



Part of the solution.

Sustainability Report 2021



# Key Performance Indicators

Better Environment	2021	Change	2020	2019	2018
Energy consumption within PORR (MWh) <sup>1</sup>	757,422	16.6%	649,316	598,179	644,180
Energy consumption/production output (MWh/TEUR)	0.134	6.2%	0.126	0.108	0.117
Self-generated energy (MWh)	358	6.2%	337	157	125
Direct GHG emissions - scope 1 (t) <sup>2</sup>	166,933	25.9%	132,543	123,049	136,738
Indirect GHG emissions - scope 2 (t) <sup>2</sup>	25,372	-12.6%	29,042	24,567	24,124
Other GHG emissions - scope 3 (t) <sup>3</sup>	41,129	>100.0%	904	2,640	2,034
GHG emissions - scope 1+2/production output (t/TEUR)	0.034	8.4%	0.032	0.026	0.029
Total waste (t)	17,204	82.3%	9,436	9,896	26,839
Recycled material used (t)	84,761	-19.2%	104,841	97,255	131,189
Total water consumption (MI)	381	>100.0%	171	568	401

Better Society	2021	Change	2020	2019	2018
Work-related injuries (rate)	15.7	2.6%	15.3	15.8	12.0
Training hours (h)	76,396	11.8%	68,311	112,435	95,672
Performance reviews (no.)	6,197	-3.9%	6,451	6,234	5,188
Staff on parental leave (no.)	307	12.5%	273	377	297
Female staff (%)	15.8	0.7 PP	15.1	15.1	14.0
Women in middle and lower management (%)	13.2	0.1 PP	13.1	10.9	10.6
Women in training to become future managers (%)	19.0	-3.2 PP	22.2	19.4	7.7

Better Governance	2021	Change	2020	2019	2018
Production output	5,727	10.5%	5,185	5,570	5,593
Order backlog <sup>4</sup>	7,764	9.9%	7,067	6,298	6,328
Order intake <sup>4</sup>	6,414	8.6%	5,905	5,437	5,822
EBITDA	287.5	> 100.0%	131.4	216.2	219.5
EBIT	95.2	<-100.0%	-37.2	54.7	92.3
EBT	85.4	<-100.0%	-51.0	37.4	88.1
Profit	61.4	<-100.0%	-42.4	27.8	66.2
Equity (incl. non-controlling interests)	824	26.7%	651	599	618
Equity ratio	20.3%	1.8 PP	18.5%	16.4%	19.9%
Net debt <sup>5</sup>	-65	<-100.0%	135	346	150
Staffing level (average)	20,177	-0.1%	20,193	19,828	19,014

All environmental indicators have been collected with the utmost care. Where no valid data was available, estimates were used.

<sup>1</sup> In addition to the adjustment of the energy conversion factors, the fuel consumption of the entire construction equipment fleet was included for the first time in 2021. Historical data was not adjusted.

<sup>2</sup> In 2021, in addition to the adjustment of the energy conversion factors and GHG emission factors, the fuel consumption of the entire light equipment fleet was included for the first time, and the GHG emissions from electricity were adjusted. Historical data was not adjusted.

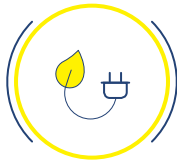
<sup>3</sup> In 2021, the upstream, indirect GHG emissions from the extraction, processing and transport of all energy sources were included for the first time (Scope 3 - Category 3). Historical data was not adjusted.

<sup>4</sup> Both the order backlog and the order intake have been adjusted for the projects A1 Leverkusen Bridge and H51 Pfons - Brenner. The comparative figures have been restated retrospectively.

<sup>5</sup> The definition of net debt was adjusted retrospectively as of 31 December 2021, so that an improved presentation is now given. Further details can be found in the notes to the consolidated financial statements, note 44.1.

# ESG track record

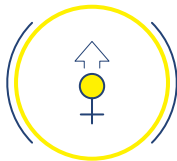
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**32,444 MWh**  
Use of green electricity



Scenario analysis as per TCFD  
conducted for the first time



**4 PP**  
Increase in percentage of women in  
upper management



Expand training programme  
for anti-bribery, antitrust and  
competition law in all Group  
languages



**42%**  
Increase in branch office and  
location inspections



Focused risk analysis in relation to  
environmental impacts

# Our success stories

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## ISS ESG

With a “C+”, PORR has secured Prime Status and become the most sustainable construction company in its home markets.



## MSCI

AA ESG rating, outperforming the average for the construction industry



## EcoVadis

Gold medal for sustainability achievements of PORR Bau GmbH, among the best 5% in the construction industry



## Energy management system certified

For PORR’s Austrian sites, externally audited energy management system to ISO 50001:2018



## Seal of quality for workplace health promotion

For the wide range offered to staff members in the fields of sport, movement, nutrition and mental health



## CDP Climate Change

The top score of A- propels PORR into the “Leadership” segment.

# Contents

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## 02 — Company Profile and Sustainability Strategy

- 03 About this report
- 04 Foreword by the Executive Board
- 06 About PORR
- 14 EU Taxonomy
- 16 Sustainability strategy
- 24 Stakeholder engagement
- 26 Climate-related risks and opportunities

## 32 — Better Environment

- 38 Protecting the climate and resources
- 60 Building sustainably

## 64 — Better Society

- 70 Improving the world of work
- 86 Shaping social coexistence

## 90 — Better Governance

- 96 Sustainable procurement
- 102 Responsible corporate management

## 108 — Appendix

- 110 GRI content index
- 117 Key performance indicators
- 138 Responsibility statement
- 139 Audit certificate
- 141 Glossary
- 144 Acknowledgements





# About this report

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## Reporting practices and framework

PORR has reported regularly on its commitment to sustainability in the form of a dedicated report since 2009. The last Sustainability Report was published in April 2021 together with the PORR Annual Report.

This Sustainability Report is a non-financial report pursuant to Section 267a of the Austrian Commercial Code and in accordance with Section 243b of the Austrian Commercial Code. It is targeted at all PORR stakeholders and covers the business activities from 1 January to 31 December 2021. It has been prepared in accordance with the Global Reporting Initiative (GRI) Option “Core” standards and meets the requirements of the Austrian Sustainability and Diversity Improvement Act (NaDiVeG). A detailed GRI index can be found in the appendix of the report from page 106. In addition, in accordance with the EU Taxonomy Regulation, PORR is disclosing for the first time its share of taxonomy-eligible economic activities in terms of revenue, CAPEX and OPEX.

Parallel to this, PORR has shown how the material topics and corresponding goals or measures stand in relation to the Sustainable Development Goals (SDGs).

This report shows PORR’s commitment to sustainability at both Group and country level. The focus here is on PORR’s key markets, analogous to the countries covered in the Annual Report. These are the home markets of Austria, Germany, Switzerland, Poland, the Czech Republic, Slovakia and Romania, as well as the project markets of Norway, Qatar and the United Arab Emirates. 98.5% of production output is generated in these countries.

The most important area-specific key performance indicators (KPIs) are presented directly in each chapter in the form of a four-year overview. This makes the information transparent and relevant and facilitates comparisons. Wherever possible, all country-specific KPIs are shown beside comparative data for the previous years and can be found in the appendix to this report. KPIs affecting the entire PORR Group are marked as such in the respective heading.

## External assurance

This report has been submitted for an external audit by Wirtschaftsprüfungs- und Steuerberatungsgesellschaft BDO Austria GmbH. Pursuant to Section 96 Paragraph 1 of the Austrian Stock Corporation Act, this report has been checked by the Supervisory Board.

## Additional information

From the reporting year 2021, energy conversion factors from the UK Government GHG Conversion Factors for Company Reporting database are used uniformly throughout the Group to record the energy consumption of fuels. These new conversion factors replace the conversion factors of the Austrian Federal Environment Agency used in previous reporting years. Exceptions to this are natural gas, for which conversion factors from the Austrian Federal Ministry for Climate Protection, and pulverised lignite and liquid thermal fuel (a special type of heating oil), for which more accurate conversion factors from suppliers are now used.

In addition, the GHG emission factors for Scope 1 and 2 were adjusted as of the reporting year 2021. For Scope 1 GHG emissions, internationally recognised factors from the UK Government GHG Conversion Factors for Company Reporting database are now used in particular. For Scope 2 GHG emissions in the location-based method, country network mix factors from the GaBi database are used. The market-based method relies primarily on supplier-specific factors. These replace the GHG emission values of the Austrian Federal Environment Agency that have been used to date. More detailed information can be found in the glossary starting on page 141.

The risk assessment complies with the requirements of the NaDiVeG. The listed risks are regularly reviewed, assessed and consolidated by the Corporate Responsibility Steering Committee with regard to their scope and probability of occurrence. The focus is on early recognition and proactive countermeasures. The recommendations of the expert commission Task Force on Climate-related Financial Disclosures (TCFD) on uniform climate reporting have broadly been implemented.

In addition to the report, PORR provides information on its sustainability commitment on the company website at [porr-group.com/sustainability/](http://porr-group.com/sustainability/) and in the Annual Report.

[102-45](#), [102-46](#), [102-48](#), [102-49](#), [102-50](#), [102-51](#), [102-52](#), [102-53](#), [102-54](#), [102-56](#)

## Your contact partner

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# Foreword

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Dear Stakeholders,

Describing PORR's core business is quick: We build. It sounds simple, but it's not. Because we don't just construct buildings and structures, we also shape the future. And with it, we take on responsibility. And we do this gladly and with conviction, even when the challenges may be enormous.

Resilience was also called for in 2021. A clever procurement strategy meant that we were able to master the situation with supply bottlenecks in such a way that not a single construction site stood idle. At the same time, prices for raw materials and other construction materials rocketed but were under control for us thanks to our efficient, centralised procurement management. We also survived the Covid crisis thanks to our comprehensive safety concept and the conscientious attitude of our PORRians.

Every challenge underlines it once again: As a large and successful company, we are part of society and the environment, we shape them and are shaped by them. Based on this holistic understanding, it has been our endeavour for many years to play an active role in making the world a little bit better. And to live up to our responsibility. That is why we have been committed to the principles of the UN Global Compact and to achieving the Sustainable Development Goals (SDGs) of the United Nations for many years. Just as every blueprint is the basis for a new building, our sustainability goals are an integral part of our corporate architecture and culture.

Climate change and social inequality pose major challenges in many countries. We are convinced that we can counter these challenges with intelligent growth and innovative, environmentally sound technology. With our know-how and our commitment, we are part of the solution to the big questions of the future.

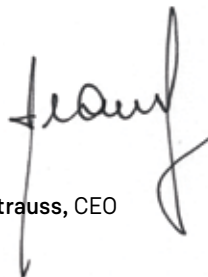
Construction consumes resources. This fact is both an obligation and an incentive for us to place a special focus on sustainable management. This occurs at many levels at PORR and is also part of the core of our future-oriented "Green and Lean" strategy. Reducing consumption of materials and energy, increasing the use of recycled materials, circular economy – these are just a few of the key concepts here.

Building is a people business. That is also a fact. This is why sustainable management at PORR is not limited to environmental aspects. Shaping the future world of work, offering our staff opportunities for further education and training, promoting good health in the workplace, but also responsible corporate management based on ethical principles along the entire supply chain – these are the central elements to our understanding of what it means for a company to operate sustainably.

As an international company, PORR builds for generations and shapes living environments – with and for people. We do this with great enthusiasm, a lot of commitment and a strong sense of responsibility – to considerable success. International ratings agencies such as ISS ESG and CDP have confirmed us as a pioneer in our sector on our home markets. This recognition not only makes us proud, but also confirms our determination to continue along the path we have chosen. And to do so sustainably and as part of the solution!

[GRI 102-14](#)

Sincerely,  
**Karl-Heinz Strauss, CEO**

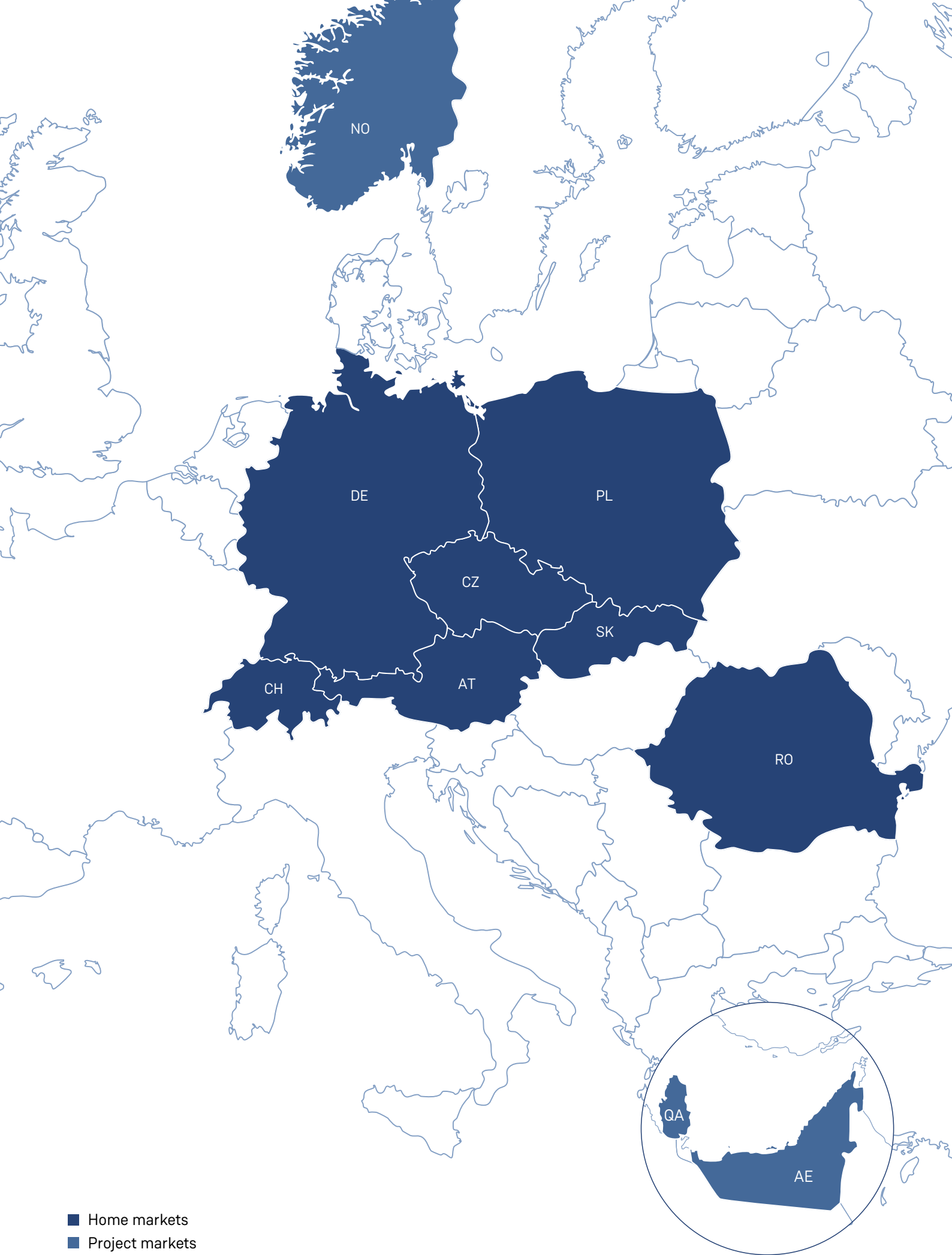


from left:  
Klemens Eiter, CFO designate  
Karl-Heinz Strauss, CEO  
Jürgen Raschendorfer, COO  
Josef Pein, COO





## About PORR \_\_\_\_\_





Our vision \_\_\_\_\_

# PORR - Home of Construction. To Build a Better World.

## Our mission

We believe in **a better world**, in a home made possible by **sustainable buildings**. Those who build, **change the world**. For more than 150 years, it has been in our DNA to be at the forefront of the construction industry with new technologies.

Our goal is to make the **environment sustainable** and to foster **innovation and growth**.

And in doing so to create a world worth living in for all people – today and tomorrow.

We make this happen with holistic construction solutions from a single source, from design to build to operations, in building construction and civil engineering, as well as in infrastructure construction.

Innovative, smart and reliable –

**Powered by PORR**



## Our business model

PORR is and will remain a construction company. In Austria it is a leader in the construction sector. Across Europe, PORR is one of the most important companies in the construction industry.

**Focus on home markets.** We concentrate on our seven European home markets: Austria, Germany, Switzerland, Poland, the Czech Republic, Slovakia and Romania. This is where we generated around 95% of our production output in 2021. The entire range of services is offered here – from design and build to operations. In the project markets of Norway, Qatar and the United Arab Emirates (UAE), we offer export products and focus on cooperation with local partners. If there is clear added value, these export products are also offered in other international markets as individual projects.

**Focus on construction.** PORR has been successfully realising complex construction projects in building construction and civil engineering for over 150 years. As one of the few infrastructure specialists on its seven home markets, the company covers the entire construction value chain. Its goal is to continue to expand the company’s leading position as a design-build contractor in building construction and civil engineering. Furthermore, as a technology trailblazer, we are increasingly focused on networked and innovative solutions in design and construction and are proactively driving forward digital advances. We offer our expertise in tunnelling, railway construction and civil engineering as export products (specialised and large-scale projects).

In general, PORR’s business activities are divided into permanent business with complete coverage and the project business. Permanent markets are Austria, parts of the Czech Republic, Germany and Switzerland as well as Romania. In all other markets PORR operates on a project basis, concentrating on those sectors in which it can offer clear added value. PORR’s headquarters are in Vienna, Austria.

**Focus on organisation.** With the organisational structure in place since 2021, we have created lean and clearly defined areas of responsibility. All subsidiaries and PORR AG itself are now divided into five operating segments – AT / CH, DE, PL, CEE and Infrastructure International – as well as a central holding company.

## Our five Principles

**A culture of togetherness is what counts.** For us, the 20,000 or so PORRians who give our best every day, and for PORR as a whole, because it binds us together.

In this rapidly changing industry, we trust in our corporate culture. We are proud of our five Principles: Reliability, Shoulder to Shoulder, Appreciation, Pioneering Spirit and Passion.

The basis of our actions is **Reliability**: responsibility begins with each and every individual, because rules are not an optional extra. We all build on one other and make commitments not commands.

For us, it is always important to think outside the box, and we do this **Shoulder to Shoulder**. Lone wolves are undesirable, information and knowledge can always be shared.

It is not only in terms of HR management that **Appreciation** counts; we want diversity and we want it at any price. Because the more diverse PORR is, the stronger it becomes. Fairness is a matter of honour for us because the world does not revolve around us alone.

As part of the solution, we work together to seek the best for our clients. This **Passion** accompanies us everywhere – from the construction site to the office. That’s why only the best minds are part of our team and always ready to give their all without compromise.

We are always one step ahead. Our **Pioneering Spirit** puts us at the forefront of technology. Mistakes are an opportunity to learn, because we are not only PORRians at heart, but also entrepreneurs.

Together with the **Codes of Conduct** for staff and business partners, the PORR Principles form the basis for morally, ethically and legally unimpeachable behaviour with integrity in all corporate activities and decisions.

[GRI 102-1, 102-2, 102-3, 102-4, 102-6](#)

## Our construction value chain



## Our Group strategy

The expansion of our strong market position in Europe and the focus on selective, intelligent growth and technology remain unchanged. Here PORR combines sustainable management with its environmental and social responsibility. The primary goal remains securing a sustainable increase in corporate value for every stakeholder.

In our seven European home markets, we strive to provide as many construction services as possible ourselves, thereby covering the entire life cycle of construction projects – both in building construction and civil engineering. To this end, we have a powerful Group-wide network of construction and skills along with extensive know-how in project delivery. This allows us to optimally exploit the potential of a European company, combining it with in-depth local market positioning.

### **Megatrends are determining the future of the construction industry**

**Urbanisation.** The number of people living in urban areas in Europe will grow by 80% by 2050.

**Mobility.** The EU has set a target of reducing CO<sub>2</sub> emissions by 55% by 2030.

**Sustainability.** EUR 1.8 trillion will be invested under the European Green Deal.

**Digitalisation.** The market for Building Information Modelling (BIM) is worth EUR 2.1 bn.

**Health.** The proportion of people over 65 will increase by 48% by 2050

### **Intelligent building connects people**

Every path in PORR is built on the vision “**PORR – Home of Construction. To Build a Better World**”. The transformation in our sector and our environment requires flexible action that conserves resources and focuses on customers. That is why we are targeting intelligent growth with “Green and Lean”. We are particularly active in those markets where there is growing demand for holistic construction solutions. Our path is being lit by the opportunities arising from global megatrends and sustainability. We want to continue to achieve profitable growth in the coming years and are focusing on four strategic pillars.

**Our Company – Our Home.** Our mission is to facilitate first-class solutions in construction and technologies. PORR assumes long-term growth on its markets. The aim is to secure our leading market positions in the long term by strengthening our inhouse construction value creation and holistic solutions as both a general contractor and design-build provider. PORR is selectively expanding its existing service range through targeted acquisitions that generate value. This secures strategic advantages in a challenging environment. A selective approach to orders has led to an order backlog with good profitability. We are not only concerned with growth. Above all, we want to be resilient and are aiming for sustainable profitability. Strong equity and liquidity strengthen us here.

**Our Staff – Our Culture.** We live our corporate culture – and everyone should sense this – whether they are staff members, partners or shareholders. Our five Principles – Reliability, Shoulder to Shoulder, Appreciation, Pioneering Spirit and Passion – tap into inhouse potential and promote innovative thinking and short decision-making processes. Securing skilled workers and talent in the long term remains our priority. With our own PORR Academy and start-up solutions in the e-learning sector, we want to build on our strengths from within our own ranks. We live diversity, equal opportunities and performance and are convinced that these are decisive success factors.

**Our LEAN – Our Efficiency.** The more complex our projects are, the leaner we want to be. As a technology pioneer, PORR is increasingly using networked and innovative solutions in design and construction. In this way, it is proactively driving the development of digital topics of the future. At the same time, it is possible to reduce the cost of this and thereby increase profitability.

**Our ESG – Our Responsibility.** Sustainability is an overriding aim for us along the entire construction value chain. That’s why we see it as an opportunity and not a contradiction. Our goal is to be the market leader for resource-conscious, recyclable construction. The building blocks here not only lie in areas such as energy-efficient and cost-efficient construction, but also in circular economy. In order to increase synergies for climate protection across the entire Group, PORR rolled out its Green programme in autumn 2021. In addition, we take our social and economic responsibility seriously through various initiatives and measures. Ethical, fair and transparent conduct is not only in line with the company’s principles, but also provides for stability in times of change and for responsible corporate governance. Acting in a legally compliant and transparent manner is PORR’s top priority. This is the only way to build trust with stakeholders and make responsible business practices a reality.

**Our PORR strategy home**



**We PORRians**

In 2021, PORR employed an average of 20,177 staff, thereby almost matching the level of the previous year. In Romania, the expansion of services led to a significant 16.1% rise in staffing levels. In Poland, the average number of staff also increased by 3.1%, while in Germany there was a reduction of 5.4% due to a change in the project structure.

The total workforce included in the reporting scope of this Sustainability Report was 19,655 as of 31 December 2021, an increase of 4.5% over the course of the year, which is also mainly due to the increase in output.

The breakdown of staff by country remained largely unchanged against the previous year. Most PORRians, namely 58.9% of them, work in Austria, the largest home market. 14.3% of colleagues work in Germany and 11.3% in Poland.

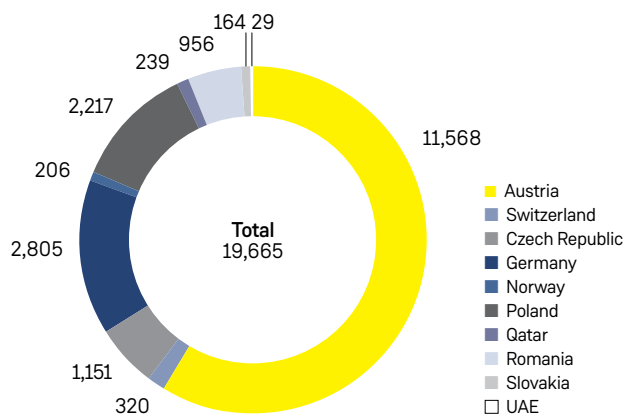
The proportion of women in the company rose by 0.7 PP to 15.8%, demonstrating PORR’s commitment to promoting women. The increase in the proportion of female staff in Poland and Switzerland was particularly pleasing, with an increase of 2.6 PP and 1.3 PP respectively.

As of 31 December 2021, PORR employed a total of 499 apprentices in Austria, Germany and Switzerland in 31 different apprenticeship vocations. This corresponds to an increase of 6.2% compared to the previous year. In Germany, an additional 15 dual students were in training for both industrial engineering and civil engineering.

Locally recruited managers accounted for 87.5% of managers in Austria in 2021 (2020: 82.4%). In Germany and Poland, the figure was 100.0% (2020: 100.0%). There are no corresponding levels in the other PORR markets.

[GRI 102-8, 202-2](#)

**Staff by country**



Status: 31.12.2021



## Economic milestones in 2021

### Development of output and orders

In 2021, PORR generated production output of EUR 5,727m. The increase of 10.5% compared to the previous year is due in particular to positive growth in the areas of industrial construction in Germany, tunnelling, and industrial construction in Poland. The absence of one-off impacts caused by the pandemic in the previous year also had a positive impact.

With the exception of the DE segment, all operating segments recorded a clear increase in output. The AT / CH segment showed the greatest growth. Austria remains the most important home market, accounting for 46.1% of total output. This is followed by Germany and Poland with 22.8% and 13.3% respectively. Overall, we generated 95.4% of our output in our seven European home markets.

The order backlog stood at EUR 7,764m as of 31 December 2021, which was 9.9% above the comparable figure for the previous year. With the exception of the PL segment, all operating segments recorded increases, some of them significant. The major projects building construction segment showed the sharpest rise.

New orders followed an analogous trend, rising by 8.6% to reach EUR 6,414m in the reporting year. Among the largest new orders of the year were several major projects in infrastructure construction. In addition to section 4 of the motorway between Sibiu and Pitesti, Romania, PORR won five construction lots in a consortium as part of the extension of the Vienna metro – currently one of the most important building projects in the Austrian capital. With the expansion of the Limberg III pumped storage power station, PORR is ensuring sustainable energy generation through its extensive expertise in tunnelling, power plant, and high alpine construction. Numerous major contracts were also acquired in residential and industrial construction.

[GRI 102-7, 203-1, 203-2](#)

Further details on output and orders can be found in the 2021 Annual Report from page 72.

### Financial performance

In 2021, the PORR Group generated consolidated revenue of EUR 5,169.8m, reaching a new record level. While other operating income fell by 2.5%, income from companies accounted for under the equity method rose by 82.5%. The cost of materials and other related production services climbed by 10.6%. Staff costs were up by 5.4% against the previous year.

Overall, these effects led to EBITDA of EUR 287.5m (2020: EUR 131.4m). Depreciation, amortisation and impairment increased by 14.0%, resulting in EBIT of EUR 95.2m (2020: EUR -37.2m).

Together with the 26.1% improvement in the financial result, EBT rose to EUR 85.4m (2020: EUR -51.0m).

Both net profit and earnings per share went from red to black. The former was EUR 61.4m (2020: EUR -42.4m). Earnings per share stood at EUR 1.18 (2020: EUR -2.28).

More details on the financial performance can be found in the 2021 Annual Report from page 73.

### Value-added statement

PORR's value added is defined as the sum of revenue, own work capitalised in fixed assets, income from companies accounted for under the equity method, other operating income, and income from financial assets, less the cost of materials and other related production services as well as depreciation, amortisation and impairment expense.

In the reporting year, PORR's value added was EUR 1,383.3m, 16.7% above the previous year. This is due in particular to the increase in revenue. In terms of the distribution of value added, the increase primarily benefited staff in the form of increased personnel expenses. The retained economic value (retained earnings) went from red to black.

[GRI 201-1, 203-1, 203-2](#)

More details on the value-added statement can be found in the appendix from page 119.

### Financial position

As of 31 December 2021, the total assets of the PORR Group stood at EUR 4,065.0m, up 15.8% on the previous year. While non-current assets increased by 12.9%, current assets rose even more significantly by 17.5%.

The equity ratio was 20.3%, 1.8 PP above the previous year. In addition to the significantly improved earnings situation, the capital increase carried out in autumn 2021 had a significant impact on the strengthened equity structure. While the share capital increased by 35.0%, the capital reserves rose by 42.8%. The debt capital increased by 13.4% compared to the previous year. As of 31 December 2021 net debt had become net cash. Net cash totalled EUR 65.3m (net debt as of 31 December 2020: EUR 134.6m).

More details on the financial position can be found in the Annual Report 2021 from page 74.

### Successful capital increase

In autumn 2021, PORR successfully completed a capital increase. PORR placed 10,183,250 new shares as part of a public offering with subscription rights subject to a prospectus and a subsequent international private placement outside the USA. The capital authorised by the 2021 Annual General Meeting was thereby fully exercised. The gross proceeds amounted to around EUR 122m and

are being used to strengthen the balance sheet, refinance liabilities and for general business purposes.

The syndicate (Strauss Group, IGO Industries Group) holds the majority of shares outstanding, 50.4%, even after this capital increase. The remainder (49.6%) is currently in free float. Institutional investors from Austria hold the highest percentage of shares, accounting for 20.3%. 0.6% are treasury shares and so held by PORR AG itself.

[GRI 102-5](#)

## Green Finance

In line with our sustainability strategy and our commitment to climate protection and sustainable corporate development, we drew up a Green Finance Framework as early as 2019, which was the basis for the Green bonded loan (Green Schuldschein) issued in the same year.

The proceeds from the issue were used to finance or refinance sustainable projects ("Eligible Green Projects"). In addition to "Green Buildings", these also include "Pollution and Prevention Control" projects. Currently, this portfolio comprises a volume of EUR 31.5m. The Green bonded loans issued for this purpose have a maturity date of between 2023 and 2026.

The following factors were included in the impact analysis to determine Green Buildings:

- Estimated annual energy consumption
- Estimated CO<sub>2</sub> savings
- Sustainable labels and building certification

The following factors were included as part of the impact analysis to determine Pollution and Prevention Control projects:

- Volume of recycled materials
- CO<sub>2</sub> savings achieved through recycling

In 2019, a total of EUR 17.5m was allocated to Eligible Green Projects. This was followed by a further EUR 8.9m in 2020. During the reporting period, a total of EUR 5.1m from the Green bonded loan was spent on Eligible Green Projects. Of this, EUR 0.5m was invested in the new PORR office building in Sulz (Austria). Around EUR 3.4m was allocated to the ongoing construction of the Salzburg branch office, the completion of which is expected in 2022. The remaining EUR 1.2m was used for "Pollution and prevention control" at the Himberg and Pirka recycling centres. The entire proceeds from the issue had thereby been invested within the Green Finance Framework as of the end of 2021.

# EU Taxonomy Regulation

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With the entry into force of Regulation (EU) 2020/852 (“EU Taxonomy Regulation”) on 12 July 2020, capital market-oriented companies that are subject to non-financial reporting obligations are required to publish the proportion of their taxonomy-eligible and taxonomy-aligned revenue, CAPEX (capital expenditure) and OPEX (operational expenditure). PORR is therefore obliged to disclose the taxonomy-eligible share of revenue, capital expenditure and operating expenditure in the reporting period.

**Taxonomy-eligible economic activities** are classified as those business activities that are covered by the EU Taxonomy. **Taxonomy-aligned economic activities** contribute substantially to one of the climate targets and do not have a material negative impact (do no significant harm, DNSH) on the remaining environmental targets listed below. All economic activities must also comply with the minimum requirements of the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, including the Declaration on Fundamental Principles and Rights at Work by the International Labour Organization (ILO), the eight ILO Core Labour Standards and the International Bill of Human Rights.

These environmental objectives have been defined as follows:

1. Climate change mitigation
2. Adaptation to climate change
3. Sustainable use and protection of water and marine resources
4. Transition to a circular economy, including waste prevention and increasing the uptake of secondary raw materials
5. Pollution prevention and control
6. Protection and restoration of biodiversity and ecosystems

In the reporting year 2021, the only mandatory disclosure is of taxonomy-eligible activities for the first two environmental goals (climate change mitigation and adaptation). From the reporting year 2022 onwards, a more comprehensive analysis is required, not only to determine taxonomy-eligibility, but also taxonomy-alignment based on the underlying sustainability criteria.

PORR is aware that the requirements of the EU Taxonomy are continuously evolving. The following classification of economic activities is therefore based on the current state of knowledge and interpretation and is subject to potential changes. The economic activities refer to those activities that represent the value-added process within the PORR Group and consequently

(a) lead to revenue generation on the part of PORR and (b) for which individual investments have been made.

An economic activity takes place when resources are used to manufacture a product or perform a service. Suppliers and intermediate products along the value chain are not included, unless otherwise required by the EU Taxonomy. PORR follows a very textual interpretation of the description of economic activities recorded in the taxonomy. If an allocation is clearly possible based on the description, this is considered to be taxonomy-eligible. PORR undertakes to closely monitor developments in the EU Taxonomy in order to ensure its annual disclosures are based on correct evaluations.

The evaluation of taxonomy-eligibility for the reporting year 2021 is understood as a basis for assessing taxonomy-alignment for subsequent years. In identifying taxonomy-eligible economic activities, the possibility of taxonomy-alignment is used therefore indicatively. The number of economic operators covered by an economic activity depends on whether direct assignability is stated. This means that PORR’s economic activities in which we act as general contractor, design-build contractor or master builder are considered as taxonomy-eligible.

PORR’s revenue includes construction services from its own construction sites, trade receivables from joint ventures and other revenue from ordinary business activities. More information on this can be found in the Annual Report 2021 on page 73.

Total CAPEX includes all investments in property, plant and equipment and intangible assets and is calculated on a gross basis, i.e. without taking into account revaluations, depreciation, amortisation or impairment. More information on this can be found in the Annual Report 2021 on page 75.

OPEX include all non-capitalizable expenses for short-term rentals, education, research and development costs, maintenance and repairs, as well as all other direct expenses to ensure the operational readiness of the relevant assets (real estate, construction equipment, vehicles and machinery).

The total values of the taxonomy-eligible CAPEX and OPEX are determined from the sum of the directly attributable expenses and the revenue-weighted share of the other relevant expenses.

## Consolidated summary according to Art. 8(2) of the EU Taxonomy Regulation

	Total (in TEUR)	Share of taxonomy-eligible economic activities (in %)	Share of non-taxonomy-eligible economic activities (in %)
Revenue	5,169,831	40.2%	59.8%
Capital expenditures (CAPEX)	257,320	14.2%	85.8%
Operating expenses (OPEX)	129,396	20.6%	79.4%

### Overview of taxonomy-eligible economic activities

To determine the taxonomy-eligible share of revenue, we analysed our value-added construction sectors. In comparison with the definition of the EU Taxonomy for the respective applicable economic activities, the construction sectors and construction projects were assigned accordingly.

A total of five of our economic activities were identified and then assigned to the clusters “4. Energy”, “5. Water supply, sewerage, waste management and remediation”, “6. Transport” and “7. Construction and real estate” as defined by the EU Taxonomy.

Under **4.5 Electricity generation from hydropower**, construction projects related to hydropower plants were identified. All recycling sites that are operated by PORR are listed under **5.5 Material recovery from non-hazardous waste**. **6.14 Infrastructure for rail transport** refers to all projects that fall into the categories of tunnelling, catenary and track construction, for example. The majority of the building construction sectors, which fall under **7.1 Construction of new buildings** and **7.2 Renovation of existing buildings**, were included.

PORR is also involved in other construction activities, such as the construction of sewage treatment facilities and geothermal plants. According to the current interpretation, the definition of the economic activity for these activities is predominantly aimed at the operation – not the construction process. These were therefore not classified as a taxonomy-eligible economic activities.

Environmental protection and climate adaptation solutions are also part of PORR’s range of services. Examples include flood prevention, avalanche protection and breakwaters. With the expansion of the environmental targets in 2022, it is expected that these services can also be designated as taxonomy-eligible in the future.

### Classification of the financial performance indicators

In the construction industry, production output is used as a control criterion. Since the EU Taxonomy requires disclosure of the share of taxonomy-eligible revenue, this is derived from the sum of taxonomy-eligible production output.

Due to the fact that output from joint ventures (consortiums), companies accounted for under the equity method and those of minor significance are not reported in revenue based on the interest held by the Group, any construction projects realised by consortiums were excluded from the taxonomy-eligible economic activities.

Taxonomy-eligible CAPEX includes investments in construction equipment and the vehicle fleet as a proportion of revenue, as well as investments directly attributable to taxonomy-eligible construction projects or operating sites (e.g. recycling plants). While no revenue was generated from the acquisition and ownership of buildings, PORR invested in climate protection measures (e.g. PV systems) for its own Group properties. These investments are defined as category (c) capital expenditure according to the delegated legal act Art. 8 1.1.2.2 and are thereby listed under CAPEX.

Taxonomy-eligible OPEX contains the directly attributable operating expenses of taxonomy-eligible economic activities (including recycling facilities) and/or operating expenses allocated on a pro rata basis of revenue.

### Details on the taxonomy-eligible economic activities

in TEUR	Revenue	CAPEX	OPEX
<b>Taxonomy-eligible economic activities</b>	2,076,267	36,574	26,615
4.5 Electricity generation from hydropower	55,225	870	707
5.9 Material recovery from non-hazardous waste	5,048	3,204	96
6.14 Infrastructure for rail transport	400,070	6,476	5,122
7.1 Construction of new buildings	1,510,194	23,808	19,335
7.2 Renovation of existing buildings	105,729	1,664	1,354
7.7 Acquisition and ownership of buildings	-	552	0
<b>Non-taxonomy-eligible economic activities</b>	3,093,564	220,745	102,781
<b>Total</b>	5,169,831	257,320	129,396

# Sustainability strategy

## How we manage sustainability

**Responsible corporate governance is neither a chore nor a cliché for us, but rather a conviction we live by.** As an international company, PORR builds for generations and shapes living environments – with and for people. After all, the construction industry is a people business with many different ethnic groups and high consumption of energy and resources – and that’s why it requires a global and future-oriented approach. Responsible management and leadership are the foundation of our success and firmly anchored in our corporate strategy.

As a social player, we see it as our mission to make a positive contribution and be part of the solution. Our clear goal is to grow holistically, enabling us to operate in a future-oriented manner in line with ESG criteria.

The aim is to constantly expand PORR’s leading role in the area of sustainability. In cooperation with our stakeholders we are fearless and dedicated in tackling the complex challenges in order to drive PORR’s transformation step by step into the future. Numerous

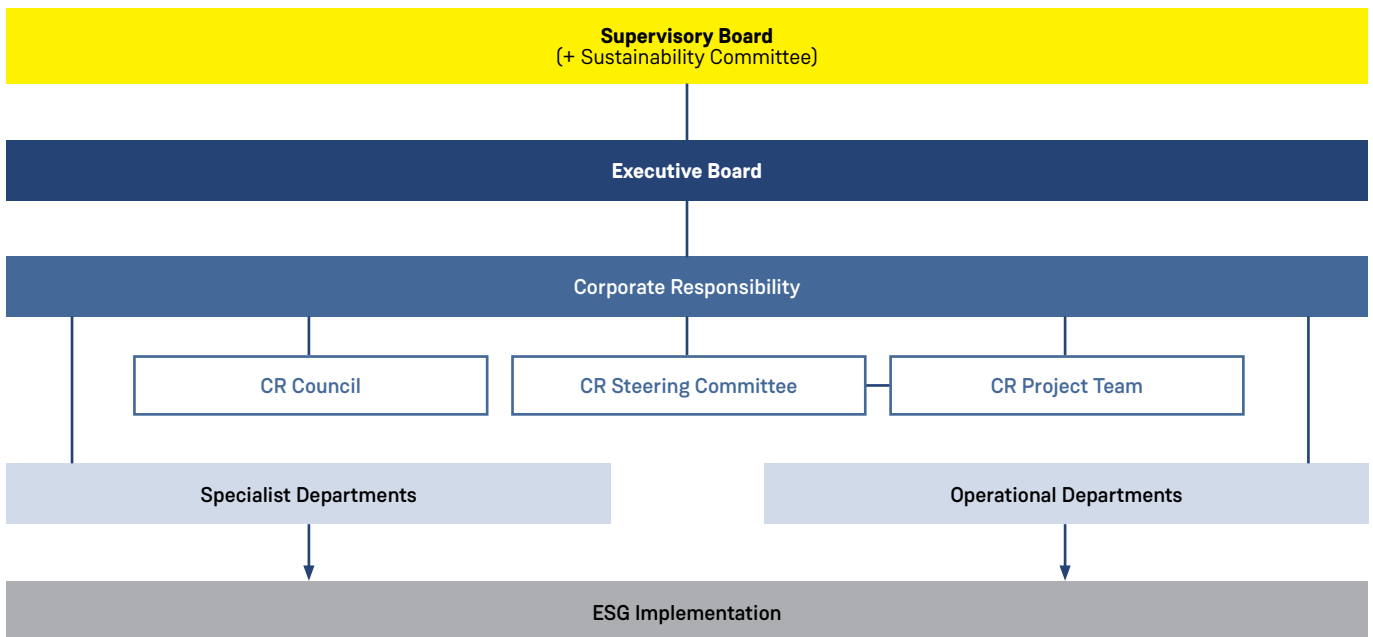
awards through ratings and top spots in rankings confirm our commitment and prove that we are on the right track, even if the objective has not yet been reached.

Our sustainability strategy is reflected in the PORR Group strategy, where we take a clear holistic approach. In 2021 we launched a new and even more ambitious strategy “Green and Lean” to cement the importance of environmental and climate protection even more firmly in all our activities. We want to create added value for our stakeholders, our society and our company while simultaneously reducing our environmental footprint. We have set ourselves long-term targets to 2030, along with interim targets to help us drive and demonstrate progress in an agile manner.

## How we steer sustainability

Sustainability must be lived at every level of the company. Achieving this requires sustainability management with clear controls and a structured organisation.

## ESG organisation



### Strategic management

Sustainability is a top priority at PORR. In organisational terms, the **Corporate Responsibility (CR)** department reports directly to the office of CEO Karl-Heinz Strauss and is part of the **Sustainability division**. They are responsible for Group-wide sustainability issues within the framework of the business model and strategy as well as for non-financial reporting. They also handle the further development and monitoring of the sustainability strategy and goals as well as the implementation of sustainability projects. In addition, the department drives and promotes initiatives and proactively sets the tone. Continuous participation in ESG ratings is another part of this. The Head of the Sustainability division regularly exchanges information with the CEO and the sustainability committees on the latest developments and topics.

In order to ensure that the company’s evolution is geared towards sustainability, a **Sustainability Committee** was formed in the Supervisory Board in 2021 as the highest supervisory body. This committee meets every six months and reviews the extent to

which targets have been met for the measures taken as well as any further course of action. The Executive Board is also involved in the regular management reviews, which are based on the annually updated context, SWOT and PESTEL analyses. In parallel, project-specific coordination meetings are held as required. The Sustainability Report is discussed, reviewed and approved by the Supervisory Board.

[GRI 102-18,102-19, 102-20, 102-32](#)

### Operational management

Group-wide coordination and performance monitoring of sustainability management is carried out by the CR department. The operational implementation of the measures is carried out by the respective departments. Together with the CR Steering Committee, the CR department annually evaluates the sustainability strategy, the target definitions and the associated set of measures and adjusts them if necessary.

### Composition of the CR Steering Committee

IMS & Process Management	Environmental Engineering	Building Certification	Group Human Resources	Technology Management & Innovation
Occupational Health & Safety	Group Procurement	Group Management	Group Accounting	Group Risk Management
	Compliance	Central Equipment Management	Energy & Waste Management	

The **CR Steering Committee** is a cross-departmental steering committee of senior experts from sustainability-relevant areas. The CR Steering Committee deals with current sustainability issues, develops proposals for prioritising planned sustainability measures and discusses the status quo of existing targets or develops new targets. The Steering Committee meets at least once a year. Area-specific focal points of high relevance are discussed with the respective Steering Committee experts on a weekly basis. The sustainability goals with the corresponding set of measures are submitted to the Executive Board for review and approval. The CR department and representatives of the CR Steering Committee are in regular contact with the CR project team members. This holistic approach ensures that country-specific regulations, socio-political parameters and local human resources all play a role in the successful implementation of sustainability management.

The **CR Project Team**, which consists of around 50 members, is a transnational network of experts. They are responsible for the collection and validation of ESG data on site and highlight best-practice examples, lessons learned from the PORR markets, and any need to catch up in sustainability matters. In 2017, the members were selected by the respective country management based on their skill set, whereby one person can also cover several focal areas. Quarterly ESG calls and annual CR Days ensure close coordination and a focused approach.

The **CR Council** – a body of representatives from different management levels and departments with a commercial and operational-technology background as well as employee representatives – actively scrutinises the proposals, projects and measures of the CR Steering Committee, checks them for practicability and provides additional input. The Council has no decision-making power, but its feedback has significant influence on the start of projects.

[GRI 102-18, 102-19, 102-31](#)

## What matters

**High relevance, high impact.** As part of our materiality analysis, we regularly identify key issues that are important for our business, as well as for the environment, society and our stakeholders. This is based on external frameworks such as the UN Global Compact, the UN Women’s Empowerment Principles (WEPs), the GRI requirements and the Sustainable Development Goals (SDGs).

The last materiality analysis was conducted in 2019, with the current CR Steering Committee evaluating the stakeholder matrix in terms of its relevance. This was followed by a comprehensive analysis of the topic areas, which were identified on the basis of the current GRI requirements, peer group, CR ratings and pre-qualification requirements, SWOT analyses and the results of the risk and impact analysis. The process led to the identification of 16 material topics. These were transferred into a questionnaire to facilitate prioritisation. Over 4,000 internal and external stakeholders participated in the Group-wide survey, which was conducted anonymously in October 2019. The results of the survey – i.e. the resultant prioritisation – were compiled in the materiality matrix as shown below. Since that time, this has served as the basis for updating the sustainability strategy. The next stakeholder survey will be conducted by 2024 at the latest.

[GRI 102-31, 102-46](#)

### Materiality analysis 2019



## Our action fields

**A comprehensive approach.** In the course of an analysis, we have assigned our 16 material topics to six action fields. The three dimensions – Better Environment (E), Better Society (S) and Better Governance (G) – serve as strategic pillars. These are managed holistically so that all topics are considered in the context of how they intertwine with others.

The figure below shows the relevance to the business of the identified topics. “Social standards in the supply chain”, “Energy and emissions”, “Health and safety” and “Ethics and compliance” have been accorded higher priority in light of their significance.

The key topics of “Energy and emissions” including “Sustainable buildings and structures”, “Waste management”, “Material consumption and recycling”, “Biodiversity and soils” and “Water” are subordinate to the action field **Protecting the climate and resources**. The topic “Science and technology” is positioned under **Building sustainably**. Overall, these areas are managed in the Better Environment dimension.



On the one hand, the dimension **Better Society** comprises the action field **Improving the world of work**, which includes the topics “Health and safety”, “Further education and training” as well as “Diversity and equal opportunities”. Also found here is the action field **Shaping social coexistence**, to which the topic “Respect for human rights and employment” has been assigned.

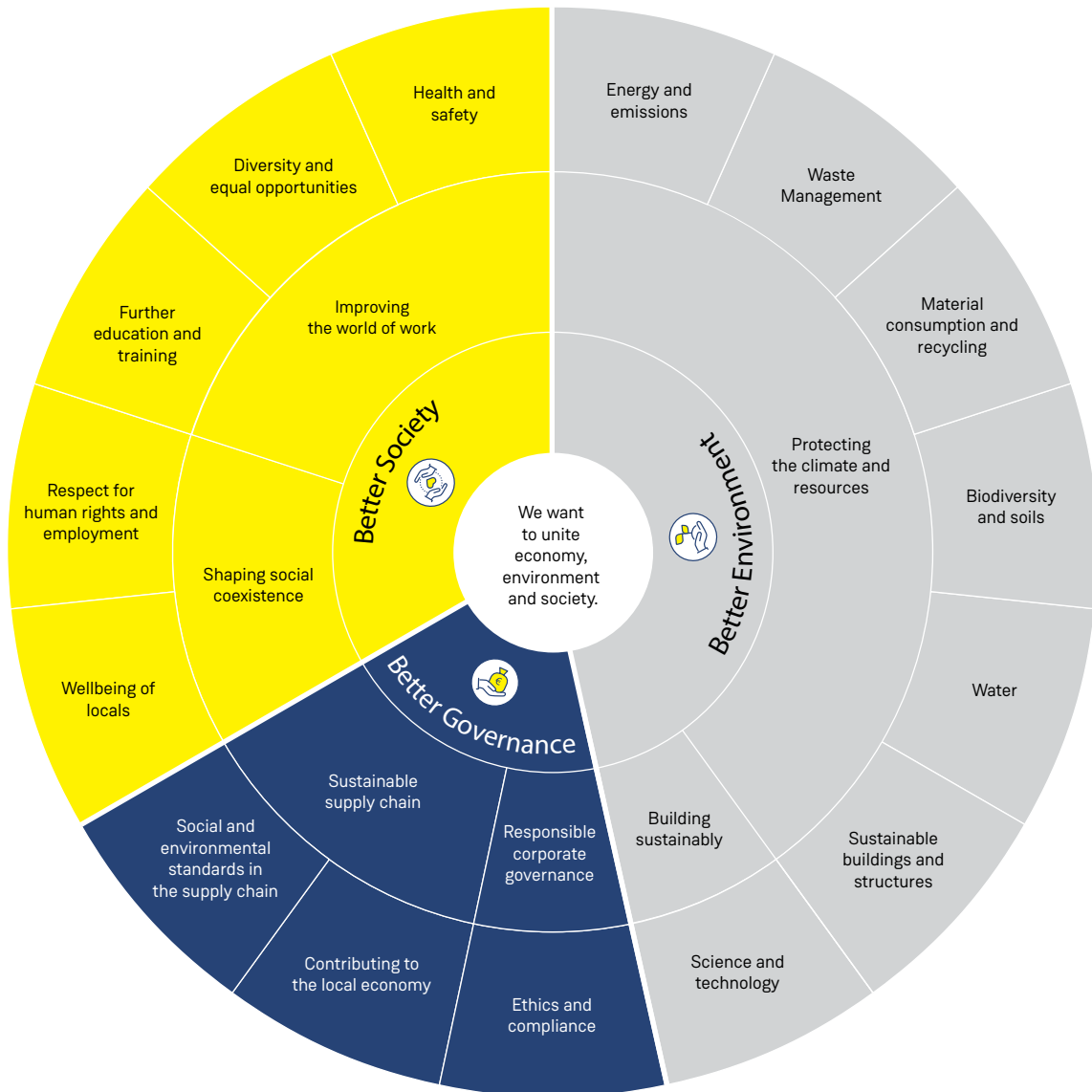
The important topic of “Social and environmental standards in the supply chain” falls under the action field **Sustainable supply chain** in the dimension of **Better Governance**. The action field

**Responsible corporate governance** addresses the key topic of “Ethics and compliance”.

On the basis of an additional internal analysis, it was decided that the topics “Wellbeing of locals” and “Contributing to the local economy” are not relevant enough in the materiality matrix at the moment. Therefore, these fields were not explicitly pursued any further in the report.




[GRI 102-15, 102-31, 102-44, 102-46, 102-47](#)

**Material topics at a glance**



## The action fields

**We are fans of transparency.** To present our commitment to sustainability at a glance, here is an overview of our action fields, the associated topics and our contributions. More details can be found in the respective sections of this report.

ACTION FIELDS	MATERIAL TOPICS	PAGE
<b>Better Environment</b> 		
<b>1 Protecting the climate and resources</b>	· Energy and emissions incl. sustainable buildings and structures	38 45
	· Waste management	46
	· Material consumption and recycling	50
	· Biodiversity & soils	53
	· Water	56
<b>2 Building sustainably</b>	· Science and technology	60
<b>Better Society</b> 		
<b>3 Improving the world of work</b>	· Health and safety	70
	· Further education and training	79
	· Diversity and equal opportunities	82
<b>4 Shaping social coexistence</b>	· Respect for human rights and employment	84
<b>Better Governance</b> 		
<b>5 Sustainable procurement</b>	· Social and environmental standards in the supply chain	96
<b>6 Responsible corporate governance</b>	· Ethics and compliance	102

OUR CONTRIBUTION

SDG

- Climate strategy
- Energy and resource efficiency
- Renewable energy
- Green Building certification
- Recycling
- Renaturation
- Water policy



- Innovative product and project development
- Automation of construction processes
- LEAN Construction
- Digital building models (BIM)



- Vision Zero
- Workplace health promotion
- PORR Academy
- Diversity training
- We@PORR



- Commitment to the UN Global Compact
- ISHAP personnel documentation system
- Directive on the prevention of illegal employment and social dumping



- Focus on local procurement
- Sustainability criteria for procurement
- Minimum and exclusion criteria for suppliers
- Stakeholder Dialogue Forum
- Supplier assessment



- Code of Conduct
- PORR Principles
- Compliance guidelines
- Whistleblowing system
- Internal Audit



## Our strategy

**Our vision for sustainability is clear: we want to unite economy, environment and society.** The sustainability strategy is at the core of this and anchors the ESG principles in corporate governance. The vision and the sustainability strategy are developed on the basis of the materiality analysis.

**Focus on climate protection and adaptation.** As a construction company, our business activities have a high impact on the environment and society. This is why PORR focuses intensively on research and development for climate protection. With our climate strategy, we aim to effectively mitigate or avoid the greatest challenges of our time – namely climate change and its negative consequences. Climate-related risks are systematically analysed and controlled by risk management. In addition, we have broadly complied with the recommendations on climate reporting for companies and investors by the Task Force on Climate-related Financial Disclosures (TCFD).

**Focus on circular economy.** We use resources sparingly in order to preserve natural living conditions for future generations. PORR takes all aspects of sustainability into account along the entire construction value chain. In addition to a resource-saving approach to the use and recycling of building materials, this also includes the reduction of waste. In this way, we want to drive forward the evolution towards a circular economy and the associated innovations as well as the optimal use of resources. Further information on our environmental commitment can be found in the chapter “Better Environment”.

**Focus on occupational health and safety.** Responsible business practices also include responsibility for our staff. We ensure a safe working environment with numerous training and development programmes and high occupational safety standards. The health of our staff members is promoted through a range of offers in the areas of sport, exercise, nutrition and mental wellbeing. Further concrete measures as well as current progress in this area are described in more detail in the chapter “Better Society”.

**Focus on corporate values.** Our five Principles of Reliability, Shoulder to Shoulder, Appreciation, Passion and Pioneering Spirit form the shared corporate culture. They contribute significantly to our inclusive and appreciative working environment. Every PORR employee is an ambassador of these values – in accordance with the guiding principle of acting in a morally, ethically and legally unimpeachable way. The mandatory Code of Conduct serves as a guide here too. The guidelines contained therein are intended to prevent misconduct and promote the policies laid down. Further information on values-based management at PORR, e.g. also as it relates to compliance, risk management and procurement, can be found in the “Better Governance” chapter.

**Focus on stakeholder engagement.** Together we can achieve more. As a European construction group, PORR operates in a complex environment with diverse socio-political influences. In order to manage our business in a holistic manner, PORR includes all relevant stakeholders in its processes through proactive stakeholder engagement. This is the only way to safeguard the company’s resilience long term.

The progress made on the sustainability targets is regularly reviewed by the CR department. If a target is not achieved by the set deadline, this is communicated transparently to the outside world. Internal coordination ensures that corrective measures or possible adjustments are applied to the sustainability target.

[GRI 102-15, 102-16](#)

## Making sustainable construction measurable

One important aspect of operational sustainability management is data collection. After all, determining whether goals are met can only be managed efficiently with the help of precise measurements and analyses. The KPIs relevant to sustainability are regularly monitored and evaluated by the CR Project Team using a digital data collection tool. Depending on the area, qualitative and quantitative data from the PORR Group is recorded, checked, validated and reported. PORR is working flat out on a fully or partially automated digital data collection system with the aim of ensuring Group-wide data evaluation in real time.





# Stakeholder engagement

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**As a leading European company, we are aware of our responsibility towards society.** And we embrace this responsibility head on as well. After all, it is our conviction that PORR's long-term economic success is based on matching the needs of stakeholders with the company's activities. Open, regular dialogue tailored to the target group promotes a common understanding of interests, expectations and goals. This enables not only risks to be identified early on, but also opportunities, and the concerns of the target groups to be addressed proactively. The aim is to engage in dialogue that is beneficial for both sides.

PORR's stakeholders are regularly evaluated by the CR Steering Committee to ensure they are up to date and that they are involved at multiple levels. When it comes to dialogue partners, PORR ensures a balanced composition based on stakeholder groups. The latest information and developments are communicated through various channels, such as the annual Sustainability Report, internal communication and media reports. PORR engages in comprehensive exchanges in the form of dialogue at specific stakeholder events, memberships or cooperation projects. The input gained is processed internally in the form of Group-wide stakeholder surveys or topic-based workshops before being used to optimise existing projects or determine new ones.

## These are our key stakeholders

**Our staff members** are essential for the implementation of the sustainability strategy. They are regularly informed about progress made and demands for action in the area of ESG through circulars, the employee magazine rePORRt, the staff platform PORRtal, training courses, workshops, digital surveys and various events. PORR employees can also use these tools to actively engage with the issue. One highlight is the annual CR Days. The aim of the dialogue is always to raise awareness and to encourage employees to find sustainable solutions through their commitment and talent for innovation.

**Our shareholders and investors** are increasingly interested in information on the topic of sustainability, and this has only been reinforced by the EU Taxonomy Regulation. PORR maintains a direct dialogue with the capital market through shareholder meetings, roadshows, conferences and press events. In addition, assessments by ESG ratings agencies are applied when determining the strategic focus.

**Our customers** expect the high-quality, reliable and safe execution of construction projects from the client standpoint. As customer

satisfaction is a key success factor in the construction business, we record it using a standardised process as part of the PORR management system. Uniform recording, measurement, evaluation and ongoing optimisation ensures customer satisfaction and facilitates continuous improvements.

**Our cooperation partners** such as planners, designers, consultants, civil engineers and architects are part of our daily work. Through close cooperation with universities and research institutions, we can draw on their knowledge and perspectives to jointly overcome any prevailing challenges.

**Our suppliers and subcontractors** influence compliance with environmental and social standards along PORR's complex supply chains. We exploit opportunities for sustainable procurement through fair business relationships and genuine transparency, Annual procurement days and stakeholder dialogue forums raise awareness of sustainable procurement on both the buyer and supplier sides.

**Authorities and policymakers** define the legal framework in which PORR operates. PORR is actively involved in sustainability discussions through its membership of industry-specific associations, as well as by talking directly to authorities and institutions.

**The media** play an important gatekeeper function in communication with clients, investors and society as a whole. PORR maintains a large network of media contacts and engages in continuous dialogue with journalists in the various PORR markets. In this way, we are proactively involved in public conversations about sustainability.

**PORR is a member and supporter of numerous representation-of-interest groups.** The aim is to advance common topics, exchange experiences and deliberately glean an external perspective. In this way, we always stay abreast of the latest developments in the field of sustainability – both within and outside the industry. For example, we are members of the respACT-austrian business council for sustainable development and a signatory to the UN Global Compact.

Construction projects inevitably affect **neighbouring residents and cities.** That makes it all the more important to take their needs into account and guarantee their safety. In close coordination with the respective client, we therefore provide comprehensive information to these stakeholders, especially before and during the execution of construction projects.

[EN 102-13](#), [102-21](#), [102-40](#), [102-42](#), [102-43](#)



## What we are pleased about

We put a lot of effort into our commitment to sustainability. It's nice that others recognise it too. PORR has received widespread recognition for its commitment to sustainability from major ESG ratings agencies and has been repeatedly commended by them. This confirms that we are on the right track. Internationally recognised ratings provide clients and investors with guidance on the extent to which a company has already integrated ESG criteria

### Carbon Disclosure Project (CDP) rating



Particular successes include an A- rating in the area of Climate Change and with it promotion to the Leadership segment, as well as a B rating in the area of Water Security. The strategy for emission reduction and energy efficiency as well as water-saving construction methods was particularly well-received. This proves the quality of the measures introduced.

### Gold from EcoVadis



In 2021, PORR Bau GmbH was awarded Gold status by EcoVadis for the second time in a row. With 68 out of 100 points, we were able to convince across the board. The quality, implementation and effectiveness of PORR's sustainable and social responsibility approaches in the areas of environmental management, labour and human rights, and ethics were singled out for particular praise.

### Top Ten at Vigeo Eiris

We have also managed to climb into the premier league in Vigeo Eiris – Moody's ESG Solutions. In 2021, PORR ranked among the top ten in the industry and received 45 out of 100 points.

### Powerful plus from GAIA

For the year 2021, PORR received 79 out of a possible 100 points from Gaia Research. This represents an improvement of eleven points. The agency's focus is on the ESG criteria as well as on the approach to external stakeholders.

into its business activities. Our impressive achievements show that PORR is eligible for sustainable investment. At the same time, the challenges are constantly becoming more acute, such as the increasingly negative consequences of climate change or demands for the responsible use of resources. On top of this, the ratings agencies are also using widely divergent assessment methods at present. The new Corporate Sustainability Reporting Directive (CSRD) is the EU's response, with the aim of securing a uniform and internationally valid assessment method in the future.

### Top rating from MSCI ESG



PORR was also rated top in the construction sector by MSCI ESG. With a rating of AA, it received the second-best possible ranking. MSCI focuses on measures and KPIs in the area of governance.

### Top score from ISS ESG



PORR also received a top spot in ISS-ESG: with Prime status and a C+, we achieved the best grade in the industry. PORR impressed with its management of sustainability risks as well as its compliance in terms of high standards for labour and ethics, as well as energy and resource efficiency.

### Top group at Sustainalytics



In the Sustainalytics assessment, the company scored 29.5 points to rank among the top 13% of the industry. In the risk category, the company is rated medium risk. The score can be attributed to the high number of ESG challenges faced by the construction industry. The strong positioning of PORR's sustainability management received a special mention.



# Climate-related risks and opportunities

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Climate change is a drastic development that is having an ever greater impact on PORR's business model. Not least because there is close interplay between PORR's business activities and the environment. By reporting climate-related risks and opportunities in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), PORR is striving for even greater transparency and better comparability.

## Our governance

### At Executive Board level

The topic of climate change and the associated risks and opportunities are highly relevant at PORR. The highest responsibility lies with the CEO. He defines the sustainability strategy and targets as well as the climate strategy, steers the further development of the strategy and decides on key sustainability issues, including those relating to climate change.

In 2020, new quantitative climate targets were adopted and the decision was made to report climate-related risks and opportunities in accordance with the TCFD. In view of the high relevance of climate issues, an efficient flow of information and prompt evaluation of climate-related developments are essential. This exchange of information as well as the timely assessment of sustainability-related risks and opportunities is ensured by centralising the information in the hands of the CR department, which reports to the CEO.

In 2021, PORR formed its own Sustainability Committee on the Supervisory Board. The committee, which meets every six months, deals with the topics of energy efficiency, greenhouse gas emissions and climate change. In addition, the Sustainability Report is discussed, assessed and approved in in the Supervisory Board meetings.

### At management level

PORR assigns climate-related responsibilities to the relevant specialist units. These are entrusted with tasks like monitoring and implementing the sustainability strategy and achieving the targets set. The responsible persons engage in constant consultations. The main areas that handle climate-related issues are:

- CR department
- Environmental and Waste Management
- Energy Management with the Group Energy Manager
- Risk Management

Together with the CR Steering Committee, the CR department annually evaluates and adapts the sustainability strategy as well as the target definitions and the accompanying set of measures. Proposals for prioritising planned sustainability measures are made by many including the Group-wide CR project team. This

team compares best-practice examples or lessons learned from the PORR markets and identifies any need for action.

In its function as a coordinating body, the CR department maintains regular dialogue with PORR's stakeholders and involves them in the further development of sustainability activities in the form of special activities such as workshops, lectures, training courses or live Q&As of events. A further direct exchange also takes place with ESG ratings agencies and potential clients. This ensures a rapid and comprehensive flow of information and the timely assessment of any developments related to climate change.

## Our strategy

Responsible corporate governance forms the foundation of the PORR Group strategy. Due to the high energy and resource requirements of construction operations, the company is proactively driving forward topics like sustainable construction processes, recycling and energy efficiency measures. With its own climate strategy and quantitative GHG-reduction targets, PORR aims to make a concrete contribution to climate protection. What's more, with activities such as sustainability certification of its own sites and refurbishment work to enhance its energy and climate credentials, the company is sending a clear signal in the area of structural climate adaptation as well.

### Climate-related risks and opportunities

As an internationally active construction company, PORR is directly affected by the risks of climate change. On the one hand, there are transitory risks in connection with changing legal and political framework conditions, such as the European Green Deal and the accompanying EU Taxonomy Regulation. On the other hand, acute and chronic physical risks such as extreme weather events or temperature increases may occur. The growing severity of impacts associated with climate change make it necessary for PORR to take countermeasures by applying efficient risk management and developing solutions to climate-related challenges early on. The aim is to be aware of the corresponding risks at an early stage, to perceive them as opportunities and to integrate them into the core business in order to continue to work in a manner that is both sustainable and profitable. A detailed list of our main risks and opportunities can be found in the overview on pages 30-31.

## Effects on business activities and corporate planning

The need to curb climate change has an impact on PORR's Group-wide environmental management and is also incorporated into its short to medium-term corporate decisions. In 2021, the Green and Lean Strategy was approved and the Green programme launched. Both help make a greater contribution to achieving the climate targets set by the Executive Board for 2030. Project progress is regularly reported to the Executive Board members and the Supervisory Board.

## Resilience of the strategy

The climate strategy and climate risk analysis are reviewed annually in order to identify potential and new risks in advance and to be able to initiate appropriate countermeasures in good time. This is to ensure that the goals set in the area of energy and climate are achieved.

## Our risk management

PORR relies on efficient risk management and the internal control system (ICS). They are essential prerequisites for economic success. The ICS is aligned with mandatory EU standards and includes the assessment of operational risks and the proper implementation of organisational procedures. The risk assessment process includes quantitative analyses of risks and opportunities, which are also used in various forms of management documentation.

## Identification and assessment of climate-related risks

Based on the climate scenario analysis, the main risks and opportunities are identified annually with a SWOT and a PESTEL analysis. The findings are presented to the Supervisory Board.

Based on these results, the Group strategy is adjusted and measures are taken to remain climate resilient. Furthermore, the project-related opportunity and risk analyses are used to further develop risk management. To increase efficiency and ensure successful implementation, a climate risk identification process has been integrated into the existing processes. For this purpose, the recommendations of the TCFD have been supplemented in the already existing guidelines, the management manual and the IMS documents.

The Head of Group Risk Management, who reports to the CFO, controls the proper execution of the risk agendas. Risks and opportunities are identified and analysed throughout the Group and coordinated and monitored through appropriate measures.

Risk management takes a holistic and integrated approach to the effective and efficient identification, assessment and management of risks and opportunities. It reports on this and has to

ensure the appropriateness and functionality of the processes. The financial impact of opportunities and risks – should they occur – is calculated under consideration of the associated probability of occurrence. Due to the inevitably subjective assessment, the identification and evaluation is carried out in a team. This team consists of a person responsible for results, a costing expert and, if necessary, other experts.

### Climate scenario analysis

In 2021 PORR carried out a scenario analysis based on the recommendations of the TCFD. Here the future effects of climate change on PORR were considered according to the guidelines of the TCFD ("Outside-In"). Due to the impact on PORR's economic activities, the focus was placed on the consideration of physical risks. To this end, interdisciplinary internal workshops were held to identify the main risks and opportunities. In addition to physical risks, transitory risks from climate change were also considered. The following physical and cost-related risks were identified as being material for PORR:

#### Acute risks

- Floods
- One-day heat waves
- Storms

#### Chronic risks

- Persistent heat waves, heat stress
- Change in wind conditions
- Water shortages

The other risks identified and the possible effects for PORR can be found in the climate risk overview on page 30.

Two different emission concentration paths were taken into account when considering the development of the risks and opportunities. The scenarios used were those published by the IPCC (Intergovernmental Panel on Climate Change). The organisation regularly publishes scenarios that have long been used by the scientific community and policymakers to assess future risks and opportunities for national economies in relation to climate change.

Currently, there is no comprehensive quantitative picture available. On the one hand, the impacts of a temperature increase of < 2 °C – the limit of the Paris Climate Agreement – were qualitatively analysed and summarised at project level. The selected scenario is a decarbonisation scenario in which CO<sub>2</sub> emissions decrease (scenario RCP 2.6). As a second scenario, a worst-case scenario was chosen in which the Earth's temperature warms by > 4 °C by the end of the century (Scenario RCP 8.5). The influence of climate risks that could have an impact on PORR's business model in the short (by 2030), medium (by 2050) and long term (by 2100) were considered here.

In the process, the PORR markets were examined for the identified risks and the associated impacts. No distinction was made

between the risks to various economic activities. The risks associated with flooding and heat waves were examined. The impacts of storm events could not be analysed due to lack of data. The following tools were used:

- The World Bank’s “Climate Knowledge Portal” and “The Global Calculator” of the UK Government’s International Climate Funds and the EU’s Climate KIC (Knowledge and Innovation Community) were used to analyse risks arising from heat waves.
- For the analysis of the flooding risk, the “Water Risk Filter” of the WWF (World Wildlife Fund) was used. Here it is possible to examine how risks may develop up to the year 2050.

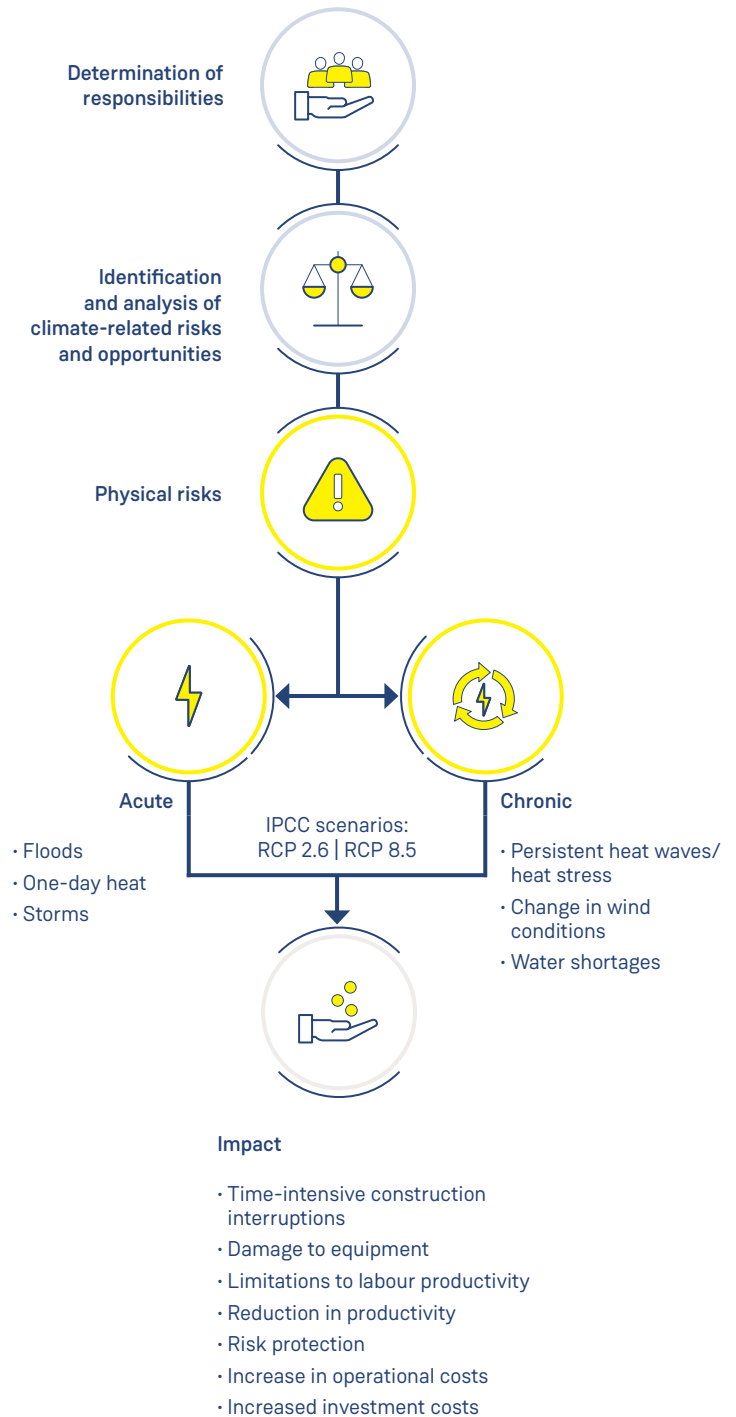
The graphic on the right shows the procedure for the scenario analysis.

### Management of climate-related risks

Opportunity and risk management is a support process that runs alongside a project. The expectations of a project’s result can only be met through the transparent transfer of information from the acquisition phase to the execution phase. Comparing the opportunities and risks realised up to the end of the project with the assessments made in the acquisition and execution phases also serves to continuously improve opportunity and risk management.

For future quantitative risk and opportunity analyses, the individual risks and opportunities will be evaluated by estimating the probability of occurrence (P) and the associated impact (I) of opportunity and risk events. The individual risk is calculated by multiplying the two values. A risk checklist will be used to identify risks and opportunities during the acquisition phase and in the construction process. In a further step, a list of all risks and opportunities, the associated financial consequences and the probabilities of occurrence is made for each project. The defined risk management measures and the associated monetary consequences will subsequently be recorded. The materiality and significance of the climate risks are evident in this and in the lists of environmental aspects to be completed by all project owners. The respective managers are responsible for regular reviews, updates and plausibility checks. Project discussions or random spot checks will be carried out for this purpose. In order to reduce the process risk, application of the “dual-control” principle is planned, whereby checks will be made in teams.

### Scenario analysis



### **Integration of climate-related processes in risk management**

The results arising from sustainability aspects that could have a direct impact on the PORR business model are identified and analysed by Group Risk Management together with the CR department. The topic of climate change plays a key role here. Physical and transitory risks are assessed along the entire supply chain along with the environmental, economic and social dimensions. A precise listing of our key risks and opportunities can be seen in the overview on pages 30-31.

[GRI 102-11, 102-30, 201-2](#)

## **Our KPIs and targets**

### **Evaluating KPIs**

By setting quantitative climate protection targets and monitoring the respective progress made, PORR measures, monitors and controls whether its targets are met. Key indicators are direct and

indirect energy consumption inside and outside the company. The basis for the verifiability of the quantitative targets is, among other things, the energy management system. Detailed information on our quantitative energy and climate targets with a precise time horizon and progress status, as well as the year-on-year development of energy and emissions can be found from page 36 onwards.

### **Disclosure of Scope 1, 2 and 3 GHG emissions**

PORR reports in detail on its carbon footprint in this report. Information on the different emission factors in connection with Scope 1, 2 and 3 can be found from page 38 onwards.

### **GHG-reduction targets**

PORR's reduction targets include a 55% reduction in specific GHG emissions versus 2020 and the decarbonisation of construction processes by 21% versus 2014.

# Overview of climate risks

Risk category		Consequences	Potential risks for PORR
<b>Transitory risks</b>	<b>Political and legal risks</b>	<ul style="list-style-type: none"> <li>Increased GHG-emissions pricing</li> <li>Increased climate-related requirements for products and services</li> <li>Increased complexity of legal requirements</li> <li>Increased emissions reporting requirements</li> <li>Changed focus of public investments</li> <li>More stringent spatial planning with regard to construction projects</li> </ul>	<ul style="list-style-type: none"> <li>Loss of revenue due to:               <ul style="list-style-type: none"> <li>Changes in public investment behaviour</li> <li>Stricter zoning laws</li> </ul> </li> <li>Increased costs due to:               <ul style="list-style-type: none"> <li>GHG-emissions pricing</li> <li>Tighter environmental regulation in the short term</li> <li>Potential litigation</li> <li>Reporting requirements</li> </ul> </li> <li>Early or increased impairment due to changes in legal/political framework conditions</li> </ul>
	<b>Technological risks</b>	<ul style="list-style-type: none"> <li>Substituting existing products and services with lower-emission options.</li> <li>Costs for the transition to lower-emission technologies</li> <li>Erroneous investment in non-target technologies</li> </ul>	<ul style="list-style-type: none"> <li>Loss of revenue from products and services with non-competitive technology</li> <li>Increased costs due to:               <ul style="list-style-type: none"> <li>Equipment and systems using more sophisticated technology.</li> <li>Converting and adapting processes</li> </ul> </li> <li>Early or increased impairment/depreciation of obsolete equipment and facilities or for bad investments</li> <li>Increased investment and R&amp;D expenditure in new technologies.</li> </ul>
	<b>Market(price) risks</b>	<ul style="list-style-type: none"> <li>Short-term and unforeseeable increases in raw material and energy prices</li> <li>Changes in customer wishes and in the pace of demand</li> <li>Increasing relevance to achieve sustainability targets and sustainability ratings</li> <li>Increased climate-related requirements for supply chain management</li> </ul>	<ul style="list-style-type: none"> <li>Loss of revenue due to               <ul style="list-style-type: none"> <li>Non-fulfilment of customer requirements</li> <li>Changes in customer requirements in relation to current product portfolio</li> <li>Construction interruptions</li> </ul> </li> <li>Increased costs due to               <ul style="list-style-type: none"> <li>Volatile energy and raw material prices (e.g. electricity, diesel, building materials, water)</li> <li>Expenses for the implementation of climate-friendly business processes</li> <li>Additional complexity in meeting customer requirements</li> <li>Increased costs in financing</li> </ul> </li> </ul>
	<b>Reputational risks</b>	<ul style="list-style-type: none"> <li>Increased awareness of climate protection among customers, investors and other stakeholders</li> <li>Stigmatisation of sub-sectors</li> <li>Damage to image</li> </ul>	<ul style="list-style-type: none"> <li>Increased costs for:               <ul style="list-style-type: none"> <li>Acquisition and marketing</li> <li>Financing</li> </ul> </li> <li>Loss of revenue due to               <ul style="list-style-type: none"> <li>Negative external perception by customers and stakeholders</li> <li>Shortage of skilled workers and staff shortages (recruiting, staff retention)</li> <li>Failure to achieve sustainability goals</li> <li>Insufficient rating results</li> </ul> </li> </ul>
<b>Physical risks</b>	<b>Acute risks</b> Extreme weather events	<ul style="list-style-type: none"> <li>Floods</li> <li>Drainage overloads</li> <li>One-day heat waves</li> <li>Strong wind events</li> <li>Snow overload</li> <li>Avalanches &amp; landslides</li> <li>Soil erosion</li> </ul>	<ul style="list-style-type: none"> <li>Loss of revenue due to factors including interruptions in construction:               <ul style="list-style-type: none"> <li>Flooding</li> <li>Work stoppage during intense heat</li> <li>Crane stop during storm</li> </ul> </li> <li>Reduction in productivity and resulting increase in costs due to:               <ul style="list-style-type: none"> <li>Delivery and transport difficulties</li> <li>Heat stress for employees</li> </ul> </li> <li>Increased building operating costs due to factors including:               <ul style="list-style-type: none"> <li>Storm protection</li> <li>Climatic influences on building materials, air conditioning systems, water supply</li> </ul> </li> </ul>
	<b>Chronic risks</b> Long-term shifts in climate patterns	<ul style="list-style-type: none"> <li>Persistent heat waves, heat stress</li> <li>Change in wind patterns</li> <li>Water shortages, water stress</li> <li>Fluctuating groundwater levels</li> </ul>	<ul style="list-style-type: none"> <li>Increased risk coverage</li> <li>Early or increased impairment/depreciation due to:               <ul style="list-style-type: none"> <li>Damage to plant, construction equipment or operating facilities, increased wear and tear</li> </ul> </li> <li>Increased investment costs for               <ul style="list-style-type: none"> <li>Air-conditioned construction containers and equipment</li> <li>More resilient construction equipment</li> </ul> </li> </ul>

## Overview of climate opportunities

Opportunity category	Potential opportunities for PORR	Financial impacts
<b>Resource efficiency</b>	<ul style="list-style-type: none"> <li>• More energy-efficient and resource-efficient technologies</li> <li>• More efficient production and construction processes and operating sites</li> <li>• Focus on recycled building materials</li> <li>• More efficient modes and means of transport</li> </ul>	<ul style="list-style-type: none"> <li>• Increasing productivity through:                             <ul style="list-style-type: none"> <li>• Optimisation of plant and construction site processes</li> <li>• Reduction of staff downtime</li> </ul> </li> <li>• Reduction of operating costs through more efficient operating sites, vehicles, construction equipment, facilities, etc.</li> </ul>
<b>Energy sources</b>	<ul style="list-style-type: none"> <li>• Independence from volatile fossil fuel markets</li> <li>• Lower-emission energy sources and technologies</li> <li>• Self-generation of renewable energy</li> <li>• Establishment of and participation in energy communities</li> <li>• Promotion of investments in renewable energy production</li> </ul>	<ul style="list-style-type: none"> <li>• Increase in turnover through reputational advantages and reaching new customers/market segments</li> <li>• Reduction in operating costs through:                             <ul style="list-style-type: none"> <li>• More cost-effective renewable energy sources</li> <li>• Reduction of GHG-emission pricing</li> <li>• Independence from volatile fossil fuel markets</li> <li>• Self-generation of renewable energy</li> <li>• Participation in energy communities</li> </ul> </li> <li>• Reduce investment costs by using subsidies</li> <li>• Lower financing costs through higher investor interest</li> </ul>
<b>Products and services</b>	<ul style="list-style-type: none"> <li>• Low-emission products and services</li> <li>• Develop solutions for adapting to climate change</li> <li>• Demand for green products and services</li> <li>• Subsidies related to product innovation</li> </ul>	<ul style="list-style-type: none"> <li>• Increase revenue by:                             <ul style="list-style-type: none"> <li>• Increased demand for lower-emission products and services</li> <li>• Solutions to adapt to climate change</li> <li>• Meeting changing customer preferences</li> </ul> </li> <li>• Cost reduction in R&amp;D investments through systematic use of subsidies</li> </ul>
<b>Markets</b>	<ul style="list-style-type: none"> <li>• Access to new market segments</li> <li>• Change in focus of public investment</li> <li>• Increased appeal for climate-conscious employees</li> </ul>	<ul style="list-style-type: none"> <li>• Increase revenue by                             <ul style="list-style-type: none"> <li>• Access to new and emerging market segments</li> <li>• Public investment in low-emission infrastructure projects</li> </ul> </li> <li>• Easier access to and retention of skilled workers</li> </ul>
<b>Resilience</b>	<ul style="list-style-type: none"> <li>• Substituting and diversifying raw materials, energy sources and technologies</li> <li>• Possibility of diversifying the product and service range</li> </ul>	<ul style="list-style-type: none"> <li>• Revenue protection in relation to changes in demand in specific product and service segments</li> <li>• Cost efficiency and increased reliability in relation to volatile changing supply chain conditions</li> <li>• Higher market value through resilience planning</li> </ul>



# Better Environment \_\_\_\_\_









Our resources are  
finite and scarce.



An aerial photograph of a lush, green landscape. In the center, there is a bright blue pond. To the left of the pond, a tree with vibrant yellow leaves stands out against the surrounding greenery. The rest of the image is filled with dense, vibrant green vegetation, including grasses and shrubs. The text "Preserving our living environments is part of the solution." is overlaid in white, centered over the pond and surrounding greenery.

Preserving  
our living environments  
is part of the solution.



# Many build with stone. We build with responsibility. \_\_\_\_\_

For us, sustainable management first and foremost means conserving resources. This starts with material recycling, double facades and goes all the way to LED lamps, taps that close properly and hanging gardens. Because we take every opportunity to protect and conserve the environment at every level.



The Fahrafeld flood retention basin provides greater flood protection for communities in the Triesting Valley.

At first glance, they are just four ordinary team containers, like those seen on any large construction site. If you take a closer look, however, a miniature high-tech world reveals itself on the PORR construction site for the S3 motorway in the west of Poland, illustrating how versatile and multi-layered the efforts to treat nature and its resources with care are – and how committed PORR is to this. Here a mobile solar system was installed on the roofs of the containers to supply the space with green electricity. The photovoltaic modules have an output of 2.2 kWh, which corresponds to around 2,028 kWh per year. For the environment, this means annual savings of around 1.6 t of CO<sub>2</sub>.

## **Solar as sun protection**

Additional effect: In summer, the solar attachment acts like a protective tropical roof that reduces heat build-up inside the containers. The direct impact: the air conditioning system is required far less often. The mobile PV system thereby contributes twice over to coming closer to a carbon-neutral power supply for construction sites.

That which can be done on a mobile basis at just a temporary site is even more successful in a new building, especially one designed and built by PORR in line with the latest technological advances. 500 km from the tunnel construction site, an exemplary low-energy building was built in Koszalin on the Baltic Sea for the Fund for Environmental Protection and Water Management. From photovoltaic modules and wind turbines to double facades and vertical gardens to efficient Building Information Modelling (BIM), PORR used state-of-the-art technologies and solutions here to keep the energy consumption of the four-floor building as low as possible.

## **Electricity from the roof, heat from below the ground**

The variety of systems used shows how different the challenges and solutions can be: The PV modules and a wind turbine on the roof supply the building with electricity, while surplus energy is used to heat water. Heating and cooling of the rooms is realised by a heat pump, which is fed from 13 deep boreholes, some up to hundreds of metres deep. The double façade with a gap of 60 centimetres acts as a heat buffer in winter, retaining the warm air, and as a vent in summer, removing the warm air from the rooms. Another technical and also visual highlight is the 15-metre-high

vertical garden in the main hall – a green wall consisting of over 2,000 different plants that filter the air, regulate the temperature and also reduce the noise level. All this is controlled by a modern BIM concept that uses sensors to measure the CO<sub>2</sub> concentration and humidity in the rooms and optimally controls ventilation and air conditioning accordingly.

These examples show how modern building technologies can provide answers to the challenges of climate and environmental protection – and so be part of the solution. Because the problem is obvious: climate change is plain to see. And in order to stop it, the construction and real estate industry has a special responsibility, as its business activities necessitate a high demand for resources.

**For others and for us: Green and Lean**

We are aware of this special responsibility. That is why environmental protection and climate action have long been top priorities. A strong focus lies on conserving resources through the more efficient use of energy and materials. This is not only deployed on contract projects, but also for our own buildings and internal procedures and processes – in line with our far-reaching Green and Lean strategy. Some examples: In our office buildings, we consistently replace energy-intensive light fixtures with LED lighting. A centrally controlled temperature regulation system for offices is designed to prevent rooms from overheating or cooling down. PORR already gets its electricity in Austria from hydropower, wind power, solar energy, biomass and similar energy sources. We are consistently intensifying our efforts to raise the proportion of green electricity to 100% in all markets.

In addition, construction site logistics are constantly being optimised and the idling of machines and vehicles is consistently avoided. Another important lever is the use of automation potential, for example in the transport, positioning and assembly of prefabricated elements. We use GPS-supported services to optimise the coordination of time and place of delivery so that traffic jams and unnecessary waiting times are avoided.

**Targeted R&D in recycling**

For PORR, doing business sustainably means a careful approach to resources. This is why we have long been committed to the intelligent recycling of materials. It starts in the mind, with the conviction that “waste” should be seen as valuable secondary raw materials. Accordingly, through targeted research and development work, we have managed to return considerable amounts of material to the economic cycle. With this, we have succeeded in continuously increasing the proportion of recycled construction materials. This also includes considering the later recycling of building materials right from the design and planning stage.

Numerous certificates and awards prove that we are on the right path. We will continue to pursue this path consistently. This includes the continuous development of innovative processes. Because how we build things today, how we manage things today, will determine the living environments of generations to come.

Environmental protection and climate strategy have long been top-level issues.

**Key indicators**

	2021	Change	2020	2019	2018
Energy consumption <sup>1</sup> within PORR (MWh)	757,422	16.6%	649,316	598,179	644,180
Energy consumption/production output (MWh/TEUR)	0.134	6.2%	0.126	0.108	0.117
Self-generated energy (MWh)	358	6.2%	337	157	125
Direct GHG emissions – Scope 1 (t) <sup>2</sup>	166,933	25.9%	132,543	123,049	136,738
Indirect GHG emissions – Scope 2 (t) <sup>2</sup>	25,372	-12.6 %	29,042	24,567	24,124
Other GHG emissions – Scope 3 (t) <sup>3</sup>	41,129	> 100.0 %	904	2,640	2,034
GHG Emissions Scope 1+2/production output (t/TEUR)	0.034	8.4 %	0.032	0.026	0.029
Total waste (t)	17,204	82.3 %	9,436	9,896	26,839
Recycled material used (t)	1,684,460	-19.2 %	104,841	97,255	131,189
Total water consumption (MI)	381	> 100.0 %	171	568	401

All environmental indicators have been collected with the utmost care. Where no valid data was available, estimates were used.

<sup>1</sup> In addition to the adjustment of the energy conversion factors, the fuel consumption of the entire construction equipment fleet was included for the first time in 2021. Historical data was not adjusted.

<sup>2</sup> In 2021, in addition to the adjustment of the energy conversion factors and GHG emission factors, the fuel consumption of the entire light equipment fleet was included for the first time, and the GHG emissions from electricity were adjusted. Historical data was not adjusted.

<sup>3</sup> In 2021, the upstream, indirect GHG emissions from the extraction, processing and transport of all energy sources were included for the first time (Scope 3 – Category 3). Historical data was not adjusted.

# Protecting the climate and resources

**We are merely guests on this earth.** And that is exactly how we must treat it. As a leading construction company, we see it as our responsibility to be a key driver in climate protection. As part of our climate path, updated in 2020, we want to consistently optimise our energy consumption and promote the greater use of renewable energy. We have set ourselves clear targets for resource consumption and the key issue of circular economy. After all, we as a company want to steer things holistically and thereby reduce our environmental footprint significantly and measurably along the entire construction value chain.

It is not only since the EU Green Deal, the Taskforce on Climate-related Financial Disclosures (TCFD) and the EU Taxonomy Regulation that we have implemented numerous measures. We remain pragmatic but are evolving all the time. And all of this shows that the environment is more than that to PORR – it is namely a matter of honour.

The action field **Protecting the climate and resources** covers the following key topics:

- Energy and emissions incl. sustainable buildings and structures
- Waste management
- Material consumption and recycling
- Biodiversity and soil
- Water

## Energy and emissions



### Trends and challenges

**Rising energy demand and lower emissions – can they ever go together?** Even though there are many unanswered questions, one thing is certain: the climate is demonstrably changing. The trend clearly points in the direction of severe global warming and there is no evidence to suggest this could be regressive. The clearest signs of this are increasing extreme weather events that are tremendously destructive. In addition to the related human tragedies, the damage to national economies is also enormous.

The growing global demand for energy and the associated greenhouse gas (GHG) emissions pose a major challenge for climate protection. An expanding world population, a high standard of living, the increasing movement of people, goods and raw materials as well as the energy demand of buildings all feed into this.

### Our success stories

- **Over 40% of electricity used** in the entire PORR Group is completely green
- **Mobile use of PV systems** on construction sites
- Implementing and effectively promoting **electric vehicles in the Group fleet**
- **Over 82% of energy used in Norway is renewable**
- Innovative **own treatment plant for mineral wool waste** developed
- All new builds at PORR locations are fitted **with climate-friendly heat pumps or district heating systems**

Environmental responsibility, on the other hand, is increasingly being perceived as a key issue. Investments in climate protection along with the related new jobs in the field have become a considerable economic factor. In this context, the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) are providing stimulus on the one hand. On the other, the issue is being powerfully promoted not least by the EU Taxonomy Regulation. This is intended to ensure European climate and energy targets are met – such as net zero emissions by 2050.

The construction industry has a special responsibility in achieving this goal. The European Commission estimates the construction industry is responsible for around 5% to 12% of total GHG emissions in the EU. Along the entire construction value chain, an increasing sensitivity for environmental issues is already visible – among both public and private clients. This also opens up new opportunities and business areas for us.

[GRI 102-15](#)



## Management approach

### How we are going greener

PORR is aware of the responsibility it has towards the climate: a significant proportion of CO<sub>2</sub> emissions in the construction sector are caused by the very high energy and resource requirements. All services along the complex construction value chain have high energy demand. This ranges from the extraction and processing of raw materials, the transport of building materials, construction site operations and administrative infrastructure to refurbishment and building demolition through to recycling, disposal and landfill activities. Concrete in particular, a construction material needed for most buildings, is considered particularly harmful to the climate.

PORR's main goal is to significantly and continuously reduce its GHG emissions. One major lever here is proactive energy and emissions management. It is important to apply efficient risk management to limit the climate-related effects. We want to continuously increase the use of renewable energies and their overall percentage. In addition, economic activities must be deliberately steered towards green projects. This includes, for example, an increased focus on projects to promote renewable energy, such as the construction of hydropower and geothermal plants.

[GRI 103-1](#)

### Risks and impacts

Physical and transition risks in business activities (see page 30)

#### Internal impacts

- Loss of revenue due to interruptions in construction operations or changes in customer requirements
- Increased investment costs for R&D as well as alternative investments
- Increased operating costs due to rising energy prices and regulations
- Increased financing costs
- Negative external perception by customers and stakeholders
- Limited attractiveness on the job market

#### External impacts

- Pollution of the environment through energy-related emissions
- Acceleration of climate change

[GRI 102-11, 102-15, 103-1](#)

### Our guiding principles

**Activities at every level.** We are pushing for the achievement of energy and emission-specific targets with various strategies, guidelines and requirements.

- Energy policy and environmental policy as integral components of corporate policy
- Climate strategy
- Green and Lean strategy
- Sustainability strategy

### Our responsibilities

**Focus on energy and emissions.** Energy and emissions are managed by the Group Energy Manager in close coordination with his local contacts, the CR department and Quality Management. He incorporates various specialist departments (including equipment and fleet management and Group real estate) in his planning and decision-making processes. The CEO has ultimate strategic responsibility for the topic and reports on the status quo of PORR's energy and emissions-specific progress with the Sustainability Committee, which meets regularly.

[GRI 103-2](#)

### Partnerships and initiatives

- ÖGNI Austrian Sustainable Building Council
- Building Research Establishment Environmental Assessment Methodology
- CDP Climate Change
- Concrete Sustainability Council
- DGNB - Deutsche Gesellschaft für Nachhaltiges Bauen
- GRÜNSTATTTGRAU
- klimaaktiv
- LEED - Leadership in Energy and Environmental Design
- Swiss Lean Construction
- Task Force on Climate-related Financial Disclosures
- US Green Building Council

[GRI 102-12, 102-13](#)

## Targets

	Target horizon		Status quo
	2025	2030	
Reducing specific primary energy demand by 35% versus 2020		⊙	⊖
Cutting specific GHG emissions by 55% versus 2020		⊙	⊖
Increasing the percentage of renewable energies to at least 40%.		⊙	⊖
Decarbonising construction processes by 21% versus 2014		⊙	⊖
Group-wide ISO 50001:2018 certification	⊙		⊖
Adherence to climate strategy through monitoring and progress reports	⊙		⊖
Intensifying cooperation with stakeholders in the field of climate protection		⊙	⊖
Increasing the share of sustainability-certified buildings used by the Group by 30% versus 2018	⊙		✓
Compulsory environmental training for construction and project managers	⊙		⊖

⊙ Timeframe    ✓ Achieved    ⊖ Underway    ⊙ Planned

## How we steer

**Continuously, as a priority and at the top of the agenda.** Environmental protection is a continuous process that is a clear priority. The energy and emission-specific guiding principles are reviewed, adjusted if necessary and further developed in direct consultation with the Executive Board. The goals derived from these are translated into operational measures, which in turn are implemented on the basis of the Plan-Do-Check-Act cycle, continuously evaluated and proactively controlled.

PORR's certified management systems also play an important part in coordination and control. The Group-wide environmental management system has been certified to ISO 14001 for over ten years. Since 2020, the energy management system in Austria has been certified to ISO 50001. The aim is to implement the energy management system in Germany and Switzerland by 2022 and in all of PORR's home markets by 2025.



An important milestone in the company's energy policy is the Green and Lean strategy, implemented in 2021. With climate-neutral construction projects, smart technologies and partnership models for holistic cooperation, PORR aims to contribute to the energy transition. A streamlined organisational structure and LEAN Design and Construction at the level of construction projects are intended to promote the efficient use of resources. At the same time, consistent steps should be taken towards decarbonisation and energy efficiency.

GR1 103-3

## Our measures, our opportunities

**Gather data. Analyse data. Act.** Using the Group-wide energy management system, PORR is striving to continuously improve its energy-related performance and reduce energy consumption. Energy efficiency should be increased at the same time as reducing costs, ultimately optimising the way energy is used. Last but not least, this should also be reflected in a steady reduction in CO<sub>2</sub> emissions. PORR uses the data collected to determine energy performance indicators and develops measures based on these, measures that are in line with the Group's energy and climate targets and energy policy.

### Energy consumption – facts and figures

The published energy data refers to the energy consumption of all companies and subsidiaries in which PORR has a majority in terms of the equity share held. This includes the energy consumption of all office, operating and production facilities, the entire vehicle fleet, and the full construction equipment fleet (in the past, only parts of it were included). The energy consumption of all construction projects with a minimum duration of two years and a minimum contract value of EUR 2m are also included. More details on how energy consumption is recorded can be found in the glossary from page 141.

### Energy performance indicators within the PORR Group

Energy consumption within PORR totalled 757.4 GWh. Compared to the previous year, this marked an increase of 16.6%, which – in addition to the adjustment of the energy conversion factors – is due in particular to the expansion of the reporting scope and the increase in production output. For the first time, the fuel consumption of the entire construction equipment fleet was included in the reporting year including equipment outside of Austria. This has significantly increased the reporting transparency for the countries Germany, Switzerland, Poland, Czech Republic, Slovakia, Romania, Norway, the UAE and Qatar.

GR1 302-1, 302-4

The energy intensity increased by 6.2% compared to the previous year to 0.134 MWh/TEUR. This is based on the production output of the countries in the reporting scope of the PORR Sustainability Report, which rose by 9.8%. In contrast, a significant reduction in energy intensity was achieved in Austria. In the other countries, the results were not indicative due to the expansion of the reporting scope. A detailed list of the energy-specific indicators can be found from page 121.

**GRI 302-3**

Currently, non-renewable fuels still account for the largest share of energy consumption within PORR. These include diesel (around 61% of total consumption), natural gas (around 13%), liquefied petroleum gas, heating oil, pulverised lignite and petrol. The second largest share is accounted for by grid-based energy sources in the form of electricity (around 11%) and district heating. Since 2021, there has been an increased focus on green electricity in addition to sustainable inhouse electricity generation with the help of photovoltaic systems. In addition to biomass (wood chips) for stationary use, biofuel (HVO100 biodiesel) was also used for the first time this year as an environmentally friendly alternative for some of the construction equipment fleet.

**GRI 302-1**

### Energy performance indicators outside the PORR Group

Energy consumption outside the organisation primarily involves business trips. Car rentals, business trips by private car, train and air are taken into account. Further details on the recording of energy consumption for business trips can be found in the glossary from page 141.

Outside of PORR, energy consumption amounted to 5.4 GWh, an increase of 19.1% compared to the previous year. This is mainly due to the increased travel activity following the Covid pandemic. However, a comparison with 2019 still shows a reduction of around 60%. A detailed list of the energy-specific key figures can be found from page 121.

**GRI 302-2**

### Energy efficiency in a nutshell

PORR implements a range of different measures. The clear objective is to reduce overall energy and resource consumption and thereby continuously increase energy efficiency. This can vary slightly from country to country.

In Austria, all construction sites are actively monitored and controlled as part of the certified energy management system. For large construction sites, continuous monitoring of significant consumers is already planned during the construction initiation meeting, influencing variables and persons are identified, energy indicators for monitoring are defined and action plans are agreed.

**GRI 302-4**

In Qatar and the UAE as well, a project-specific energy-saving-plan is developed before construction begins and its implementation is controlled and monitored over the entire duration of the project. We also see great potential for savings in asphalt mixing plants and the automation of transport logistics. Software and hardware-supported concepts for optimising dispatch activities are being developed and piloted in order to increase vehicle utilisation rates, minimise waiting times and avoid empty runs. The resulting traffic avoidance and optimisation leads to a reduction in energy consumption and the resulting GHG emissions.

For the new build and refurbishment of Group-owned sites, we consistently rely on energy efficiency measures with regard to heating, cooling, ventilation and lighting as well as smart building management systems. In existing properties, outdated lighting fixtures are continuously replaced with LED lighting including motion detectors and brightness sensors; in addition, the only replacement investments made are ones that enhance energy efficiency. This largely reduces energy consumption during operations.

PORR is also increasing awareness through special training in the area of energy efficiency. The development of an energy monitoring app additionally began in 2021. This app can be used to digitally record and evaluate energy consumption in offices, operating and production facilities, on construction sites and for specific construction equipment. This leads to a further increase in data quality and reporting transparency.

**GRI 302-5**

### Greenhouse gas emissions – facts and figures

PORR's energy-related GHG emissions are reported for the countries in the reporting scope using energy consumption data and the GRI and Greenhouse Gas Protocol (GHG Protocol) reporting standards. They include:

- Direct GHG emissions arising from fuel use in the company (Scope 1)
- Indirect GHG emissions from electricity and heat consumption (Scope 2)
- Upstream indirect GHG emissions from the extraction, processing and transport of all energy sources (Scope 3 - Category 3) for the first time in this reporting year.
- Upstream, indirect GHG emissions from business travel (Scope 3 - Category 6)
- Upstream indirect GHG emissions (Scope 3 - Category 4) resulting from the transport and distribution of the four product groups with the highest transport volumes (armouring, asphalt, formwork, ready-mixed concrete). The latter have been extrapolated and are therefore reported separately.

All GHG emissions are reported as 100-year Global Warming Potential (GWP) using the GHG Protocol specifications. Further details on how GHG emissions are recorded can be found in the glossary from page 141.

Parallel to the increase in energy consumption, the growth in Scope 1 and 2 GHG emissions is also due to the adjustment of the energy conversion factors and the expansion of the reporting framework. The fuel consumption of the entire construction equipment fleet is now also considered, including equipment outside Austria. In addition, the GHG emissions from electricity have been adjusted, leading to a significant increase in Scope 2 GHG emissions. However, this is partly offset by the proactive push towards green electricity procurement. This also ensures a significant increase in reporting transparency here. With regard to the Scope 1 and 2 GHG emission intensity, Austria in particular showed a clear improvement. No indicative trends were observable in other countries due to the recent expansion of the reporting framework.

**GRI 305-4**

The sum of Scope 1 and 2 GHG emissions in 2021 was 192,304 t CO<sub>2</sub>e (CO<sub>2</sub> equivalent). Compared to the previous year, this shows an increase of 19.0%. The intensity of Scope 1 and 2 GHG emissions was thereby 0.034 t CO<sub>2</sub>e/TEUR, which represents an increase of 8.4% compared to the previous year. A detailed list of the energy-specific indicators can be found from page 122 onwards.

Due to the predominant use of fossil fuels, the majority of PORR's Scope 1 and 2 GHG emissions also come from this source. Scope 1 GHG emissions are caused by the use of diesel (around 61% of total Scope 1 and 2 GHG emissions), followed by natural gas (around 10%), heating oil, pulverised lignite, liquefied petroleum gas and petrol.

**GRI 305-1**

The majority of Scope 2 GHG emissions are generated by purchased electricity (around 13% of Scope 1 and 2 GHG emissions). By buying green electricity in Austria, Switzerland and Norway, PORR's emissions decreased by 8,263 t CO<sub>2</sub>e in 2021 compared to using the average electricity mix for each country. In addition, increased in-house electricity generation from photovoltaic plants also led to an active reduction. Scope 2 GHG emissions from district heating currently play a minor role. Direct GHG emissions from the definition combustion of biomass (wood chips) and bio-fuels (HVO100 biodiesel) amounted to 7.9 t CO<sub>2</sub>e in 2021 and have not been included in either Scope 1 or Scope 3 GHG emissions in this reporting year – in accordance with the GRI and GHG Protocol reporting standards.

**GRI 305-2**

As Scope 3 GHG emissions were defined in a broader way in the reporting year, they increased to 41,129 t CO<sub>2</sub>e. A comparison with the previous year is therefore not meaningful. The Scope 3 GHG emissions of the four product groups with the highest transport volumes in the home markets were 20,877 t CO<sub>2</sub>e in 2021. This corresponds to a reduction of 13.3% year on year. Further details on the recording of Scope 3 GHG emissions of the four product groups with the highest transport volumes can be found in the glossary starting on page 141.

**GRI 305-3**

## Know-how for net zero

Harnessing the power of water, wind and sun. We are committed to achieving a steady increase in the share of electricity from renewable energy sources. Our clear goal is to make 100% of the electricity we buy renewable and green. This is why in Austria 65% of the electricity PORR purchased was green electricity from hydropower, wind power, solar energy, biomass and similar energy sources. In Switzerland, the share of green electricity is around 75%. In Norway, PORR purchases 100% green electricity. Group-wide, the share of green electricity is around 40%. And that is just the beginning. We are consistently continuing our efforts to significantly increase the proportion of green electricity in the other markets.

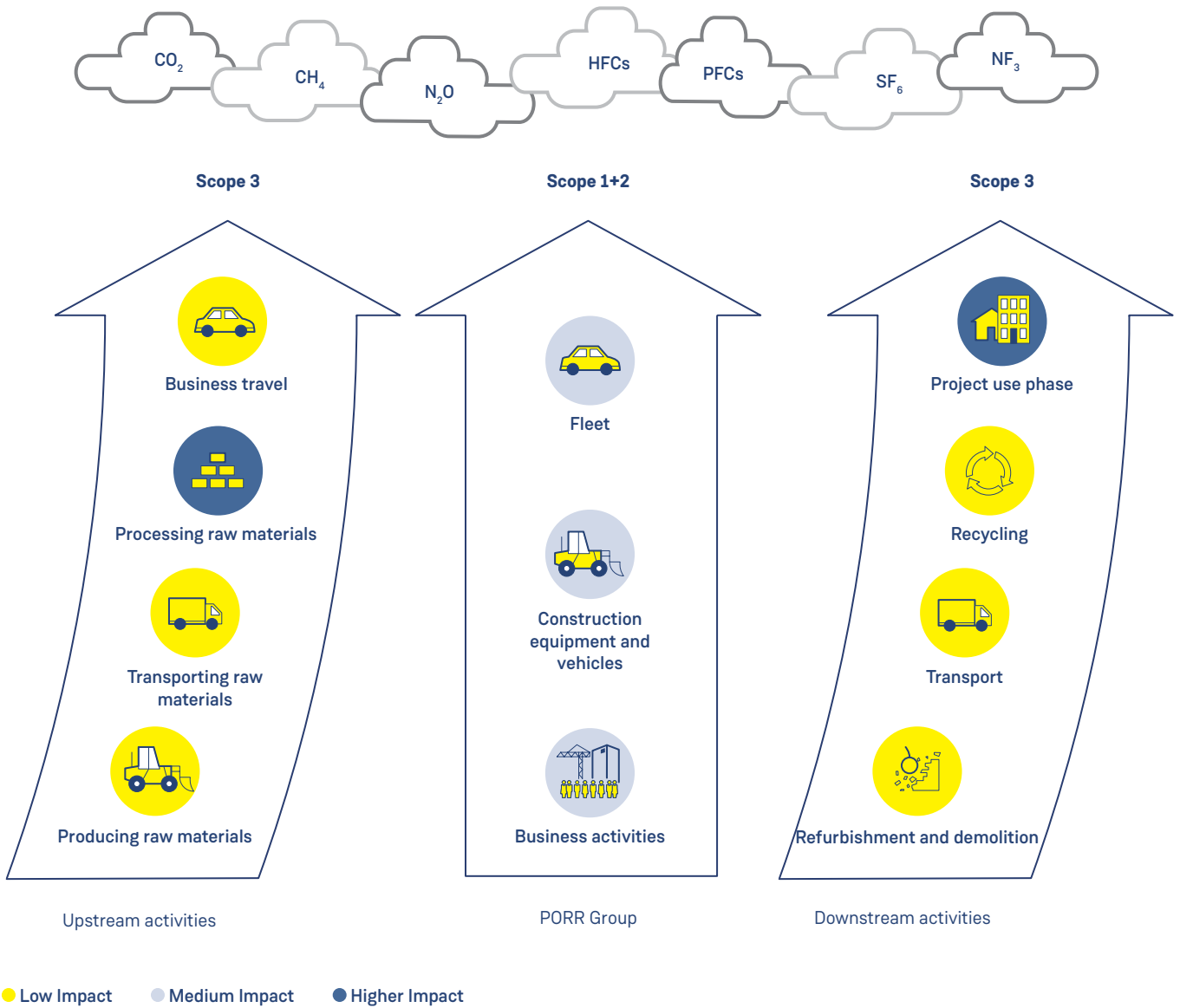
We have also been very successful with the use of PV modules. These are used not only at PORR facilities, but also on construction sites. All new buildings at PORR sites are already equipped with PV systems and a climate-friendly heat pump or district heating system as standard.

Another example is the S3 motorway project in Poland realised by the tunnelling department and equipped with a Faber Solar Frame. This highly mobile solar power plant comes as a container attachment and supplies four entire crew containers with green electricity. Using this plug-and-play principle, the PV module is quickly attached and can be put into operation immediately. For the tunnelling project, this results in savings of around 1.6 t CO<sub>2</sub>e per year. Especially for remote construction sites that are supplied with electricity from diesel generators, this translates into a significant reduction in fuel consumption. Another advantage is noticeable in the summer, as the solar attachment acts as a tropical roof, thereby reducing the need for air conditioning.

## Efficient equipment and fleet management

PORR manages the investment and operation of all equipment and vehicles in Austria, Germany and the Czech Republic via PORR Equipment Services (PES).

**Overview of Scope 1, 2 and 3 GHG emissions**



Standardised processes with Group-wide implementation and a streamlined fleet aim to secure a sustainable increase in efficiency and a reduction in air emissions in equipment management. The focus is on the three core elements of PES:

- Transparency of results through clear allocation of results
- Synergic effects through bundling of tasks
- Definition of technical standards for equipment and vehicles

Following the successful rollout in Austria, Germany and the Czech Republic, the remaining home markets of the PORR Group are now set to follow suit. The current figures still only represent Austria, Germany and the Czech Republic.

PES and its subsidiaries, including PORR Oevermann, managed mobile construction equipment with a total output of 313,918 kW

in the regions of operation in 2021. This includes equipment in the <18 kW class and trucks with EURO VI engines. Despite the energy-efficiency measures implemented, there was an increase in exhaust emissions. This is also related to a change in the officially prescribed measurement methodology from NEDC to WLTP test cycles. The new method means that a reduction is not clearly visible, as it applies disproportionately higher CO<sub>2</sub> values to an identical engine. Details on how emissions are recorded for the equipment and fleet can be found in the glossary from page 141.

Nevertheless, in the interests of transparency, we have made a direct comparison of the data. The WLTP measurement procedure for new vehicles increased CO<sub>2</sub> emissions by 59 t in 2021. However, it was possible in parallel to save 13.2 t of CO<sub>2</sub>, 138 m<sup>3</sup> of water, 5.6 t of wood and 1 t of waste by using the electronic signature system (DocuSign) in fleet park, rental and investment management. In



order to show the comparison of emissions of ozone-depleting substances (HC) as well as other significant air emissions (CO, NO<sub>x</sub>, PM), the ratio between the respective air pollutant quantity and the equipment's total output (kW) was calculated. The details can be found in the table on page 126.

GRN 305-6, 305-7

**Energy-efficient construction and driving**

When purchasing new construction equipment, PORR systematically relies on equipment that always at cutting edge of technology, particularly in terms of energy and fuel efficiency. Here, the **automatic start-stop project for construction equipment** is being consistently pursued. This allows us to achieve a significant reduction in energy consumption, especially for large construction equipment, by reducing idle time.

We also did a lot to optimise the fleet in the year under review. The matrix for the vehicle fleet, such as cars, pickups and light commercial vehicles is kept strictly state of the art in terms of its consumption profile. Here, a proactive approach is deployed to procuring increasingly energy-efficient new vehicles. At the same time, we are implementing a further measure to increase energy efficiency by shortening the useful life and thus renewing the fleet more quickly.

GRN 302-5

**Low-emission construction and driving**

Our construction equipment and vehicle fleet generate the highest proportion of GHG emissions, particularly through their use of diesel. Consequently, when purchasing new construction equipment, we always choose the best emission level available on the market. The long-term approach is to eliminate diesel as a fossil fuel. Another stated target is to increase the share of the electric

fleet and hybrid construction equipment. New battery-powered equipment is also regularly tested for use on construction sites. To support this goal, e-charging stations should be provided for construction site operations.

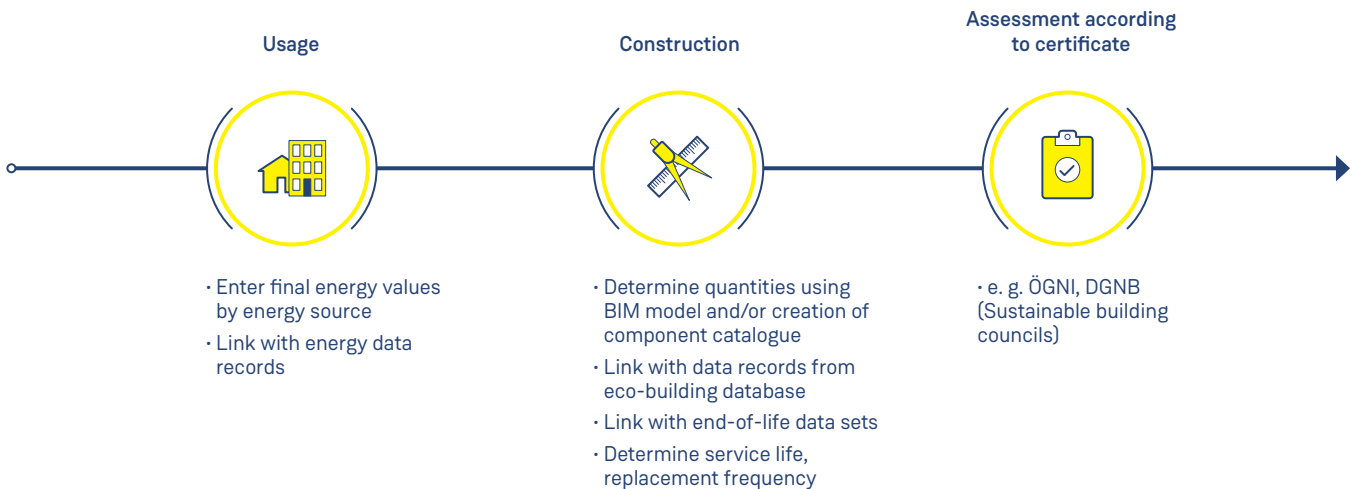
Tangible achievements towards decarbonising the construction process through fuel selection have already been achieved. In Norway, for example, all diesel used on construction sites has been replaced by renewable HVO100 biodiesel. In addition, the PKM Dump Centre – one of our production sites – purchased a stationary electric excavator instead of a diesel-powered construction vehicle.

The fleet management team specifically uses models from manufacturers that have proven to be “best in class” with state-of-the-art engines and emission control systems. Models that are not advanced in this respect, or have been developed too little, are always questioned and consistently removed from the vehicle matrix. This is to reduce the GHG emissions of conventional vehicles. Thanks to their increasing cost-efficiency and range, electric cars were also integrated into the vehicle matrix for the first time in the reporting year. They are used where the driving profile (route length, driving frequency) can be realised efficiently and economically. The primary goal is to actively phase out the consumption of fossil fuels, thereby reducing GHG emissions.

Furthermore, we focus on the increased use of virtual meetings and training sessions that makes many journeys unnecessary. As part of promoting sustainable mobility, other means of transport such as train travel are being pushed as an alternative to car use or as a substitute for short-haul flights. This will consistently reduce Scope 3 GHG emissions (Category 6).

GRN 305-5

**Life cycle assessment of a building**



## Sustainable buildings and structures

Sustainable and consequently future-proof construction methods are not the only important factor for environmental and climate protection, the completed structure or building must also have the lowest possible CO<sub>2</sub> footprint in all its different life cycles. This is why possible environmental impacts after completion must also be taken into account right from the design and planning phase. This also applies to the effects at the end of the building’s useful life. In operational terms, this is done in practice by calculating life cycle assessment data. The basis here is the standard for environmental quality of buildings, DIN EN 15978.

After the usage phase of the building, circularity comes into play and decides how the material resources can be further used and recycled. Circular economy is an environmental goal of the EU Taxonomy. From design through to certification: everything from a single source at pde Integrale Planung GmbH, a wholly owned PORR subsidiary. This is where the competencies for building ecology management are bundled together with the building physics calculations for concept testing and the submission of alternative approaches. In addition, strategies for adapting to climate change, the handling of green building certification, EU Taxonomy audits (see image below), carbon management and life cycle assessments are prepared here. Lectures on the topic of “sustainability and certification” serve to raise awareness – this is another way in which we strive to be part of the solution.

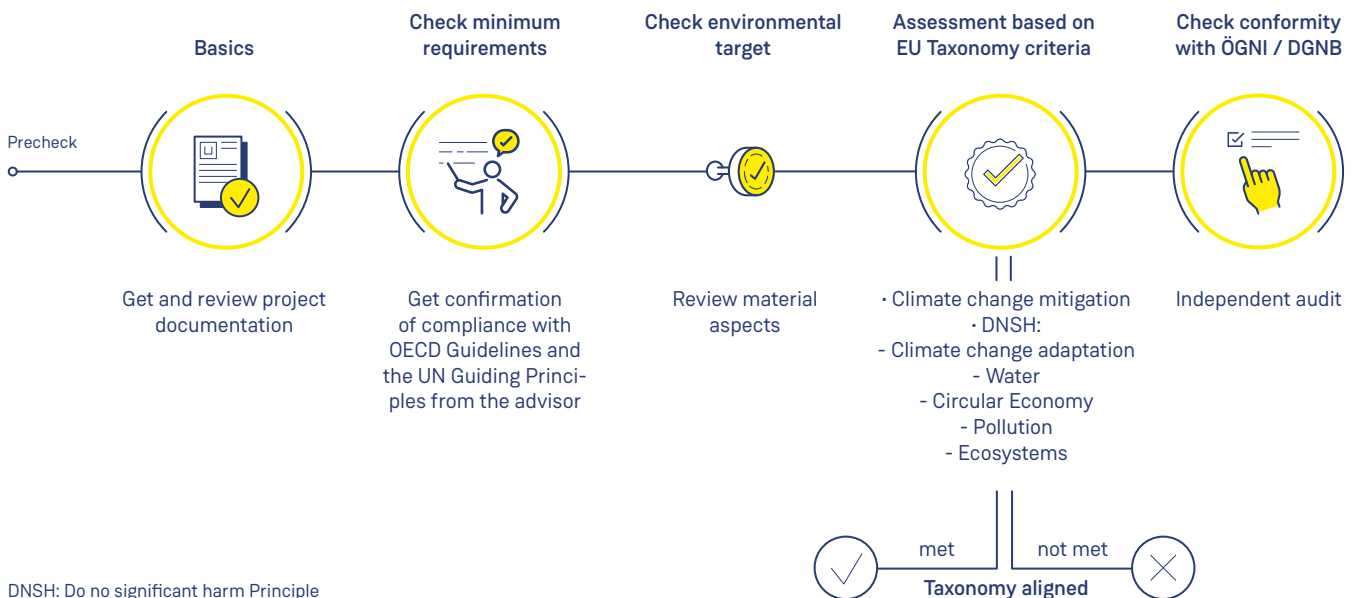
There are very high requirements for the tests for sustainability certificates of construction projects. The parameters have a significant impact on the service life of the components, the wellbeing of the occupants and subsequently on the building and its safety. PORR is constantly striving to improve the standards – for example, in the area of accessibility we go beyond the legal requirements. The certification of buildings not only brings advantages for customers, but also facilitates the requisite transparency and comparability on the market.

GRN 416-1, 416-2, 102-11

## Outlook

We are steadily moving forward. The construction industry’s huge responsibility with regard to achieving global climate targets encourages PORR to continue along the path of consistent decarbonisation and increased energy efficiency in its business processes in line with our Green and Lean strategy. The planned rollout of the ISO 50001 energy management system to all home markets by 2025, accompanied by the rollout of mobile energy monitoring applications and the targeted use of smart meters, will be key drivers in this regard.

### Taxonomy audit process



DNSH: Do no significant harm Principle

# Waste management



## Trends and challenges

Sustainable business means using resources sparingly. The steady growth of the world's population is exacerbating this problem still further. Primary raw materials and landfill volumes both represent valuable and scarce resources that must be managed carefully. Innovative solutions can sustainably protect the environment while achieving financial benefits at the same time, such as lowering disposal costs, greatly reducing the need for landfill space and contributing to improving the quality of life. Companies are therefore challenged to rethink their linear production patterns. Ultimately, any non-recyclable waste represents an economic loss.

The EU wants to counteract this wasteful use of resources with the Green Deal. The aim is to enable the transition to a modern, resource-efficient and competitive economy. As part of this transition, several EU waste regulations are being revised and will have to be implemented in all member states, thereby having an impact on all businesses. The Global Methane Pledge 2021 focuses on the reduction or avoidance of methane emissions from landfills and other sources. Tomorrow's customers also expect companies to have an environmentally friendly business model that conserves resources. This is both our motivation and our mission.

[GRI 102-15](#)

## Management approach

### Intelligent construction is clean

The construction sector is one of the most resource-intensive sectors of the economy. PORR accepts its responsibility as part of the current economic landscape and aims to improve resource efficiency and waste recycling along the entire supply chain. Every construction activity generates construction-specific, largely mineral waste – especially during demolition but also when refurbishing buildings. Construction waste, demolition waste and excavated soil account for around 75% of all waste in Austria.

PORR treats waste as a resource for producing secondary raw materials to be kept in the construction materials cycle. Due to the volumes of mineral waste produced, PORR has specialised in recycling this waste. Mineral construction waste, industrial waste and excavated soil are processed and put to new use in its own waste utilisation and treatment plants and through targeted research work. Recycling processes for waste of various types and contamination levels are developed in the Environmental Laboratory. The aim is to keep recyclable waste in the economic

cycle, reduce the impact of pollutants and ensure that non-recyclable waste is disposed of properly.

## Risks and impacts

Physical and transition risks in business activities (see page 30)

### Internal risks

- Criminal proceedings (e.g. for environmental damage, compliance offences)
- Delivery bottlenecks or production shortfalls
- Additional personnel and cost expenditure
- Necessary conversion of construction processes
- Lengthy approval and control procedures due to overregulation
- Increased construction costs
- Increased costs due to failing to utilise material properties
- Higher disposal costs for non-recyclable materials

### External risks

- Increased waste generation
- Wasting or squandering resources

[GRI 102-15, 103-1](#)

## Our guiding principles

Resource efficiency and the careful recycling and disposal of waste are organised and defined on the basis of multiple guiding principles and guidelines:

- Sustainability strategy
- Waste management concept
- Guideline checklist for construction & demolition waste
- Work instructions for handling construction and demolition waste
- Work instructions for the collection of hazardous construction and demolition waste
- Codes of Conduct for staff and business partners

### Our responsibilities

The responsible site manager or project manager is responsible for the correct handling of construction and demolition waste on the construction site. As an expert point of contact, the waste management department is available to all employees for advice and support in order to implement the legal waste requirements in the best possible way and to promote recycling. Waste-specific solutions for projects and workplaces are developed and implemented together with the Waste Officers. The department also maintains a professional exchange with the Group-wide environmental network and the PORR Environmental Officer and is in close contact with authorities as well as business and interest groups.

### Partnerships and initiatives

- German Association for Water, Wastewater and Waste
- Association for Waste and Resource Management (Austrian Federal Economic Chamber)
- Society for Ecology and Waste Management, Environmental Protection Association
- Austrian Water and Waste Management Association (ÖWAV)
- Environmental Protection Association

GRI 102-12, 102-13, 103-2

### Targets

	Target horizon		Status quo
	2025	2030	
Cutting contaminated fractions by developing waste recycling processes	⊖		⊖
Further improving waste sorting to optimise opportunities for recycling	⊖		⊖

⊖ Timeframe    ⊕ Achieved    ⊖ Underway    ⊖ Planned

### How we steer

PORR’s Group-wide waste management is assigned to the Energy and Waste Management department. Each national company is responsible for its own implementation independently. Uniform standards in the Group for handling waste and disposal routes ensure that environmentally damaging events on site or through the transport of goods are avoided or that any damage is limited.

At the beginning of each construction project (construction initiation), all waste-relevant activities and the associated obligations are identified and, in the case of hazardous construction and demolition waste, the extent is reported internally in advance. The Group-wide environmental network evaluates the current status quo of the measures together with the CR department and revises the procedures if necessary. These are reported annually to the COO and the Sustainability Committee and adjusted where required. In addition, environmental management as part of the IMS, which is certified to ISO 14001 by the SQS (Reg. No. 40247), ensures the integration of environmental aspects into all essential corporate decision-making processes.

GRI 103-3

### Our measures, our opportunities

**Whether in the office, on the construction site or at an operating facility** – PORR takes targeted measures to reduce waste as far as possible and to avoid, reduce and close loops again. Because waste management comes with many opportunities.

#### Protecting the environment from waste

**Think and act in a network.** The Group-wide environmental network provides a platform for the efficient exchange of experience and know-how transfer and actively gets every department involved in order to reduce the volume of waste in the long term. The Group-wide motto is to avoid and reduce waste volumes as far as possible and to separate unavoidable waste to such an extent that as much as possible can be recycled.

PORR implements waste reduction measures that are differentiated and adjusted by region. The proper and environmentally friendly disposal of various types of waste is a prerequisite for sustainable waste management. Particular attention is paid to hazardous waste, which can arise during construction and demolition work. Before the start of each construction project, the construction or project managers, together with the Waste Officers, determine the necessary documents and protective measures by means of a checklist for construction and demolition waste. In addition, pollutant and contaminant surveys are carried out or provided by the construction site. These contain information on which hazardous materials and components are present and which will

be generated as waste in the course of the demolition. The term “hazardous materials” includes materials containing asbestos or tar, (contaminated) fire debris, contents from sand traps and oil separators or other hazardous contaminated waste.

**GRI 306-5**

PORR’s responsibility is limited to the processing of various mineral building materials. PORR relies on third parties for the actual disposal of waste. The selection of the respective certified waste disposal company takes place in consultation with the Waste Management Officer. This report therefore only covers waste for which PORR both produces the waste and can directly influence its type, quantity and disposal route. A continuous reduction in total waste is difficult to achieve as waste quantities can fluctuate hugely depending on the order situation. This is why PORR focuses on reducing hazardous waste while increasing the recycling potential. In the period under review, total waste was 82.3% higher than the previous year at 17,204 t, while the amount of hazardous waste decreased by 34.1%.

**GRI 306-3**

In addition to construction and demolition waste, PORR’s own waste represents the second main waste area and is generated in the course of operating offices, production facilities and workshops. This is the waste that is presented in the report, given the fact that – in contrast to the waste produced on construction sites – PORR can influence its quality and quantity. Here, too, we strive to achieve a constant reduction in waste by means of environmental protection measures. Nevertheless, the amount of waste increased compared to the previous year, which is mainly due to the modernisation and general new construction of sites. The majority of non-hazardous waste comes from PORR’s office locations. Large amounts of waste are avoided by using reusable packaging for cleaning agents and drinks bottles, mineral water straight from the dispenser, i.e. without the use of disposable plastic, paper-saving printing settings such as automated double-sided and black/white printing and internal circulars being sent digitally. Office equipment that is no longer needed but still intact is passed on to locations with demand. If there is no internal demand, it is also donated externally. We promote proper disposal with clear waste separation concepts. In some cases, toner cartridges are donated, for example to Children’s Cancer Aid. Even small steps can have a big impact in the long run in terms of resource efficiency and preventing waste.

## Mineral wool processing

Mineral wool is one of the most commonly used insulation materials in building construction. Because of its low density, it is very light and voluminous, which not only takes up valuable landfill space but also compromises the stability of the landfill body. In Austria, the landfilling of mineral wool is prohibited. To proactively address this problem and be part of the solution, PORR has developed an innovative processing plant specifically for mineral wool waste. This improves the landfill feasibility and increases the percentage of recycled waste. The treatment plant is suitable for processing contaminated mineral wool waste from demolition or dismantling as well as for pre-sorted mineral wool offcuts from production.

Mineral wool may be classified as hazardous waste depending on the respirable nature of the fibres. For this reason, the entire plant is sealed, the air is extracted completely and passed through asbestos-specific filters so that no hazardous fibre emissions occur as a result of the treatment. In the course of this process the mineral wool conglomerates, reducing its volume by up to 80%. The fibres are bound and can then be landfilled or otherwise recycled.

**GRI 306-4**

## Remediation and securing of contaminated sites

PORR has a long track record in remediating and securing contaminated sites:

- In 2021, the rehabilitation system at contaminated site N12 Kapellerfeld was still in operation. In the course of soil vapour extraction, hazardous pollutants were removed from the secured landfill and cleaned using activated carbon filters. The safety effect in the groundwater was fully demonstrated by means of the groundwater evidence required by the authorities. The proven success of measures to make safe and remediate the site resulted in it being registered as a secured contaminated site in the Contaminated Sites Atlas Ordinance with effect from 15 October 2021.
- During the reporting period, the remediation of the contaminated site K22 Lederfabrik Neuner continued. In order to prevent the spread of residual chromium contamination in the groundwater, it was cleaned by means of a groundwater purification system. In the spirit of land recycling, most of the remediated contaminated site was sold to housing developers. A formerly dangerous contaminated site has thereby been turned into attractive residential building land close to the city centre without contributing to further land development.
- The Schader commercial building in Zurich received a comprehensive revitalisation by PORR. All materials containing pollutants from the existing floor, wall and ceiling structures, the building envelope, the building services installations and the exterior of the building were removed. A total of around 1,900m<sup>3</sup> of contaminated materials with a total weight of approx. 600 t was disposed of.



- In autumn 2021, work to secure the contaminated site N65 continued. The refinery waste deposited between 1961 and 1984 is enclosed here with a cut-off wall using the jet-grouting method in the direction of groundwater flow to prevent any movement in the subsoil. Some of the waste was additionally stabilised and immobilised in the course of blending operations. Three oil skimming wells ensure that mobile contaminants can be continuously removed after completion of the measures. By 2022, the entire area of 31,000m<sup>2</sup> will be sealed as well and recultivated in cooperation with IAT.
- In the course of a substitute project, PORR Umwelttechnik was commissioned to clear a company site in Stafflach, Tyrol. With an optimised treatment and transport concept, more than 25,000 t of contaminated soil, 8,000 t of sand trap contents, 3,000 t of construction site waste and waste consisting of other fractions was removed and properly treated between June and November 2021. The material illegally stored on the site was transported

mainly by rail. Suction tankers were used to remove the surface water from the site in order to prevent it from flowing into the adjacent River Sill during the clearing operation. The project was successfully completed with sealing work.

**GRI 306-3**

## Outlook

Our Group-wide Green and Lean strategy provides a clear direction: the topic of waste management will be accorded even greater strategic priority. As part of the solution, the environmental protection department will also be given more technical resources in 2022. By deploying local environmental coordinators on construction sites, the operational staff will receive even better support and training in the careful handling of construction waste, the development of innovative waste concepts and optimised disposal methods.

# Material consumption and recycling



## Trends and challenges

**Less waste, more recycling.** Using resources efficiently is important to us and this should be reflected in the entire construction value chain. And not only in terms of the environment but society as well. A careless approach to using resources and the increased materials outlay in producing or extracting raw materials presents a major challenge.

In addition, the expanding population requires more living space. While linear production and consumption patterns are still prevailing in some cases, the concept of a circular economy is becoming more and more relevant. Modular building techniques, Sustainability by Design, and the circular use of materials are just a few examples of how the construction industry could be part of the solution in the future. The EU's Taxonomy Regulation and Circular Economy Package are important drivers here. In addition, the Covid pandemic and associated supply bottlenecks have underlined the need for efficient resource and material management. The trend towards circular, regenerative business models continues to gather pace, providing a basis for sustainable business success.

[GRI 102-15](#)

## Management approach

### Closing the loop

**Incorporating recycling from the get-go.** Despite the complexities of its business activities, PORR strives to follow this trailblazing path and serve as a role model. In addition to the high energy consumption, the volume of materials required has a major impact on the environment and climate. For this reason, the Group relies on the principle of “reduce, repair, recycle” wherever possible. The focus is on high resource efficiency, improved materials recycling, developing new building materials and methods, as well as optimised logistics for construction sites.

In the course of resource-friendly construction, the use of recycled building materials is also becoming increasingly important in the construction industry. PORR's goal is to continuously increase the proportion of recycled construction materials. This is why we have expanded our expertise in recycling construction waste. We know

that recycling is just one building block of circular economy – and that we still have a long way to go. Implementing circular economy principles requires innovative advances and close cooperation between the client, the construction company and the supply chain. After all, circular economy starts with project planning and product development. This makes PORR all the more eager to contribute its expertise at an early stage and promote efficient resource management.

### Risks and impacts

Physical risks and transition risks in this business activity (see page 30)

#### Internal risks

- Threat of loss of orders
- Supply bottlenecks and production downtime
- Additional personnel and cost expenditure
- Necessary transformation of construction processes
- Long permit and control procedures caused by overregulation
- Increased construction costs
- Increase in costs by not exploiting material properties
- Higher disposal costs for non-recyclable materials

#### External risks

- Damaging the ecosystem by exhausting resources
- Impacting the ecosystem through environmentally unsound materials
- Preventing circular economy

[GRI 102-15, 103-1, 102-11](#)

### Our guiding principles

We have set out our responsible use of resources and our clear commitment to environmental protection in the following guiding principles:

- Sustainability strategy
- Green and Lean strategy
- Set of sustainability criteria for procurement
- Codes of Conduct for staff and business partners

### Our responsibilities

The environmental know-how is bundled in PORR Umwelttechnik (PUT) and the Centre of Excellence for Resources. At each of the operating sites for recycling, the respective plant manager or managing director has responsibility for the site. Together with the CR department, division-specific measures and targets are set, coordinated with the Executive Board and reported to the Sustainability Committee.

### Partnerships and initiatives

- European Quality Association for Recycling
- Professional Association for Waste and Resource Management
- Austrian Construction Material Recycling Association
- Environment Committee of the German Construction Industry
- Environmental Protection Association

GRI 102-12, 102-13, 103-2

### Targets

	Target horizon		Status quo
	2025	2030	
Further increase the reuse and recycling of building materials	⊙		⊖
Increased focus on circular economy		⊙	⊖
Benefits from economic advantages gained through resource efficiency	⊙		✓

⊙ Timeframe    ✓ Achieved    ⊖ Underway    ① Planned

### How we steer

The Group-wide environmental network evaluates the current status quo of the measures together with the CR department and revises the procedures if necessary. These are mirrored annually with the COO and the Sustainability Committee and adjusted where required. Through the certification of environmental management to ISO 14001, we have integrated operational environmental protection and compliance with all legal requirements into the existing processes.

GRI 103-3

### Our measures, our opportunities

PORR offers everything from a single source. This also means that it can accompany the entire life cycle of a building or plant – from design and planning, construction, operation and refurbishment to deconstruction and the processing or recycling of building materials. For us, this is one way of completely closing the construction materials cycle.

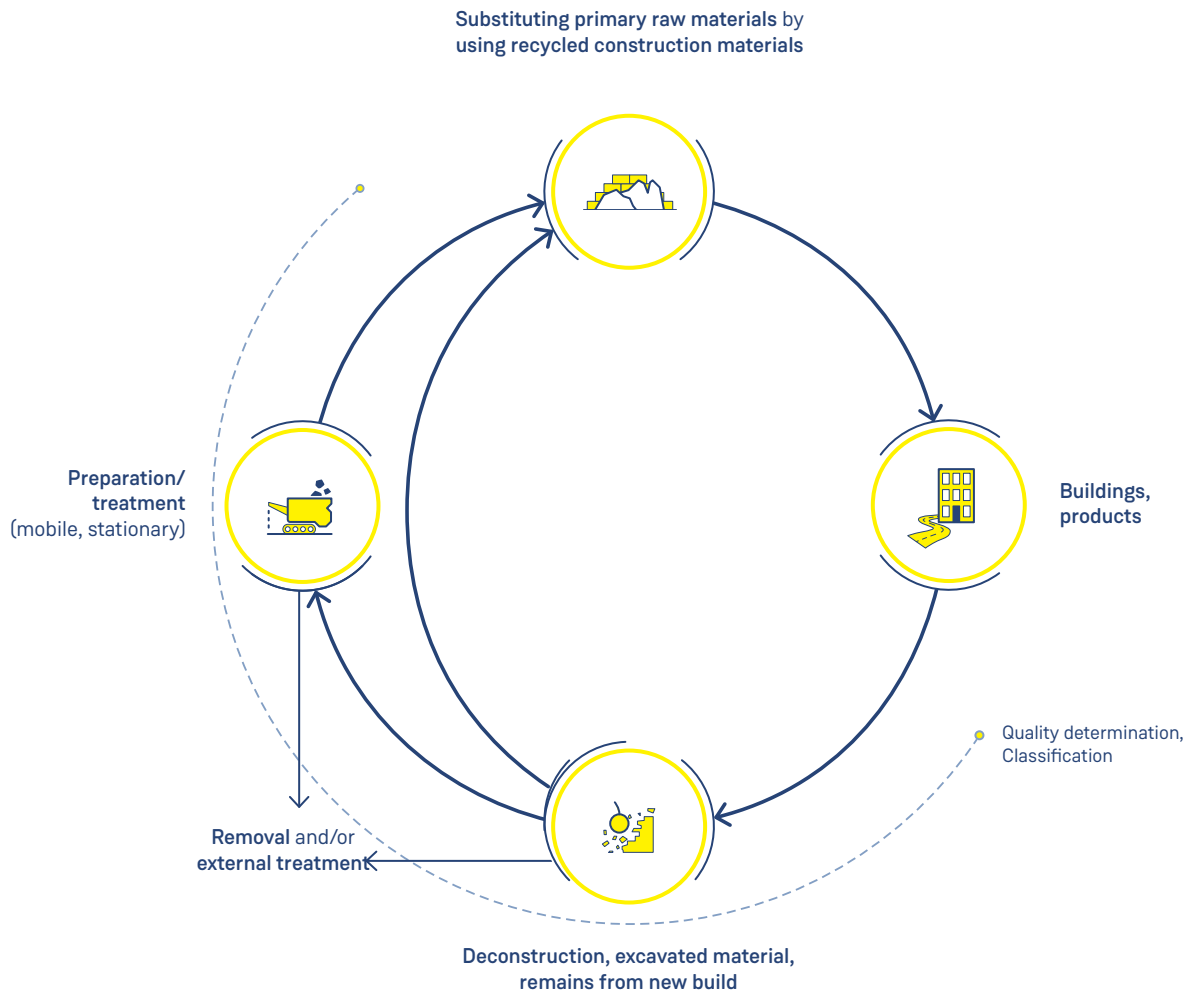
via research and development. This is also a way of conserving natural resources.

And so we are part of the solution: in mobile plants, mineral construction materials or excavated soil are processed directly on the construction site. The recycled materials can – if they are suitable and of the right quality – be used again straight away. This saves on transport routes, thereby reducing emissions. Accredited testing and inspection bodies constantly monitor environmental compatibility and construction suitability, ensuring quality. On construction sites in cities, however, there is often not enough space to set up the plants and maintain the requisite protective distances. Moreover, not all mineral waste can be processed into construction materials. Recycled building materials must meet the same (quality) standards as the corresponding primary materials. But even if all waste could be recycled, the amount of material produced would not be sufficient to meet current demand. Therefore, a substantial part of the demand still has to be met by primary raw materials.

### From the construction site to the tennis court

**Rescued from landfill.** With its focus on recycling and disposing of construction materials only once they have been strictly sorted, PORR has a clean approach to handling valuable construction waste. With its own recycling sites, PORR can produce recyclable building materials from bricks, concrete and rubble from demolition projects, as well as from excavated soil. Construction waste that was previously classified as waste and sent to landfill is converted into recyclable building materials. We are also working on innovative processes to improve the technical construction properties of recycled materials, including

## The construction material cycle



If there is no available space for mobile recycling plants or if certain waste cannot be processed on site, it is mainly sent to the company's own recycling sites. High-quality recycling products are created there via crushing, sorting, classifying and wet processing. These are then used in turn on the construction sites and in asphalt mixing plants. Thanks to the innovative treatment processes, the recycled products are used in a wide variety of applications: The spectrum ranges from base courses in road and car park construction, backfill in building construction and paving beds to access roads for construction sites, field and forestry road construction, as well as bankfill, soil stabilisation and tennis courts. The Group-wide recycling volume was 2.2m t, of which 1.7m t was used to substitute primary raw materials at our own construction sites and plants.

[GRI 301-1, 301-2](#)

## Outlook

The way buildings and other structures are designed and constructed today will determine the environment future generations will live in. This is why PORR is constantly striving to develop innovative processes. The aim is to increasingly meet the growing demand for resources with recycled products. With its own waste and recycling strategy, PORR is pushing ahead with additional measures to ensure that targets are met in the area of materials consumption and recycling.

# Biodiversity and soils



## Trends and challenges

**We need nature.** But does nature need us? Nature is the essential basis for human existence and our quality of life. Ecosystems can only function through the interaction of diverse species. Soil is a habitat of enormous importance for biodiversity. Many animal and plant species currently face extinction. Three quarters of natural terrestrial and freshwater ecosystems and about two thirds of marine ecosystems have been significantly degraded or destroyed. According to the Intergovernmental Panel on Climate Change (IPCC), climate change creates additional stresses on life on land as well as in water. It increases the risk to biodiversity and the health of ecosystems. This ultimately impacts the economy, as reflected in the World Economic Forum’s annual Top Risks. Biodiversity loss is currently ranked as the third highest risk for businesses worldwide. This is because species extinction and the permanent destruction of natural capital unleashes irreversible climate-change effects on the environment, on people and on economic activity. That’s also why measures for biodiversity and soil protection are increasingly being taken under the EU Green Deal. As social actors, companies need to step up and assume their responsibility in this regard.

[GRI 102-15](#)

## Management approach

### For flora and fauna

Nature deserves restraint. Through its business activities, PORR influences biodiverse ecosystems. It contributes to building up, using and paving over soil surfaces. This leads to a reduction in land area and impacts the regulatory function the soil has on the atmosphere and on the natural water balance. This exacerbates climate change and ultimately damages biodiversity. Dust generation and noise pollution from construction activities also affects the surrounding biodiversity and disturbs the natural habitat for the duration of the construction work. The movement of vehicles, machinery and equipment, generators, lights for night work, construction activities and transport routes are just a few examples of the direct impacts on flora and fauna.

[GRI 304-2](#)

Environmental impact assessments (EIA) are standard practice for us. We aim not only to carry out (construction) projects of the highest quality, but also to protect the environment in the best possible way. Negative environmental impacts are to be kept to an absolute minimum by complying with legal environmental

requirements and specific measures. Compensatory measures are implemented for EIA projects, landfills and quarries.

We also aim to optimise the life cycle of our projects in terms of economic, environmental and socio-cultural characteristics. In addition to the sustainability performance of the buildings, we strive to maximise the usability and value of the sites. PORR is intensively involved at national and European level in the further development of the construction sector in terms of the sustainable use of natural resources. The range of services extends from renaturation and greening measures to the recultivation of landfill sites and special measures to promote animal welfare.

## Risks and impacts

Environmental damage in business activities

### Internal impacts

- Prosecutions
- Expensive/time-consuming procedures for site remediation
- Damage to image
- Construction delays due to increased project costs

### External impacts

- Damage to habitats, protected areas, species diversity
- Decrease in usable arable land
- Decrease in primary production
- Loss of climate regulation through factors such as urban hotspots
- Impact on ecosystem performance

[GRI 102-15, 103-1](#)

## Our guiding principles

PORR’s corporate policy on biodiversity and soils is laid down in various guiding principles. Various strategies, guidelines, work instructions and codes of conduct aim to minimise the impact of PORR’s business activities on the local environment as well as on animal and plant species.

- Sustainability strategy
- Codes of Conduct for staff and business partners
- Management documentation environmental aspects



### Our responsibilities

The environmental network at PORR consists of a Group Environment Coordinator and the regionally based Environment Officers. They coordinate closely with the CR department, PORR Umwelttechnik (PUT), the Environmental Lab and IAT Greenline. The CEO holds ultimate responsibility for the topic and reports on projects in a targeted manner to the Sustainability Committee, which meets regularly.

### Partnerships and initiatives

- Bienenlieb
- Building Research Establishment Environmental Assessment Methodology
- GRÜNSTATTGRAU
- Umweltbundesamt
- Umweltdachverband

GRI 102-12, 102-13, 103-2

### Targets

	Target horizon		Status quo
	2025	2030	
Focused risk analysis in relation to environmental impacts	⊙		☑
Project-dependent greening measures for all corporate real estate		⊙	⇒

⊙ Timeframe    ☑ Achieved    ⇒ Underway    ⊕ Planned

### How we steer

**Certification, training & Toolbox Talks.** The certified environmental management system 14001 is used to control the implementation of the Group-wide environmental policy, taking into account all of PORR's legal requirements. Environmental impacts are determined in all relevant processes. Control is carried out together with internal and external experts as well as with official specialists working for authorities.

Environmental training is provided to all employees and workers prior to the start of construction so that they understand the nature of the project, its impact on the environment and the mitigation measures to be taken. These workshops are held repeatedly to avoid pronounced risks from things like accidental spills on the construction site. Waste management, resource conservation and other environmental issues are regularly discussed in **Toolbox Talks** with workers on site and in internal meetings.

For large projects, environmental impact assessments are carried out to identify potential impacts on the environment and biodiversity. From this, the lowest impact on the environment is identified and weighed against all public interests in a public procedure. As a result, measures are adopted to minimise the impact; wherever necessary, the construction project may also be prohibited.

GRI 103-3

### Our measures, our opportunities

#### Protecting biodiversity

As a rule, those who build interfere with nature. In the course of infrastructure construction measures, dams are filled, cuts are made and, where necessary, blasting is carried out. What we do to minimise the impact on nature:

- To prevent damaging the soil when driving over it with heavy equipment, protective fills made of recycled material are applied for the period it needs to be driven over during the construction phase.
- Dust pollution is reduced by water misting.
- Noise barriers and silencers reduce noise pollution for residents and animals
- Increasingly, dimmed and diffuse lighting is used, especially to minimise disturbance to bats and other nocturnal animals
- If the construction project takes place near a biodiversity-sensitive area, biological construction monitoring of the surrounding FFH (Flora, Fauna, Habitat) area is carried out. Regular inspection reports by the biological construction monitoring team point out possible deficiencies and potential for improvement.
- If there are any wetland habitats in the immediate vicinity of the project, they are irrigated where necessary or new replacements are created in the run-up to the works. In addition, the creation of amphibian migration paths and replacement spawning waters with floodplain grassland serve to support the undisturbed behaviour of the animals living there.

PORR also builds beehives and homes for insects at all suitable non-mobile sites to contribute to biodiversity. The **Bee@PORR** initiative has already enabled 465 beehives to be erected on 47 Group-owned properties. Partners such as the non-profit association

**Bienenlieb** and Umweltbundesamt and Umweltdachverband support us in ongoing improvements. In the course of construction projects, migration sites for rare species of bird (such as swifts in urban areas) are built along with migration barriers for toads, or “toad tunnels”.

## Recultivation and renaturation

**Getting back to nature.** Recultivation is the restoration of farmland and near-natural habitats for plants and animals. In the course of working with landfills, gravel mines and other PORR operating sites, habitats are partially altered. Recultivation allows the used areas to be returned to nature and shaped according to both natural and official requirements.

At the gravel plant in Aschheim near Munich, PORR has been successfully implementing these requirements for decades. After the areas are refilled and restored, the majority of them are used for agriculture again. The remaining area is designed for flora and fauna based on the recultivation plan. This includes landscape lakes, tree and bush arrangements, and sites for rare, protected animal species such as the green toad or bee-eater. Various PORR landfill sites are filled with soil that has been recultivated in an ecological humification process. An essential role in this process is played by humification material based on a recipe specially designed for the site. Biogenic waste such as wood, green waste, municipal sewage sludge and excavated soil materials are recycled here. Mineral fine fractions and wood ash are also added. The materials for humification are subject to strict quality controls.

**GRI** 304-3, 304-4

Renaturation is the restoration of near-natural habitats for animals and plants through certain creative measures. When carrying out renaturation measures on behalf of the client, PORR is usually accompanied by experts and the work is monitored by specialists. Landfills are renaturalised after backfilling and designed in accordance with the requirements of the local flora and fauna in consultation with nature conservation experts from the provincial governments.

**GRI** 304-3

IAT GmbH Greenline, a wholly owned PORR subsidiary, specialises in site-appropriate and species-friendly garden and green space design. Its range of services includes: greening of flat roofs and traffic embankments, the recultivation of landfills, the design of open spaces in residential complexes and the construction of bio-ponds. For the green roofs, recycled materials from the company’s own production are used; these are particularly suitable for plant growth and have a positive influence on the water balance due to their rainwater retention capacity.

## Outlook

As part of the Green and Lean Strategy, the topic of biodiversity will be promoted even more powerfully by means of a separate strategy. Furthermore, the planting of orchards on fallow land owned by the company will start in 2022, covering an area of approximately 20,000m<sup>2</sup>. In addition, about 20 beehives are being added to our properties.

# Water



## Trends and challenges

**Water is life.** And that's why this valuable resource must be treated responsibly. In many respects, water is the most indispensable life resource for humans and nature. The growing demand for water coupled with climate change and increasing environmental pollution highlights how urgently a sustainable approach to water is needed.

Companies should step up and promote water-conserving and water-saving innovations in order to reduce their water footprint. This is the only way to create a future with a socially just distribution and sustainable use of this vital resource.

[GRI 102-15](#)

## Management approach

### Clarity with water

**Making every drop count.** We are aware of our social responsibility in protecting the valuable resource that is water. In construction, water is used in multiple processes along the value chain – for the production of building materials such as concrete or for the wet processing of gravel. In the construction process, water is used to remove dust and to clean surfaces over which vehicles will drive. Depending on their location and size, construction sites are supplied with water from the public water network, wells or surface water. Water used in the course of construction activities, such as mountain water in tunnel construction or groundwater in the case of water retention in excavation pits, is pre-cleaned by means of settling basins and properly discharged via the public sewer system or directly into the receiving water body.

In order to ensure the sustainable use of water, PORR has embedded the topic in its internal resource management. The Group also builds and renovates water treatment plants and water storage facilities as well as building and operating sewage treatment plants for wastewater treatment. Hydropower plants for the generation of renewable energy and the construction of rainwater basins are also part of PORR's range of services. In addition, PORR is often called upon as an expert for flood protection projects.

[GRI 303-1](#)

## Risks and impacts

Physical risks and no comprehensive environmental standards in the value chain

### Internal risks

- Interruptions to construction processes caused by more extreme weather
- Prosecution (e.g. due to environmental damage, compliance breaches)
- Long permit and control procedures
- Increased construction costs
- Supply bottlenecks and production downtime

### External risks

- Excessive use of fresh water
- Damage to bodies of water

[GRI 102-15, 103-1](#)

## Our guiding principles

Water protection and increasing water efficiency are laid down in several guiding principles:

- Water Policy
- Green and Lean strategy
- Sustainability strategy
- Set of sustainability criteria for procurement
- Codes of Conduct for staff and business partners
- Management documentation environmental aspects

## Our responsibilities

The Water Officer identifies the construction sites and operating locations that fall within the scope of the area, such as offices, production facilities, workshops, storage areas, landfills and recycling facilities. S/he assesses the water consumption in the PORR Group together with the defined contact persons and regionally based colleagues. For the areas with the highest specific water consumption, solutions for reducing water use and measures for water recycling are developed together with the CR Steering Committee, the environmental network and the R&D department.

### Partnerships and initiatives

- CDP Water Security
- German Water Partnership
- German Association for Water, Wastewater and Waste
- Austrian Water and Waste Management Association (ÖWAV)

[GRI 102-12, 102-13, 103-2](#)

### Targets

	Target horizon		Status quo
	2025	2030	
Increasing water efficiency in the construction phase and for end use	⦿		⦿
Treatment and increased use of rainwater and grey water		⦿	⦿
Water discharge systems for construction materials recycling, soil washing and gravel washing plants	⦿		⦿

⦿ Timeframe    ⦿ Achieved    ⦿ Underway    ⦿ Planned

### How we steer

Together with the contact persons at the construction sites and operating locations as well as the specialist colleagues on the PORR markets, the PORR Water Officer regularly evaluates the progress made in achieving the objectives and the current status quo of the measures. If necessary, the set of measures and the water policy are amended and supplemented. In addition to this, the environmental management system to ISO 14001 makes an important contribution to integrating environmental aspects into corporate decisions and evaluating them periodically. By including the assessment of various ratings agencies, potential for improvement is identified from an external perspective. From this, measures are derived to recognise potential risks at an early stage and so that targeted countermeasures can be taken. Awareness raising was also achieved in the reporting year in the course of stakeholder dialogue forums, CR Days and consolidations on the strategy for water. Regular training sessions are held throughout the Group with the goal of raising awareness, improving understanding and intensifying the handling and implementation of environmental issues arising on construction sites every day. Project-related and correspondingly detailed training on environmental aspects also takes place before the start of any relevant construction projects.

[GRI 103-3](#)

### Our measures, our opportunities

Depending on the size and type of construction project, various measures are taken to promote water efficiency, clean water recycling and the environmentally sound extraction of water. Our part of the solution is to constantly reduce PORR's water footprint.

### Careful approach to water

Water is used for almost every construction activity, be it a new build, conversion or demolition project. The majority of business locations also have a water supply option. What differs in each case is the amount of water used and its origin. Water from third parties includes, for example, drawing from the public water network or groundwater from wells. Water can also be taken directly from surface water such as rivers or lakes. Ultimately, after abstraction, it is the use of the water that is decisive, whether it is consumed or discharged.

In the year under review 923 MI water was drawn. This breaks down into the following water types: 55.4% groundwater, 37.3% water from third parties and 7.4% surface water.

[GRI 303-1, 303-3](#)

In principle, the use and application of water as a resource is always carried out in all home markets and project countries in accordance with the local laws and guidelines. The classification of the types of water used is applied in order to derive the corresponding usage specifications. Water consumption includes all water that is drawn and integrated into products or consumed in the production of concrete. Water that evaporates or can no longer be discharged due to contamination is also counted towards the total water consumption.

We promote the efficient use of water both in construction and in the end use of building projects. Water-saving practices and inputs are realised through the continuous optimisation of technologies and processes. In order to reduce or avoid the use of fresh water, service water is used as a substitute in many construction projects.



Regular inspection & maintenance of sanitary facilities can lead to additional water savings. Water recirculation systems offer opportunities for water-saving management at construction sites and operating sites.

The water consumption of the PORR Group totalled 381 MI (2020: 171 MI).

[GRI 303-5](#)

Water that is consumed or unused is then discharged back properly into the surface water, groundwater or seawater or handed over to third parties. Grey water produced in the offices is discharged into the municipal sewage system. Wastewater on construction sites may contain impurities from gravel, sand, cement dust or oils and diesel generated in the course of washing truck wheels. The water is pre-cleaned in sedimentation tanks and tested before being discharged via the public sewer system or directly into the receiving water body. Quality parameters that wastewater must meet before discharge are set out in national water quality standards and also in the contracts concluded with the operators of the wastewater networks. PORR also sets a high standard for water recycling and a high level of protection throughout the Group. The principle is to maximise wastewater qualities and minimise wastewater quantities, whether at offices, plants or construction sites. To this end, new procedures are constantly being developed and implemented.

In the year under review, the total volume of water discharge was 542 MI (2020: 662 MI).

[GRI 303-2, 303-4](#)

## Expertise in water treatment

PORR acts as an innovative expert for the treatment of wastewater – this is also one way we are contributing to the solution. In Germany, for example, a sewage treatment plant is being expanded with the aim of purifying wastewater on the one hand while also generating heat and electricity from the digester gas produced by the sewage sludge. The digester gas generated during the purification process makes the plant almost entirely self-sufficient in terms of energy. PORR has expanded an underground sewage treatment plant that treats wastewater, rainwater and meltwater in Norway's capital, Oslo. Due to its underground construction, the plant has no impact on the landscape.

## Water protection and water stress

**Holistic thinking from the get-go.** Water-related impacts are calculated, assessed and minimised as part of the approval process using official procedures. Before the start of any construction project, relevant environmental aspects are identified and evaluated using a checklist – based on the activities to be carried out and the impacts on the water. For example, soil and water contamination can occur due to incorrect fuel storage. Defective equipment, such as the bursting of a hydraulic hose for example, can also lead to groundwater contamination. Regular maintenance as well as terrain protection against contamination should prevent any water pollution. In the case of unforeseen events that pose a danger to people and nature, our emergency plans ensure that the situation is quickly and safely defused and the damage repaired.

Time and again, there are rivers, streams and lakes in the vicinity of construction sites that are considered vulnerable to water discharge, as was the case in Norway in the year under review. To prevent the discharge of contaminated water, we use covers that function as filters. The pH value of the water is tested in vulnerable areas to meet the requirements of the Norwegian Environmental Authority. In Romania, on the other hand, water treatment plants are provided on the construction sites to purify the water according to national requirements. These are used, for example, at washing ramps for trucks and recycling plants for concrete factories.

[GRI 303-2](#)

In PORR's home markets and also in Norway, to date there are hardly any regions with water stress. The situation is quite different in the project markets of Qatar and the UAE. They are among the driest countries in the world and have limited water resources. The countries have no fresh surface water resources and are thereby dependent on third parties for supply. It is essential to prepare water quality management plans before the start of construction and to distribute them to all stakeholders and suppliers once approved by the client.

The rising of the water table means that most construction projects result in the dewatering of groundwater during excavation works, which is then discharged back into the sea. For this a permit has to be obtained from the relevant ministry. In the course of this discharge process, there is an increased risk of groundwater pollution unless appropriate remedial measures are taken. In order to avoid groundwater contamination, we use water-conserving practices throughout the construction process. In addition, water quality is regularly monitored and environmental reports are prepared, the results of which are analysed against legal requirements. Immediate corrective action is taken if any deviation is detected.

The impact on water is determined as part of the project-specific environmental impact assessment. Part of this assessment includes, for example, pre-construction geotechnical investigations to determine groundwater levels and soil properties (such as permeability, chemical composition, etc.). All water-related impacts are carefully incorporated into the project's risk assessment. In addition, care is taken to ensure that water-related targets are included in the environmental policy of PORR Qatar, which is revised annually. The discharge of wastewater of any kind into seawater is strictly prohibited. This is why PORR Qatar commissions licensed third parties to collect the wastewater generated on the construction site or in the office, who ensure it is disposed of properly.

In the period under review, 32 MI water was withdrawn from areas with water stress (Qatar). Added to this is water consumption from areas with water stress of 1 MI (Qatar). Accordingly, 31 MI was discharged in areas with water stress (Qatar).

[GRI 303-3](#)

## Outlook

Even though the construction industry uses significantly less water than water-intensive sectors such as the textile and food industries, PORR has taken proactive measures to protect this valuable resource. In 2022, smart solutions will increasingly be used to automate the recording of water consumption and make it even more precise. From 2022 onwards, PORR will be examining its supply chain in greater depth with regard to its water footprint in order to be able to exert a positive influence on the water cycle in the future, from the design and build through to the way the buildings are ultimately used.

# Building sustainably

**Ecology and technology – from a single source.** As a technology trailblazer, we are committed to proactively driving forward innovative and sustainable solutions in the construction sector. After all, environmental advances call for technological advances if we are to achieve climate neutrality coupled with efficiency and profitability.

Our goal is to reduce outlay and increase flexibility. That's why the focus must be on the broader use of Building Information Modeling (BIM) and LEAN Construction in construction processes. Digital processes in everyday life in the office or construction site support the transformation underway. This is how we can safeguard our competitive position sustainably and drive forward future trends.

The action field **Building sustainably** includes the following material topic:

- Science and technology

## Science and technology



### Trends and challenges

**Building takes time and resources.** Around 80% of primary mineral raw materials (such as metals, industrial minerals, stones and earth) are used for construction purposes. In addition, energy consumption is high, among other things for the production of construction steel, cement and bricks. The recycling rate for mineral raw materials in Austria is currently already over 80%. Reuse is usually associated with a significant loss of quality and high energy consumption (downcycling).

The focus needs to be on developments that promote climate neutrality (net zero) in the long term. These include flood protection measures or innovations to prevent urban areas from overheating.

Despite the further development of construction technology and construction equipment – which has intensified in recent decades – construction still has a lot of catching up to do in terms of automation and digitalisation. The increased use of industrialised production methods should lead to a reduction in costs and a lower impact on the environment. In addition, this helps to counteract the acute shortage of skilled workers and increase occupational safety.

102-15

### Our success stories

- Founding of the joint venture SEQUELLO – a digital platform for construction logistics
- Patent for large-scale heat storage facilities registered
- BIM in use on every project market and home market
- FEMTech internship introduced

### Management approach

#### ESG as an innovation driver

**Once you stop getting better, you stop being good.** In its future-oriented programme PORR 2025, PORR is implementing an array of measures to accelerate the inhouse digitalisation offensive and drive forward innovation. The next dimension in digital networking lies in our processes and corporate procedures. We are investing in the topics of the future and new fields of expertise such as Robotics, Data Analytics, Virtual Reality, BIM and LEAN Construction. The decisive factor here is integrating a wide range of divergent technologies into an entire system.

We want to strengthen our focus on circular economy. PORR Umwelttechnik aims to increase recycling rates and the properties of secondary raw materials through in-house research. The recycling of construction materials and components is already taken into account during the design and planning phase. Sustainable buildings are also promoted through by a design process geared towards sustainability certificates. The use of Building Information Modelling (BIM) offers further solutions here.

In research and development, attention is paid to the most effective use of resources as early as the planning stage in order to reduce any impact on climate change. When producing construction materials, attention is paid to minimising energy consumption. In the construction operating business, the use of fossil fuels is reduced through further advances in construction and transport logistics.

### Risks and impacts

Lack of innovation potential in business activities

#### Internal impacts

- Decreased opportunities in the tender process
- Costs incurred by purchasing knowhow lead to increased dependency
- Increased investment costs
- Not fit for the future due to not exploiting technological advances

#### External impacts

- Outdated processes cause resource inefficiency, environmental damage and impacts on health
- Lowering living standards
- Endangering the business location

[GRI 102-15, 103-1](#)

### Our guiding principles

PORR's focus is on the rapid transformation of the construction technology and digital process landscape – on the construction site and in everyday work. PORR relies on the following guiding principles to measure and steer this:

- Green and Lean strategy
- Future-oriented programme PORR 2025
- Sustainability strategy

### Our responsibilities

The further development of technology and innovation is anchored in two departments at PORR. The Construction Digitalisation Services (CDS) department in the Operational Management division is primarily concerned with optimising processes and procedures through the use of digital tools. In addition to data acquisition solutions, the focus is on data and control of construction equipment and robotics. The Operational Management department reports to the COO.

The Technology Management and Innovation (PTI) department specialises in the further development of construction methods, materials and designs. Any need for innovation is identified together with all of PORR's construction divisions. From the idea through development to the market launch, research projects are planned and pursued together with the operational units. The PTI department is located in the Shared Service Center (SSC) of the holding company. All innovation activities are coordinated with the Project Management and Organisation department. This department controls the operational implementation of various measures in line with PORR's overall strategy.

### Partnerships and initiatives

Partnerships help us to bundle expertise in technology and to achieve our goals more efficiently. We actively involve our stakeholders through measures within our own company and cooperation initiatives with scientific institutions. PORR has ongoing or project-related partnerships with a large number of university and non-university research institutes in Austria and abroad:

- Vienna University of Technology
- Graz University of Technology
- RWTH Aachen University
- Swiss Lean Construction Institute
- Austrian Sustainable Building Council (ÖGNI)
- Austrian Construction Technology Federation
- German Association for Concrete and Construction Technology
- European Commission Program Horizon Europe

[GRI 102-12, 102-13, 103-2](#)

### Targets

	Target horizon		Status quo
	2025	2030	
Consortium project to automate construction site processes using robotics technology in the Center Construction Robotics		⊖	⊕
Development projects for automated construction documentation and performance records		⊖	⊕

⊖ Timeframe    ⊕ Achieved    ⊕ Underway    ⊖ Planned



## How we steer

**Identify, address, transform.** Companies must constantly be in a position to identify market changes, changing customer needs and technological opportunities. PORR focuses on technological innovation in all relevant fields – from the sustainable use of resources to the intelligent integration of digital applications and artificial intelligence. It focuses on creating added value from scarce resources. Innovation and a pioneering spirit are deeply anchored in the corporate culture – by PORRians, in the processes and in the way PORR sees itself.

PORR's innovation management is housed in Operational Management and controls the entire process from identification to implementation of the respective topic. The information network with experts from all PORR divisions is used for this purpose and regularly determines the need for innovation across the Group. The proposals are discussed at a Pioneers Round Table and supplemented with ideas from scientific partners. Project proposals that are recommended for implementation are examined by the Project Management Office in terms of their relevance. If the assessment is positive, they are recommended to the Innovation Advisory Board. The latter decides on the next steps as well as on the objectives and capitalisation of the projects. Progress and target fulfilment are reported to the Advisory Board on a regular basis. This process for submitting and deciding on project proposals is mapped in PORR's internal management system. Here all aspects such as opportunities, risks and the resources required are taken into account.

The management of the BIM strategy in the Group is ensured centrally via BIM Excellence with the help of maturity models. Technological developments, standardisation measures and training and support for our staff are provided in a variety of measures using agile methods. The use of cloud systems and the in-house development of BIM data tools in combination with business intelligence (BI) tools ensures the use of integral planning models for the construction process with our subcontractors.

Measures to protect intellectual property, such as patents, trademarks and cooperation agreements, are coordinated and overseen by the PTI department. This department is also responsible for research and innovation funding.

 103-3

## Our measures, our opportunities

**Intelligent building calls for innovation and partnerships.** Sustainable solutions need digital and innovative technologies spanning the entire life cycle. The enormous future potential can be seen in the following projects.

## Landmark in building construction

In 2021, a new **3D FEM method** was used during the construction of the 25-storey residential tower The Marks Tower 2 in Vienna to optimise the structural design. This is based on the research work carried out on three large-scale building construction projects already completed by PORR. In these projects, the calculation algorithms were compared with the loads measured during the construction phases and then further developed with more precise material models. To validate the results, modern sensor-based methods for measuring deformations and settlements were also used for The Marks Tower 2.

## Sustainability in civil engineering

The gigaTES project was successfully completed in 2021 by the specialist civil engineering department. In this project, together with an interdisciplinary group of university, private-sector and industrial research institutions, the foundations were laid for the construction of **large-scale heat storage facilities**. These storage facilities will play a significant part in promoting the use of alternative energy sources in the future. PORR was able to register a patent for a thermally insulated storage construction for this purpose. A follow-up project to implement a prototype storage facility has been initiated together with partners from research, design & planning, and the energy industry.

## Setting an example with digitalisation

PORR is also involved in the further development of constructions and components using digitally based production processes. For this purpose, pde Integrale Planung launched a development project together with partners from the construction materials and precast parts industry. In this project, new industrial processes for the production of ceilings, balconies and other building components are being developed, including **3D printing and robot-assisted formwork production**. In structural design, the aim is to minimise material resources and construction time.

In 2021 additional home markets were given a tried-and-tested solution for digitalisation and process optimisation in asphalt and concrete road construction with the tried-and-tested solution BPO Asphalt. Another current development focus is on **process optimisation** along the entire **road construction value chain**. This includes, for example, innovative IT hardware, integration of transport data, and assistance systems for compaction with rollers.

In the area of construction site logistics, we draw on a start-up mentality and partnerships. Together with Umdasch Group Ventures, we founded the **joint venture SEQUELLO**. Under this name, a digital construction logistics platform is being created that connects customers and suppliers while simultaneously offering the greatest possible data security. This means that an overview of all deliveries is maintained and every entry right up to invoice

verification can be carried out via the platform. This saves time and resources while ensuring greater transparency.

### Cooperation with universities

The ReGips project has been developed at RWTH Aachen University in cooperation with PORR's innovation management and PORR Umwelttechnik. Here, an automated process for the **deconstruction of gypsum plasterboard** walls was developed and has already been successfully tested using prototypes. This solution facilitates efficient and controlled demolition. It also leads to greater work safety and allows for the optimised removal of the deinstalled boards, thereby increasing the potential for reuse.

In the Center Construction Robotics (CCR) – an interdisciplinary alliance of industrial companies with RWTH Aachen University – PORR implemented the consortium project Crane Hook Identification (CRAHOI). The aim was to integrate digital data from the crane and the transported materials into the construction site process – an important step towards the digitalisation and automation of **construction site logistics**. As part of the project, the first practical tests on the reference construction site have already been completed successfully.

PORR also remains actively committed to training the skilled workers of the future. With an internship for those studying the interdisciplinary Masters in Construction Robotics, it is not only the students who gain an insight into how things work in practice. The PORR construction site staff also benefit from the exchange of information and receive input on new solutions and technologies.

In addition, with the first completed FEMTech internship programme – a series of internships aimed specifically at female students in the areas of research, technology and innovation – PORR has been able to attract competent women, thereby helping female students start their careers in technology

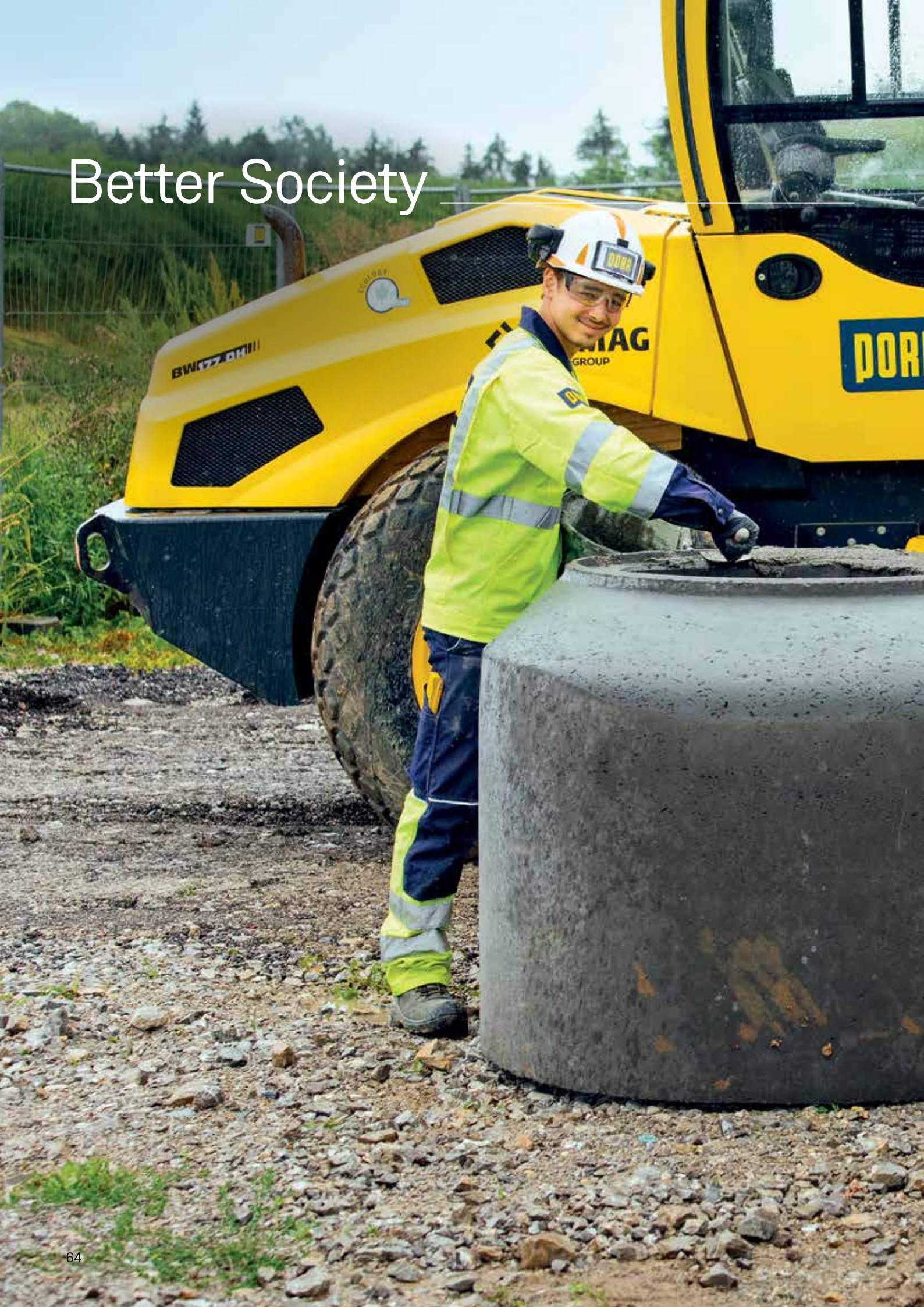
### Outlook

**PORR is building on a culture of innovation.** Incorporating innovation and new technologies is an integral component of sustainable future growth. We want to continue proactively driving this forward, applying innovation across all sectors and combining it efficiently. Cooperation with research institutes will also be expanded in order to recognise future trends more quickly and roll them out in practice.

Every project cited that currently has pilot status will be gradually developed over the coming years until it becomes standard. In addition to the interaction between BIM and machinery for even more efficient construction, there are plans to incorporate machine data into the process for construction documentation.



# Better Society









Our work affects our sense of wellbeing.





Providing a  
secure working environment  
is part of the solution.

# Safety rope and trampolines as tools for a better working environment

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**PORR lives by its motto: construction is a people business. In practice, this means providing staff with both ropes for safety and trampolines for advancement.**

The past two years have changed our society more powerfully than the previous two decades: the Covid pandemic and the conflict in Ukraine have shown us how vulnerable we are and how quickly seemingly absolute certainties and self-evident truths can lose their validity. How is PORR countering this as a responsible company of both economic and social relevance? With safety. This ranges from safety in the workplace to the safety of being treated fairly, being able to gain further qualifications, having equal opportunities and not being abandoned in crisis situations. All of these are core components of the PORR sustainability strategy, core components of our ESG strategy to make the world a little bit better.

PORR's social commitment can best be described with two objects: a rope and a trampoline. The long rope has many loops to which you can attach yourself – just like when climbing a mountain. This provides support and safety. And the trampoline makes it possible to go further, to reach the next level, maybe even to embark on a flight of fancy.

The PORR rope goes by many names – and involves many routines. One name is the PORR Safety Charter, with which the Executive Board and Works Council commit to active hazard prevention and health promotion. Another key term is Vision Zero.

Behind this is the clear goal of reducing accidents at work in the direction of zero. To ensure that this does not remain a non-binding declaration of intent, there is a clear target: fewer than ten accidents per million hours worked – a truly ambitious goal in an industry with high risk of accidents.

## **Drones as early warning devices**

Routines not only convey safety, they are also an important part of it. These include Safety Walks, during which the responsible site manager walks around and checks the construction site at least once a week for occupational safety aspects in order to eliminate any possible sources of danger. These regular safety checks also include the regular maintenance and inspection of all machinery and work equipment.

Given the fact that many accidents can be avoided through these inspections and early risk management, PORR wants to further expand this control system – with the help of digitalisation. For example, PORR is already testing the use of drones, which keep an eye on the construction site, identify potential sources of danger early on and sound the alarm. It may sound futuristic, but for us it is part of a continuous improvement process.



The health and safety of every staff member is our top priority.

But technology is not everything, people themselves have a much more important role to play. This is why PORR pays a great deal of attention to its staff. One example is the extensive workplace health promotion (WHP) programme. This includes professionally produced training plans in four languages. They have a similar function to the drones used for construction site monitoring: prevent things even before they happen. After all, sport and physical exercise are still the best way of maintaining physical health. Here too the rule is that access should be as easy as possible. That's why the next step is to transfer occupational health management measures to construction sites as well and to offer appropriate opportunities there.

**Immune system and further education**

A highlight of workplace health promotion is the annual Group-wide Health Day. In 2021, the focus was on nutrition and strengthening the immune system. Both virtually and at the various PORR sites, people jogged, practised yoga and talked about health.

But the sun doesn't always shine, neither on construction sites nor on our staff. As a responsible employer, PORR also stands by its workforce in these situations. The "Build yourself up" programme is specially tailored to the mental health of PORR staff. Professional psychological support is offered via phone, Skype or chat to provide confidential help with personal crises.

And what about the trampoline? The PORR Academy serves a particularly important role here. It offers a wide range of opportunities for further training and qualifications, both inhouse and externally. And it has now reached a new level of user-friendliness: Under the motto "Everything at a glance with just a few clicks", digital access to the full range has become even easier.

**Space for career and family**

The We@PORR initiative also has an important function as a springboard. This springboard is so broad that it has space for both career and family. With flexible working time models and individual sabbatical options, PORR not only promotes a sensible work-life balance, but also enables customised solutions when childcare or nursing care are needed.

A special priority at PORR: Access to these trampolines is both equal and equally easy for everyone. These equal opportunities are in the interest of every individual who wants to advance and also in the interest of PORR, as they promote diversity. A particular focus is on promoting women, who are generally underrepresented in the construction industry. For example, PORR offers special taster apprenticeships for women, and the successful mentoring programme has a minimum of 50% female mentees. In addition, there is a separate "Empowerment Training for Women in the Construction Environment" course. After all, one thing is crystal clear at PORR: diversity in teams has a positive impact on results.

PORR was quick to recognise that the construction business is a people business. And this is also how the activities towards the ESG goals are aligned: first and foremost with the realisation that a company does not employ workers, but people.

A clear target:  
Fewer than ten accidents per million  
hours worked

**Key indicators**

	2021	Change	2020	2019	2018
Work-related injuries (rate)	15.7	2.6 %	15.3	15.8	12.0
Training hours (h)	76,396	11.8 %	68,311	112,435	95,672
Performance reviews (no.)	6,197	-3.9 %	6,451	6,234	5,188
Staff on parental leave (no.)	307	12.5 %	273	377	297
Women in middle and lower management (%)	13.2	0.1 PP	13.1	10.9	10.6
Women in training to become future managers (%)	19.0	-3.2 PP	22.2	19.4	7.7

# Improving the world of work

**Protecting health, promoting talent.** We make people feel at home – through a safe, inclusive and supportive working environment and corporate culture. Maintaining and promoting the health and performance of our staff members is a particular priority for PORR. That’s why we continuously invest in various measures as part of our company health promotion and health management. We also apply very high standards in terms of occupational safety.

We want to be seen as a “Best Place to Work” both internally and externally. We work across generations and see diversity as a strength. We attach huge importance to an appreciative working environment with equal opportunities for all. We strive for a future-proof workplace and focus on developing our employer branding concept in order to attract new talents and retain them in the long term. With a wide range of offers, including our PORR Academy, we enable continuous, individual training and development. At PORR, lifelong learning is an integral part of our corporate culture. After all, construction is a people business.

The action field **Improving the world of work** includes the following material topics:

- Health and safety
- Diversity and equal opportunities
- Further education and training

## Health and safety



### Trends and challenges

**Yes, we are vulnerable.** Covid has exposed the vulnerability of the world and our society. And, as a company that is aware of the responsibility it has for the health of its staff, the pandemic has presented us with new challenges. Another challenge is the demographic changes that mean we have to pay attention to the shifting needs of an ageing workforce. In order to prevent accidents and occupational illness, it is necessary to establish a link between working conditions and the increased use of modern technology. It is important to find the right balance, to challenge and encourage employees, but not to overwhelm them. A safe and healthy working environment is the basis for a good working atmosphere, contributes to better individual performance and, last but not least, strengthens a company’s competitive position.

[GRI 102-15](#)

### Our success stories

- **Covid safety concept** successfully implemented
- **Group-wide Health Day** held on “Nutrition and the Immune System”
- **Training range** for women expanded
- **Successful multimedia campaign for apprentices**

### Management approach

#### How we protect our employees and promote good health

**Safe on the road, at the construction site or in the office:** health and safety are intrinsic values of PORR’s corporate culture. They are the basis for sustainable corporate success. By signing the **PORR Safety Charter**, the Executive Board and Works Council have committed to proactive hazard prevention and health promotion. **Vision Zero** aims to reduce accident frequency to fewer than ten accidents per million hours worked. PORR has responded to the increased risk of accidents in the industry with a comprehensive prevention concept. This ranges from high-quality safety equipment to measures against occupational illnesses related to noise and vibrations as well as hazardous working materials (including harmful chemicals) through to **Safety Check Cards** and the company’s own **Safety Walks**. For PORR, prevention means constantly improving working conditions. It means ensuring safe workplaces



and processes and informing staff members and raising awareness accordingly.

As stringent safety precautions are part of standard business practice in the construction industry and especially at PORR, we were able to integrate Covid-related hygiene measures into existing processes relatively easily. However, it is also clear that, in the long term, climate change will have an ever-greater influence on protective measures on construction sites. Increased UV radiation, record temperature highs, storms or other weather extremes increasingly pose health risks for workers. We need to take proactive measures to address this. Including, among other things:

- Ensuring compliance with Group-wide health and safety standards through cross-border coordination and agreement.
- In the course of construction, in close coordination with the client, we not only pay attention to the health and safety of the waged workers on site. The affected neighbours and road users are also considered in the developer's health and safety plan and in our occupational safety planning.
- Our priorities: Within the PORR Group there are clear quality criteria for appointing potential subcontractors and suppliers. With this we want to ensure that occupational safety specifications are upheld along the entire value chain.
- Workplace health promotion is a top priority. It is aimed not only at physical but also mental wellbeing. The goal is to keep employees fit and motivated by means of individual programmes. And this is more than just a slogan: PORR's commitment in this area has also received external recognition with the seal of approval for workplace health promotion.

## Risks and impacts

Impact on mental/physical health

### Internal impacts

- Prosecutions (e.g. corporate liability, administrative sanctions)
- Decreased competitiveness (e.g. tender process, recruiting)
- Increased project costs
- Increased external controls

### External impacts

- Increased cost to national economy
- Increase in accidents at work
- Early retirement resulting from physical/mental stress
- Damage to infrastructure (e.g. power lines)
- Damage to neighbours' health through particulate matter, noise and vibrations
- Impact on transport safety through entering and exiting construction sites
- Impact on road users caused by construction vehicles turning

[GRI 102-15, 103-1](#)

## Our guiding principles

Multiple activities, multiple languages. The various prevention measures and instructions are laid down in different guiding principles. These are translated as needed and sometimes supported with the use of pictograms, on construction sites for example. The aim is always to ensure everyone can understand them quickly and easily. Below are the most important means of communication we use:

- PORR Safety Charter
- Occupational safety guideline
- Vision Zero strategy
- Sustainability strategy
- Codes of Conduct for staff and business partners
- Division-specific work instructions (e.g. handling different construction machinery, securing loads ...)
- Strategy for workplace health promotion

## Our responsibilities

**Protecting health, promoting health.** The coordination, management and constant optimisation of measures to increase occupational safety are carried out in coordination with the COO, regional management and the occupational safety department. The PORR markets have their own occupational safety committees consisting of employee representatives, members of the preventive services team and the employer. In the PORR markets, there is cooperation with occupational health practitioners (e.g. Germany) as well as with occupational health services (e.g. Norway). They work closely with the safety experts and the works council and regularly attend various workplaces to assess the needs of employees on site and to protect and promote good health.

## Partnerships and most important initiatives

- FIEC – European Construction Industry Federation
- EFFC – European Federation of Foundation Contractors
- AG Bau – Forum Prävention
- Verein der österreichischen Bohr- und Brunnenbauunternehmen (VOEBU)
- bauforum+ – Alpines Kolloquium

[GRI 102-12, 102-13, 103-2](#)



## Targets

	Target horizon		Status quo
	2025	2030	
Workplace health promotion with complete coverage	⊖		⊖
Group-wide saturation with the "Vision Zero" campaign: Reduce accident frequency <10	⊖		⊖
Group-wide rollout of occupational health management	⊖		⊖

⊖ Timeframe    ⊕ Achieved    ⊖ Underway    ① Planned

## How we steer

**Spotlight on occupational safety plus health promotion.** In addition to the Codes of Conduct for staff and business partners and various guidelines, the international occupational health and safety standard ISO 45001 applies to all PORR markets. It covers all employees, activities and workplaces. It combines aspects of occupational safety with those of workplace health promotion. The extent to which targets in both areas are met is analysed in coordination meetings by the CEO, the upper management levels, the CR Advisory Board and the Sustainability Committee. The implementation, evaluation and adjustment of measures is carried out in the responsible department, i.e. occupational safety and CR and in coordination with the occupational health network. Covid protection measures are also analysed in regular meetings and amended if necessary. In addition, several subsidiaries are certified to the international standard for safety, health and environmental protection management, SCC (Safety Certificate Contractors).

For the efficient control and monitoring of occupational safety processes and measures, occupational safety committees have been set up – both Group-wide and at country level, as well as based on organisational needs in Austria. The Group-wide Occupational Safety Committee meets once a year and consists of representatives of the country management, the heads of Group Human Resources, Quality Management and Occupational Safety, representatives of the employee bodies and an occupational physician. The country committees meet at least once a year. In Germany, for example, they are convened quarterly. The main topics include the further development of safety measures.

Measures and projects tailored to target groups are implemented systematically on a needs basis via PORR's workplace health promotion. The effectiveness of all measures is documented and analysed in a progress report and then submitted to the Executive Board for approval. The implementation of the measures specifically designed for the waged workers is evaluated regularly in cooperation with the works councils.

[EN 103-3, 403-1, 403-8](#)

## Our measures, our opportunities

**Comprehensive measures, clear guidelines.** In order to protect and promote the health of the staff members, PORR relies on protective and preventative measures for better work organisation and working environments on the one hand, and on the empowerment of employees on the other. The goal is to enable and encourage them to take care of their own health.

As occupational safety and workplace health promotion are a priority for us, we are eager to explore these topics in more detail.

## Occupational safety

### Clear rules are the most effective protection

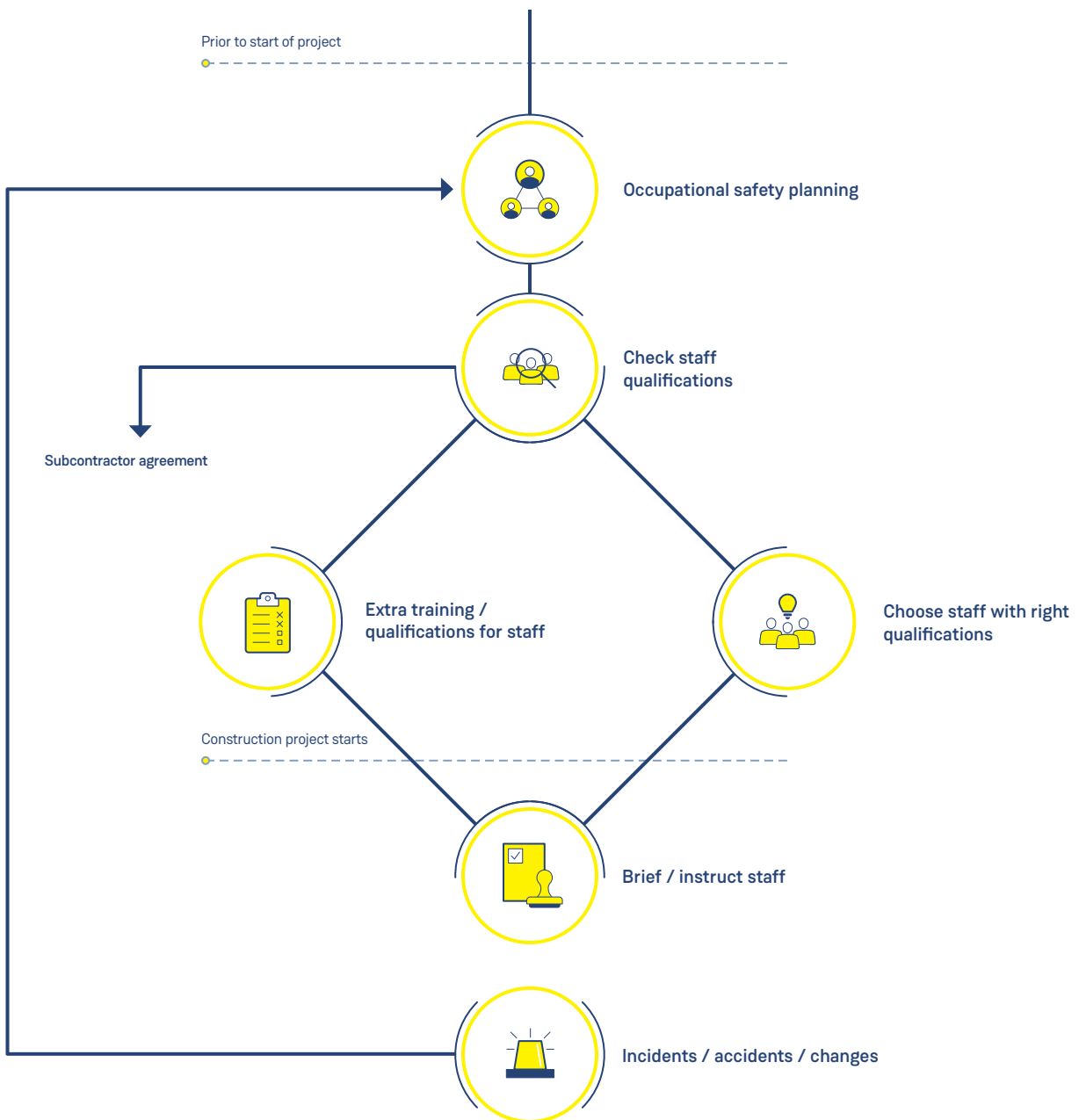
**From protective gear to hydration breaks.** Clear rules apply to behaviour on construction sites, and these are communicated via work instructions. For example, wearing safety helmets, high-vis clothing and safety footwear is compulsory for everyone working on the construction site. Increased safety measures apply when handling hazardous working materials – which have already been identified in advance in the risk assessment. Appropriate protective equipment and specified thresholds are used, for example, to prevent hearing damage from noise and any respiratory damage from dust. Depending on the country, the Group-wide protective measures are supplemented by additional requirements. For example, in the project markets Qatar and the UAE, employees have their own hydration breaks to avoid heat stroke caused by the high temperatures.

Mandatory compliance with PORR's occupational safety guidelines applies to all trades involved and is laid down in the contract. This includes subcontractors, suppliers, service providers and other persons involved in the construction. Depending on the type of work carried out, the requirement for personal protective equipment can be tightened still further. Blue-collar workers are instructed in occupational safety before construction work begins. Outsiders and external persons are not allowed to enter construction sites unless they have been instructed in advance about the hazards and risks. Acknowledgement of and compliance with the required protective measures must be confirmed by signature. To

ensure that the access restrictions are effective, different access restrictions are in place depending on the size and duration of the project.

**Procedure for occupational safety training**

- Health and safety protection plan
- Coordination documents subcontractor
- Health and safety documentation



Technical systems and work equipment are regularly inspected and maintained within the framework of the statutory maintenance periods and manufacturer's specifications. This obligation also applies to the work equipment and facilities of subcontractors and suppliers. The responsibility for the timely maintenance of the facilities and work equipment lies with the responsible manager. If uninspected work equipment is found in the course of construction site audits, it is immediately taken out of service – regardless of whether it is company-owned or third-party work equipment. During the maintenance work itself, we make sure that the risks for those carrying out the work are kept to a minimum through protective measures, such as wearing suitable personal protective gear. Furthermore, it is important for us to ensure that the equipment and work materials are labelled and comply with the applicable safety and health requirements when they are procured.

Compliance with the requisite hygiene regulations is another important aspect of everyday work on the construction site. The cleanliness of the recreational and sanitary containers as well as the office containers and locations is closely monitored during safety inspections. Sustainable and environmentally friendly cleaning agents are used as much as possible for cleaning. For any occupational-safety-related questions or incidents, the construction site staff can contact the responsible site manager or the preventive services directly. This can also be done anonymously.

### **Our job: Identify hazards and assess risks**

**Our approach: Walk & Check.** Many near-misses can be prevented through timely risk management. Various control levels have been introduced within PORR for this purpose. The responsible site managers are at the forefront of this. They regularly carry out work safety inspections, known as **Safety Walks**. These also serve as a management and control instrument for the manager. Further safety inspections on the construction sites are carried out by the responsible safety experts, often accompanied by occupational physicians. The Safety Walks are conducted as efficiently as possible with the help of our **ASI app**, which was developed specifically for this purpose and has already been introduced in

Austria. Of course, regular safety inspections are also carried out in our workplaces such as construction warehouses, workshops and plants.

The recommendations resulting from the Safety Walks and the safety inspections are passed on to the site management. The direct manager monitors the completion status of the tasks delegated to the site management. If serious deficiencies are found during the Safety Walks or the site inspections, the work must be stopped immediately. The rules are clear: construction may only continue after any shortcomings have been rectified.

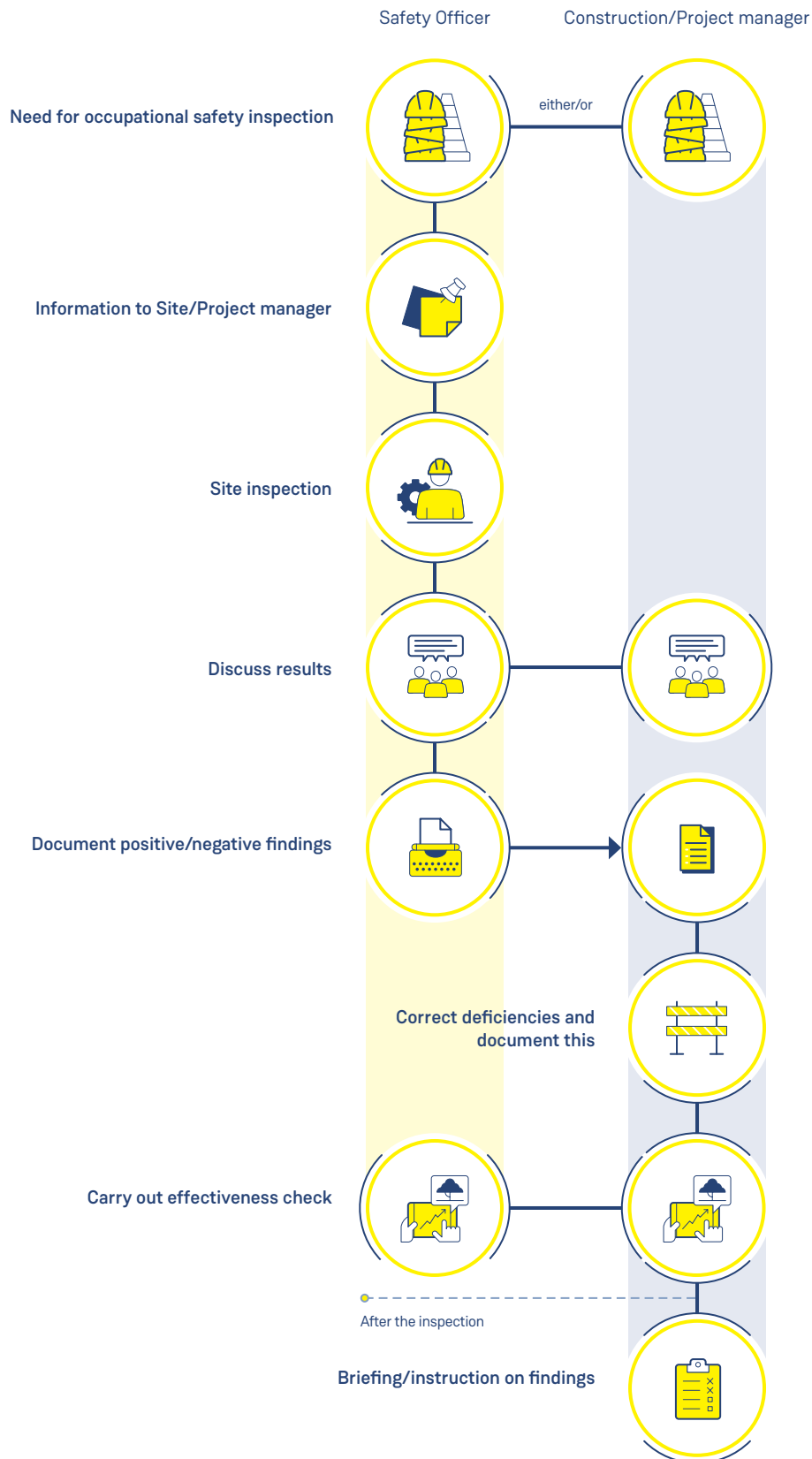
In addition to the Safety Walks, the Group-wide **Safety Check Card** (last-minute risk analysis) serves as a support measure. The card gives employees the opportunity to scrutinise their working conditions and working environment for safety and health protection using five questions and ten pictograms of potential hazards. After a successful self-evaluation, staff members themselves are responsible for reporting any deficiencies found and may only start work once the issues have been rectified. The systematic use of the PORR Safety Check Card is a method for assessing and minimising hazards. Further effects are increased alertness, the strengthening of personal responsibility and a greater awareness of hazards in the workplace.

In order to ensure any safety risks from business relationships are kept to a minimum even before work begins, the service provider is only under a contractual obligation if it maintains PORR's high levels of service and safety when carrying out its work and complies with the safety specifications.

Before the start of construction work, the risks are assessed and a method statement is produced. These are updated regularly. The method statement is the responsibility of the site manager. Preventive services and technical experts can be called in for support. The findings of the method statement are used as a basis for informing and instructing staff members about any dangers to their health and safety. Furthermore, measures for hazard prevention are then derived from this.

[GBL 403-2, 403-4, 403-7](#)

### Procedure for occupational safety inspections



## How we learn from mistakes

Report, collect, analyse, improve. Construction site accidents are a recurring issue in the construction business despite painstaking prevention and safety measures. In the reporting year 2021, 545 documentable work-related injuries, including one fatality, were recorded across the Group. We deeply regret the fatality and our sincere condolences go to those affected. We are taking every possible step to analyse fatal accidents in depth and rule out the occurrence of any comparable causes of accidents in the future.

Drawing the right conclusions from these incidents and staying abreast of the latest developments in occupational safety requires the proactive and committed cooperation of all staff members. To this end, we have established the following mandatory procedure:

- Accidents must be reported immediately to the occupational safety team. This is the only way a prompt and objective investigation of the causes of accidents can be conducted and appropriate measures found.
- Blue-collar workers can note down work-related hazards and dangerous situations in the hazard report booklet. Reports of any violations can be submitted anonymously.
- The site manager responsible reviews the reports and forwards them to the occupational safety department as well as to the responsible line organisation using the hazard report form available in the company's internal **PORRtal**.
- Occupational accidents and any dangerous situations reported are subsequently processed by the responsible Safety Officer. If possible, intensive talks are held with everyone involved to analyse the accident and work out remedies and improvements.
- The direct manager arranges for the recommendations to be implemented.
- The occupational accidents and near-misses selected for their relevance form the basis for the so-called **Safety Alerts**, which illustrate briefly and simply how the occupational accident or dangerous situation occurred. These Safety Alerts are distributed within the line organisation and clearly communicated to all staff, e.g. displayed in construction site containers and published in the company's internal **PORRtal**. They are also used as documents for safety briefings and toolbox meetings.

**GRI** 403-2, 403-4

**Training, training, training.** In addition, focused training sessions are held three times a year based on the evaluations of incidents and any dangerous situations reported. Furthermore, we aim to have staff undergo comprehensive training by the Safety Officers once a year. Managers can also complete additional training in the form of seven selected e-learning modules.

**GRI** 403-5

As part of the measures taken to improve occupational safety, the management has ordered mandatory occupational safety training (with safety advisors) for all site managers, technicians and foremen to be completed by the end of 2023.

In addition to the Group-wide processes and requirements, there are extra country-specific measures. In Romania, for example, an incentive programme is offered for the sites that perform best in terms of occupational safety. This is intended to strengthen the commitment and awareness of the employees.

Numerous awards prove that our commitment to occupational safety is not only bearing fruit internally, but has also been recognised by external parties:

- Achilles UNCE 2021
- Safety Award Bronze 2021
- RoSPA Commended in the Construction Engineering Sector Award – Musaimmeer Pumping Station & Outfall Tunnel
- Certificate of Recognition – Construction of New Interchange IC3 at Ras Bufontas Free Zone

## Outlook

In the future, PORR increasingly intends to digitalise its safety inspections and precautionary measures for construction sites. As part of a continuous improvement process, safety measures will be regularly checked to ensure they are up to date, efficient and optimised. Our ambition: **Vision Zero** should not be merely a goal but also a fact in the future – PORR and its staff members are working towards this, day in, day out.



## Top spot for workplace health promotion (WHP)

PORR offers its workforce a range of options in the areas of sport, movement, nutrition and mental health. The measures were certified by an independent body for the first time in 2020 and received the BGF quality seal, valid for a three-year period. The evaluation was made by renowned experts and based on different criteria including target group orientation.



### Care+ insurance and care options

**We're weaving an additional safety net.** And we are happy to do so. This is why PORR offers different insurance and care services in its markets, tailored to regional conditions. In the DACH region, PORR provides a group insurance model together with the Vienna Insurance Group. PORR Care+ offers immediate financial assistance in the event of serious illness or death. Upon the occurrence of an event and under consideration of certain illness parameters, insured employees receive a one-off amount of EUR 20,000. In the event of death, this amount is paid out to the beneficiary or the next of kin. PORR pays half of the premium as a voluntary measure to safeguard the future.

There is also a separate PORR care leave model for Austria and Germany. This enables employees to look after their relatives for three months while continuing to receive pay. The condition is that an application for Level 3 Care Allowance is submitted for the acute care case.

We offer customised programmes in the various countries. In Poland PORR provides non-work-related medical care to its staff at minimum cost, including for family members. The programmes cover special care for women, diseases of affluence and healthy nutrition. In Romania PORR provides its staff with access to medical care through an individual health membership card which can be used in a private network of clinics and health care facilities. PORR covers the monthly costs of these services.

With hospitals Projektentwicklungs ges.m.b.H., PORR has a reliable partner at its side when it comes to rehabilitation services for its staff. For example, hospitals Projektentwicklungs GmbH operates rehabilitation centres in Münster, Bad Gastein and Bad Hall.

### Fit and healthy throughout the working day

**Motivation for a healthy life.** The annual Group-wide Health Days play an important role in workplace health promotion. In 2021, the motto was "Nutrition & the Immune System". The digital event format was complemented by numerous on-site offerings. The spectrum ranged from interactive lectures on strengthening the immune system through to proper nutrition, quick health checks, and tips on relaxing the shoulders and neck. At large sites with staff canteens, regular updates are made to ensure a varied, nutritionally sound menu. Special rooms for weights or exercising, outdoor spaces and country-specific cooperation initiatives with fitness centres complete the range. In Switzerland, employees are encouraged to cycle to work, with the annual Bike to Work initiative taking place for two months. Various sports events are also organised to promote team spirit and physical activity. In Germany, videos and webinars on the topic of Fit and Healthy are offered, with first aid courses given in Slovakia.

In addition, mental health is very important to us. The mental health and conflict counselling service is an independent counselling centre that can be used by all PORR employees at no extra cost. This counselling centre offers the opportunity to deal with mental health issues and possible conflict situations quickly and unbureaucratically. It also serves to advise and support managers in their specific management tasks.

The WHP services on offer are communicated via the **PORRtal**, articles in the staff newspaper **rePORRt**, mailings, screens and noticeboards, among other things. In addition, important news is also distributed via the **PORRtoGo app** using push messages and by post.

[GRI 403-6](#)

### Maximum care regarding Covid

**Hygiene, hotline and inhouse vaccination service.** With a comprehensive testing strategy and consistent safety and hygiene measures, PORR has succeeded in severely limiting the spread of Covid within the company. An internal Covid hotline and the deployment of a crisis team working around the clock also ensure contact tracing, crisis counselling, de-escalation and the organisation of specially established internal testing points. At the same time, the highest possible safety standards have been guaranteed. In addition, inhouse vaccination points were set up as part of the Covid strategy, making it possible to gain faster and easier access to Covid vaccines. Fortunately, the offer was very well received: in Austria, more than 80% of all staff members at PORR are vaccinated.

[GRI 403-6](#)

## Occupational health services

**Software for individual healthcare.** We systematically design safe work processes through our occupational health management. A senior occupational health practitioner bundles the offers, coordinates the occupational physicians and constantly expands the range of services. Regional responsibility for the health of PORR Group staff lies with the local occupational physicians. They act in an autonomous capacity. In Austria, a nationwide network of occupational health practitioners has also been established. In addition, standardised software for occupational medicine was introduced in 2021, which will go into full operation with real data in 2022 and ensure further optimisation of the individual healthcare options offered.

There are currently nine occupational health practitioners working for PORR throughout Austria. In autumn 2021, the focal points and development of common quality standards were agreed. The occupational health practitioners regularly visit construction sites to support employees in complying with health and safety regulations (e.g. hygiene) and to initiate appropriate measures if necessary. In the PORR markets there is direct cooperation with

occupational physicians (e.g. in Germany) as well as with occupational health services (e.g. in Norway). They work closely with the Safety Officers and the Works Council. The occupational health network not only looks after blue-collar staff on construction sites, but also advises workers at all other workplaces. The aim is to clarify the current occupational health needs and to take care of the health of the staff. All personal health information is treated in the strictest confidence in line with the GDPR and is not passed on to third parties.

**GRI 403-3**

## Outlook

It is difficult at present to assess the extent to which Covid will remain a factor. We are closely following current developments in order to be able to react quickly. We will expand our trailblazing and innovative occupational health management and make our diverse range of services even more tailored to the target groups. Furthermore, we will continue to develop our measures following a detailed evaluation, and thereby further promote good health among our staff in future.

# Further education and training



## Trends and challenges

**The way we learn is changing.** Mobile learning, microlearning and self-directed learning are increasingly gaining a foothold in the world of work, while personalised learning is already a feature of our daily lives. Never has more educational information been freely available through search engines. In everyday work life, it is important to be able to provide integrated further education and for it to be on demand around the clock. Digital competencies are becoming even more important due to rapid technological advances and responsible engagement with the media should be promoted here too.

Against the background of increasing digitalisation and the global as well as multicultural working environment, “human” abilities – what are known as soft skills – are becoming more and more important. Empathy, intercultural sensitivity, clear communication and an openness to change are skills that have come to be expected from managers and employees. In addition, there is an increasing trend towards participative learning, especially among millennials and Generation Z. As life expectancy continues to rise and our working lives get longer, the older generation is becoming an even greater focus in terms of educational measures. For example, older and younger generations can support each other with intergenerational learning. In terms of content, the topic of sustainability is playing an increasingly large role in corporate education programmes given its huge importance.

[GRI 102-15](#)

## Management approach

### How we practise sustainable HR development

**Strengthening skills and internal careers.** Against the backdrop of an increasing shortage of skilled workers, globalisation, and the rapidly advancing digitalisation of work processes, PORR’s focus is on sustainable HR development. By individually encouraging and developing employees’ strengths, competencies and soft skills, it should be possible to increase commitment and productivity in the workplace. In addition, the goal of the comprehensive training programme is to secure know-how and increase innovation. The growing shortage of skilled workers necessitates an increase in the internal candidate pool, which gives a decisive competitive advantage. In addition, the aim is to increase loyalty to the company and extend the average length of training. The technical and commercial trainee programme provides internal training for school leavers from HTL and HAK schools as well as university

graduates, thereby laying the foundation for their subsequent career path. A women-specific course with additional coaching units helps women plan their careers in a work environment dominated by technology and engineering.

### Risks and impacts

Shortage of skilled labour for business activities

#### Internal impacts

- Problems in realising contracts
- Lack of quality
- Pressure at work increases error frequency
- Know-how loss through technological stagnation
- Sustainability criteria for prequalification
- Lack of opportunities for personal development

#### External impacts

- Loss of skills and education
- Increased financial outlay
- Increased mental stress due to lack of competencies
- Lower transferability to the labour market
- Hampers innovation and advances
- Disadvantage for the location
- Decreased ability to contribute to national economy
- Lack of opportunities for promotion

[GRI 102-15, 103-1](#)

### Our guiding principles

Objectives and measures in the area of further education and training are addressed via various strategies and guidelines. This raises awareness and underlines the relevance of the PORR education programme. In addition, interested stakeholders are informed in a transparent manner about how the company manages the issue. Corresponding instruments are:

- Code of Conduct for staff
- PORR Principles
- Sustainability strategy
- porr\_academy – our learning management system and digital education programme
- PORR Campus – our unique training centre for waged workers, apprentices and salaried employees

## Our responsibilities

The central management of training and development topics is carried out by Group Human Resources with a focus on people development in close coordination with the Executive Board. Learning is a central pillar of our Human Resources strategy. There are many different ways to learn. Our understanding therefore goes far beyond traditional classroom-based training. It draws on different elements and builds on the fact that most of our knowledge comes from experience. It will soon be seen as a given to keep engaging with new things and acquiring new knowledge, new behaviours and new ways of working together. In order to keep up with the pace of change, we offer learning elements that allow as much leeway as possible for people to organise themselves, thereby facilitating the most diverse learning experiences.

## Partnerships and initiatives

The networks and cooperation partners we work with to promote education and training:

- UN Global Compact
- Lobby 16
- Arbeitsmarktservice / AQUA
- Berufsförderungsinstitut
- Teach For Austria
- Jugend am Werk
- IBIS Acam
- Playmit
- SCHOOLGAMES
- Interface
- Cooperation with technical colleges (HTLs)

[GRI 102-12, 102-13, 103-2](#)

## Targets

	Target horizon		Status quo
	2025	2030	
Further education offensive for standardised calculation, design and planning software across the entire Group	⊙		⊕
Securing skilled labour through Group-wide apprentice management	⊙		⊕
Expanding the porr_academy and PORR Campus as Group-wide centre of excellence also for skilled workers	⊙		⊕
Group-wide LEAN Construction training sessions and safety courses	⊙		⊕

⊙ Timeframe    ⊕ Achieved    ⊕ Underway    ① Planned

## How we steer

**Regular feedback as a compass.** The Group-wide PORR Academy is home to all further education and training offered by PORR. It is continuously advanced, managed and adapted in the Group Human Resources department by the Group People Development & PORR Academy team. Individually designed academies support training in our construction-specific professions. This ensures that the professional and personal skills needed are actually acquired. The programme selection is in line with the latest industry-related trends and is continuously updated. By evaluating the individual training courses using digital feedback forms, it is possible to assess the effectiveness of the respective training measure. The focus here is on the individual benefit as well as on the knowledge transfer achieved and learning success. Another measuring instrument is provided by the annual performance reviews. They are a central pillar for planning the education and training programme and help to evaluate progress. Qualitative interviews are also used to assess the overall performance.

[GRI 103-3](#)

## Our measures, our opportunities

**Further education as a recipe for success.** PORR is constantly developing its range of further education and training courses in order to ensure its current and future needs are met. In 2021 there was again an array of further education initiatives. Here is a brief overview:

- With **PORR Academy 2.0**, the user-friendliness and appearance of the PORR Academy were elevated to a new level along with the learning content. Further training is provided both inhouse and externally. Under the motto “Everything at a glance and just a click away”, the entire range of further education and training courses has been made even more easily accessible to all PORR staff.
- The target group of the modern, well-equipped **PORR Campus** in Vienna, which was previously limited to apprentices and blue-collar workers, has been expanded to include salaried employees. They receive a range of training on site, including soft skills.
- Regular network meetings of the local apprenticeship managers allow us to ensure a uniformly high standard of apprenticeship training throughout Austria.
- In the apprentice sphere, a pilot project with QuickSpeech

(microlearning platform) was launched with the goal of a successful final apprenticeship examination. The new methods are designed to help facilitate daily learning.

- In autumn 2021, a multimedia campaign for the target group of apprentices – and those who represent their interests too – was rolled out across Austria for the first time. The aim was to introduce the PORR Campus to the target group, to show the diversity of apprenticeship opportunities and to inspire potential apprentices to train at PORR. As a result of this measure, the number of applications received increased almost sixfold versus 2019.
- A lived leadership culture is a key success factor for the company. The newly founded Group-wide **PORR Leadership Academy** promotes a common understanding of the function that managers have as role models and as managers or management teams in accordance with the PORR Principles.
- The pandemic has made resilience into another focal point in terms of training. In these training courses, staff members learn methods and strategies to cope with the increasing stresses and strains. The main focus is on effective time management and strengthening their own resilience. Staff members are given support in conflict management and communication by means of an appropriate face-to-face training programme. Furthermore, a safe workplace is of huge importance. (More information on this topic can be found in the section on occupational safety from page 68). Special online training for communication and presentation enables staff members to further strengthen their skills in this regard.
- In order to drive forward the implementation of PORR's Green and Lean strategy, **LEAN Basic training** has been expanded to include **LEAN Expert training**. Methods and tools for avoiding waste are taught in numerous modules. Building Information Modelling (BIM) and iTWO training are also part of this subject area and aim to bring PORR ever closer to its goal of a paperless construction site.

**GRI 404-2**

### Expanding competencies across countries

**From leadership to 3D design.** In addition to Group-wide training such as LEAN Management, BIM or iTWO, country-specific needs are also addressed. In Poland, the **AVLA - Advanced Virtual Leadership Academy** offers a special management programme for more effective team and strategy management. Programmes to strengthen competencies in work organisation and 3D design were further expanded as well. The training content in Romania was similar. Training was offered on topics such as team leadership and motivation, train the trainer, successful communication, presentation and argumentation skills as well as soft skills. In Slovakia, the focus of training increasingly fell on specialised further training in the areas of claim management, SAP MM, control and audit planning as well as budgeting. In Norway, on the other hand, language training continued (Norwegian and English). In 2021, this training could only be carried out online. In Norway, financial support is also provided for staff who wish to continue their professional development or undertake additional studies.

Due to the pandemic, many training courses were converted to digital learning formats and e-learning courses. Classroom training was only held in compliance with a strict safety concept and increased protective measures.

The average number of training hours in 2021 for male and female staff was nine hours each. In addition, 90.3% of employees received a regular assessment of their performance in the course of performance reviews (2020: 87.5%).

**GRI 404-1**

## Outlook

**Focus on sustainability.** From 2022 onwards, the topic of doing business sustainably will be an increasingly strong focal point of the education programme. Current trends and regulations are addressed through mandatory training in sustainability basics or special EU Taxonomy training. In addition, the Leadership Academy, which has already been launched, will be rolled out to other management levels.



# Diversity and equal opportunities



## Trends and challenges

**The world of work is changing.** Globalisation, demographic shifts and changing employee expectations are shaping the world of work today. A diverse society demands flexible working models and personal freedom. In addition, studies confirm the desire to create added value through one's job and to make a positive contribution to the environment and society. As a future-oriented company, this means responding to the changing needs of job seekers and employees in a targeted way, especially against the backdrop of the increasing shortage of skilled workers, in order to secure their know-how in the long term.

[GRI 102-15](#)

## Management approach

### Best Place To Work

**The construction industry is a people business.** PORR employs around 20,000 people from 79 nations. This means that we live diversity every day. Not only because this is fair but because we see the potential that lies in this diversity. Following the UN Global Compact and its 20 principles, PORR promotes equal opportunities and equal treatment regardless of social and ethnic origin, religion, sexual orientation, gender or age. Through an inclusive and appreciative working environment and individual staff development measures, we focus on personal strengths and how to maximise them in diverse teams. The construction industry – and PORR – still has a lot of catching up to do when it comes to gender equality. That's why PORR has been guided by the UN Women's Empowerment Principles since 2020, international standards for the advancement of women. As a future-oriented employer, we rely on flexible working models and measures that enable an optimal work-life balance. This is how we enhance the motivation, work performance, innovation potential and the social skills of our staff.

### Risks and impacts

Intercultural misunderstandings in business activities

### Internal impacts

- Lack of teamwork makes it harder to realise projects
- Communication problems and potential for conflict
- Endangering the international standing
- Decreased innovation potential by failing to utilise diversity

### External impacts

- Conflicts/social tension arising from different values
- Discrimination against minorities
- Encouraging the formation of slums and ghettos

[GRI 102-15, 103-1](#)

### Our guiding principles

The principles for promoting diversity and equal opportunities are set out in the following guiding principles:

- Code of Conduct for staff
- PORR Principles
- Sustainability strategy

### Our responsibilities

The CR department, in coordination with the Executive Board and the Group Human Resources department, is responsible for controlling, monitoring and implementing measures.

### Partnerships and initiatives

- UN Global Compact
- UN Women's Empowerment Principles (WEPs)
- Charta der Vielfalt
- Unternehmen für Familie
- Verein zur Förderung fairer Bedingungen am Bau e.V.
- Wirtschaft für Integration

[GRI 102-12, 102-13, 103-2](#)

## Targets

	Target horizon		Status quo
	2025	2030	
Implementing a broad age and generation management approach	⊖		⊖
Increasing the share of women in training for future managers to 25%	⊖		⊖
Increasing the percentage of women overall and women in management in the same ratio	⊖		⊖

⊖ Timeframe    ⊕ Achieved    ⊖ Underway    ⓘ Planned

## How we steer

**Our answer is We@PORR.** With the Diversity Initiative, PORR plans and implements concrete measures in the area of diversity and equal opportunities. For each country, contact persons touch base regularly with staff from different areas and hierarchical levels in order to evaluate and further develop the projects on an ongoing basis. The implementation is demand-oriented and based on needs. The set of measures is reviewed by the CR Advisory Board and adapted if necessary. It is then submitted to the Executive Board and the Sustainability Committee of the Supervisory Board for evaluation.

The success of the measures is evaluated with the help of needs assessments via focus groups or working groups, pilot projects, Group-wide surveys and feedback forms before being summarised in an annual progress report.

[GRI 103-3](#)

## Our measures, our opportunities

For us, efficient diversity management means creating awareness, breaking down prejudice, and establishing a common understanding.

### We@PORR

With the We@PORR initiative, PORR is proactively promoting diversity in teams. It is also committed to key topics such as flexible working and sabbatical models to enable family and care provision and promote a healthy work-life balance. What counts here is not only the further strengthening of equal opportunities, but rather the active understanding and exploitation of diversity.

Throughout the Group, we strive to position ourselves long term as an attractive employer for new talent as a **Best Place to Work**. In addition, we focus on the sustainable retention of skilled workers and on promoting innovation through heterogeneous teams at every level of the hierarchy.

In recruiting and employer branding, we also ensure that the choice of words is as gender-neutral as possible, both in our job advertisements and on our careers page. This is of great importance as

it ensures that all genders feel they are being addressed by PORR as an employer from the outset, thereby preventing any accidental sense of exclusion.

### Women@PORR

Externally too, future female managers should be encouraged to join the construction industry as soon as possible. Targeted employer branding measures provide insights into apprenticeships, technical and commercial spheres, as well as interesting graduate positions. In this way, we want to show that the construction industry is also attractive for women. Awareness is raised through various initiatives such as the company’s own networking series Women@PORR and the Diversity Table. These platforms enable employees to exchange ideas and experiences and learn from each other. In addition, apprentices and junior managers are sensitised to diversity issues through special training courses. As part of the proud@PORR campaign, we use our own female role models to raise awareness, while our own age and generation management strategy sets the tone for the future.

As part of our HR development measures, we put the promotion of diversity and the importance of inclusion at the forefront of many programmes, be it in our executive training for top management or for our foremen, or in apprentice training. In our view, the importance of this topic cannot be addressed early enough in the training of our key workers of tomorrow.

Concrete measures to empower women:

- The mentoring programme – with women accounting for at least 50% of mentees – will continue in 2022.
- The two-part training programme “Empowerment training for women in the construction world” was also very well received in 2021. Newly added to the programme is the two-part training series entitled “Empowerment for women – career planning with a realistic view of gender” and the new topic “Women on construction sites” in the management training programme for foremen. In concrete terms, the topics are communication and patterns of dealing with women in the context of construction sites. Furthermore, the topic of diversity has also been integrated into the Group-wide leadership programme.
- In the area of childcare, PORR’s offers during the holidays were very popular: while observing strict Covid safety measures, both the “Adventure Camp” and the “Kids Week” went ahead as

planned in summer and proved a great success.

- The proportion of women in training to become future managers fell from 22.2% to 19.0% in 2021 as a result of Covid.

## Outlook

**Where we need to do better.** At PORR there is a strong need for improvement in the area of equal opportunities for women. A major problem here is the general image of the construction industry.

This is why we want to further expand awareness of job opportunities in the construction industry, with the continuous integration of the UN Women’s Empowerment Principles and stakeholder engagement. For example, we are planning our own social media campaigns in the area of external communications, which will specifically target women for different areas and vacancies and raise awareness of the issue of women in the construction industry. The “Women@PORR” initiative should be communicated more intensively via the PORR careers website. Female staff will act as role models and report on their day-to-day work.

## UN Women’s Empowerment Principles



**Principle 1**  
Establish high-level corporate leadership for gender equality.



**Principle 5**  
Implement enterprise development, supply chain and marketing practices that empower women.



**Principle 2**  
Treat all women and men fairly at work - respect and support human rights and nondiscrimination.



**Principle 6**  
Promote equality through community initiatives and advocacy.



**Principle 3**  
Ensure the health, safety and well-being of all women and men workers.



**Principle 7**  
Measure and publicly report on progress to achieve gender equality.



**Principle 4**  
Promote education, training and professional development for women.

 Status quo of progress made at PORR







# Shaping social coexistence

## All human beings are born free and equal in dignity and rights.

This is not only the central message of the Universal Declaration of Human Rights but equally valid as a principle for daily coexistence. We are committed to respecting and promoting human rights and follow internationally recognised guidelines such as the ten principles of the UN Global Compact.

In doing so, PORR focuses on the issues within its sphere of influence as a company. Various internal sets of rules and principles form the basis for PORR's corporate governance, which is lived throughout the company and implemented with all stakeholders. As an employer with a bright future, we have a lot to offer: flat hierarchies offering entrepreneurial freedom, appreciation and shoulder-to-shoulder cooperation, as well as many opportunities to shape the work-life balance.

The action field **Shaping social coexistence** includes the following key topics:

- Respect for human rights and employment

## Our success stories

- **Attractive and flexible working time models expanded**
- **No human rights violations observed**
- **Promoting the strengths of every staff member through wide range of education options**
- **Procurement management to safeguard human rights further extended**

# Respect for human rights and employment



## Trends and challenges

**Fair and transparent conditions, across the board.** More precisely, respect for human rights in the world of work is the responsibility of companies, especially when they operate internationally. The aim is to ensure that human rights are respected along the entire value chain. A fair workplace is also associated with salary transparency, work-life balance and flexible working models. In terms of investors, the issue of human rights has an ever-increasing influence on investment decisions.

At the latest since the onset of the Covid pandemic, working from home is no longer a foreign concept in most companies. And this development has brought with it a change of expectations in the workplace. Many people want more balance between work and leisure. For companies, this means, on the one hand, focusing on transparent communication, the ability to listen to criticism and adapt to the new needs of employees. On the other hand, it is important to offer attractive and flexible working models. Employee demands for salaries to be disclosed not only implies more fairness with regard to the gender pay gap. It also implies

more success in salary negotiations and so simpler hiring processes too. In line with SDG 8, decent working conditions should be made possible for all.

[GRI 102-15](#)

## Management approach

### Spotlight on human rights

**Clear commitments. Binding rules.** Our principle is clear and irrevocable: Respect for human rights is a central prerequisite for all economic activity at PORR. This is quite a challenge in practice, as the industry is characterised by very complex subcontractor levels and supply chains. This is because there is a risk of intransparency and the violation of workers' rights. That is why we have committed to a whole series of principles to reduce the risk of human rights violations as far as possible, both at our own sites and throughout the entire supply chain. Our approaches are reflected in the Human Rights Policy, the PORR Principles and the Codes of Conduct for staff and business partners. We are committed to the principles of the UN Global Compact and to fulfilling the SDGs. Child labour

and forced labour on our construction sites and within our sphere of influence is not tolerated. PORR guarantees its staff freedom of association and the right to collective bargaining. We also believe in fair pay in accordance with the principle of equal treatment.

What else is important to us:

- Comprehensive procurement management is applied to ensure human rights and fair employment are observed throughout the value chain (from page 96). This is promoted through a selective choice of suppliers, regular audits, master datasheets and exclusion criteria
- Measures in the area of occupational safety and workplace health promotion (from page 70) prevent hazards and unsafe practices in the workplace that may endanger health.
- The strengths of every employee are nurtured via a focus on diversity and equal opportunities (from page 82) and a diverse range of training and development opportunities.
- Through strict guidelines relating to ethics and compliance (from page 102), the aspect of human rights should be monitored internally and in cooperation with cooperation partners and subcontractors.
- PORR is responding to the changing expectations of the workplace with Group-wide HR management. Flexible working time models, gender-neutral pay and digitalised collaboration are just a few examples here. This is the only way for PORR to live up to its responsibility as a fair employer and keep competent professionals in the company long term.

[GRI 103-1, 407-1](#)

## Risks and impacts

Human rights violations in business operations

### Internal impacts:

- Consequences under criminal law
- Negative impacts on tendering process
- Recruitment problems
- Damage to image

### External impacts

- Violation of fundamental rights (child labour, forced labour etc.)
- Loss of democracy and freedom
- Physical and mental health problems
- Social tension
- Damage to the national economy

[GRI 102-15, 103-1](#)

## Our guiding principles

The following guiding principles in particular are of central importance to our human rights activities and policies:

- Codes of Conduct for staff and business partners
- PORR Principles
- Guidelines for avoiding illegal employment and social dumping
- Master datasheet for suppliers

## Our responsibilities

The Executive Board is responsible for managing the topic of human rights. They drive the topic together with the Chief Compliance Officer and the CR department. Contact points for human rights concerns include local committees, experts from Human Resources, Occupational Safety, and the European Works Council, and the Mental Health and Conflict Counselling Unit. In addition, human rights violations can be reported directly to the Compliance Officer. Cross-functional teams work closely together to design and implement appropriate countermeasures. These teams consist of compliance experts as well as the operational procurement unit and, if necessary, other specialist departments. Responsibility for the implementation and follow-up of the relevant measures lies with the respective departments.

[GRI 103-2](#)

## Partnerships and initiatives

- UN Global Compact
- Unternehmen für Familien
- Verein zur Förderung fairer Bedingungen am Bau e.V.
- Workers Welfare Forum

[GRI 102-12, 102-13](#)

## Target

	Target horizon		Status quo
	2025	2030	
Group-wide awareness-raising campaign	🕒		🕒

🕒 Timeframe    ✅ Achieved    ➡ Underway    🕒 Planned

## How we steer

**What we rely on: checks, talks, surveys.** Under the ISO 45001 management system, human rights aspects have been integrated into organisational processes and checked. The implementation of the aforementioned guidelines is monitored by means of annual checks to assess validity. Selective supplier selection and evaluation as well as random audits of the business locations by the compliance department ensure the proper implementation of the measures. Any misconduct in the supply chain is recorded and evaluated in the supplier management system and, depending on its severity, can have negative consequences for the company concerned.

Checks on adherence to human rights, for example with regard to child labour or forced labour, are carried out in the course of compliance audits. In the reporting period, these audits had to be reduced for reasons related to Covid, but still took place at 54 locations. No breaches were found, especially as the risk of human rights violations for PORR employees on the European home markets is extremely low.

In addition, the Group Human Resources department, together with other employment-related divisions, reviews the current status quo on the basis of the key indicators – such as staff turnover or training data for example. Additional management tools include Group-wide surveys, performance reviews and the online feedback tool **PORR Principles Compass**. These tools give managers the option for self-assessment so that they can subsequently compare the way they see themselves with the assessment of their colleagues. In consultation with the Executive Board, the implemented measures may be updated wherever necessary.

[GRI 103-3, 408-1, 409-1, 412-1](#)

## Our measures, our opportunities

**Our clear priority:** non-discrimination, transparency, protection and the wellbeing of all staff members are top priorities at PORR. In addition, PORR focuses on flexible employment relationships, own staff and fair pay. One thing is clear: we cannot meet challenges in the area of human rights on our own, but only together with all our stakeholders.

## Transparent working conditions

**Benefits for all, individualised working time models.** PORR generally employs permanent staff. The range of working from home options has been expanded and flexitime models and sabbaticals are available to employees. Depending on the country and the legal situation, various working time models and forms can be used. Benefits for employees are also available to all employees equally – there is no differentiation between full-time and part-time employment. PORR caters to the different needs of its employees within the framework of part-time contracts. In the reporting period, almost 1,049 people, 5.3% of the workforce, were working under individual employment contracts.

[GRI 401-2](#)

For major projects and in the event of short-term labour peaks or follow-up orders, PORR works with selected local manpower leasing companies. An in-depth vendor selection process is conducted before concluding framework agreements with explicit reference to compliance with local legal requirements on issues such as pay, collective agreements, working hours, etc. The weather-related fluctuations in the employment figures for waged workers are steadily declining. The corresponding employment-specific data is gathered from the payroll systems via standard analysis.

Remuneration at PORR is based on the principle of equal treatment and there is no difference in pay based on gender. In most countries, salaries are governed by collective agreements and exceed the statutory minimum wage. As of 31 December 2021, 97.6% of the workforce were paid under collective agreements. Payment exceeding the collective agreements was made based on qualifications. The guidelines to avoid illegal employment and social dumping are designed to prevent such abuses as is the Code of Conduct for business partners, which is mandatory. The ISHAP personnel documentation system and framework agreements with manpower leasing companies are intended to ensure, among other things, that no wage or social dumping occurs with contract workers or temps. This allows minimum wages to be observed and undeclared work avoided.

[GRI 102-41, 202-1, 405-2](#)

Health insurance for all employees is a given. PORR does not offer its staff any performance-based benefit plans. There are only minimal exceptions, for which provisions are formed in the balance sheet. Defined benefit pension plans are offered in Germany, Austria and Switzerland.

[GRI 201-3](#)

## Focus on the Gulf region

**The easiest way is not always the best.** That is why we go above and beyond the legal requirements. In project countries such as Qatar and the UAE, great care is also taken to ensure that the PORR Group's human rights policy is actively embraced. Even though labour law in the UAE diverges slightly from that in Qatar, the same approaches and minimum standards apply in principle in both countries. PORR implements various (preventative) measures to ensure that all legal and internal guidelines and directives are upheld at the highest level. In the UAE, PORR works exclusively with personnel from manpower leasing agencies. The selection process is carried out according to strict guidelines. PORR personnel experts check all contract offers together with two managing directors. This three-way check ensures that any possible irregularities are excluded in advance.

In Qatar, worker rights are governed by legislation such as the Dhaka Principles, whereby the PORR Qatar guidelines also address the respective issues. All workers have guaranteed freedom of movement and receive an original copy of their work contract. They are informed about all legal occupational health and safety aspects and retain possession of their passport and other personal documents. A grievance system for workers is in place to facilitate open communication. In cooperation with the **Workers Welfare Forum**, their needs are addressed together with the waged workers and any potential conflicts are resolved.

Particular attention is paid to protecting workers and ensuring their safety on construction sites. An internal training programme specifically focused on occupational safety provides additional support when realising projects. Staff receive further education and training through a range of internal and external measures. In Qatar the workers' basic pay exceeds the newly introduced minimum wage and it is also well above the statutory minimum in the UAE. In addition, accommodation, transport, food and sports facilities, for example, are provided free of charge. Different ethnic requirements are catered to in the choice of food and freedom to practice any religion is assured.

## Outlook

We are constantly developing our tools for monitoring adherence to human rights along the value chain. This includes current developments with regard to both employment and human rights. In order to raise awareness of these issues, we want to expand our cooperation with NGOs. After all, the challenges in this area will remain a factor in the future.

Regarding employment, talent should be secured long-term through the strategic realignment of PORR's employer image in 2022. This strategy will focus on collaboration with key schools and universities in our locations, a redesign of the careers website and the development of career-related social media channels.



# Better Governance \_\_\_\_\_





Complex supply chains demand  
strong transparency.





Ensuring fair working conditions is part of the solution.



# Ethics and fairness as business principles

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**Fairness has two prerequisites: Transparency and consistency. PORR lives this at every level.**

Who says A must say B. Translated for PORR, this means: Whoever says E (for ethics) and takes C seriously (for compliance) must also accept R (for ramifications). PORR has done precisely that. Since the company takes its ethical responsibilities seriously and since actions should follow from beliefs, PORR has withdrawn from any politically unstable countries with unclear legal situations.

Behind this attitude is the clear conviction that ethical, fair and transparent action should not only be a company's basic values, but that this is ultimately the essence of responsible corporate governance. And this does not only apply to our own actions. PORR makes great efforts to ensure compliance with high social and environmental standards along the entire supply chain and with subcontractors – and not only to ensure this, but also to consistently demand compliance with these standards. With complex supply chains in a highly fragmented construction environment, this is definitely a challenge.

## **More than a mere standard**

The relevance of compliance has increased considerably in recent years. The task here is to select suppliers on the basis of regular audits and spot checks as well as clearly defined exclusion criteria. Personnel documentation systems such as ISHAP as well as framework agreements with manpower leasing companies are effective instruments to prevent wage and social dumping among temporary and contract workers. PORR has long since done away with cash in hand. Instead, there is even more training on all relevant compliance issues.

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High social and environmental standards are a must along the entire supply chain.

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With a workforce of around 20,000 people from almost 80 nations, diversity is a decisive success factor at PORR.

PORR also works with staff from temporary employment agencies. They are obliged to comply with all legal and internal guidelines and procedures at the highest level. The selection of these companies is based on a multiple-control principle to ensure that possible any irregularities are ruled out in advance.

#### External monitoring

Despite every effort being made, misconduct cannot always be ruled out. The crucial thing then is to react consistently. For example, PORR cooperated fully with the authorities in connection with anti-competitive agreements in Austria. As a consequence of the incidents, the company has expanded the existing whistleblowing system, strengthened compliance aspects in the recruiting process, and adapted the bonus system accordingly. In addition, the certification and standards specialist Austrian Standards has been commissioned with external compliance monitoring. And internal processes have also been tightened up: every formation of a consortium now requires special approval from the legal department.

#### Pioneer in compliance

It is no coincidence that the company has reacted so consistently to these misdemeanours: PORR has been a pioneer in the fight against corruption. Since 2017, it has been the first construction company in Europe to hold certification to ISO 37001 (Anti-Bribery Management) and ISO 19600 (Compliance Management Systems) and also complies with ONR 192050 (Compliance Management Systems). The message of these measures and activities is clear: corruption has no place in the PORR Group! And this also applies to every supplier.

#### Short routes to the local economy

But compliance does not just mean adhering to moral and ethical standards and monitoring them – that would be something of a shame. Compliance also means shaping things for the better. For PORR as a construction company, this includes the intensive involvement of all stakeholders, which takes place at many levels and with a wide range of instruments. It also means strengthening the local economy through deliberate procurement management. This is not folklore, but an integral part of PORR's ESG strategy. After all, the Covid-related lockdowns and border closures dramatically demonstrated the vulnerability of complex international supply chains. For years now, PORR has been pursuing a procurement strategy involving short routes. And to great success: on average, PORR is able to carry out around 85% of procurement on its home markets (incl. Norway) with local partner companies. This not only proved its worth during the pandemic but also plays an important part in crisis resilience and preventing environmental pollution.



Careful procurement management allows PORR to strengthen the local economy.

### Key indicators

	2021	Change	2020	2019	2018
Production output (EUR m)	5,727	10.5%	5,185	5,570	5,593
Order backlog <sup>1</sup> (EUR m)	7,764	9.9%	7,067	6,298	6,328
Order intake <sup>1</sup> (EUR m)	6,414	8.6%	5,905	5,437	5,822
EBITDA (EUR m)	287.5	> 100.0%	131.4	216.2	219.5
EBIT (EUR m)	95.2	< -100.0%	-37.2	54.7	92.3
EBT (EUR m)	85.4	< -100.0%	-51.0	37.4	88.1
Consolidated profit (EUR m)	61.0	< -100.0%	-42.4	27.8	66.2
Equity (incl. non-controlling interests) (EUR m)	824	26.7%	651	599	618
Equity ratio (%)	20.3%	1.8 PP	18.5%	16.4%	19.9%
Net debt/net cash <sup>2</sup> (EUR m)	-65	< -100.0%	135	346	150
Average staffing level	20,177	-0.1%	20,193	19,828	19,014

<sup>1</sup> Both the order backlog and the order intake have been adjusted for the projects A1 Leverkusen Bridge and H51 Pfrons – Brenner. The comparative figures have been restated retrospectively.

<sup>2</sup> The definition of net debt was adjusted retrospectively as of 31 December 2021, so that an improved presentation is now given. Further details can be found in the notes to the consolidated financial statements, note 44.1.

# Sustainable procurement

Transparency is a question of honour for us. And we expect the same from our suppliers.

Our holistic approach covers the entire supply chain from the extraction of raw materials to the disposal or recycling of used and installed materials towards a circular economy. For this, we take care to have the right partner by our side every time and to guarantee decent social and environmental standards within our supply chain. PORR is committed to using sustainable construction materials and driving forward innovation. We value local procurement and short transport routes.

The training provided in the course of supplier days on the topic of sustainability us to raise awareness in everyday work practices and in the supply chain.

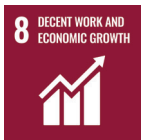
The action field **Sustainable procurement** covers the following material topic:

- Social and environmental standards in the supply chain

## Our success stories

- **Sustainability training** carried out for lead and local buyers
- **86% goods procured locally**
- **1,500 suppliers checked for environmental impacts**
- Additional rollout of **SAP MM and SAP ARIBA**
- Nationwide coverage of **ISHAP**

## Social and environmental standards in the supply chain



### Trends and challenges

**Agility, efficiency and resilience required.** Procurement faces multiple challenges ranging from the Covid pandemic and its consequences to trade sanctions and strikes, to skyrocketing prices for raw materials, increased calls for sustainable sourcing practices, and skills shortages. Against this backdrop, the limited availability of raw materials coupled with the simultaneous increase in demand from emerging countries takes on a special status. In addition, there is a clear trend towards digital process optimisation. In order to be able to react to these developments and challenges as promptly as possible, procurement teams must be able to complete their tasks even faster and better. Efficient supply chain risk management, maintaining close supplier relationships and ensuring agile and resilient procurement management all have a central role in this. Without them, it is impossible to identify and avoid potential supply bottlenecks or even failures at an early stage. This year of fundamental changes has shown that the procurement department must contribute both to stabilising the company and to ensuring business continuity.

102-15

### Management approach

#### **Stability despite complexity**

Due to the large number of suppliers and subcontractors in the industry and the complex supply chain, PORR relies on long-term, stable supplier relationships and local procurement. Compliance with social and environmental standards and the smooth delivery of goods are the focus of our activities along with comprehensive cost and quality assurance. Complex supply chains run the risk of a lack of transparency and make it more difficult to monitor compliance with internal social, environmental and quality standards. Against this backdrop, sustainable supplier management is a top priority at PORR. For PORR, responsible procurement means reducing the number of suppliers, maintaining close personal exchanges between buyers and suppliers, and using lead buyers for primary product groups.

## Risks and impacts

Violations relating to human rights, employee and social affairs and environmental matters

### Internal impacts:

- Prosecutions (e.g. human rights violations)
- Increased project costs due to construction delays
- Damage to image
- Increased external controls
- Negative impacts on tender process
- Prosecutions (e.g. due to environmental damage)
- Cost increases in fuel and energy due to higher environmental impact
- Higher costs through temporary bans/protected areas
- Cost increases caused by remediation of contaminated soil

### External impacts:

- Violation of fundamental rights (child labour, forced labour, fair pay etc.)
- Increase in accidents at work and early retirement
- Increased mental stress due to lack of competencies
- Health impacts (noise, dust, vibrations)
- Wasting or squandering resources
- Use of environmentally damaging materials and/or increased waste generated
- Damage to the environment caused by emissions (CO<sub>2</sub>, exhaust fumes, particulate emissions)
- Light emissions
- Higher energy consumption (e.g. cement production, long transport routes)
- Longer heatwaves caused by building up natural areas
- Increased climate change
- Environmental impact through construction activity
- Loss of habitats and cultural treasures
- Increased risk of extreme weather events/natural hazards
- Preventing circular economy

[GRI 102-15, 103-1](#)

## Our guiding principles

With the help of various requirements, standards and guidelines, we increase quality and cooperation in the procurement process and promote economic, environmental and social sustainability in the supply chain.

- Codes of Conduct for staff and business partners
- Set of sustainability criteria for procurement
- Master datasheet for suppliers
- Procurement guidelines
- Sustainability strategy
- Supplier audit protocol
- ISHAP personnel documentation system

## Our responsibilities

Our holistic approach to sustainable construction extends to the procurement of construction materials and the related suppliers. They are centrally managed by the Head of Group Procurement in coordination with the CFO and analysed and reviewed in the Sustainability Committee, which meets every six months. The lead and local buyers are responsible for implementing the Group-wide guidelines and monitoring compliance.

## Partnerships and initiatives

- Federal Association Materials Management, Purchasing and Logistics
- EcoVadis
- Stakeholder Dialogue Forum

[GRI 102-12, 102-13, 103-2](#)



## Targets

	Target horizon		Status quo
	2025	2030	
Group-wide rollout of SAP MM and SAP ARIBA	⊙		↔
Implementing an energy database for purchasing	⊙		↔
Introduction of ISHAP with complete coverage (personnel documentation and verification system)	⊙		✓
Update supplier evaluation system	⊙		✓
Increase volume of sustainable materials purchased by 20%		⊙	↔
Implementing a subcontractor database		⊙	↔
Group-wide implementation of the price-trend database with a focus on sustainability	⊙		↔
Sustainability training for lead buyers and local buyers	⊙		↔
Closer checks on sustainability criteria when conducting supplier audits		⊙	↔
Increased focus on regional procurement and local cooperation	⊙		↔

⊙ Timeframe    ✓ Achieved    ↔ Underway    ⓘ Planned

## How we steer

**Traffic light system for suppliers.** The procurement process is controlled and monitored by means of supplier evaluations, the supplier management system and the associated database. Incidents or deviations in the areas of environment or social aspects are recorded while the project is being implemented, i.e. directly on the construction site, noted in the supplier database and evaluated using the traffic light system. Before any building materials are installed, checks are made on the certification of the products supplied. The Group Procurement department analyses the evaluation findings.

Failing to comply with the applicable standards in the social, environmental and economic areas can lead to the supplier being blacklisted. Annual customer feedback meetings serve as a further tool for evaluation. PORR regulates cooperation via the Group-wide procurement policy, the master datasheet for suppliers, the audit protocol, the set of sustainability criteria for procurement and the Code of Conduct for business partners. These standards are regularly reviewed and revised if necessary. In addition, the supplier evaluation sets out minimum and exclusion criteria for the areas of corporate governance as well as social and environmental issues. The listed guidelines, assessment methods, etc. refer to topics such as labour and safety practices, respect for human rights, and environmental standards.

[GRI 103-3](#)

## Our measures, our opportunities

In view of the global developments and the supply bottlenecks caused by the pandemic, it has become clear that Group Procurement must be able to safeguard business operations – in PORR's case, realising construction projects.

## Transparent supply chain

In procurement, the commissioned suppliers are divided into three business types: materials buyers, subcontractors and service providers. These are based in the different countries. Materials procurement can have either a regional or cross-regional focus, while subcontractors and service providers are predominantly active only in their regions. Qatar and the UAE, which are heavily import-dependent, are an exception here.

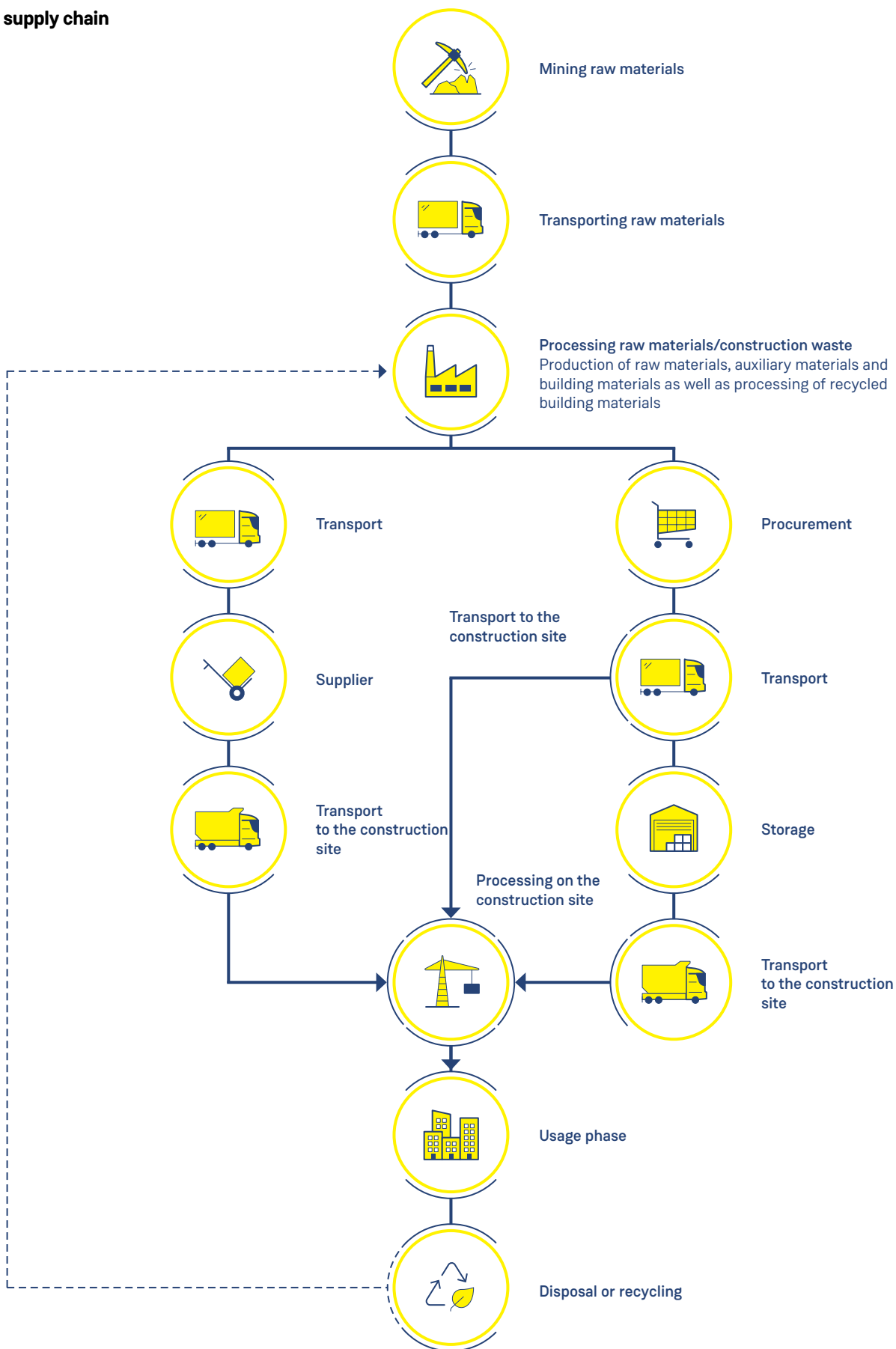
The procurement policy sets out the supply chain and describes it in detail. The supply chain model encompasses all procurement activities, defining and planning them step by step in order to achieve the defined goals. The supply chain affects all construction processes from the public procurement, design and build phases to the final approval of investments. The procurement segments of the commodity groups break down as follows:

- Energy/fuels
- Water
- Steel/reinforcement
- Concrete/gravel
- Construction materials (formwork, timber, stone)
- Asphalt/bitumen
- C-parts
- Commodities/IT
- Subcontractors for labour

Asphalt, crushed stone and recycled materials are partly produced by PORR itself and used for its own construction activities.

[GRI 102-9](#)

**Our supply chain**



## Promoting local procurement

**The closer, the better.** Supporting the local economy is a key lever in sustainable procurement. Regional procurement is a priority, but it depends on the local availability of raw materials and supplies and can fluctuate depending on the project or location. Local procurement must not fall outside the area of the main business location and a maximum distance of 150 km in any direction.

As part of the solution, PORR has already achieved a great deal here: looking at Group-wide procurement, local suppliers account for around 86%. This includes all home markets and almost every project market. Specifically, this means that around 80% of the procurement budget in Austria was spent at local level, along with roughly 97% and 98% in the Czech Republic and Poland respectively and around 70% in both Germany and Norway. In Romania and Slovakia this figure is 95% and in Switzerland it is about 90%.

The situation is different in Qatar and the UAE. Given their situation with resources, these countries are heavily dependent on imports for building materials. In light of this, a local procurement rate of about 20% is assumed and this is why special projects are in place to support local industry. This includes the “Local Industry Participation Plan”, which PORR Qatar supports as part of a joint venture. In this way, PORR Qatar supports and employs local companies and businesses. It is common practice to use competitive local products for large projects, but the complexity of the projects – especially in tunnelling and stadium construction – requires materials that are not available on the Qatari market. The ultimate aim is to increase the capacity of Qatari products, improve the participation of local factories in development projects, and encourage new and existing national investors to invest in the establishment of new factories.

[GRI 204-1](#)

## Environmental and social aspects

PORR’s long-term goal is to minimise or, if possible, avoid any negative environmental and social consequences. The construction industry is particularly affected by increased CO<sub>2</sub> emissions. Especially in overseas countries, increased CO<sub>2</sub> emissions occur due to transport via land, sea or air. Other negative factors include the disposal of non-renewable insulation materials that take up a lot of landfill space or the high plastic content of packaging. An additional source of risk is accidental leaks of oils or other operating materials.

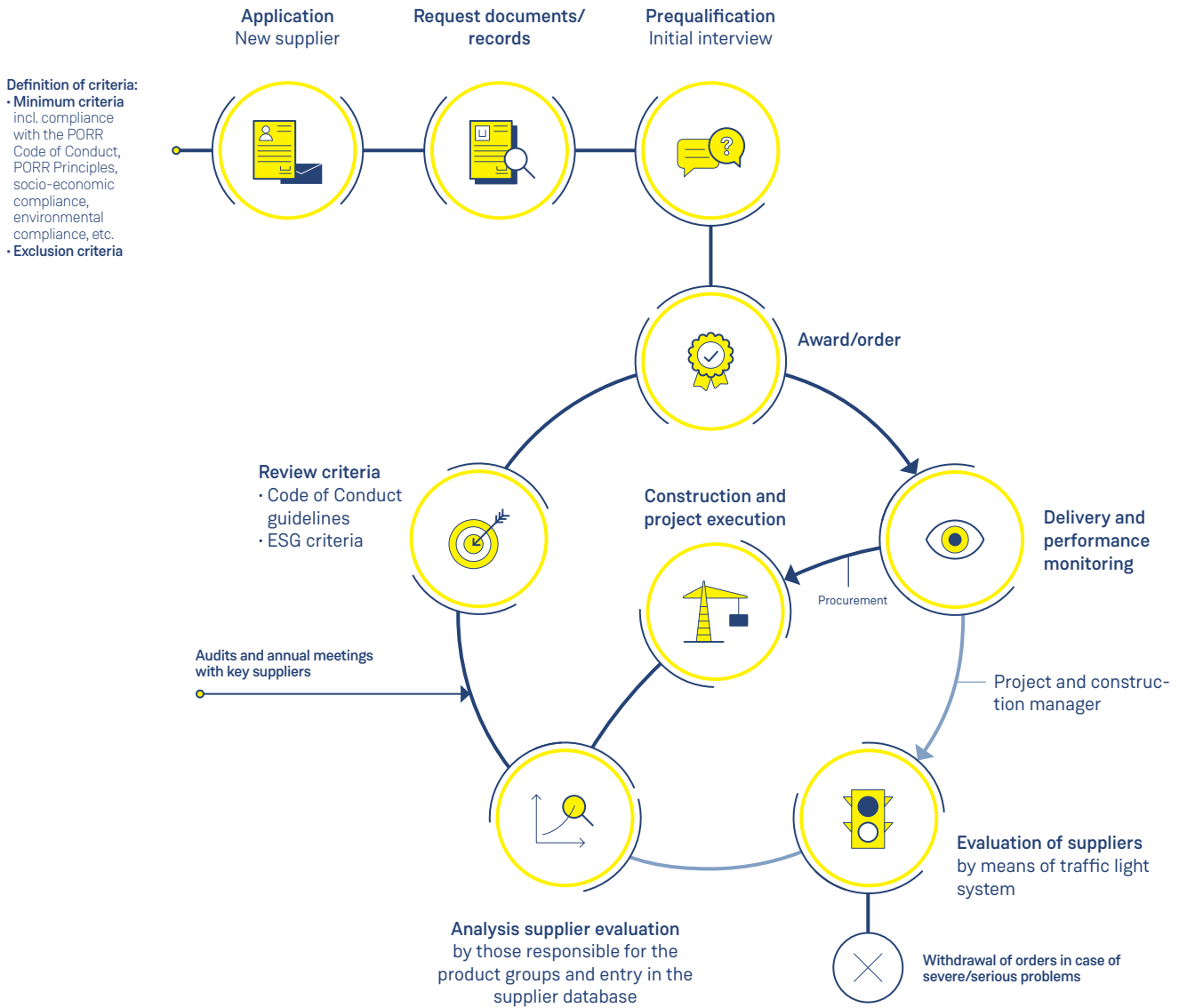
We put a high degree of care into maintaining our supplier relationships. In the reporting period, no cooperation initiatives were terminated on the grounds of significant negative environmental and social impacts or human rights violations. Furthermore, no risks were identified in the supply chain. These would mainly include human rights-related issues such as freedom of association and collective bargaining, forced labour or child labour.

[GRI 307-1, 308-2, 414-2](#)

The set of sustainability criteria for procurement provides guidelines for the Group-wide segments of materials buyers, subcontractors and service providers. Cooperation partners are asked to align themselves to the criteria and instructions listed and thereby contribute to greater sustainability in procurement. The mandatory Code of Conduct for business partners, which is available on the PORR website, also sets out clear rules of behaviour. This aims to achieve greater sustainability in procurement and more efficient cooperation in the supply chain. The lead and local buyers evaluate suppliers in terms of their compliance with the company’s internal guidelines. To facilitate a better overview, the corresponding process is shown below as a graphic.

[GRI 204-1, 308-2, 414-2](#)

**Supplier evaluation system**



**Stakeholder engagement**

The proactive involvement of internal stakeholders and suppliers in PORR’s sustainability activities is essential to the company’s success. These exchanges take place both at the internal annual buyers’ conference and externally in the course of the **Stakeholder Dialogue Forum**. In 2021, the pandemic meant that the event had to be postponed to 2022. Here we promote lively discussions on the topic of climate change as well as approaches to a climate-neutral construction site. Dialogue also takes place via Group-wide stakeholder surveys, feedback discussions and negotiations throughout the year. A further opportunity to meet and share ideas comes at events like trade fairs attended by colleagues from the Procurement department.

**Outlook**

In addition to the ISO 26000 standard already implemented in the company, PORR has decided to further improve its sustainable procurement strategy and adopt an international guideline. With ISO 20400 on sustainable procurement, PORR wants to align its purchasing even more closely with ecological, economic and social sustainability and take on more responsibility for the supply chain – another way of being part of the solution.



# Responsible corporate governance

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**Responsibility begins with us.** PORR aims to be a responsible and reliable partner. We achieve this by creating an atmosphere of togetherness and ensuring that our actions follow not only the laws of the land but our own guidelines. Our corporate governance is an essential cornerstone of our corporate culture and extends to every area of our company. PORR is committed to the highest compliance standards and transparent action, day in, day out.

The action field **Responsible corporate governance** addresses the following material topic:

- Ethics and compliance

## Our success stories

- **High customer satisfaction** confirmed
- **Training programme in anti-bribery, cartel and competition law** expanded in every Group language
- **Constant increase in inspections of branch offices and sites**

## Ethics and compliance



### Trends and challenges

**Growing requirements in the field of compliance.** The relevance of compliance has increased sharply in recent years because of the growing complexity of regulatory and legal framework conditions. This has also led to a rise in the expectations that relevant stakeholder groups have of companies in terms of implementing and documenting these requirements consistently. This is achieved by means of coordinated compliance and risk management systems. Progressive digitalisation also has a major influence, especially in the area of tax compliance and data protection. However, the lack of a uniform tax system at international level makes it difficult to record tax-related transactions. This makes responsible corporate governance all the more important. It allows penalties and fines to be avoided and any damage to the company's image prevented while also ensuring effective protection against data misuse as well as a high level of customer satisfaction.

[GRI 102-15](#)

### Management approach

#### Act on our values

**Trust counts.** Ethical, fair and transparent action is not only in line with our corporate principles, but also provides stability in times of change. In addition, it represents the essence of responsible corporate governance. Especially in the highly fragmented construction environment, where compliance is essential. Acting in a legally compliant and transparent manner is a top priority for PORR. This is the only way to build trust with stakeholders and put responsible business practices front and centre.

The PORR Group has a compliance management system in place covering all relevant aspects. This includes anti-corruption, anti-trust and competition law, wage and social dumping and the disclosure of insider knowledge relevant to the share price in terms of issuer compliance. Advice on ethical conduct is provided by the internal compliance organisation, ombudsmen (in Poland) and externally via legal counsel as well as via the compliance monitoring newly introduced in 2021 by experienced and respected compliance experts.

The PORR Principles define the corporate culture: Reliability, Shoulder to Shoulder, Appreciation, Passion and Pioneering Spirit. In addition, every staff member must adhere to the business ethics set out in the Code of Conduct. PORR is also fully committed to

tax compliance, which is embedded in the Code of Conduct and is binding for everyone. Compliance rules are strictly adhered to outside the company as well. This is laid down in the Code of Conduct for business partners and checked by means of regular supplier audits.

The careful handling of personal data is also ensured by the compliance management system. This minimises risks, ensures the quality of products and services and, not least, the reputation of PORR. The result is reflected in greater trust felt by customers, business partners and the authorities.

[GRI 102-16, 103-1](#)

### Risks and impacts

- Unfair competition and corruption in business activities and supply chain
- Violation of the General Data Protection Regulation (GDPR)

#### Internal impacts:

- Damage to image
- Legal consequences
- Distortion impacts/exclusion from tender processes
- Negative impact on share price
- Limited financing options

#### External impacts:

- Damaging the business location
- Subverting the rule of law
- Loss of tax revenue
- Wasting of public funds
- Increase in public legal fees

[GRI 102-15, 103-1](#)

### Our guiding principles

Our compliance system is based on our principles. These include Group-wide guidelines, requirements and guiding principles that are binding for all stakeholders along the construction value chain:

- Codes of Conduct for staff and business partners
- PORR Principles
- Sustainability strategy
- PORR Tax Policy
- Confidentiality declaration for data protection

The most important guidelines include:

- Issuer compliance
- Anti-corruption
- Business Partner Check
- Antitrust and competition law
- Employment of foreigners and wage and social dumping
- Conflicts of interest
- Group tax directive
- Prevention of money laundering and terrorist financing
- Search warrants
- External site inspections
- Data protection

[GRI 102-16, 205-2](#)

### Our responsibilities

The Chief Compliance Officer, who works closely with the Internal Audit department and the Legal department, monitors adherence to the compliance guidelines. The Group Tax department, in coordination with the CFO, is responsible for the Group-wide tax policy and tax guidelines as well as their compliance. The Data Protection Compliance Officers (DCOs) for each country as well as Data Protection Coordinators in each majority holding and the Data Protection Chief Compliance Officer (DCCO) are responsible for the implementation of the data protection requirements. The Group Risk Management department is responsible for the early identification of opportunities and risks, minimising dangers/risks on the one hand and maximising opportunities on the other. The Head of IMS & Process Management, in turn, controls and monitors Group-wide compliance with the Integrated Management System.

### Partnerships and initiatives

- Austrian Standards
- Transparency International

[GRI 102-12, 103-2](#)

## Targets

	Target horizon		Status quo
	2025	2030	
Further strengthening compliance awareness	⊙		✔
Expanding training programme on anti-corruption and antitrust law in all of the Group's languages	⊙		✔
Increase spot checks at branch offices and sites by 35%	⊙		✔
Certification of the management system to prevent money laundering and terrorist financing	⊙		Ⓜ
Maintaining and optimising good sustainability ratings	⊙		↔
Expanding public sustainability engagement		⊙	↔

⊙ Timeframe    ✔ Achieved    ↔ Underway    Ⓜ Planned

## How we steer

**Something to be proud of:** In 2017, PORR was the first construction company in Europe to meet the requirements for certification to ISO 37001 (anti-bribery management) and ISO 19600 (compliance management systems) as well as ONR 192050 (compliance management systems). The changeover from ISO 19600 to the new ISO 37301 standard took place in 2021. PORR's quality management system is certified to ISO 9001.

### Group compliance

The compliance guidelines inform all staff in the Group, including subsidiaries and associated companies with majority shareholdings (PORR), about the existing regulations regarding bribery and corruption. It goes without saying that the policy is constantly updated to reflect changes in the law. The compliance management system is constantly monitored through risk analyses, checks and internal audits. Misconduct is punished and at the same time often provides starting points for improvements to the regulations.

Compliance rules are also strictly observed outside the company. Internal Audit monitors the efficiency of the compliance management system and regularly and randomly audits all PORR business locations and processes. The reports are discussed with the Executive Board and special audits are also carried out if required.

[GRI 103-3](#)

### Tax compliance

In the area of tax compliance, the Group Tax department monitors compliance with the relevant standards together with Internal Audit. PORR AG, as the parent company, manages the country-by-country reporting for all PORR companies and submits the report to the competent Austrian tax office.

[GRI 207-4](#)

## Our compliance system at a glance



### Data protection compliance

The DCCO Office handles data protection incidents, complaints from data subjects and enquiries from the data protection authorities. The data protection team, in cooperation with the legal department, is responsible for implementing the EU's General Data Protection Regulation (GDPR), advises PORR staff and reports on implementation at PORR on a quarterly basis. PORR AG, headquartered in Vienna, Austria, falls under the jurisdiction of the Austrian Data Protection Authority in 1030 Vienna.

[GRI 103-3](#)

## Our measures, our opportunities

Because the topic of ethics and compliance is especially important to us – as confirmed by the materiality analysis – aspects specific to each area are dealt with separately and in more detail. These can be divided into compliance, risk management, customer satisfaction and quality management, data protection and tax compliance.

### Successful compliance

**Lots of information, but zero tolerance.** Law-abiding and transparent behaviour is the top priority at PORR. We have a zero-tolerance approach when it comes to corruption. This is binding for every stakeholder. There are no exceptions, as unfair business practices can cause lasting damage to PORR's reputation and bring the company into disrepute. In addition to the aforementioned guidelines and policies, PORR has taken further countermeasures in recent years to prevent dishonest business practices as well as unfair competition. In recent years, for example, the Group has successively and consistently withdrawn from politically unstable countries with unclear legal situations. Accordingly, PORR does not process any orders in countries with a low CPI value (Corruption Perceptions Index: scale from 0-100, 0 = very corrupt). In the period under review, 54 out of 220 locations were monitored for corruption risks and no corruption risks were determined. Accordingly, the company is not affected by any public corruption proceedings. In order to continuously raise awareness, PORR increasingly promotes training, communication and information as well as the direct identification of any potential pitfalls.

[GRI 102-17, 205-1, 205-2, 205-3](#)

PORR's position on political lobbying is clear: the company does not engage in lobbying. This includes both the employment of its own lobbyists and the financing of corresponding law firms. However, the company does provide input on political issues as

part of its engagement with statutory professional associations and organisations.

According to PORR's internal sponsoring guidelines, donations to political parties are not permitted. The guidelines only allow donations to social, cultural or sporting institutions, whereby the majority of recipients of donations are longstanding cooperation partners of PORR.

[GRI 415-1](#)

Violations regulated by the Market Abuse Regulation (issuer compliance) as well as violations related to money laundering or terrorist financing can be reported through two channels. On the one hand, they can be disclosed using the email address [compliance@porr.at](mailto:compliance@porr.at). Secondly, a whistleblowing platform enables anonymised two-way communication for everyone via the PORR homepage. It covers all national legal requirements and already meets almost all of the requirements of the EU Whistleblowing Directive. Although this came into force at European level on 17 December 2021, it has not yet resulted in almost any national legislation. The platform can only be analysed by the Chief Compliance Officer.

[GRI 205-2](#)

Investigations have been underway by the responsible authorities since the start of 2017 into a range of civil engineering companies, including PORR Bau GmbH, on suspicion of anti-competitive arrangements. The company cooperated fully with the authorities. As part of settlement talks with the Federal Competition Authority involving the Federal Cartel Attorney, PORR issued an acknowledgement. This was confirmed by the Cartel Court. As a result, the Group undertook to pay a fine for collusion in the construction industry. It is possible that PORR could be confronted by demands for damages in future. As a consequence, we have expanded the whistleblowing system. It now explicitly includes reports of violations of antitrust regulations. Furthermore, PORR has strengthened the compliance aspects in its recruiting process and adjusted the bonus system. We have also commissioned Austrian Standards, a service centre for norms and standards, with external compliance monitoring, specifically in the area of anti-trust law. The antitrust compliance guidelines have been revised: the formation of a consortium now requires the approval of the legal department. In addition, we have expanded our e-learning courses in the areas of antitrust law and anti-corruption. During the reporting period, compliance training focused on antitrust and competition law. 94% of senior, middle and lower management underwent training in this area.

[GRI 206-1, 419-1](#)



## Opportunities through efficient risk management

Violations of compliance requirements represent a high risk with manifold consequences. Efficient risk management and an internal control system (ICS) are essential prerequisites for economic success at PORR. The ICS is aligned to mandatory EU standards and includes the assessment of operating risks and the proper implementation of organisational processes to all accounting and reporting processes in the Group. The risk assessment process contains quantitative analyses of opportunities and risks that are also applied to various forms of management documentation. More information is provided in the 2021 PORR Annual Report from page 77.

In addition to performance and finance risks such as those related to the market, liquidity, interest rates, currency exchange, procurement, borrowing and capital risks, the Group-wide risk management also covers social and environmental risks. The goal of the company is to counteract in a timely manner any risks related to quality, the environment, social affairs and health and safety. Topics such as the shortage of skilled labour, wage dumping, social dumping, unfair competition or breaches of human rights are all issues that are especially relevant in relation to the supply chain and data protection. All material risks and impacts on non-financial matters in accordance with the Sustainability and Diversity Improvement Act are reported in the relevant chapters. Climate-related risks are presented in more detail on page 26 pursuant to the TCFD recommendations.

 207-2

## Customer satisfaction through quality

An internal quality management system ensures that various internal and external requirements are met. This is organised in the form of an integrated management system (IMS). PORR opted for Group-wide certification including ISO standards very early on with the goal of constantly improving quality.

Customer satisfaction is a key success factor in the construction business and is recorded via a standardised process as part of the PORR management system. Through uniform recording, measurement, evaluation and optimisation, customer satisfaction can be secured and continuously improved. This process is divided into a planning phase (plan), an implementation phase (do), a review phase (check), where target and actual quality criteria and compared and monitored, and an improvement phase (act) where correctional measures are introduced to address any shortcomings. All process steps are documented with appropriate test records. The effectiveness of the corrective measures is reviewed again as part of a continuous improvement process (CIP).

Customers can provide feedback during project handover via a Group-wide digital questionnaire. This covers a wide range of topics – from environmental and social issues, project and contract management to cooperation between the project participants. This

allows any need for improvement to be identified at an early stage and appropriate countermeasures taken more quickly. The current high level of satisfaction among our clients confirms that we are on the right track. This serves the internal continuous improvement process and flows into the annual management review.

## Utmost care with data protection

Data protection and the correct handling of personal information are two essential elements in protecting people's rights. Personal data is processed from the data centre to the individual construction site of the PORR Group. Handling this sensitive data responsibly is a core part of our corporate culture. All use of personal data must be in accordance with applicable data protection laws – in particular the EU's GDPR and its national accompanying legislation. Violations of data protection regulations represent a major risk for the company and are not only associated with personal consequences for the individual. They can also make themselves felt in the form of hefty fines for the company concerned. At PORR, all employees are therefore expected to comply with all legal regulations and all internal guidelines as well. PORR's data protection and Compliance Management System is designed to ensure that the risk of a breach of data protection regulations is avoided or minimised. In addition, the rights of the data subject must be protected. Specific internal training, further education measures and quick and uncomplicated access to information via the company's internal PORRpedia page "Data protection" have succeeded in making sure this topic is more broadly understood.

## Transparent tax policy

For the PORR Group, compliance with all national and international tax laws is part of sustainable corporate management. With this in mind, the tax strategy aims for a legally compliant, tax-optimised policy at home and abroad. In doing so, the company promotes open and honest dialogue. Tax compliance applies to all PORR stakeholders. In this way, we want to exclude any abusive arrangements for the purpose of obtaining tax advantages. Unlawful behaviour can be reported via the aforementioned compliance email address. The commitment to tax compliance is part of the PORR tax policy, which is communicated in the PORR Group tax guidelines. The company does not use any arrangements to undermine the tax assessment basis or shift profits. Further information on the tax concept, the stakeholder approach and more can be found in the tax policy published on the PORR website.

The PORR tax guidelines lay out the organisational structure of the tax function in the PORR Group, headed by the CFO. They also include the minimum requirements for the tax control system, which is intended to ensure Group-wide compliance with all tax laws. Tax risks are identified on the basis of documented processes and suitable control processes are drawn up. The risk and control activities are recorded in a risk-control matrix. This contains the identified risks and the activities intended to minimise this risk

(process control). The effectiveness of the controls and processes are regularly reviewed and amended if necessary. The Tax department monitors compliance with these standards together with Internal Audit. More details on profit, revenue, taxes etc. by segment or region can be found in the Annual Report on page 71.

PORR cooperates fully with all (tax) authorities and values its professional relationships characterised by mutual respect. However, this does not preclude taking a different legal standpoint in disputes with tax authorities and enforcing this within the framework of ordinary legal remedies and appeals. PORR supports the work of the OECD and the United Nations as globally recognised standards and contributes constructively to the content of new measures and legislative proposals. This is done transparently through national interest groups, by participating in public consultations and via assessments. PORR does not have any business activities in IMF offshore financial centres or in countries which the OECD considers to be insufficiently compliant with tax transparency rules. PORR is not aware of any tax investigations outside of the usual tax audits by the relevant tax offices.

GRI 207-1

### Financial support 2021

	in TEUR
Tax deferrals granted	0
Investment and research bonus 2021	2,908
Investment bonus for investments in greening and digitalisation	150

GRI 201-4

To ensure tax compliance is upheld, the tax department provides a range of internal training courses and webinars for commercial employees as well as for technical staff in the areas of VAT, transfer prices or tax relief. In addition, employees for whom tax is part of their remit can further their education internally and externally through courses, conferences and webinars. Many of them also offer their expertise as external lecturers on tax issues.

GRI 207-1 207-2, 207-3

## Outlook

**We are on the right path. And we will stay on it.** Compliance is an ongoing process which will continue to be crucial for PORR in the future. Continuous development, internal communication and training aim to prevent any potential breaches of the company’s ethical principles. The most important ongoing measure is external compliance monitoring, which will accompany the compliance organisation in the period 2021-2023. In addition, a new training format for the “Construction Compliance Officer” is being developed in cooperation with Austrian Standards. Since 2021, there has also been an annual Compliance Day for managers – a mandatory, externally monitored annual seminar on antitrust and competition law. In parallel, the improvements in the processes of HR, procurement and costing, which have already been implemented in some cases, will be further strengthened.

Climate change and its impact on the construction industry will increasingly occupy PORR’s risk management team. The recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) will therefore be integrated into the risk management guidelines and checklists. The recording of customer satisfaction should be further expanded and automated.

# Appendix ---





# GRI Content Index

GRI 102-55

Page reference: Sustainability Report 2021

AR: Annual Report 2021

## GRI Content Index

Disclosure	Page	Comment	SDG
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### GRI 102: General Disclosures

#### Organizational profile 2016

102-1	Name of the organization	9	
102-2	Activities, brands, products and services	9	
102-3	Location of headquarters	9	
102-4	Location of operations	9	
102-5	Ownership and legal form	13	
102-6	Markets served	9	
102-7	Scale of the organization	12	
102-8	Information on employees and other workers	11	
102-9	Supply chain	98	8.2, 8.3, 8.4, 8.8, 12.2, 12.6, 13.2
102-10	Significant changes to the organization and its supply chain	AR 43	
102-11	Precautionary principle or approach	29 39 45 50	
102-12	External initiatives	39, 47, 51, 54, 57, 61, 71, 80, 82, 87, 97, 103	
102-13	Membership of associations	24, 39, 47, 51, 54, 57, 61, 71, 80, 82, 97	

#### Strategy 2016

102-14	Statement from senior decision-maker	4, AR 4	
102-15	Key impacts, risks, and opportunities	19, 22, 38, 46, 50, 53, 56, 60, 61, 70, 71, 79, 82, 86, 87, 96, 97, 102, 103	

#### Ethics and integrity 2016

102-16	Values, principles, standards, and norms of behavior	22, 103	
102-17	Mechanisms for advice and concerns about ethics	105	16.2, 16.5, 16.6, 16.b.

#### Governance 2016

102-18	Governance structure	17	
102-19	Delegating authority	17	
102-20	Executive-level responsibility for economic, environmental, and social topics	17	
102-21	Consulting stakeholders on economic, environmental, and social topics	24	
102-22	Composition of the highest governance body and its committees	AR 59 et seq.	

<b>GRI Content Index</b>			
<b>Disclosure</b>		<b>Page</b>	<b>SDG</b>
102-23	Chair of the highest governance body	AR 59 et seq.	
102-24	Nominating and selecting the highest governance body	AR 59 et seq.	
102-30	Effectiveness of risk management processes	29	
102-31	Review of economic, environmental, and social topics	17, 18, 19	
102-32	Highest governance body's role in sustainability reporting	17	
102-35	Remuneration policies	AR 64, 171	
102-36	Process for determining remuneration	AR 64	
102-38	Annual total compensation ratio	117	
<b>Stakeholder engagement 2016</b>			
102-40	List of stakeholder groups	24	
102-41	Collective bargaining agreements	88	5.5, 10.4
102-42	Identifying and selecting stakeholders	24	
102-43	Approach to stakeholder engagement	24	
102-44	Key topics and concerns raised	19	
<b>Reporting practice</b>			
102-45	Entities included in the consolidated financial statements	3, AR 172 et seq.	
102-46	Defining report content and topic boundaries	3, 18, 19	
102-47	List of material topics	19	
102-48	Restatements of information		
102-49	Changes in reporting	3	
102-50	Reporting period	3	
102-51	Date of most recent report	3	
102-52	Reporting cycle	3	
102-53	Contact point for questions regarding the report	3	
102-54	Claims of reporting in accordance with the GRI standards	3	
102-55	GRI content index	110	
102-56	External assurance	3, 139	

## GRI 200: Economy

### Economic Topics

<b>Economic Performance 2016</b>			
201-1	Direct economic value generated and distributed	12 118 119 AR 185	9.2
201-2	Financial implications and other risks and opportunities due to climate change	29	13.1, 13.3
201-3	Defined benefit plan obligations and other retirement plans	88	
201-4	Financial assistance received from government	107	

**GRI Content Index**

<b>Disclosure</b>		<b>Page</b>	<b>Comment</b>	<b>SDG</b>
<b>Market Presence 2016</b>				
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	88		5.5, 10.4
202-2	Proportion of senior management hired from the local community	11		8.5
<b>Indirect economic impacts 2016</b>				
203-1	Infrastructure investments and services supported	12		9.1
203-2	Significant indirect economic impacts	12		
<b>Management approach to social and environmental standards in the supply chain</b>				
103-1	Explanation of the material topic and its boundary	97		
103-2	The management approach and its components	97		8.8, 12.2, 12.6, 12.7, 13.1
103-3	Evaluation of the management approach	98		
<b>Procurement 2016</b>				
204-1	Proportion of spending on local suppliers	100		
<b>Supplier environmental assessment 2016</b>				
308-2	Negative environmental impacts in the supply chain and actions taken	100		12.2
<b>Supplier social assessment 2016</b>				
414-2	Negative social impacts in the supply chain and actions taken	100		8.7, 8.8
<b>Management approach to ethics and compliance</b>				
103-1	Explanation of the material topic and its boundary	103		
103-2	The management approach and its components	103		16.3, 16.5, 16.7
103-3	Evaluation of the management approach	104, 105		
<b>Anti-corruption 2016</b>				
205-1	Operations assessed for risks related to corruption	105		16.5
205-2	Communication and training about anti-corruption policies and procedures	103, 105, 120		16.5
205-3	Confirmed incidents of corruption and actions taken	105		
<b>Anti-competitive behavior 2016</b>				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	105		16.5
<b>Tax 2019</b>				
207-1	Approach to tax	107		
207-2	Tax governance, control and risk management	106, 107		
207-4	Country-by-country reporting	104		
<b>Environmental Compliance 2016</b>				
307-1	Non-compliance with environmental laws and regulations	100		12.4
<b>Public Policy 2016</b>				
415-1	Political contributions	105	No political contributions	
<b>Customer Privacy 2016</b>				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		No substantiated complaints	

**GRI Content Index**

Disclosure		Page	Comment	SDG
<b>Socioeconomic Compliance 2016</b>				
419-1	Non-compliance with laws and regulations in the social and economic area	105		

**GRI 300: Environment**

**Environmental Topics**

**Management approach to materials and cycles**

103-1	Explanation of the material topic and its boundary	50		
103-2	The management approach and its components	51		
103-3	Evaluation of the management approach	51		

**Materials 2016**

301-1	Materials used by weight or volume	52, 121		12.2
301-2	Recycled input materials used	52, 121		12.5

**Management to energy and emissions**

103-1	Explanation of the material topic and its boundary	39		
103-2	The management approach and its components	39		7.2, 7.3, 13.1, 13.2, 13.3
103-3	Evaluation of the management approach	40		

**Energy 2016**

302-1	Energy consumption within the organization	41, 122		7.2, 13.2
302-2	Energy consumption outside of the organization	41, 122		
302-3	Energy intensity	41, 122		7.3
302-4	Reduction of energy consumption	41		7.2, 13.2
302-5	Reductions in energy requirements of products and services	41 44		7.2, 13.2

**Emissions 2016**

305-1	Direct (Scope 1) GHG emissions	42, 125		
305-2	Energy indirect (Scope 2) GHG emissions	42, 125		
305-3	Other indirect (Scope 3) GHG emissions	42, 126		
305-4	GHG emissions intensity	42, 126		
305-5	Reduction of GHG emissions	44		7.2, 3.2
305-6	Emissions of ozone-depleting substances (ODS)	44		
305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	44, 127		

**Management approach to water**

103-1	Explanation of the material topic and its boundary	56		
103-2	The management approach and its components	57		6.3, 6.4, 6.6
103-3	Evaluation of the management approach	57		

**Water 2018**

303-1	Interactions with water as a shared resource	56, 57		
303-2	Management of water discharge related impacts	58		6.3
303-3	Water withdrawal	57, 59, 123		6.4, 6.6
303-4	Water discharge	58, 124		6.3, 6.6
303-5	Water consumption	58, 125		



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**GRI Content Index**

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<b>Disclosure</b>		<b>Page</b>	<b>Comment</b>	<b>SDG</b>
<b>Management approach to biodiversity and soils</b>				
103-1	Explanation of the material topic and its boundary	53		
103-2	The management approach and its components	54		15.1, 15.5
103-3	Evaluation of the management approach	54		
<b>Biodiversity 2016</b>				
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Not relevant in the year under review	15.1, 15.5
304-2	Significant impacts of activities, products, and services on biodiversity	53		
304-3	Habitats protected or restored	55		15.5
304-4	IUCN Red List species and national conservation list species that have their habitat in areas affected by operations	55		15.5
<b>Management approach waste management</b>				
103-1	Explanation of the material topic and its boundary	46		
103-2	The management approach and its components	47		12.4
103-3	Evaluation of the management approach	47		
<b>Waste 2020</b>				
306-3	Waste generated	48, 49 127		12.4
306-4	Waste diverted from disposal	48, 128		12.4
306-5	Waste directed to disposal	48, 128		
<b>Management approach Science and technology</b>				
103-1	Explanation of the material topic and its boundary	61		
103-2	The management approach and its components	61		9.5
103-3	Evaluation of the management approach	62		

<b>GRI Content Index</b>			
<b>Disclosure</b>		<b>Page</b>	<b>Comment</b>
			<b>SDG</b>
<b>GRI 400: Social</b>			
<b>Social Topics</b>			
<b>Employment 2016</b>			
401-1	New employee hires and employee turnover	130	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	88	
401-3	Parental leave	131	
<b>Management approach to health and safety</b>			
103-1	Explanation of the material topic and its boundary	71	
103-2	The management approach and its components	72	3.8, 3.9
103-3	Evaluation of the management approach	72	
<b>Occupational health and safety 2018</b>			
403-1	Occupational health and safety management system	72	3.8, 3.9
403-2	Hazard identification, risk assessment, and incident investigation	74, 76	3.8, 3.9
403-3	Occupational health services	78	
403-4	Worker participation, consultation, and communication on occupational health and safety	74, 76	
403-5	Worker training on occupational health and safety	76	3.8, 3.9
403-6	Promotion of worker health	77	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	74	
403-8	Workers covered by an occupational health and safety management system	72	3.8, 3.9
403-9	Work-related injuries	132	
403-10	Work-related ill health	133	
<b>Customer health and safety 2016</b>			
416-1	Assessment of the health and safety impacts of product and service categories	45	11.7
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	45	11.7
<b>Management approach to training and education</b>			
103-1	Explanation of the material topic and its boundary	79	
103-2	The management approach and its components	80	4.3
103-3	Evaluation of the management approach	80	
<b>Training and education 2016</b>			
404-1	Average hours of training per year per employee	81, 134	4.3
404-2	Programs for upgrading employee skills and transition assistance programs	81	
404-3	Percentage of employees receiving regular performance and career development reviews	135	
<b>Management approach to diversity and equal opportunities</b>			
103-1	Explanation of the material topic and its boundary	82	
103-2	The management approach and its components	82	5.5, 10.2, 10.3
103-3	Evaluation of the management approach	82	

---

**GRI Content Index**

---

<b>Disclosure</b>	<b>Page</b>	<b>Comment</b>	<b>SDG</b>
<b>Diversity and equal opportunity 2016</b>			
405-1	Diversity of governance bodies and employees	137	5.5
405-2	Ratio of basic salary and remuneration of women to men	88	5.5, 10.4
<b>Non-discrimination 2016</b>			
406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination	
<b>Management approach to respect for human rights and employment</b>			
103-1	Explanation of the material topic and its boundary	87	
103-2	The management approach and its components	87	8.8, 16.1, 16.2, 16.3
103-3	Evaluation of the management approach	88	
<b>Freedom of association and collective bargaining 2016</b>			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	No risk identified	
<b>Child labor 2016</b>			
408-1	Operations and suppliers at significant risk for incidents of child labor	88	8.7, 8.8
<b>Forced or compulsory 2016</b>			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	88	8.7, 8.8
<b>Human rights assessment 2016</b>			
412-1	Operations that have been subject to human rights reviews or impact assessments	88	8.7, 8.8

# Key performance indicators

## General Disclosures

### Information on staff

2021	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
<b>Total staff</b>	<b>19,655</b>	<b>11,568</b>	<b>320</b>	<b>1,151</b>	<b>2,805</b>	<b>206</b>	<b>2,217</b>	<b>239</b>	<b>956</b>	<b>164</b>	<b>29</b>
<b>Total male staff</b>	<b>16,548</b>	<b>10,001</b>	<b>263</b>	<b>969</b>	<b>2,286</b>	<b>189</b>	<b>1,692</b>	<b>202</b>	<b>795</b>	<b>122</b>	<b>29</b>
Permanent male staff	15,575	10,001	233	902	2,061	145	1,281	202	601	120	29
Temporary male staff	973	-	30	67	225	44	411	-	194	2	-
Full-time male staff	16,323	9,874	254	963	2,214	189	1,683	202	793	122	29
Part-time male staff	225	127	9	6	72	-	9	-	2	-	-
<b>Total female staff</b>	<b>3,107</b>	<b>1,567</b>	<b>57</b>	<b>182</b>	<b>519</b>	<b>17</b>	<b>525</b>	<b>37</b>	<b>161</b>	<b>42</b>	<b>-</b>
Permanent female staff	2,876	1,567	55	157	479	16	384	37	140	41	-
Temporary female staff	231	-	2	25	40	1	141	-	21	1	-
Full-time female staff	2,283	920	45	166	384	16	517	37	156	42	-
Part-time female staff	824	647	12	16	135	1	8	-	5	-	-

Staffing levels: 31 December 2021

2020	Gesamt	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
<b>Total staff</b>	<b>18,812</b>	<b>10,791</b>	<b>320</b>	<b>1,136</b>	<b>2,982</b>	<b>190</b>	<b>2,164</b>	<b>166</b>	<b>877</b>	<b>164</b>	<b>22</b>
<b>Total male staff</b>	<b>15,968</b>	<b>9,419</b>	<b>267</b>	<b>963</b>	<b>2,430</b>	<b>171</b>	<b>1,707</b>	<b>137</b>	<b>729</b>	<b>123</b>	<b>22</b>
Permanent male staff	14,834	9,419	238	896	2,207	141	1,166	137	490	118	22
Temporary male staff	1,134	0	29	67	223	30	541	0	239	5	0
Full-time male staff	15,756	9,278	262	957	2,385	171	1,695	137	726	123	22
Part-time male staff	212	141	5	6	45	0	12	0	3	0	0
<b>Total female staff</b>	<b>2,844</b>	<b>1,372</b>	<b>53</b>	<b>173</b>	<b>552</b>	<b>19</b>	<b>457</b>	<b>29</b>	<b>148</b>	<b>41</b>	<b>0</b>
Permanent female staff	2,624	1,372	50	148	497	18	344	29	125	41	0
Temporary female staff	220	0	3	25	55	1	113	0	23	0	0
Full-time female staff	2,190	881	42	158	431	18	444	29	146	41	0
Part-time female staff	654	491	11	15	121	1	13	0	2	0	0

Staffing levels: 31 December 2020

102-8

## Annual Total Compensation Ratio

2021	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Annual total compensation ratio for staff in employment for the full year	18.7	4.1	7.1	4.8	3.0	13.3	5.0	18.6	3.6	8.2
2020	AT <sup>2</sup>	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Annual total compensation ratio for staff in employment for the full year <sup>1</sup>	14.8	4.4	7.2	6.2	3.0	11.4	5.0	19.9	3.2	7.9

<sup>1</sup> Annual total compensation ratio of the highest paid person to the median annual total compensation for staff in employment for the full year

<sup>2</sup> In relation to short-time work, the CEO twice waived 50% of his salary in addition to foregoing his annual bonus

GRI 102-38

## Economy

### PORR Group Economic Performance (EURm)

	2021	2020	Change
Production output	5,727	5,185	10.5%
Order backlog <sup>1</sup>	7,764	7,067	9.9%
Order intake <sup>1</sup>	6,414	5,905	8.6%
EBITDA	287.5	131.4	> 100.0%
EBIT	95.2	-37.2	<-100.0%
EBT	85.4	-51.0	<-100.0%
Profit	61.4	-42.4	<-100.0%
Equity (incl. non-controlling interests)	824	651	26.7%
Equity ratio	20.3%	18.5%	1,8 PP
Net debt <sup>2</sup>	-65	137	<-100.0%
Average staff	20,177	20,193	-0.1%

<sup>1</sup> The order backlog and the order intake have been adjusted for the projects A1 Leverkusen Bridge and H51 Pfons-Brenner. The comparative figures have been restated retrospectively

<sup>2</sup> The definition of net debt and net cash was adjusted retrospectively as of December 31, 2021 in order to make it more meaningful. Further details can be found in the notes to the consolidated financial statements 44.1.

GRI 201-1

### Staff costs by country<sup>1</sup> (TEUR)

2021	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Average staff	19,565	10,899	314	1,132	2,846	210	2,505	411	972	161	115
Staff costs	1,261,378	831,651	37,953	36,323	212,311	12,817	87,131	16,051	18,721	5,742	2,678
Average staff costs	64	76	121	32	75	61	35	39	19	36	23
2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Average staff	19,356	10,695	318	1,125	2,921	202	2,479	337	837	166	276
Staff costs	1,198,057	763,100	38,511	33,561	222,696	12,322	82,258	11,650	16,371	5,375	12,213
Average staff costs	62	71	121	30	76	61	33	35	20	32	44

<sup>1</sup> All companies including joint ventures in line with equity interest held



**Expenditure on education and training by country<sup>1</sup>**  
(TEUR)

<b>2021</b>	<b>Total</b>	<b>AT</b>	<b>CH</b>	<b>CZ</b>	<b>DE</b>	<b>NO</b>	<b>PL</b>	<b>QA</b>	<b>RO</b>	<b>SK</b>	<b>UAE</b>
Average staff	19,565	10,899	314	1,132	2,846	210	2,505	411	972	161	115
Education and training costs	4,004	2,318	147	234	610	71	481	42	84	13	3
Average education and training costs per staff member	0.20	0.21	0.47	0.21	0.21	0.34	0.19	0.10	0.09	0.01	0.02
<b>2020</b>	<b>Total</b>	<b>AT</b>	<b>CH</b>	<b>CZ</b>	<b>DE</b>	<b>NO</b>	<b>PL</b>	<b>QA</b>	<b>RO</b>	<b>SK</b>	<b>UAE</b>
Average staff	19,356	10,695	318	1,125	2,921	202	2,479	337	837	166	276
Education and training costs	4,291	2,556	125	125	783	42	328	41	130	29	132
Average education and training costs per staff member	0.22	0.24	0.39	0.11	0.27	0.21	0.13	0.12	0.16	0.17	0.48

<sup>1</sup> All companies including joint ventures based on the equity interest held

**Direct economic value generated and distributed by the PORR Group**  
(EURm)

	<b>2021</b>	<b>2020</b>
Revenue	5,169.8	4,651.8
Earnings from companies accounted for under the equity method	62.1	34.0
Other operating income	181.0	137.4
Income from financial investments and other current financial assets	12.3	12.8
Depreciation, amortisation and impairment	-192.3	-168.6
Cost of materials	-3,446.6	-3,117.5
Other costs to generate economic value	-402.9	-364.2
<b>Economic value generated</b>	<b>1,383.3</b>	<b>1,185.7</b>

**Distribution of economic value generated by PORR Group**  
(EURm)

	<b>2021</b>	<b>2020</b>
Staff costs	1,275.8	1,210.1
Payments to government entities	24.4	-8.7
Shareholders/holders of hybrid capital and profit-participation rights	37.3	18.2
External capital providers	22.1	26.6
Companies (retained earnings)	23.7	-60.5
<b>Economic value generated</b>	<b>1,383.3</b>	<b>1,185.7</b>

GR1 201-1

**Communication and training about anti-corruption policies and procedures**

	2021	2020
<b>Internal communication on the compliance guidelines</b>	<b>19,667</b>	<b>18,893</b>
Members of the governance body	12	12
Upper management employees	25	22
Middle and lower management employees	1,426	1,464
Non-management employees	18,204	17,395
Members of the governance body (%)	100.0	100.0
Upper management employees (%)	100.0	100.0
Middle and lower management employees (%)	100.0	100.0
Non-management employees (%)	100.0	100.0
<b>Anti-corruption training</b>	<b>1,655</b>	<b>1,921</b>
Members of the governance body	0	0
Upper management employees	5	3
Middle and lower management employees	1,200	1,464
Non-management employees	450	454
Members of the governance body (%)	0.0	0.0
Upper management employees (%)	20.0	13.6
Middle and lower management employees (%)	84.2	100.0
Non-management employees (%)	2.5	2.6

Upper management level: Executive Board, managing directors; Middle and lower management levels: department, unit, group and team managers

SDG 205-2

## Environment

### Materials used<sup>1</sup> (t)

2021	Total	AT	CZ	PL	RO
<b>Materials used</b>	<b>1,684,460</b>	<b>836,424</b>	<b>22,498</b>	<b>474,998</b>	<b>350,540</b>
Non-renewable materials used	1,599,699	773,924	22,498	452,737	350,540
Renewable materials used	84,761	62,500	0	22,261	0
<b>2020</b>	<b>Total</b>	<b>AT</b>	<b>CZ</b>	<b>PL</b>	<b>RO</b>
<b>Materials used<sup>1</sup></b>	<b>1,855,438</b>	<b>810,706</b>	<b>198,239</b>	<b>446,056</b>	<b>400,437</b>
Non-renewable materials used	1,750,597	749,506	177,872	422,782	400,437
Renewable materials used	104,841	61,200	20,367	23,274	0

<sup>1</sup> Data relate to asphalt mix plants

**GRI** 301-1

### Recycled input materials used<sup>1</sup>

2021	Total	AT	CZ	PL	RO
Amount of recycled input materials used (t)	84,761	62,500	0	22,261	0
Percentage of recycled input materials (%)	5.0	7.5	0.0	4.7	0
<b>2020</b>	<b>Total</b>	<b>AT</b>	<b>CZ</b>	<b>PL</b>	<b>RO</b>
Amount of recycled input materials used (t)	104,841	61,200	20,367	23,274	0
Percentage of recycled input materials (%)	5.7	7.5	10.3	5.2	0.0

<sup>1</sup> Data relate to asphalt mix plants

**GRI** 301-2

### Energy consumption within the organisation<sup>1</sup> (MWh)

2021	Total	AT	CH	CZ	DE	NO	PL	QA	RO <sup>2</sup>	SK <sup>3</sup>	UAE
<b>Energy consumption within the organisation</b>	<b>757,422</b>	<b>374,178</b>	<b>4,438</b>	<b>47,364</b>	<b>62,713</b>	<b>2,821</b>	<b>139,483</b>	<b>44,093</b>	<b>73,080</b>	<b>2,954</b>	<b>6,298</b>
Non-renewable fuel consumption	670,473	325,090	2,604	45,821	47,344	502	124,460	43,962	71,524	2,872	6,294
Renewable fuel consumption	778	437	0	0	0	341	0	0	0	0	0
Grid-bound energy consumption	86,171	48,651	1,833	1,543	15,369	1,979	15,022	131	1,556	82	4
Indirect energy consumption <sup>4</sup>	80,704	44,917	1,833	1,543	14,255	1,979	14,412	131	1,547	82	4
Electricity grid mix	47,902	15,479	449	1,543	14,255	0	14,412	131	1,547	82	4
Grid electricity	32,444	29,080	1,385	0	0	1,979	0	0	0	0	0
Self-generated green electricity	358	358	0	0	0	0	0	0	0	0	0
Heating consumption	5,467	3,733	0	0	1,114	0	610	0	9	0	0
Cooling consumption	0	0	0	0	0	0	0	0	0	0	0

Rise caused by <sup>1</sup>Reporting large construction sites, <sup>2</sup>Asphalt mix plants, <sup>3</sup>Corporate acquisitions

<sup>4</sup>Includes electricity, heating consumption and cooling consumption. Natural gas is included in fossil fuels.

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO <sup>2</sup>	SK <sup>3</sup>	UAE
Energy consumption within the organisation	649,316	363,077	3,952	43,716	80,617	1,773	76,196	588	50,065	2,231	27,101
Energy for transport - vehicle fleet	408,513	244,347	1,571	17,546	46,241	500	31,302	588	37,691	1,626	27,101
Stationary energy - non-renewable	144,377	63,806	139	24,103	15,915	334	29,270	0	10,553	257	0
Stationary energy - renewable	217	217	0	0	0	0	0	0	0	0	0
Indirect energy consumption	95,872	54,370	2,242	2,067	18,461	939	15,624	0	1,821	348	0
Power grid mix	89,522	50,932	1,900	2,067	16,402	939	15,113	0	1,821	348	0
District heating	6,350	3,438	342	0	2,059	0	511	0	0	0	0
Self-generated energy	337	337	0	0	0	0	0	0	0	0	0

Rise caused by <sup>1</sup> Reporting large construction sites, <sup>2</sup> Asphalt mix plants, <sup>3</sup> Corporate acquisitions

GRI 302-1

#### Energy consumption outside of the organisation<sup>1</sup> (MWh)

2021	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Energy consumption outside of the organisation	5,399	1,818	1,101	174	1,066	219	203	54	707	10	47
Road travel	3,383	1,008	1,059	174	512	2	1	0	579	0	47
Rail travel	107	30	0	0	72	0	0	0	4	0	0
Air travel	1,909	779	42	0	482	217	202	54	123	10	0

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Energy consumption outside of the organisation <sup>1</sup>	4,532	2,251	47	0	1,198	705	162	67	101	1	0

<sup>1</sup> Decrease caused by COVID-19

GRI 302-2

#### Energy intensity

	2021	2020	Change
Energy consumption within the PORR Group (MWh)	757,422	649,316	16.65%
Production output (TEUR) <sup>1</sup>	5,644,041	5,139,818	9.81%
Energy consumption/production output (MWh/TEUR)	0.134	0.126	6.23%

<sup>1</sup> Production output related to the reporting scope of the sustainability report

GRI 302-3

**Water withdrawal**

<b>2021</b>	<b>Total</b>	<b>AT</b>	<b>CH</b>	<b>CZ</b>	<b>DE</b>	<b>NO</b>	<b>PL</b>	<b>QA</b>	<b>RO</b>	<b>SK</b>	<b>UAE</b>
<b>Total water withdrawal</b>	<b>923</b>	<b>219</b>	<b>8</b>	<b>9</b>	<b>442</b>	<b>0</b>	<b>210</b>	<b>0</b>	<b>35</b>	<b>0</b>	<b>0</b>
<b>Surface water – total</b>	<b>68</b>	<b>68</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Surface water – fresh water	68	68	0	0	0	0	0	0	0	0	0
Surface water – other water	0	0	0	0	0	0	0	0	0	0	0
<b>Groundwater – total</b>	<b>511</b>	<b>76</b>	<b>0</b>	<b>0</b>	<b>402</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>33</b>	<b>0</b>	<b>0</b>
Groundwater – fresh water	511	76	0	0	402	0	0	0	33	0	0
Groundwater – other water	0	0	0	0	0	0	0	0	0	0	0
<b>Produced water – total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Produced water – other water	0	0	0	0	0	0	0	0	0	0	0
<b>Water from third parties – total</b>	<b>344</b>	<b>75</b>	<b>8</b>	<b>9</b>	<b>40</b>	<b>0</b>	<b>210</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>
Water from third parties – fresh water	344	75	8	9	40	0	210	0	2	0	0
Water from third parties – other water	0	0	0	0	0	0	0	0	0	0	0
<b>Total water withdrawn from areas with water stress</b>	<b>32</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>32</b>	<b>0</b>	<b>0</b>	<b>0</b>

Water withdrawals smaller than 0.5MI are shown rounded.

<b>2020</b>	<b>Total</b>	<b>AT</b>	<b>CH</b>	<b>CZ</b>	<b>DE</b>	<b>NO</b>	<b>PL</b>	<b>QA</b>	<b>RO</b>	<b>SK</b>
<b>Total water withdrawal<sup>1</sup></b>	<b>833</b>	<b>153</b>	<b>7</b>	<b>12</b>	<b>579</b>	<b>0</b>	<b>62</b>	<b>0</b>	<b>20</b>	<b>0</b>
<b>Surface water – total</b>	<b>43</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Surface water – fresh water	42	30	0	0	12	0	0	0	0	0
Surface water – other water	1	0	0	0	1	0	0	0	0	0
<b>Groundwater – total</b>	<b>506</b>	<b>35</b>	<b>0</b>	<b>0</b>	<b>471</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Groundwater – fresh water	506	35	0	0	471	0	0	0	0	0
Groundwater – other water	0	0	0	0	0	0	0	0	0	0
<b>Produced water – total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Produced water – other water	0	0	0	0	0	0	0	0	0	0
<b>Water from third parties – total</b>	<b>284</b>	<b>88</b>	<b>7</b>	<b>12</b>	<b>95</b>	<b>0</b>	<b>62</b>	<b>0</b>	<b>20</b>	<b>0</b>
Water from third parties – fresh water	284	88	7	12	95	0	62	0	20	0
Water from third parties – other water	0	0	0	0	0	0	0	0	0	0
<b>Total water withdrawn from areas with water stress</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>0</b>

<sup>1</sup>Groundwater retention in excavation pits with groundwater contamination was not included in the reporting year due to the lack of use of the pumped-out water.  
UAE: Water withdrawal based on properties, no detailed breakdown is therefore possible



## Water discharge

(MI)

2021	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	VAE
<b>Total water discharge</b>	<b>542</b>	<b>79</b>	<b>8</b>	<b>9</b>	<b>415</b>	<b>0</b>	<b>30</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>Discharged into surface water - total</b>	<b>8</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Discharged into surface water - fresh water	8	8	0	0	0	0	0	0	0	0	0
Discharged into surface water - other water	0	0	0	0	0	0	0	0	0	0	0
<b>Discharged into groundwater - total</b>	<b>400</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>400</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Discharged into groundwater - fresh water	400	0	0	0	400	0	0	0	0	0	0
Discharged into groundwater - other water	0	0	0	0	0	0	0	0	0	0	0
<b>Recirculated as water from third parties - total</b>	<b>134</b>	<b>71</b>	<b>8</b>	<b>9</b>	<b>15</b>	<b>0</b>	<b>30</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
Recirculated as water from third parties - fresh water	134	71	8	9	15	0	30	0	1	0	0
Recirculated as water from third parties - other water	0	0	0	0	0	0	0	0	0	0	0
<b>Total water discharged in areas with water stress</b>	<b>31</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>31</b>	<b>0</b>	<b>0</b>	<b>0</b>

Water withdrawals smaller than 0.5MI are shown rounded.

2020	Total	AT	CH	CZ	DE <sup>2</sup>	NO	PL	QA	RO	SK
<b>Total water discharge<sup>1</sup></b>	<b>662</b>	<b>57</b>	<b>7</b>	<b>6</b>	<b>510</b>	<b>0</b>	<b>62</b>	<b>0</b>	<b>20</b>	<b>0</b>
<b>Discharged into surface water - total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Discharged into surface water - fresh water	0	0	0	0	0	0	0	0	0	0
Discharged into surface water - other water	0	0	0	0	0	0	0	0	0	0
<b>Discharged into groundwater - total</b>	<b>374</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>374</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Discharged into groundwater - fresh water	374	0	0	0	374	0	0	0	0	0
Discharged into groundwater - other water	0	0	0	0	0	0	0	0	0	0
<b>Recirculated as water from third parties - total</b>	<b>288</b>	<b>57</b>	<b>7</b>	<b>6</b>	<b>136</b>	<b>0</b>	<b>62</b>	<b>0</b>	<b>20</b>	<b>0</b>
Recirculated as water from third parties - fresh water	288	57	7	6	136	0	62	0	20	0
Recirculated as water from third parties - other water	0	0	0	0	0	0	0	0	0	0
<b>Total water discharged in areas with water stress</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>

<sup>1</sup> Groundwater retention in excavation pits with groundwater inflow was not included in the year under review due to the lack of use of the pumped-off water

<sup>2</sup> The high value was caused by draining and recirculation of groundwater from construction activities and gravel washing plants.

UAE: Water recirculation object-related, therefore currently no detailed evaluation possible

GR 303-4

**Water consumption**

(MI)

2021	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	VAE
Total water consumption	381	140	0	0	27	0	180	0	34	0	0
Total waster consumption from areas with water stress	1	0	0	0	0	0	0	1	0	0	0

Water withdrawals smaller than 0.5MI are shown rounded.

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK
Total water consumption	171	96	0	6	69	0	0	0	0	0
Total waster consumption from areas with water stress	5	0	0	0	0	0	0	5	0	0

UAE: Water withdrawal based on properties, no detailed breakdown is therefore possible

**GRI 303-5**

**Energy-direct GHG emissions (Scope 1)**

(t)

2021	Total <sup>2</sup>	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Energy-direct GHG emissions <sup>1</sup>	166,933	78,890	650	10,609	11,976	126	33,908	11,056	17,412	721	1,583

<sup>1</sup> Excluding direct GHG emissions for biomass and biofuel (amounted to 7.9 t CO<sub>2</sub>e in 2021)  
The sum of the individual values does not match the final result due to rounding errors.

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Energy-direct GHG emissions <sup>1</sup>	132,543	73,717	421	9,149	15,195	205	14,692	145	11,896	463	6,660

<sup>1</sup> Including direct GHG emissions for biomass and biofuel

**GRI 305-1**

**Energy-indirect GHG emissions (Scope 2)**

(t)

2021	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Energy-indirect GHG emissions <sup>1</sup>	25,372	5,050	76	892	6,907	0	11,747	70	596	32	3

<sup>1</sup> Market-based (location-based Scope 2 GHG emissions amounted to 33,634 t CO<sub>2</sub>e in 2021)  
The sum of the individual values does not match the final result due to rounding errors.

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Energy-indirect GHG emissions <sup>1</sup>	29,042	8,388	119	1,101	7,758	8	11,027	0	586	55	0

<sup>1</sup> Location-based

**GRI 305-2**

### Other indirect GHG emissions (Scope 3)

(t)

2021	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Other indirect GHG emissions <sup>1</sup>	41,129	19,067	514	2,466	4,067	88	7,376	2,718	4,250	182	401

<sup>1</sup> Other indirect (Scope 3) GHG Emissions: market-based energy (category 3) and business travel (category 6), excluding other indirect GHG emissions for biomass and biofuel (amounted to 13.2 t CO<sub>2</sub>e in 2021)

The sum of the individual values does not match the final result due to rounding errors.

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Other indirect GHG emissions <sup>1</sup>	904	561	11	0	260	34	7	8	23	0	0

<sup>1</sup> Other indirect GHG emissions (Scope 3): other indirect business travel-related GHG emissions (Scope 3 - Category 6), excluding other indirect energy-related GHG emissions. (Scope 3 - Category 3)

[GRI 305-3](#)

### GHG emissions intensity

	2021	2020	Change
GHG emissions Scope 1 and 1 (t CO <sub>2</sub> ) <sup>1</sup>	192,304	162,489	19.01%
Production output (TEUR) <sup>2</sup>	5,644,041	5,139,818	9.81%
GHG emissions/production output (t CO <sub>2</sub> /TEUR) <sup>3</sup>	0.034	0.032	8.38%

<sup>1</sup> GHG emissions Scope 2 market-based

<sup>2</sup> Production output related to the reporting scope of the sustainability report

<sup>3</sup> Increase due to expansion of the reporting scope with regard to fuel consumption and adjustment of the energy conversion and GHG emission factors

	2021	2020	Change
GHG emissions Scope 3 (t CO <sub>2</sub> )	41,129	904	4,449.62%
Production output (TEUR) <sup>1</sup>	5,644,041	5,139,818	9.81%
GHG emissions/production output (t CO <sub>2</sub> /TEUR) <sup>2</sup>	0.0073	0.0002	4,043.17%

<sup>1</sup> Production output related to the reporting scope of the sustainability report

<sup>2</sup> Increase due to expansion of reporting framework to include market-based, energy-related indirect GHG emissions (category 3).

[GRI 305-4](#)

### Air emissions

(kg/kW)

2021	Total/weighted	AT	CZ	DE
Carbon monoxide (CO)	1.76	1.6	2.02	2.6
Hydrocarbons (HC)	0.62	0.75	0.05	0.03
Nitrogen oxide (NO <sub>x</sub> )	0.49	0.49	0.5	0.49
Particulate matter (PM)	0.06	0.06	0.03	0.05
2020	Total/weighted	AT	CZ	DE
Carbon monoxide (CO)	1.56	1.43	1.82	2.19
Hydrocarbons (HC)	0.07	0.08	0.05	0.04
Nitrogen oxide (NO <sub>x</sub> )	0.77	0.77	0.73	0.80
Particulate matter (PM)	0.05	0.05	0.03	0.04

Standardisation process for reporting in other countries underway

**Change in air emissions**  
(kg/kW)

	2021	2020	Change
Carbon monoxide (CO)	1.76	1.56	12.8%
Hydrocarbons (HC)	0.62	0.07	785.7%
Nitrogen oxide (NO <sub>x</sub> )	0.49	0.77	-36.4%
Particulate matter (PM)	0.06	0.05	20.0%

No comparison of the change possible, as the calculation methodology has been changed from NEDC to WLTP and thus the CO<sub>2</sub> values are unequally higher for the identical engine in each case.

GRI 305-7

**Waste generated**  
(t)

2021	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
<b>Total waste by waste type</b>	<b>17,204</b>	<b>13,280</b>	<b>16</b>	<b>95</b>	<b>1,722</b>	<b>512</b>	<b>1,505</b>	<b>4</b>	<b>58</b>	<b>10</b>	<b>1</b>
<b>Hazardous waste</b>	<b>421</b>	<b>364</b>	<b>1</b>	<b>6</b>	<b>26</b>	<b>6</b>	<b>18</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
Mineral oil	242	210	0	4	17	1	10	0	0	0	0
Workshop waste	43	32	0	0	4	0	7	0	1	0	0
Other hazardous waste	135	122	1	2	5	5	0	0	0	0	0
<b>Non-hazardous waste</b>	<b>16,783</b>	<b>12,916</b>	<b>15</b>	<b>89</b>	<b>1,697</b>	<b>506</b>	<b>1,487</b>	<b>4</b>	<b>57</b>	<b>10</b>	<b>1</b>
Household waste	1,413	693	8	32	530	25	76	4	39	6	1
Paper	724	214	4	2	473	2	24	0	4	1	0
Paper packaging	57	38	2	3	7	0	1	0	6	0	0
Plastic packaging	51	20	0	3	14	8	4	0	0	1	0
Glass	53	25	1	4	2	0	20	0	2	0	0
Metal	821	437	0	0	36	97	248	0	3	0	0
Wood or wood waste	761	305	0	7	165	280	1	0	0	2	0
Bulky waste	247	195	0	20	7	25	0	0	0	0	0
Other non-hazardous waste	12,656	10,988	0	18	462	69	1,114	0	3	1	0

The sum of the individual values does not match the final result due to rounding errors.

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
<b>Total waste by waste type</b>	<b>9,436</b>	<b>4,752</b>	<b>14</b>	<b>525</b>	<b>1,570</b>	<b>503</b>	<b>1,413</b>	<b>201</b>	<b>392</b>	<b>56</b>	<b>10</b>
<b>Hazardous waste</b>	<b>639</b>	<b>407</b>	<b>1</b>	<b>3</b>	<b>73</b>	<b>70</b>	<b>13</b>	<b>69</b>	<b>-</b>	<b>3</b>	<b>0</b>
Mineral oil	257	230	0	0	17	0	9	0	-	1	0
Workshop waste	184	36	0	0	20	64	3	60	-	1	0
Other hazardous waste	198	141	1	3	36	6	1	9	-	1	0
<b>Non-hazardous waste</b>	<b>8,797</b>	<b>4,345</b>	<b>13</b>	<b>522</b>	<b>1,497</b>	<b>433</b>	<b>1,400</b>	<b>132</b>	<b>392</b>	<b>53</b>	<b>10</b>
Household waste	1,575	837	7	125	430	48	25	34	46	23	0
Paper	881	217	4	1	647	4	5	2	0	0	1
Paper packaging	89	57	1	6	22	2	-	0	0	1	0
Plastic packaging	70	35	0	5	28	1	-	1	0	0	0
Glass	61	50	1	5	2	0	3	-	-	0	0
Metal	2,180	551	0	63	188	164	1,198	10	6	0	0
Wood or wood waste	936	179	0	104	48	211	5	34	340	6	9
Bulky waste	256	93	0	71	18	0	0	51	-	23	0
Other non-hazardous waste	2,749	2,326	0	142	114	3	164	-	-	0	0

Office and production sites, thereby no reporting possible (-)

GRI 306-3

**Waste diverted from disposal**

<b>2021</b>	<b>Onsite</b>	<b>Offsite</b>	<b>Total</b>
<b>Hazardous waste</b>	<b>0</b>	<b>33</b>	<b>33</b>
Preparation for reuse	0	0	0
Recycling	0	18	18
Other recovery operations	0	15	15
<b>Non-hazardous waste</b>	<b>0</b>	<b>12,129</b>	<b>12,129</b>
Preparation for reuse	0	0	0
Recycling	0	12,065	12,065
Other recovery operations	0	64	64

For companies included in the report see GRI 306-3, p. 127

Other: The waste disposal method is left to the disposal service provider or is determined by the selection of the disposal service provider

**GRI 306-4****Waste forwarded**

<b>2021</b>	<b>Onsite</b>	<b>Offsite</b>	<b>Total</b>
<b>Hazardous waste</b>	<b>0</b>	<b>391</b>	<b>391</b>
Incineration (with energy recovery)	0	274	274
Incineration (without energy recovery)	0	0	0
Landfilling	0	8	8
Other disposal operations	0	108	108
<b>Non-hazardous waste</b>	<b>0</b>	<b>4,649</b>	<b>4,649</b>
Incineration (with energy recovery)	0	3,277	3,277
Incineration (without energy recovery)	0	32	32
Landfilling	0	169	169
Other disposal operations	0	1,172	1,172

For companies included in the report see GRI 306-3, p. 127

Other: The waste disposal method is left to the disposal service provider or is determined by the selection of the disposal service provider

**GRI 306-5**



## Social

### New employee hires and turnover

<b>2021</b>	<b>Total</b>	<b>AT</b>	<b>CH</b>	<b>CZ</b>	<b>DE</b>	<b>NO</b>	<b>PL</b>	<b>QA</b>	<b>RO</b>	<b>SK</b>	<b>UAE</b>
<b>Total new hires by age group</b>	<b>3,930</b>	<b>2,281</b>	<b>82</b>	<b>133</b>	<b>312</b>	<b>51</b>	<b>546</b>	<b>111</b>	<b>393</b>	<b>20</b>	<b>1</b>
New hires aged below 30	1,349	962	27	33	119	7	86	13	94	8	0
New hires aged 30 to 50	1,974	1,025	35	86	144	29	351	82	212	9	1
New hires aged 50+	607	294	20	14	49	15	109	16	87	3	0
<b>Total new hires by gender</b>	<b>3,930</b>	<b>2,281</b>	<b>82</b>	<b>133</b>	<b>312</b>	<b>51</b>	<b>546</b>	<b>111</b>	<b>393</b>	<b>20</b>	<b>1</b>
New hires men	3,383	2,029	65	107	254	51	406	102	356	12	1
New hires women	547	252	17	26	58	0	140	9	37	8	0
Rate new hires aged below 30 (%)	34.3	42.2	32.9	24.8	38.1	13.7	15.8	11.7	23.9	40.0	0.0
Rate new hires aged 30 to 50 (%)	50.2	44.9	42.7	64.7	46.2	56.9	64.3	73.9	53.9	45.0	100.0
Rate new hires aged 50+ (%)	15.4	12.9	24.4	10.5	15.7	29.4	20.0	14.4	22.1	15.0	0.0
Rate new hires men (%)	86.1	89.0	79.3	80.5	81.4	100.0	74.4	91.9	90.6	60.0	100.0
Rate new hires women (%)	13.9	11.0	20.7	19.5	18.6	0.0	25.6	8.1	9.4	40.0	0.0
<b>Total fluctuation by age group</b>	<b>3,779</b>	<b>2,094</b>	<b>86</b>	<b>129</b>	<b>531</b>	<b>51</b>	<b>493</b>	<b>33</b>	<b>322</b>	<b>16</b>	<b>24</b>
Left the company aged below 30	923	590	14	17	121	7	116	0	53	3	2
Left the company aged 30 to 50	1,789	916	36	67	246	33	264	32	168	9	18
Left the company aged 50+	1,067	588	36	45	164	11	113	1	101	4	4
<b>Total fluctuation by gender</b>	<b>3,779</b>	<b>2,094</b>	<b>86</b>	<b>129</b>	<b>531</b>	<b>51</b>	<b>493</b>	<b>33</b>	<b>322</b>	<b>16</b>	<b>24</b>
Men who left the company	3,202	1,759	71	110	432	47	421	32	296	10	24
Women who left the company	577	335	15	19	99	4	72	1	26	6	0
<b>Total fluctuation rate (%)</b>	<b>19.2</b>	<b>18.1</b>	<b>26.9</b>	<b>11.2</b>	<b>18.9</b>	<b>24.8</b>	<b>22.2</b>	<b>13.8</b>	<b>33.7</b>	<b>9.8</b>	<b>82.8</b>
Fluctuation rate aged below 30 (%)	24.4	28.2	16.3	13.2	22.8	13.7	23.5	0.0	16.5	18.8	8.3
Fluctuation rate aged 30 to 50 (%)	47.3	43.7	41.9	51.9	46.3	64.7	53.5	97.0	52.2	56.3	75.0
Fluctuation rate aged 50+ (%)	28.2	28.1	41.9	34.9	30.9	21.6	22.9	3.0	31.4	25.0	16.7
Fluctuation rate men (%)	19.3	17.6	27.0	11.4	18.9	24.9	24.9	15.8	37.2	8.2	82.8
Fluctuation rate women (%)	18.6	21.4	26.3	10.4	19.1	23.5	13.7	2.7	16.1	14.3	-

<b>2020</b>	<b>Total</b>	<b>AT</b>	<b>CH</b>	<b>CZ</b>	<b>DE</b>	<b>NO</b>	<b>PL</b>	<b>QA<sup>1</sup></b>	<b>RO</b>	<b>SK</b>	<b>UAE<sup>1</sup></b>
<b>Total new hires by age group</b>	<b>3,702</b>	<b>2,051</b>	<b>60</b>	<b>224</b>	<b>331</b>	<b>93</b>	<b>405</b>	<b>70</b>	<b>442</b>	<b>24</b>	<b>2</b>
New hires aged below 30	1,419	903	24	88	154	9	122	4	111	4	0
New hires aged 30 to 50	1,773	909	23	107	132	62	220	56	246	17	1
New hires aged 50+	510	239	13	29	45	22	63	10	85	3	1
<b>Total new hires by gender</b>	<b>3,702</b>	<b>2,051</b>	<b>60</b>	<b>224</b>	<b>331</b>	<b>93</b>	<b>405</b>	<b>70</b>	<b>442</b>	<b>24</b>	<b>2</b>
New hires men	3,176	1,804	52	178	263	92	327	41	405	12	2
New hires women	526	247	8	46	68	1	78	29	37	12	0
Rate new hires aged below 30 (%)	38.3	44.0	40.0	39.3	46.5	9.7	30.1	5.7	25.1	16.7	0.0
Rate new hires aged 30 to 50 (%)	47.9	44.3	38.3	47.8	39.9	66.7	54.3	80.0	55.7	70.8	50.0
Rate new hires aged 50+ (%)	13.8	11.7	21.7	12.9	13.6	23.7	15.6	14.3	19.2	12.5	50.0
Rate new hires men (%)	85.8	88.0	86.7	79.5	79.5	98.9	80.7	58.6	91.6	50.0	100.0
Rate new hires women (%)	14.2	12.0	13.3	20.5	20.5	1.1	19.3	41.4	8.4	50.0	0.0
<b>Total fluctuation by age group</b>	<b>4,046</b>	<b>2,263</b>	<b>31</b>	<b>232</b>	<b>554</b>	<b>46</b>	<b>455</b>	<b>126</b>	<b>242</b>	<b>28</b>	<b>69</b>
Left the company aged below 30	1,103	675	6	53	170	6	107	13	60	3	10
Left the company aged 30 to 50	1,852	942	18	97	219	34	244	108	124	18	48
Left the company aged 50+	1,091	646	7	82	165	6	104	5	58	7	11
<b>Total fluctuation by gender</b>	<b>4,046</b>	<b>2,263</b>	<b>31</b>	<b>232</b>	<b>554</b>	<b>46</b>	<b>455</b>	<b>126</b>	<b>242</b>	<b>28</b>	<b>69</b>
Men who left the company	3,534	1,984	22	197	466	34	397	121	222	22	69
Women who left the company	512	279	9	35	88	12	58	5	20	6	0
Fluctuation rate aged below 30 (%)	27.3	29.8	19.4	22.8	30.7	13.0	23.5	10.3	24.8	10.7	14.5
Fluctuation rate aged 30 to 50 (%)	45.8	41.6	58.1	41.8	39.5	73.9	53.6	85.7	51.2	64.3	69.6
Fluctuation rate aged 50+ (%)	27.0	28.5	22.6	35.3	29.8	13.0	22.9	4.0	24.0	25.0	15.9
<b>Total fluctuation rate (%)</b>	<b>21.5</b>	<b>21.0</b>	<b>9.7</b>	<b>20.4</b>	<b>18.6</b>	<b>24.2</b>	<b>21.0</b>	<b>75.9</b>	<b>27.6</b>	<b>17.1</b>	<b>313.6</b>
Fluctuation rate men (%)	21.5	21.1	8.2	20.5	19.2	19.9	23.3	88.3	30.5	17.9	313.6
Fluctuation rate women (%)	18.0	20.3	17.0	20.2	15.9	63.2	12.7	17.2	13.5	14.6	3.0

Calculation basis: year-round employees (salaried and wage-earning)

<sup>1</sup> QA, UAE: project finalisation phase

GR 401-1

**Parental leave**

<b>2021</b>	<b>Total</b>	<b>AT</b>	<b>CH</b>	<b>CZ</b>	<b>DE</b>	<b>NO</b>	<b>PL</b>	<b>QA</b>	<b>RO</b>	<b>SK</b>	<b>UAE</b>
<b>Total staff on parental leave</b>	<b>307</b>	<b>140</b>	<b>0</b>	<b>29</b>	<b>87</b>	<b>6</b>	<b>32</b>	<b>0</b>	<b>7</b>	<b>6</b>	<b>0</b>
Male staff	99	27	0	1	60	5	2	0	4	0	0
Female staff	208	113	0	28	27	1	30	0	3	6	0
<b>Total returned after parental leave</b>	<b>165</b>	<b>65</b>	<b>0</b>	<b>6</b>	<b>74</b>	<b>4</b>	<b>10</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
Male staff	85	25	0	1	53	4	0	2	0	0	0
Female staff	80	40	0	5	21	0	10	1	2	1	0
<b>Staff retained after 12 months</b>	<b>100</b>	<b>59</b>	<b>1</b>	<b>0</b>	<b>37</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>
Male staff	54	24	0	0	30	0	0	0	0	0	0
Female staff	46	35	1	0	7	0	0	0	3	0	0
Staff retention rate (%)	64.1	79.7	50.0	0.0	71.2	0.0	0.0	0.0	75.0	0.0	-
Retention rate male staff (%)	73.0	88.9	-	-	69.8	0.0	-	0.0	-	0.0	-
Retention rate female staff (%)	56.1	74.5	50.0	0.0	77.8	0.0	0.0	-	75.0	0.0	-
<b>2020</b>	<b>Total</b>	<b>AT</b>	<b>CH</b>	<b>CZ</b>	<b>DE</b>	<b>NO</b>	<b>PL</b>	<b>QA</b>	<b>RO</b>	<b>SK</b>	<b>UAE</b>
<b>Total staff on parental leave</b>	<b>273</b>	<b>127</b>	<b>2</b>	<b>14</b>	<b>88</b>	<b>2</b>	<b>24</b>	<b>0</b>	<b>8</b>	<b>8</b>	<b>0</b>
Male staff	93	31	0	1	53	1	2	0	4	1	0
Female staff	180	96	2	13	35	1	22	0	4	7	0
<b>Total returned after parental leave</b>	<b>156</b>	<b>74</b>	<b>2</b>	<b>9</b>	<b>52</b>	<b>2</b>	<b>8</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>0</b>
Male staff	74	27	0	0	43	1	0	1	0	2	0
Female staff	82	47	2	9	9	1	8	0	4	2	0
<b>Staff retained after 12 months</b>	<b>208</b>	<b>71</b>	<b>0</b>	<b>0</b>	<b>41</b>	<b>1</b>	<b>95</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Male staff	136	38	0	0	29	0	69	0	0	0	0
Female staff	72	33	0	0	12	1	26	0	0	0	0
Staff retention rate (%)	88.1	86.6	0.0	0.0	82.0	100.0	100.0	0.0	0.0	0.0	0.0
Retention rate male staff (%)	93.8	86.4	0.0	0.0	90.6	0.0	100.0	0.0	0.0	0.0	0.0
Retention rate female staff (%)	79.1	86.8	0.0	0.0	66.7	100.0	100.0	0.0	0.0	0.0	0.0

GN 401-3

## Work-related injuries

<b>2021</b>	<b>Total</b>	<b>AT</b>	<b>CH</b>	<b>CZ</b>	<b>DE</b>	<b>NO</b>	<b>PL</b>	<b>QA</b>	<b>RO</b>	<b>SK</b>	<b>UAE</b>
Fatalities caused by work-related injuries	1	0	0	0	0	0	1	0	0	0	0
Serious injury (without fatalities)	7	4	1	0	2	0	0	0	0	0	0
Work-related injuries documented	545	409	6	6	81	1	40	0	1	1	0
Hours worked	34,647,301	18,999,371	519,072	1,926,389	5,557,591	304,285	4,055,419	780,521	1,706,584	270,278	527,791
Rate of fatalities caused by work-related injuries	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0
Rate of serious work-related injuries (without fatalities)	0.2	0.2	1.9	0.0	0.4	0.0	0.0	0.0	0.0	0.0	0.0
Rate of work-related injuries documented	15.7	21.5	11.6	3.1	14.6	3.3	9.9	0.0	0.6	3.7	0.0

<b>2020</b>	<b>Total</b>	<b>AT</b>	<b>CH</b>	<b>CZ</b>	<b>DE</b>	<b>NO</b>	<b>PL</b>	<b>QA</b>	<b>RO</b>	<b>SK</b>	<b>UAE</b>
Fatalities caused by work-related injuries	0	0	0	0	0	0	0	0	0	0	0
Serious injury (without fatalities)	10	9	0	0	0	0	0	0	1	0	0
Work-related injuries documented	584	440	4	8	103	1	21	0	2	5	0
Hours worked	38,166,154	18,433,527	510,656	1,882,678	6,012,206	287,349	3,731,227	3,656,203	1,373,472	278,836	2,000,000
Rate of fatalities caused by work-related injuries	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Rate of serious work-related injuries (without fatalities)	0.3	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.7	0.0	0.0
Rate of work-related injuries documented	15.3	23.9	7.8	4.2	17.1	3.5	5.6	0.0	1.5	17.9	0.0

QA, UAE: pro rata project volumes (100 % PORR projects or PORR as ARGE leader)

Basis for calculation: staff employed for the full year

Rate calculation: number of fatalities, work-related injuries, work-related injuries documented\*1,000,000/hours worked

GRI 403-9

**Work-related ill health**

<b>2021</b>	<b>Total</b>	<b>AT</b>	<b>CH</b>	<b>CZ</b>	<b>DE</b>	<b>NO</b>	<b>PL</b>	<b>QA</b>	<b>RO</b>	<b>SK</b>	<b>UAE</b>
Fatalities caused by work-related ill health	0	0	0	0	0	0	0	0	0	0	0
Documented instances of work-related ill health	0	0	0	0	0	0	0	0	0	0	0
<b>2020</b>	<b>Total</b>	<b>AT</b>	<b>CH</b>	<b>CZ</b>	<b>DE</b>	<b>NO</b>	<b>PL</b>	<b>QA</b>	<b>RO</b>	<b>SK</b>	<b>UAE</b>
Fatalities caused by work-related ill health	0	0	0	0	0	0	0	0	0	0	0
Documented instances of work-related ill health	6	6	0	0	0	0	0	0	0	0	0

Five cases of noise-induced hearing loss, one case of silicosis

**GRI** 403-10



### Average hours of training

<b>2021</b>	<b>Total</b>	<b>AT</b>	<b>CH</b>	<b>CZ</b>	<b>DE</b>	<b>NO</b>	<b>PL</b>	<b>QA</b>	<b>RO</b>	<b>SK</b>	<b>UAE</b>
<b>Training hours by gender</b>	<b>76,396</b>	<b>35,049</b>	<b>1,438</b>	<b>5,784</b>	<b>11,200</b>	<b>1,845</b>	<b>11,790</b>	<b>9</b>	<b>7,979</b>	<b>1,302</b>	<b>0</b>
Male employees	51,562	26,777	781	4,600	8,073	982	5,898	8	3,727	716	0
Female employees	24,834	8,272	657	1,184	3,127	863	5,892	1	4,252	586	0
<b>Training hours by employee category</b>	<b>76,396</b>	<b>35,049</b>	<b>1,438</b>	<b>5,784</b>	<b>11,200</b>	<b>1,845</b>	<b>11,790</b>	<b>9</b>	<b>7,979</b>	<b>1,302</b>	<b>0</b>
Upper management	82	82	0	0	0	0	0	0	0	0	0
Middle and lower management	10,686	5,401	652	384	1,300	35	1,146	0	1,290	478	0
Non-management	65,628	29,566	786	5,400	9,900	1,810	10,644	9	6,689	824	0
<b>Average training hours by employee category</b>											
Upper management	3	5	0	0	0	-	0	0	0	-	-
Middle and lower management	7	8	14	6	5	12	5	0	26	24	0
Non-management	9	9	5	9	7	36	9	0	18	9	0
<b>Average training hours by gender</b>											
Male employees	9	10	5	10	7	27	7	0	14	10	0
Female employees	9	6	13	7	6	51	11	0	27	14	-
<b>2020</b>	<b>Total</b>	<b>AT</b>	<b>CH</b>	<b>CZ</b>	<b>DE</b>	<b>NO</b>	<b>PL</b>	<b>QA</b>	<b>RO</b>	<b>SK</b>	<b>UAE</b>
<b>Training hours by gender</b>	<b>68,311</b>	<b>37,002</b>	<b>393</b>	<b>-</b>	<b>19,844</b>	<b>715</b>	<b>7,903</b>	<b>264</b>	<b>-</b>	<b>2,180</b>	<b>10</b>
Male employees	44,797	22,292	348	-	15,228	442	4,925	192	-	1,360	10
Female employees	23,514	14,710	45	-	4,616	273	2,978	72	-	820	0
<b>Training hours by employee category</b>	<b>68,311</b>	<b>37,002</b>	<b>393</b>	<b>-</b>	<b>19,844</b>	<b>715</b>	<b>7,903</b>	<b>264</b>	<b>-</b>	<b>2,180</b>	<b>10</b>
Upper management	254	206	0	-	8	0	40	0	-	0	0
Middle and lower management	13,686	6,715	118	-	3,212	24	2,975	232	-	400	10
Non-management	54,371	30,081	275	-	16,624	691	4,888	32	-	1,780	0
<b>Average training hours by employee category</b>											
Upper management	12	12	0	-	4	0	40	0	-	0	0
Middle and lower management	10	9	3	-	10	6	14	7	-	20	3
Non-management	9	10	2	-	11	13	5	0	-	20	0
<b>Average training hours by gender</b>											
Male employees	9	8	2	-	12	12	6	5	-	20	5
Female employees	10	13	1	-	8	14	7	2	-	20	0

Salaried employees

Upper management level: Executive Board, managing directors; Middle and lower management levels: department, unit, group and team manager

EN 404-1

**Performance and career development reviews**

<b>2021</b>	<b>Total</b>	<b>AT</b>	<b>CH</b>	<b>CZ</b>	<b>DE</b>	<b>NO</b>	<b>PL</b>	<b>QA</b>	<b>RO</b>	<b>SK</b>	<b>UAE <sup>2</sup></b>
<b>Performance review by gender</b>	<b>6,197</b>	<b>2,855</b>	<b>114</b>	<b>516</b>	<b>1,339</b>	<b>46</b>	<b>885</b>	<b>84</b>	<b>267</b>	<b>91</b>	<b>0</b>
Male employees	4,374	2,061	81	407	946	31	562	64	162	60	0
Female employees	1,823	794	33	109	393	15	323	20	105	31	0
<b>Percentage of all employees who received a performance review (%)</b>	<b>90.3</b>	<b>90.3</b>	<b>70.4</b>	<b>89.3</b>	<b>92.1</b>	<b>100.0</b>	<b>99.7</b>	<b>56.8</b>	<b>80.9</b>	<b>97.8</b>	<b>-</b>
Male employees (%) <sup>1</sup>	88.9	89.0	66.9	89.1	91.4	100.0	99.5	52.9	76.4	98.4	-
Female employees (%) <sup>1</sup>	93.9	93.9	80.5	90.1	93.8	100.0	100.0	74.1	89.0	96.9	-
<b>Performance reviews by employee category</b>	<b>6,197</b>	<b>2,855</b>	<b>114</b>	<b>516</b>	<b>1,339</b>	<b>46</b>	<b>885</b>	<b>84</b>	<b>267</b>	<b>91</b>	<b>0</b>
Upper management	17	12	1	1	0	0	2	1	0	0	0
Middle and lower management	1,119	602	32	61	247	3	107	10	39	18	0
Non-management	5,061	2,241	81	454	1,092	43	776	73	228	73	0
Upper management (%) <sup>1</sup>	94.4	100.0	100.0	100.0	0.0	-	100.0	100.0	-	-	-
Middle and lower management (%) <sup>1</sup>	89.5	90.0	72.7	95.3	91.8	100.0	100.0	34.5	84.8	94.7	-
Non-management (%) <sup>1</sup>	90.5	90.3	69.2	88.5	92.2	100.0	99.6	61.9	80.3	98.6	-

<sup>1</sup> Number of actual reviews conducted in relation to planned reviews

<sup>2</sup> No employee reviews due to project completion

<b>2020</b>	<b>Total</b>	<b>AT</b>	<b>CH</b>	<b>CZ</b>	<b>DE</b>	<b>NO</b>	<b>PL</b>	<b>QA</b>	<b>RO</b>	<b>SK</b>	<b>UAE</b>
<b>Performance review by gender</b>	<b>6,451</b>	<b>3,123</b>	<b>129</b>	<b>289</b>	<b>1,397</b>	<b>59</b>	<b>1,000</b>	<b>101</b>	<b>208</b>	<b>95</b>	<b>50</b>
Male employees	4,538	2,215	100	228	990	38	655	82	114	67	49
Female employees	1,913	908	29	61	407	21	345	19	94	28	1
<b>Percentage of all employees who received a performance review (%)</b>	<b>87.5</b>	<b>89.0</b>	<b>81.6</b>	<b>54.6</b>	<b>89.0</b>	<b>100.0</b>	<b>100.0</b>	<b>99.0</b>	<b>68.9</b>	<b>99.0</b>	<b>100.0</b>
Male employees (%) <sup>1</sup>	86.0	87.0	82.0	56.4	88.0	100.0	100.0	98.0	61.3	98.5	100.0
Female employees (%) <sup>1</sup>	91.2	94.0	80.6	48.8	92.0	100.0	100.0	100.0	81.0	100.0	100.0
<b>Performance reviews by employee category</b>	<b>6,451</b>	<b>3,123</b>	<b>129</b>	<b>289</b>	<b>1,397</b>	<b>59</b>	<b>1,000</b>	<b>101</b>	<b>208</b>	<b>95</b>	<b>50</b>
Upper management	16	13	0	0	1	0	1	1	0	0	0
Middle and lower management	1,173	634	29	28	253	2	155	16	39	16	1
Non-management	5,262	2,476	100	261	1,143	57	844	84	169	79	49
Upper management (%) <sup>1</sup>	94.1	100.0	0.0	0.0	50.0	0.0	100.0	100.0	0.0	0.0	0.0
Middle and lower management (%) <sup>1</sup>	89.5	90.0	100.0	51.9	87.0	100.0	100.0	100.0	90.7	94.1	100.0
Non-management (%) <sup>1</sup>	87.1	87.0	77.5	54.9	90.0	100.0	100.0	98.8	65.3	100.0	100.0

Upper management level: Executive Board, managing directors; Middle and lower management levels: department, unit, group and team manager

<sup>1</sup> Number of actual reviews conducted in relation to planned reviews

## Diversity of governance bodies and employees

2021	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Male members of governance bodies (%)	83.3	83.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Female members of governance bodies (%)	16.7	16.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Members of governance bodies aged below 30 (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Members of governance bodies aged 30 to 50 (%)	8.3	8.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Members of governance bodies aged 50+ (%)	91.7	91.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Men in upper management (%)	96.0	93.8	100.0	100.0	100.0	0.0	100.0	100.0	100.0	0.0	0.0
Women in upper management (%)	4.0	6.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Men in middle and lower management (%)	86.8	90.3	95.7	94.2	91.5	100.0	69.7	97.7	62.0	65.0	100.0
Women in middle and lower management (%)	13.2	9.7	4.3	5.8	8.5	0.0	30.3	2.3	38.0	35.0	0.0
Men in non-management (%)	84.0	86.2	79.9	83.5	80.3	91.6	77.0	81.5	84.3	75.7	100.0
Women in non-management (%)	16.0	13.8	20.1	16.5	19.7	8.4	23.0	18.5	15.7	24.3	0.0
Upper management aged below 30 (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Upper management aged 30 to 50 (%)	36.0	25.0	0.0	100.0	33.3	0.0	100.0	100.0	0.0	0.0	0.0
Upper management aged 50+ (%)	64.0	75.0	100.0	0.0	66.7	0.0	0.0	0.0	100.0	0.0	0.0
Middle and lower management aged below 30 (%)	0.6	0.6	2.2	0.0	0.4	0.0	0.9	0.0	0.0	0.0	0.0
Middle and lower management aged 30 to 50 (%)	57.8	55.9	56.5	68.1	42.6	66.7	76.8	46.5	90.0	55.0	33.3
Middle and lower management aged 50+ (%)	41.7	43.5	41.3	31.9	57.0	33.3	22.3	53.5	10.0	45.0	66.7
Non-management aged below 30 (%)	20.4	22.5	26.7	12.8	17.0	7.9	22.3	7.7	14.5	12.5	8.7
Non-management aged 30 to 50 (%)	50.4	47.7	46.5	60.1	46.0	67.5	55.9	80.5	59.4	65.3	87.0
Non-management aged 50+ (%)	29.2	29.9	26.7	27.1	36.9	24.6	21.8	11.8	26.1	22.2	4.3

**Diversity of governance bodies and employees**

<b>2020</b>	<b>Total</b>	<b>AT</b>	<b>CH</b>	<b>CZ</b>	<b>DE</b>	<b>NO</b>	<b>PL</b>	<b>QA</b>	<b>RO</b>	<b>SK</b>	<b>UAE</b>
Male members of governance bodies (%)	83.3	83.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Female members of governance bodies (%)	16.7	16.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Members of governance bodies aged below 30 (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Members of governance bodies aged 30 to 50 (%)	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Members of governance bodies aged 50+ (%)	75.0	75.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Men in upper management (%)	100.0	100.0	0.0	0.0	100.0	0.0	100.0	100.0	0.0	0.0	0.0
Women in upper management (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Men in middle and lower management (%)	86.9	90.1	94.6	93.3	91.7	100.0	71.3	97.0	59.6	70.0	100.0
Women in middle and lower management (%)	13.1	9.9	5.4	6.7	8.3	0.0	28.7	3.0	40.4	30.0	0.0
Men in non-management (%)	84.6	87.1	82.0	83.4	80.3	89.8	79.7	78.8	84.6	75.7	100.0
Women in non-management (%)	15.4	12.9	18.0	16.6	19.7	10.2	20.3	21.2	15.4	24.3	0.0
Upper management aged below 30 (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Upper management aged 30 to 50 (%)	28.6	23.5	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0
Upper management aged 50+ (%)	71.4	76.5	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Middle and lower management aged below 30 (%)	0.5	0.8	0.0	0.0	0.3	0.0	0.5	0.0	0.0	0.0	0.0
Middle and lower management aged 30 to 50 (%)	58.8	57.4	56.8	61.7	47.5	75.0	74.6	51.5	83.0	60.0	75.0
Middle and lower management aged 50+ (%)	40.6	41.8	43.2	38.3	52.2	25.0	24.9	48.5	17.0	40.0	25.0
Non-management aged below 30 (%)	20.1	21.8	23.7	14.5	19.2	9.1	20.4	9.1	15.5	11.8	6.3
Non-management aged 30 to 50 (%)	49.9	47.4	46.3	55.4	45.5	71.0	57.4	80.3	57.3	67.4	87.5
Non-management aged 50+ (%)	30.0	30.9	30.0	30.1	35.3	19.9	22.3	10.6	27.2	20.8	6.3

SDG 405-1

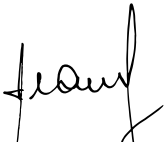
# Responsibility Statement

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We confirm to the best of our knowledge that this consolidated non-financial report, which has been produced in accordance with the “Core” option of the reporting guidelines of the GRI Standards, contains the disclosures required in accordance with Sections 267a(2) and 243b(2) of the Austrian Commercial Code to facilitate an understanding of the business performance, the business results, the current state of PORR AG and the impacts of its activities, and shows as a minimum how they relate to

environmental, social and employee matters, to upholding human rights, and to preventing corruption and bribery. The disclosures include a description of the business model of PORR AG and the concepts pursued in relation to the issues including due-diligence processes, material risks that would probably have a negative impact on the matters referenced, as well as the results of these concepts and the most important performance indicators.

April 2022, Vienna



**Karl-Heinz Strauss,**  
Chairman of the Executive Board and CEO



**Josef Pein**  
Executive Board member and COO



**Jürgen Raschendorfer**  
Executive Board member and COO



# Independent assurance report of the non-financial report 2021 in accordance with section 267a of the Austrian Commercial Code (UGB)

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GRI 102-56

The German text of the signed report, which refers to the German version of the non-financial report for the financial year 2021, is the only legally binding version. The English translation has no legal effect. In particular, it cannot be used for the interpretation of the German text.

We have performed a limited assurance of the consolidated non-financial report (hereinafter: “sustainability report”) of PORR AG (hereinafter: “the Company”) for the financial year 2021 in accordance with section 267a of the Austrian Commercial Code (UGB).

## Responsibility of the legal representatives

The legal representatives of the company are responsible for the preparation of the sustainability report and the provision of disclosures and indicators regarding sustainability of the Company in line with the required reporting criteria. The Company applies the legal requirements of the Austrian Sustainability and Diversity Improvement Act (Section 267a UGB) and the standard for the sustainability reporting standards of the Global Reporting Initiative (GRI Standards) option “core” as reporting criterion. Regarding the transition period of the EU Taxonomy Regulation, the Company uses Article 8 of the EU Taxonomy Regulation 2020/852 in conjunction with Delegated Regulation 2021/4987 as a reporting criterion. The reporting criteria used by the Company are referred to as “reporting criteria” below.

The responsibility of the legal representatives includes the selection and application of reasonable methods for non-financial reporting (especially the selection of material topics) as well as the use of assumptions and estimates for individual non-financial disclosures that are reasonable under the circumstances. Furthermore, the responsibility includes the design, implementation and maintenance of systems, processes, and internal controls relevant for the preparation of the sustainability report in a way that is free of – intended or unintended – material misstatements. The responsibility also includes selecting and applying appropriate methods in the context of applying Article 8 of the EU Taxonomy Regulation 2020/852 in conjunction with Delegated Regulation 2021/4987.

## Responsibility of the auditor

Our responsibility is to state whether, based on our audit procedures performed and the evidence we have obtained, anything has come to our attention that causes us to believe that the sustainability report of the Company dated 31 December 2021 is not, in all material respects, in accordance with the legal requirements of the Austrian Sustainability and Diversity Improvement Act (Section 267a UGB), the GRI Standards (option: “core”) and Article 8 of the EU Taxonomy Regulation 2020/852 in conjunction with Delegated Regulation 2021/4987.

We conducted our audit in accordance with the Austrian Professional Guidelines for Other Audits (KFS/PG 13) and the International Standard on Assurance Engagements (ISAE 3000 (Revised)) applicable to such assignments. These standards require us to comply with our professional requirements including regulations regarding independence, and to plan and perform the audit to enable us to express a conclusion with limited assurance, taking into account materiality.

The scope of a limited assurance audit is smaller compared to the one of a reasonable assurance audit. Therefore, the assurance received is reduced. The selection of audit procedures depends on the auditor’s judgment and includes in particular the following activities:

- Questioning of personnel on a corporate level responsible for the materiality analysis, in order to gain an understanding of the processes for determining material sustainability topics and respective reporting boundaries;
- A risk assessment, including a media analysis on relevant information concerning the sustainability performance of the Company during the reporting period;
- Evaluation of the design and implementation of the systems and processes for the collection, processing and control of the disclosures on environmental, social and employee matters, respect for human rights and anti-corruption and bribery, including the consolidation of the data;

- Questioning of personnel on corporate level responsible for providing and consolidating and for carrying out internal control procedures regarding the disclosures of concepts, risks, due diligence processes, results and performance indicators;
- Evaluation of the design and implementation of the systems and processes for the collection, processing and monitoring of sustainability performance information and metrics included in the scope of the audit, including the consolidation of data;
- Assessment of selected internal and external documents in order to determine whether qualitative and quantitative information is supported by sufficient evidence and presented in an accurate and balanced manner;
- Assessment of local data collection, validation and reporting processes and the reliability of the reported data by sampling and process evaluation. Due to the ongoing COVID-19 pandemic and the protective measures which have been implemented in response, the questioning of employees was done remotely;
- Analytical evaluation of the data and trends related to the non-financial performance indicators for the GRI standards stated in the GRI Index, submitted by all sites for consolidation at corporate level;
- Assessment of whether the requirements laid out in Section 267a UGB and the GRI Standards (option “core”) have been addressed in an appropriate manner
- Assessment of whether the requirements laid out in Article 8 of the EU Taxonomy Regulation 2020/852 in conjunction with Delegated Regulation 2021/4987 have been adequately addressed;
- Evaluation of the overall presentation of the disclosures by critical reading of the sustainability report.

The procedures that we performed do not constitute an audit or a review. Our audit did not focus on revealing and clarifying illegal

acts such as fraud or other breaches of trust and administrative offences, nor did it focus on assessing the effectiveness and efficiency of management.

Furthermore, it is not part of our audit to review future-oriented disclosures, figures from previous years, statements from external information sources and expert opinions and the content of references to the additional reporting of the Company. Disclosures of the Annual Financial Statements which were audited within the scope were assessed for correct presentation (no content-related audit).

### **Audit Opinion**

Based on the procedures performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the sustainability report of the Company of the financial year 2021 is not in accordance with the requirements of the Austrian Sustainability and Diversity Improvement Act (267a UGB), the GRI Standards (option “core”) and Article 8 of the EU Taxonomy Regulation 2020/852 in conjunction with Delegated Regulation 2021/4987 in all material respects.

### **Limit of use**

We hereby grant our consent for our report to be published along with the sustainability report. We make no guarantee regarding the accuracy of the content of this report. Third parties should not make their (financial) decisions based on this report. As a result, no third-party claims can be derived from this report. Our sole responsibility in this regard is to the Company.

### **Conditions of Contract**

In terms of our responsibility and liability to the Company and third parties, point 7 of the AAB 2018 is expanded to the effect that liability for gross negligence is limited to two million euros.

Vienna, April 19, 2022

**BDO Austria GmbH**  
**Wirtschaftsprüfungs- und Steuerberatungsgesellschaft**

**Mag. Peter Bartos m.p.**  
 Certified Public Accountant

**ppa. MMag Nicole Doppelhofer m.p.**  
 Certified Public Accountant

# Glossary

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**CR:** Corporate Responsibility

**CSRD:** Corporate Sustainability Reporting Directive – new EU requirement for non-financial reporting by companies

**ESG:** Environmental – Social – Governance: Abbreviation for the three pillars of sustainability. The term is increasingly being used instead of CR to describe sustainable business.

**GHG (greenhouse gases):** Greenhouse gases are gases that contribute to the earth's greenhouse effect and can be of natural or human origin. Due to their increased concentration in the earth's atmosphere, they lead to an increase in the average temperature of the earth. Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride.

**GRI:** Global Reporting Initiative – the international reporting standards on which this sustainability report is structured.

**IPCC (Intergovernmental Panel on Climate Change):** Its main task is to analyse the science and worldwide state of research on the effects of global warming and its risks, as well as mitigation and adaptation strategies, and to evaluate them from a scientific perspective.

**SDG (Sustainable Development Goals):** 17 Sustainable Development Goals with 169 targets, which are part of the United Nations 2030 Agenda. All countries of the United Nations have committed to achieving these goals by 2030. These goals are thereby used as a framework for nations, governments and companies like PORR.

## Better Environment

**CO<sub>2</sub>e – Carbon Dioxide equivalent:** Used to measure and compare greenhouse gas emissions. The metrics for CO<sub>2</sub>e show how much a particular gas would contribute to global warming if it were carbon dioxide. This is important because greenhouse gases have varying degrees of influence on temperature changes and therefore on climate change as well.

**NEDC – New European Driving Cycle:** Previously valid test cycle for passenger cars. The aim is to provide comparable and reproducible values across manufacturers.

**PV – Photovoltaic:** Conversion of light energy, mostly sunlight, into electrical energy by means of solar cells

**Recording energy consumption:** If the consumption of energy sources is recorded in volume or mass units, this is being converted into energy units from the reporting year 2021 onwards using uniform conversion factors (calorific value inferior) from the Defra database (“UK Government GHG Conversion Factors for Company Reporting”). Exact conversion factors from the suppliers are only used for the energy sources pulverised lignite and liquid thermal fuel (a specific type of heating oil). In addition, conversion factors from the Austrian Federal Ministry for Climate Protection are used for natural gas due to its specific composition in Central and Eastern Europe (standard factors for fuels from the national greenhouse gas inventory for use at level 2a in Austria valid 2019 to 2021). These new conversion factors replace the conversion factors of the Austrian Federal Environment Agency used in previous reporting years.

**Recording energy consumption of business travel:** Energy consumption was calculated uniformly across the Group using conversion factors from the Austrian Federal Environment Agency in relation to mileage data collected for passengers and vehicles.

**Recording GHG emissions:** All GHG emissions are reported as 100-year Global Warming Potential (GWP) using the Greenhouse Gas Protocol (GHG Prot.) specifications. The GWP reflects, where available, the emissions of all greenhouse gases regulated under the Kyoto Protocol in CO<sub>2</sub> equivalents (CO<sub>2</sub>e): carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF<sub>6</sub>) and nitrogen trifluoride (NF<sub>3</sub>).

For this reporting year, GHG emission factors were adjusted to increase reporting data transparency accordingly. From 2021 onwards, PORR is using uniform, internationally recognised factors from the Defra database for direct (Scope 1) and indirect (Scope 3 – Category 3) GHG emissions for all fuels across the Group. The emission factors of the Austrian Federal Environment Agency used in previous reporting years have been replaced. Only for pulverised lignite are factors from the International Energy Agency database used, while exact factors from the supplier are used for liquid thermal fuel (specific type of heating oil).

For grid-based energy sources, country grid mix factors from the GaBi database are being used from 2021 for indirect (Scope 2) and for other indirect (Scope 3 – Category 3) GHG emissions using the location-based method. Compared to the emission factors of the International Energy Agency used in previous years, these are significantly higher, but do not only reflect the electricity mix generated in the respective country, but also the electricity mix actually consumed (including imports and exports). This adjustment again leads to an increase in PORR's reporting data transparency, but at the same time to a significant rise in electricity-related (Scope 2) GHG emissions. In the market-based method, supplier-specific factors are used wherever possible. If these are not yet available centrally for certain markets due to PORR's highly decentralised consumption structure and the subsequent high number of different energy supply companies, local grid mix factors from the GaBi database are also used.

In order to determine the indirect (Scope 3 – Category 6) GHG emissions resulting from business travel, PORR primarily uses the emission volume data from the air, train and rental car companies. If no precise volume data can be provided by the transport companies, the emissions are calculated on the basis of mileage data collected for passengers and vehicles, uniformly across the Group, using factors from the Defra database. Emissions for business travel by private car are calculated exclusively in this way.

**Recording GHG emissions for equipment and vehicle fleet:** All technical equipment data is entered into the SAP/ERP system during inventory. The calculations are then carried out using SAP data. All equipment in use during the period under review (around 58,000 items) is determined. Those with combustion engines are extracted. Using the technical data stored in the system, exhaust gas classifications are multiplied by the corresponding exhaust gas values and the associated operating hours and totalled over all units with combustion engines.

**Recording GHG emissions of the four product groups with the highest transport volumes:** GHG emissions in the supply chain (Scope 3 – Category 4) are calculated using the stochastic-based method developed in the previous year. For this purpose, the quantities of the product groups with the highest transport volumes were first determined (armouring, asphalt, formwork, ready-mixed concretes). For the transport conditions (route lengths from production site to construction site, fleet payloads, fleet composition, etc.), plausible value ranges (min, max, medium) were assumed for each country and each product group. The uniform GHG emission factor applied is based on values from the Austrian Federal Environment Agency for the average transport of goods with heavy goods vehicles per tonne-kilometre. The value distribution was calculated by means of the Monte Carlo simulation and 1,000,000 calculation runs. The mean value of this distribution is shown as a representative value.

**TCFD – Task Force on Climate-Related Financial Disclosure:** The TCFD provides recommendations on how companies should report on the impact of climate risks on their business model. It was established by the G20 Financial Stability Board in 2015. The TCFD thereby promotes international financial stability. Companies that follow the recommendations benefit from stability, resilience and profitability.

**WLTP – World Harmonized Light-Duty Vehicle Test Procedure:** New globally standardised test procedure that determines the consumption and exhaust emission values of light vehicles. Due to its dynamic orientation, the test cycle pursuant to WLTP is closer to the actual driving experience than previous methods.

## Better Society

**WHP – Workplace Health Promotion:** Includes all joint measures taken by employers, staff members and society to improve health and wellbeing at work.

## Better Governance

**Due Diligence:** With the due diligence process, a company protects itself by checking the assumptions and preconditions involved in a partnership or offer and identifying possible relevant risks.

**SWOT/PESTEL:** The SWOT analysis primarily helps companies to identify strengths, weaknesses, opportunities and threats. Strategies and measures can be derived from these insights. The PESTEL analysis allows a company's environment to be analysed. Political, Economic, Social, Technological, Environmental and Legal factors impacts are analysed.



# Acknowledgements

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Mensalia Unternehmensberatungs GmbH

Produced with ns.publish by Multimedia Solutions AG, Zurich

## **Photos**

Astrid Knie (Cover, Executive Board photo – p. 5), Outline Pictures (foundation engineering Neusiedl an der Zaya – p. 8, Danzermühl power plant – p. 32, Wibeba master carpenter works – p. 66), PORR/APA/Tesarek (apprentice photo shoot, civil engineering, Lower Austria – p. 62), Tomáš Malý (ARGE Ebreichsdorf – p. 23, Fahrafeld flood retention basin – p. 35), Walter Oberbramberger (installation mastic asphalt Brandstätte – p. 65), Weinviertel expressway S3 Hollabrunn – p. 90), PORR/Klaus Vyhnalek (apprentice photo shoot – p. 93), APA/Pucher (p. 94), ISHAP Personaldokumentations GmbH (p. 95), PORR AG/APA-Fotoservice/Greindl (portrait session Patricia Mair – p. 83)

As some of the photos were taken prior to the Covid pandemic, no protective measures were yet required.

## **Printing**

Druckwerkstatt Handels GmbH  
Hosnedlgasse 16b, 1220 Vienna

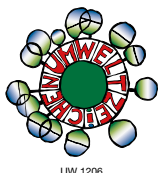
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**Disclaimer**

Every care has been taken to ensure that all information contained in every part of this Sustainability Report is accurate and complete. The figures have been rounded off using the compensated summation method. We regret that we cannot rule out possible round-off, typesetting and printing errors.

This report is a translation into English of the report issued in the German language and is provided solely for the convenience of English-speaking users. In the event of a discrepancy or translation error, the German-language version prevails.





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