

SUSTAINABILITY REPORT 2022/23



ABOUT THE REPORT

With this group-wide sustainability report, Swietelsky AG is publishing information and data on the company's activities and services in the context of sustainable management in addition to its statutory reporting obligations to meet its accountability duties to its stakeholders – including regarding non-financial information.

This sustainability report has been prepared in reference to the 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

Unless otherwise stated, the information, figures and facts disclosed in this report relate to all fully consolidated companies within the SWIETELSKY Group. Those companies acquired in the financial year 2022/23 are only included with regard to the number of employees. Since the last report, the following were added to the Group: Railsafe ApS (fully consolidated 05/04/2022)

This report only partially addresses impacts along the value chain outside the company's direct sphere of influence.

REPORT CONTENT

SWIETELSKY constantly and systematically addresses those issues relevant to the company in terms of sustainable development. The content and main topics covered in this sustainability report were chosen in the course of a strategy process involving internal and external stakeholders, which started in 2021 and is currently being further developed (see introduction to the chapter "Sustainability strategy"). The available qualitative and quantitative information was collected centrally by means of Web-based data collection processes, consolidated and checked for plausibility by the Sustainability Department and the Group's Controlling Department in compliance with the four-eyes principle, and approved by the Executive Board.

REPORTING PERIOD

The financial year of Swietelsky AG runs from 1 April to 31 March. The reporting period for the key financial and non-financial figures covers the 2021/22 and 2022/23 financial years. For waste figures, as well as for occupational health and safety, data was collected for the calendar years 2021 and 2022. The breakdown of employees by gender, age, blue-collar and white-collar workers, etc., was based on the number of employees as of 31 March.

To increase comparability and to make the development of the key figures visible over a longer period, the report shows the last two years. In the course of the further development of the data collection and the redefinition of the indicators, the key figures are sometimes only partially comparable with previous years.

REPORTING CYCLE

Swietelsky AG's first group-wide sustainability report was published in the 2018/19 financial year. This sustainability report covers the financial years 2021/22 and 2022/23.

Imprint

Publisher and owner of media: Swietelsky AG,
Edlbacherstraße 10, 4020 Linz, Phone: +43 (0) 732 6971-0
Fax: +43 (0) 732 6971-7410, email: office@swietelsky.at
Web: www.swietelsky.com, Commercial Court No. (FN): 83175 t, VAT ID:
ATU 232 40 400, Regional Court Linz
Graphic art and design: Fredmansky GmbH, Linz
Contact person for issues of sustainability
Christian Wahlmüller, E-mail: c.wahlmueller@swietelsky.at
Sandra Siedl, E-Mail: sandra.siedl@swietelsky.at
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The sustainability report is published in German and English.

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BUILDING ON IDEAS

Current information about the company and its construction projects can be found on the following media channels:

-  [swietelsky.com](https://www.swietelsky.com)
-  [we-are-swietelskys.com](https://www.we-are-swietelskys.com)
-  [bautv.swietelsky.at](https://www.bautv.swietelsky.at)
-  baupod.swietelsky.at
-  [baugeschichten.swietelsky.at](https://www.baugeschichten.swietelsky.at)
-  [Wir Swietelskys](https://www.facebook.com/WirSwietelskys)
-  [@wir_swietelskys](https://www.instagram.com/@wir_swietelskys)
-  [Swietelsky AG](https://www.linkedin.com/company/Swietelsky-AG)

FOREWORD OF THE BOARD OF DIRECTORS



Management Board (from left): DI Dr. Peter Krammer, August Weichselbaumer, Dipl.-Ing. Klaus Bleckenwegner, Peter Gal, Harald Gindl, MBA

Dear ladies and gentlemen,

The issue of sustainability in the construction industry is more urgent today than ever before. A prosperous society that is constantly evolving inevitably implements construction measures, rehabilitation or infrastructure projects that are future-oriented. The construction industry is therefore not only an important driver for economic growth but must also live up to its responsibility towards the next generation. We are aware that our industry is a part of the existing challenges, but we are firm believers that with mindfulness and ingenuity we can also be a central part of the solution.

SWIETELSKY strives to direct all the Group activities in such a way that we are seen as a solution-orientated enabler on the path to climate change and that we continue to develop as an important player in a climate-neutral construction industry. This sustainability report is therefore more than just a collection of facts and figures. It is the expression of our commitment to a sustainable future, both for the company and our employees and for society as a whole.

We have achieved many things that we are proud of, but there is still an important road ahead. We have therefore decided to bundle our sustainability efforts and to anchor them in a group-wide, holistic strategy which includes a first package of measures on the path to our long-term goal of climate neutrality. We are firmly committed to contributing to the fight against climate change and to drastically minimise our ecological footprint. These ambitious goals are reflected in our efforts to incorporate environmental responsibility into all our business areas and along the entire value chain within our sphere of influence and to make a positive

contribution to the environment as well as to the long-term sustainability in the construction industry.

An important step towards this is the gradual conversion to a circular economy. We focus intensively on resource efficiency to minimise waste and to reuse materials. For us, the concept of a circular economy is not just a buzzword but a guideline which influences our daily work and which we drive forward together with our stakeholders.

In this report we want to give you insight into our efforts and progress and, more specifically, provide you with information on our CO₂-equivalent emissions (CO₂-e). In contrast to CO₂ emissions, the CO₂-equivalent measurement unit enables one to compare and render visible the impact of different greenhouse gases on the climate. We do not only measure our performance to demonstrate how far we have come but also to improve on an ongoing basis.

We are aware that the road to climate neutrality requires a mutual effort. This is why we work closely with our partners, clients, and employees to develop innovative solutions and to drive sustainability in our industry forward.

Swietelsky AG and its subsidiaries are determined to shape the future in harmony with the goals of climate change mitigation and sustainability. We are convinced that together we will achieve this goal.

We would like to take this opportunity to thank Dipl.-Ing. Karl Weidlinger, who was responsible for the company's agenda during the reporting period. It is thanks to his commitment that we are where we are today.


DIPL.-ING. KLAUS BLECKENWEGNER
 COO International


DI DR. PETER KRAMMER
 CEO


PETER GAL
 COO Railway construction

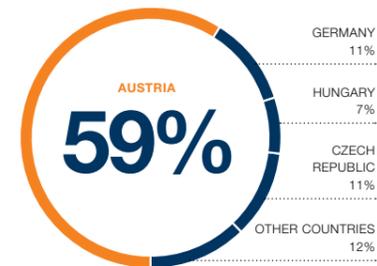

HARALD GINDL, MBA
 CFO


AUGUST WEICHSELBAUMER
 COO Austria

SWIETELSKY AT A GLANCE

The SWIETELSKY Group, with its headquarters in Linz/Austria, is a leading construction company in Central and Eastern Europe. With the driving force of approximately 12,000 employees, more than EUR 3.5 billion in construction output, and a decentralised organisational structure, we are an international player, a national winner, and a local champion in all sectors of the construction industry.

CONSTRUCTION OUTPUT BY MARKET



MARKETS

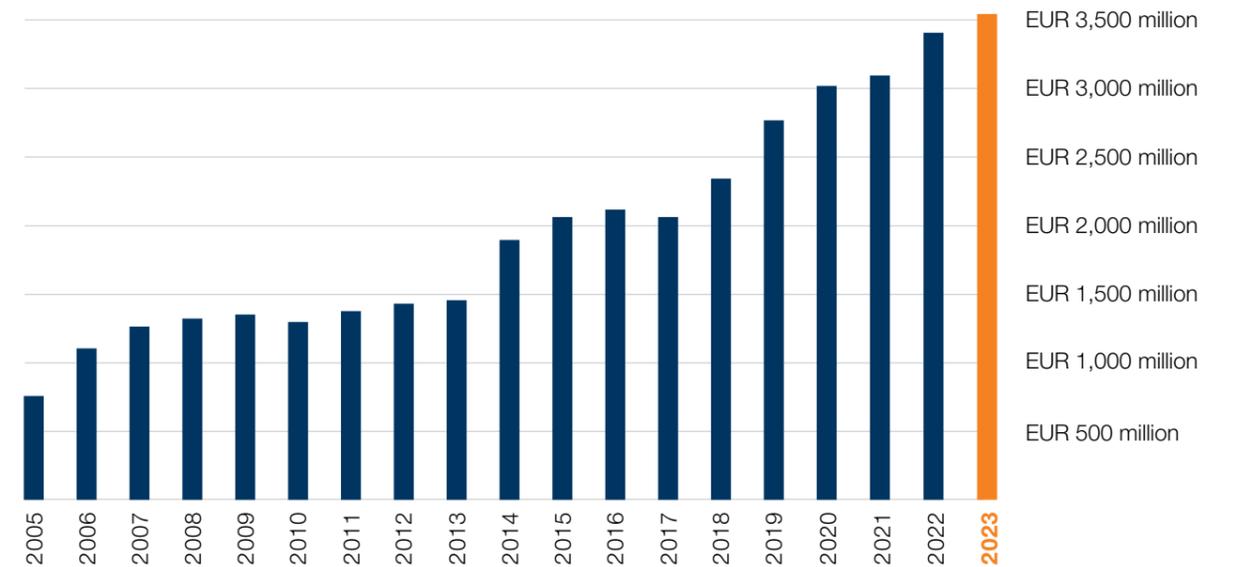
21 COUNTRIES

The headquarters are located in Linz/Austria. Subsidiaries in four core countries (Austria, Germany, Hungary, Czech Republic) and 17 other countries (Australia, Bosnia and Herzegovina, Croatia, Denmark, France, Great Britain, Italy, Latvia, Luxembourg, Netherlands, Norway, Poland, Romania, Sweden, Switzerland, Slovakia, Slovenia)

- Core market
- ▨ Other countries



CONSTRUCTION OUTPUT DEVELOPMENT



CONSTRUCTION OUTPUT

EUR 3,575,798,451

EBT

EUR 246,744,830

ORDER BACKLOG

EUR 2,963,940,018

AVERAGE NUMBER OF EMPLOYEES

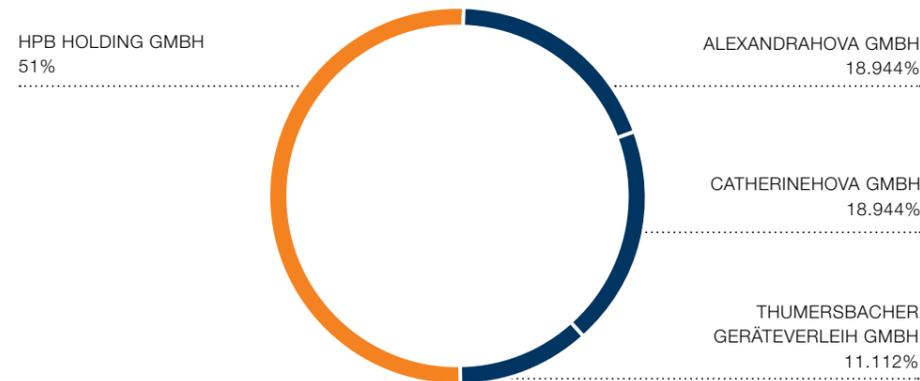
12,035

OWNERSHIP AND GROUP STRUCTURE

The company benefits from a sound private ownership structure and a high level of continuity in management. Flat organisational structures, lean decision-making processes and decentralised profit centres are also key factors in SWIETELSKY's success.

Swietelsky AG is a wholly privately owned company. Its shares are not listed on the stock exchange. The conversion of Swietelsky Baugesellschaft m.b.H. into Swietelsky AG on 31 March 2019 did not change the ownership structure.

SHAREHOLDER STRUCTURE



Sound ownership structure:
The company is in the private ownership of two owner families.

SUPERVISORY BOARD

The following persons are members of the company's supervisory board:



Dr. Günther Grassner
Chairman

- Dr. Günther Grassner, Chairman
- Dr. Norbert Nagele, Vice-chairman (until 31/3/2023)
- Adolf Scheuchenpflug, Vice-chairman (since 1/4/2023)
- Ing. Franz Rohr
- Mag. Karl Schlögl (until 28/8/2023)
- Dr. Stefan Ebner
- Dr. Werner Bick (until 31/3/2023)
- Dr. Daniela Huemer (since 1/4/2023)
- Andrea Steinkellner
- Manuel Madurski
- Mag. (FH) Andrea Bauer (since 14/7/2022)
- Johannes Dotter (since 6/9/2023)

BOARD OF DIRECTORS

The Management Board consists of five persons who are responsible for the business areas as described below. Dipl.-Ing. Karl Weidlinger was the company's Chairman of the Board until 31/3/2023. DI Dr Peter Krammer joined the Board on 1/1/2023 and took over the chair on 1/4/2023. August Weichselbaumer joined the Board on 1/4/2023.

The reporting period falls in Dipl.-Ing. Karl Weidlinger's term of office.



DI Dr. Peter Krammer
CEO

Harald Gindl, MBA
CFO

Dipl.-Ing. Klaus Bleckenwegner
COO, International

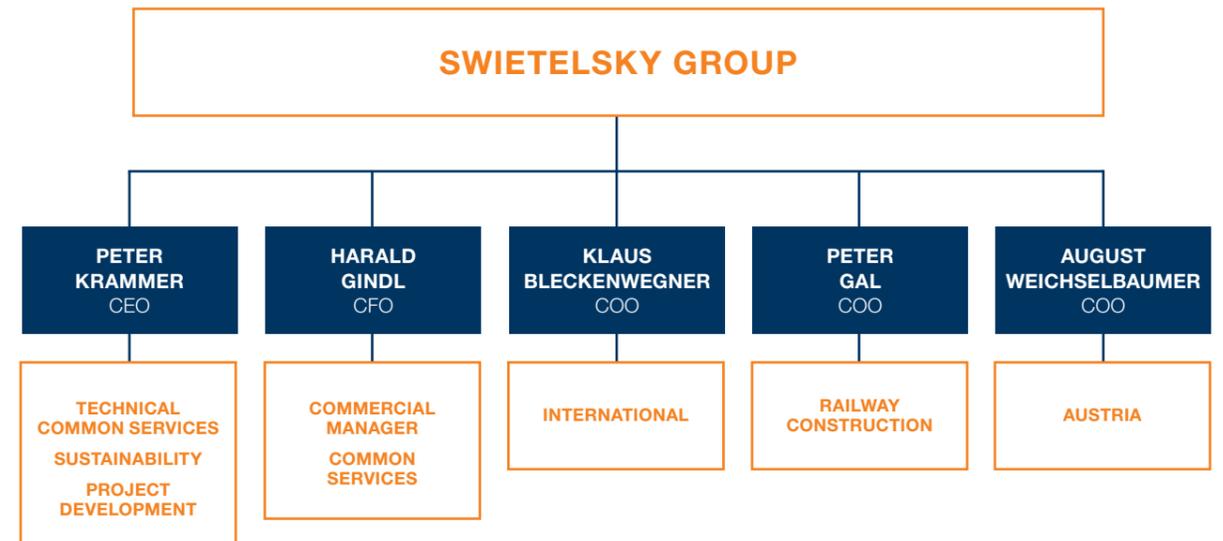


Peter Gal
COO, Railway Construction

August Weichselbaumer
COO, Austria

Dipl.-Ing. Karl Weidlinger.
CEO until 31/3/2023

GROUP STRUCTURE (AS OF 1/4/2023)

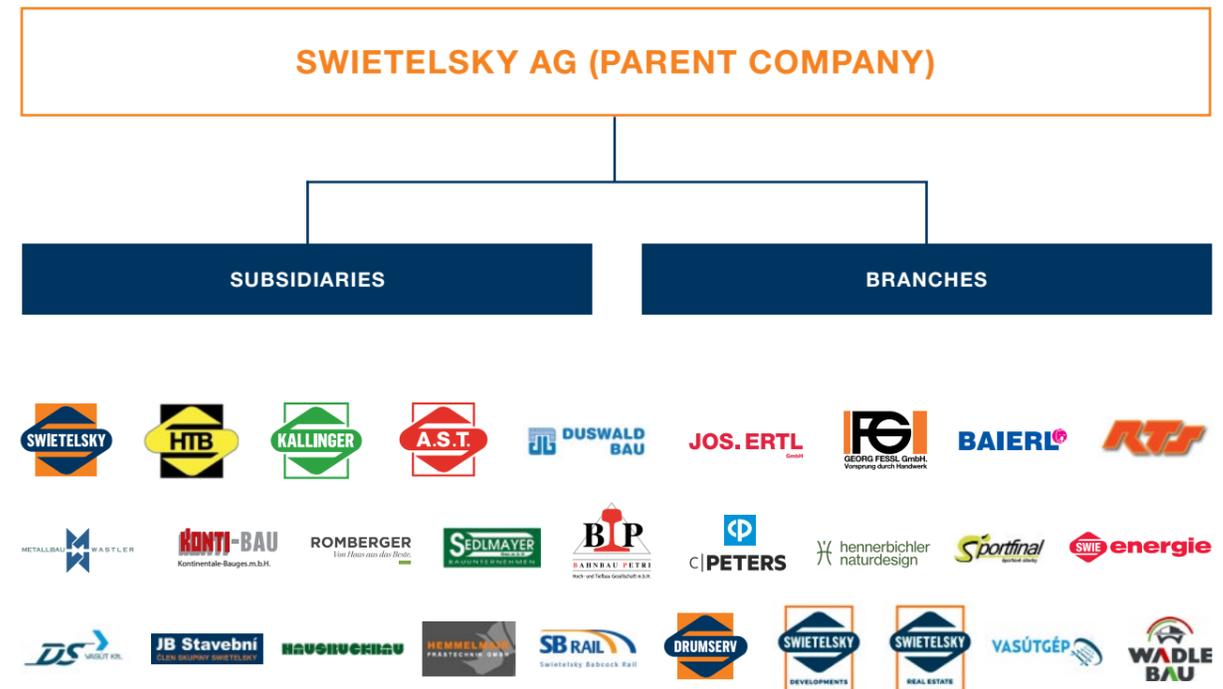


OUR ORGANISATIONAL STRUCTURE

The decentralised organisational structure of SWIETELSKY is broken down into branches and subsidiaries and builds on delegated responsibility and profit-sharing. This is why our employees, who predominantly work in decentralised profit centres, see themselves as entrepreneurs within companies. Their high motivation and independent engagement are decisive for success.

The configuration of the profit centres stems from historical developments within the company on the one hand, such as foundations and acquisitions, and from regional and specialist aspects on the other hand. Our philosophy regarding the responsibility of the operational units is an essential prerequisite for the profitable and on-schedule execution of SWIETELSKY construction projects.

ORGANISATIONAL STRUCTURE (AS OF 1/4/2023)



EXTRACT ON MEMBERSHIPS AND NETWORKS

Associations

- WKO – Austrian Economic Chamber
- VIBÖ – Association of Industrial Construction Companies Austria
- Federation of Austrian Industry
- GESTRATA – Association for the Maintenance of Road Construction Technology
- Bavarian Building Materials Recycling Association
- Association of Czech Building Contractors
- Rail Industry Safety and Standards Board
- RBF – Railway Business Forum
- ÖBF – Austrian Civil Engineering Association

Sustainability initiatives

- respACT – Austrian business council for sustainable development
- ÖGNI – Austrian Society for Sustainable Real-Estate Management
- IG Life Cycle Construction
- CSR Nederland
- Funding by the Province of Lower Austria – Electric Vehicles
- Sustainable supplier
- SKAO – Climate-friendly procurement
- Inviertel Habitat Initiative

Research facilities

- Institute for Experimental and Research Studies in Building Technology
- BIM Association Hungary
- BIM Association Slovakia
- Wood Research Austria
- ÖFI - Austrian Research Institute for Chemistry and Technology
- Institute for Experimental and Research Studies in Building Technology
- FSV Research Association Road – Rail – Transport

RANGE OF SERVICES

CONSTRUCTION OUTPUT BY SECTOR



SWIETELSKY's activities span all branches of the building industry: Building construction, civil engineering, road and bridge construction, railway construction, and tunnel construction.

The Group offers projects of any dimension with the highest quality and flexibility, while always adhering to schedules. A decentralised organisational structure and a variety of branches and subsidiaries with different orientations ensure maximum efficiency.

OFFICES/OFFICE COMPLEXES
SINGLE-FAMILY HOUSING
SHOPPING CENTRES
HEALTH FACILITIES
ALPINE CONSTRUCTION PROJECTS/ MOUNTAIN HUTS
HOTELS
INDUSTRIAL BUILDINGS
PUBLIC BUILDINGS
REVITALISATIONS/CONVERSIONS
STADIUMS
RESIDENTIAL BUILDINGS/HOUSING DEVELOPMENTS

BUILDING CONSTRUCTION

**SWIETELSKY
BUILDS
WITH VISION**

SWIETELSKY is able to efficiently realise construction projects of any size, making us a trustworthy partner in addressing various target groups such as families building their own homes, public clients, housing cooperatives, private investors, project developers, industrial companies, and many more.

The client can always rely on the fact that SWIETELSKY builds on solid values. Reliability and economic longevity are characteristics that our clients hold in high regard. The immense variety of projects proves just how flexible SWIETELSKY is in its role as either a construction manager or general contractor. Having considerable expertise including in modern timber and hybrid construction, we see ourselves as a material-neutral builder able to meet any requirement.



Housing Inside XIX, Vienna, AT



Housing area Dolní Chabry, CZ



Housing Mühlshlössl, Graz, AT

SWIETELSKY builds on solid values: Reliability and economic longevity.



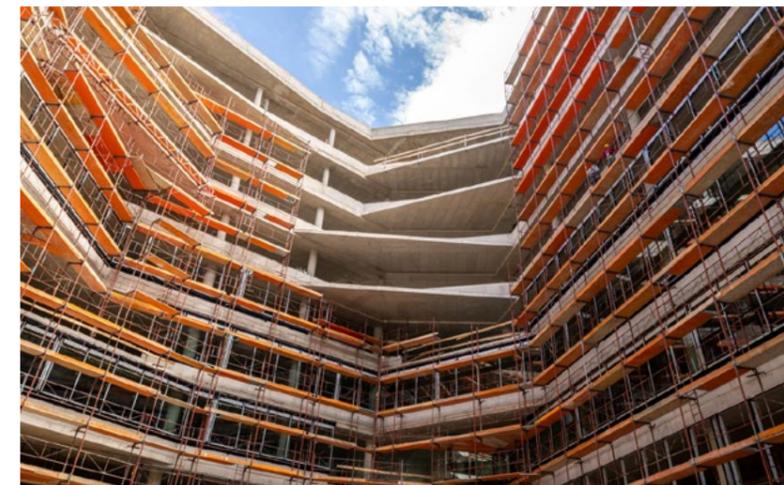
Apartments Cerna V Posumavi, CZ



NTT Datacenter, Vienna, AT



Housing area Kunstpark, Regensburg, GER



Office Building Liberty, Budapest, HU

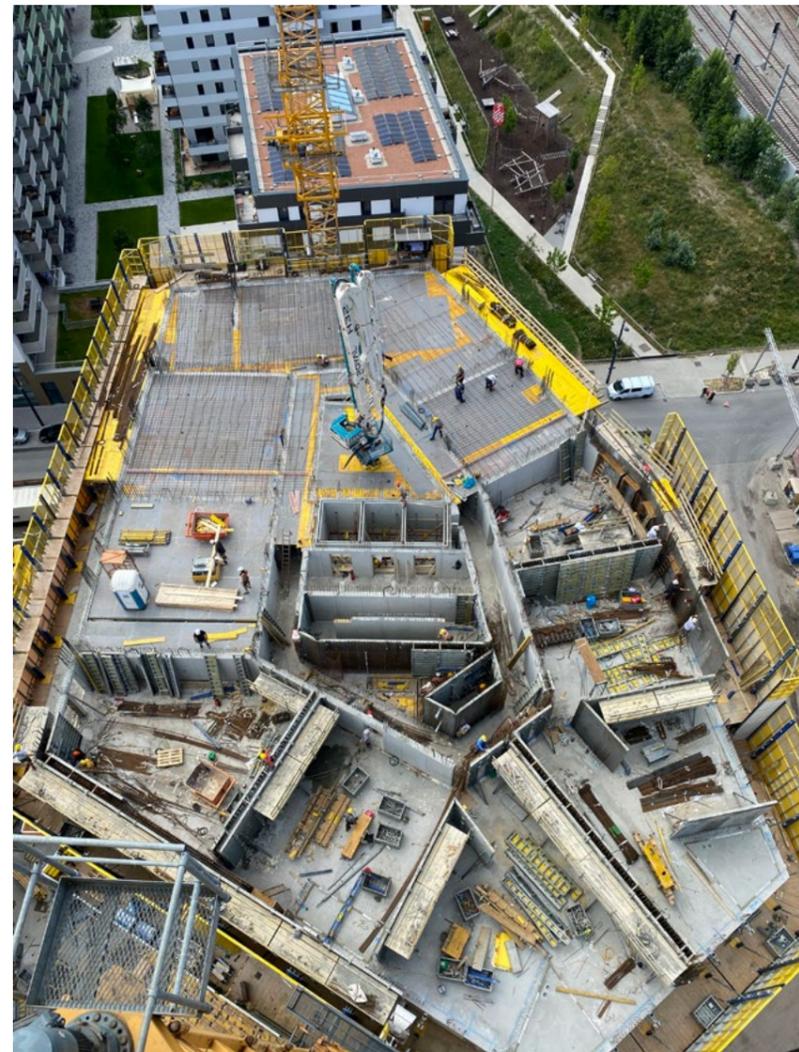


Market Hall Békéscsaba, HU

Of the large number of different building construction projects in the financial year 2022/23, we would like to showcase one that is particularly special due to the specific structural challenges it posed.

SNOW WHITE, VIENNA, AUSTRIA

SWIETELSKY is building one of Austria's tallest residential buildings in Vienna's Nordbahnhof district, with 295 rental properties ranging from 41 to 101 m² on 29 floors over 97 metres. The energy community of all buildings of the Wiener Städtische Group in the Nordbahnhof district is of particular importance. For instance, the tenants of the new rental properties and lofts will benefit from the electricity from the neighbouring Christine Nöstlinger educational campus at weekends. In return, the electricity not used by the tenants during the week goes to the school. Extensive green roofing on the high-rise building will contribute to a good microclimate. In doing so, the building fulfils the requirements under the EU Taxonomy Regulation and is thereby striving for Climate Active Gold certification. Completion is scheduled for the start of 2025.





DEMOLITION WORKS
ASPHALT OR CONCRETE RECYCLING
OUTDOOR FACILITIES
BIOGAS PLANTS
EXCAVATED SOIL LANDFILL
LANDFILLS AND RECYCLING PLANTS (INCL. SEWAGE TREATMENT PLANTS)
EARTH EXCAVATION
MILLING OF THE ASPHALT CONSTRUCTION
SEWER STRUCTURES AND HYDRAULIC STRUCTURES
POWER PLANTS
NOISE PROTECTION
PIPELINES
SPECIAL COATINGS
BLASTING OPERATIONS
CABLE CARS, LIFTS, AVALANCHE BARRIERS AND GALLERIES
TEST DRILLING AND BORING
DEEP FOUNDATIONS, EXCAVATION PIT AND SLOPE STABILISATION
PROVISION OF CONCRETE, GRAVEL, CRUSHED ROCK OR BALLAST MATERIAL
LAND RE-NATURALIZATION
GEOTHERMAL DRILLING

CIVIL ENGINEERING

**SWIETELSKY
DRAWS ON
PROFOUND
TECHNICAL
KNOW-HOW**

In civil engineering, SWIETELSKY ensures that space and the environment are optimally used while protecting natural surroundings. We specialise also in complex construction projects in difficult terrain, such as in the mountains or underground.

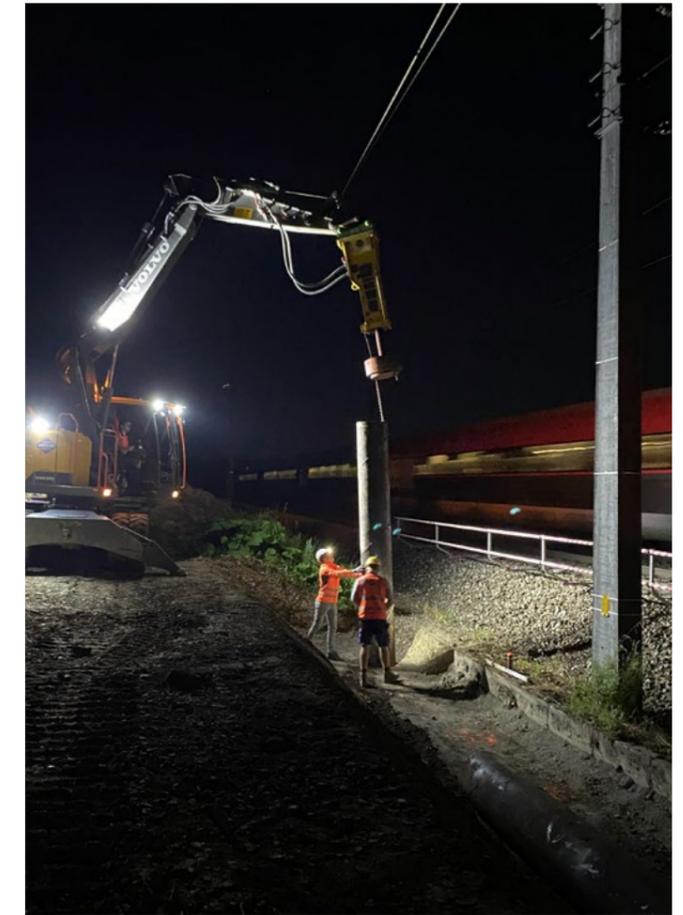
Through the use of state-of-the-art technologies and interdisciplinary knowledge, we are able to offer innovative, economical, and ecologically sustainable solutions. This applies to earthworks, hydraulic engineering, and foundation engineering as well as the construction of supply and disposal networks, waterways, dams and sewer systems. SWIETELSKY is particularly knowledgeable in special civil and underground construction.



Earthwork unification building power plant Sellrain, AT



Marienbrücke Neuschwanstein, GER



Noise Barrier Vöcklamarkt, AT

Technology and know-how, including for complex construction projects in difficult terrain.



Rock protection Brno, CZ



Refurbishment Klagemauer, Frohnleiten, AT

Of the large number of different civil engineering projects in the financial year 2022/23, we would like to showcase one that is particularly special due to the specific structural challenges it posed.



URBAN TUNNEL FELDKIRCH, AUSTRIA

The urban tunnel in the municipalities of Feldkirch and Frastanz in Vorarlberg is made up of four tunnel branches that are connected through a central underground roundabout. The state road will be rerouted in the area of the future Felsenau tunnel portal and a cycle path subway and ramp bridge will be built. The first works involved various pipe re-routings and large-scale rock removal with the aim of creating space for the cycle path subway and the new access road in the direction of Felsenau/ Fellengatter. The blasted rock was processed directly on site by means of a crushing and screening system and can now be reused – for the substructure of the newly laid road, for example. The blasting work was successfully undertaken against a complex backdrop. The angular shapes of the tunnel portal presented a further challenge: The subsidiary HTB Bau used modern 3D planning tools and the latest CNC machines to transform the architecturally demanding shapes into reality.



ASPHALT PRODUCTION
VIEWING PLATFORMS
MOTORWAYS AND ROADS
BRIDGES
ADVENTURE TRAILS
AIRPORTS
FOREST ROADS AND AGRICULTURAL ROADS
SUSPENSION BRIDGES
ELEVATED HIGHWAYS
TOWN SQUARES
CAR PARKS

ROAD AND BRIDGE CONSTRUCTION

SWIETELSKY
BUILDS ON
COHESIVE
KNOWLEDGE

When SWIETELSKY first started, individual mobility was nothing more than a bold vision for millions of Europeans. Road construction pioneer Hellmuth Swietelsky made this dream his own personal mission. Nearly 90 years later, we have often pushed our own limits and successfully mastered every project dimension in road and bridge construction.

As an experienced, flexible and absolute quality-driven partner of the public sector, we have helped build and continuously develop infrastructure. With requirements changing over time, SWIETELSKY has always been at the forefront of development. We are therefore more in demand now than ever before when it comes to implementing modern solutions for growing urban spaces.



Bridge construction Jauntalbrücke, Ruden, AT



Road and railway viaduct, Mielec, PL



Suspension bridge Todtnau, GER

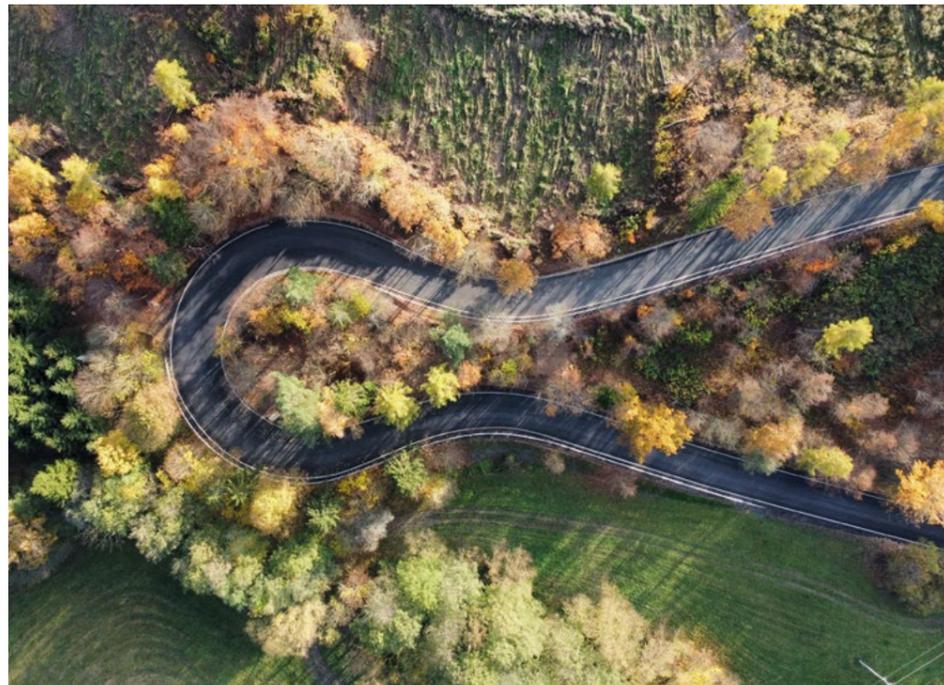
SWIETELSKY is a pioneer and visionary in the construction and development of road infrastructure.



Reconstruction bridge Stretava, SK



Motorway D46, Section Vranovice, CZ



Countryroad III-37367, Section Krtiny-Brezina, CZ



Bypass Sajószénpéter-Berente, HU



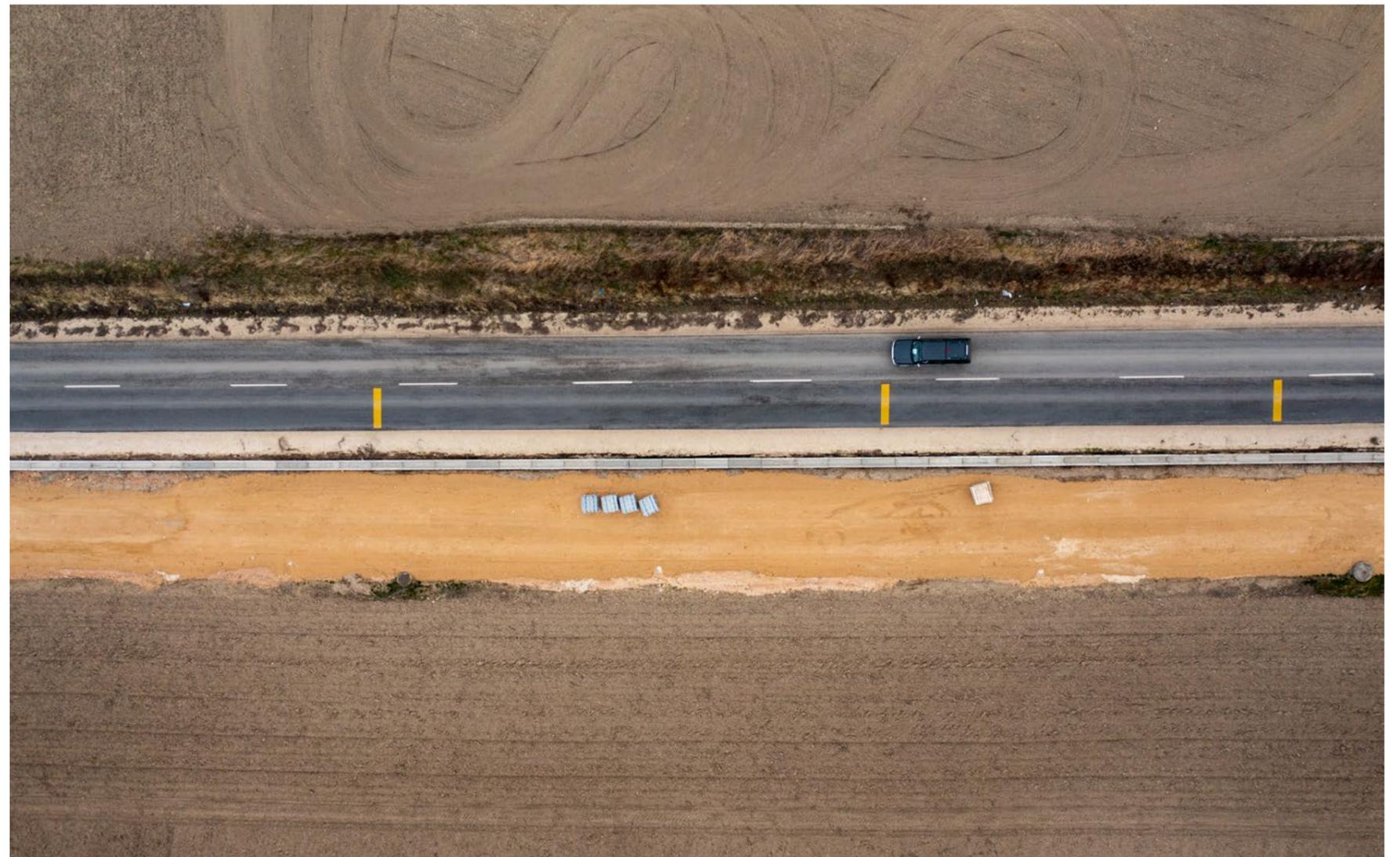
Roundabout Sümeg, HU

Of the large number of different bridge construction projects in the financial year 2022/23, we would like to showcase one that is particularly special due to the specific structural challenges it posed.



CYCLE ROUTE BUDAPEST-BALATON, HUNGARY

The cycle route from Budapest to Lake Balaton/Plattensee, stretching 108 km, is a valuable addition to the Hungarian cycle network and establishes a direct link from the pulsating capital to the tranquil shores of the lake. SWIETELSKY Magyarország Kft constructed the 17.5 km section between Tordas and Velence. The scope of works included the development of 9.1 km for mixed traffic for agriculture and cyclists, the construction of almost 2 km of independent cycle lanes and 6.4 km of traffic engineering works as well as a bike bridge. This involved bridge, water, dam, embankment and bedding works, edging and the construction of the frost protection layer as well as asphaltting. Hydrants were also rebuilt, electricity poles moved, and street lighting installed for the mega sustainability project.



CONVENTIONAL TRACK FORMATION REHABILITATION
 MECHANISED TRACK FORMATION REHABILITATION
 BALLASTED TRACK
 BALLASTED TURNOUTS
 SLAB-TRACK & TURNOUTS
 OVERHEADWIRES (OLE) OR OVERHEAD CATENARY SYSTEM (OCS)
 TRACTION CURRENT
 LOW VOLTAGE & TELECOMMUNICATION
 SIGNALING
 ACCREDITED ROLLING STOCK OPERATOR
 WORKSITE PROTECTION
 WORKSITE LOGISTIC
 CERTIFIED WORKSHOP RAIL FACILITY
 SURVEY
 PLANNING & PROJECT DELIVERY
 PLANT HIRE SERVICE

RAILWAY CONSTRUCTION

**SWIETELSKY
 PUTS
 INFRASTRUCTURE
 ON RAILS**

The principle of sustainability has shaped SWIETELSKY's thinking and activities throughout its history like no other. The founders already knew nearly 90 years ago that without the railway as a means of transport, too much economic and ecological strain was going to be put on road traffic. Thus, the road construction pioneer became a railway construction pioneer also.

SWIETELSKY has created certain prerequisites in track construction to afford people and goods a quick, cheap, safe and comfortable transport. The company owes its state-of-the-art machinery and its own railway transport company to farsighted capital expenditures. By developing and using large machinery, SWIETELSKY has revolutionised railway construction in terms of efficiency and safety. Today, we are leading in Europe and also operating in Australia in this field.



Track renewal "Ängelsberg-Snyten", SWE



Track doubling, Dobieszyn, PL



Rail tamping machine Unimat 09-8x4-4S Dynamic, AT



Driving- and power rail assembly, PTS FRA, Frankfurt, GER

Experience, know-how and technology for maximum flexibility in railway construction.



Track maintenance HS1 "Paris-London", UK



RM80, Hunter Valley, Australien



Railroad Crossing Adamov, CZ



Platforms und track doubling, Kruszyna, PL

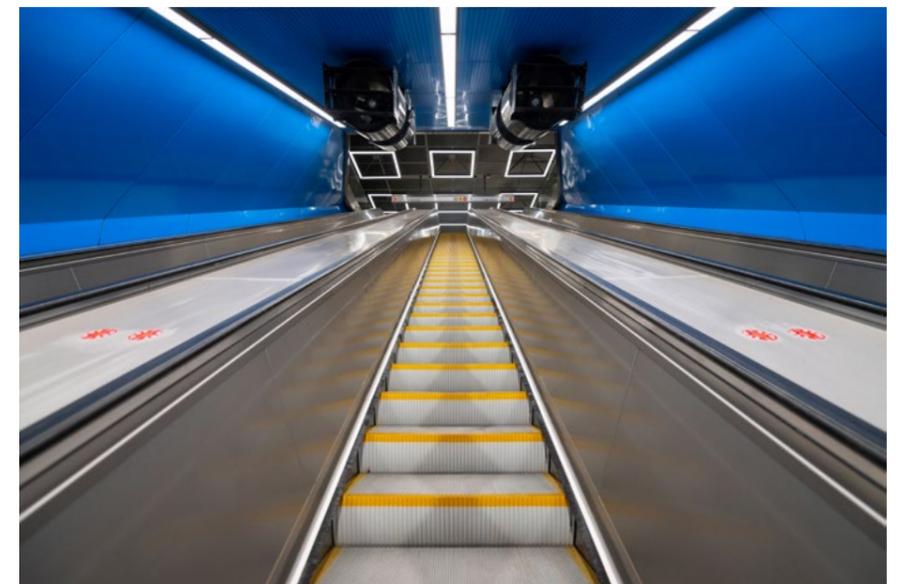
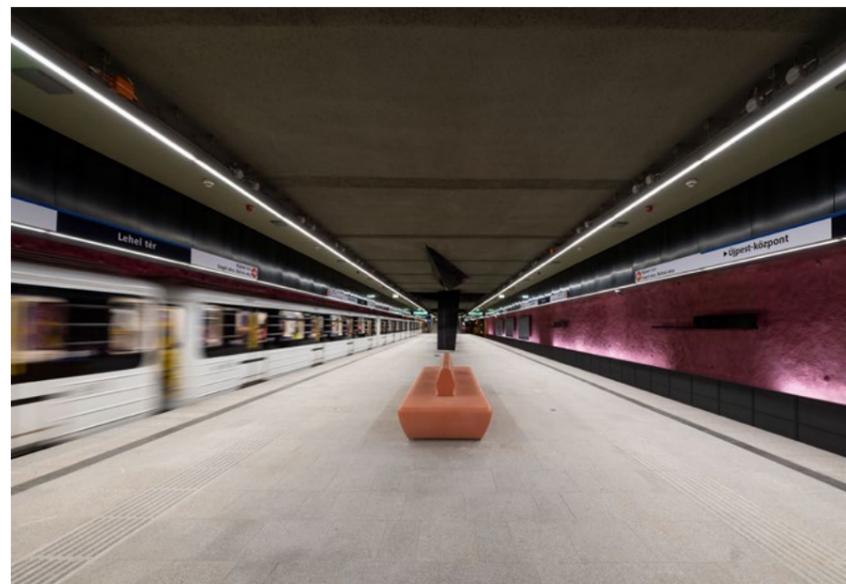
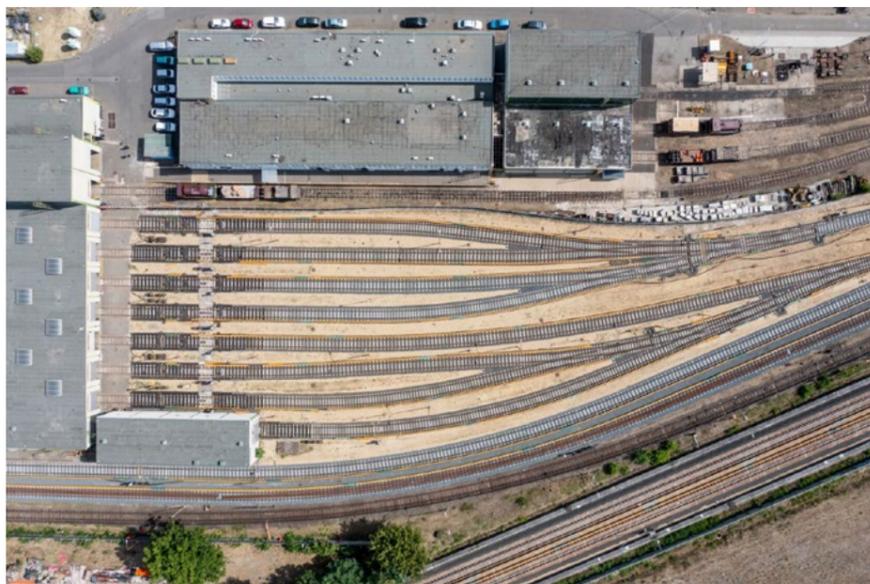


Repair work Culemborg, NL

Of the large number of different railway construction projects in the financial year 2022/23, we would like to showcase one that is particularly special due to the specific structural challenges it posed.

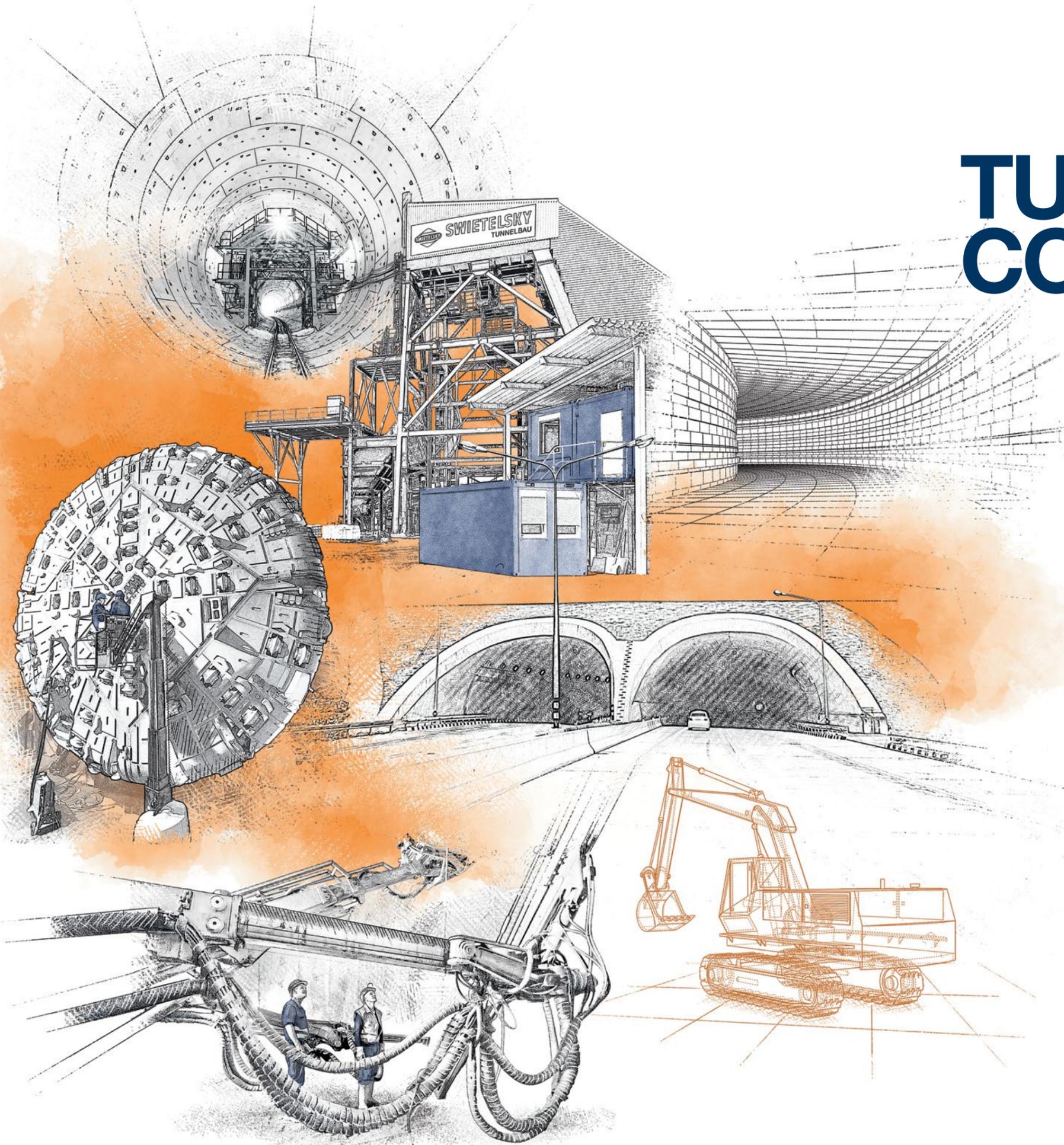


A very special reconstruction project due to its extreme complexity in the Hungarian capital: With an average daily passenger volume exceeding 530,000, Budapest's M3 metro line ranks as the busiest rail line in Central Europe. The reconstruction work was carried out over several phases between November 2017 and May 2023. The tasks assigned to SWIETELSKY Bahnbau included the complete renovation of the approx. 34 km long main track as well as the comprehensive modernisation of the infrastructure, control, signalling and telecommunication systems. Another component consisted of insulation and renovation work on the tunnel network and in the 20 stations. The renovation allows the trains to run at a maximum speed of 80 km/h along the entire line, extending the service life by around 30 years.



RAILWAY TUNNEL
GALLERIES, CAVERNS, SHAFTS
ROAD TUNNELS
SUBWAY TUNNEL

TUNNEL CONSTRUCTION



SWIETELSKY
UNDERSTANDS
BUILDING
PROJECTS

Railway and road tunnels do not only shorten distances but also make alpine zones more attractive as a habitat for humans and animals. Shifting traffic underground conserves natural resources and prevents noise development. When it comes to growing urban spaces, too, do subway tunnels guarantee environmentally friendly and efficient mobility.

As a pioneer in both road construction and railway construction, SWIETELSKY recognised the potential of tunnel construction early on. By participating in important infrastructure projects, the company was able to make its mark, becoming a leading specialist in this field as well. What distinguishes SWIETELSKY from its competitors is its decades of experience in dealing with geological characteristic, its skill in applying high-tech machines and processes, and its designers' engineering know-how.



Cavern Power plant Tauernmoos, AT



U2XU5, Propulsion track tunnel, Vienna, AT



Embankment SKW Kühtai, AT

SWIETELSKY guarantees rapid driving and innovative building in tunnel construction.



Headrace Power plant Tauernmoos, AT



U2XU5, Brillenwand, AT

Of the large number of different tunnel construction projects in the financial year 2022/23, we would like to showcase one that is particularly special due to the specific structural challenges it posed.

SEMMERING BASE TUNNEL (SBT), AUSTRIA



The Semmering Base Tunnel (SBT), presently under construction, constitutes one of the most important large-scale infrastructure projects in the heart of Europe and forms part of the new Austrian Southern Railway. Covering a total length of 27.3 km, the SBT will connect Lower Austria and Styria in the future. SWIETELSKY was selected as part of a joint venture in 2014 for the approximately 13 km long middle section (Lot 2.1) "Tunnel Fröschnitzgraben". The special aspects include the complex logistics, whereby the entire tunnel system is opened up and serviced via two approx. 400 m deep vertical shafts. A cavern was formed at its foot – a gigantic construction site below ground, which would later become an underground emergency stopping station. The shafts were constructed as well as supplied, installed and operated by SWIETELSKY on behalf of the joint venture "Arge Tunnel Fröschnitzgraben Semmering Basistunnel SBT2.1". The major part of the SBT as well as all accesses will be constructed using classic excavation and blasting methods. Work continued with tunnel boring machines (TBMs) from mid-2018: driving units 120 m long and weighing 1,750 t each – one per tunnel tube – which have since served their purpose and have been dismantled.



SPECIALTY COMPETENCY

Tourism is an essential engine for the economy. In the alpine region, where SWIETELSKY has always felt at home, mountain and hiking tourism plays an important role alongside skiing. We are continuously faced with new constructional challenges when bringing tourists closer to the alpine region's impressive land-scapes, fascinating nature and distinctive features. SWIETELSKY has the know-how to be up to the task and is able to master all mountainous logistical and technical challenges.

ALPINE CON STRUC TION

TIMBER AND HYBRID CON STRUC TION

While timber construction is becoming the standard of contemporary architecture, planners and architects still have many unanswered questions. No one is better at addressing them than someone who has already completed countless timber construction projects ranging from new construction to conversion and hybrid construction. Under the SWIETimber brand, SWIETELSKY has bundled the knowledge of more than one hundred experts with experience in timber construction. We are thus able to meet any challenge in this market segment and see ourselves as a building material-neutral partner for our customers in planning and implementation.

FACADE CON STRUCTION

SWIETELSKY is your specialist for the coating, renovation and cleaning of facades, for exterior insulation finishing systems and for scaffolding. A particular strength of ours is our personalised consulting regarding the design, the selection of the materials and the practical implementation.

PROJECT DEVELOPMENT

For 35 years, the SWIETELSKY development team has stood for high-quality residential property planning, construction and marketing. Every customer can rely on the construction quality for which the name SWIETELSKY is a guarantee. Competent and reliable contact persons with decades of experience make dreams of a home come true. With great attention to detail and comprehensive knowledge of the market, we do not only implement projects but create sustainable value as well.

SWIETELSKY has specialty competency in some market segments due to its developed structure and strategic intentions.

CON STRUC TION OF SPORTS AND LEISURE FACILITIES

Being physically active in our free time is becoming increasingly important in our society. With its many years of experience, SWIETELSKY provides for optimal planning and construction of sports facilities as well as for indoor and outdoor renovations. The three main services offered in sports venue construction are gyms, sports facilities, and swimming pools.

Our 80 years of experience as the SWIETELSKY Group and the combined strength of a financially strong international construction group have given rise to the services that we can offer in general and full-service contracting. To ensure that big visions do not fail because of small details, we offer complete solutions from planning to project management and construction. Thus, the customer is assisted by a single contact person until the turnkey project is handed over – and beyond.

FULL-SERVICE AND GENERAL CONTRACTOR FOR CON STRUCTION

ENVIRON MENTAL ENGINEERING

Keeping air, water and soil clean are the tasks of today. SWIETELSKY has comprehensive knowledge in contaminated site remediation and in land recycling, provides complete services in landfill and plant construction, and is a specialist for special environmental processes. The increasing demand for renewable energy has led to innovative technical developments that SWIETELSKY has mastered. The company is, of course, also certified in accordance with the current standards for quality, work, environmental, and energy management.

METAL CON STRUC TION

SWIETELSKY offers its customers extensive experience and specialty competency in metal construction, such as in large-scale facade manufacturing. We excel at demanding projects that pose a technological challenge and require traditional and precise production combined with a high degree of planning and professional project management. We also execute smaller orders with a keen eye for detail, such as customised windows, doors, gates, grilles, conservatories, and the like.

WASTE DISPOSAL AND RECYCLING

In addition to its own construction sites, SWIETELSKY also offers other market participants and end customers attractive waste disposal and consulting services. We possess both the necessary competence and the right facilities for the proper disposal of both hazardous and non-hazardous waste as well as for the recycling of mineral building remains and the treatment of contaminated soils. Our range of services also includes the handling, collection, sorting and proper disposal of waste.

BUILDING SERVICES ENGINEERING

MECHANICAL ENGINEERING

Repairs, special customisations and machine testing are carried out at our machine garage. The garage is divided into the sections Garage (construction machines and motor vehicles), Crane, Electro and Metalworking. We also have specialists in facility management, fleet management and purchase and sale of equipment.

From design to installation to final assembly, we also advise you on all matters related to electrical and sanitation systems. Our technicians design, calculate and plan heating, sanitation, ventilation and air conditioning systems as well as control technology and photovoltaic installations.

LABORATORY AND TESTING FACILITY

SWIETELSKY has a state-authorized testing facility for the quality control of construction materials and construction sites. We also provide comprehensive consulting services regarding waste and environmental issues, the transport of hazardous materials, radiation protection, as well as type testing and self-monitoring as part of factory production controlling for aggregates, recycling materials and asphalt. Our extensive laboratory experience and our detailed knowledge of the legal environment are the foundation of our competent consulting.

LANDSCAPING AND GARDEN DESIGN

In landscaping and garden design, we create and maintain public and private green spaces, such as gardens, ponds and pools, and the green areas of residential buildings and complexes and of public and commercial buildings. We are also experts in greening park areas, cemeteries and roof, facade and infrastructure surfaces.

PREFABRICATED HOUSES

At SWIETELSKY, we combine fast and precise industrial prefabrication with the many advantages of massive construction. That's why our prefabricated houses have lasting value.

The harmony between nature and technology, which is immediately visible, creates an extraordinary atmosphere. No two houses are the same, because while designing the houses, our architects draw inspiration directly from our customers.

INDUSTRIAL FLOORING

SWIETELSKY has specialist competences in high-quality, durable industrial flooring and carefully selected additives and binding agents for every area of application. The choice of flooring surface adapted to the planned duration of use and the integration of appropriate materials or coloured chips results in floors that are perfectly suited to your needs.

SWIETELSKY offers excellent trenchless underground maintenance of the sewer system.

We use the latest technological processes and outstanding products for the highest quality requirements. This is another area where our specialised engineers and workforce contribute to protecting the environment.

SEWER MAINTENANCE

SUSTAINABILITY AT SWIETELSKY

SUSTAINABILITY MANAGEMENT AT SWIETELSKY

The construction industry is an inherently energy-intensive and resource-intensive industry. All the more reason for us to strive to make our environment sustainable, to reduce the negative impacts of our business activities on the environment and society while intensifying the positive impacts.

To meet the challenges and the constantly changing framework conditions in the area of sustainability, work is being done on a comprehensive sustainability strategy. The goals and progress listed therein will be analysed, and the goals will be redefined annually from now on and disclosed transparently and in detail in the sustainability report.

The five-member Executive Board plays a central role at the Group level and is responsible for the issues surrounding sustainability, having set up a management position for this purpose. It 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 formed on an ongoing basis to work on these complex issues across different disciplines and countries.

Sustainability software was installed to increase data quality and to facilitate data collection of the non-financial indicators. The establishment of sustainability networks with Group-wide subsidiaries is also an essential component.

Close cooperation between all central and operational divisions enables ecology, economy and sustainable business to be brought into harmony.



Integrated management system

- ISO 9001: 2015 Quality Management
- ISO 45001: 2018 Occupational Health and Safety
- ISO 14001: 2015 Environmental management
- ISO 27001: 2013 Information security management system
- ISO 37001: 2022 Anti-corruption management
- ISO 37301: 2022 Compliance management system

ORGANISATION OF SUSTAINABILITY MANAGEMENT



STAKEHOLDER MANAGEMENT

An open and regular dialogue with our internal and external stakeholders is essential for the company's long-term success. We consider it to be of great importance to know their different perspectives and demands and to include them in our decisions in order to bring them in line with the strategic goals.

For SWIETELSKY, relevant stakeholder groups are those which have a direct relationship with the company and for which a reciprocal influence exists. Employees represent a stakeholder group with a special key function. The fundamental prerequisite for the strong further development in sustainability performance can be attributed to the strong cohesion. A focus on the build-up of and participation in regional and international sustainability networks is also being sought.

Communication

SWIETELSKY places great emphasis on comprehensive communication with external as well as internal stakeholders. So as to be able to reach as many stakeholders as possible in line with their various forms of media consumption, SWIETELSKY makes use of all relevant media formats, both online and offline. The main platforms include the intranet, various websites for market communication and career topics, numerous social media fan pages and the customer and employee magazine that is published two to three times a year. The Group's other media platforms during the reporting period were the online TV channel BAU TV, the BAU POD podcast, and the online blog BAU GECHICHTEN. These formats cover topics ranging from spectacular building projects to a digital and sustainable future. Special emphasis is placed on the involvement of internal and external experts, builders, architects and planners. Through all these communication formats, SWIETELSKY aims to further strengthen its position as a leading technical expert, creative thinker, responsible player, trendsetter and top employer in the construction industry. A relationship that is founded on trust and that is as close as possible should be permanently established with all interest groups. Last but not least, the diversity of these channels also guarantees a highly competitive reach in the target groups.

OUR STAKEHOLDERS AND COMMUNICATION FORMATS

The main stakeholders and their type of involvement and communication are described below:

OWNERS

- Integrated in accordance with legal requirements

EMPLOYEES

- Employee appraisals and events
- Intranet
- Relevant publications and presentations (mission statement, e-learnings for onboarding new employees and training purposes, Code of Conduct)

CLIENTS

- Specialist conferences
- Direct contact online and offline
- Events, trade fairs
- Transmission of relevant publications and presentations (performance presentations, reports and Code of Conduct)

SUPPLIERS AND SUBCONTRACTORS

- Direct and personal contact during cooperation on subcontracts while strictly observing compliance regulations
- Information letters
- Relevant publications and presentations (Code of Conduct)

AUTHORITIES AND ADMINISTRATION

- Personal contact: Online and offline
- Transmission of relevant documents

FUNDERS (FINANCIAL SERVICE PROVIDERS AND INVESTORS)

- Annual report (comprehensive, event-related and regular transparent information on business developments)
- Contacts in the context of service contracts

LAW AND POLITICS

- Contacts of management bodies
- Involvement as participant/sponsor and provision of speakers at economic and municipal policy events and forums
- Assistance in drafting legal texts

END USERS

- Indirect involvement in the project
- Direct contact online and offline
- Impact on quality execution

RATING AGENCIES

- Contact online to assess sustainability activities
- Information in qualitative and quantitative form

TRADE ASSOCIATIONS/ INTEREST GROUPS

- Voluntary or compulsory memberships
- Active involvement of management bodies in industry representation functions
- Participation in specialist conferences and congresses on a case-by-case basis
- Cooperation in sector-specific publications

MEDIA

- Press releases, media events, personal assistance for media representatives

ACADEMIC CIRCLES AND RESEARCH

- Cooperation within the framework of academic circles/practice cooperation
- Event-related acquisition of expert knowledge

SUSTAINABILITY STRATEGY

Modern infrastructure and environmental and social responsibility are not a contradiction at SWIETELSKY – we always consider them together. In the planning phase, during construction and in the course of the use of a building it is important to consume resources efficiently and to burden the environment as little as possible. This ranges from measures in construction logistics to renewable energy provision to (digital) innovations and resource-saving processes and products.

At SWIETELSKY we are aware of the energy and resource intensive nature of the construction industry and make a huge effort to minimise its impact on the environment and to support sustainable change. As part of the solution for the challenge of climate change, we continuously strive to reduce our ecological footprint and to shape the industry along our entire value chain with our own innovations and vision.

SWIETELSKY's sustainability strategy is closely guided by the "Fit for 55" plan of the European Union, which sets out ambitious goals for climate change mitigation and sustainability. This important step of the European Union on the road to a climate-friendly Europe reflects the commitment of the member states to fight climate change. It comprises a wide range of political measures to achieve the ambitious climate goals of the EU and to minimise the impact on the environment in different economic sectors.

In recent years, SWIETELSKY has already made extensive efforts to achieve these set paths of action on the road to sustainability. These endeavours and our progress are documented in detail in the following report. It is, however, much more about the way forward. With the programme of measures and the ambitious interim goals for the financial year 2025/26 and financial year 2030/31 stages, we provide a clear view forward for our efforts on the way to climate neutrality. This project includes practical steps and

concrete development goals at all levels of the company, which SWIETELSKY will implement in the coming years. We do not only act at the product and project levels to systematically and strategically drive forward sustainability in our own value chain, but we also act at the structural, process and technological levels within the organisation.

In line with our corporate principles, it is important for us that fair cooperation, meaningful use of digitisation and innovation as well as a holistic view of environmental impacts are considered in all our activities. At the centre of our goals are the reduction of carbon emissions, the promotion of the circular economy, sustainable procurement, use of innovative technology and the involvement of employees in the sustainability process. However, we must consider not only our impact on the environment but also the repercussions that the environment and society have on our company, for example with regard to human rights and biodiversity.

With this living strategy process, SWIETELSKY demonstrates its firm commitment to sustainability in the construction industry and subsequently presents further development steps to actively shape a sustainable environment and to pave the way to climate neutrality.

■ **Climate neutrality and carbon reduction**

On the way to climate neutrality, we have set the goal to drastically reduce carbon emissions and energy consumption in all our construction projects. Reduction targets are set by taking into account emissions from operations, logistics and construction sites. We can guarantee the achievement of this goal through the use of low-emission building materials and technologies as well as the promotion of energy efficiency and renewable energy.

■ **Promotion of the circular economy**

We actively commit ourselves to the promotion of a secure circular economy for the future in the construction and infrastructure sector together with our partners along the entire value chain. This includes the implementation of intelligent waste management systems, the clear separation and sorting of waste for disposal, increasing the recycling quota as well as the intensified use of sustainable construction materials and re-usable materials.

■ **Sustainable mobility and logistics**

Reducing traffic with a high level of greenhouse gas emissions as part of a construction activity's logistics is a key aspect of our sustainability strategy. The implementation of efficient logistics processes and the use of telematic systems as well as the use of alternative mediums of transport are intended to contribute to the reduction of the consumption of resources.

■ **Promotion of innovation and development**

SWIETELSKY relies on innovative solutions to drive sustainable construction and infrastructure projects. To this end, we will continue to make targeted investments in research and development to devise new technologies, processes and materials that contribute to more sustainable construction, and in this process will rely more on partnerships with research institutions and further training of employees to create broad expertise for innovative solutions.

■ **Digitisation and data management**

At SWIETELSKY we are creating a quantitative and qualitative data base with the help of digital technologies and thus, the essential basis for the measurability of our sustainability goals, for the optimisation of construction and logistics processes, for better management of resources, and for the evaluation of environmental data.

■ **Social issues and fairness**

SWIETELSKY builds for people and with people. We place a strong focus on social responsibility, fairness, and initiative by creating an integrative and supportive environment in which all employees have equal opportunities for personal and professional development. We promote diversity and inclusion as basic principles of our corporate culture and view these as the key to our success and good reputation in all business areas.

■ **Sustainable procurement and supply chain**

We place great value on sustainable procurement in the construction industry and strive to improve environmental and social aspects along the entire supply chain. Through the development of individual awarding systems and supply management systems, all parties in the process can be transparently involved.

■ **Biodiversity**

As part of the future mandatory materiality analysis, we will identify what impact the company has on the environment and also what impact the environment has on the company. SWIETELSKY strives to integrate measures for the preservation of biodiversity in its processes and projects in order to protect and develop the natural environment.

STRATEGIC FIELDS OF ACTION

As a result of the updated materiality analysis 2021, the topics of “anti-corruption, data protection and compliance” as well as “fair business partner” are highly relevant both in their importance for SWIETELSKY as well as with regard to the impact they have outside the company. Ecological topics such as “sustainable building materials, sustainable design and sustainability for users” as well as “extending service life” are also important fields of action. The topic of “employees” was rated as very significant from a business relevance perspective.

The main sustainability issues that have been developed are grouped into four strategic fields of action. These fields are explored in the sustainability report and approaches for implementing the thematic field are described.



SUSTAINABLE DEVELOPMENT GOALS

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

SUSTAINABLE DEVELOPMENT GOALS



SDG/Strategic field of action of SWIETELSKY

Our contribution



Interaction

Construction sites pose risks and specific hazards to the health and safety of employees that working with heavy machinery brings. SWIETELSKY protects its own employees and other site personnel by taking preventive measures and through the health and safety management system in place. This applies both to construction sites and to production operations within the Group. We are taking preventive measures to reduce the risk of occupational accidents and injuries throughout the countries in which SWIETELSKY operates as a Group.



Interaction

A good education is very important both to us and our employees. 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 employees getting the needed qualifications to perform their roles within the company.



Interaction



Traditionally, the construction industry has been a male-dominated one. 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 markets around the world, we are not limiting our efforts to the diversity factor of gender. Equal opportunities also include ensuring fair treatment with regard to age, religious beliefs, origin, physical or mental condition and other aspects of diversity.



Ecology



The construction industry is an extremely energy and emission-intensive industry for the operation of construction machinery and vehicles due the predominant use of fossil fuels. We are endeavouring to curb consumption by implementing energy efficiency measures and using renewable energy sources. We have anchored the responsible use of ecological systems in the 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.

SDG/Strategic field of action of SWIETELSKY

Our contribution



Interaction Innovation

SWIETELSKY's primary goal is stable growth based on fairness, quality and sustainability. In this way, we ensure the future prosperity of the company, from which employees, business partners and local communities benefit. 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 contribute to higher economic productivity.

Wage and social dumping continues to be a significant concern, especially in the construction industry. Paying living wages and salaries to all our personnel and subcontractors is an essential 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.



Innovation Ecology



In principle, the client 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.



Ecology

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, such as by promoting the recycling of building materials. We strive to reduce primary resource consumption and contribute to the reduction of global waste volumes through our actions.



Fairness

Corruption and anti-competitive behaviour still play an important role in the construction industry. We have taken various measures, such as training our employees, in order to prevent such instances and to reduce them in our environment. We also adhere to local tax and trade practices.

We are committed to ensuring that our employees work keeping in mind our rules and values. For this reason, every new employee in the company receives a copy of the Code of Conduct. Each worker also received the executive summary of the 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.

CORPORATE IMAGE

SWIETELSKY is an important stimulus for the economy, society and the environment. The company's aim is to create lasting value.



SUSTAINABLE PROSPERITY AND THE CREATION OF INFRASTRUCTURE

More than anything else, it was the continuous expansion of the range of services and the employees' willingness to undergo further training in order to meet growing demands that were instrumental for the company's decades-long growth. The experience gained from countless construction projects is constantly incorporated into new projects and helps SWIETELSKY optimise its services. This continuous quality and innovation process is expanded to include our own development work and active participation in research projects.

It is not usually SWIETELSKY that decides on the type and scope of the building projects, but the owner. Nevertheless, the company can contribute to user satisfaction through the quality of the construction, thereby generating social added value. 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 employees but also significantly contribute to increasing purchasing power in the regions in which we are active. Last but not least, these regions benefit from the taxes levied on employees and the company. Our employees also considerably contribute to social security and health insurance.

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. Our aim is to equally provide customers, employees, suppliers and business partners with the security necessary for building a trusting and sustainable business relationship. SWIETELSKY always thinks long term. We focus not on

rapid expansion but on organic growth. Our decentralised organisational structure reflects this objective. It is based on active personal responsibility and profit-sharing by the employees, all of whom see themselves as entrepreneurs in the company and demonstrate a high level of motivation. 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.

FIGURES IN THOUSAND EUR	2022/23	2021/22
Creation of value added		
Revenues and other operating income	3,338,760	3,150,054
Financial income	7,208	1,901
Expenses & depreciation	- 2,408,992	- 2,250,545
of which cost of materials and purchased service	- 2,118,760	- 1,957,042
of which other operating expenses	- 185,956	- 190,712
of which depreciations	- 104,276	- 102,791
Investment income	37,524	37,578
Value added	947,500	938,988

FIGURES IN THOUSAND EUR	2022/23	2021/22
Distribution of value added		
to employees	824,823	787,719
to creditors	3,777	4,045
to shareholders	40,000	40,000
to hybrid capital owners	-	204
to the public sector	34,809	39,069
Remaining in the company (retained profits)	71,091	67,951

ECONOMIC DEVELOPMENT

The 2022/23 business year was very positive and was able to build on the successful previous years. Earnings before interest, taxes, depreciation and amortisation of EUR 246.7 million were slightly lower than in the previous year (2021/22: EUR 252.2 million), although the contributions to earnings from all core markets were again very satisfactory. At EUR 142.4 million, EBIT was slightly below the previous year's level. 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

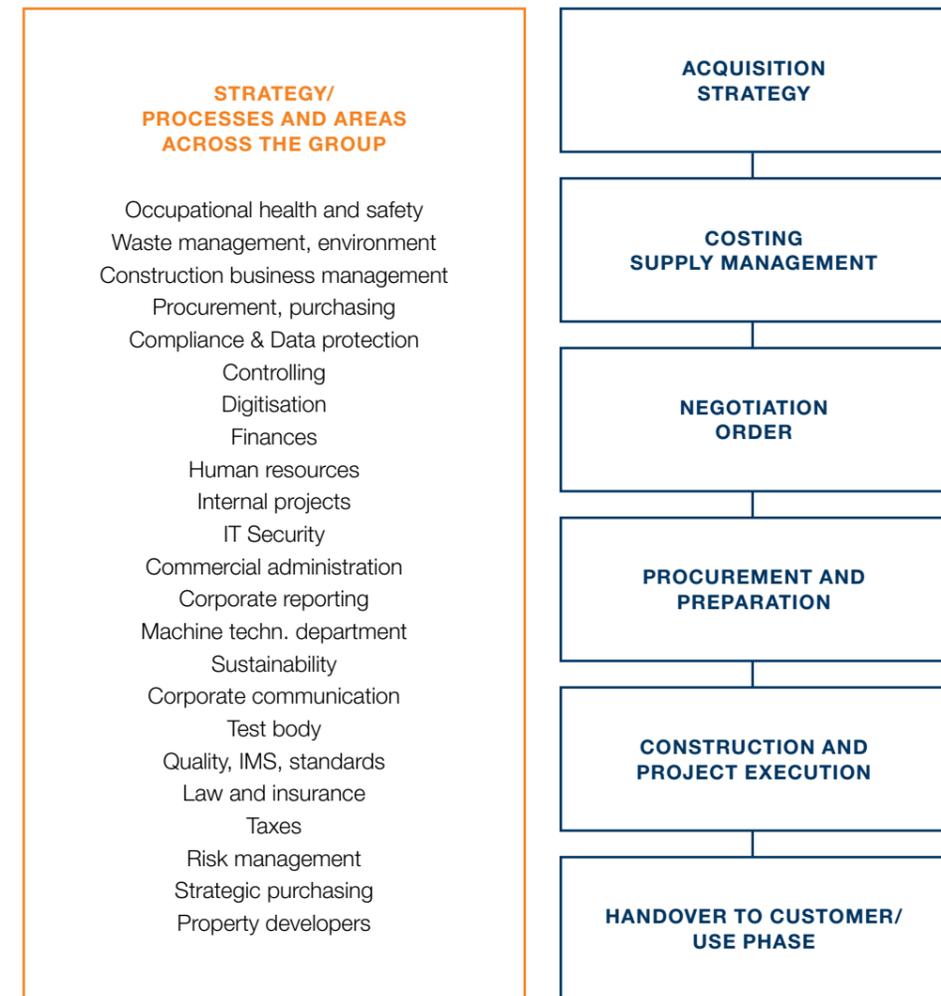
SWIETELSKY is distinguished by its financial stability and sustainable prosperity. That is how we are able to offer our valued customers, employees, suppliers and business partners the greatest possible security. The Creditreform certificate and the KSV1870 credit rating currently confirm this. As Europe's largest credit rating and creditor protection organisation, Creditreform has awarded Swietelsky AG a creditworthiness index of 127, corresponding to the highest rating of "excellent creditworthiness". According to IATKSV1870 – Rating 249, the probability of default under Basel II is also very low at 0.02%, which is better than the industry average.

RISK MANAGEMENT

SWIETELSKY is committed to a comprehensive risk and opportunity management system as an integrated component and core competency of the corporate management and organisation. In its corporate policy, SWIETELSKY takes entrepreneurial risks if the associated income opportunities can be expected to lead to an increase in the enterprise value. Opportunities that are perceived during the risk evaluation should be optimally used in connection with the company's activities. Risk and opportunity management takes place in all areas of the organisation. Every employee is an important starting point for handling opportunities and risks responsibly in our organisation. Each of the risk management bodies is committed to their responsibility and makes a proactive contribution to the goals of opportunity and risk management. Moreover, collaboration promotes mutual exchange of information so that together, we can meet the requirements and goals that have been set. Further information on risk management in the company can be found in the Annual Report 2022/23.

VALUE ADDED CHAIN

SWIETELSKY is part of a complex value chain with a multitude of business processes. The graphical 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 take qualitative, economic and environmental aspects into account. Identified materiality issues were assessed based on impact, risks and opportunities along the value chain.



FAIRNESS

A sense of social and national responsibility characterises the activities of the SWIETELSKY Group. We maintain our excellent reputation as a reliable, competent and law-abiding business partner through regulatory compliance and a group code of ethics.



Path of action 2025

- Annually 100 per cent of managers trained on anti-corruption and compliance
- 95 per cent of employees trained in compliance and data protection as well as cyber security (It access)
- Extension of ISO 37001 (Anti-Corruption Management) and ISO 37301 certifications to all Group companies outside Austria
- Central creation of the subcontractor platform for ESG assessment of business partners and suppliers
- Extension of risk management in the company to include ESG aspects



Mag. Gernot Reiter, CSE
Chief Compliance and Data Protection Officer,
Human Rights Officer

“Compliance is not a temporary fad but a prerequisite for the sustainable success of the company in the interest of all internal and external stakeholders.”

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 influence on subcontractors and business partners and encourage them to apply equally 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. A recertification is planned 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 therein applies to all employees at SWIETELSKY, regardless of their position. Each individual

bears personal responsibility for his or her actions in accordance with rules and values. Each new white-collar worker 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 employees are informed about the Group's compliance principles. In Austria, the Code of Conduct is passed on to all subcontractors via the General Terms and Conditions and, in part, to other countries such as Germany, the Czech Republic, the Netherlands and Slovakia.



Standards and management approaches

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

EMPLOYEES WHO HAVE RECEIVED THE CODE OF CONDUCT

2022/23	Group	AT	GER	CZ	HU	other countries
Number of blue-collar workers	6,681	4,670	360	791	390	470
Share of blue-collar 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%

2021/22	Group	AT	GER	CZ	HU	other countries
Number of blue-collar workers	6,630	4,825	229	810	460	306
Share of blue-collar workers*	85.63%	100%	20.45%	94.52%	100%	63.62%
Number of white-collar workers	4,147	2,055	349	771	546	426
Share of white-collar workers	99.35%	100%	100%	100%	100%	94.04%

*The numbers merely portray how many people received the extensive Code of Conduct. In addition, the short version "Compliance Kompakt" has been developed, which is not included in the calculation. It represents the primary training materials on the subject of "Compliance for workers" and was sent nationwide to employees in Austria, Germany, Czech Republic, and Hungary in the winter of 2022/23. Additional efforts are being made to ensure that the extensive code of conduct for workers is received. Companywide, 100% of white-collar workers and 85.35% of blue-collar workers received the extensive code of conduct in 2022/23. This figure represents an increase in comparison to the previous year. All board members of Swietelsky AG have been informed about the guidelines and procedures related to the Code of Conduct and about "Compliance Kompakt" during the reporting period.

FAIR COMPETITION

SWIETELSKY's compliance management system (CMS) focuses 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.

EMPLOYEE AWARENESS

The mandatory compliance training is imparted to SWIETELSKY employees through face-to-face formats or online media, regardless of rank and function.

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, employees receive the most important information on all compliance-relevant topics, focusing on anti-corruption and antitrust law. From it, employees learn that donations to political parties, individual politicians, or even party-affiliated organisations are prohibited. With regard to other types of donations, the Austrian Federal Ministry of Finance published a list on its website that must be observed.

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”.



“The percentage of white-collar workers trained in ‘anti-corruption’ has increased from 20.6% in 2017 to 93.0% today.”

Mag. Gernot Reiter, CSE
Chief Compliance and Data Protection Officer

EMPLOYEES WHO HAVE BEEN TRAINED IN ANTI-CORRUPTION

2022/23	Group	AT	GER	CZ	HU	other countries
Number of blue-collar workers	2,267	844	294	790	165	174
Share of blue-collar 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 Swietelsky AG's Executive Board	5					
Share of persons on the Swietelsky AG's Executive Board	100%					

2021/22	Group	AT	GER	CZ	HU	other countries
Number of blue-collar workers	2,133	699	281	810	199	144
Share of blue-collar workers	27.55%	14.49%	25.09%	94.52%	43.26%	29.94%
Number of white-collar workers	3,731	2,014	349	771	462	135
Share of white-collar workers	89.39%	98,00%	100%	100%	84.62%	29,80%
Number of persons on the Swietelsky AG's Executive Board	4					
Share of persons on the Swietelsky AG's Executive Board	100%					

*The focus on increasing the ratio in the area of trainings to managing employees is in line with the risk-based approach to Compliance. Nevertheless, we are also assessing how to better involve blue-collar and white-collar workers without IT access in educational programmes. The increase in the ratio of white-collar workers (2019/20: 71.8%; 2020/21: 84.6%) and of blue-collar workers (2019/20: 15.0%; 2020/21: 21.5%) receiving training has continued.

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. To meet the requirements of Directive (EU) 2019/1937 (“EU Whistleblowing Directive”), a Web-based whistleblower system has been set up to supplement the existing reporting options, starting 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.

In spring 2017, the Austrian Federal Competition Authorities searched premises in the construction industry as part of their investigations regarding possible price fixing. The first notifications of the statement of objections were sent to the affected companies in the fall of 2019, including Swietelsky AG and two other Group companies. A settlement was achieved in the current reporting period with the Austrian Federal Competition Authorities and an associated application to the antitrust court for imposing cartel fines. In line with the settlement, SWIETELSKY has formed provisions of EUR 27.15 million for the fine as well as provisions for possible subsequent claims from customers. Estimating the actual amounts of the claims is very difficult; therefore, it may deviate from the amount set aside.

In April 2018, another proceeding was announced by the Central Public Prosecutor's Office for Combating Economic Crimes and Corruption. The subject of these investigations is primarily the suspicion that predominantly former employees of Swietelsky AG may have acted corruptly in connection with Romanian construction projects. Within the framework of the responsibility of legal entities, SWIETELSKY is accused of being associated with their employees' criminal acts. This investigation is in its early stages, and it is impossible to predict with reasonable certainty what the outcome will be or quantify – even roughly or indicatively – the financial consequences for SWIETELSKY at the present stage. However, SWIETELSKY assumes that the Group will not incur any liability.

FAIR BUSINESS PARTNERS

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 equally provide customers, employees, suppliers and business partners with the security necessary to build a trusting and sustainable business relationship. Long-standing partnerships show us that the right strategy is being pursued here.

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

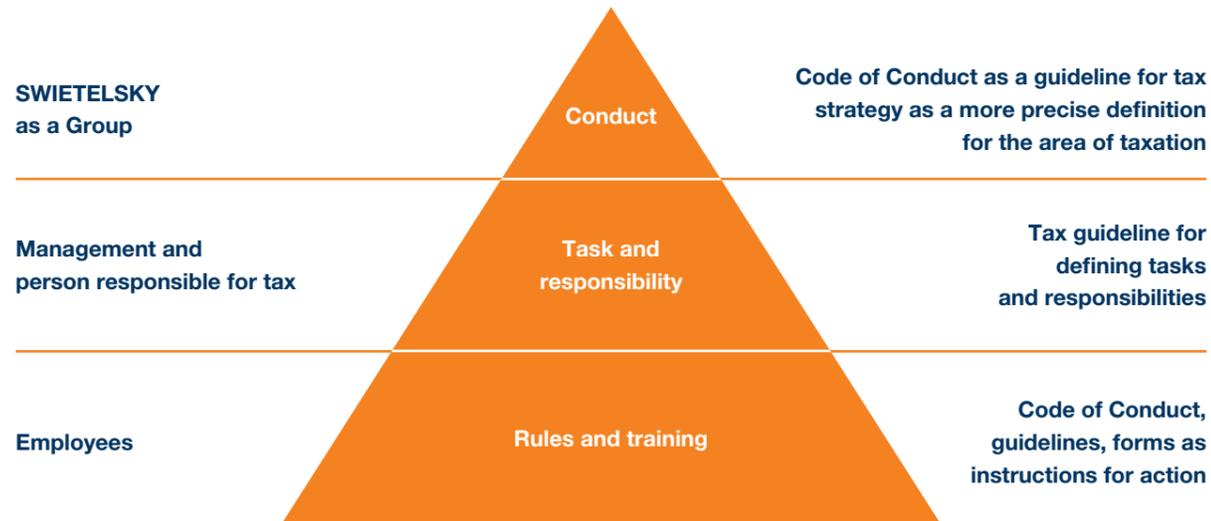
in the SWIETELSKY Group defines responsibilities and processes for tasks related to tax levies. The tax control framework supports SWIETELSKY in complying with all tax regulations and in declaring and paying tax levies on time and in the correct amount. To keep the level of knowledge of SWIETELSKY employees on tax honesty high, training courses were held in Austria (FY 2022/23 505 employees; FY 2021/22: 2,494 employees).

TAX COMPLIANCE/TAX CONTROL FRAMEWORK

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

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

TAX CONDUCT



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 employees 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 personal data of business partners and employees from unauthorised access, misuse, and loss.

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

In addition, certification to ISO 27001 (Standard for Information Security) was successfully achieved in 2021.

EMPLOYEE AWARENESS

Employees receive training on changes in data protection law in SWIETELSKY's core markets 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 an employee guideline for GDPR-compliant behaviour. The Fit4DSGVO e-training is a fixed component in Austria, Germany, the Czech Republic and Hungary.

DEALING WITH INFRINGEMENTS OF THE RULES

In the 2022/23 financial year, there were only minor cases of data theft and data loss in connection with customer data. Therefore, an external data breach report could be completely dispensed with.

The prescribed course of action for a data breach incident is explained as part of the Fit4DSGVO e-training. Employees from the divisions where the incident occurred must inform their supervisor, the data protection officer, and the IT department. In such cases, the IT department takes technical measures to prevent possible misuse of data. The data protection officer uses a checklist to collect the most important information required in the event of a notification to the data protection authority.

RESPECT FOR HUMAN RIGHTS

Based on the European Convention for the Protection of Human Rights and Fundamental Freedoms, SWIETELSKY observes the personal dignity, privacy and individual personality of every individual. We recognise the obligation to respect human rights, which is laid down in our Code of Conduct.

Violations of human rights can be reported at any time via the whistleblower platform. Each case is thoroughly investigated, and appropriate steps are taken as part of the compliance management system.

SWIETELSKY makes every effort to ensure these rights. Therefore, we do not tolerate discrimination based on national or ethnic origin, gender, sexual orientation, religion, age or disability. The demeaning treatment of employees through sexual harassment or bullying and the like is not tolerated either.



Requirements to respect human rights

- Respecting human dignity
- Opposing child labour
- Opposing forced labour
- Ensuring equal opportunities and prohibiting discrimination
- Safety and health
- 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. Our employees are thus obligated to verify compliance with all of these regulations in the legally required form 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 employees 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 fully carried out. In some branches, software solutions are being used to record internal and external personnel. This is particularly important with regard to relevant penalties, which can sometimes result in being excluded from participating in public calls for tenders.

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.

DIVERSITY AND EQUAL OPPORTUNITIES IN 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".

ESG STANDARDS 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. The Group wants to be as well prepared as possible for this. 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 in development.

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 construction management level in cooperation with neighbouring residents' welfare.

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 corporate ethics focus on fair competition, which is why subcontractors are contractually obligated to act according to ethical principles and comply with all legal policies through far-reaching compliance provisions. In addition to the Code of Conduct, which will be passed on to subcontractors which will be passed on to subcontractors, commitments by business partners and suppliers to general sustainability requirements are planned. In the process, extensions of the sustainability criteria are carried out with regard to social and ecological criteria. In future, the sustainability requirements will be a fixed component of the General Terms and Conditions.



Requirements and standards in the supply chain

- Supplier and subcontractor selection – QM document
- Health and safety requirements
- Environment as per scope for branches and subsidiaries ISO 14001 and ISO 45001
- 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. This is only possible with strategically anchored measures, and would like to take a consistent path. In construction and project management, purchasing is done almost exclusively in concert with the decentralised structure through the responsible body. 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

Almost 40% of CO₂e emissions worldwide can be directly attributed to the construction industry. As a member of the construction industry, SWIETELKSY takes on the challenge of reducing emissions along the value chain it influences in a responsible manner. SWIETELKSY Innovation evaluates the practical use of ideas in construction and future trends that are new to SWIETELSKY in order to achieve improvements in its own business, construction processes and construction products.



Path of action 2025

- Promoting life-cycle-oriented construction – proceeding from the competences (design, materials and processes)
- Developing solutions and products for adapting to the consequences of climate change
- Continuous improvement of resource-efficient construction methods
- Focusing on CO₂-saving building materials
- Increasing the share of building certifications
- Increasing recycling and upcycling through new processes

“See things in the present, even if they are in the future.”

SWIETELSKY-Innovation

FUTURE-PROOF DESIGN AND DIGITALISATION

Innovative construction in the context of digitalisation is undoubtedly the main driver of both the entire industry and of SWIETELSKY itself. Integrating a circular economy and the associated decoupling of economic growth from resource consumption are also becoming increasingly important.

Many good ideas and innovations are born at SWIETELSKY. It is important to link and structure these in a way that makes sense, allowing the whole Group to benefit from them as quickly as possible. The task of the specially created Digitalisation & Construction Services 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.

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 are truly lived.

Building Information Modeling (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 depending on the business area. In building construction, it 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, with LEAN management, we are committed to an innovative way of working where processes are optimised holistically. The focus is on interdisciplinary interfaces and value creation, which is applied to internal processes as well as on our construction sites. A fundamental basic principle is to recognise and eliminate wastage and to increase productivity. This makes a significant contribution to sustainability as construction sites use fewer resources and produce less waste and greenhouse gases. The application of LEAN methods enables us to subsequently respond to the dynamics of current challenges by improving communication of the project participants through process visualisation and by striving for innovation according to the principle of continuous improvement.

Digitalisation contributes to sustainability. It enables pursuing dematerialisation and reduced material intensity. Savings can also be achieved in the area of energy efficiency.

BUILDING CERTIFICATIONS

In order to render sustainable construction practical, quantifiable and consequently comparable, certification systems such as DGNB (German Sustainable Building Council), GNI (Austrian Society for Sustainable Real-Estate Management) and LEED (Leadership in Energy and Environmental Design) have become entrenched in the construction industry. As a Group, SWIETELSKY is a member of the Austrian Association for Sustainable Real Estate Management (GNI) and of IG Lebenszyklus. Sustainable construction projects can therefore be evaluated consistently in the three dimensions of economy, ecology and social responsibility over their entire life cycle.

Located directly on the Danube Canal, the AUSTRO TOWER is a new landmark in an extremely attractive location. At a height of 146 metres and with 38 upper storeys, four basement storeys and two foundation storeys, it will be the tallest building on the SORAVIA site. This is the first time in Austria that a project has achieved double certification at the highest level, Platinum, under both LEED and ÖGNI. LEED, one of the most reputable certification systems in the world, assesses buildings based on their environmentally friendly properties. The SWIETELSKY construction management placed particular emphasis on the following during the implementation of the project

- a controlled waste management: Waste was separated into ten different groups such as paper/cardboard, insulation, glass and more.
- the use of wood from sustainable forestry with FSC or PEFC certification.
- the use of building materials produced in a fair manner.

Another focus lay on the very high requirements for the subsequent indoor air quality, the achievement of which was only possible through the use of high-quality materials (adhesives, primers, etc.). The use of low-noise and non-fuel-powered equipment also contributed to sustainable construction. We extend our congratulations to the team of the Vienna building construction and East building construction branches for this great success.

In Freistadt, SWIETELSKY built the sustainable “Free City” headquarters of the energy technology company neoom. The building was built by SWIETELSKY as general contractor for the client Buildwerk GmbH. All services, with the exception of building services, were the responsibility of the Linz-based construction group. Manufactured in concrete and wood construction, the execution planning was completely implemented with building information modelling (BIM). The project was carried out in a joint venture with Weissenseer Systemholzbau from Greifenburg/Carinthia, with SWIETELSKY responsible for project management. Construction was carried out using 100 per cent recyclable material and exclusively sustainable building materials.

Many things were therefore dispensed with entirely if they were not necessary. Concrete was only used where it was absolutely necessary from a structural point of view. All five surfaces of the building are covered with PV systems – the north, east, south and west, as well as the roof. As a result, the photovoltaic potential on site is fully exploited and the production of decentralised renewable energy is integrated into the building design. Excess power is stored in neoom power storage banks until it is needed. In addition, load peaks are capped, and full blackout protection is provided. Significant emphasis was also placed on daylight quality, biodiversity enhancement at the site and socio-cultural aspects. Furthermore, the anchoring of e-mobility is a big potential for CO₂ savings: 70 charging points turn the site into an e-mobility hub. The entire technology for energy generation and storage as well as the charging stations was implemented by neoom. The Free City is aspiring to the highest certification level of the DGNB certificate of the Austrian Society for Sustainable Real Estate (ÖGNI). This certificate is not awarded by evaluating individual criteria, but is based on the three pillars of sustainability, of which each is rated equally highly: ecology, economy and social issues.

Other projects are currently being implemented. SWIETELSKY plans on increasing the portfolio of sustainable building certifications in the future, also for its own projects, and regards this as an important strategic option. This stems from both our own commitment and a change in the developers' ecological awareness.



Award

SWIETELSKY is one of the 20 companies to receive an award from the Ministry of Climate Action (BMK) for its exceptional commitment to energy efficiency.

The award recognises the construction of a roofed bulk storage facility for raw materials (e.g. recycled materials). The storage facility was built in summer 2019 for the Dürnfeld/Carinthia asphalt mixing works. This measure cut energy consumption by around 1,300,000 kWh per year. Storage in the open air in the past resulted in the formation of water content in the raw materials. When producing asphalt, the mixture is heated to 200 degrees Celsius in the rotary dryer with burners and the water evaporates. Liquid gas is required for this. By constructing the bulk storage facility, the water content in the starting raw material and consequently the energy consumption for heating and evaporation could be significantly reduced.

The award was presented at the first Austrian Sustainability Summit on 24 March 2022. The climate initiative of the BMK "Klima Aktiv" has put Austrian industrial and commercial enterprises that are pushing ahead with the phase-out of fossil fuels and making the best possible use of energy in the spotlight. All in all, the award-winning companies save 25 million kWh of electricity and heat annually as a result of the measures implemented. This corresponds to a saving of around 5,710 tonnes of CO₂.

SUSTAINABLE BUILDING MATERIALS AND PROCESSES

The requirements placed on buildings in the future are great. Construction that is sustainable and climate-neutral is becoming a fundamental prerequisite for the future. Smart, efficient and cost-effective technologies are in demand from customers. Innovative construction materials have the potential to be the key to success. The pressure on scientists and technology experts to develop innovative building materials and processes is intense. The reduction of negative environmental impacts should already be taken into account when raw materials are procured, i.e. substitution of materials and processes for the production of building materials that are particularly CO₂-intensive.

SWIETELSKY's "DCS – Digital Construction Service" Think-Tank ensures that the relevant group units are informed of the latest developments, especially those pertaining to building materials and construction processes. By using highly qualified employees, we are able to realise our own developments in addition to collaborative research projects.



Timber – the building material of the past and the future

Timber and hybrid construction is a business field in which SWIETELSKY has been active for years now. SWIETELSKY bundles the knowledge of over one hundred experts experienced in timber construction under the SWIEtimber brand. Architects and building owners are able to make use of this knowledge to any extent – from consultation and project support through to cooperation as a full contractor.

A key sustainable aspect of timber as a building material is the natural, emission-free growth of the raw material. Timber construction also has distinct environmental advantages over mineral construction methods. Every house made of timber contributes to avoiding CO₂ emissions from the production of other CO₂-intensive building materials.

Timber as a building material can be combined well during the course of complex projects ranging from new buildings and conversions through to hybrid construction, and is in no way inferior to conventional construction when it comes to stability and flexibility. In addition, timber creates a pleasant indoor climate and better regulates humidity.

Buildings made of timber prolong the carbon sequestration of the forest. Every cubic metre of wood used binds one tonne of CO₂ in the long term. Timber is a "high-performance building material" and weighs about one fifth the weight of concrete, which saves on transport. Houses made of timber can easily be dismantled at the end of their service life, with individual components able to be recycled. What is no longer needed can be disposed of thermally, which itself generates energy.

Thanks to the expertise in timber construction technology and building physics that has been accumulated over the past few years, SWIETELSKY is increasingly positioning itself as an adviser to builders, architects and planners who are independent of building materials.

Duswald builds municipal office in St. Aegidi (Upper Austria) out of timber

SWIETELSKY subsidiary performs the master builder and carpentry work. A new village centre is being built in the municipality of St. Aegidi. The new municipal office, the construction of which commenced on 6 July 2021, will be the focal point. The new building will provide space for the administration as well as the so-called state spinning mill. This is a project that is intended to offer company founders, start-ups, home offices as well as students and clubs flexible working space and a professional environment. The old municipal office will also be torn down, rebuilt and available for use as a rehearsal venue for the music association from 2022.

Both buildings will be constructed using timber. This ecologically sustainable construction method is a contribution to a positive CO₂ footprint made by the municipality. The total costs of the project amount to around 3 million euros.

“Timber is a valuable raw material and we live in a densely forested area. I personally stand 100 per cent behind the decision in favour of using timber,” reports Mayor Klaus Paminger. “What’s more, the timber design prevailed as the winning model in the architectural competition.” The foundation stone for this investment was laid in 2013 with the founding of Agenda 21. This long-term process involved discussing and defining strategies for the future development and design of the municipality with the involvement of the population.

Fessler built a high-rack warehouse featuring solid wood construction, whereas the SWIETELSKY subsidiary realised the eco-logistics centre in the Waldviertel region for the herb expert SONNENTOR. The new warehouse is 3000 square metres in size and 19 metres high. There are a total of 8500 pallet spaces for spices, herbs and teas. The short construction period from August to December 2021 meant that all wall elements, including the timber façade, were prefabricated in the Fessler timber construction hall. At this point, the concrete construction was in its initial phase. The large surface elements were delivered to the construction site using special transport.



Award

Many concepts were awarded for their outstanding implementation and contribution to the timber construction industry at the festive gala for the Lower Austrian Timber Construction Award on May 23 of 2023. A jury consisting of eight experts awarded SWIETELSKY and the SWIETELSKY subsidiary Georg Fessler a commendation. Fessler received a commendation in the category “Utility Building” for the project “Sonnentor Timber High-Bay Storage Facility”. The high-bay storage facility impresses with its sustainability and the use of renewable raw materials. With a sophisticated design made of wooden material suitable for foodstuffs, it allows herbs and spices to be stored efficiently and in an environmentally friendly manner. The natural greening of the hall roof and the use of a large rainwater recovery cistern demonstrate the ecological awareness of the project. The jury was impressed by the successful combination of functionality, aesthetics and sustainability.

PROLONGING THE LIFE SPAN - CIRCULAR THINKING

Ambitious climate targets – national and international – put circular construction in the spotlight. The renovation and use of existing buildings and infrastructure as well as the expansion of existing buildings as a resource and reservoir are key factors in this case for ecological and economic as well as cultural reasons.

Our long-term objective is to integrate sustainability into all life cycle phases of construction projects by consolidating existing resources in the subsidiaries and branches. SWIETELSKY aims to find sustainable solutions that do not conflict with the core principles.

WHEN IT COMES TO THE INVENTORY

TABA Tower: the recycled residential paradise - SWIETELSKY’s Eastern Building Construction branch has revitalised the former hotel from the 1970s in Vienna’s 10th district. The building now features state-of-the-art facilities and was handed over to the client RAAB & RAAB at the end of August 2021.

The 160 apartments with balconies are spread across 19 floors. The living space on the lower floors ranges from 31 to 55 square metres. They are fully furnished “serviced apartments” that can be rented for a certain period of time, as well as investment apartments. The larger units with an area of 80 to 115 square metres are situated on the upper floors. Retail premises, offices and an underground car park complete the project. The TABA Tower is situated in the heart of the 860,000 square metre Kurpark Oberlaa and is only 300 metres from the U1 station.

So-called recycling of existing buildings counteracts the consumption of land and is becoming increasingly important. This project is confirmation of SWIETELSKY’s competence and experience in the field of revitalisation and conversion of buildings.

RAILWAY CONSTRUCTION

The principle of sustainability has characterised SWIETELSKY’s way of thinking and acting throughout its history like no other. Its founders were well aware nearly 90 years ago that without rail as a mode of transport, road transport would quickly be overwhelmed both economically and in its ecological impact. And so a pioneer in road construction became a pioneer in railway construction. SWIETELSKY lays the foundations in rail construction so that people and goods can be transported quickly, cheaply, safely and conveniently. Far-sighted investments have given the company the most modern machinery fleet in its industry and its own railway company. The development and use of large machines has enabled SWIETELSKY to revolutionise railway construction when it comes to efficiency and occupational safety. We are now the European leader in this sector and are also represented in Australia.

Our large machinery fleet includes several ballast cleaning machines, track renewal trains as well as two of the world’s three combined cleaning track renewal trains, “RU 800 S” and a “RUS 1000S”.

During brief periods when railway services are suspended, these large machines are used to clean, wash and screen the ballast on kilometre-long sections of track and, depending on requirements and usability, add new ballast or reintegrate it at 100 per cent. New tracks are also added to the track system and the old tracks are removed at the same time. Our fleet also includes several underground renovation machines, which are used for the construction and maintenance of the railway substructure. These machines are capable of removing the substructure, i.e. the soil structure under the track, using chains, cleaning it, breaking it up, reconditioning it and reinstalling it up to 100 per cent. The water required for this is treated and reused in a cycle on the machines.

All these large machines work on the existing tracks and receive all their materials over them in an environmentally friendly manner. This means that a large number of resources can be conserved. This minimises the interruption of railway services and regular railway services can be resumed in the shortest possible time.

Everything on track – METRANS relies on BAHNBAU PETRI

The construction of a new container terminal in German Königs Wusterhausen has brought SWIETELSKY subsidiary Bahnbau Petri its biggest planning contract to date. South Berlin is experiencing significant economic growth and METRANS is planning to build a modern hinterland terminal to handle the increasing flow of goods. Transshipment from rail to HGV will be what will primarily take place here. Bahnbau Petri and its planning partner BHM Ingenieure, an internationally renowned engineering company, are taking care of all aspects of planning, from the concept phase through to support during the construction phase. The project includes terminal planning, track construction, overhead line technology as well as safety technology and takes into consideration all traffic, environmental and nature conservation aspects.

Kirow cranes in operation in the UK: Successful contribution to the Carstairs Junction construction site

The Carstairs Junction construction site, a major track section at the northern end of the West Coast Mainline with branches to Glasgow and Edinburgh, benefited significantly from the support of the Kirow 250 track-laying cranes in operation for SWIETELSKY’s subsidiary Construction Company Ltd. Supported by Kirow cranes from SWIETELSKY subsidiary Construction Company Ltd., a total of 25 switches with 130 switch connection yokes as well as 117 additional track yokes were installed in 32 shifts over the period from early March to early May 2023. The cranes were used in many shifts in tandem lift mode – as a KRC500 system. Work was carried out under complete closure for the first three weeks, after which the respective adjacent track could be opened for train traffic. SWIETELSKY tamping machines were also operating at the same time. The 09-3X Dynamic completed an impressive 8000 metres of rebuild tamping over five shifts. Two of the 08-4x4/4S Unimats used in Scotland also performed a total of 71 switch tamping shifts over 40 shifts. An impressive 44 kilometres of rail were tamped in total.

The collaboration between the Kirow cranes and tamping machines on behalf of SWIETELSKY meant that construction work at the Carstairs Junction site went very smoothly. The teams delivered an outstanding performance with precision and efficiency to successfully complete the project.

SWIETELSKY modernises Kassel-Fulda high-speed line

A joint project of SWIETELSKY railway construction subsidiaries from Germany, Austria and the Netherlands breathes fresh air onto the ICE line. The team is renewing a total of 163 kilometres of rail to make the high-speed line suitable for the future.

“The fact that we are given the opportunity to carry out a project like the Kassel-Fulda track renovation as an individual company is a special sign of confidence from our client Deutsche Bahn. That’s why we have put together an international team of Swietelskys to tackle this challenging task,” says Peter Gal, COO Railway Construction at SWIETELSKY. The cooperation between Swietelsky Bahnbau Deutschland, SWIETELSKY Rail Benelux and SWIETELSKY Bahnbau Österreich is a shining example of cross-border exchange of knowledge, capacity and expertise. They are working together on modernising the ICE route to offer passengers an even more comfortable and efficient travel experience. SWIETELSKY contributes its comprehensive expertise and many years of experience in the construction sector to make the project a success.

The modernisation of the ICE line requires high-performance machines that allow precise and efficient work. This is where the RUS 1000 S comes into play. The rails are being renewed and brought up to date with impressive power and technical finesse: Where once several construction machines were needed on rails, now there is an all-in-one solution.

As a leading construction company, SWIETELSKY is not only committed to implementing exceptional construction projects, but also to driving forward the development of rail transport. Participating in this major German project means that SWIETELSKY is helping to sustainably improve public transport and develop future-oriented solutions.

The team at SWIETELSKY is setting new standards in the modernisation of the ICE line together with the unique use of machinery. Working together, we Swietelskys are shaping the future of rail transport and are proud to make a contribution to more efficient and sustainable mobility.

TUNNEL CONSTRUCTION – TUNNEL CONSTRUCTION SYSTEMS

Rail and road tunnels not only shorten distances, but also enhance alpine zones as habitats for humans and animals in particular. Moving traffic underground helps conserve natural resources and prevents noise pollution. Even as urban areas grow, underground rail tunnels guarantee environmentally friendly and efficient mobility. As a pioneer in road construction as well as in railway construction, SWIETELSKY was quick to recognise the potential in gallery and tunnel construction. Our involvement in major infrastructure projects has finally allowed us to make a name for ourselves as a leading specialist in this sector as well. Our decades of experience in dealing with geological challenges, our expertise in the use of high-tech machinery and processes, but also the construction knowledge of our engineers are what set SWIETELSKY apart from the rest.

SWIETELSKY Vasúttechnika Kft. and SWIETELSKY Építő Kft. also make an important contribution to promoting sustainable mobility and significantly reducing urban environmental pollution. They took a leading role in the project to renovate Budapest’s M3 metro line. The line modernisation started in November 2017 and includes three station sections with work on the northern section between Újpest-központ and Dózsa György út stations. Twenty kilometres of new track and safety facilities have been constructed since then. Tunnel renovations and the modernisation of the telecommunications systems have also been carried out. The M3 is the longest of the four lines and was handed over to the Danube metropolis of Budapest in spring 2023.

PARTIAL RENOVATION PROCESSES – SEWER RENOVATIONS

When it comes to sewer renovation and water pipe replacement, concentrating on the essentials is also a recipe for success at SWIETELSKY. Environmental compatibility and economic efficiency are the main considerations when selecting a process. In turn, when it comes to sewer networks, the multitude of localised damage can be repaired quickly and completely with a resource-saving procedure without trenching and with minimal disruption to traffic. This also applies to general renovations.

Trenchless: Successful renovation protects infrastructure and the environment

The subsidiary Swietelsky-Faber recently completed a construction project that convinces both ecologically and economically. When renovation works were being carried out on the “Kühbergrunse” wastewater sewer in Windischgartsen, Upper Austria, the focus was on protecting the infrastructure and vegetation along the sewer.

Viktor Stoichovski, site manager at Swietelsky-Faber Kanalsanierung, stresses: “Our objective was to maintain the infrastructure and avoid damage to the surface and vegetation. We were able to successfully realise this goal with trenchless renovation.” The challenges presented were many because the pipelines were located under buildings and were covered with garages. On top of that, difficult access and terrain conditions hampered any new construction. The team at Swietelsky-Faber worked in close cooperation with the market community and the local construction management to devise solutions that ensured both cost savings and environmental protection.

The decision in favour of trenchless renovation using inliners turned out to be the right choice. This meant that the construction work could be carried out quickly and efficiently without causing damage to the paved surfaces and vegetation along the “Kühbergrunse”. There were also no protracted construction sites that would have adversely affected traffic or residents.

The project demonstrates that it is important to check ecological and economic criteria prior to the start of construction. It was possible to avoid damage thanks to adapting the renovation measures in compliance with all technical specifications, which benefits both the population and the environment. Trenchless renovation therefore represents a sustainable and efficient solution.

CLIMATE-FRIENDLINESS: A FACTOR FOR SUCCESS

Finding and delivering solutions and products to adapt to the consequences of climate change, e.g. through particularly resilient buildings and infrastructures, is part of our climate action management. Innovative and site-specific solutions up to patent applications are successfully pushed.

Smart solutions in mountainous regions

Climate-resilient solutions for flood or erosion protection using technical and biological processes in particular offer comprehensive protection against the consequences of climate change in mountainous regions.

SWIETELSKY implements small hydropower plant for Semmering tunnel

The SWIETELSKY Styria office/civil engineering branch was responsible for the construction of the powerhouse and the penstock. The annual energy consumption of the Semmering Tunnel on the S6 highway of the same name amounts to around 1,100 megawatt hours. The new ASFINAG small hydropower plant supplies around 490 megawatt hours of clean electricity and thereby covers up to 45 percent of the energy required for the almost four-kilometre-long tunnel.

Protective galleries

Particularly resilient infrastructure ensures that the population is comprehensively protected against avalanches, rockfall or mudslides in mountainous regions. Ever since the glaciers receded, the slope areas on the B 186 Öztalstraße road in the area of the Leckgalerie/Klammgalerie have been subject to recurrent breakage in recent years. This has led to mudslides and rockfalls. Construction measures in the future are designed so that gallery constructions can withstand the landslides. A continuous gallery structure between the Leckgalerie and Klammgalerie has now been constructed to offer a climate-resilient solution.

Greening

SWIETELSKY is competent when it comes to the greening of parking areas, cemeteries as well as roof, façade and infrastructure surfaces, the habitat restoration of road embankments and the dismantling of sealed surfaces together with replacement planting.

The subsidiary Hennerbichler has been in operation for years as a specialist for rooftop greening. Its solutions contribute to extending the life of the roof, saving energy and increasing the quality of living. For instance, Hennerbichler offers various types of rooftop greening.

ECOLOGY

Intensive greening involves planting lawns, shrubs or woody plants. Only a substrate layer about fifteen centimetres thick with modest low plants is used for extensive roof greening. Green objects in urban areas help to reduce dust, waste water and noise. Greenery also compensates for high temperature differences and encourages the natural flow of water.

Climate innovation with science and technology

Efforts in the field of climate innovations within the company as well as with cooperation partners to tackle the negative environmental impacts have also been successful in initiating quite a few things in the two reporting years.

Pilot projects in the field of low-emission operation of construction sites were successfully pursued. More about the projects focusing on construction site operations are described in the subsequent "Ecology" chapter.

SWIETELSKY aims to ensure the use of environmentally friendly processes, equipment and machines across all project phases. We continuously seek solutions for more efficient water, air, energy and soil use and look for ways to optimise material and logistics costs, reduce emissions where possible, and protect biodiversity. Through our consistent consideration of these natural resources and the environment, we remain committed to doing our part to achieve the goals of the Paris Climate Agreement.

PROJECT HIGHLIGHT STUMPERGASSE 56:

Sustainable community development for the federal capital

The SWIETELSKY Eastern building construction branch is developing 46 apartments at Stumpergasse 56 in Vienna's 6th district.

The two- to five-room apartments are between 50 and 120 square metres in size. All units feature underfloor heating and include outdoor spaces such as balconies, loggias or terraces. The project is made up of two building parts. In addition to an inner courtyard covered with greenery, there will be the possibility of communal gardening on the roof to encourage neighbourly exchange. Photovoltaic systems will also be installed on the roofs. Façade greening is planned on the street side, providing not only visual enhancement but also a positive effect on the air, keeping the building surface and consequently the streets cooler. Construction was penciled in to commence in June 2023 and the project is scheduled for completion in winter 2024/2025. The location in the city centre means that confined spaces and gap developments pose particular challenges for the SWIETELSKY team.



Ing. Christian Wahlmüller
Quality management officer



Path of action 2025

- Promoting the circular economy within the company: Increase the recycling rate through the reuse of construction waste
- Increasing the share of energy from renewable sources
- Continuation of energy optimisation in buildings and building management
- Reduction of CO₂ emissions in vehicle fleet and logistics
- Optimising energy-intensive processes

“SWIETELSKY recognises the growing importance of sustainability and environmental protection in today's world and strives to continuously adapt its business practices to meet the new requirements and thus be part of the solution.”

QUALITY AND ENVIRONMENTAL MANAGEMENT

The subject of environmental protection and thus also the issue 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 employees with relevant responsibilities at their disposal. The implemented management systems comply with the international standard ISO 14001 and/or 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 2022/23 financial year, the share of Group units certified according to environmental management systems was over 85%.

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.



Standards and management approaches

- ISO 14001: 2015 Quality management
- ISO 50001: 2015 Energy management
- Checklist environmental aspects
- Document path on the intranet for the management of environment and energy
- Information for employees via the intranet
- Factory production control EN 1090-1: 2009+A1:2011
- Railway construction SCC**2011
- Specialist waste management company (EFB)

HIGHLIGHT PROJECT

Solar power for WINZER KREMS

The SWIETELSKY subsidiary Ing. Baierl GmbH installed a 128 kWp photovoltaic system on the roof of the new wine cellar.

The generated electricity is consumed 100 per cent on site. A total of 371 modules were installed in summer 2021. The amount of electricity produced is roughly equivalent to the average annual consumption of 30 single-family homes. In 2023, this plant was expanded by an additional 260 kWp, bringing the total output to 383 kWp. What's special? The assembly was carried out with concrete substructures, which simultaneously provide the modules' weighting. This makes it easier to maintain the greenery, as there is no exposed cabling or mounting rails between the module fields. The southern and east-western orientation ensures that the system produces enough electricity for daily consumption.

The "Invest2023" project of the winegrowers' cooperative WINZER KREMS includes a new fermentation and maturation cellar, a new wine bottling plant and a new bottle storage facility. It is an investment in quality and the future to better cope with changing climatic conditions.

It is not only a new chapter in the history of Austrian wine – it is a monument of innovation and sustainability. WINZER KREMS has made its largest investment to date in the heart of Austria, at Sandgrube 13. Under the promising motto "Wine.Time.New", the traditional wine producer ceremoniously unveiled its new buildings. The challenges of climate change and increasing environmental awareness call for a modern approach to viticulture. WINZER KREMS recognised this at an early stage and invested heavily in new buildings and innovative production facilities. With the introduction of the winery, the bottling plant and the logistics hall at Sandgrube 13, WINZER KREMS is sending a strong message of quality, innovation and sustainability. Short distances, highest product quality and an excellent working environment for the employees are the focus of this future-oriented project.

EXPANSION OF RENEWABLE ENERGIES

SWIETELSKY actively strives to reduce its energy consumption and CO₂ emissions, thereby striving for climate neutrality. Based on sustainability KPIs, e.g., emissions from operating activities, logistics, and the construction sites, the company sets specific targets. Measures are being taken to increase energy efficiency, such as optimising energy consumption in production facilities and offices, using renewable energies, and increasing 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 CO₂ reduction targets and measures.

DEVELOPMENT OF TOTAL ENERGY CONSUMPTION

2022/23

in MWh	Group	AT	GER	CZ	HU	other countries
Heating oil for mixing plants	20,449	14,530	221	44	5,599	55
Gas for mixing plants	85,475	25,172	14,506	13,230	21,079	11,488
Industrial gases	7,511	3,024	3,558	629	45	256
Fuels	375,803	229,933	49,834	44,289	19,484	32,264
Coal	51,501	-	42,640	-	8,861	-
Woodchips	1,794	1,172	622	-	-	-
District heating	3,843	3,134	-	384	2	323
Electricity	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	3,575,798	2,105,055	375,930	405,042	261,409	428,362
Specific energy consumption MWh for every thousand EUR of construction output	0.172	0.154	0.313	0.155	0.234	0.109

2021/22

in MWh	Group	AT	GER	CZ	HU	other countries
Heating oil for mixing plants	22,410	20,084	2,025	205	-	96
Gas for mixing plants	103,716	24,259	14,808	14,879	37,159	12,612
Industrial gases	7,906	1,929	5,218	361	361	35
Fuels	362,438	206,067	66,152	32,486	25,697	32,035
Coal	51,692	-	42,850	-	8,842	-
Woodchips	899	285	615	-	-	-
District heating	3,700	3,105	-	490	-	105
Electricity	64,038	45,711	8,212	2,968	5,260	1,887
TOTAL ENERGY CONSUMPTION*	616,800	301,441	139,880	51,390	77,318	46,770
Construction output in kEUR	3,415,419	2,080,369	392,469	377,106	275,231	290,244
Specific energy consumption MWh for every thousand EUR of construction output	0.180	0.145	0.356	0.136	0.281	0.161

Calculation: Energy consumption within the organisation was calculated on the basis of energy costs while considering country-specific energy prices.

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, plus production facilities and construction sites, as well as construction machinery and equipment. Total energy consumption fell by one per cent compared to the previous year. (2021/22: 616,800 MWh to 2022/23: 613,330 MWh). The specific energy consumption in relation to the total construction output of the Group amounts to 0.172 MWh/kEUR and so could be slightly reduced compared to the previous year.

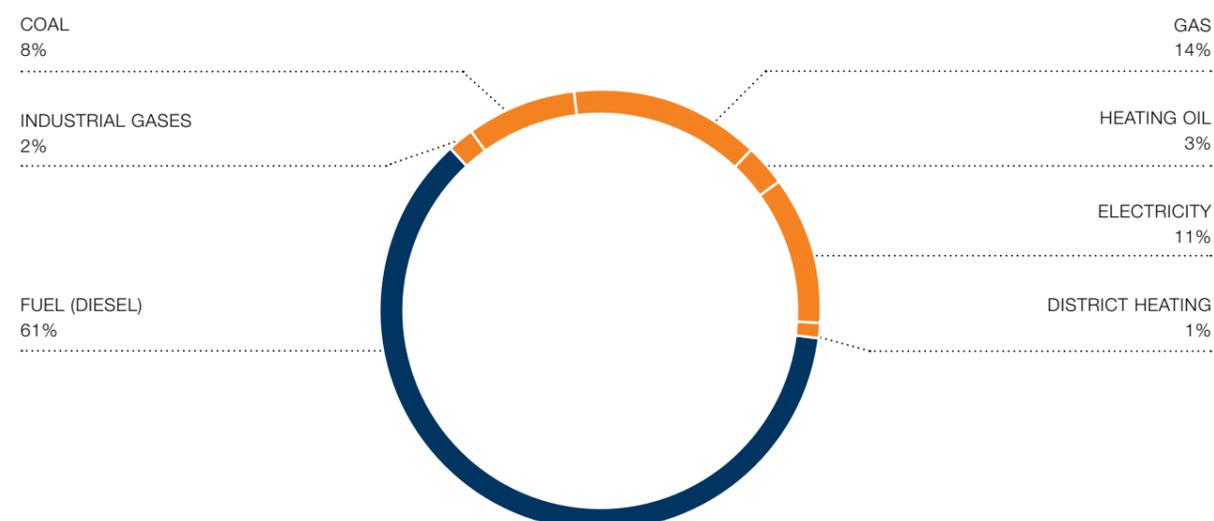
SWIETELSKY has continuously improved the systematic recording of energy consumption in sustainability software since 2019. Energy-relevant data is continuously recorded in the software to increase data quality and enable internal benchmarking in the subsidiaries and branches.

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 and the switch to alternative energy vehicles, are being pushed forward 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 the potential savings. Established technologies contribute significantly to the data collection and evaluation.

SWIETELSKY continuously records the energy used in manufacturing building products, making it possible to compare production among different production facilities and identify saving potentials.

ENERGY CONSUMPTION BY ENERGY SOURCE



GREENHOUSE GAS EMISSIONS

2022/23

In tonnes	Group	AT	GER	CZ	HU	other countries
Scope 1 GHG emissions directly associated with energy	138,826	68,217	33,293	13,792	13,176	10,349
Scope 2 GHG emissions indirectly associated with energy	11,499	6,319	2,284	967	1,313	616
Greenhouse gas emissions in t*	150,325	74,536	35,577	14,759	14,489	10,965
Specific CO ₂ e in t	0.042	0.035	0.095	0.036	0.055	0.026

2021/22

In tonnes	Group	AT	GER	CZ	HU	other countries
Scope 1 GHG emissions directly associated with energy	139,623	63,229	38,589	11,089	16,256	10,460
Scope 2 GHG emissions indirectly associated with energy	10,776	5,622	3,005	630	1,117	401
Greenhouse gas emissions in t*	150,399	68,852	41,594	11,719	17,373	10,861
Specific CO ₂ e in t	0.044	0.033	0.106	0.031	0.063	0.037

*Basis of calculation: Energy consumption was calculated on the basis of energy costs and relates to energy consumption of heating oil, gas (incl. industrial gases), fuel, pulverised lignite, district heating and electricity and therefore involves some degree of uncertainty. To calculate the key figures, Defra emission factors were used as a standard outside of Austria. In Austria, the core market, a country-specific emission factor was used. The intensity quotient includes GHG emissions in CO₂e to Scope 1 and Scope 2 and includes the gases CO₂, CH₄ and N₂O. Scope 2 emissions were calculated using the location-based method.

The CO₂ balance for the 2021/22 and 2022/23 financial years includes all fully consolidated companies. Group-wide, 150,325 tonnes of CO₂e (location-based) were generated in the reporting period for 2022/23; this is a small decrease compared to FY 2021/22. In accordance with the definition of the Greenhouse Gas Protocol, emissions are shown separately in Scope 1 and Scope 2. This subdivision shows that the majority of our emissions occur in Scope 1, as is customary in the construction industry. Relative to construction output, this results in a specific emission value of 0.044 tonnes CO₂e/KEUR construction output in the year 2022/23.

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

Since fossil fuels dominate SWIETELSKY's energy consumption, the emission levels are almost identical to the energy consumption. Emissions-intensive fuel accounts for almost 64 per cent of total CO₂ emissions.

Currently, SWIETELSKY does not yet record CO₂ emissions from upstream and downstream processes in the value chain (Scope 3). A solution to collect this data is already being worked on.

ECO-FRIENDLY PRODUCTION FACILITIES AND OFFICE BUILDINGS

Production facilities are audited with regard to energy efficiency, and appropriate measures are derived:

- Energy concepts for the sites are being developed
- Energy-efficient technology is used at every new location
- 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 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 savings can be achieved by constructing a roof for roller chipping boxes at asphalt mixing plants. 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, with only three per cent moisture in the chippings for a quantity of 20,000 tonnes, up to 41,000 kilowatt-hours of heating energy can be saved.

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 in the course of construction site operations. SWIETELSKY ensures the use of the most environmentally friendly processes, equipment and machines as well as the shortest possible transport routes. SWIETELSKY-MTA, the mechanical engineering department, has taken a step towards energy-efficient construction work with an energy-autonomous supply container. The department developed a prototype for supplying rollers and construction equipment on construction sites. The container consists of a diesel Adblue tank system and a water container containing 3,000 litres. Three solar panels are attached to the roof to supply energy to the two batteries of the tank system and the water container. The aim of the supply container is to save trips to filling stations and water hydrants. With the use of the supply container on the construction sites, diesel consumption and working time for truck trips to supply the construction equipment were significantly reduced.

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.

To this end, the SWIETELSKY-MTA has created the "Grand Garage" as a link between people, the environment and technology. The MTA experts purchase innovative machines, devices and other products and make them available to their colleagues in the operative departments for the ultimate endurance test in practice. "With the Grand Garage, we offer our colleagues on the construction sites the opportunity to learn about new technologies such as electrical construction equipment in a simple way," explains Reinhard Friesenecker, one of the initiators of the project. This gives you a practical impression and a good basis of information for your own investment decisions.

Endurance test on the construction site

Such tests provide information, for example, on whether the energy sources cover the power requirements of an electrically powered small excavator or track dumper by means of a volt station – a modern mobile energy storage unit that can be used flexibly due to its compact design. This is because their use instead of diesel or petrol-powered machines not only reduces CO₂ 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 Grand Garage is a platform where advanced technologies and sustainability aspects merge."

Vehicle fleet and logistics

In the investments in the vehicle fleet sector and the acquisition of new machines and equipment, energy consumption is a relevant decision criterion to keep the environmental impact as low as possible. We also conduct annual CO₂ monitoring for the main vehicle types in our fleet. Consistent maintenance and testing not only contribute to a reduction in repair and operating costs but also prevent environmental pollution.

In order to reduce the consumption of fossil fuels as well as the emission of CO₂, vehicles with high standard consumption were replaced by 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 in the corporate division Digitalisation and Construction Services (DCS) was started with the help of LEAN management. This includes digital recording to optimise the logistics routes in the company. For this purpose, the company's own "trackers" were used in several branches in Austria as a pilot project to provide data and insights over a period of one year on how travel routes can be improved and empty runs reduced as much as possible.

BUILDING MATERIALS RECYCLING

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

SWIETELSKY produces asphalt, concrete and recycled materials in its own production facilities. It is our 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. Through continuous monitoring of the production processes by the asphalt laboratory, the rate will be increased by about two per cent annually. The encouragingly high recycling rate in Germany can be attributed to the operation of an asphalt mixing plant with a parallel drum, which makes a rate of reclaimed asphalt pavement (RAP) up to 80% possible. Overall, a constant increase in recycled material was achieved, rising from 15.6 per cent to 17.3 per cent in the review period.

The rate is to be increased further by means of 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

2022/23

In tonnes	Group	AT	GER	CZ	HU	other countries
Amount of asphalt produced	1,698,072	424,885	584,111	177,209	370,308	141,559
Amount of recycled asphalt added	294,028	31,656	242,820	5,600	13,952	0
Percentage of recycled material in produced asphalt	17.32%	7.45%	41.57%	3.66%	3.77%	0.00%

2021/22

In tonnes	Group	AT	GER	CZ	HU	other countries
Amount of asphalt produced	1,886,041	477,125	577,609	186,108	511,869	133,330
Amount of recycled asphalt added	285,647	32,067	233,758	3,483	16,339	0
Percentage of recycled material in produced asphalt	15.15%	6.72%	40.47%	1.87%	3.19%	0.00%

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 level of recovery, in particular reuse or recycling.

This is relevant for all markets and business segments 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 materials are not yet renewable or reusable.

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 (Integrated pollution prevention and control system) facility for hazardous and non-hazardous waste since 2019. 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.

WASTE GENERATION

2022

In tonnes	Group	AT	GER	CZ	HU	other countries
Total weight of the accumulated hazardous waste	23,973	3,489	8,452	5,148	658	6,226
Weight of hazardous excavated soil	7,834	474	2,050	2,159	651	2,500
Total weight of the accumulated non-hazardous waste	3,684,734	2,942,369	32,067	364,077	47,652	298,570
Weight of non-hazardous excavated soil	2,337,856	1,938,914	-	277,235	16,894	104,814
Total waste (including excavated soil)	3,708,708	2,945,858	40,519	369,225	48,310	304,796
Total waste (excluding excavated soil)	1,363,018	1,006,471	38,469	89,831	30,765	197,482
Construction work in TEUR	3,575,798	2,105,055	375,930	405,042	261,409	428,362
Amount of specific waste t/EUR	1.04	1.40	0.11	0.91	0.18	0.71
Amount of specific waste t/EUR (excluding excavated soil)	0.38	0.48	0.10	0.22	0.12	0.46

2021

In tonnes	Group	AT	GER	CZ	HU	other countries
Total weight of the accumulated hazardous waste	25,076	8,304	11,750	296	887	3,839
Weight of hazardous excavated soil	7,116	3,960	2,250	0	881	25
Total weight of the accumulated non-hazardous waste	4,072,455	3,037,878	41,314	263,165	168,708	561,389
Weight of non-hazardous excavated soil	2,624,068	2,119,158	8,450	193,458	129,344	173,658
Total waste (including excavated soil)	4,097,531	3,046,182	53,064	263,461	169,595	565,228
Total waste (excluding excavated soil)	1,466,347	923,064	42,364	70,003	39,371	391,545
Construction work in TEUR	3,415,419	2,080,369	392,469	377,106	275,231	290,244
Amount of specific waste t/EUR	1.20	1.46	0.14	0.70	0.62	1.95
Amount of specific waste t/EUR (excluding excavated soil)	0.43	0.44	0.11	0.19	0.14	1.35

Because of data availability, the data refers to a calendar year. Non-hazardous and hazardous waste is registered in tonnes according to national legal definitions. In Germany, non-polluted soil is not regarded as waste by legal definition. Therefore, the value of non-hazardous waste is low.

In the 2021/22 and 2022/23 reporting phase, all fully consolidated companies in the Group were included in the key figures of the waste survey in addition to the Austrian sites previously covered. 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 the construction projects, fluctuations in the non-hazardous waste volume are particularly project-dependent. The share of hazardous waste is very low; 99% is non-hazardous waste; this figure remained could be kept constant in FY 2022/23 compared to the previous year. Unless subcontractors handle it, waste is disposed of directly via the construction site either by transporting it to disposal companies or by picking it up from construction sites and operating facilities in appropriate containers at the request of construction management or those responsible for the plant.

In this reporting period, we surveyed the data quality in the "Taxable and non-taxable waste" area for the first time. We will evaluate options to save on controllable waste to derive appropriate measures for avoidable waste.

DEALING WITH ENVIRONMENTAL VIOLATIONS

SWIETELSKY tries to minimise its negative environmental impacts. 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, but 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 and subcontractors in Austria, such as by having them adopt the Code of Conduct.

In the year in review, there was one monetary sanction due to non-compliance with environmental protection laws and regulations against SWIETELSKY. The fines amounted to just under 2,000 euros and are due to the delay in obtaining a water law-related permit as well as the late submission of the annual data delivery regarding waste in the area management of building construction in north-eastern Hungary.

INTERACTION

When we say, “We are Swietelskys”, we are not referring to the founding family but to everyone who works at our company. That is because we want SWIETELSKY to feel like a big family in which we have each other’s backs, encourage one another and stick together to shape our financial future as one team.



Path of action 2025

- Improving the balance between family and work
- Living appreciation
- Promoting women’s careers, especially in technical professions
- Strengthening personnel development
- Transparent, fair and motivating pay and incentive systems
- Promoting personal responsibility and initiative
- Promoting health in the workplace
- Optimising the quality of apprenticeship training and increasing the number of apprentices
- Promoting identification and team spirit
- Promoting employment models that are age-appropriate
- Increasing employee retention (turnover < 6.5%)
- Maintaining the high standard regarding occupational health and safety, implementation and prevention
- Continuously reducing work-related accidents, especially in terms of severity, through focused actions



Mag. Clemens Kukacka
Group Head of Human Resources

“To continually reignite genuine enthusiasm for SWIETELSKY as an employer in our workforce. We have committed ourselves to nothing less, allowing employees to unleash their full potential and new employees to want to become part of this inspired community. This is the only way we can enable growth together.”

HUMAN RESOURCES STRATEGY AND MANAGEMENT

The construction industry is a very labour-intensive sector that, 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 employees and sees them as the key to the company's success.

Entrepreneurial attitude and independent action have always been part of our corporate culture. Many small operational units under one common roof have been and still are the key to our success. We are convinced that treating our employees 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 to the challenges of the modern labour market. Emphasis is also placed on instilling this HR strategy throughout the Group.

CORPORATE CULTURE AND 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 temp 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 employees will be in a position to compete and offer its customers the better solutions.

SWIETELSKY was ranked as a top employer for the seventh consecutive time in March 2023 by the business magazine trend. According to the same magazine, the company is one of the top 30 employers in all sectors in Austria.



Standards and management approaches

- ISO 9001: 2015 Quality management
- Standardised recruitment processes
- Comprehensive training programme for newly appointed employees
- Personnel development hub with opportunities for face-to-face training, online training and on-demand training from external providers
- Regular information for employees through the employee newspaper, the intranet and as a supplement to the pay slip
- Clearly communicated mission statement
- Bonus and profit-sharing model as well as optional incentive models

Employee representation

It goes without saying that SWIETELSKY strictly complies with all legal requirements regarding the works council and promoting the interests of employees. 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 blue-collar workers and the works council for white-collar workers are represented on the supervisory board of Swietelsky AG with a total of three seats. 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 employees 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 employee representatives are informed thirty days in advance of the measures. In the event of complaints, employees can contact the works council or their supervisors at any time or, if they wish to do so, the responsible compliance officer.



“It is important to talk about a concern before it becomes a challenge for everyone. This is why works councils are fully involved at all levels and all employee concerns are taken seriously.”

Manuel Madursik
Chair of the works council

Applicant management for new employees

While it is important for us to be an attractive employer for our current employees, we also want to stay visible and interesting to potential applicants through our incentives. Every SWIETELSKY employee in Austria is familiar with the employer's mission statement “We are Swietelskys” as part of a personnel marketing campaign.

On the career website wir-swietelskys.at, job seekers can find detailed information about the company's self-image, the benefits it offers as an employer and all vacancies in the Group.

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. E-learning modules are firmly anchored in the onboarding process in Austria. Individual induction plans and a modular structure of contents depending on the occupational group for technicians, commercial white-collar workers, blue-collar workers and managers have been drawn up.

Creating flexibility for employees

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 want to establish new opportunities for flexible working time models for all employees and continuously implement them across the Group.



What we are proud of

- **trend. TOP employer:**
7 years in succession
- **trend. TOP employer 2023:**
No. 2 in the construction industry
- **trend. TOP employer 2023:**
29th place in Austria



WE CONTINUOUSLY GROW

The growth trend with respect to the number of employees has also continued in recent years. SWIETELSKY had a total of 12,035 employees as of 31 March 2023, a welcome 3.96% year-on-year increase.

In the 2022/23 reporting year, 4.4% (2021/22: 5.2%) of the Group's personnel was employed on fixed-term contracts. The continuing reduction of this percentage since 2017 underlines the ambition to retain employees in the long term. We consider the loyalty of our employees to be an important basis for our success.

In the core markets of Austria, Germany, Hungary and the Czech Republic, 100% of employees are covered by collective bargaining agreements; for the Group as a whole the number is 97.2% (2021/22: 97.8%). In some of the countries in which SWIETELSKY operates, there are no collective bargaining agreements; yet there we of course comply with the statutory minimum wages.

EMPLOYEE INFORMATION AT A GLANCE

2022/23

	Group	AT	GER	CZ	HU	other countries
Average number of employees in FY	12,035	7,023	1,438	1,685	933	956
Number of employees as of 31/03*	11,652	6,798	1,396	1,597	896	965
Employees with a permanent contract*	11,326	6,798	1,551	1,253	894	830
<i>of which male</i>	10,063	6,179	1,441	1,028	696	719
<i>of which female</i>	1,263	619	110	225	198	111
Employees with a temporary contract*	508	0	42	344	0	122
<i>of which male</i>	462	0	40	326	0	96
<i>of which female</i>	46	0	2	18	0	26
Full-time employees*	11,398	6,504	1,556	1,569	857	912
<i>of which male</i>	10,423	6,109	1,474	1,359	686	795
<i>of which female</i>	975	395	82	210	171	117
Part-time employees*	451	294	42	28	39	48
<i>of which male</i>	120	70	8	8	11	23
<i>of which female</i>	331	224	34	20	28	25

2021/22

	Group	AT	GER	CZ	HU	other countries
Average number of employees in FY	11,991	6,951	1,484	1,640	1,009	907
Number of employees as of 31/03*	11,917	6,880	1,469	1,628	1,006	934
Employees with a permanent contract*	11,316	6,880	1,393	1,201	1,005	837
<i>of which male</i>	10,068	6,320	1,280	977	780	711
<i>of which female</i>	1,248	560	113	224	225	126
Employees with a temporary contract*	601	0	76	427	1	97
<i>of which male</i>	547	0	72	398	1	76
<i>of which female</i>	54	0	4	29	0	21
Full-time employees*	11,349	6,598	1,403	1,600	861	887
<i>of which male</i>	10,414	6,237	1,332	1,395	687	763
<i>of which female</i>	935	361	71	205	174	124
Part-time employees*	568	282	66	28	145	47
<i>of which male</i>	251	83	30	11	103	24
<i>of which female</i>	317	199	36	17	42	23

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

NEW HIRES AND TURNOVER AT A GLANCE

The rate of new hires overall fell slightly in comparison to the previous year, from 16.7% to 14.9%. The turnover rate has also stayed roughly constant in comparison to the 2022/23 reporting year, with a slight increase from 9.2% in 2021/22 to the current 9.6%. Only voluntary departures were included in

the collected data because they are more reflective of insecurity and dissatisfaction among employees. Since it was not possible to separate consensual terminations according to whether they were initiated by the employee or the employer, all departures were counted as consensual terminations. The turnover rate of employee-initiated departures is thus below the rates determined here.

2022/23

	Group	AT	GER	CZ	HU	other countries
Total new hires*	1,738	1,135	206	184	70	143
<i>of which male</i>	1,525	1,018	183	146	59	119
<i>of which female</i>	213	117	23	38	11	24
<i>of which under the age of 30</i>	705	540	59	46	25	35
<i>of which between the ages of 30 and 50</i>	789	481	102	98	29	79
<i>of which above the age of 50</i>	241	114	37	40	20	30
Total percentage of new hires*	14.90%	16.70%	14.76%	11.52%	7.81%	14.82%
<i>Share of new hires – male</i>	14.78%	16.48%	14.48%	10.68%	8.46%	14.66%
<i>Share of new hires – female</i>	15.99%	18.90%	17.42%	16.52%	5.53%	15.79%
<i>Share of new hires – under the age of 30</i>	30.08%	29.75%	27.70%	36.51%	32.47%	30.97%
<i>Share of new hires – between the ages of 30 and 50</i>	13.43%	14.44%	17.47%	10.16%	6.22%	14.91%
<i>Share of new hires – above the age of 50</i>	7.01%	6.90%	6.17%	7.91%	5.67%	9.17%
Total employee turnover**	1,120	484	224	108	164	140
<i>of which male</i>	971	423	211	72	143	122
<i>of which female</i>	149	61	13	36	21	18
<i>of which under the age of 30</i>	339	200	63	26	26	24
<i>of which between the ages of 30 and 50</i>	549	220	102	68	89	70
<i>of which above the age of 50</i>	232	64	59	14	49	46
Total employee turnover rate**	9.60%	7.12%	16.05%	6.76%	18.30%	14.51%
<i>Turnover rate – male</i>	9.41%	6.85%	16.69%	5.27%	20.52%	15.02%
<i>Turnover rate – female</i>	11.19%	9.85%	9.85%	15.65%	10.55%	11.84%
<i>Turnover rate – under the age of 30</i>	14.46%	11.02%	29.58%	20.63%	33.77%	21.24%
<i>Turnover rate – between the ages of 30 and 50</i>	9.40%	6.61%	17.47%	7.05%	19.10%	13.77%
<i>Turnover rate – above the age of 50</i>	6.80%	3.87%	9.83%	2.77%	13.88%	14.68%

2021/2022

	Group	AT	GER	CZ	HU	other countries
Total new hires*	1,912	1,235	200	243	86	148
<i>of which male</i>	1,740	1,135	188	216	74	127
<i>of which female</i>	172	100	12	27	12	21
<i>of which under the age of 30</i>	745	551	68	61	27	38
<i>of which between the ages of 30 and 50</i>	884	539	87	137	51	70
<i>of which above the age of 50</i>	283	145	45	45	8	40
Total percentage of new hires*	16.0%	18.0%	13.6%	14.9%	8.5%	15.8%
<i>Share of new hires – male</i>	16.3%	18.0%	13.8%	15.4%	9.4%	16.1%
<i>Share of new hires – female</i>	13.7%	17.9%	11.2%	11.8%	5.5%	14.5%
<i>Share of new hires – under the age of 30</i>	31.2%	30.7%	27.0%	44.5%	27.6%	35.5%
<i>Share of new hires – between the ages of 30 and 50</i>	14.0%	16.1%	13.8%	10.6%	9.6%	13.6%
<i>Share of new hires – above the age of 50</i>	8.8%	8.3%	7.7%	22.7%	2.1%	12.8%
Total employee turnover**	1,098	513	198	137	151	99
<i>of which male</i>	948	453	188	114	117	76
<i>of which female</i>	150	60	10	23	34	23
<i>of which under the age of 30</i>	355	206	69	34	26	20
<i>of which between the ages of 30 and 50</i>	539	248	78	72	89	52
<i>of which above the age of 50</i>	204	59	51	31	36	27
Total employee turnover rate**	9.2%	7.5%	13.5%	8.4%	15.0%	10.6%
<i>Turnover rate – male</i>	8.9%	7.2%	13.8%	8.1%	14.8%	9.6%
<i>Turnover rate – female</i>	11.9%	10.7%	9.3%	10.1%	15.7%	15.9%
<i>Turnover rate – under the age of 30</i>	14.9%	11.5%	27.4%	24.8%	26.5%	18.7%
<i>Turnover rate – between the ages of 30 and 50</i>	8.5%	7.4%	12.3%	5.6%	16.8%	10.1%
<i>Turnover rate – above the age of 50</i>	6.4%	3.4%	8.7%	15.7%	9.5%	8.7%

* The entry of the following people was disregarded for the purpose of the calculations: - entry of interns, temporary employees and such with a reemployment guarantee (old contract with resignation date < 180 calendar days before reemployment), - employment contract < 3 months (resignation within 3 months after entry) The allocation to age groups is based on the age at the time of entry.

** Calculation of fluctuation: Voluntary resignations in the fiscal year were taken into account (termination of employment by the employee as well as mutual termination of employment). Not taken into account were temporary employees, interns, and such with a reemployment guarantee (no reemployment 180 calendar days after resignation, but until latest 31/05). In addition, employment contracts of under 3 months and terminations by the employee within the probationary period were excluded from the calculation.

EMPLOYEE DEVELOPMENT

The key objective of SWIETELSKY'S human resource management is to ensure that the most qualified employees are in the right place at the right time.

Our decentralised corporate structure and the strong focus on entrepreneurial thinking and independent work require highly trained employees in all markets and business segments. A well-developed training programme is also a decisive factor in ensuring that the company is an attractive employer and in retaining skilled workers in the company. 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 prevent 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.

In parallel to the broad spectrum of training and development opportunities from the central training programme, which are used in Austria and partly in Germany, branches and subsidiaries develop decentralised further training opportunities specially tailored to the requirements of the respective regional markets and the individual range of services.

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" will be launched by the end of 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 employees with guidance on career opportunities. The central HR department is therefore a competent interlocutor and service provider for branches and subsidiaries in all matters relating to "training and development".

Transparent development opportunities and career paths are absolutely essential to create long-term prospects for employees at SWIETELSKY. 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 white-collar 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 will 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. A bonus for those responsible for apprenticeships in branches/subsidiaries will also be 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. The number of apprentices has increased by one third in the last three years, something we are pleased to report.



"I want to become a foreman and manage a construction site as soon as possible after completing my apprenticeship. All doors to this goal are open to me at SWIETELSKY."

Christoph Wiesinger
building construction apprentice

Managers of tomorrow

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

JOB TITLE	EXTERNAL EDUCATION	INTERNAL TRAINING
Branch manager General manager		Swietelsky leadership course
Division manager Area manager Group manager		Living Leadership @ Swietelsky
Site manager		Swietelsky construction management
Engineer	Master Bachelor Higher technical college Technical school	Specialist knowledge for construction technicians
Foreman	^	Tools for professionals
Supervisor Skilled worker	Master craftsman's school	Building construction foreman training
Apprentice	Vocational school	Apprentice workshop

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

Monitoring learning success 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

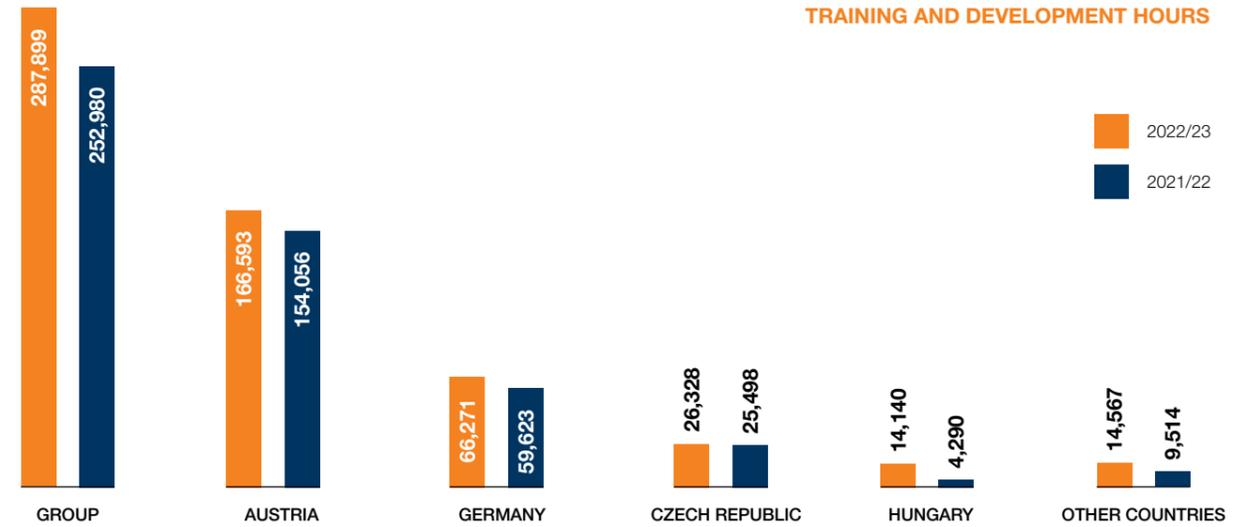
- SWIETELSKY KNOWLEDGE personnel development hub from 2023 onwards
- Annual training programme
- SWIETELSKY Academy (online training sessions)
- On-demand online training sessions by external providers from 2023 onwards
- One-to-one training

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 branch areas and in the core markets outside of Austria has been significantly improved. All in all, each employee spent 23.88 hours in training and development sessions during the reporting period. Improved reporting on training and development was advanced in Hungary. The average number of hours per employee has increased in comparison to the previous year. This increase can be attributed to the fact that many scheduled in-person training sessions could again be held following the COVID 19 pandemic.



2022/23

In hours	Group	AT	GER	CZ	HU	other countries
Total Group training and development	287,899	166,593	66,271	26,328	14,140	14,567
Average number of hours for training and development per employee	23.88	23.71	46.02	15.62	15.09	15.06
Average number of hours for training and development per employee (female)	20.39	23.44	37.66	10.96	12.80	17.22
Average number of hours for training and development per employee (male)	25.27	24.61	48.50	17.42	16.63	14.72
Average number of hours for training and development per blue-collar worker	26.76	24.51	51.42	18.48	14.28	20.64
Average number of hours for training and development per white-collar worker	18.52	21.85	29.07	12.34	15.76	9.14

2021/22

In hours	Group	AT	GER	CZ	HU	other countries
Total Group training and development	252,980	154,056	59,623	25,498	4,290	9,514
Average number of hours for training and development per employee	21.10	22.16	40.18	15.55	4.25	10.49
Average number of hours for training and development per employee (female)	12.92	18.22	10.92	11.72	1.38	13.11
Average number of hours for training and development per employee (male)	22.05	22.51	42.45	16.17	5.04	9.99
Average number of hours for training and development per blue-collar worker	25.67	25.52	47.23	14.88	6.46	13.72
Average number of hours for training and development per white-collar worker	12.42	14.06	17.06	16.31	2.45	7.07

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 employee 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 segments and markets as well as to all current and potential employees.

Employees 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. In our Code of Conduct 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 employees through sexual harassment or bullying and the like will not be tolerated either. There were no reported incidents of discrimination on the grounds of origin, religion, gender or otherwise in the reporting years 2021/22 and 2022/23. Promotional and development opportunities for female employees 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 employees, 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 2023, 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

EMPLOYEES AS OF 31/3/2022



98.4%

Male blue-collar workers



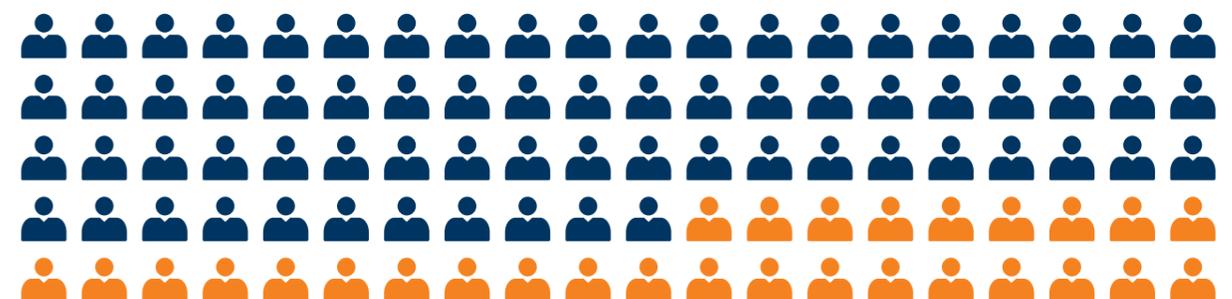
1.6%

Female blue-collar workers



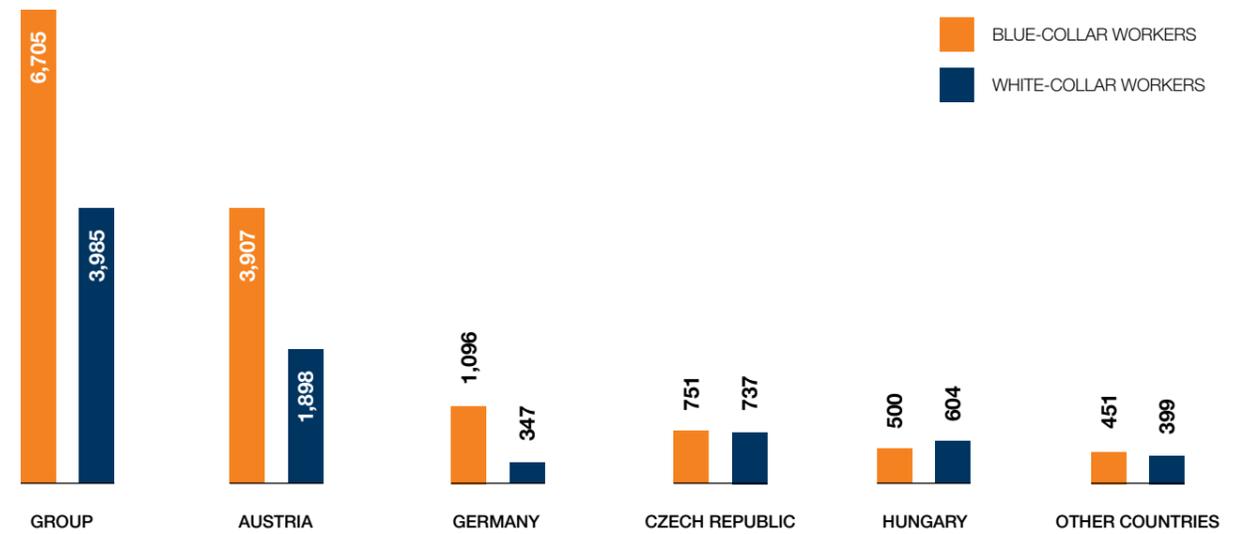
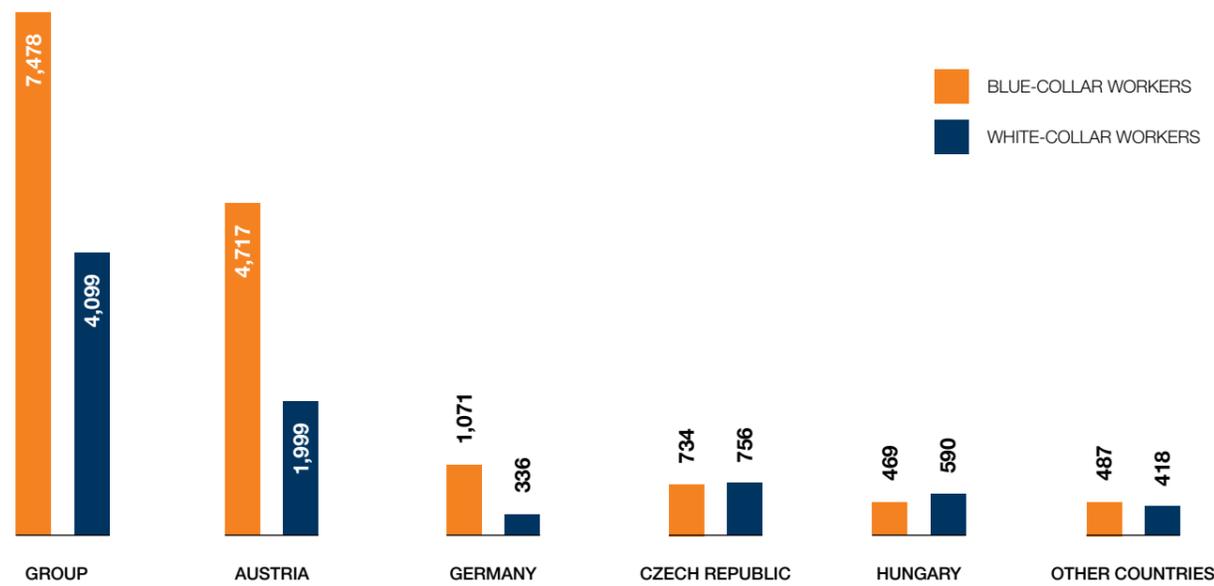
71.3%

Male white-collar workers



28.7%

Female white-collar workers



2022/23

	Group	AT	GER	CZ	HU	other countries
White-collar workers by gender	4,229	2,128	350	806	506	439
of which male	71.3%	74.3%	67.7%	72.3%	62.6%	67.9%
of which female	28.7%	25.7%	32.3%	27.7%	37.4%	32.1%

White-collar workers by age

of which under the age of 30	17.1%	24.8%	15.1%	6.3%	8.3%	11.4%
of which between the ages of 30 and 50	53.8%	49.9%	43.1%	64.6%	58.1%	56.7%
of which above the age of 50	29.0%	25.3%	41.8%	29.2%	33.6%	31.9%

Blue-collar workers by gender

Blue-collar workers by gender	7,422	4,670	1,046	791	390	525
of which male	98.4%	98.4%	98.2%	99.1%	97.4%	97.9%
of which female	1.6%	1.6%	1.8%	0.9%	2.6%	2.1%

Blue-collar workers by age

of which under the age of 30	21.8%	27.6%	15.3%	9.5%	9.0%	12.0%
of which between the ages of 30 and 50	48.5%	48.6%	41.4%	56.1%	44.1%	53.5%
of which above the age of 50	29.8%	23.9%	43.7%	34.3%	46.9%	35.6%

2021/22

	Group	AT	GER	CZ	HU	other countries
White-collar workers by gender	4,174	2,055	349	771	546	453
of which male	72.4%	75.9%	72.2%	72.4%	62.1%	69.3%
of which female	27.6%	24.1%	27.8%	27.6%	37.9%	30.7%

White-collar workers by age

of which under the age of 30	17.0%	23.4%	16.3%	7.8%	10.4%	11.7%
of which between the ages of 30 and 50	57.0%	49.6%	40.1%	85.3%	57.0%	56.1%
of which above the age of 50	26.0%	27.0%	43.6%	6.9%	32.6%	32.2%

Blue-collar workers by gender

Blue-collar workers by gender	7,743	4,825	1,120	857	460	481
of which male	98.6%	98.7%	99.1%	98.2%	97.8%	98.8%
of which female	1.4%	1.3%	0.9%	1.8%	2.2%	1.2%

Blue-collar workers by age

of which under the age of 30	21.7%	27.2%	17.4%	9.0%	8.9%	11.2%
of which between the ages of 30 and 50	49.5%	48.3%	43.9%	74.1%	47.6%	54.3%
of which above the age of 50	27.5%	24.5%	38.7%	16.9%	43.5%	34.5%

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



“Technology has always been a source of fascination for me. Although women are rather rare in my profession, they can do at least as well as men. From the human aspect, I feel very comfortable at SWIETELSKY.”

Emily Scheinert
construction assistant apprentice

OCCUPATIONAL SAFETY

Irrespective of different legal framework conditions in our various markets, occupational safety and health is of great importance to all of us. For each individual worker 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. Certification in accordance with the international standard ISO 45001 was achieved in 2020.

Overall, the majority of the companies covered by the sustainability report have such a work and health management system. 80 per cent of SWIETELSKY sites worldwide are currently certified in accordance with ISO 45001. Subsidiaries and branches without certification nonetheless maintain the highest level of occupational health and safety through extensive internal guidelines and legal requirements. Some subsidiaries in Poland and Romania currently have no health and safety management system certifications. Safety culture in the Netherlands is implemented in accordance with the “Safety Culture Ladder Level 5” programme.

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



Standards and management approaches

- Management system ISO 45001: 2018
- Mandatory evaluation and briefing documents
- Checklists for self-monitoring
- Information for employees through the intranet and the Academy (22 toolboxes, onboarding)
- E-learning and in-person training News
- Safety first – notices and videos
- Swie Academy



“Our safety culture includes intensive and targeted prevention work, but also a high level of personal responsibility. Each accident and every avoidable health impairment must be prevented.”

Bernhard Schwarz
Head of Occupational Safety/Works
Council for white-collar workers

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 and 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 employees and the workplace configuration are assessed qualitatively and quantitatively and appropriate measures are implemented in this respect.

All necessary templates and 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 employees. 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 employees 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 Safety and Health at Work 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 Safety and Health at Work committee.

Work-related accidents, but also 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 still do happen on SWIETELSKY construction sites despite the conscientious implementation of preventive and safety measures, sometimes with serious or even fatal consequences. The number of serious work-related accidents with longer periods of absence has risen in spite of various measures (2021: 8; 2022: 12). A fatal accident occurred in 2021. 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

2022	Group	AT	GER	CZ	HU	other countries
Budgeted working hours*	23,795,334.56	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

2021	Group	AT	GER	CZ	HU	other countries
Budgeted working hours*	23,765,697.60	13,844,855	2,943,374	3,305,205	1,878,004	1,794,260
Number of registered accidents	573	417	83	35	28	10
Work-related accident rate**	24.11	30.12	28.20	10.59	14.91	5.57

* Budgeted working hours: Avg. number of blue-collar workers/white-collar workers (FT) * avg. hours of work per blue-collar worker/white-collar worker per year (FT) + avg. number of blue-collar workers/white-collar workers (PT) * avg. hours of work per blue-collar worker/white-collar worker per year (PT). Work-related accidents are recorded in Austria and the Czech Republic as of the third day. In other core countries, work-related accidents that need to be reported are strongly influenced by cultural differences in dealing with injuries and different insurance systems.

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

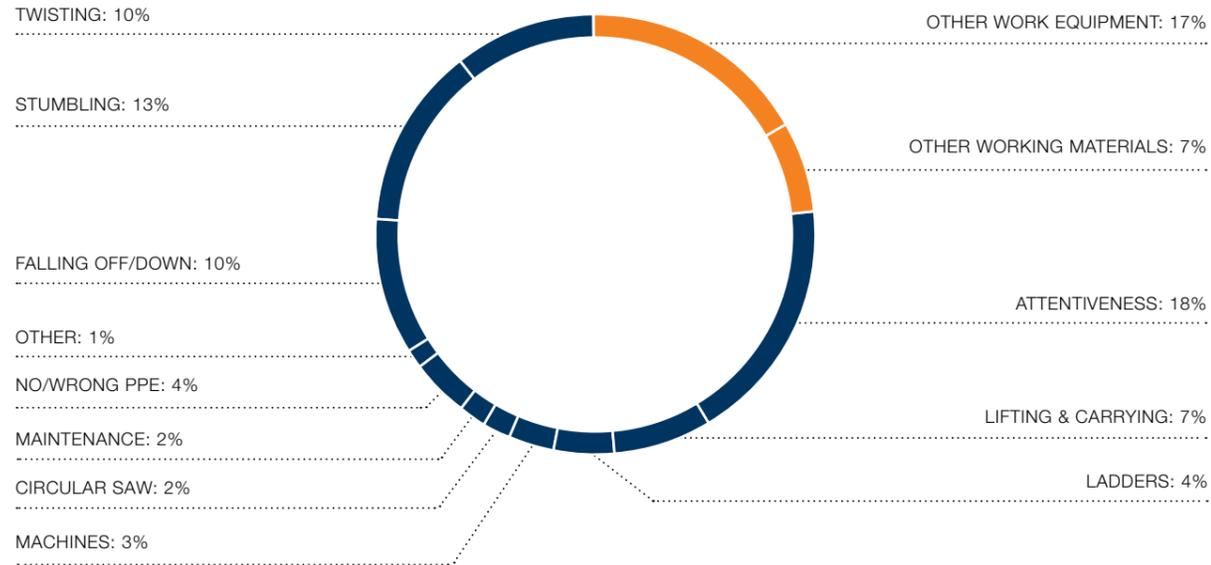
2022	Group	AT	GER	CZ	HU	other countries
Fatal accidents	0	0	0	0	0	0
Death rate	0.00	0.00	0.00	0.00	0.00	0.00
Serious accidents*	12	2	5	2	1	2
Serious accident rate**	0.50	0.14	1.70	0.61	0.53	1.11

2021	Group	AT	GER	CZ	HU	other countries
Fatal accidents	1	0	0	0	0	1
Death rate	0.04	0.00	0.00	0.00	0.00	0.57
Serious accidents*	8	3	2	1	0	1
Serious accident rate**	0.34	0.22	0.68	0.30	0.00	1.11

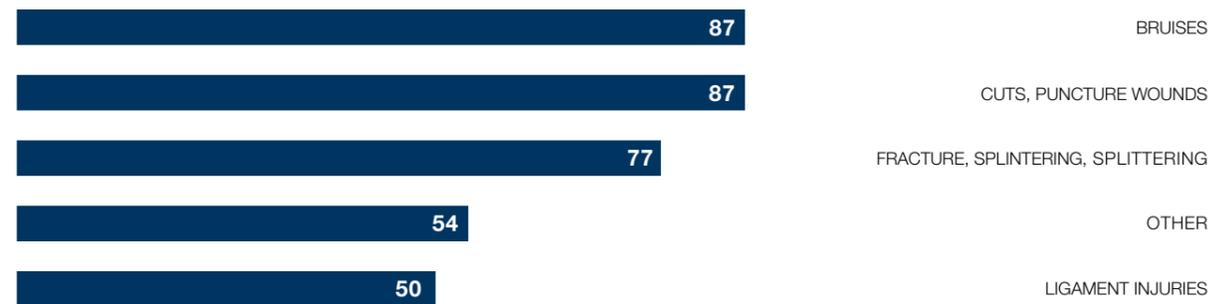
* For serious work-related accidents, lost work time of more than 6 months is the equivalent of a recovery period lasting more than 6 months, because a worker is usually considered to have fully recovered by the time he/she returns to work (excl. fatalities).

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

THE MOST FREQUENT CAUSES OF ACCIDENTS AT SWIETELSKY IN %



THE FIVE MOST FREQUENT TYPES OF INJURIES AMONG EMPLOYEES IN 2021



EMPLOYEE INVOLVEMENT 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 employee 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. Regular meetings with employee participation take place for this purpose. Occupational safety and health issues are communicated through the intranet via e-mails, newsletters or notices on the notice board, but also 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 employees 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, 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 employee participation and personal responsibility and promote a good culture of safety.

SAFETY FOR OUR PARTNERS

Contractual partners, subcontractors, building owner representatives and neighbours must be protected against accidents and health hazards at SWIETELSKY Group construction sites in the same way as the company's own personnel 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.

HEALTH PROMOTION

We also value the promotion of a healthy lifestyle among our employees. We take equal care of the health of all those who work 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. The SWIETELSKY health programme was continued in the 2021/22 and 2022/23 financial years and expanded to include a focus on specific topics each year. This includes counselling and preventive care by the occupational health physician as well as various training courses for apprentices, for example on preventative health measures. Promoting an active lifestyle is the central objective for SWIETELSKY. Employees are also motivated to participate in activities outside the workplace, such as taking part in business runs or skiing 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 makes us proud

- Quality seal for promoting health in the workplace 2023–2026 newly applied for



PROJECT HIGHLIGHT

FIT UP: SWIETELSKY's new APP for fitness and health

The health of our employees is dear to our hearts. This innovative app now gives all colleagues the opportunity to strengthen their physical and mental well-being on their own initiative. Fit Up declares war on our inner temptations. From pilates, HIIT, Full Body Workout to relaxation or mindfulness training – it's up to the individual to decide what they feel like doing. The comprehensive programme for all-round well-being:

- Personal user account
- Live courses: a personal coach guides and motivates through the training session
- Media library: large selection of courses; hundreds of videos for every fitness level available around the clock
- Virtual coach: digital coach to guides through a progressive, customised training programme for 6-12 weeks
- Recording of sporting activities (activity tracking)
- Personal dashboard: Fitness progress overview
- Integration of smartwatches and fitness trackers (Garmin directly, other manufacturers via Apple Health or Google Fit)
- Regular group challenges with virtual badges; also occasionally individual SWIE challenges initiated and organised by HR at the corporate headquarters
- Team dashboard incl. challenges
- Nutrition planner: targeted nutrition plans; hundreds of recipes; consideration of dietary intolerances, individual shopping list

GRI CONTENT INDEX

This Sustainability Report has been prepared in reference to the Sustainability Reporting Standards (the “Core” option) of the Global Reporting Initiative (GRI), the world’s most widely used and recognised framework for sustainability reporting.

GRI-Standard	Disclosures	Page number and/or URL(s)
GRI 2:	General information 2021	
2-1	Organisational profile	8, 10
2-2	Entities included in the organisation's sustainability reporting	3, 8
2-3	Reporting period, report frequency and point of contact	2,3
2-6	Activities and other business relations	3, 8, 9, 17–49
2-7	Employees	9, 102–103
2-9	Management structure and composition	11–13
2-22	Implementation statement on the strategy for sustainable development	52, 59, 68
2-23	Declaration of commitment to principles and courses of action	68–69
2-28	Membership of associations and interest groups	13
2-29	Approach to stakeholder engagement	53–55
2-30	Collective bargaining agreements	102
GRI 3:	Information on key issues	58

GRI Standard	Disclosures	Page number and/or URL(s)	Comments and omissions
GRI 201: Economic performance 2016			
Management approach 103-1 to 103-3	Explanation of the material topic and its boundary, management approach and its components, and its evaluation	62 ff	
201-1	Direct economic value generated and distributed	63	
GRI 205: Anti-corruption 2016			
Management approach 103-1 to 103-3	Explanation of the material topic and its boundary, management approach and its components, and its evaluation	68 ff	
205-2	Communication and training about anti-corruption policies and procedures	68–70	
GRI 206: Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices			
Management approach 103-1 to 103-3	Explanation of the material topic and its boundary, management approach and its components, and its evaluation	68 ff	
206-1	Legal actions for anti-competitive behaviour	71	
GRI 418: Customer privacy 2016			
Management approach 103-1 to 103-3	Explanation of the material topic and its boundary, management approach and its components, and its evaluation	72 ff	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	73	
GRI 307: Environmental compliance 2016			
Management approach 103-1 to 103-3	Explanation of the material topic and its boundary, management approach and its components, and its evaluation	85 ff	
307-1	Non-compliance with environmental laws and regulations	95	

GRI Standard	Disclosures	Page number and/or URL(s)	Comments and omissions
GRI 301: Materials 2016			
Management approach 103-1 to 103-3	Explanation of the material topic and its boundary, management approach and its components, and its evaluation	58–86, 92 ff	
301-2	Recycled input materials used	93	
SWIETELSKY KPI: Waste	Breakdown into non-hazardous and hazardous waste	94–95	
GRI 302: Energy 2016			
Management approach 103-1 to 103-3	Explanation of the material topic and its boundary, management approach and its components, and its evaluation	85 ff	
302-1	Energy consumption within the organisation	87–89	Cooling and heating not shown separately in the collected energy data. No steam is consumed.
302-3	Energy intensity	88	
GRI 305: Emissions 2016			
Management approach 103-1 to 103-3	Explanation of the material topic and its boundary, management approach and its components, and its evaluation	85 ff	
305-1	Direct (Scope 1) GHG emissions	90	Biogenic CO ₂ emissions are not reported
305-2	Indirect (Scope 2) GHG emissions	90	
305-4	GHG emissions intensity	90	
GRI 401: Employment 2016			
Management approach 103-1 to 103-3	Explanation of the material topic and its boundary, management approach and its components, and its evaluation	97 ff	
401-1	New employee hires and employee turnover	101–103	

GRI Standard	Disclosures	Page number and/or URL(s)	Comments and omissions
GRI 403: Occupational health and safety 2018			
Management approach 103-1 to 103-3	Explanation of the material topic and its boundary, management approach and its components, and its evaluation	114 ff	
403-1	Occupational health and safety management system	114, 115	
403-2	Hazard identification, risk assessment, and incident investigation	115, 116	
403-3	Occupational health services	120	
403-4	Worker participation, consultation, and communication	119	
403-5	Worker training on occupational health and safety	119	
403-6	Promotion of worker health	121	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	115, 116, 119	
403-9	Work-related injuries	116–118	b Currently only insufficient information is available.
GRI 405: Diversity and equal opportunity 2016			
Management approach 103-1 to 103-3	Explanation of the material topics and its boundaries, management approach and its components, and its evaluation	97–98, 109–110	
405-1	Diversity of governance bodies and employees	111–114	
GRI 406: Non-discrimination 2016			
Management approach 103-1 to 103-3	Explanation of the material topic and its boundary, management approach and its components, and its evaluation	97 ff, 109	
406-1	Incidents of discrimination and corrective actions taken	109	
GRI 404: Training and development 2016			
Management approach 103-1 to 103-3	Explanation of the material topics and its boundaries, management approach and its components, and its evaluation	104 ff	
404-1	Average hours of training and development per year per employee	107–108	



Swietelsky AG
Edlbacherstraße 10
4020 Linz, Austria

T: 0043 732 6971-0
F: 0043 732 6971-7410
E: office@swietelsky.at
W: swietelsky.com