disciplines, from the promotion of health to the balancing of family and career to diversity management and freedom from prejudice.

### Standards and management approaches

- ISO 9001:2015 quality management
- standardised recruitment processes
- comprehensive training programme for newly appointed staff
- personnel development hub with opportunities for face-to-face training, online training and on-demand training from external providers
- regular information for staff through the staff newspaper, the Intranet and as a supplement to the pay slip
- clearly communicated the mission statement and promise as an employer
- bonuses and profit-sharing model as well as optional incentive models and numerous, transparently publicised incentives

### Staff representation

It goes without saying that SWIETELSKY strictly complies with all legal requirements regarding the works council and promoting the interests of staff. The company runs works councils for blue- and white-collar workers, which are regionally elected in the individual workplaces. This means that the works councils are very close to the interests and needs of the employees. Representation is not only regional, however. Both the works council for workers and the works council for staff are represented with a total of three seats on the supervisory board of Swietelsky AG. This ensures that the employee representatives are informed at an early stage about major changes in the company as a whole.

We attach great importance to informing our staff and the authorities about any changes within a timely manner. In the case of major changes due to the seasonal nature of the business, in Austria, for example, authorities and staff representatives are informed thirty days in advance of the measures. In the event of complaints, staff can contact the works council or their supervisors at any time or, if they wish to do so, the responsible compliance officer.

### Applicant management for new staff members

While it is important for us to be an attractive employer for our current staff, we also want to stay visible and interesting to potential applicants through our incentives. As part of a recruitment marketing campaign in 2024, new measures for our employer branding as well as a new career website for the Group were developed and published. Step by step, these measures will also be rolled out to the company's markets in other countries.

On the career website wir-swietelskys.at., job seekers can find detailed information about how the company sees itself, the benefits it offers as an employer, and all vacancies in the Group. More recently, corporate culture issues as well as strategic concerns, such as the promotion of women and increased staff development, are also being addressed.

Guidelines have been drawn up for onboarding in order to ensure that employees are integrated into the company swiftly and in a way that satisfies both sides. Increasingly, and also internationally, onboarding processes are being firmly anchored by e-learning modules. Individual induction plans and a modular

wstructure of the content according to each professional group for technicians, commercial employees, workers, and managers were developed.

### Creating flexibility for staff members

We are always striving to respond to the different life situations of our employees. And we do not focus only on creating part-time employment in salaried positions. We also endeavour to create new options for flexible working time models for all staff members.

### What we are proud of

- trend. TOP employer: 8th successive year
- trend. TOP employer in 2024: 2nd place in the construction industry
- trend. TOP employer in 2024: 29th place in Austria





We are growing continuously

After years of intensive growth, the status of staff has largely stabilised. In total, SWIETELSKY had a total of 11,408 staff members as of 31 March 2024, which represents a slight reduction of 1.04 per cent compared to the previous year.

Groupwide, 4.4 per cent of staff were employed in fixed-term employment contracts in the review period 2023/24 (2022/23: 4.4 per cent). The continuing reduction of this percentage since 2017 underlines the ambition to retain employees in the long term.

We consider the loyalty of our staff to be an important basis for our success.

In the core markets of Austria, Germany, Hungary and the Czech Republic, 100 per cent of staff are covered by collective bargaining agreements or minimum wages; for the Group as a whole the number is 98.81 per cent (2022/23: 97.2 per cent ). In some of the countries in which SWIETELSKY operates, there are no collective bargaining provisions. There, we naturally comply with the statutory minimum wage.

Staff overview

2023/24	Group	AT	DE	CZ	HU	other countries
Average staff status FY	11,910	6,902	1,453	1,734	834	987
Staff status as of 31 March*	11,408	6,519	1,460	1,614	813	1,002
Staff members with a permanent employment contract*	10,904	6,519	1,414	1,248	811	912
of these, male	9,573	5,868	1,275	1,028	624	778
of these, female	1,331	651	139	220	187	134
Staff members with a fixed-term employment contract	504	-	46	366	2	90
of these, male	457	-	42	348	2	65
of these, female	47	-	4	18	-	25
Staff members in full-time employment*	10,860	6,184	1,372	1,575	778	951
of these, male	9,874	5,772	1,306	1,364	615	817
of these, female	986	412	66	211	163	134
Staff members in part-time employment*	548	335	88	39	35	51
of these, male	156	96	12	12	11	25
of these, female	392	239	76	27	24	26

The construction industry is naturally subject to seasonal and contract-related fluctuations, which is why there may be different staff headcounts during the year.

Entries and fluctuation at a glance

In total, the proportion of new staff hired increased slightly from 14.9 per cent to 15.3 per cent compared to the previous year. Compared to the 2022/23 review period, the turnover rate also remained approximately the same, with a decrease from 9.6 per cent in the year 2022/23 to the current 9.4 per cent. Only voluntary de-partures were included in the collected data because they are more reflective of insecurity and dissatisfaction among staff. Since it was not possible to separate con-sensual terminations according to whether the employee

or the employer initiated them, all departures were counted as consensual terminations. The turnover rate of employee-initiated departures is thus below the rates determined here.

Entries and fluctuation at a glance

2023/24	Group	AT	DE	CZ	HU	other countries
Total of new staff hired*	1,748	1,016	306	153	48	225
of these, male	1,560	918	275	129	41	197
of these, female	188	98	31	24	7	28
of those, under 30	696	491	98	40	17	50
of those, between 30 and 50	759	411	118	88	16	126
of those, over 50	293	114	90	25	15	49
Proportion of new staff hired*	15.32%	15.59%	20.96%	9.48%	5.90%	22.46%
New staff hired - male	15.55%	15.64%	20.86%	9.38%	6.55%	23.31%
Proportion of new staff hired - female	13.66%	15.05%	21.83%	10.04%	3.74%	17.83%
Proportion of new staff hired - under 30	30.38%	28.43%	36.70%	33.61%	26.15%	44.25%
Proportion of new staff hired - between 30 and 50	13.20%	12.86%	18.82%	9.39%	3.88%	21.84%
Proportion of new staff hired - over 50	8.70%	7.14%	15.90%	4.48%	4.46%	15.71%
Overall turnover of staff**	1,073	522	227	101	99	124
of these, male	964	473	210	87	87	107
of these, female	109	49	17	14	12	17
of those, under 30	365	220	77	24	22	22
of those, between 30 and 50	481	229	89	56	44	63
of those, over 50	224	73	59	20	33	39



Entries and fluctuation at a glance

2023/24	Group	AT	DE	CZ	HU	other countries
Overall turnover rate of staff**	9.41%	8.01%	15.55%	6.26%	12.18%	12.38%
Turnover rate - males	9.61%	8.06%	15.93%	6.33%	13.90%	12.66%
Turnover rate - female	7.92%	7.53%	11.97%	5.86%	6.42%	10.83%
Turnover rate - under 30	15.93%	12.74%	28.84%	20.17%	33.85%	19.47%
Turnover rate - between 30 and 50	8.37%	7.17%	14.19%	5.98%	10.68%	10.92%
Turnover rate - over 50	6.65%	4.57%	10.42%	3.58%	9.82%	12.50%

\* The rate of new staff hired is new staff hired compared to the staff status on 31 March. When calculating new staff hired, the following was not taken into account: - interns who joined the group, temporary staff and staff with re-employment commitment (old contract with resignation date < 180 calendar days before re-employment). - employment relationships < 3 months (resignation within 3 months of joining). The allocation to the age groups was made on the basis of the age at the time of joining.

\*\*Calculation fo the turnover: Voluntary departures in the financial year were taken into account (termination by staff member and consensual termination). Temporary staff, interns, and staff members with a re-employment guarantee (no re-employment 180 days after termination, at the latest, however, until 31 May) were not included. In addition, employment relationships shorter than three months and a dissolution of the relationship during the probation period by the employer was excluded from the calculation.

# Staff development

The best-qualified staff at the right time at the right place – this is the central goal of human resource management at SWIETELSKY.

Our decentralised corporate structure and the strong focus on entrepreneurial thinking and independent work require highly trained employees in all markets and business segments. In addition, a well-developed further education and training programme is a crucial factor to ensure that the employer remains attractive and to retain skilled workers in the company for a long time. This is becoming increasingly important in the context of demographic change and an increasing shortage of skilled workers, which is a major challenge for the construction industry.

We at SWIETELSKY value life-long learning. SWIETELSKY proactively offers standard training courses for specific occupational groups as well as individual needs assessment and development support through regular staff appraisals in order to avoid risks due to a lack of expertise.

Continuously promoting knowledge transfers is an important aspect of competitiveness and an essential factor in maintaining high quality and customer satisfaction. It is therefore our aim to foster the strengths of our employees so that they are ideally prepared for their future tasks.

The broad range of training and development offerings in the central training programme will gradually be expanded from the home market in Austria to other country organisations and will be adapted to the respective regional markets.

### Digital training

Employee development programmes currently offered in the form of in-person and online training will be steadily expanded in scope and be complemented by digital on-demand training opportunities with external providers from 2023 onwards. A digital hub for all training opportunities entitled "SWIETELSKY KNOWLEDGE" was launched in 2023. Training in the use of digital working methods and programmes in particular will be widened in order to make all employees fit for the modern working world.

### Driving career paths forward

Many paths lead to professional success. And this is something SWIETELSKY wants to promote. The Group provides its staff members with guidance and career opportunities. The Human Resources division of the Group is therefore a competent interlocutor and service provider for all operational units in all matters relating to “training and development”.

Transparent development opportunities and career paths are absolutely essential to create long-term prospects for staff members at SWIETELSKY. As part of the organisational reform in 2024, these career paths were redesigned and standardises across the Group and published transparently. SWIETELSKY focuses on the potential of its employees and strives to fill key positions, specialist and managerial roles from within its own ranks. Internal training and development programmes support this approach.

Skilled and key employees without personnel responsibility also merit attractive, modern job titles, development opportunities as well as prospects for promotion. SWIETELSKY has therefore been using a new, standardised scheme for the appointment of specialist and key roles in the employment sector since 2023, initially in Austria. This has laid the groundwork for specialist careers as well as further potential in personnel development.

### Encouraging young talent

SWIETELSKY endeavours to attract and encourage young talent as early as possible. The quality of skilled labour will continue to be decisive for the profitability of the business model in the future. With the demographic trends in mind, apprenticeship training continues to receive a great deal of attention in Austria, with the specific aim of counteracting the shortage of skilled workers by training our own staff and giving young talents the chance to pursue a career at SWIETELSKY.

The objective of the SWIETELSKY Group is to support our operational units in their qualitative efforts to train apprentices and also to motivate apprentices to stay with the company after completing their training. A new package of transfer and bonus payments has therefore come into force on 1 January 2024. This includes, among



other things, a comeback bonus for young skilled workers who stay with the company after completing their apprenticeship training and returning from military or civilian service. In addition, a bonus for those responsible for apprenticeships in branches/subsidiaries has been introduced. Their role involves supporting apprentices in their personal and professional development throughout the entire training process, thereby strengthening their ties to the company. The package also includes funding on a case-by-case basis for personality development and team-building measures, which help to strengthen the apprentice's loyalty to the company. The central HR unit "Apprenticeship Development" unit will continue to work in close cooperation with those responsible for apprenticeships at the branches and subsidiaries to optimise our apprenticeship training. We are pleased to report that the number of apprentices has increased significantly in the last three years.

Leaders of tomorrow

Leadership development continues to be a focus of the training and development strategy at SWIETELSKY. For the first time we could offer further development programmes throughout all operational management hierarchies in 2023.

SWIETELSKY is committed to imparting content in an extremely practical manner. Theoretical content is developed based on practical case studies and standards in construction management are presented in conjunction with the use of digital tools. The topic of management is also heavily contextualised in the everyday practice of construction.

Learning success monitoring and feedback culture

Here at SWIETELSKY, an open feedback culture is very important, since it contributes to the targeted further development of the corporate culture.

Regular evaluation of the training programmes is conducted through feedback forms and personal interviews. Every training session makes sure that appropriate transfer measures are included. With regard to content, the documentation of the feedback discussions is based on the ISO 9001 quality management system. This process helps to identify suitable training and development topics.

We regularly monitor what trainings are needed and provided.

Training and development systems

- Staff development hub SWIETELSKY KNOWLEDGE since 2023
- Annual training programme SWIETELSKY Academy (online training sessions)
- On-demand online training sessions by external providers since 2023
- One-on-one training
- Personal assessments according to scientific methods since 2024

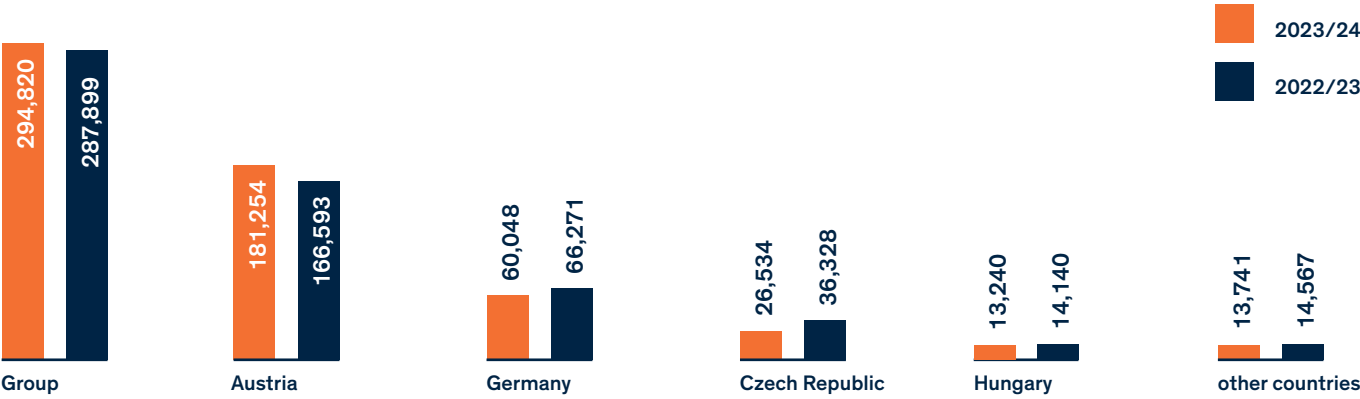
Focal points

- A wider range of leadership development opportunities
- Training opportunities for specialist careers
- Promoting digital competence development

Training and development hours

The process of compiling data for training and development hours in the operative units and in the core markets outside of Austria could be significantly improved. All in all, each staff member spent 24.75 hours in training and development sessions during the review period. Improved reporting on training and development was advanced in Hungary. The average number of hours per staff member has increased in comparison to the previous year, especially due to the expansion of the training opportunities via the SWIETELSKY Academy.

Training and development hours



2023/24	Group	AT	DE	CZ	HU	other countries
Figures in hours						
Overall training and development in the Group	294,820	181,254	60,048	26,534	13,240	13,741
Average number of training and development hours - staff	24.75	26.26	41.33	15.30	15.88	13.92
Average number of training and development hours per female staff member	23.21	26.30	41.79	11.56	15.34	20.72
Average number of training and development hours per male staff member	20.14	22.14	34.94	12.11	10.36	9.28
Average number of training and development hours - workers	27.90	28.99	42.50	17.69	9.95	17.63
Average number of training and development hours - employees	25.47	27.41	46.52	18.49	28.85	9.48

2022/23	Group	AT	DE	CZ	HU	other countries
Figures in hours						
Overall training and development in the Group	287,899	166,593	66,271	26,328	14,140	14,567
Average number of training and development hours - staff	23.88	23.71	46.02	15.62	15.09	15.06
Average number of training and development hours per female staff member	20.39	23.44	37.66	10.96	12.80	17.22
Average number of training and development hours per male staff member	25.27	24.61	48.50	17.42	16.63	14.72
Average number of training and development hours - workers	26.76	24.51	51.42	18.48	14.28	20.64
Average number of training And development hours - employees	18.52	21.85	29.07	12.34	15.76	9.14



Inclusion, diversity and equal opportunities

The highly labour-intensive construction industry is traditionally a male-dominated one that views demographic change as a challenge. We therefore regard diversity as an opportunity and are dedicated to promoting it in the workforce. It is of particular importance to promote women within the company. We at SWIETELSKY welcome any staff member who is personally and professionally suitable, regardless of national or ethnic origin, religion, gender, sexual orientation, age or disability. A diverse workforce is perceived as an enrichment for the company. Respectful interaction between employees is a prerequisite for a functioning corporate culture. It is important to us to promote and integrate employees who stem from different countries. We employ a variety of people of different nationalities on our construction sites. The language and cultural aspects are taken into account in the composition of the construction project teams in order to create a pleasant work environment for all employees. The workforce is supported by both analogue and digital German language courses to better overcome language barriers.

Guided by the European Convention for the Protection of Human Rights and Fundamental Freedoms, we observe the personal dignity, privacy and personality rights of every individual. It goes without saying that at SWIETELSKY no one is discriminated against or treated unfairly because of their age, gender, origin or cultural background. These values are also embedded in our Group-wide Code of Conduct.

Our overriding aim is to promote equal opportunities within the company through tolerant and inclusive personnel policies and to take advantage of the labour market's full potential. We must avoid any cases of discrimination or unequal treatment within the Group and instead make use of the existing diversity constructively. This applies to all business areas and markets as well as to all current and potential staff.

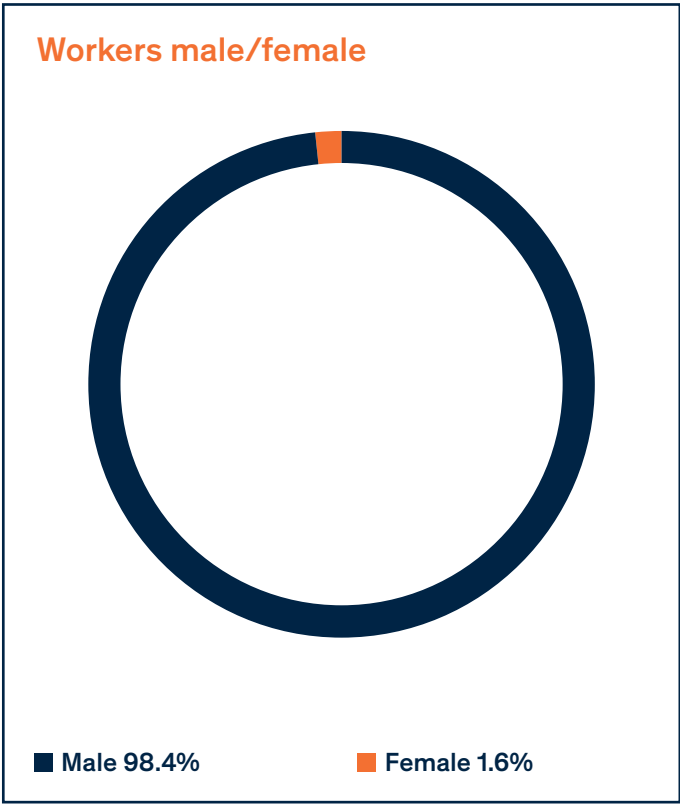
Staff members can turn to the HR department at any time as their trusted point of contact for issues relating to equal opportunities and diversity. The primary objective when it comes to diversity and equal opportunities is to educate and raise awareness within the company. The "Code of Conduct" brochure and the corresponding chapter on our compliance e-learning programme deal with the issue of "freedom from discrimination" and define our position. In accordance with the Group-wide Code of Conduct, SWIETELSKY does not tolerate discrimination on grounds of national or ethnic origin, gender, sexual orientation, religion, age or disability. A demeaning treatment of staff through sexual harassment or bullying and the like will also not be tolerated. Unfortunately, there was a gender-based case of discrimination during the review period 2023/24. This was

immediately remedied by training measures. Promotional and development opportunities for female staff are of particular importance to SWIETELSKY.

In keeping with the spirit of our Group-wide Diversity Statement published in 2023, measures must be developed to ensure that staff, irrespective of their gender, religion, sexual orientation, age, ethnicity or disability, receive comprehensive support and are able to fully develop their personal and professional potential. Any form of discrimination and bullying must be eliminated. We embrace a culture of togetherness that is based on comprehensive respect. We consider committed diversity management as a strategic tool for increasing the long-term efficiency of our construction activities.

SWIETELSKY pursues the clear objective of significantly increasing the proportion of women in construction-related positions and, above all, of making it possible for women to pursue full-fledged careers up to the highest management positions. This is why the company set up an internal lobbying organisation in 2024, which vigorously pursues all relevant issues. The focus here lies on modern maternity leave management and the networking of women in the company. The activities of the network will be continually expanded and intensified under the personal patronage of the CEO.

Our most important information on diversity at a glance





Staff members as of 31 March 2023

2023/24	Group	AT	DE	CZ	HU	other countries
White-collar workers by gender	4,267	2,139	382	827	457	462
of these, male	70.45%	72.84%	68.85%	71.70%	61.27%	67.53%
of these, female	29.55%	27.16%	31.15%	28.30%	38.73%	32.47%
Employees according to age						
of those, under 30	17.04%	25.20%	15.97%	5.32%	7.66%	10.39%
of those, between 30 and 50	53.01%	50.07%	42.67%	60.82%	56.67%	57.58%
of those, over 50	29.95%	24.73%	41.36%	33.86%	35.67%	32.03%
Workers according to gender						
of these, male	98.39%	98.40%	97.87%	99.36%	97.19%	98.70%
of these, female	1.61%	1.60%	2.13%	0.64%	2.81%	1.30%
Workers according to age						
of those, under 30	21.90%	27.12%	19.11%	9.53%	8.43%	12.04%
of those, between 30 and 50	48.82%	48.49%	43.04%	55.15%	42.98%	57.59%
of those, over 50	29.28%	24.38%	37.85%	35.32%	48.60%	30.37%

All Board members are male, 20% are between 30 and 50, and 80% are over 50 years old. The majority of workers (98.4%) are male. With regard to the age structure, the majority of staff are between the ages of 30 and 50. Nevertheless, we would like to be an attractive employer for employees of all age groups.

2022/23	Group	AT	DE	CZ	HU	other countries
White-collar workers by gender	4,229	2,128	350	806	506	439
of these, male	71.3%	74.3%	67.7%	72.3%	62.6%	67.9%
of these, female	28.7%	25.7%	32.3%	27.7%	37.4%	32.1%
Employees according to age						
of those, under 30	17.1%	24.8%	15.1%	6.3%	8.3%	11.4%
of those, between 30 and 50	53.8%	49.9%	43.1%	64.6%	58.1%	56.7%
of those, over 50	29.0%	25.3%	41.8%	29.2%	33.6%	31.9%
Workers according to gender						
of these, male	98.4%	98.4%	98.2%	99.1%	97.4%	97.9%
of these, female	1.6%	1.60%	1.8%	0.9%	2.6%	2.1%
Workers according to age						
of those, under 30	21.8%	27.6%	15.3%	9.5%	9.0%	12.0%
of those, between 30 and 50	48.5%	48.6%	41.4%	56.1%	44.1%	53.5%
of those, over 50	29.8%	23.9%	43.7%	34.3%	46.9%	35.6%



Occupational safety

Irrespective of different legal framework conditions in our various markets, occupational health and safety is of great importance to all of us – for each individual staff member and, of course, also for the company.

Occupational safety has always been a top priority in tunnelling and railway construction due to the special hazards involved. It is not the frequency but the severity of work-related accidents that has traditionally been crucial in these sectors. The legal requirements in the various countries the Group operates in, particularly the United Kingdom and Australia, are extensive and varied.

Machine and work-related noise on construction sites affects both site personnel and the surrounding population. Noise pollution cannot be completely avoided, especially in building construction and in construction projects in densely populated areas, which is why taking preventive protective measures is that so important. SWIETELSKY always strictly observes accident prevention regulations. Constantly monitoring the handling of dangerous situations plays an important role in this. There are risks, for example, associated with the danger of falling when working at great heights, danger when working in shafts, excavation pits and trenches, but also when working with dangerous machinery and equipment or due to the extreme weather conditions that workers are occasionally exposed to.

The topics of “occupational safety” and “health promotion” are an integral part of our corporate culture. Corresponding contents are anchored in the Code of Conduct and the "Compliance Compact" of Swietelsky AG. In order to ensure a high standard of occupational health and safety, the Group has implemented an internationally recognised occupational health and safety management system in accordance with ISO 45001, which is anchored in the integrated management system. Recertification in accordance with the international standard ISO 45001 was carried out in 2023 and is valid for another three years.

Overall, the majority of the companies covered by the sustainability report have such a work and health management system. Eighty per cent of SWIETELSKY sites worldwide are currently certified in accordance with ISO 45001. Nonetheless, subsidiaries and branches without certification maintain the highest level of occupational health and safety through extensive internal guidelines and legal requirements: In Denmark, the country-specific DS 21001 Railway Safety Management System is applied in the area of railway construction, and in the Netherlands the safety culture is implemented in accordance with the "Safety Culture Ladder Level 5" programme. In Rumania, there is only partial certification and in Poland there is currently no certification regarding a management system for occupational health and

safety. In Poland, the SWIETELSKY occupational safety policy is applied and external partners undertake training in the area of occupational safety.

All SWIETELSKY staff whose organisational unit is covered by a management system are included in the occupational health and safety measures.

Regular inspections, first aid equipment, clear communication and creating a safety culture are also vital. These measures can help to minimise accidents and injuries in the workplace and protect the health and well-being of employees. Continuous improvement of occupational safety calls for a joint effort by all those involved in order to ensure safety on construction sites. Up-to-date information on the provisions of the Working Hours Act (ArbZG) is published on the intranet every year and sent to the division and branch managers. Warnings appear in the time recording system if maximum daily working hours are exceeded and breaks are not taken with the aim of raising the awareness of all employees. Measures aimed at ensuring compliance with working time regulations in the branches are subject to ongoing assessment so that the next steps can be taken.

Standards und management approaches

- Management system ISO 45001:2018
- Mandatory evaluation and instruction documents
- Checklists for self-monitoring
- Information for staff via the Intranet and the SWIETELSKY Academy (22 toolboxes, onboarding)
- E-learning and face-to-face training
- News reports
- Safety first – notices and videos
- SWIETELSKY Academy

Hazard identification and accident prevention

Risk assessment and hazard identification in the workplace constitute fundamental elements of the SWIETELSKY safety management system. In addition to mandatory evaluations and risk assessments, the core markets are subject to regular risk analyses, as well as regular site inspections and consultations by safety experts, occupational health physicians and project managers in the operational area. Risk assessment is conducted in accordance with systematic procedures and uniform methods, depending on the core markets. The health and safety of staff and the workplace configuration are assessed qualitatively and quantitatively, and appropriate measures are implemented in this respect.

All necessary templates/documents for legally compliant site operations are available in evaluation and construction site folders to all responsible persons in Austria and Germany via the Intranet in order to assist them in evaluating or determining hazards on/for construction sites and to provide the necessary briefing for staff. Toolboxes are also available to help with briefings. The latest topics, recurring practical questions and problems, plus events resulting from accidents at work, are also communicated to staff in our "Safety first" notices. All specifications from the intranet regarding occupational safety, the forms, but also all mandatory evaluation documents

are continuously standardised and updated in order to provide efficient assistance to the persons in charge and the site managers.

Suggestions for improvement can be submitted to the central management for occupational safety in order to optimise the occupational health and at work (SGA) system on an ongoing basis. The same applies to the reporting of risks or incidents such as near misses or dangerous actions. Safety concerns can also be reported at any time, verbally or in writing, to the respective supervisors. After checking for necessity, feasibility, and relevance, the topics are discussed in the working sessions of the safety experts or in the Occupational Health and Safety committee. Work-related accidents, as well as work-related illnesses, are recorded and investigated in all countries of the Group according to precisely defined reporting procedures. In this case, procedures are established for investigation and suitable countermeasures are initiated. In order to regularly check the effectiveness of our activities, external and internal audits are carried out, and safety experts are evaluated as part of ISO 45001.

Work-related accident figures at a glance

The decline in the number of registered work-related accidents in comparison to the previous year is very gratifying and can be attributed to the intensive training of the workforce. We were able to lower the rate of work-related accidents. We are continuing to work towards creating safe workplaces through our activities and the optimisation and continuous improvement of processes within the management system in the field of occupational health and safety. Unfortunately, accidents do happen on SWIETELSKY construction sites despite conscientiously taking preventive and safety measures, sometimes with serious or even fatal consequences. The number of serious work-related accidents with longer periods of absence could be reduced due to various measures (2023: 11; 2022: 12). Unfortunately, a fatal accident occurred in 2023. We deeply regret each and every death. Our sincere condolences go out to the relatives of the employees affected. We take all the measures possible to thoroughly analyse fatal accidents and to rule out comparable accidents in the future.



Work-related accident figures at a glance

2023	Group	AT	DE	CZ	HU	other countries
Budgeted working hours*	26,560,344	13,780,299	4,268,744	4,454,210	2,042,093	2,014,999
Number of registered accidents	494	379	71	32	2	10
Work-related accident rate**	18.60	27.50	16.63	7.18	0.98	4.96
2022	Group	AT	DE	CZ	HU	other countries
Budgeted working hours*	23,795,335	13,751,436	3,111,825	3,403,682	1,840,776	1,891,160
Number of registered accidents	514	402	64	21	13	14
Work-related accident rate**	21.60	29.23	20.57	6.17	7.06	7.40

\* Budgeted working hours: Ø number of workers/employees (full time [FT]) \* Ø hours of work per worker/employee per year [FT] + Ø number of workers/employees (part-time [PT]) \* Ø hours of work per worker/employee per year [PT]. Work-related accidents are captured in Austria and the Czech Republic from the third day of injury onwards. Cultural differences strongly influence the deviations in dealing with work-related accidents as well as different country-specific insurance systems.

\*\* Calculation: Number of work-related accidents / budgeted working hours x 1,000,000

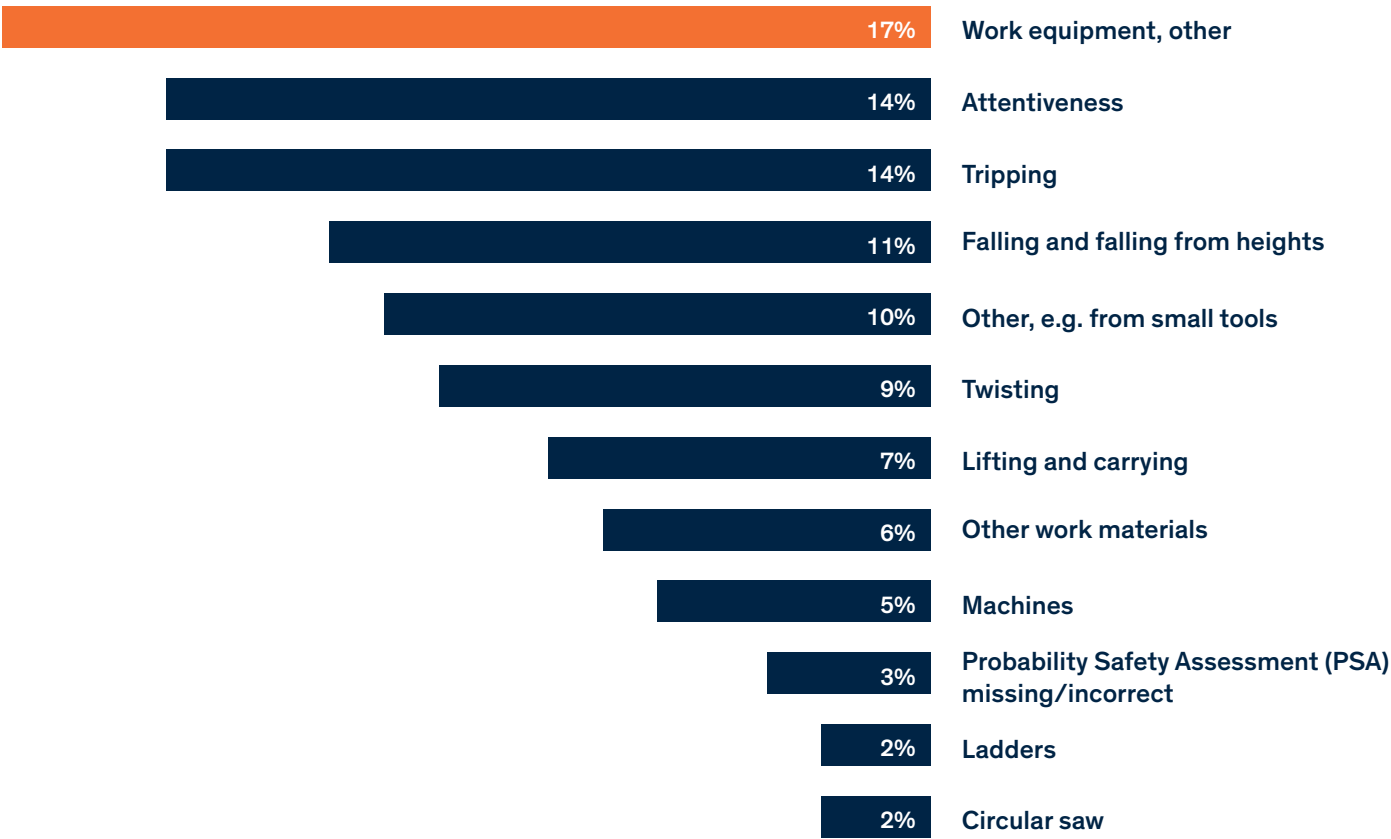
2023	Group	AT	DE	CZ	HU	other countries
Fatal accidents	1	1	0	0	0	0
Rate of fatal accidents	0.04	0.07	0.00	0.00	0.00	0.00
Serious accidents*	11	1	9	1	0	0
Rate of serious accidents	0.41	0.07	2.11	0.22	0.00	0.00

2022	Group	AT	DE	CZ	HU	other countries
Fatal accidents	0	0	0	0	0	0
Rate of fatal accidents	0	0	0	0	0	0
Serious accidents*	12	2	5	2	1	2
Rate of serious accidents	0.50	0.14	1.70	0.61	0.53	1.11

\* In the case of serious work-related accidents, a period of absence of more than six months was equated to a recovery period of six months, as a staff member is generally presumed to be completely recovered after their return to the workplace (excl. in the event of death).

\*\* Calculation: Number of work-related accidents / budgeted working hours x 1,000,000

The most frequent causes of accidents in % at SWIETELSKY in 2023



The five most frequent injury types of staff members in 2023





Integration of staff and awareness programmes

Information on legal requirements as well as internal regulations and guidelines concerning occupational safety and health and environmental protection are available to every employee through the integrated management system (IMS). It is the responsibility of the individual locations/branches and subsidiaries to organise staff involvement measures within Austria. In line with legal requirements, they have nominated safety representatives who attend the occupational health and safety committee meetings together with the employee representatives, i.e. the works council. In the individual countries in which the Group operates, information measures and activities in the field of occupational health and safety are structured differently on the basis of local requirements and conditions. For this purpose, regular meetings with staff participation take place.

Occupational safety and health issues are communicated through the intranet via emails, newsletters, or notices on the notice board, as well as through training courses and as part of the internal training programme. SWIETELSKY focuses on prevention because every accident is one too many. Regular safety training sessions for workers held as in-person or online events in the respective national language strengthen the preventive effect as a measure for avoiding accidents. E-learning toolboxes are available in the SWIETELSKY Academy in Austria and Germany to support topic-related construction site briefings. Employees in the Czech Republic, for example, are offered their own e-learning programmes on the topic of "General Occupational Safety and Health", which are tailored to specific topics. All new employees in Austria receive preventive training on the importance of occupational health and safety as part of the SWIETELSKY onboarding programme. The occupational safety and quality management modules are mandatory for new employees. The module can also be accessed at any time by all other employees via the SWIETELSKY Academy and is also recommended.

The "SWIETELSKY health folder" can be accessed on the Intranet and contains information for staff regarding occupational health topics, provides support for site managers/foremen so that they can comply with legal requirements, and is proof of occupational health activities for official bodies (labour inspectorate, Austrian Social Insurance for Occupational Risks (AUVA)). In Great Britain, so-called “Safety Stand Down Days” are held every year with all employees, including management. Interactive sessions and external guest speakers are used to raise awareness of key occupational safety and health issues. This is intended to strengthen staff participation and personal responsibility and promote a good safety culture.

Safety for our partners

Contractual partners, subcontractors, building owner representatives, and residents must be protected against accidents and health hazards at SWIETELSKY Group construction sites in the same way as the company's own staff in accordance with the highest possible standards and are included in the protective measures. Topics relating to occupational safety are becoming increasingly important as requirements in the tendering process. This is why external companies and subcontractors are also briefed on the specific hazards of construction sites, in some cases integrated into audits and included in internal safety training courses, with a view to ensuring a safe working relationship.

Occupational health services

The core markets have either occupational health physicians commissioned by the company, such as in Austria, or cooperation agreements with occupational health services. Appropriate internal functions are in place at Swietelsky AG and virtually all Group companies in Austria, as well as external functions abroad, to ensure compliance with and monitoring of occupational safety and health protection so as to guarantee the highest possible compliance with all legal requirements and also all standard requirements. Occupational health services are also tailored to country-specific circumstances.

In the workplace

We also value the promotion of a healthy lifestyle among our employees. We take equal care of the health of all those working at SWIETELSKY. This is why it is essential to develop health programmes for workers on the construction site as well as for those who work in the administrative buildings. In the financial years 2022/23 and 2023/24, SWIETELSKY's health programme was continued and expanded to topic-specific annual focus points. This includes counselling and preventive care by the occupational health physician as well as various training courses for apprentices, for example on preventive health measures. Promoting an active lifestyle is the central objective for SWIETELSKY. Staff members are therefore also encouraged to take part in activities outside the workplace, for example, taking part in running events such as the Business Run or ski days organised by the Works Council. Newsletter articles and video series on promoting health enhance SWIETELSKY's health programme.

The different companies in the countries in which the Group operates have offers relating to exercise, nutrition and health advice. In the coming years, we would like to continue the health initiatives in order to prevent health problems and to be a supportive employer.

What we are proud of

Quality seal for health promotion in the workplace valid for 2024–2026





ISO certificates

Fully consolidated companies	Location	Currency	Share capital	Share of capital held	ISO 45001	ISO 9001	ISO 14001	Comment
A.S.T. Baugesellschaft m.b.H.	AT Zirl	KEUR	35	100%	x	x	x	Combined certificate
Bahnbau Petri Hoch- und Tiefbau Gesellschaft m.b.H.	AT Fischamend	KEUR	40	100%	x	x	x	Combined certificate
Boschweg Alpha Projektentwicklungs GmbH & Co KG	AT Linz	KEUR	1	100%				
Boschweg Beta Projektentwicklungs GmbH & Co KG	AT Linz	KEUR	1	100%				
C. Peters Baugesellschaft m.b.H.	AT Linz	KEUR	105	100%				
Duswald Bau GmbH	AT Neumarkt im Hausruckkreis	KEUR	37	100%	x	x	x	Combined certificate
Georg Fessler GmbH	AT Zwettl	KEUR	150	100%	x	x	x	Combined certificate
HTB Baugesellschaft m.b.H.	AT Arzl im Pitztal	KEUR	40	100%	x	x	x	Combined certificate
Ing. Baierl Gesellschaft m.b.H.	AT Steinakirchen am Forst	KEUR	86	100%				
Jos. Ertl GmbH	AT Hörsching	KEUR	105	100%	x	x	x	Combined certificate
Kallinger Bau GmbH	AT Fischamend	KEUR	35	100%	x	x	x	Combined certificate
Klaus Hennerbichler GmbH	AT Hagenberg im Mühlkreis	KEUR	37	100%				
Kontinentale Baugesellschaft m.b.H.	AT Waidhofen an der Thaya	KEUR	75	100%	x	x	x	Combined certificate
Metallbau Wastler GmbH	AT Linz	KEUR	73	100%	x	x	x	Combined certificate
Romberger Fertigteile GmbH	AT Gurten	KEUR	900	100%	x	x	x	Combined certificate
RTS Rail Transport Service GmbH	AT Graz	KEUR	100	100%	x	x	x	Combined certificate
Swietelsky Bauträger Ges.m.b.H.	AT Linz	KEUR	85	100%	x	x	x	Combined certificate
Swietelsky Developments GmbH	AT Wien	KEUR	35	100%	x	x	x	Combined certificate
Swietelsky Energie GmbH	AT Traun	KEUR	37	100%	x	x	x	Combined certificate
Swietelsky Liegenschaftsentwicklungs GmbH	AT Linz	KEUR	35	100%				
Swietelsky Liegenschaftsverwaltung Bauhof Asten GmbH	AT Linz	KEUR	35	100%				
Swietelsky Liegenschaftsverwaltung Fischamend GmbH	AT Linz	KEUR	40	100%				
Swietelsky Liegenschaftsverwaltung Klagenfurt GmbH	AT Linz	KEUR	10	100%				
Swietelsky Liegenschaftsverwaltung Trumau GmbH	AT Linz	KEUR	10	100%				
Swietelsky Tunnelbau GmbH	AT Salzburg	KEUR	35	100%				



ISO certificates

Fully consolidated companies	Location	Currency	Share capital	Share of capital held	ISO 45001	ISO 9001	ISO 14001	Comment
Transportbeton und Asphaltgesellschaft m.b.H.	AT Zams	KEUR	73	100%				
Wohnanlage Harterhofweg 99 GmbH	AT Innsbruck	KEUR	35	100%				
SWIETELSKY RAIL (AUSTRALIA) PTY LTD	AU Potts Point NSW 2011	TAUD	5,400	100%	x	x	x	Combined certificate
Swietelsky Rail Schweiz AG	CH Rotkreuz	TCHF	100	100%	x	x	x	Combined certificate
Centrum TGM s.r.o.	CZ Praha 8, Karlín	TCZK	100	100%				
JB Stavební, s.r.o.	CZ Brno, Horní Heršpice	TCZK	200	100%				
Swietelsky Rail CZ s.r.o.	CZ České Budějovice	TCZK	200	100%				
SWIETELSKY Real Estate CZ s.r.o.	CZ České Budějovice	TCZK	200	100%				
SWIETELSKY stavební s.r.o.	CZ České Budějovice	TCZK	250,000	100%				
RTS Rail Transport Service Germany GmbH	DE Munich	KEUR	25	100%				
Swietelsky Bahnsicherung Deutschland GmbH	DE Schönhausen (Elbe)	KEUR	25	100%		x		
SWIETELSKY Baugesellschaft m.b.H.	DE Traunstein	KEUR	1,600	100%	x	x	x	Combined certificate
SWIETELSKY Umwelttechnik GmbH	DE Traunstein	KEUR	25	100%				
Wadle Bauunternehmung GmbH	DE Essenbach	KEUR	25	100%	x	x	x	Combined certificate
Railsafe ApS	DK Slagelse	TDKK	80	100%				
Swietelsky Rail Danmark ApS	DK Glumsø	TDKK	700	100%				
SWIETELSKY CONSTRUCTION COMPANY LTD.	GB Reading	TGBP	100	100%	x	x	x	Combined certificate
Swietelsky d.o.o.	HR Zagreb	KEUR	771	100%				
CELL-BahnBau Danubia Kft.	HU Celldömölk	THUF	6,000	100%				
DS VASÚT Kft.	HU Celldömölk	THUF	17,000	100%				
Mandarino Kft.	HU Budapest	THUF	3,000	100%				
SWIETELSKY Építő Kft.	HU Budapest	THUF	5,001	100%				
SWIETELSKY Magyarország Kft.	HU Budapest	THUF	1,579,120	100%				
Swietelsky Vasúttechnika Kft.	HU Celldömölk	THUF	3,000	100%				
Vasútgép Kft.	HU Celldömölk	THUF	3,000	100%				



ISO certificates

Fully consolidated companies	Location	Currency	Share capital	Share of capital held	ISO 45001	ISO 9001	ISO 14001	Comment
Swietelsky Rail Benelux B.V.	NL JR Oisterwijk	KEUR	18	100%		x	x	Combined certificate
Swietelsky Rail Norway AS	NO Drammen	TNOK	800	100%				
Swietelsky Rail Polska Sp. z o.o.	PL Krakow	TPLN	50	100%				
Swietelsky Sp. z o.o.	PL Lublin	TPLN	880	100%				
S.C. DRUMSERV SA	RO Targu Mures	TRON	7,082	100%				
Swietelsky Construct S.R.L. (formerly: „Swietelsky Constructii Feroviare S.R.L.“)	RO Bucuresti	TRON	699	100%				
Swietelsky Rail Sweden AB	SE Stockholm	TSEK	25	100%	x			
Swietelsky-Slovakia spol. s r.o.	SK Bratislava	KEUR	89	100%	x	x	x	Combined certificate

Associated companies	Location	Currency	Share capital	Share of capital held	ISO 45001	ISO 9001	ISO 14001	Comment
Swietelsky-Faber GmbH Kanalsanierung (canal renovation)	DE Schlierschied	KEUR	50	50%	x	x	x	Combined certificate

Other equity investments - not consolidated	Location	Currency	Share capital	Share of capital held	ISO 45001	ISO 9001	ISO 14001	Comment
SWIETELSKY-FABER Kanalsanierung GmbH	AT Leonding	KEUR	35	50%	x	x	x	Combined certificate



GRI standard	Information	Page number and/ or URL(s)
GRI 2:	General information 2021	
2-1	Organisational profile	8.10
2-2	Entities, that were taken into account in the sustainability reporting of the organisation	3,8,98
2-3	Review period, reporting frequency and contact centre	3.5
2-6	Activities, value chain, and other business relationships	8,14–58
2-7	White-collar worker	9,82–84, 89–91
2-9	Management structure and composition	11
2-22	Declaration of application for the Sustainable Development Strategy	42,43
2-23	Declaration of commitment to principles and behaviour	44,45
2-28	Membership of associations	12.13
2-29	Approach for the inclusion of stakeholders	39–41
2-30	Collective bargaining agreements	82
GRI 3:	Information on key topics	42.43

GRI standard	Information	Page numbers and/or URL(s)	Remarks and omissions
GRI 201: Economic performance 2016			
Management approach 103-1 until 103-3	Explanation of the material topics and their boundaries, management approach and its components, as well as the assessment	46	
201-1	Direct economic value generated and distributed	47	
GRI 205: Anti-corruption 2016			
Management approach 103-1 until 103-3	Explanation of the material topics and their boundaries, management approach and its components, as well as the assessment	52	
205-2	Communication and training about anti-corruption policies and procedures	53.54	
GRI 206: Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices			
Management approach 103-1 until 103-3	Explanation of the material topics and their boundaries, management approach and its components, as well as the assessment	55	
206-1	Legal actions for anti-competitive behaviour	55	
GRI 418: Protection of customer data 2016			
Management approach 103-1 until 103-3	Explanation of the material topics and their boundaries, management approach and its components, as well as the assessment	56	
418-1	Substantiated complaints regarding concern- ing breaches of customer privacy and losses of customer data	56	



GRI standard	Information	Page numbers and/or URL(s)	Remarks and omissions
<b>GRI 301: Materials 2016</b>		Page numbers and/or URL(s)	Remarks and omissions
Management approach 103-1 until 103-3	Explanation of the material topics and their boundaries, management approach and its components, as well as the assessment	74.75	
301-2	Recycled raw materials used	75	
SWIETELSKY KPI: Waste	Breakdown into non-hazardous and hazardous waste	75	
<b>GRI 302: Energy 2016</b>			
Management approach 103-1 until 103-3	Explanation of the material topics and their boundaries, management approach and its components, as well as the assessment	70.71	
302-1	Energy consumptionn within the organisation	70.71	Energy for cooling and heating are not separately specified in the energy data collected. There is no vapour consumption.
302-3	Energy intensity	70	
<b>GRI 305: Emissions 2016</b>			
Management approach 103-1 until 103-3	Explanation of the material topics and their boundaries, management approach and its components, as well as the assessment	73	
305-1	Direct GHG emissions (Scope 1)	72	Biogenic CO <sub>2</sub> emissions are not specified.
305-2	Indirect GHG emissions (Scope 2)	72	
<b>GRI 401: Employment 2016</b>			
Management approach 103-1 until 103-3	Explanation of the material topics and their boundaries, management approach and its components, as well as the assessment	92	
401-1	Newly appointed employees and employee turnover	83.84	

<b>GRI 403: Occupational health and safety 2018</b>		Page numbers and/or URL(s)	Remarks and omissions
Management approach 103-1 until 103-3	Explanation of the material topics and their boundaries, management approach and its components, as well as the assessment	92	
403-1	Management system for occupational health and safety	93	
403-2	Hazard identification, risk evaluation, and investigation of incidents	93	
403-3	Occupational health services	96	
403-4	Staff participation, consultation, and communication	96	
403-5	Staff training regarding occupational health and safety	93.93	
403-6	Promotion of he health of staff	97	
403-7	Avoidance and minimisation of the direct effects on occupational health and safety related to business relationships	92.93	
403-9	Work-related injuries	94.95	b. There is currently not sufficient information.

GRI standard	Information	Page numbers and/or URL(s)	Remarks and omissions
<b>GRI 405: Diversity and equal opportunity 2016</b>			
Management approach 103-1 until 103-3	Explanation of the key topics and their limitations, management approach and its components, as well as evaluation	88	
405-1	Diversity in supervisory bodies and among employees	90	
<b>GRI 406: Non-discrimination 2016</b>			
Management approach 103-1 until 103-3	Explanation of the material topics and their boundaries, management approach and its components, as well as the assessment	88	
406-1	Incidents of discrimination and remedial measures taken	88	
<b>GRI 404: Training and education2016</b>			
Management approach 103-1 until 103-3	Explanation of the key topics and their limitations, management approach and its components, as well as evaluation	85.86	
404-1	Average number of hours for training and development per year and employee(s)	87	



