

# SUSTAINABILITY REPORT 2020/21



# ABOUT THE REPORT

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

This sustainability report has been prepared in accordance with the GRI Standards (the "Core" option) of the Global Reporting Initiative (GRI), the world's most widely used and recognised framework for sustainability reporting. This report also refers to the Sustainable Development Goals (SDGs) adopted by the United Nations as part of the 2030 agenda and describes to which of the global sustainability goals Swietelsky AG contributes by means of its ESG strategy and through the company's sustainable orientation.

course of a strategy process with the involvement of internal and external stakeholders that started in June 2021 (see introduction to the "Sustainability strategy" chapter). The available qualitative and quantitative information was collected centrally using web-based data collection processes and consolidated and checked for plausibility by the Group's controlling department and sustainability department in accordance with the four-eyes principle and approved by the Executive Board.

## THE LIMITS OF THE REPORT

Unless otherwise stated, the information, figures and facts disclosed in this report relate to all fully consolidated companies within the SWIETELSKY Group. Those companies acquired in the financial year 2020/21 are only included with their number of employees. In comparison to the last report, the following additions to the scope of consolidation have been made: J & K Fassadenprofi GmbH (full consolidation 2.10.2019), Klaus Hennerbichler GmbH (full consolidation 12.12.2019), SWIETELSKY Real Estate CZ s.r.o. (full consolidation 1.4.2020), Mandarino Kft. (full consolidation 1.4.2020), SWIETELSKY Rail Schweiz AG (full consolidation 1.4.2020), SWIETELSKY Umwelttechnik GmbH (full consolidation 9.7.2020), Vydrovka Office Center (full consolidation 30.7.2020), SWIETELSKY Rail Sweden AB (full consolidation 5.6.2020). Impacts along the value chain that lie outside the company's direct sphere of influence are only partially addressed in this report.

## REVIEW PERIOD

The financial year of Swietelsky AG runs from 1 April to 31 March. The review period for the economic and non-financial figures covers the 2019/20 and 2020/21 financial years. Data for the 2019 and 2020 calendar years was collected for the waste figures as well as for occupational health and safety data. The breakdown of employees by gender, age, blue-collar and white-collar workers, etc was based on the number of employees as of 31 March. In order to increase comparability and to make the development of the key figures visible over a longer period of time, the report shows at least the last two years, occasionally the last five. As a result of the further development of data collection and the redefinition of indicators, some of the key figures can only be compared with previous years to a limited extent.

## REPORT CONTENT

SWIETELSKY constantly and systematically addresses those issues relevant to the company with regards to sustainable development. The content and main topics covered in this sustainability report were chosen in the

## REPORTING CYCLE

Swietelsky AG's first group-wide sustainability report was published in the 2018/19 financial year. This sustainability report covers the financial years 2019/20 and 2020/21. There will be a switch to annual reporting in the future. The sustainability report is published separately from the annual report.

## Imprint

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## Wording and language

The sustainability report is published in German and English.

## Carbon-neutral production

X-FILES Druck-, Consulting- und Produktionsagentur GmbH has created the **carbon footprint** of its own company in cooperation with climate protection specialist **ClimatePartner**. This sustainability report has therefore been produced with net zero carbon footprint. To this end, unavoidable CO<sub>2</sub> emissions of printing operations are offset by investments in select climate protection projects.



## Carbon-neutral paper

Paper from the Claro Bulk brand was used in the making of this sustainability report. It is PEFC-certified and comes from sustainable wood production.

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# BUILDING ON IDEAS

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

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

# FOREWORD BY THE EXECUTIVE BOARD



Executive Board (from the left): Peter Gal, Adolf Scheuchenpflug, Harald Gindl, MBA, Dipl.-Ing. Karl Weidlinger

Dear Sir or Madam,

In times of great economic challenge, SWIETELSKY is taking measures to advance sustainable practices. Our industry in particular needs to step up its climate efforts. It is therefore our goal to align our activities in such a way to allow us to be a part of the solution and make our business model even more resilient to crises. The purpose of the sustainability report is to create transparency and document our efforts to date, while also providing a basis for further endeavours.

We consider rapidly changing framework conditions, which are shaped by regulatory reform and market dynamics, especially in finance and the supply chain, as an opportunity to implement innovative business models. This is why we have initiated a multi-stage work process in which we address the mission fields of “fairness, interaction, innovation and ecology”. The networking within the Group that goes hand in hand with this will help us develop a comprehensive sustainability strategy. It should define concrete goals and feasible measures at all levels of the company. Our Sustainability Management department, which was set up in 2020, interdisciplinary management and external experts will provide professional support along this path.

Numerous initiatives over the past few years have already borne fruit, including an award as the best-ranked employer in the construction industry and third-ranked employer in Austria. The Financial Times recognised us as the most diverse construction company in Europe in 2021, the same year we were also pleased to receive the seal of quality for workplace health promotion. Our development in timber and hybrid construction, which positions SWIETELSKY as a supplier that is neutral in terms of building materials, is progressing rapidly with extensive investments. Considerable investments are also being made in the construction of facilities for recycling mineral construction waste and for processing contaminated soils. When it comes to energy technology, we draw on our expertise to actively promote the reduction of carbon emissions over the entire life cycle of constructions.

Achieving our sustainability goals relies not least on encouraging our employees to take initiative. We are also fully committed to transparent communication with all stakeholders. We look forward to keeping you up to date about specific progress in our next sustainability report. Modern infrastructure and ecological and social responsibility do not contradict each other; rather, they are always thought of together at SWIETELSKY.

Peter Gal

Harald Gindl, MBA

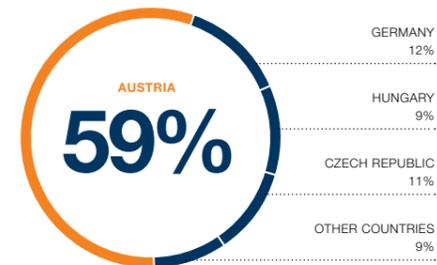
Adolf Scheuchenpflug

Dipl.-Ing. Karl Weidlinger

# SWIETELSKY AT A GLANCE

The SWIETELSKY Group is a leading construction company in Central and Eastern Europe. With the driving force of around 11,600 employees, more than EUR 3 billion in construction output, and a decentralised organizational structure, we are an international player, a national winner, and a local champion in all sectors of the construction industry.

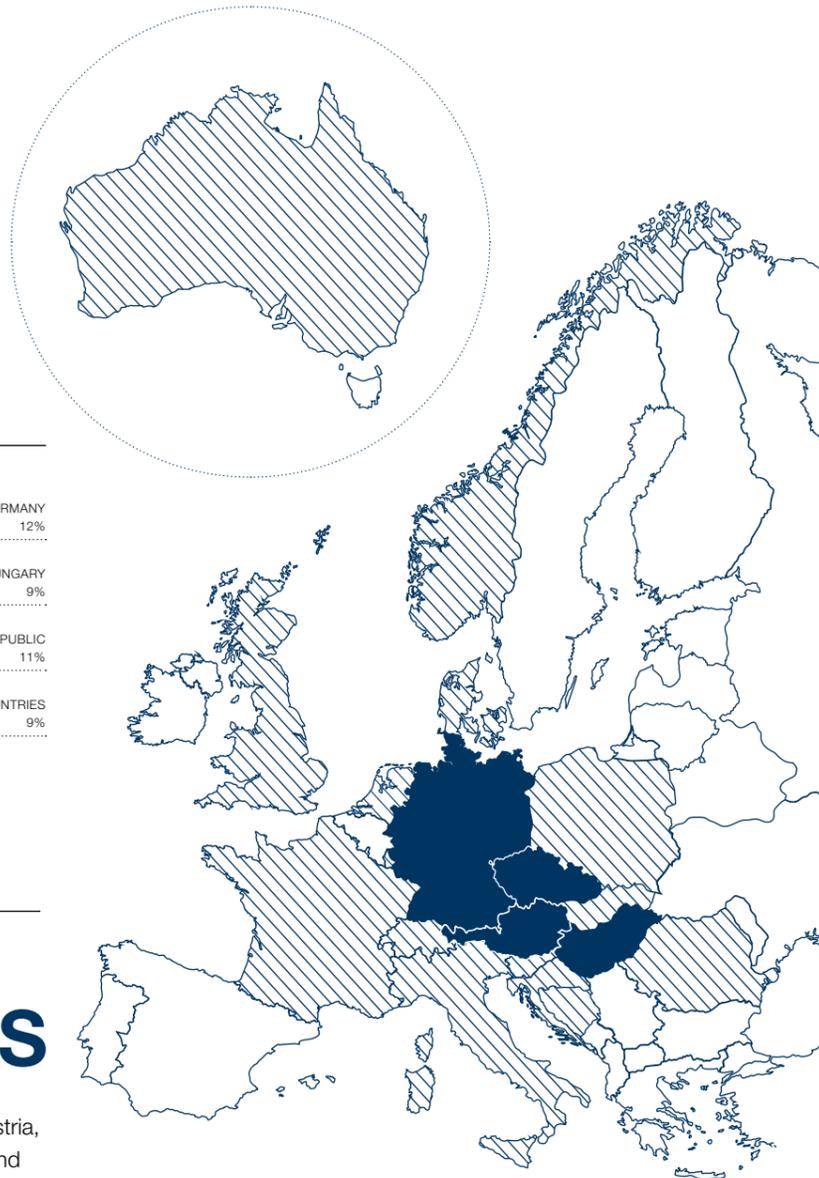
## CONSTRUCTION OUTPUT BY MARKET



## MARKETS

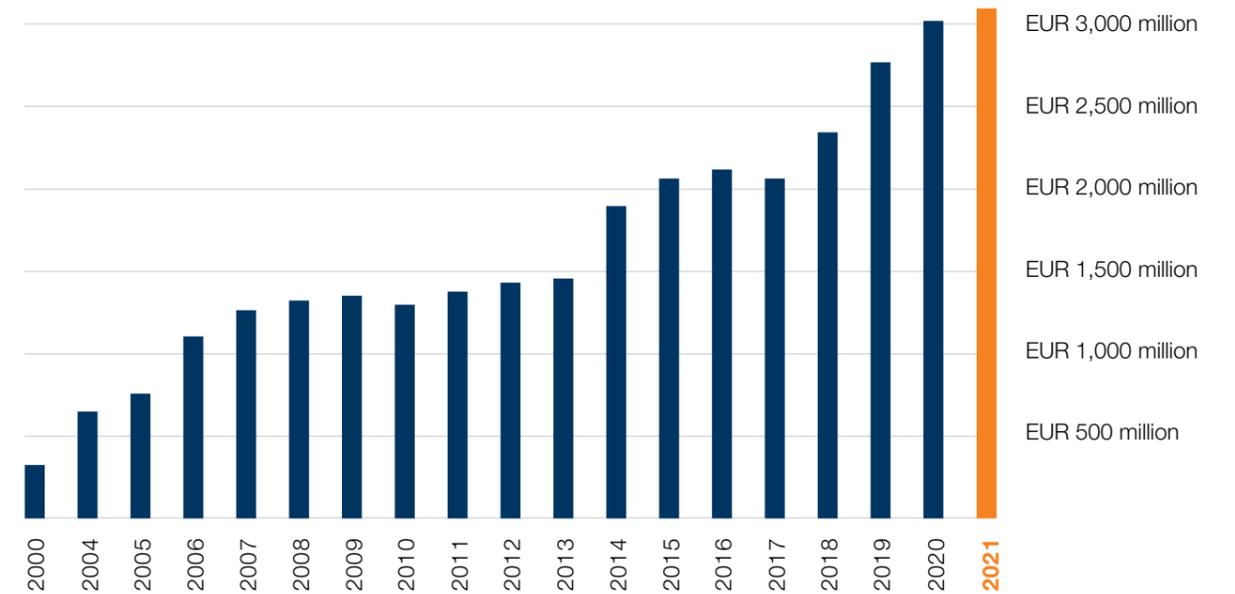
**19 COUNTRIES**

Subsidiaries in four core countries (Austria, Germany, Hungary, Czech Republic) and 15 other countries (Australia, Bosnia and Herzegovina, Denmark, France, Great Britain, Italy, Croatia, Luxembourg, Netherlands, Norway, Poland, Romania, Switzerland, Slovakia, Slovenia).



■ Core market  
▨ Other countries

## CONSTRUCTION OUTPUT DEVELOPMENT



## CONSTRUCTION OUTPUT

**EUR 3,104,511,908**

## YEAR-ON-YEAR

**+2.5%**

## EBT

**EUR 157,647,217**

## YEAR-ON-YEAR

**+36.9%**

## ORDER BACKLOG

**EUR 3,300,863,639**

## YEAR-ON-YEAR

**+5.0%**

## AVERAGE NUMBER OF EMPLOYEES

**11,633**

## YEAR-ON-YEAR

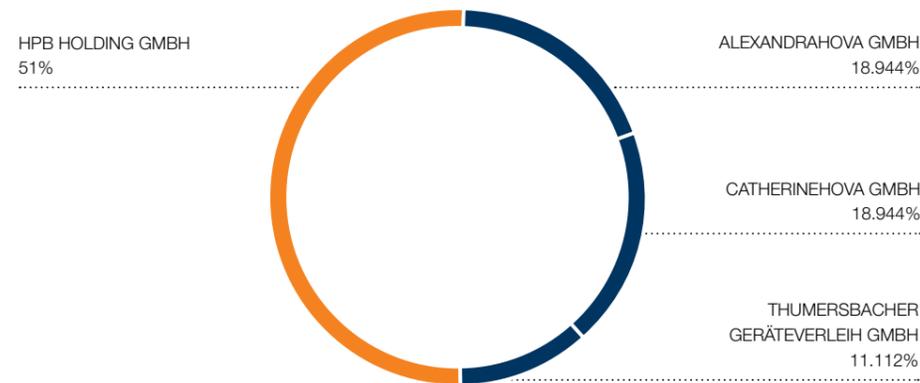
**+5.4%**

# OWNERSHIP AND GROUP STRUCTURE

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

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

## SHAREHOLDER STRUCTURE



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

## SUPERVISORY BOARD

The following persons were members of the company's supervisory board in the financial year 2021/22:

- Dr. Norbert Nagele      Chairman
- Dr. Günther Grassner      Vice-chairman
- Ing. Franz Rohr
- Andrea Steinkellner
- Bruno Wyhs
- Mag. Karl Schlögl
- Manuel Madurski
- Dr. Stefan Ebner
- Dr. Werner Bick



**Dr. Norbert Nagele**  
Chairman

## BOARD OF DIRECTORS

The Executive Board is made up of four persons who are responsible for the below business segments.



**Dipl.-Ing. Karl Weidlinger**  
Chairman



**Peter Gal**  
Head of the Railway Construction Business Division

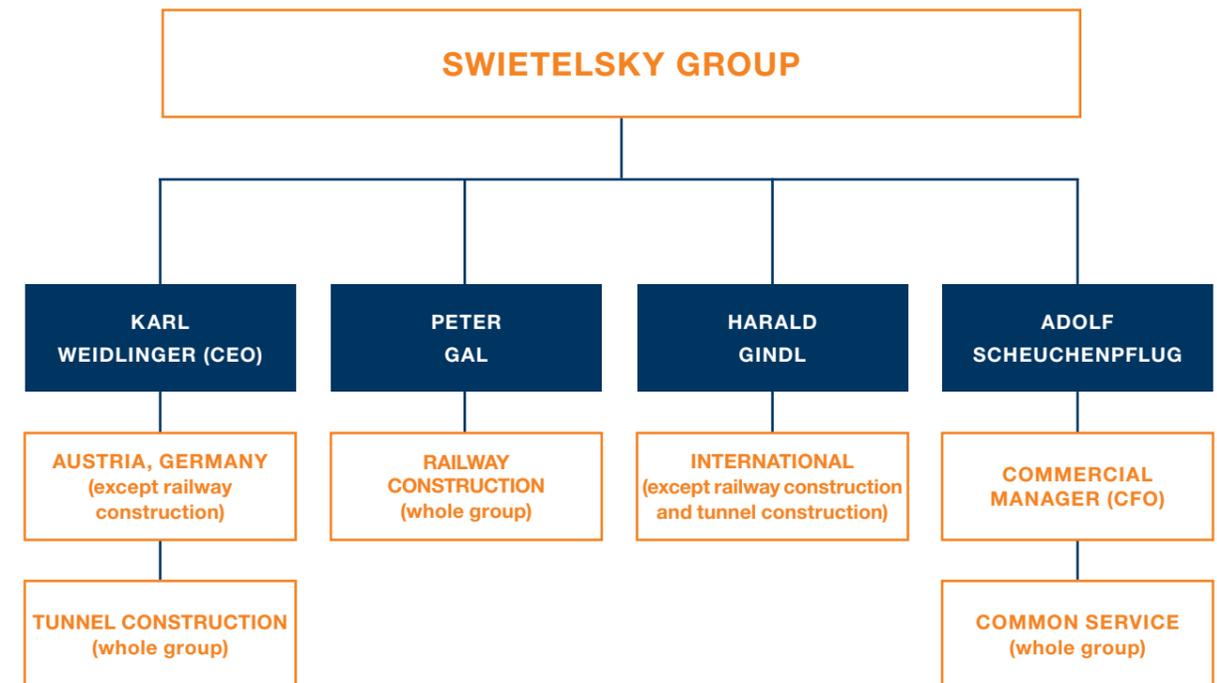


**Harald Gindl, MBA**  
Head of the International Business Division



**Adolf Scheuchenpflug**  
Chief Financial Officer

## GROUP STRUCTURE



# OUR ORGANISATIONAL STRUCTURE

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

The configuration of the profit centres stems from historical developments within the company on the one hand, such as foundations and acquisitions, and from regional and specialist aspects on the other hand. Our philosophy when it comes to organisational structure has an increasingly

efficient effect as the company grows in size, and is an essential prerequisite for profitable and punctual completion of SWIETELSKY construction projects.

## ORGANISATIONAL STRUCTURE



## EXTRACT ON MEMBERSHIPS AND NETWORKS

### Associations

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

### Sustainability initiatives

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

### Research facilities

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

# RANGE OF SERVICES

## CONSTRUCTION OUTPUT BY SECTOR



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

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

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

# BUILDING CONSTRUCTION

**SWIETELSKY  
BUILDS  
WITH VISION**

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

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



BMW Freimann, Munich-Freimann, Germany



WHA Bifangstraße, Feldkirch, Austria



Kindergarten, Silz, Austria

## SWIETELSKY builds on solid values: Reliability and economic longevity.



Renovation of Saint Michael Church, Sopron, Hungary



Vivus Argentinsk residential complex, Prague, Czech Republic



Austro Tower, Vienna, Austria



Certeplatz shopping centre, Munich-Allach, Germany



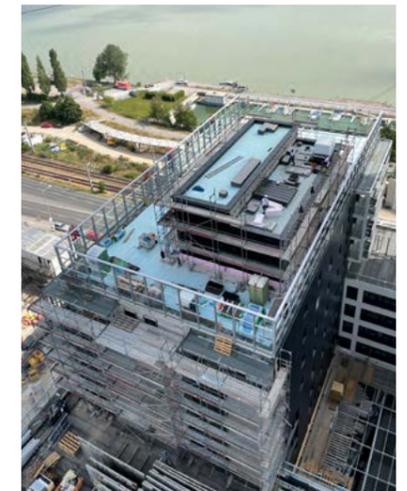
Health and nursing school, Zwettl, Austria

Of the large number of different building construction projects in the financial year 2020/21, we would like to showcase one that is particularly special due to the specific structural challenges it posed.

# MARINA TOWER VIENNA, AUSTRIA



The Marina Tower in Vienna's Leopoldstadt district is a building complex consisting of two structures up to 140 metres high. The two towers of differing heights will become a new landmark on the Danube and will create a vertical village with the utmost level of comfort for the residents. SWIETELSKY shares responsibility for the implementation as general contractor in a consortium. More than 500 residential units will be built over a period of three years on a total of 45,000 m<sup>2</sup> of net floor space. Other elements include a fitness centre, numerous shops, a medical centre, a kindergarten and many other amenities areas.



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

# CIVIL ENGINEERING

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

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

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



Sports ground, Děčín, Czech Republic



Pumped storage power station, Kühtai, Austria



HELIX Liechtenstein Gorge, St. Johann im Pongau, Austria

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



Illmanns BA42 elevated tank, Maria Enzersdorf, Austria



Outdoor facilities town hall, Schönau am Königssee, Germany



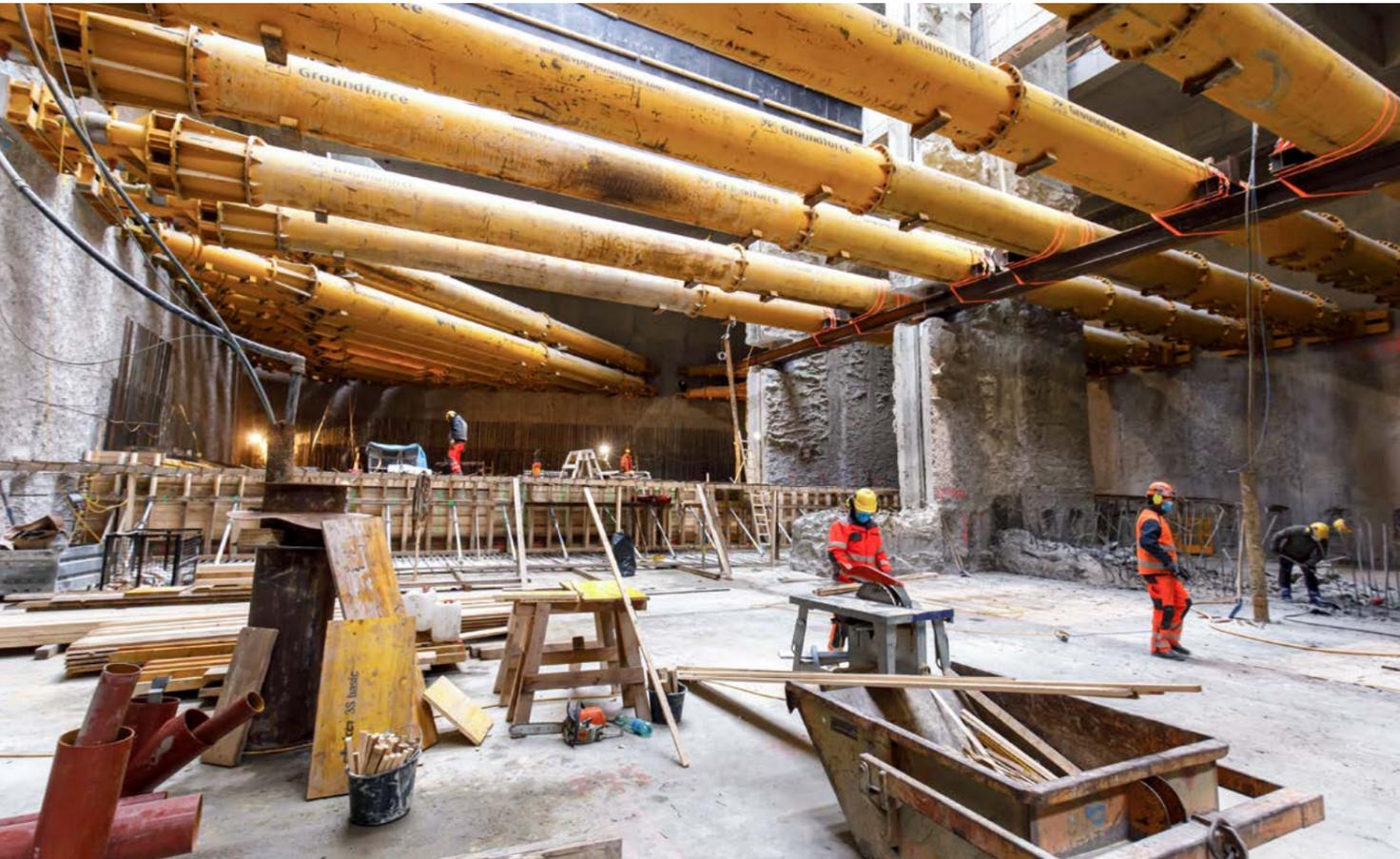
Bus station subway, Lanzendorf, Austria



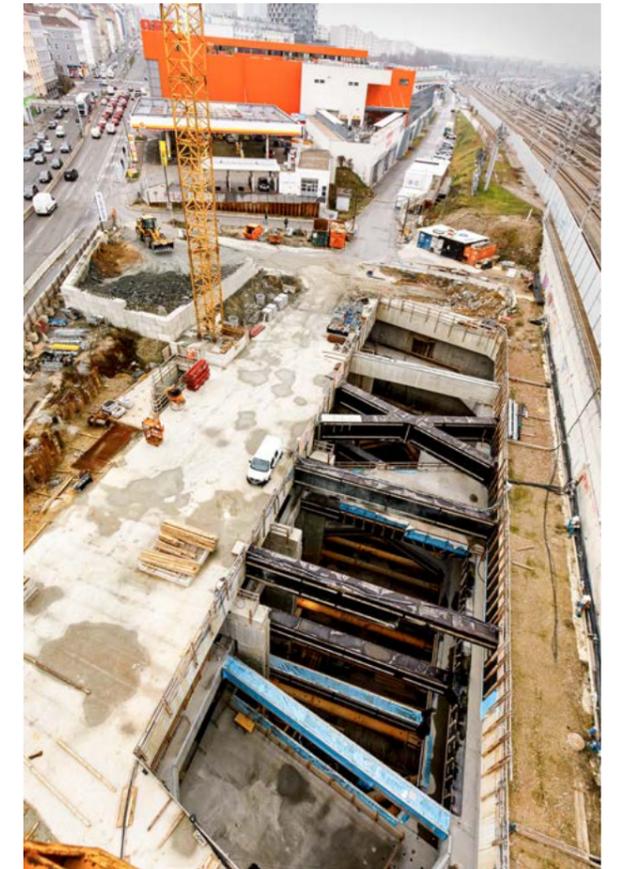
Roundabout B304, Teisendorf, Germany

Of the large number of different civil engineering projects in the financial year 2020/21, we would like to showcase one that is particularly special due to the specific structural challenges it posed.

# UNDERGROUND VIENNA, AUSTRIA



SWIETELSKY is currently expanding underground metro in Austria's capital. As a member of the U2xU5 Rathaus/Frankhplatz consortium, SWIETELSKY was commissioned by Wiener Linien to build a total of more than two kilometres of tunnel and to construct numerous shafts for the station areas. Innovative hydraulic stiffeners for securing the excavation pit constitute a special feature of the preliminary work on the Triester Straße shaft. Their modularity results in a remarkable time and cost advantage compared to conventional shoring systems. The U5 is to be opened to traffic by 2026 and the U2 by 2028.



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

# ROAD AND BRIDGE CONSTRUCTION

SWIETELSKY  
BUILDS ON  
COHESIVE  
KNOWLEDGE

When SWIETELSKY first started, individual mobility was nothing more than a bold vision for millions of Europeans. Road construction pioneer Hellmuth Swietelsky made this dream his own personal mission. More than 80 years later, we have often pushed our own limits and successfully mastered every project dimension in road and bridge construction.

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





Road construction, Taching am See, Germany



Asphalt mixing plant, Múcsony, Hungary



Motorway D48, Rybí-Rychaltice, Czech Republic

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



Bridge construction, Krivostany, Slovakia



Bridge construction Kolonádový most, Piestany, Slovakia



Road reconstruction, Radešov, Czech Republic



Road construction, Prešov-Lipníky, Slovakia

Of the large number of different bridge construction projects in the financial year 2020/21, we would like to showcase one that is particularly special due to the specific structural challenges it posed.



# BYPASS WIESELBURG, AUSTRIA

The Wieselburg bypass was for some time considered the largest construction site in Lower Austria's provincial road network and has been an asset to the region since it was opened in June 2021. More than 2,000 HGVs and some 14,000 cars used to pass through Wieselburg every day; the new bypass will reduce the traffic load in the centre by up to 50%. Over the construction period of some 60 months, SWIETELSKY's civil engineering division was responsible for the construction of the bridge structures for the more than eight kilometres long road section as part of a consortium.

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

# RAILWAY CONSTRUCTION

**SWIETELSKY  
PUTS  
INFRASTRUCTURE  
ON RAILS**

The principle of sustainability has shaped SWIETELSKY's thinking and activities throughout its history like no other. The founders already knew 80 years ago that without the railway as a means of transport, too much economic and ecological strain was going to be put on road traffic. Thus, the road construction pioneer became a railway construction pioneer also.

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



Track construction Denmark, Ringsted, Denmark



Railway station reconstruction, Prosenice, Czech Republic



Track construction, Prosenice, Czech Republic



Ballast levelling machine BDS 2000, Fischamend, Austria

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



Renewed foundations, Heerhugowaard-Enkhuizen, The Netherlands



Mechanical track renewal on the WLB line, Traiskirchen-Baden, Austria



Track relaying and ballast bed cleaning RUS 1000 S, Frohnleiten, Austria

Of the large number of different railway construction projects in the financial year 2020/21, we would like to showcase one that is particularly special due to the specific structural challenges it posed.



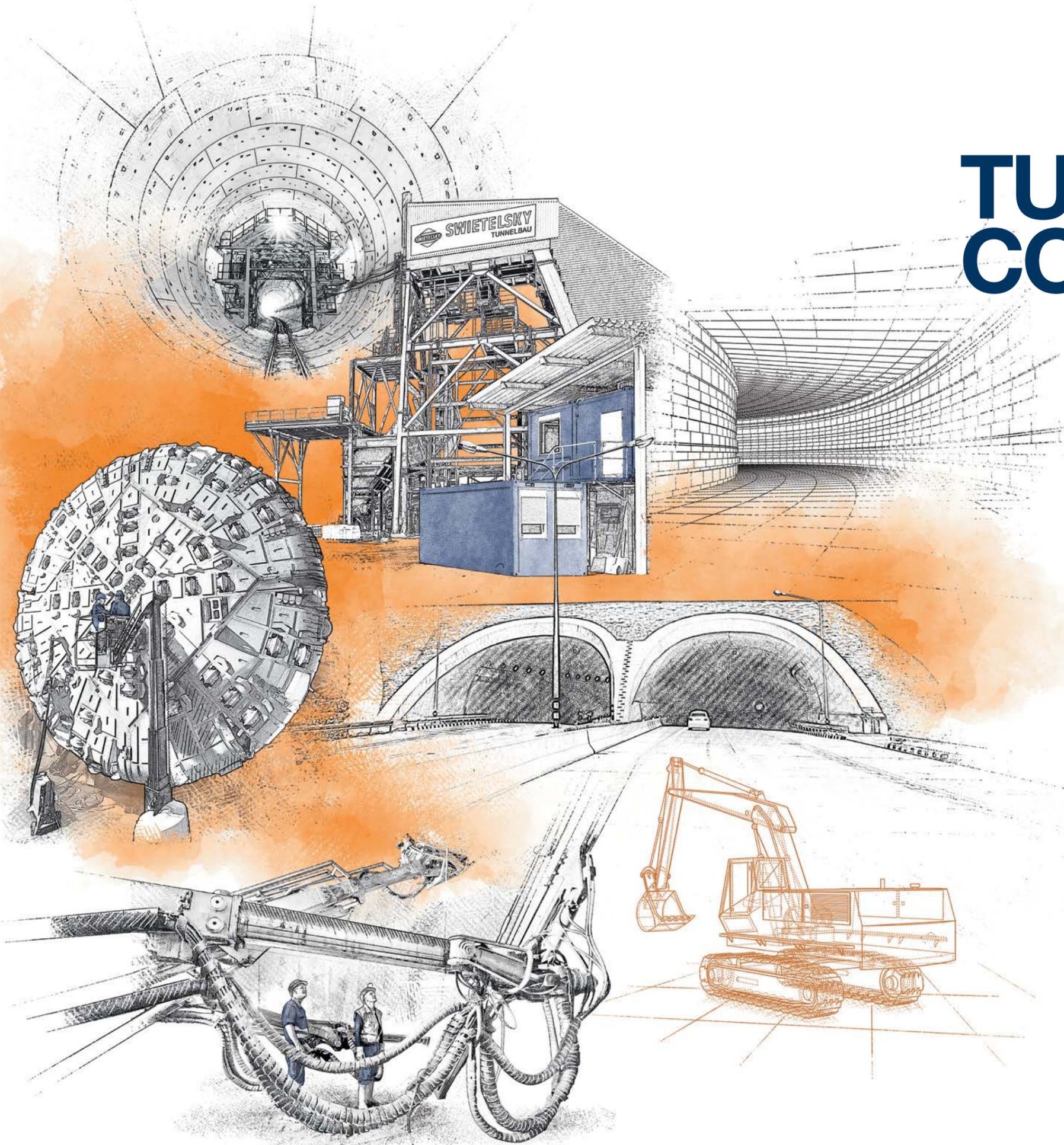
# LINE RENOVATION WARSAW-RADOM, POLAND

The modernisation of the Warsaw-Radom railway line has been a long-awaited investment in the Polish region. It will improve travel comfort for commuters and revitalise the Radom region from an economic point of view. Passenger trains will soon be travelling at a speed of 160 kilometres per hour. The travel time of the fastest trains between Warsaw and Radom will now be reduced from 115 to almost 75 minutes, a time saving that will also bring about benefits in freight transport. SWIETELSKY railway construction is working on the 43-kilometre line as part of a consortium, for a contract volume of around EUR 100 million. In our capacity as a general contractor, we offer everything from planning and civil engineering right up to the overhead line.



RAILWAY TUNNEL  
GALLERIES, CAVERNS, SHAFTS  
ROAD TUNNELS  
SUBWAY TUNNEL

# TUNNEL CONSTRUCTION



SWIETELSKY  
UNDERSTANDS  
BUILDING  
PROJECTS

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

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



Stuttgart-21 project, Stuttgart, Germany



Altenmarkt Tunnel operating building, Trostberg, Germany



Karawanken Tunnel, Rosenthal, Austria



**SWIETELSKY** guarantees rapid driving and innovative building in tunnel construction.



Semmering Tunnel SBT 2.1, Steinhaus am Semmering, Austria

Of the large number of different tunnel construction projects in the financial year 2020/21, we would like to showcase one that is particularly special due to the specific structural challenges it posed.



# POWER STATION TAUERNMOOS, AUSTRIA

The Tauernmoossee reservoir in the Hohe Tauern National Park has been used by ÖBB (Austrian Federal Railways) for power generation since 1929 together with the Enzingerboden power station and is now being modernised from the ground up. The new pumped storage power plant aims to utilise the existing Weißsee pre-storage reservoir as a storage basin for the flexible coverage of energy demand. SWIETELSKY tunnel construction is responsible for the implementation of this major project: more than ten kilometres of tunnels are being bored through the rock. The underground pressure tunnel between Weißsee and Tauernmoossee will be 1.6 kilometres in length, partly steel-armoured: eighty cubic metres of water per second will be carried to the actual heart of the system, a power plant hidden in a cavern. Completion is scheduled in 2025.



# SPECIALTY COMPETENCY

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

## ALPINE CONSTRUCTION

## TIMBER AND HYBRID CONSTRUCTION

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

## FACADE CONSTRUCTION

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

## PROJECT DEVELOPMENT

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

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

## CONSTRUCTION OF SPORTS AND LEISURE FACILITIES

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

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

## FULL-SERVICE AND GENERAL CONTRACTOR FOR CONSTRUCTION

## ENVIRONMENTAL ENGINEERING

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

## METAL CONSTRUCTION

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

## WASTE DISPOSAL AND RECYCLING

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

## BUILDING SERVICES ENGINEERING

## MECHANICAL ENGINEERING

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

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

## LABORATORY AND TESTING FACILITY

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

## LANDSCAPING AND GARDEN DESIGN

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

## PREFABRICATED HOUSES

At SWIETELSKY, we combine fast and precise industrial prefabrication with the many advantages of massive construction. That's why our prefabricated houses have lasting value. The harmony between nature and technology, which is immediately visible, creates an extraordinary atmosphere. No two houses are the same, because while designing the houses, our architects draw inspiration directly from our customers.

## INDUSTRIAL FLOORING

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

## SEWER MAINTENANCE

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

# SUSTAINABILITY AT SWIETELSKY

# SUSTAINABILITY MANAGEMENT AT SWIETELSKY

The construction industry is an inherently energy-intensive and resource-intensive industry. All the more reason for us to push to reduce the negative impact our business activities have on the environment and society while intensifying the positive effects.

The internal sustainability management was reorganised at the end of 2020 in order to meet the challenges and constantly changing framework conditions in the field of sustainability.

The four-member Executive Board plays a central role at the Group level and is responsible for issues related to sustainability. A new staff position was set up for this purpose. This position is responsible for the strategic and operational processing of ESG (Environmental, Social and Governance) issues as well as for providing advice to the Executive Board. An important function is to bundle cross-sectional topics and competences.

Given that SWIETELSKY is managed via a large number of decentralised profit centres, the unit has set itself the task of initiating group-wide activities related to sustainability as well as supporting managers and project leaders in implementing increasingly complex measures. Sustainability software has been acquired to increase data quality and facilitate the data collection process for non-financial key figures.

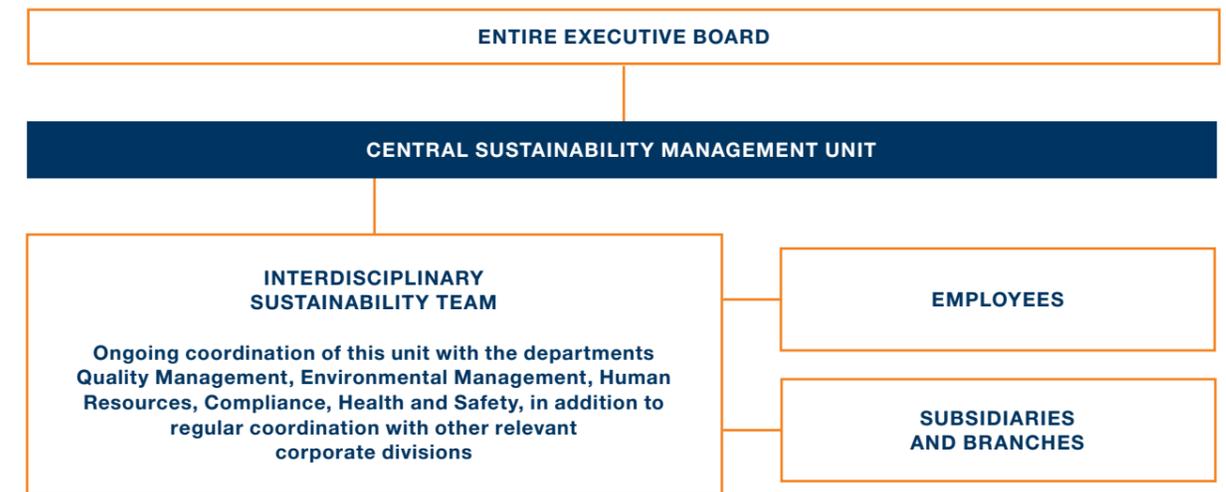
Establishing sustainability networks with the subsidiaries is also an essential component. An integrated management system (IMS) is available to the employees as an instrument to ensure that orders are carried out in accordance with the contract and the law. It is SWIETELSKY's goal to fully integrate the sustainability agendas into the IMS in the long term. We follow the principle of identifying risks and taking decisive actions while promoting opportunities.



## Integrated management system

- ISO 9001: 2015 Quality Management
- ISO 45001: 2018 Occupational Health and Safety
- ISO 14001: 2015 Environment

## ORGANISATION OF SUSTAINABILITY MANAGEMENT



## STAKEHOLDER MANAGEMENT

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

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

## Communication

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

## OUR STAKEHOLDERS AND COMMUNICATION FORMATS

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

### OWNERS

- Integrated in accordance with legal requirements

### EMPLOYEES

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

### CLIENTS

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

### SUPPLIERS AND SUBCONTRACTORS

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

### AUTHORITIES AND ADMINISTRATION

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

### FUNDERS (FINANCIAL SERVICE PROVIDERS AND INVESTORS)

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

### LAW AND POLITICS

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

### END USERS

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

### RATING AGENCIES

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

### TRADE ASSOCIATIONS/ INTEREST GROUPS

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

### MEDIA

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

### ACADEMIC CIRCLES AND RESEARCH

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

# SUSTAINABILITY STRATEGY

Sustainability has been part of Swietelsky AG's DNA for many years. We think of the term in a holistic way and see it as the precondition for organic growth and long-term prosperity.

Swietelsky AG published non-financial key figures of the Group for the first time in 2019, including an upstream materiality analysis, which was processed within the framework of an interdisciplinary sustainability team. In order to increase the data quality of the key figures, streamline processes and in future ensure a more transparent presentation for the corresponding data, we have opted for a central web-based data management system. The non-financial key figures are consolidated and rendered plausible by the new system. The data is used as a foundation for further strategic thrusts.

The decision to set up a staff unit for sustainability management at the SWIETELSKY headquarters was taken at the same time as work began on a new strategic orientation for the sustainability agendas. As part of a multi-stage strategy development process that commenced in spring 2021, the 2019 stakeholder survey and materiality analysis were used as the basis for developing four strategic fields of action with a period of consideration up to 2025 in several internal expert workshops. To achieve this, a comprehensive thematic analysis was derived (20 essential themes).

The process of realigning the sustainability strategy is to be completed in 2022. Each strategic field of action will be backed by concrete targets and key figures and will serve as an official guard rail for the Group.

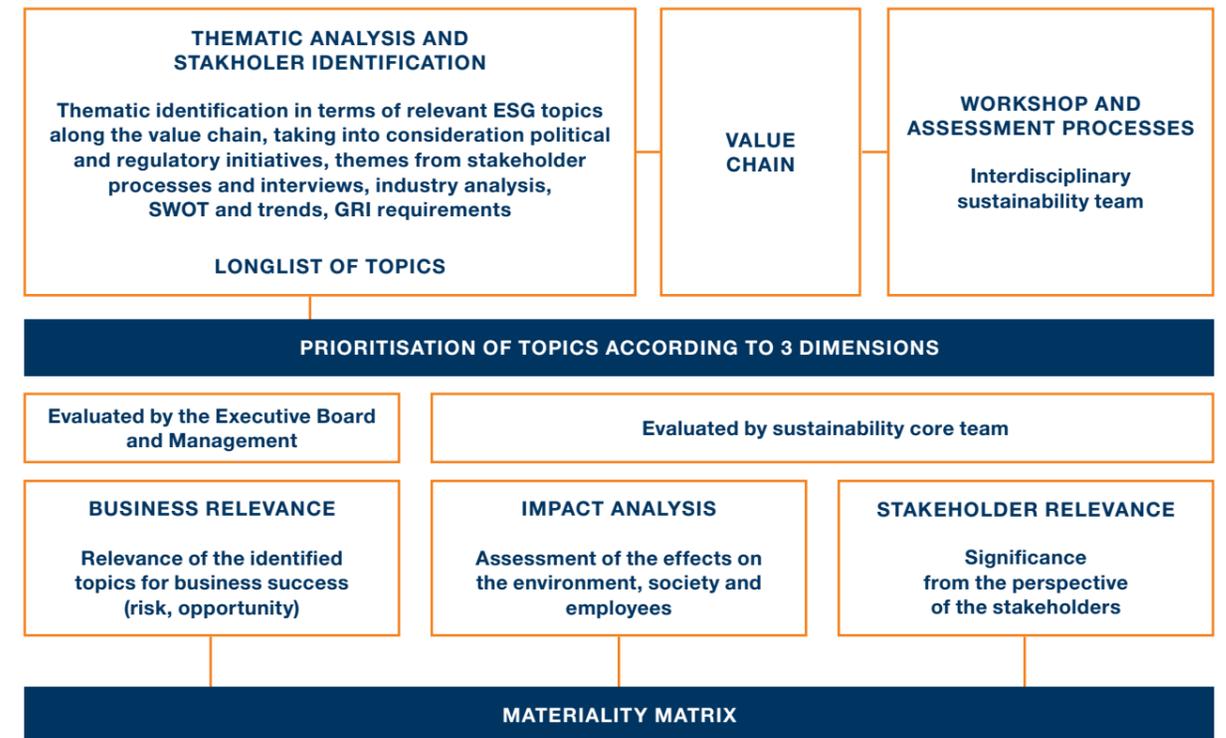
The current status and initial results on the overarching goals for the holistic sustainability strategy are the subject of this report.



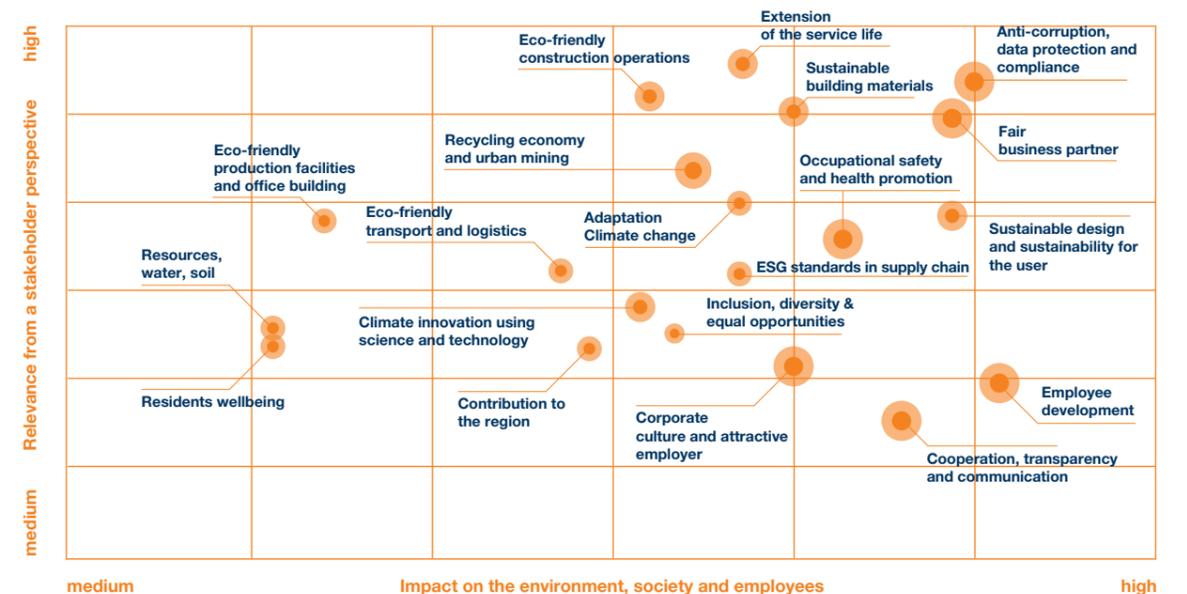
## Monitoring sustainability strategy

- Clear definition of objectives and measures in all strategic fields of action
- Improvement of the reporting system – central data platform for collection, focus on data collection timing and increasing data quality
- Improve interfaces between the sustainability programme and other programmes
- Evaluating possible uses of the sustainability programme for other areas
- Positioning with sustainability rating agencies – Performing GAP analyses
- Creating better networking internally and thereby linking expertise

## THE PATH TO THE MATERIALITY MATRIX



## MATERIALITY MATRIX



# STRATEGIC FIELDS OF ACTION

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

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



# SUSTAINABLE DEVELOPMENT GOALS

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

## SUSTAINABLE DEVELOPMENT GOALS



**SDG/Strategic field of action of SWIETELSKY**

**Our contribution**



**Interaction**

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



**Interaction**

A good education is very important both to us and our employees. Quality vocational training is the key to improving the living conditions of individuals, communities and society as a whole. Our comprehensive range of training and education opportunities directly contributes to our employees getting the needed qualifications to perform their roles within the company.



**Interaction**

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



**Ecology**

The construction industry is an extremely energy and emission-intensive industry for the operation of construction machinery and vehicles due the predominant use of fossil fuels. We are endeavouring to curb consumption by implementing energy efficiency measures and using renewable energy sources. We have anchored the responsible use of ecological systems in the Code of Conduct. In addition, those responsible for our operating units and construction sites are required to pay meticulous attention to compliance with all applicable environmental regulations.

**SDG/Strategic field of action of SWIETELSKY**

**Our contribution**



**Interaction Innovation**

SWIETELSKY's primary goal is stable growth based on fairness, quality and sustainability. In this way, we ensure the future prosperity of the company, from which employees, business partners and local communities benefit. Through our successful business activities, we can contribute to stable economic growth in all countries in which SWIETELSKY operates as a Group. Through innovations and by participating in research projects, we are preparing ourselves for future challenges and contribute to higher economic productivity.

Wage and social dumping continues to be a significant concern, especially in the construction industry. Paying living wages and salaries to all our personnel and subcontractors is an essential criterion for promoting sustainable growth. With our attractive and fair remuneration models, we can and want to directly contribute to the promotion of fair working conditions.



**Innovation Ecology**

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



**Ecology**

The construction industry is responsible for a significant share of resource consumption and waste due to excavation work, construction waste, and other factors. For this very reason, but also due to regulatory requirements, we are working to keep our waste volume to a minimum. We want to reduce the use of primary raw materials, such as by promoting the recycling of building materials. We strive to reduce primary resource consumption and contribute to the reduction of global waste volumes through our actions.



**Fairness**

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

We are committed to ensuring that our employees work keeping in mind our rules and values. For this reason, every new employee in the company receives a copy of the Code of Conduct. Each worker also received the executive summary of the Compliance Compact. In addition, we have defined clear compliance structures and responsibilities and have taken important steps in this area. We are thus reducing our risks and increasing transparency.

# CORPORATE IMAGE

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



## SUSTAINABLE PROSPERITY AND THE CREATION OF INFRASTRUCTURE

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

It is not usually SWIETELSKY that decides on the type and scope of the building projects, but the owner. Nevertheless, the company can contribute to user satisfaction through the quality of the construction, thereby generating social added value. This circumstance applies equally to all of the company's markets and business segments.

The construction industry generally has a relatively high personnel cost ratio. As an employer, SWIETELSKY therefore takes on an important role. By providing secure and qualified jobs, we not only create a livelihood for our employees but also significantly contribute to increasing purchasing power in the regions in which we are active. Last but not least, these regions benefit from the taxes levied on employees and the company. Our employees also considerably contribute to social security and health insurance.

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

Our aim is to equally provide customers, employees, suppliers and business partners with the security necessary for building a trusting and sustainable business relationship. SWIETELSKY always thinks long term. We focus not on rapid expansion but on organic growth. Our decentralised organisational structure reflects this objective. It is based on active personal responsibility and profit-sharing by the

employees, all of whom see themselves as entrepreneurs in the company and demonstrate a high level of motivation. With regard to the way we deal with each other in our everyday work, our goal is to establish the newly developed employer model internationally in order to promote a corporate culture that is perceived as positive and can be felt throughout the Group.

## VALUE ADDED STATEMENT

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

FIGURES IN THOUSAND EUR	2020/21	2019/20
<b>Creation of value added</b>		
Revenues and other operating income	2,928,065	2,880,291
Financial income	2,290	2,220
Expenses & depreciation	-2,080,671	-2,121,984
of which cost of materials and purchased service	-1,835,149	-1,889,094
of which other operating expenses	-151,751	-148,037
of which depreciations	-93,771	-84,853
Investment income	36,914	27,411
<b>Value added</b>	<b>886,598</b>	<b>787,938</b>

FIGURES IN THOUSAND EUR	2020/21	2019/20
<b>Distribution of value added</b>		
to employees	726,258	667,891
to creditors	2,693	4,913
to shareholders	13,600	30,000
to hybrid capital owners	1,725	1,313
to the public sector	32,589	24,567
Remaining in the company (retained profits)	109,733	59,254

**ECONOMIC DEVELOPMENT**

We were very satisfied once more with the 2020/21 financial year. Were able to exceed the already very good result of the previous year. At EUR 158.1 million, EBIT was significantly higher than the average of previous years. The decisive factors here included construction output, which grew across all divisions and markets, and the increased return on sales. The national, regional and local economies in the company's core markets also primarily benefit from its economic performance. The value added statement (according to GRI) shows the composition of financial value added at Group level and the direct monetary added value created for internal and external stakeholders.

**CREDITWORTHINESS**

SWIETELSKY is distinguished by financial solidity and sustainable prosperity. That is how we are able to offer our valued customers, employees, suppliers and business partners the greatest possible security. A fact that has been confirmed with the Creditreform certificate and the KSV1870 credit assessment. As the largest credit agency and creditor protection organisation in Europe, Creditreform has awarded Swietelsky AG a solvency index of 126, which corresponds to the highest rating of "excellent creditworthiness". According to the KSV1870 rating of 249, the probability of default (Basel III) is also very low at 0.08 percent, whereby the company rating is better than the industry average.

**RISK MANAGEMENT**

Responsible handling of our risks serves the ultimate goal of a long-term increase in company value. In the course of our risk management it must be ensured that both external risks – in particular those in the entrepreneurial environment – and internal inherent in processes and procedures, are

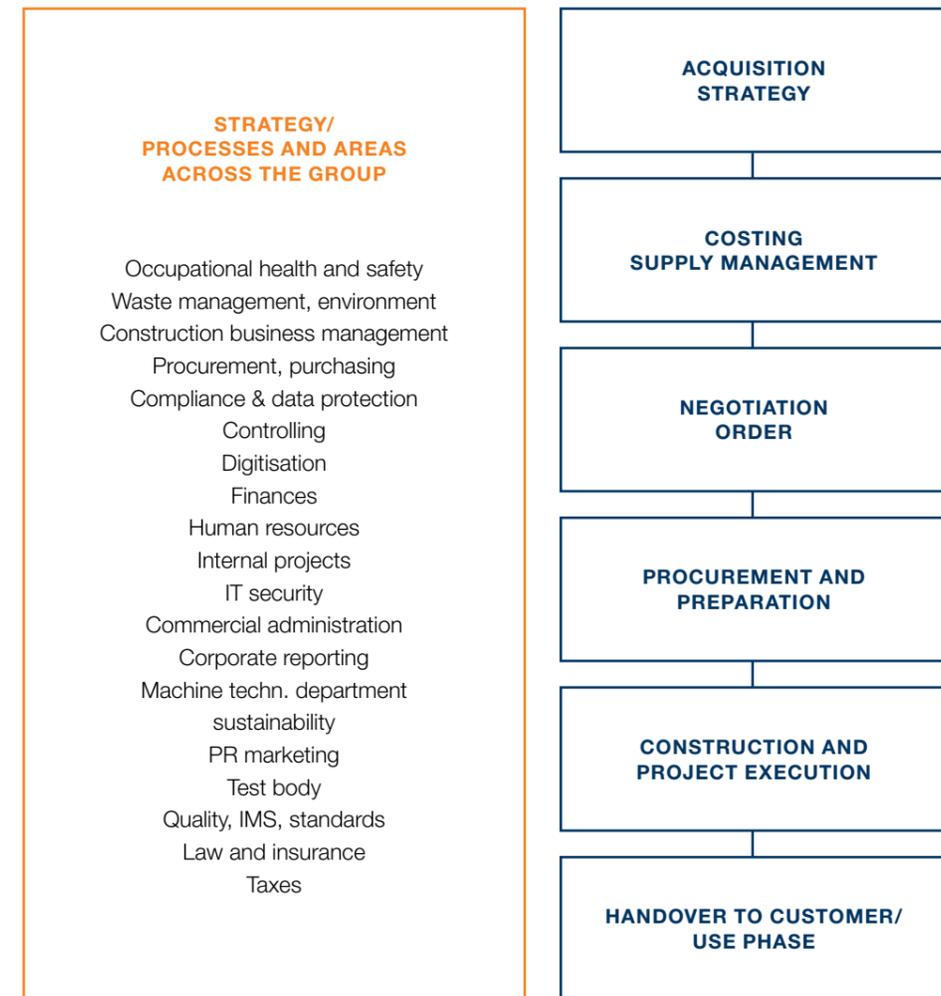
evaluated and minimised. Existing and anticipated risks are expertly evaluated through our total value added process and systematically handled from an income return perspective, according to the company principle of "putting earnings before sales". We make a distinction between core risks, which we accept ourselves, and other risks, which we are able to insure against or transfer to others. Further information regarding risk management in the company can be found in the annual report 2020/21.

**COVID-19**

As is generally known, on 11 March 2020 the WHO declared COVID-19 to be a pandemic. Consequently, most European governments, in particular the Austrian federal government, took comprehensive measures and imposed sometimes draconian restrictions on freedom of movement and the transport of goods, services and people across borders as well as nationally in order to stem the exponential spread of this disease. As these measures and restrictions – particularly in the period between mid-March and mid-April 2020 – led to an almost complete stoppage of operational construction activities in the short term, they also had an impact on the business operations of Swietelsky AG and its subsidiaries. In the year in review, this situation only led to a relatively mild impact on the company's success. Read more in the Annual Report 2020/21.

**VALUE CHAIN**

SWIETELSKY is part of a complex value chain with a multitude of business processes. The graph below illustrates the main processes of SWIETELSKY's operations. Intensive cooperation with suppliers and subcontractors on all levels of the value chain is essential for taking qualitative, economic and environmentally relevant aspects into account. Materiality issues identified were assessed in terms of impact, risks and opportunities along the value chain.



# FAIRNESS

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



## 2025 action plan

- Certification on anti-corruption and competition law of Swietelsky AG
- Certification on data protection of Swietelsky AG
- Every year, 100% of managers trained on anti-corruption and compliance (face-to-face)
- 95% of staff trained in compliance & data protection, cyber security (IT access)
- Central creation of the subcontractor platform for ESG assessment of business partners and suppliers
- Expansion of risk management in the company around ESG aspects



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

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

# ANTI-CORRUPTION AND COMPLIANCE

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

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

Compliance is the direct responsibility of the Swietelsky AG's Executive Board. Compliance agendas are determined and coordinated at Group level by the chief compliance officer (CCO), who is supported by a four-member Compliance Committee made up of various specialist departments. A compliance officer responsible for a specific country in the core market performs the corresponding tasks and reports regularly to the CCO. In the other countries in which SWIETELSKY enjoys market presence, it is the chief compliance officer and the respective national managing directors who are responsible. Persons with compliance competencies are responsible for ensuring that the relevant agendas are implemented in their respective territories, that compliance risks are identified at an early stage and that appropriate measures are developed.

SWIETELSKY is currently taking part in the certification process for ISO 37001 (anti-corruption management) and ISO 37301 (compliance management system) involving comprehensive implementation measures. Certification is scheduled for spring 2022.

## CODE OF CONDUCT

The Code of Conduct shall be regarded as a guideline for legally, ethically and morally impeccable behaviour. Compliance with the principles set out therein applies to all employees at SWIETELSKY, regardless of their position.

Each individual bears personal responsibility for his or her actions in accordance with rules and values. The Code of Conduct is handed over in printed form to every new employee as part of their induction into the company.

It is possible to access the Code of Conduct in 9 languages on the Group's intranet. Specific guidance is presented in the Code of Conduct, which must be strictly complied with. The "Compliance Compact" also serves as a condensed format for the most important rules of the company's own Code of Conduct. This ensures that all employees in the Group are informed about the Group's compliance principles. In Austria, the Code of Conduct is passed on to all subcontractors/follow-up contractors through the General Terms and Conditions and, in some cases, to other countries such as Germany, the Czech Republic, the Netherlands and Slovakia.



## Standards and management approaches

- Compliance Management System (CMS)
- ISO 27001 Standard for Information Security
- Whistleblowing System
- Information for employees on the intranet
- E-learning and face-to-face training
- Code of Conduct in nine languages
- Compliance Compact

## EMPLOYEES WHO HAVE RECEIVED THE CODE OF CONDUCT

### 2020/21

	Group	AT	GER	CZ	HU	other countries
Number of blue-collar workers	4,128	2,565	147	646	467	303
Share of blue-collar workers*	55.2%	54.4%	13.7%	88.0%	99.6%	62.2%
Number of white-collar workers	4,069	1,999	318	756	590	406
Share of white-collar workers	99.3%	100%	94.6%	100%	100%	97.1%

### 2019/20

	Group	AT	GER	CZ	HU	other countries
Number of blue-collar workers	2,557	1,231	106	687	266	267
Share of blue-collar workers*	38.1%	31.5%	9.7%	91.5%	53.2%	59.2%
Number of white-collar workers	3,946	1,898	319	737	604	388
Share of white-collar workers	99.0%	100%	91.9%	100%	100%	97.2%

\*The figures merely reflect the receipt of the comprehensive Code of Conduct. The shorter "Compliance Compact" version was also developed; this is not included in the calculations. The Compliance Compact constitutes the primary training document on the topic of compliance for employees and was sent to all employees in Austria, Germany, the Czech Republic and Hungary in FY 2020/21. There are additional endeavours to ensure that the comprehensive Code of Conduct for blue-collar workers is maintained. Across the Group, 99.3% of white-collar workers and 55.2% of blue-collar workers received the comprehensive Code of Conduct in 2020/21. The value could be increased in comparison to the previous year. All four members of the Swietelsky AG Executive Board were informed about the guidelines and procedures as part of the Code of Conduct and Compliance Compact during the review period.

## FAIR COMPETITION

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

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

## EMPLOYEE AWARENESS

The obligatory compliance training sessions are conducted by means of face-to-face formats or online media to communicate the value system to SWIETELSKY's employees, irrespective of rank and function.

It is mandatory to complete the e-training upon joining the company in Austria. Moreover, the Group decided to roll out e-training in each national language in all our core markets and is currently implementing it. With the help of this bundled training programme, employees receive the most important information on all compliance-relevant topics with a focus on anti-corruption and antitrust law. From it, employees learn that donations to political parties, to individual politicians or even to party-affiliated organisations are prohibited.

With regard to other types of donations, the Federal Ministry of Finance published a list on its website that must be observed.

In addition to e-training sessions, face-to-face training sessions are also planned, which will be held several times a year, primarily with the relevant managers. The focus is on the prevention of antitrust violations, anti-corruption and data protection regulations. Face-to-face training is also offered outside the Austrian market.

There are also numerous internal guidelines covering the topics of anti-corruption and anti-trust law.



**“The proportion of those employees trained in anti-corruption has increased from 20.6% in 2017 to 84.6% now.”**

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

## EMPLOYEES WHO HAVE BEEN TRAINED IN ANTI-CORRUPTION

### 2020/21

	Group	AT	GER	CZ	HU	other countries
Number of blue-collar workers	1,608	534	282	645	4	143
Share of blue-collar workers	21.5%*	11.3%	26.3%	87.9%	0.9%	29.4%
Number of white-collar workers	3,466	1,922	311	753	365	115
Share of white-collar workers	84.6%	96.2%	92.6%	99.6%	61.9%	27.5%
Number of persons on the Swietelsky AG's Executive Board	4					
Share of persons on the Swietelsky AG's Executive Board	100.0%					

### 2019/20

	Group	AT	GER	CZ	HU	other countries
Number of blue-collar workers	1,008	336	171	356	0	145
Share of blue-collar workers	15.0%*	8.6%	15.6%	47.4%	0.0%	32.2%
Number of white-collar workers	2,861	1,719	290	737	0	115
Share of white-collar workers	71.8%	90.6%	83.6%	100.0%	0.0%	28.8%
Number of persons on the Swietelsky AG's Executive Board	4					
Share of persons on the Swietelsky AG's Executive Board	100.0%					

\*The focus on increasing the rate of training applies to senior executives in line with the risk-based approach to compliance. That said, opportunities for blue-collar workers and employees without IT access are being assessed to increase their involvement in future training programmes. The increase in the proportion of trained white-collar workers (2019/20: 71.8%, 2020/21: 84.6%) as well as blue-collar workers (2019/20: 15.0%, 2020/21: 21.5%) was achieved.

## DEALING WITH VIOLATIONS OF THE RULES

SWIETELSKY endeavours to identify and clarify possible misconduct in the company as quickly as possible and to be able to take the necessary corrective measures. A web-based whistleblowing system has been set up to supplement the existing reporting possibilities, commencing in September 2021, in order to meet the requirements of Directive (EU) 2019/1937 (“EU Whistleblowing Directive”). Concerns about misconduct can be reported 24/7 and from any location.

Furthermore, rule violations can be reported to the direct supervisor, local management, the competent compliance officer for a particular country, or the chief compliance officer (CCO). After a thorough examination and due diligence has taken place, any necessary steps are then taken.

Since May 2017, due to searches of the premises of more than 50 Austrian construction companies, we know that, among others, Swietelsky AG has been affected by proceedings carried out by the Austrian Federal Competition Authority and the Central Public Prosecutor's Office for Combating Economic Crimes and Corruption. The action is based on a reasonable suspicion that illegal anticompetitive horizontal agreements allegedly took place in a number of tender procedures between the affected companies. Based on the information currently available, the possibility cannot be ruled out that the suspicion established in the searches, including that relating to Swietelsky AG, is justified in cases, which are not yet clearly defined. A conviction of Swietelsky AG for participation in horizontal price fixing could – if viewed abstractly – have the following consequences for the company: financial penalties in the event of breaches of the ban on cartels; compensation claims of any aggrieved clients on the basis of an antitrust conviction; in the event of SWIETELSKY

employees being convicted, corporate financial penalties on the basis of the Austrian Corporate Responsibility act. The situation is extremely complex and has not yet been fully clarified, but appropriate provisions have been made. Therefore, it is not possible to make any rough or indicative quantification of any impending pecuniary consequences for Swietelsky AG at the present state of knowledge.

In April 2018 another proceeding by the Central Public Prosecutor's Office for Combating Economic Crimes and Corruption became known. The subject of these investigations is primarily the suspicion that predominantly former employees of Swietelsky AG may have acted corruptly in connection with Romanian construction projects. Within the framework of the responsibility of legal entities, SWIETELSKY is accused of being associated with their employees' criminal acts. This investigation is in its early stages and it is not possible to predict with reasonable certainty what the outcome of the investigation will be or to quantify – even only roughly or indicatively – the pecuniary consequences for SWIETELSKY at the present state of knowledge. However, SWIETELSKY assumes that there will be no burden for the Group.

At SWIETELSKY, the fight against corruption and our conduct in line with the rules of competition are important concerns for us, which is why the entire compliance management system of the Group was audited by external consultants. The results of this review were incorporated into the existing compliance organisation. One consequence of this is that the guidelines on anti-corruption and antitrust law were standardised and rolled out internally.

# FAIR BUSINESS PARTNER

We value fair and respectful dealings with business partners, suppliers and subcontractors. These significantly contribute to the company's success, provided that cooperation is beneficial to both sides. Our aim is to equally provide customers, employees, suppliers and business partners with the security necessary for building a trusting and sustainable business relationship. Years of long-term partnerships have shown us that the right strategy is being pursued here.

Every single person is responsible for always behaving legally, fairly, respectfully and with integrity towards colleagues, clients and contractors, but also towards competitors. They are aided in this by the written Code of Conduct that reflects the guiding principles of our values. Observing this Code of Conduct is an obligation for every SWIETELSKY employee, regardless of their position.

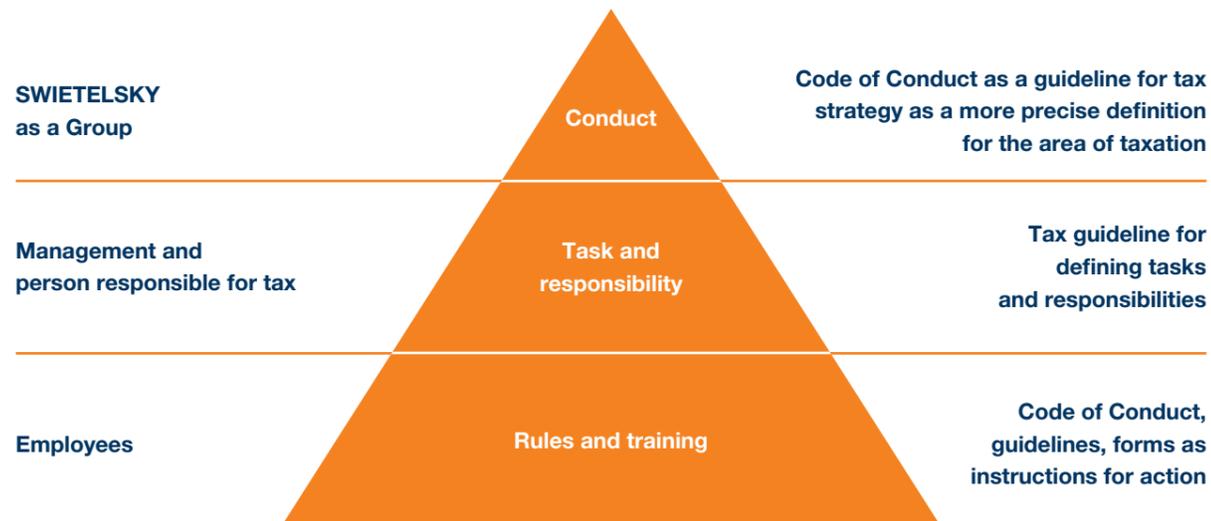
A tax compliance system ("SKS") in the SWIETELSKY Group defines responsibilities and processes for tasks that are related to tax charges. The tax compliance system supports SWIETELSKY in complying with all tax provisions and in declaring and remitting tax levies on time and in the right amount. We held training sessions in Austria (FY 2020/21: 2,494 employees) and in Germany (FY 2020/21: 480 employees) in order to keep the level of knowledge of SWIETELSKY employees regarding tax honesty high.

## TAX COMPLIANCE CONTROL SYSTEM

Law-abiding behaviour with regard to taxes and viewing taxes as a social responsibility are some of the defined fundamental principles of SWIETELSKY.

The tax compliance control system comprises several levels and consists of various components, which are presented below:

## TAX CONDUCT



## PRIVACY POLICY

In addition to the prevention of anti-competitive behaviour and corruption, the protection of personal data is also an important concern for SWIETELSKY. We are fully committed to protecting the privacy of our employees and business partners and to actively preventing a loss of trust and financial sanctions as a result of breaches of data protection laws. We protect both corporate data and personal data of business partners and employees against unauthorized access, improper use and loss. We use all suitable and appropriate technical and organisational means to achieve this.

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

Furthermore, the certification to ISO 27001 (Standard for Information Security) was successfully achieved in December 2020.

## EMPLOYEE AWARENESS

Employees receive training on changes in data protection law in SWIETELSKY's core markets using the company's own Fit4DSGVO e-training programme. The training provides the most important information in a compact as well as didactically valuable way and concludes with a test. The principles of legal data protection are explained. Fit4DSGVO is intended to be an employee guideline for GDPR-compliant behaviour. The Fit4DSGVO e-training is a fixed component in Austria, Germany and Hungary. The roll-out of the training in the Czech Republic was fixed for October 2021. The Czech Republic is also keen to prioritise activities in the field of cybersecurity. This is supplemented by ongoing face-to-face training for selected employees.

## HANDLING RULE VIOLATIONS

There were six reported cases of data theft and data loss in connection with customer data in the 2020/21 financial year, compared to 15 in the previous year. Apart from one case, it was possible to dispense with a data breach report. But also in this single case, there has been no prosecution by the data protection authority.

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

## RESPECT FOR HUMAN RIGHTS

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

Violations against human rights can be reported at any time via the whistle-blower platform. Each case is thoroughly investigated and the appropriate steps are then implemented as part of the compliance management system.

SWIETELSKY makes every effort to ensure these rights. We therefore do not tolerate discrimination on grounds of national or ethnic origin, gender, sexual orientation, religion, age or disability. A demeaning treatment of employees through sexual harassment or bullying and the like will not be tolerated either.



## Requirements for compliance with human rights

- Respecting human dignity
- Opposing child labour
- Opposing forced labour
- Ensuring equal opportunities and prohibiting discrimination
- Safety and health
- Right to organise and the right to collective bargaining

### STANDARDS UNDER LABOUR AND SOCIAL LAW

SWIETELSKY makes a point of complying with all labour and social standards in particular. Our employees are thus obligated to verify compliance with all of these regulations in the legally required form and in a reasonable manner. In addition to our own commitment in this regard, we also exert influence on subcontractors and business partners and encourage them to apply the same high standards. We do this to protect society but also the company and our own employees so as to avoid fines and reputational damage.

Necessary controls in accordance with the provisions of the Employment of Foreigners Act (Ausländerbeschäftigungsgesetz) and the Anti-Wage and Social Dumping Act (Lohn- und Sozialdumpingbekämpfungsgesetz) are fully carried out. In some branches, a software solution is being used to record internal and external personnel. This is particularly important with regard to relevant penalties, which can sometimes result in being excluded from participating in public call for tenders.

Apart from the legal dimension of this issue, the social dimension is just as important to us. The balance between professional and private life is a decisive factor for personal success, job satisfaction and ultimately the success of the company. High standards in employment and social-

security law are therefore not just compulsory legal regulations for us but a matter of personal importance.

### DIVERSITY AND EQUAL OPPORTUNITIES IN THE CONTEXT OF COMPLIANCE

Modern societies and organisations are not just characterised by an active understanding of diversity in all its forms. Quite the opposite – they use this diversity and see it as a building block for achieving common objectives. We always treat each other with respect, appreciation and goodwill, regardless of hierarchical levels. Criticism is always welcome and is never associated with condescension or disrespect. The individual's reputation must remain intact. Denigration and offensiveness have no place in our dealings with one another. Further information on the topics of diversity and equal opportunities as well as labour and social standards at SWIETELSKY can be found in the chapter "Interaction".

### ESG STANDARDS IN THE SUPPLY CHAIN

One of the primary objectives in formulating the sustainability strategy is to create transparency in all fields of action. Complying with ESG (Environmental, Social and Governance) standards along the entire supply chain is becoming a critical factor for the future success of the business. SWIETELSKY will also have to fulfil stringent requirements as a result of the EU Supply Chain Act, among other things. The Group wants to be as well prepared as possible for this. Within the framework of the sustainability strategy update, we work on a step-by-step implementation of transparent supply chain management. This includes assessing the ESG performance of suppliers in order to minimise ESG risks over the long term.

A digital platform for assessing suppliers is currently in the development phase. On the basis of our ISO 9001 quality standard, requirements for subcontractors and suppliers are continuously checked and comprehensibly evaluated. These assessments also include performance in terms of occupational health and safety as well as relevant

ecological aspects. They are carried out at the level of project and construction management in cooperation with Residents Wellbeing.

Further criteria for assessing and selecting suppliers include a widespread (Austria and Europe-wide) delivery capacity, creditworthiness and, of course, price considerations. Delivery reliability is also checked so that the SWIETELSKY Group and its clients can be guaranteed an on-schedule project. Our corporate ethics focus on fair competition, which is why subcontractors are contractually obligated to act according to ethical principles and to comply with all legal regulations by means of far-reaching compliance provisions. In addition to the Code of Conduct, which will be handed down to subcontractors in Austria, commitments by business partners and suppliers concerning general sustainability requirements are planned. In doing so, extensions of the sustainability criteria are carried out in relation to social and ecological criteria. The sustainability requirements will form an integral part of the General Terms and Conditions in the future.



## Requirements and standards in the supply chain

- Solutions of suppliers and subcontractors – QM document
- Health and safety requirements
- Environment according to scope of application for branches and Group subsidiaries ISO 14001 and ISO 45001
- Code of Conduct

### DECENTRALISED PURCHASING DEPARTMENT AND CENTRAL SUPPORT

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

### REGIONALITY

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

# INNOVATION

The requirements for the construction industry will be complex in the future. SWIETELSKY already aims to take the impact on the environment and society into account during the development and planning stages and to reduce CO<sub>2</sub> emissions to the greatest possible extent through innovative solutions, process flows and products along the entire life cycle.



## 2025 action plan

- Promotion of life-cycle oriented construction – starting from the competences (design, materials and processes)
- Development of solutions and products for adapting to the consequences of climate change
- Continuous improvement of resource-saving construction methods
- Focus on CO<sub>2</sub>-saving construction materials
- Increase in the share of building certifications



Christian Wahlmüller  
Head of Sustainability Management

**“Transparency, feasibility and measurability are the pillars of our innovative processes in construction.”**

# SUSTAINABLE DESIGN AND DIGITISATION

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

Digitisation brings many innovations, simplifications and opportunities to the brewing industry. The digital corporate development department at SWIETELSKY is responsible for progress and new solutions. The task is to establish new working methods and processes in the SWIETELSKY Group.

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

There is no way around BIM (Building Information Modelling) when looking for a solution for a planning tool for life cycle assessment and complete digitisation of an existing building. In doing so, all phases of the building are mapped in a digital model. From development, planning and construction to administration and use, the data model serves as a common basis for all project participants and can positively change resource consumption throughout the value-added chain.

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

The level of development and application of the BIM method varies depending on the business segment. Building construction is already well advanced. Using BIM has still proven to be difficult, especially in the infrastructure sector, due to the lack of standardisation and the non-linear routing.

A contribution to sustainability is delivered with digitisation. This allows dematerialisation and reduced material intensity to be pursued. Savings can also be achieved in the area of energy efficiency.

## BUILDING CERTIFICATION

In order to make sustainable construction practically viable, measurable and therefore comparable, certification systems such as DGNB (German Sustainable Building Council), ÖGNI (Austrian Society for Sustainable Real-Estate Management) or LEED (Leadership in Energy and Environmental Design) have established themselves in the construction industry. Sustainable building projects can therefore be consistently analysed across the three dimensions of economy, ecology and social issues throughout the entire life cycle.

As the general contractor, SWIETELSKY implemented state-of-the-art office, conference and retail space under the "Office Park 4" project – as well as catering, events, retail space and also a kindergarten. The real estate project was pre-certified in 2017. The DGNB Platin certificate was awarded at the end of October 2020 with an overall compliance rate of 87.5%.

Furthermore, Office Park 4 received the ÖGNI Kristall for a proven and particularly high socio-cultural performance. The ÖGNI Kristall can be applied for with a socio-cultural and functional quality rating of  $\geq 80\%$ ; Office Park 4 achieved a rating of 92.80% in this instance.

The AUSTRO TOWER, located directly on the Danube Canal, will be a new landmark in an extremely attractive location. At a height of 146 m and with 38 upper storeys, 4 lower storeys and 2 basement storeys, it will be the tallest building on the SORAVIA site. The building will be constructed in accordance with the highest ecological standards. The objective is to achieve dual certification with LEED & ÖGNI, each at the highest level of Platin.

The so-called "Macherei" is currently being built on the former Temmler site in Berg am Laim/ Munich covering an area of approx. 26,400 m<sup>2</sup> – a mixed-use quarter with office space, catering, retail, commercial uses, a hotel and a start-up centre. Working together in a jointventure, SWIETELSKY GU-Bau, Regensburg branch, as general contractor, is constructing two buildings with a connecting structure above an existing underground car park on one of the four construction sites. The roof areas will be landscaped or equipped with sports facilities. A "LEED Gold" award is being pursued for the entire building project.

Further projects are currently being implemented. SWIETELSKY aims to increase its portfolio of sustainable building certifications in the future, including in its own projects, and sees this as an important strategic option. This stems partly from our own commitment and partly from a change in the ecological awareness of the building owners.

The SWIETELSKY Group is a member of the Austrian Society for Sustainable Real-Estate Management (ÖGNI) and of IG Lebenszyklus.



## Award

The 2019/20 year in review was the 21st year in which the Hungarian Real Estate Development Award of the International Real Estate Association (FIAbci) was presented. A wide array of projects were submitted and assessed for the coveted award, including office buildings, hotels, commercial, educational, cultural and sporting properties, as well as industrial and residential buildings.

The Hungarian subsidiary SWIETELSKY Magyarország Kft. was awarded multiple first places and a special prize. On the one hand in the environmental awareness category for the GTC White House office building and on the other hand in the education category for the expansion of the German School in Budapest. SWIETELSKY also received a special award from the HuGBC Environmental Conservation Association for the renovation of the Ecodome office building.

## SUSTAINABLE BUILDING MATERIALS AND PROCESSES

The demands on buildings of the future are great. A sustainable and climate-neutral method of construction is becoming a basic requirement for the future. Smart, efficient and cost-effective technologies are in demand from customers. Innovative building materials can be the key to success here. The pressure on scientists and technologists to develop innovative building materials and processes is great. The reduction of negative environmental impacts has to be taken into account as early as in the sourcing of raw materials, i.e. the substitution of particularly CO<sub>2</sub>-intensive materials and processes for the production of building materials.

SWIETELSKY's IMS (integrated management systems) department ensures that the relevant group units are informed of the latest developments, especially those pertaining to building materials and construction processes. By using highly qualified employees, we are able to realise our own developments in addition to collaborative research projects.



### Wood – the building material of the past and the future

One business field in which SWIETELSKY has been active for years is timber and hybrid construction. More than 150 experts experienced in timber construction now work under the SWIEtimber product umbrella brand across 5 of the Group's locations.

A strategic focus for SWIEtimber over the coming years is not only market expansion but also building up expertise in the core market of Austria. There will also be an extensive qualification programme for this in spring 2022.

A key sustainable aspect of wood as a building material is the fact that the raw material grows naturally and emission-free. Furthermore, timber construction has clear environmental merits compared to mineral construction

methods. Every wooden house contributes to avoiding CO<sub>2</sub> emissions from the production of other CO<sub>2</sub>-intensive building materials. Timber as a building material can be easily combined during the course of complex projects, from new buildings to conversions through to hybrid construction, and is in no way inferior to conventional construction in terms of stability and flexibility. In addition, wood creates a pleasant indoor climate and better regulates humidity.

Wooden buildings prolong the carbon sequestration of the forest. Every cubic metre of wood used binds one tonne of CO<sub>2</sub> in the long term. Wood is a "high-performance building material" and weighs approx. 1/5 of the weight of concrete, which means that transportation can be economised. Wooden buildings can easily be dismantled at the end of their service life, with individual components able to be recycled. What is no longer needed can be incinerated, which in turn generates energy.

SWIETELSKY is increasingly positioning itself as an advisor neutral to building materials for developers, architects and planners, thanks to the expertise in timber construction and building physics that has been built up over the past few years with the help of specialist staff.

The Salzburg health insurance fund (Gebietskrankenkasse) is a complex hybrid construction project realised in cooperation with the SWIETELSKY branch in Upper Austria and SWIEtimber – the first wooden high-rise building in Salzburg. The fundamental idea of this building project was to save weight. With a timber content of approx. 400 m<sup>3</sup> of laminated timber, the building or the construction method saves 400 t of CO<sub>2</sub>. The switch from a dual design of underfloor heating and chilled ceiling to a unified heating and cooling system has had a positive impact on acquisition costs and ongoing energy optimisation.

The Campus for Health Professions in Ried is currently in the implementation phase. The contract for SWIETELSKY Ingenieurholzbau includes timber construction, roofing and metalwork services as well as the execution of window elements including sun protection. The ceiling systems are designed with cross-laminated timber elements, the facade consists of a multi-coloured glazed fir wood formwork on prefabricated wall elements. The building envelope (approx 2,500 m<sup>2</sup>) is prefabricated in the timber construction centre in Schlüßlberg.

During the year in review 2020/21, the Carinthia/East Tyrol branch constructed two new Drau bridge cycle paths in Anras and Assling in the East Tyrolean Pustertal on behalf of the Radweg Osttirol association. Both bridge structures, designed for a load of 25 tonnes, each consist of 17 curved individual girders made of spruce wood and laminated in blocks. These supporting structures involve timber-concrete composite elements, whereby the 25 cm thick top concrete layer is applied directly on site after the girders have been assembled. The statically ascertained thrust transmission takes place via correspondingly milled notches on the laminated wood upper side.

### EXTENSION OF THE SERVICE LIFE – CYCLE-ORIENTED THINKING

National and international ambitious climate targets bring the focus to circulatory building. The renovation and use of existing buildings and infrastructure as well as the extension of existing buildings as a resource and reservoir play an important role for ecological and economic as well as cultural reasons.

Our long-term goal is to incorporate sustainability in all life cycle phases of by pooling existing resources in the subsidiaries and branches. SWIETELSKY aims to find sustainable solutions that are not in conflict with the core principles.

### IN THE STOCK AREA

Extending existing buildings conserves resources, which is why the renovation and elevation of a Wilhelminian-era building at Lystraße 81 in Vienna became an award-winning SWIETELSKY project. The project of the property developer Ulreich Verwaltungs GmbH involves a Wilhelminian-style building which was completely revitalised in the period from November 2017 to October 2019. The renovation concept placed emphasis on a highly efficient composite thermal insulation system on the facade, a central heating system with district heating connection and intensive greening.

In addition to contributing to climate protection, the measures adopted have a positive effect on the quality of living as well as on the energy costs of the 57 apartments.

The TABA Tower was transformed from a 1970s building into a residential complex with sustainably equipped units through revitalisation measures.

The so-called recycling of existing buildings reduces land consumption and is becoming increasingly important.

### IN THE FIELD OF RAILWAY CONSTRUCTION

From a climate policy point of view, it is necessary to shift more traffic to rail. Rail is considered a climate-friendly means of transport, which is why rail should remain an important pillar of mobility in the future and its efficient expansion should be promoted.

Without rail as a transport route, road transport would soon be economically and ecologically overburdened. SWIETELSKY creates the conditions in track construction so that people and goods can be transported quickly, inexpensively, safely and comfortably. Thanks to investments for the long term, the company has the most modern machinery in the industry and its own railway company. That enables on-time and eco-friendly transportation of our equipment and many materials directly to their destination. With its development and use of large machines, SWIETELSKY has revolutionised railway construction in terms of efficiency and work safety. Today, we are the number one in Europe in this niche.

Our fleet of large machines includes several ballast cleaning machines, track renewal trains and two of the world's three combined track renewal and cleaning trains, RU 800 S and, since 2020, a RUS 1000 S. During a short period of time in which the railway service needs to be shut down, these large machines clean, wash and sieve the ballast on track sections stretching for miles and, depending, add new ballast or return 100% of the clean ballast. Likewise, new rails are installed on the tracks while the old rails are removed.

Our fleet also includes several subgrade rehabilitation machines, which are used for substructure construction and maintenance. These machines are capable of removing the substructure under the ties using chains, thereby cleaning, breaking, preparing and returning up to 100% of it. The required water is treated and reused in a circular system on the machines.

All of these large machines work on the existing tracks, which supply them with all the necessary materials in an environmentally friendly way. That allows for resource conservation. Rail service interruptions are kept to a minimum and regular train service can be resumed after just a short period of time.

#### ***Railway construction project, Velim – Poříčany***

SWIETELSKY Rail CZ's largest railway construction project to date will see the complete renewal of 16 km of railway tracks. The complete superstructure rehabilitation up to the overhead line also includes noise reduction measure improvements. In addition, two branch lines will be built in Cerhenice and Tatce, which will increase the variability of traffic control in a heavily used section, with the project concentrating on already upgraded corridor sections.

#### ***Line renovation, Warsaw-Radom, Poland***

The modernisation of the Warsaw-Radom railway line has been a long-awaited investment in the Polish region. It will improve travel comfort for commuters and revitalise the Radom region from an economic point of view. Passenger trains will soon be travelling at 160 km/h. The travel time of the fastest trains between Warsaw and Radom will now be reduced from 115 to almost 75 minutes, a time saving that will also bring about benefits in freight transport. In our capacity as a general contractor, we offer everything from planning and civil engineering right up to the overhead line for this project.

#### ***Riga Airport Station and related infrastructure, Latvia***

The new Rail Baltica construction will enable a continuous north-south railway connection from Warsaw through the three Baltic states Lithuania, Latvia and Estonia to Helsinki in Finland. The construction of the new railway station at Riga Airport and the 16 km long feeder line are one of the flagship projects. In the future, this railway line will allow the transportation of passengers and goods directly from and to Central Europe for the first time.

#### **TUNNELS – TUNNEL CONSTRUCTION SYSTEMS**

Railway and road tunnels decrease travel times and make the alpine region that is home to humans and animals alike more attractive. Shifting traffic underground conserves natural resources and prevents noise pollution. Underground tunnels also guarantee green and efficient mobility in growing urban areas. As a pioneer in road and railway construction, SWIETELSKY recognised the potential of gallery/tunnel construction early on. Through our involvement in major infrastructure projects, we were ultimately able to establish ourselves as a leading expert in this field. Bringing many decades of experience in dealing with geological features, our expertise in the use of high-tech machines and processes and the construction know-how of our design engineers sets SWIETELSKY apart from the rest.

SWIETELSKY Vasúttechnika Kft. and SWIETELSKY Építő Kft. also contribute to the promotion of sustainable mobility and significant urban environmental relief. They headed the project to renovate Budapest's M3 metro line. The line upgrade started in November 2017 and includes three station sections with work performed on the northern section between Újpest-központ and Dózsa György út stations. To date, 20 km of new tracks have been laid, tunnels renovated, and telecommunication systems and safety facilities upgraded. The metro line renovation is scheduled to be completed by December 2022.

#### **PARTIAL REHABILITATION PROGRAMMES – SEWER REHABILITATION**

Concentrating on what is important has always been a recipe for success for SWIETELSKY, including for sewer rehabilitation and water pipe renewal. When selecting the process, we mainly focus on environmental compatibility and economic efficiency. Localised damage or limited general sewerage system rehabilitation can be quickly and completely remedied using a resource-saving trenchless technology and with only minimal traffic delays.

#### **CLIMATE ACTION AS A SUCCESS FACTOR**

Our climate action management includes finding and providing solutions and products to adjust to the predicted impacts of climate change in the future, eg by making buildings and infrastructure climate change resilient. Innovative and site-specific solutions like patent applications are being successfully pushed.

#### ***Smart solutions in mountain regions***

In particular, climate-resilient solutions in mountain regions to mitigate erosion and flood risk through technical and natural processes offer comprehensive protection against the impacts of climate change.

#### ***Electricity from the mountain***

The power plants in the Sellrain Valley, for example, will contribute with autonomous power. The planning for these projects has already been carried out by HTB in cooperation with other companies, with implementation scheduled for September 2021. Nature conservation comes first. These power plants are set into the mountain and will take ecological and landscape aspects into account in every respect. The measures include that intake structures

will be reduced in size, large sections at the intakes will be covered, all pipelines and lines will be laid underground and the power house will be placed in an underground cavern. The goal is to generate a total of 63.8 GWh of energy per year from hydropower, which equals the annual electricity consumption of about 17,500 households using renewable energy sources.

#### ***Protection galleries***

Highly resilient infrastructure ensures that the population is fully protected from avalanches, rockfalls or mudflows in mountain regions. Ever since the glaciers have retreated, the slopes on the road B 186 Öztalstraße near the Leck and Klamm galleries have repeatedly collapsed in recent years, causing mudslides and rockfalls. In the future, construction measures will be designed in such a way so that gallery structures can withstand landslides. A continuous gallery structure between the Leck and Klamm gallery is intended to be a climate-resilient solution by November 2022.

#### ***Greening***

SWIETELSKY is equipped with expertise in green parking lots, cemeteries, roofs, facades and infrastructure, as well as habitat restoration adjacent to road embankments, reduction of sealed surfaces and replacement planting.

The subsidiary Hennerbichler has evolved into a specialist for green roofs. Having a whole array of different types of green roofs in its portfolio, Hennerbichler's solutions help to extend the life of the roof, save energy and increase the quality of living. Intensive green roofs consist of lawns, perennials or shrubs. Extensive green roofs only have about 15 cm of substrate and call for low-maintenance, low-growing plants. In urban areas, green roofs help reduce dust, waste water and noise. What's more, green roofs can reduce surface temperature and heat flux and promote evapotranspiration.

# ECOLOGY

## Climate innovation using science and technology

Climate innovation within the company and in cooperation with other companies in an effort to mitigate the negative effects on our environment have been able to drive action in the two years in review. For example, low-emission construction site pilot projects have proved successful. More information on the projects with a focus on construction site operations can be found in the following chapter "Ecology".

SWIETELSKY endeavours to ensure the use of environmentally friendly processes, equipment and machines across all project phases. We are continuously striving to conserve air, water, energy and soil, to optimise material and logistics costs and to reduce emissions wherever possible. This is our way of contributing to the implementation of the Paris Climate Agreement.

### PROJECT HIGHLIGHT

## Green facades

Metallbau WASTLER participated in a general rehabilitation project that was completed in the autumn of 2021 in which they planted greenery on facades. For this purpose, the structure of the renowned ViennArts Hotel, which is located between Spittelberg and the museums district, was lined with a green facade with an area (including trellises) of approximately 650 m<sup>2</sup> in total. Flexible plastic panels with rock wool as a substrate allow the plants to climb. Drip hoses enable fully automated irrigation and fertilisation. Vertical greening can combat carbon emissions. In addition, year-round greening provides natural evaporation in the summer months – that is a cooling performance of up to approx. 330 kWh per day. Evaporation causes cooling by up to 3°C. This is Metallbau WASTLER's second green facade project.



Klaus-Peter Pichlwanger  
Quality Management



## 2025 action plan

- Promote the circular economy within the company: Increase the recycling rate by reusing construction waste
- Increase the percentage of renewable energy sources
- Continue energy optimisation in buildings and property management
- Reduce carbon emissions in the vehicle fleet and logistics
- Improve energy-intensive processes

**“We spare no effort to meticulously comply with environmental regulations and to avoid any negative effects of our business activities on people and nature.”**

# QUALITY AND ENVIRONMENTAL MANAGEMENT

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

The requirements are based on the environmental certificates and are met by the Integrated Management System (IMS), with the branches and subsidiaries being responsible for implementing the IMS guidelines. A central department continuously develops the IMS further, applies new standards and monitors the system's implementation. Moreover, decentralised project managers are supported in fulfilling specific environmental regulations or legal requirements.

The SWIETELSKY organisations in the core countries Austria, Germany, the Czech Republic, Hungary and a few other countries have put in place ISO management systems and competent employees. The implemented management systems comply with the international standard ISO 14001 and/or ISO 50001. In the 2020/21 financial year, about 80% of Group units were certified according to environmental management systems.

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

## ENERGY AND EMISSIONS

SWIETELSKY is aware of its responsibility for taking a resource-conserving approach to the environment. This is all the more true with us belonging to an energy-intensive and emission-intensive industry. In the course of our construction projects and in transport and logistics, the use of non-renewable energy sources generates significant greenhouse gas (GHG) emissions that can adversely affect people and the environment.

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

At SWIETELSKY, the EU Energy Efficiency Directive (EED) and relating measures are implemented by qualified energy officers through the help of environmental and energy audits and as part of the management system. Various energy and environmental protection measures are implemented and also developed in the Group's branches, subsidiaries and production facilities.



## Standards and management approaches

- ISO 14001: 2015
- Environmental aspect checklist
- Document path on the intranet on energy and environmental management
- Information for employees on the intranet
- Factory production control EN 1090-1: 2009+A1:2011
- Railway construction: SCC\*\*2011
- Waste management specialist

During the review period, SWIETELSKY was able to grow in the field of energy technology. The founding of the new SWIETELSKY-Energie division brought together all the competences of building services and electrical engineering in a single division. Particular emphasis is placed on incorporating the new techniques with regard to

environmentally friendly technologies, alternative forms of energy and control automation into the projects. From a strategic standpoint, the company aims to become a full-service provider for future energy needs, making sure the grid and infrastructure can keep up.

## PROJECT HIGHLIGHT

### Largest solar power system in Salzburg

In 2021, SWIETELSKY subsidiary SWIE Energie installed one of Salzburg's largest solar power systems on the building of milk producer SalzburgMilch. The 4,200 modules generate enough electricity to power 460 households every year. 99% of the electricity produced from solar energy is used for operations, only 1% is fed back into the utility grid. For SalzburgMilch (municipality of Lamprechtshausen), this EUR 1.5 Mio capital expenditure means that a quarter of its electricity needs can be supplied by its own electricity generation. The company is now a partner in Salzburg's 2050 Climate Plan. 50 SMEs want to work together to reduce the carbon footprint and increasingly be powered by solar energy.

## SCALING UP RENEWABLE ENERGY

Fossil fuels still account for the largest share of energy. Urgent action is required to transition to renewable energy and a regenerative form of energy. Renewable energy consumption accounts for around 13.5% of the world's energy consumption.

SWIETELSKY wants to contribute to the climate action and increase the share of renewables. Many projects have already been implemented. But we are also pushing the construction of our own sustainable energy production systems at production sites and office buildings.

Photovoltaic systems are already in operation at 13 locations in Austria, 2 in Germany and one in Hungary for the company's own use. The subsidiary HTB is now operating two solar parks. The largest photovoltaic system currently in operation at the main site in Pitztal has

220 modules and an output of 70.4 kWp. The photovoltaic system is used to cover the company's own needs with surplus feed-in. As such, 58,200 kWh could be generated with the system for FY 2020/21. In total, we were able to cut our carbon footprint by up to 28,000 kg.

At the German headquarters in Nußdorf, a 2,500 m<sup>2</sup> large solar park with an output of 400 kWp was put into operation in FY 2020/21. In addition to saving costs, 170,000 kg of greenhouse gas emissions can be reduced every year.

Hungary is also using renewable energies. At the end of 2020, a photovoltaic system was installed on top of the machine hall of SWIETELSKY Vasúttechnika Kft, with the aim to reduce the amount of electricity generated by fossil fuels by 55 MWh annually.

Scaling up the photovoltaic systems at other Group locations is scheduled for FY 2021/22 and onward.

## DECLINE IN OVERALL ENERGY CONSUMPTION

### 2020/21

in MWh	Group	AT	GER	CZ	HU	other countries
Heating oil for mixing plants	26,802	23,294	2,991	345	0	171
Gas for mixing plants	108,175	16,346	20,748	12,866	44,861	13,354
Industrial gases	10,915	2,680	3,690	378	4,126	42
Fuels	369,674	200,055	61,430	36,405	29,714	42,070
Coal	48,944	0	42,022	0	6,922	0
District heating	4,387	2,070	1,400	830	0	87
Electricity	52,969	32,201	8,242	2,688	6,371	3,467
TOTAL ENERGY CONSUMPTION*	621,866	276,647	140,522	53,513	91,993	59,190
Construction output in kEUR	3,104,512	1,817,095	362,761	340,209	294,325	290,122
Specific energy consumption MWh for every thousand EUR of construction output**	0.200	0.152	0.387	0.157	0.313	0.204
Energy from photovoltaic system	460	280	171	0	9	0

### 2019/20

in MWh	Group	AT	GER	CZ	HU	other countries
Heating oil for mixing plants	28,530	24,096	2,809	736	0	889
Gas for mixing plants	96,177	10,454	17,695	15,751	39,420	12,858
Industrial gases	11,765	3,740	3,787	309	3,888	42
Fuels	365,533	186,751	56,917	45,263	40,687	35,915
Coal	56,973	0	47,524	0	9,449	0
District heating	4,925	4,097	0	685	0	144
Electricity	46,039	28,127	8,567	2,709	4,948	1,688
TOTAL ENERGY CONSUMPTION*	609,943	257,264	137,300	65,453	98,391	51,535
Construction output in kEUR	3,029,477	1,699,005	389,567	323,399	346,399	271,107
Specific energy consumption MWh for every thousand EUR of construction output**	0.201	0.151	0.352	0.202	0.284	0.190
Energy from photovoltaic systems	140	35	105	0	0	0

Calculation: Energy consumption within the organisation was calculated on the basis of energy costs while considering country-specific energy prices.  
 \*With improvements made to data collection in the sustainability software, the overall energy consumption for 2017/18 and 2018/19 was retroactively corrected and the data adjusted. The corrected value for the total energy consumption in FY 2017/18 amounts to 570,504 MWh, in FY 2018/19 to 688,355 MWh at Group level \*\*Subsequently, the specific energy consumption was also recalculated: FY 2017/18: 0.24 MWh and FY 2018/19 0.245 MWh at Group level. Deviations in the totals stem from differences in rounding.

Energy consumption and efficiency are constantly monitored at SWIETELSKY. Internal and external audits are carried out at production sites and construction sites as part of the IMS (ISO 14001/50001) and the Energy Efficiency Act (EEffG). SWIETELSKY continuously records the energy used in the manufacture of building products, which makes it possible to compare production among different production facilities and to identify saving potentials.

The energy data includes all SWIETELSKY branches across the Group, plus production facilities and construction sites as well as construction machinery and equipment. Overall energy consumption increased by 1.95% compared to the previous year. (2019/20: 609,943 MWh to 2020/21: 621,866 MWh). The specific energy consumption in relation to the Group's total construction output amounts to 0.200 MWh for every thousand euros and could be maintained compared to the previous year.

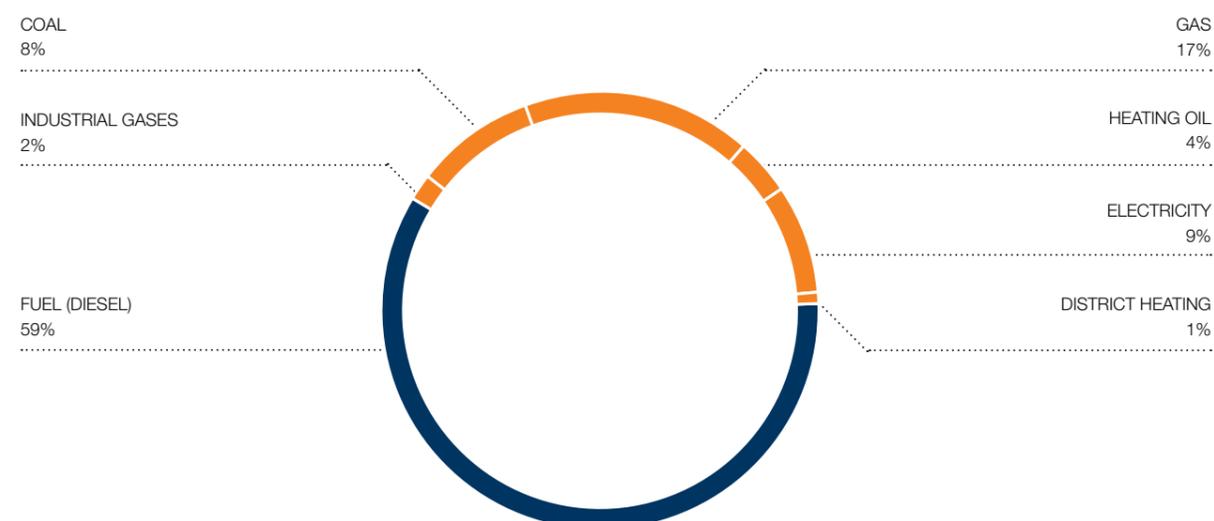


**“We have more than tripled the share of energy produced by photovoltaic systems since 2019/20.”**

Klaus-Peter Pichlwanger  
Quality Management

In 2019, SWIETELSKY conducted its first systematic survey of the Group's energy consumption and saw improvements in 2021 after centrally recording the data in a software system. To increase data quality and to enable internal benchmarking in Austria's subsidiaries and branches, data relevant to energy will be continuously recorded in the sustainability software as of 2021. Potential energy savings can be identified at the site or across sites and an actionable plan can be created.

## ENERGY CONSUMPTION BY ENERGY SOURCE



The most used fossil fuel in the Group is diesel, which accounts for 59.4% of energy consumption. Ongoing optimisation, such as using more energy-efficient vehicles and switching to alternative fuel vehicles, is being pushed within the Group, in order to reduce diesel consumption. A detailed analysis to evaluate potential savings in terms of exact vehicle groups will be carried out as a next step. The changes to the fleet to numerically estimate potential savings in this subdivision primarily depends on marketable technologies.

## CARBON FOOTPRINT

### 2020/21

In tonnes	Group	AT	GER	CZ	HU	other countries
Scope 1 GHG emissions directly associated with energy	144,584	60,532	38,143	12,137	20,216	13,556
Scope 2 GHG emissions indirectly associated with energy	15,799	8,786	3,911	792	1,484	825
Total carbon footprint in t*	160,383	69,318	42,054	12,930	21,700	14,381
Specific CO <sub>2</sub> e in t**	0.052	0.038	0.116	0.038	0.074	0.050

### 2019/20

In tonnes	Group	AT	GER	CZ	HU	other countries
Scope 1 GHG emissions directly associated with energy	144,706	56,430	38,407	15,086	22,699	12,085
Scope 2 GHG emissions indirectly associated with energy	14,349	8,132	3,658	830	1,267	461
Total carbon footprint in t*	159,055	64,562	42,065	15,916	23,965	12,546
Specific CO <sub>2</sub> e in t**	0.053	0.038	0.108	0.049	0.069	0.046

Basis of calculation: Energy consumption was calculated on the basis of energy costs and relates to energy consumption of heating oil, gas (incl industrial gases), fuel, pulverised lignite, district heating and electricity and therefore involves some degree of uncertainty. To calculate the key figures, Defra emission factors were used as a standard outside of Austria for the first time for 2019/20 and 2020/21. In Austria, the core market, a country-specific emission factor was used. The intensity quotient includes GHG emissions in carbon dioxide equivalents to Scope 1 and Scope 2 and includes the gases CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O. Scope 2 emissions were calculated using the location-based method.

\* With improvements made to data collection in the sustainability software, the overall energy consumption for 2017/18 and 2018/19 was retroactively corrected and the data adjusted. Therefore, the values for Scope 1 and Scope 2 also had to be adjusted. The value for the overall footprint published in the 2018/19 Sustainability Report was corrected in the sustainability software: FY 2017/18 to 149,858 t CO<sub>2</sub>e and FY 2018/19 to 180,014 t CO<sub>2</sub>e at Group level

\*\* As a consequence, the specific CO<sub>2</sub>e in t was already calculated again: FY 2017/18: 0.063 t CO<sub>2</sub>e and FY 2018-19 0.064 t CO<sub>2</sub>e at Group level:

The carbon balance for the 2019/20 and 2020/21 financial years includes all fully consolidated companies. Group-wide, 160,383 t of CO<sub>2</sub>e (location based) were generated in the 2020/21 review period, which is a small increase of +0.84% (2019/20: 159,055 t CO<sub>2</sub>e). In accordance with the definition of the Greenhouse Gas Protocol, emissions are shown separately in Scope 1 and Scope 2. This subdivision shows that the majority of our emissions occurs in Scope 1, as is common in the construction industry. Relative to

construction output, this means a specific emission value of 0.052 t CO<sub>2</sub> e/KEUR construction output in 2020/21. The specific emission value fell by -1.6%, primarily for Scope 1. Reasons are, for example, the optimisation measures in mixing plants (move from heating oil to gas) and a -14.2% reduction in coal from 2019/20 to 2020/21 in the segments Hungary and Germany. A slight increase can be seen in total emissions. This is due to an overall higher construction output.

Since fossil fuels account for the highest percentage of energy consumption at SWIETELSKY, emission levels are almost identical to energy consumption. Fuel accounts for almost 59% of the total carbon emissions. Currently, SWIETELSKY does not record carbon emissions from upstream and downstream processes in the value chain (Scope 3). Options will be evaluated to add to Scope 3 in the course of the supplier evaluation system.

### ECO-FRIENDLY PRODUCTION FACILITIES AND OFFICE BUILDINGS

In terms of energy efficiency, the conservation of resources in production facilities as well as in administration buildings is greatly valued. Based on the internal energy audit, we can evaluate new measures and improve energy efficiency.

As such, measures were taken to improve energy efficiency with regard to processes. For example, mixing plants across the Group have been optimised and updated. We were able to save energy by installing a roof over loose chippings boxes by the asphalt mixing plants. The water content of construction aggregates stored outdoors significantly impacts the plant's energy consumption. Thus, at only 3% moisture retained in the chippings for a quantity of 20,000 t, up to 41,000 kWh of heating energy could be saved.

The energy audit report resulted in a switch to LED lighting in halls and office buildings to improve energy efficiency, thermal renovations were carried out, and the heating systems in offices and production facilities in the Group were replaced.

### Eco-friendly construction operations

One of our main future challenges for construction site operations is to increase efficiency while reducing greenhouse gas emissions. SWIETELSKY makes sure to use the gentlest possible processes, more environmentally friendly equipment and machinery, and the shortest possible transport routes.

SWIETELSKY-MTA, the mechanical engineering department, has taken a step towards energy-efficient construction work by using an autonomous supply container. The department developed a prototype for supplying construction sites with

### PILOT PROJECT

## Zero-emission machines

The Signa Group's "Wohnen am Schweizergarten" project is located within a new development in the making near Vienna's main station. SWIETELSKY has been involved in developing outdoor facilities, children's playgrounds and seating furniture for the building complex since October 2020. SWIETELSKY partnered up with Wacker Neuson for a pilot project that is driving zero-emission construction sites. SWIETELSKY tested the new, zero-emission machines of the Wacker Neuson brand for their practical suitability. The idea behind the collaboration is to make the benefits of using such machines quantifiable, including time, higher capacity utilisation, longer daily uptime, litres of diesel and kilogrammes of CO<sub>2</sub> saved. The project is supposed to be completed in 2021, with specific requirements for the future use of zero-emission construction equipment laid out and further steps for the collaboration agreed.

rollers and construction equipment. The container consists of a diesel Adblue refuelling system and a water container that holds a total of 3,000 litres. Three solar panels are attached to the roof to supply energy to the two batteries of the refuelling system and the water container. The aim of the supply container is to save trips to petrol stations and water hydrants. With construction site management's use of the supply container on the construction sites in Haag, diesel consumption and work hours for driving trucks to supply the construction equipment could be significantly reduced. After a detailed analysis, further models on construction sites will be planned. SWIETELSKY-MTA submitted the project to the 2021 Oberösterreichische Handwerkspreis, the Upper Austrian Crafts Award, in the category Technology and Design.

We are expecting to get the results in November 2021. The corporate group is also effortlessly driving low-emission construction sites and trying to use them commercially (see pilot project).

### Vehicle fleet and logistics

Our investments in the vehicle fleet and in new machines and equipment are also largely guided by energy use so as to keep the environmental impact to a minimum. The most important fleet models are monitored annually for CO<sub>2</sub>. Consistent maintenance and testing contribute to a reduction in repair and operating costs and prevents environmental pollution.

In order to reduce fossil fuel consumption and carbon emissions, those vehicles with the highest fuel consumption have been replaced by more efficient vehicles. Electric hybrid vehicles are also being steadily promoted. The fleet comprises 25 electric vehicles and 3 hybrid vehicles; an additional 8 electric models will be added soon in Austria.

To promote electric mobility, we are also working on expanding access to the needed infrastructure, which is why we have already set up electric vehicle charging stations at locations such as in Asten or Styria.

In addition, further measures were implemented that reduce fossil fuel consumption. The increased use of videoconferencing in the Group have allowed us to reduce the environmental footprint. Fuel-saving tips for truck drivers are planned at the Asten site.

A pilot project to support logistics processes was launched in the year in review in the company's digitalisation division. It includes digital recording to optimise route planning for logistics in the company.

To this end, the company's own trackers were deployed in several branches in Austria as a pilot project to provide data and insights over the course of one year on how travel routes can be improved and empty runs reduced as much as possible.

### BUILDING MATERIALS RECYCLING

An important goal at SWIETELSKY is to continuously grow the recycling rate of our mineral waste from construction. SWIETELSKY is committed to reducing the volume of landfill waste – in line with the EU target to have 70% of construction and demolition waste recycled and in light of the resource shortages.

SWIETELSKY produces asphalt, concrete and recycled materials in its own production facilities. It is our aim to offer our customers the highest quality while ensuring that the specifications regarding the materials to be used are implemented. Where possible, construction waste generated on our construction sites is converted into CE-marked building material recycling products. In order to further improve our effects on the environment, it is logical to use recycled materials at the place of origin or to use them as substitutes when producing building materials. This conserves primary raw materials and reduces logistics costs and the resulting emissions.

One facility for construction material recycling is the recycling centre in Asten. The site accepts construction waste such as concrete, building rubble and wood. We were able to reuse or pass on more construction waste from construction excavations in FY 2019/20 – an increase from 704,441 tonnes to 989,358 tonnes.

The quality assurance of these products is achieved with the aid of certified factory production control.

The increased use of recycling material in asphalt mixing plants is a resource-conserving method that will be further pushed both in Austria and abroad in the coming years. SWIETELSKY now has several authorised sites for the collection, treatment and recycling of hazardous and non-hazardous waste.

We strive to achieve the highest rate of asphalt recycling as far as the legal frameworks allow. In Austria, for example, the Dürnfeld mixing plant wants that number to be 15%. Ambitious plans with a 40-60% target have also been set

up at the sites in Germany. By continuously having the asphalt lab monitor the production processes, the rate will be increased by about 2% annually going forward. A considerable increase was seen in 2019 (2017/18: 20.9%), at 37.3% of added recycled asphalt. Mixing plants in the Czech Republic are aiming for a recycling volume in accordance with legal quotas. A 10-15% recycling rate is being targeted in Hungary. Overall, we were able to consistently increase the amount of recycled material.



**“We have seen an increase in the amount of added recycled asphalt, up from 9.5% to 15.7% compared to 2017.”**

Klaus-Peter Pichlwanger  
Quality Management

### RECYCLED ASPHALT USED

#### 2020/21

In tonnes	Group	AT	GER	CZ	HU	other countries
Amount of asphalt produced	2,010,915	474,042	658,305	164,506	562,589	151,473
Amount of recycled asphalt added	315,994	31,785	262,863	6,700	14,646	0
Percentage of recycled material in produced asphalt	15.7%	6.7%	39.9%	4.1%	2.6%	0.0%

#### 2019/20

In tonnes	Group	AT	GER	CZ	HU	other countries
Amount of asphalt produced	2,009,433	460,530	677,284	217,348	497,927	156,344
Amount of recycled asphalt added	300,715	25,479	252,495	4,950	17,791	0
Percentage of recycled material in produced asphalt	15.0%	5.5%	37.3%	2.3%	3.6%	0.0%

The Group-wide total production volume of added recycled material (asphalt) increased by 5.1% compared with the previous year. The rate is set to be increased through appropriate roll-out plans. Similar to the volume of generated waste, the production volume of recycled material is also subject to strong project and material fluctuations.

## WASTE MANAGEMENT

The construction industry processes a considerable amount of raw materials. Therefore, the consumption of building materials represents the largest environmental impact next to energy consumption. In Austria, SWIETELSKY controls waste management and the production of recycled building materials through its environmental management system. Using IMS allows processes relevant to waste to be controlled. At ISO 14001 certified sites, measures for optimisation with regard to the environment are taken into account. We also operate a factory production control (FPC + FPC mobile). The aim is to ensure the environmental quality of the recycled products on the one hand and legal certainty with regard to the handling of hazardous and non-hazardous waste on the other hand. With its own waste management system and waste management concepts, the company shows that it values environmental protection and compliance with all legal requirements.

As a matter of principle, we focus on avoiding waste all together, reducing unavoidable waste and strive for a high level of recovery, in particular re-use or recycling.

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

Waste that cannot be reused is separated and temporarily stored in authorised sites in an environmentally safe manner for the collection, treatment and recycling of hazardous and non-hazardous waste. The collection of waste that has been separated by type saves us money and increases the recycling rate. SWIETELSKY also ensures proper waste disposal by operating its own landfills. Over the course of the review period, SWIETELSKY had 37 Group-wide recycling sites and 26 landfills (2019/20: 23). Croatia has had 4 landfills (3 the previous year) since 2020/21 and an additional landfill was constructed in 2020/21 in Germany (up to 6 from 5 landfills).

SWIETELSKY is working on preparing waste balances in order to get a better overview of what waste is generated and to be able to control it and to optimise waste management.

Waste is collected and treated in specifically equipped and approved facilities. One of these is the Asten recycling centre, which was approved in 2019 as an IPPC facility for hazardous and non-hazardous waste. The site offers disposal and consulting services for branches and non-Group companies.

Training courses are regularly held in several of the Group's country entities to raise employee awareness for waste management issues.

## GENERATED WASTE

### 2020

In tonnes	Group	AT	GER	CZ	HU	other countries
Overall weight of hazardous waste generated	25,451	4,381	14,300	1,902	338	4,530
Overall weight of non-hazardous waste generated	4,921,586	3,547,595	22,817	218,713	145,240	987,220
Waste total	4,947,036	3,551,976	37,118	220,615	145,578	991,750
Amount of specific waste t/kEUR	1.59	1.95	0.10	0.65	0.49	3.42

### 2019

In tonnes	Group	AT	GER	CZ	HU	other countries
Overall weight of hazardous waste generated	33,477	8,489	12,800	454	2,798	8,936
Overall weight of non-hazardous waste generated	4,156,111	3,425,258	19,968	219,282	249,282	242,321
Waste total	4,189,588	3,433,747	32,768	219,736	252,080	251,257
Amount of specific waste t/kEUR	1.38	2.02	0.08	0.68	0.73	0.93

Due to the availability of data, the numbers refer to the calendar year.

Non-hazardous and hazardous waste recorded in tonnes according to the applicable national legal definition. In Germany, unpolluted soil is, by legal definition, not waste. Therefore, the value for non-hazardous waste is low.

In addition to the Austrian sites recorded to date, all fully consolidated companies in the Group were included in the waste survey key figures in the 2019/20 and 2020/21 review phase. These figures are in relation to construction projects and operating facilities such as workshops and storage yards, and to production facilities such as asphalt and concrete mixing plants.

Since we as a contractor have no influence on the quantity and quality of the demolition and excavation waste generated in the construction projects, non-hazardous waste volume heavily fluctuates with the project.

The significantly higher amount of non-hazardous waste in the Other Countries segment for 2020/21 comes from major railway construction projects in Croatia and Poland.

The proportion of hazardous waste is very low, 99.5% is non-hazardous waste and could be reduced by approx. 24% year-over-year in FY 2020/21.

Unless handled by subcontractors, waste is disposed of directly via the construction site either by being transported to disposal companies or by being picked up from construction sites and operating facilities in appropriate containers at the request of construction management or those responsible for the plant.

In the coming review periods, we will work on data quality for controlled and uncontrolled waste. To find waste-minimising measures for avoidable waste, we will evaluate the prevention potential of avoidable waste. The reported key figures for non-hazardous waste cannot yet be influenced enough to allow us to set ourselves targets.

## DEALING WITH ENVIRONMENTAL VIOLATIONS

SWIETELSKY is trying to keep the negative effects on our environment to a minimum through preventive measures and a focused environmental management system. Although we often cannot directly control subcontractor and supplier violations of environmental laws and regulations, our close business relationship means that SWIETELSKY is indirectly impacted by the ramifications, which can damage our reputation. We therefore exert our positive influence as far as possible on suppliers and subcontractors in Austria, such as by having them adopt the Code of Conduct. No significant fines or non-monetary sanctions were imposed on SWIETELSKY for non-compliance with environmental laws and regulations in the year in review and in the previous year. The fines amounted to no more than EUR 1,500 when considered individually, which is why they were not reported in a major way.

# INTERACTION

When we say “We are Swietelskys”, we aren’t referring to the founding family but everyone who works in our corporate group. Because SWIETELSKY should feel like a big family in which we have each other’s backs, encourage one another and stick together to shape our financial future together.



Helmut Andexer, MBA  
Head of Human Resources



## 2025 action plan

- Improved employee retention (turnover < 6.5%)
- High level of satisfaction toward training and development opportunities
- Increase in the number of apprentices and trainees
- Setup of flexible work arrangements
- Improved communication and transparency – with focus put on employees
- Enforcing high occupational health and safety standards in implementation and prevention
- Ongoing reduction of work-related accidents, specifically the severity of accidents through priority actions

**“The philosophy we have been pursuing as an employer motivates our employees – who stay with the company for an above-average period of time. They are our most precious asset and make us successful.”**

# HUMAN RESOURCE STRATEGY AND MANAGEMENT

The construction industry is an extremely labour-intensive sector and, due to the very nature of its work processes, is thus faced with labour and social risks. SWIETELSKY is committed to its responsibility towards its more than 11,600 employees, whose contributions are instrumental in helping the business grow.

Entrepreneurship and independent employee action have always been part of the corporate culture. Many small operational units under one common roof have been and still are the key to our success. We are convinced that treating our employees fairly and with respect has a positive effect on their overall satisfaction, boosts productivity and is important for the future viability of the company.

In recent years, SWIETELSKY's has been heavily driving employer branding and personnel marketing. The goal is to appropriately respond to the company's strong growth and support the branches and subsidiaries on important employee issues.

In addition, Group-wide quality standards in HR management are constantly promoted and aligned to profitability and growth.

## CORPORATE CULTURE AND BEING AN ATTRACTIVE EMPLOYER

The promotion of individual growth perspectives and entrepreneurship creates attractive working conditions for motivated blue-collar workers and white-collar workers as well as potential employees. The company of course takes a strong stance against any kind of wage and social dumping.

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

SWIETELSKY values a uniform positive corporate culture throughout the Group and common values in dealing

with one another. The ones with the most capable and motivated employees have the competitive edge and the better solutions for their customers.

In a ranking conducted by the business magazine "trend", SWIETELSKY was named the most sought-after employer in the construction industry in March 2020. The magazine also reported the company to be one of the top 3 employers of any industry in Austria (see page 99).



## Standards and management approaches

- ISO 9001 management system
- Standardised hiring processes
- In-depth training and onboarding for new hires
- Swietelsky Academy for continuing education for managers and employees
- Information sent to employees regularly on staff newspaper, the intranet and as enclosure with pay slip
- Clearly communicated employer brand: We are Swietelskys – FEELS LIKE FAMILY
- Bonus model

## Employee representation

It goes without saying that SWIETELSKY strictly complies with all legal requirements regarding the works council and promoting the interests of employees. The company has works councils for blue-collar workers and white-collar workers. The works councils are elected regionally in the individual companies. This allows the works councils to

be aligned with the interests and needs of the employees. However, representation is not only regional. Both the works council for blue-collar workers and the works council for white-collar workers are represented on the supervisory board of Swietelsky AG and have a total of three seats. Representation on the supervisory board means that the employee representatives have early access to information about major changes to the overall company.



**“A concern must be addressed before it becomes a challenge for everyone. The works councils are therefore fully involved at all levels and take all employee concerns seriously.”**

Manuel Madurski  
Chairman of the Works Council

We believe it is important that we inform our employees and the authorities about changes within a reasonable time period. If seasonality impacts the business in Austria, the authorities and employee representatives would be informed 30 days before any changes are announced. In the event of complaints, employees can contact the works council or their supervisors at any time or, if they want, the responsible compliance officer.

## Applicant management for new hires

We want to be an attractive employer not only to our existing employees, we also want to be visible and appealing to potential applicants, which is why we are offering incentives. As part of a personnel marketing campaign, every employee in Austria was sent the SWIETELSKY employer mission statement with the heading “We are Swietelskys”. On the career website we-are-swietelskys.com, interested job applicants can find information about the company's self-concept, the benefits

for working for SWIETELSKY, and job vacancies. Onboarding guidelines were drawn up in order to ensure that they are integrated into the company swiftly and in way that is satisfactory for both sides. E-learning courses are firmly anchored in the onboarding process in Austria. We developed plans for employees to get acquainted with the work and structured the content depending on the professional group (technicians, admins, workers and managers).

Talent management within the company will count on digital tools in the form of an internal job exchange; these measures are currently underway. The aim is to fill key positions using the company's own talents, and to develop and promote them.

## Creating flexibility for employees

We are always keen to respond to our employee's different life situations and are thus prioritising possible part-time employment opportunities. SWIETELSKY wants to create new flex time models for all employees.



## Achievements we are proud of

- **Trend. Top employer (2020):**  
No. 1 in the construction industry
- **Trend. Top employer (2020):**  
No. 3 in Austria
- **The INEO quality seal**  
Apprenticeship training



## WE ARE CONTINUOUSLY GROWING

We have seen an upwards trend in the number of employees in recent years. SWIETELSKY had a total of 11,577 employees as of 31 March 2021, a welcome 8.3% year-on-year increase.

As a result of the COVID-19 pandemic, SWIETELSKY registered for short-time work in Austria from 23 March to 21 June 2020. This allowed us to keep our industrial workers employed, especially in the months of March and April 2020.

In the 2020/21 year in review, only 5.2% (2019/20: 6.3%) of the Group's personnel was employed on fixed-term contracts. The continuous reduction of the numbers since 2017 highlights our long-term employee retention efforts. We consider the loyalty of our employees to be an important basis for our success.

In the core markets Austria, Germany, Hungary and the Czech Republic, 100% of employees are covered by collective bargaining agreements; for the Group as a whole the number is 95.4% (2019/20: 95.2%). In some of the countries in which SWIETELSKY operates, there are no collective bargaining agreements but of course we comply with the statutory minimum wages.

## EMPLOYEE HEADCOUNT AT A GLANCE

### 2020/21

	Group	AT	GER	CZ	HU	other countries
<b>Average number of employees in FY</b>	11,633	6,649	1,438	1,611	1,073	862
Number of employees as of 31/03	11,577	6,716	1,407	1,490	1,059	905
<b>Employees with a permanent contract</b>	10,970	6,716	1,308	1,127	1,045	774
<i>of which male</i>	9,775	6,177	1,200	922	817	659
<i>of which female</i>	1,195	539	108	205	228	115
<b>Employees with a temporary contract</b>	607	0	99	363	14	131
<i>of which male</i>	556	0	98	345	10	103
<i>of which female</i>	51	0	1	18	4	28
<b>Full-time employees</b>	11,129	6,439	1,351	1,470	1,014	855
<i>of which male</i>	10,173	6,094	1,275	1,260	808	736
<i>of which female</i>	956	345	76	210	206	119
<b>Part-time employees</b>	448	277	56	20	45	50
<i>of which male</i>	158	83	23	7	19	26
<i>of which female</i>	290	194	33	13	26	24

### 2019/20

	Group	AT	GER	CZ	HU	other countries
<b>Average number of employees in FY</b>	11,038	6,153	1,435	1,549	1,089	812
Number of employees as of 31/03	10,690	5,805	1,443	1,488	1,104	850
<b>Employees with a permanent contract</b>	10,020	5,805	1,330	1,057	1,084	744
<i>of which male</i>	8,877	5,290	1,214	880	857	636
<i>of which female</i>	1,143	515	116	177	227	108
<b>Employees with a temporary contract</b>	670	0	113	431	20	106
<i>of which male</i>	616	0	111	405	16	84
<i>of which female</i>	54	0	2	26	4	22
<b>Full-time employees</b>	10,228	5,540	1,369	1,463	1,050	806
<i>of which male</i>	9,340	5,217	1,296	1,273	855	699
<i>of which female</i>	888	323	73	190	195	107
<b>Part-time employees</b>	462	265	74	25	54	44
<i>of which male</i>	153	73	29	12	18	21
<i>of which female</i>	309	192	45	13	36	23

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

## NEW HIRES AND TURNOVER AT A GLANCE

The number of new hires has slightly decreased overall, down from 18.5% to 16% compared to the previous year. The turnover rate also fell slightly from 7.9% to 7.4% compared to the 2019/2020 year in review. We only included voluntary departures because that number is a better indicator of uncertainty and dissatisfaction among employees. Since it was not possible to separate consensual terminations according to whether they were

initiated by an employee or the employer, all departures were counted as consensual terminations. The turnover rate of employee-initiated departures is thus actually lower than the rates shown here.

There were fewer new hires in 2020/21, especially in Hungary, which can be attributed to the completion of a number of building construction projects. Large-scale railway construction projects were also completed in Hungary, which meant fewer new hires for FY 2020/21.

## 2020/21

	Group	AT	GER	CZ	HU	other countries
<b>Total new hires*</b>	<b>1,853</b>	1,220	202	194	93	144
<i>of which male</i>	<b>1,720</b>	1,145	191	174	75	135
<i>of which female</i>	<b>133</b>	75	11	20	18	9
<i>of which below 30</i>	<b>770</b>	559	82	66	28	35
<i>of which between the ages of 30 and 50</i>	<b>830</b>	510	80	101	48	91
<i>of which above 50</i>	<b>253</b>	151	40	27	17	18
<b>Total percentage of new hires*</b>	<b>16.0%</b>	18.2%	14.4%	13.0%	8.8%	15.9%
<i>Share of new hires – male</i>	<b>16.6%</b>	18.5%	14.7%	13.7%	9.1%	17.7%
<i>Share of new hires – female</i>	<b>10.7%</b>	13.9%	10.1%	9.0%	7.8%	6.3%
<i>Share of new hires – below the age of 30</i>	<b>32.7%</b>	31.4%	34.0%	68.0%	24.3%	28.9%
<i>Share of new hires – between the ages of 30 and 50</i>	<b>13.2%</b>	15.8%	12.1%	8.2%	7.7%	17.0%
<i>Share of new hires – above the age of 50</i>	<b>8.6%</b>	8.8%	7.9%	16.4%	5.3%	7.3%
<b>Total employee turnover**</b>	<b>857</b>	394	127	115	116	105
<i>of which male</i>	<b>781</b>	355	120	114	100	92
<i>of which female</i>	<b>76</b>	39	7	1	16	13
<i>of which below 30</i>	<b>274</b>	161	27	31	33	22
<i>of which between the ages of 30 and 50</i>	<b>437</b>	195	71	69	44	58
<i>of which above 50</i>	<b>146</b>	38	29	15	39	25
<b>Total employee turnover rate**</b>	<b>7.4%</b>	5.9%	9.0%	7.7%	11.0%	11.6%
<i>Turnover rate – male</i>	<b>7.6%</b>	5.7%	9.2%	9.0%	12.1%	12.1%
<i>Turnover rate – female</i>	<b>6.1%</b>	7.2%	6.4%	0.4%	6.9%	9.1%
<i>Turnover rate – below the age of 30</i>	<b>11.6%</b>	9.1%	11.2%	32.0%	28.7%	18.2%
<i>Turnover rate – between the ages of 30 and 50</i>	<b>7.0%</b>	6.1%	10.8%	5.6%	7.1%	10.8%
<i>Turnover rate – above the age of 50</i>	<b>4.9%</b>	2.2%	5.7%	9.1%	12.2%	10.1%

The following were not considered in the calculation of new hires:  
- Hiring of trainees (old contract with leaving date < 180 calendar days before reinstatement).  
- Employment contracts < 3 months (leaving within 3 months after hiring)

The allocation to the age groups was made according to the age at the time of hiring.  
Calculation: Hiring in financial year/Number of employees at the end of the financial year

## 2019/20

	Group	AT	GER	CZ	HU	other countries
<b>Total new hires*</b>	<b>1,976</b>	1,220	212	172	224	148
<i>of which male</i>	<b>1,784</b>	1,114	190	148	197	135
<i>of which female</i>	<b>192</b>	106	22	24	27	13
<i>of which below 30</i>	<b>723</b>	515	76	36	74	22
<i>of which between the ages of 30 and 50</i>	<b>980</b>	569	106	119	100	86
<i>of which above 50</i>	<b>273</b>	136	30	17	50	40
<b>Total percentage of new hires*</b>	<b>18.5%</b>	21.0%	14.7%	11.6%	20.3%	17.4%
<i>Share of new hires – male</i>	<b>18.8%</b>	21.1%	14.3%	11.5%	22.6%	18.8%
<i>Share of new hires – female</i>	<b>16.0%</b>	20.6%	18.6%	11.8%	11.7%	10.0%
<i>Share of new hires – below the age of 30</i>	<b>33.1%</b>	33.2%	26.9%	38.3%	52.1%	20.0%
<i>Share of new hires – between the ages of 30 and 50</i>	<b>17.0%</b>	20.1%	16.3%	9.8%	17.2%	17.0%
<i>Share of new hires – above the age of 50</i>	<b>10.0%</b>	9.6%	5.9%	9.2%	13.1%	17.2%
<b>Total employee turnover**</b>	<b>843</b>	358	119	117	137	112
<i>of which male</i>	<b>740</b>	323	105	96	115	101
<i>of which female</i>	<b>103</b>	35	14	21	22	11
<i>of which below 30</i>	<b>290</b>	160	39	30	39	22
<i>of which between the ages of 30 and 50</i>	<b>372</b>	150	42	59	56	65
<i>of which above 50</i>	<b>181</b>	48	38	28	42	25
<b>Total employee turnover rate**</b>	<b>7.9%</b>	6.2%	8.2%	7.9%	12.4%	13.2%
<i>Turnover rate – male</i>	<b>7.8%</b>	6.1%	7.9%	7.5%	13.2%	14.0%
<i>Turnover rate – female</i>	<b>8.6%</b>	6.8%	11.9%	10.3%	9.5%	8.5%
<i>Turnover rate – below the age of 30</i>	<b>13.3%</b>	10.3%	13.8%	31.9%	27.5%	20.0%
<i>Turnover rate – between the ages of 30 and 50</i>	<b>6.4%</b>	5.3%	6.5%	4.9%	9.6%	12.8%
<i>Turnover rate – above the age of 50</i>	<b>6.6%</b>	3.4%	7.5%	15.2%	11.0%	10.7%

\* Qualifiers for collecting the new hire numbers were redefined for the 20/21 year in review and can therefore not be directly compared with the published numbers from the 2018/19 sustainability report. The recalculation followed for the Austria segment. The recalculated values are at Group level: FY 2017/18: 19.8% (Austria: 18.7%) and FY 2018/19: 20.7% (Austria: 18.8%)

\*\* Turnover calculation: Voluntary departures during the financial year (employee resignation and consensual termination) were taken into account. Fixed-term contracts, internships and contracts with an assurance of reemployment were not included (not re-employed 180 calendar days after departure, but no later than May 31). In addition, employment contracts lasting less than 3 months and employee resignations during the probationary period were excluded from the calculation. The allocation to the age groups was based on the age at the time the person left the company. Calculation: Employee departure for the financial year/number of employees at the end of the financial year. In addition, the collection of departures for the 20/21 year in review was redefined. The recalculation followed for the Austria segment. The recalculated values are at Group level: FY 2017/18: 7.3% (Austria: 5.6%) and FY 2018/19: 7.8% (Austria: 6.5%).

# EMPLOYEES DEVELOPMENT

The primary goal of SWIETELSKY's human resource management is to have the best talent in the right place at the right time.

Our decentralised corporate structure and the strong focus on entrepreneurship and independent employee action require highly trained employees in all markets and business segments. A well-developed training programme is also a decisive factor in ensuring the company is an attractive employer and in keeping skilled workers in the company for a long time from season to season. That is becoming increasingly important amidst demographic change and an increasing shortage of skilled workers, which is posing to be a major challenge for the construction industry.

We at SWIETELSKY value a life-time of learning. In order to mitigate the risks that stem from a lack of know-how, SWIETELSKY proactively offers standard training courses for specific professional groups in addition to using regular performance reviews to assess individual needs and promote development.

Continuously encouraging knowledge transfers within the workplace is an important aspect of competitiveness and an essential factor in maintaining a high level of quality and customer satisfaction. It is therefore our aim to support the strengths of our employees so that they are set up for their future tasks in the best possible way.

In addition to the wide range of training and development courses that can be taken from the central training programme – which is used in Austria and to a certain extent in Germany – branches and subsidiaries have developed decentralised training courses that are tailored to the requirements of their own regional markets and the individual services.

## Digital training and development

"Distance learning" is the latest trend. The COVID-19 pandemic has driven changes to career and professional development. We put the health and safety of our employees first, which is why face-to-face training courses

were sometimes postponed due to COVID-19 or had to be cancelled at short notice out of safety concerns. SWIETELSKY's strategic investments in digital training in the past years have allowed us to hold various courses online.

One tool that has grown to become instrumental for knowledge transfer at the workplace is "SWIETELSKY Academy". Group employees can attend lectures and seminars offered by both internal and external speakers when it is convenient for them, no matter where they are located.

To make internal know-how accessible to everyone in the Group, a strategy was developed to increase adoption of the learning platform. We therefore expanded the course options and made the content more suitable for the intended audience.

In the 2020/21 financial year 6,000 people took advantage of the online training courses. The Czech Republic and Slovakia were added to the learning system to join the home market in Austria, Germany and Hungary. A roll-out for the entire Group is planned.

## Career advancements

There are many paths to professional success. And that is what SWIETELSKY wants to push. SWIETELSKY encourages employees to look at their career opportunities. The central HR department is therefore a competent partner and service provider for branches and subsidiaries in all matters relating to training and development.

It is crucial that development opportunities and career paths be transparent so that employees can have a long-term perspective at SWIETELSKY. SWIETELSKY wants to leverage the potential of its employees and aims to fill key positions for subject-matter specialists and managers from its own ranks. That is where internal training and development programmes come into play.

By emphasizing interactive learning, ie by moving away from teacher-centred instructions and replacing internal courses with interactive learning, participants are engaged using hands-on, real-world approaches. They are developed by the participants themselves, as part of a group and in cooperation with internal experts or external trainers.

## Promoting young talent

SWIETELSKY tries to attract young talent early on and develop them. The quality of skilled workers will continue to determine the profitability of the business model in the future. With the demographic trends in mind, we continue to invest in apprenticeships in Austria to counteract the shortage by training our own skilled workers and to give young talents the chance to have a career at SWIETELSKY.

The company currently has 300 apprentices in Austria. Compared to the previous year, 30% more young people were taken on as apprentices in the 2020/21 financial year. The programme covers a wide range of 16 different professions. Matching positions are available in the company's own branches and also in numerous regional subsidiaries of the Group.

SWIETELSKY wants to continue to increase its apprentice count. That is why we now have a professional apprenticeship programme in which each branch can benefit from centralised support. Launched in 2020, the main goal of the apprenticeship campaign "JUNGE SWIETELSKYS" (or young SWIETELSKY's) is to make apprenticeships more attractive again and to boost the chance of reaching young talents during the recruitment process.

To do this, a new toolbox with numerous measures for apprentices has been set up. SWIETELSKY's corporate presence online now also includes apprenticeship recruiting. Prospects can use information videos on the platform to

get insights into the application process to get a better idea of the numerous professional groups and a feel for the company. We also offer an open house to those interested in an apprenticeship.

To get our apprentices to commit in the long term, the detailed and hands-on "From apprentice to site manager" career paths have been re-evaluated, newly imagined and built up with internal and external training and development opportunities.

The apprentice workshops have been widely praised. In 2 teaching blocks of 3 weeks each, the apprentices are taught theoretical knowledge such as hazard avoidance on construction sites as well as practical skills.

We also support student projects for those who have shown an interest in studying civil engineering. In the 2019/2020 financial year, SWIETELSKY awarded scholarships for the University of Applied Sciences Upper Austria (FH OÖ) civil engineering degree in building construction.



**"After finishing my apprenticeship, I want to become a foreman as soon as possible and head a construction site. At SWIETELSKY, I am set on a path to achieve those goals."**

Enis Taskin  
Building Construction Apprentice

### Executives of tomorrow

Leadership development is a strategic priority of the SWIETELSKY training and development approach. 2022 will see manager-facing seminars included in the training programme. We also revised and redesigned the centrepiece of our leadership development – construction manager training: Starting in 2022, SWIETELSKY CONSTRUCTION MANAGEMENT will not only be available to employees in operations but also to managers from central business units for whom it is important to understand the core business of SWIETELSKY from the ground up and to learn about operational workflow processes.

SWIETELSKY has set up action learning groups in which, with the help of prepared issues, participants can professionally and effectively reflect on practice-oriented construction projects. In this form of learning, standard subject-matter training pertaining to SWIETELSKY's core business is combined with leadership topics. Measures to promote leadership programmes are also being analysed in Hungary.

### Success metrics and feedback culture

A feedback-rich culture is very important to SWIETELSKY because it fosters the growth of our corporate culture.

The training programmes are regularly evaluated with the help of feedback forms and face-to-face talks. Particular attention is given to ensure that the right transfer measures are part of every training.

The content of the feedback session documentation is based on the ISO 9001 quality management system. This process lets us identify suitable training and development issues. We regularly monitor whether trainings are required and the needs covered.



## Training and development systems

- Annual training programme
- SWIETELSKY Academy
- Individual training

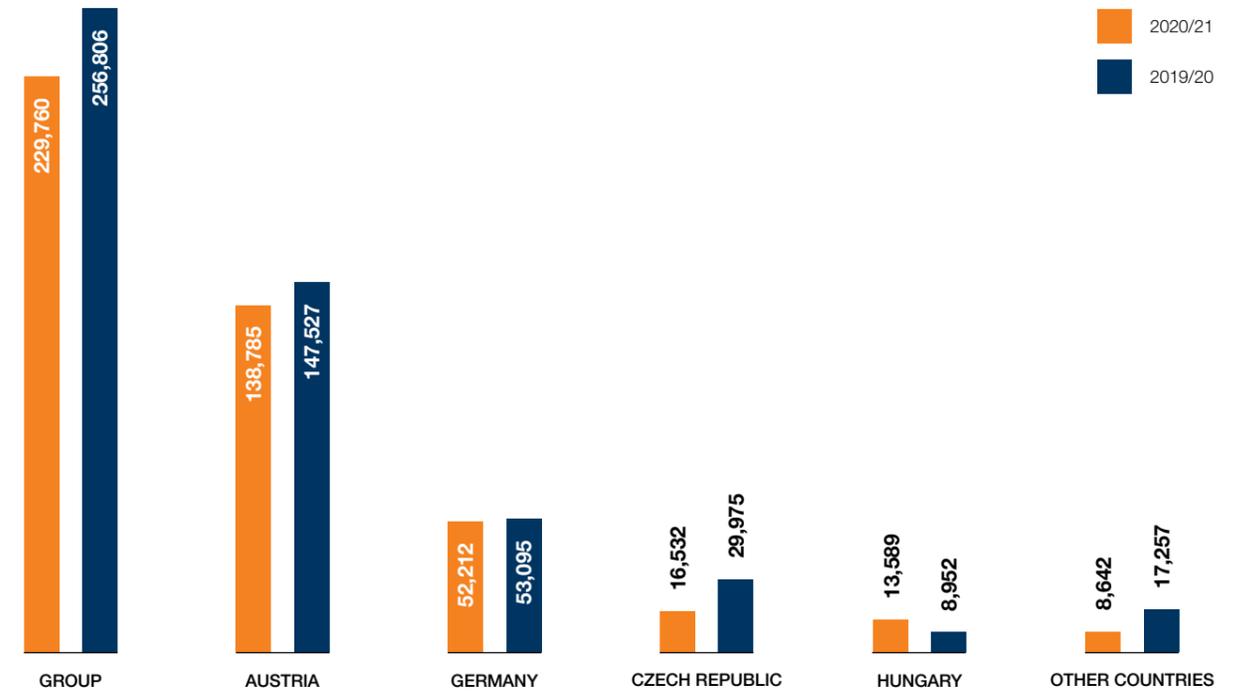
### Priorities

- Career paths
- Leadership development
- Closely linking theory to practice – transfer assurance
- Integrating new media – a mix of forms of learning

### TRAINING AND DEVELOPMENT HOURS

The process for collecting data on training and development hours in the branches and in the core markets outside of Austria was significantly improved. The training and development hours trend cannot be directly compared with previous years, as no comprehensive information was available for the branches for the last sustainability report. Overall, employees spent an average of 19.8 hours in training and development courses. Reporting on training and development improved in Slovakia and Hungary. There was a slight year-on-year decrease in the average number of hours per employee. The decrease in hours in the 2020/21 year in review is attributable to the fact that many classroom trainings were planned but could not be held due to COVID-19.

### TRAINING AND DEVELOPMENT HOURS



### 2020/21

In hours	Group	AT	GER	CZ	HU	other countries
Total Group training and development	229,760	138,785	52,212	16,532	13,589	8,642
Average number of hours for training and development per employee	19.8	20.9	36.3	10.3	12.7	10.0
Average number of hours for training and development per employee (female)	11.8	15.9	11.1	6.5	8.8	9.9
Average number of hours for training and development per employee (male)	17.0	18.5	33.5	8.3	9.0	7.3
Average number of hours for training and development per blue-collar worker	24.7	25.2	43.6	9.4	14.2	13.4
Average number of hours for training and development per white-collar worker	10.6	10.6	12.6	11.2	11.4	6.4

2019/20

In hours	Group	AT	GER	CZ	other HU countries
Total Group training and development	256,806	147,527	53,095	29,975	8,952 17,257
Average number of hours for training and development per employee	23.3	24.0	37.0	19.4	8.2 21.3
Average number of hours for training and development per employee (female)	12.5	16.9	11.5	15.5	3.2 7.5
Average number of hours for training and development per employee (male)	20.1	21.2	34.0	15.4	6.3 17.5
Average number of hours for training and development per blue-collar worker	28.6	28.3	44.3	17.1	10.9 34.7
Average number of hours for training and development per white-collar worker	13.5	13.7	15.4	21.9	5.9 6.5

Calculation: Total number of training hours in the financial year/average number of employees in the financial year  
 Training and development includes all types of centrally and decentrally recorded training and development hours. Courses offered via the central training programme and the SWIETELSKY Academy were included. Centrally organised apprentice workshops and vocational school hours were collected in addition compared to the 2018/19 sustainability report. In the branches, ie in operations, qualifiers for external training or development were gathered (eg foreman training, accountant training, etc.), internal training and webinars. On-the-job training by the supervisor was not recorded. In parts of Hungary (business segment other than railway construction), records could be reported as of 2020/21; for other organisational units not related to railway construction in Hungary, there are currently no central records for training and development hours; we are working on improving the reporting quality.

**INCLUSION, DIVERSITY AND EQUAL OPPORTUNITIES**

The labour-intensive construction industry is traditionally a male-dominated one that views demographic change as a challenge. We therefore see diversity as an opportunity and are committed to promoting diversity in the workplace. It is particularly important to promote women in the company. We at SWIETELSKY welcome any employee who is personally and professionally suitable, regardless of national or ethnic origin, religion, gender, sexual orientation, age or disability. A diverse workforce is perceived as an enrichment for the company. Respectful interaction between employees is a prerequisite for a functioning corporate culture.

It is important to us to promote and integrate employees who stem from different countries of origin. We employ a variety of people of different nationalities on our construction sites. The language and cultural aspects are taken into account in the composition of the construction project teams in order to create a pleasant work environment for all employees. To better overcome language barriers, the staff is supported with analogue and digital German courses. In 2020, we offered courses directly on site and the possibility of using a German learning app.

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

Our overriding aim is to promote equal opportunities within the company through tolerant and inclusive HR practices and to take advantage of the labour market's full potential. We must avoid any cases of discrimination or unequal treatment within the Group and instead use the existing diversity constructively. This applies to all business segments and markets as well as to all current and potential employees. Employees can turn to the HR department at any time as their trusted point of contact for issues relating to equal opportunities and diversity.



**Achievements we are proud of**

- **Financial Times Award 2021 Leader in Diversity**  
Best company in Austria, ranked no. 14
- **Financial Times Award 2021 Leader in Diversity**  
Best construction company in Europe



With regard to diversity and equal opportunities, we are primarily concerned with education and raising awareness within the company. The code of conduct brochure and the corresponding chapter on our compliance e-learning programme deal with the issue of freedom from discrimination and defines our position. According to the Group-wide Code of Conduct, SWIETELSKY does not tolerate discrimination on grounds of national or ethnic origin, gender, sexual orientation, religion, age or disability. A demeaning treatment of employees through sexual harassment or bullying and the like will not be tolerated either. No incidents of discrimination based on origin, religion, gender or other were reported in the 2019/20 and 2020/21 year in review.

Promoting and developing female employees is particularly important to SWIETELSKY. The SWIETELSKY corporate group strives to increase the percentage of women in all business units in order to take advantage of the full potential of the labour market and of the opportunities diversity brings. Special initiatives and programmes to encourage and mentor women in technical professions help facilitate our goal, with the recruiting process taking on an instrumental role in this. While searching for apprenticeship talent, young girls are encouraged to consider technical vocational training. To this end, the company has its own initiatives and supports similar initiatives from industry associations and interest groups.

A renowned project with a mission to reach young female talent is an Upper Austrian mentoring programme that SWIETELSKY supports. The aim is to share hands-on experience and to make it easier for young women to work in the field of technology (see Project Highlight).

The accompanying mentoring programme service is a path that SWIETELSKY would like to continue to grow in the future.

The share of women in the total workforce edged up from 27.6% to 27.9%.

In November 2020, the annual Diversity Leaders ranking of the Financial Times in partnership with the independent market research company Statista named SWIETELSKY the most inclusive company in Austria and the best construction company in Europe in this respect. This study took the perspective of around 100,000 workers across 16 European countries to rank the performance of companies with regard to 6 diversity dimensions: overall diversity, gender, ethnicity, disability, age and LGBTQ+ equality.

The views of typically under-represented groups including women, workers over the age of 50, and the ethnically diverse were given more weight in the survey.

**PROJECT HIGHLIGHT**

**Student mentoring**

SWIETELSKY supports the project "Mentoring for female HTL students", in which young talent is coached for 3 semesters and introduced to the technical working world. To complement the programme, the girls complete a holiday internship and participate in a personality development workshop.

In the 2019/2020 year in review, SWIETELSKY's very own female role model, technician Gabriele Moschnitschka, took over the mentoring programme for a female student at the Higher Technical Institute (HTL). By participating in construction negotiations and other construction meetings, the student was able to get practical insight. Furthermore, important questions concerning work-life balance, the behaviour of new employees in a company, the dress code, job interviews and much more could be answered, thus giving the students the necessary confidence.

**OUR MOST IMPORTANT INFORMATION ON DIVERSITY AT A GLANCE**



**EMPLOYEES AS OF 31/3/2021**

**98.6%**

Male blue-collar workers



**1.4%**

Female blue-collar workers



**7,478**  
BLUE-COLLAR WORKERS



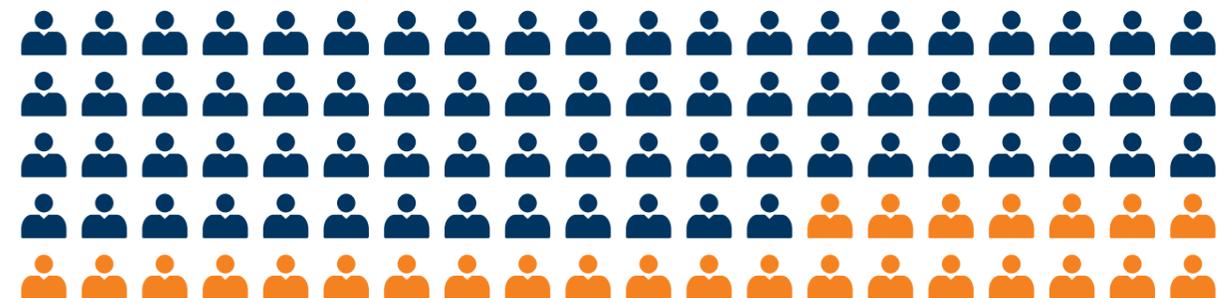
**11,577**



**4,099**  
WHITE-COLLAR WORKERS

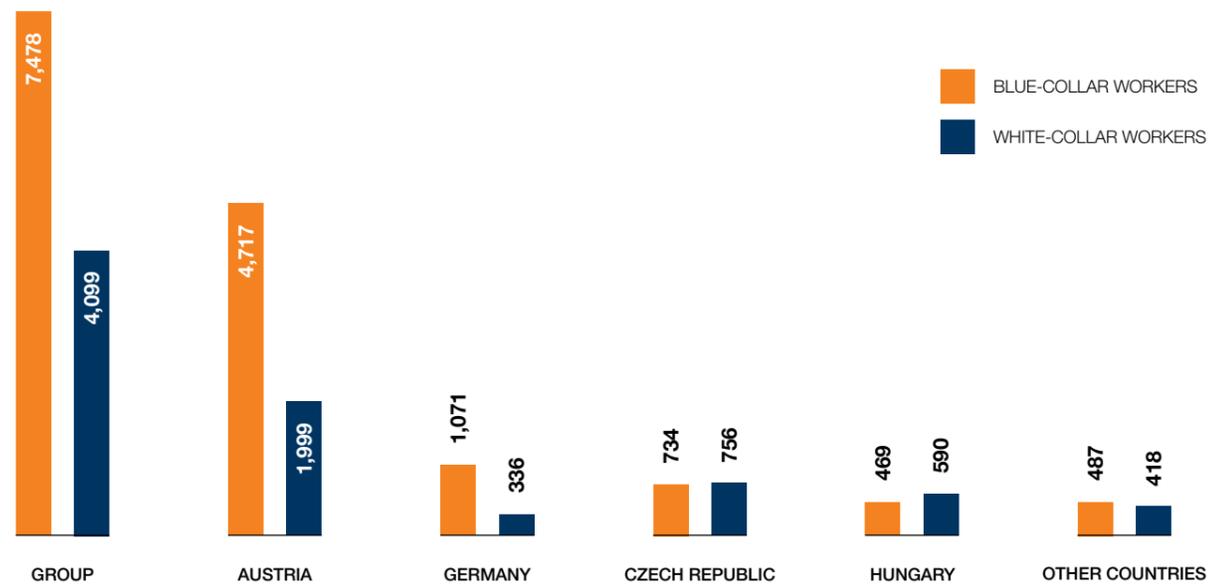
**72.1%**

Male white-collar workers



**27.9%**

Female white-collar workers



2020/21

	Group	AT	GER	CZ	HU	other countries
<b>White-collar workers by gender</b>	4,099	1,999	336	756	590	418
of which male	72.1%	76.5%	71.1%	71.0%	62.0%	68.2%
of which female	27.9%	23.5%	28.9%	29.0%	38.0%	31.8%

**White-collar workers by age**

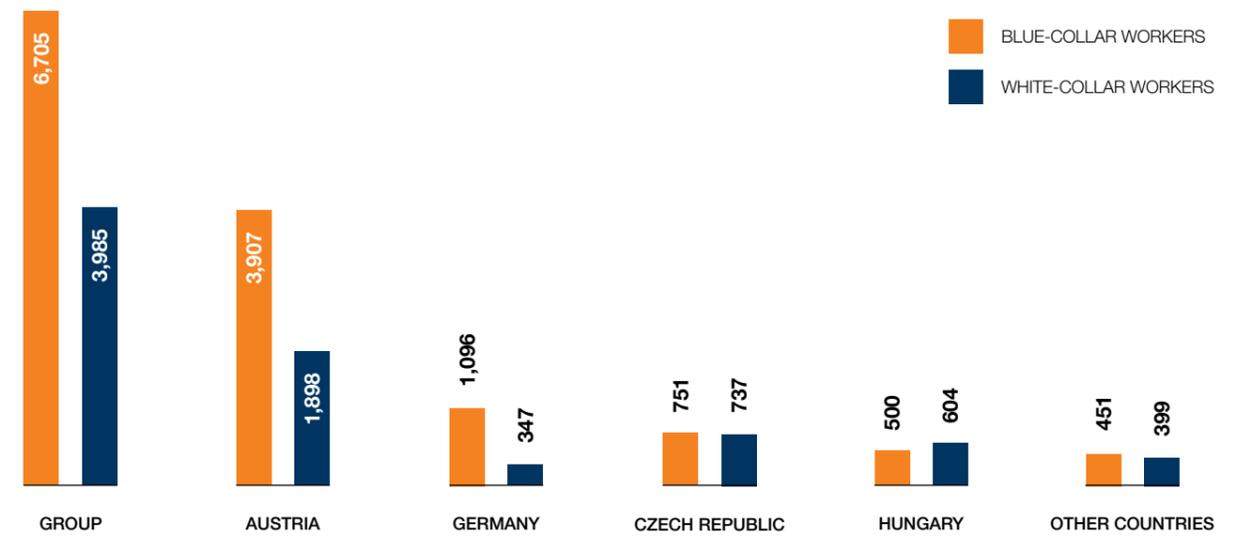
of which below 30	16.4%	23.2%	19.3%	3.7%	10.3%	13.4%
of which between the ages of 30 and 50	60.2%	49.8%	43.2%	90.3%	67.1%	58.9%
of which above 50	23.4%	27.0%	37.5%	6.0%	22.5%	27.8%

**Blue-collar workers by gender**

of which male	98.6%	98.5%	98.9%	99.5%	98.3%	97.9%
of which female	1.4%	1.5%	1.1%	0.5%	1.7%	2.1%

**Blue-collar workers by age**

of which below 30	22.5%	27.9%	16.4%	9.4%	11.5%	13.3%
of which between the ages of 30 and 50	50.8%	47.2%	48.0%	74.3%	48.6%	59.5%
of which above 50	26.7%	25.0%	35.6%	16.3%	39.9%	27.1%



2019/20

	Group	AT	GER	CZ	HU	other countries
<b>White-collar workers by gender</b>	3,985	1,898	347	737	604	399
of which male	72.4%	76.3%	70.3%	73.0%	63.1%	69.2%
of which female	27.6%	23.7%	29.7%	27.0%	36.9%	30.8%

**White-collar workers by age**

of which below 30	17.1%	24.7%	17.6%	3.3%	11.9%	14.3%
of which between the ages of 30 and 50	58.7%	48.9%	44.7%	90.6%	58.1%	58.9%
of which above 50	24.2%	26.4%	37.8%	6.1%	30.0%	26.8%

**Blue-collar workers by gender**

of which male	98.5%	98.3%	98.6%	99.5%	98.4%	98.4%
of which female	1.5%	1.7%	1.4%	0.5%	1.6%	1.6%

**Blue-collar workers by age**

of which below 30	22.4%	27.7%	20.3%	9.3%	14.0%	11.8%
of which between the ages of 30 and 50	51.3%	48.6%	45.3%	72.2%	46.0%	60.3%
of which above 50	26.3%	23.6%	34.5%	18.5%	40.0%	27.9%

All the executives are male, 25% are between the ages of 30 and 50 and 75% are over 50 years of age (unchanged from the previous year). The majority of blue-collar workers is male (98.6%). With regard to the age structure, the majority of workers are between the ages of 30 and 50. Nevertheless, we would like to be an attractive employer for workers of all age groups.



**“Technology and machinery have always fascinated me. Though women might be rare in my profession, they can do just as much as men – if not more. At SWIETELSKY I feel very comfortable as a human.”**

Nicol Reichenberger  
Admin Apprentice

## OCCUPATIONAL SAFETY

Regardless of the different legal frameworks in our various markets, occupational safety and health is very important to all of us – for each individual employee and, of course, for the company as a whole.

Tunnel construction and railway construction pose special hazards, which is why occupational safety has always been of great importance. It is not the frequency but the severity of work-related accidents that has traditionally been greater in these sectors. The legal requirements in the various Group countries, particularly the United Kingdom and Australia, are extensive and varied.

Machine and work-related noise on construction sites affects both site personnel and the surrounding population.

Noise pollution cannot be completely avoided, especially in building construction and in construction projects in densely populated areas, which is why taking preventive protective measures is that much more important. SWIETELSKY always strictly observes accident prevention regulations. Constantly monitoring the handling of dangerous situations plays an important role in this. Risks arise, for example, from the danger of falling when working at great heights, from danger when working in shafts, excavated areas and trenches and when working with dangerous machines and work equipment or from extreme weather conditions to which workers are occasionally exposed.

Promoting occupational safety and health is an integral part of our corporate culture. This subject matter is firmly anchored in SWIETELSKY’s Code of Conduct and “Compliance Compact”. An internationally recognised work and health management system has been implemented in the Group in accordance with ISO 45001 to ensure a high occupational health and safety standard, which is embedded in the integrated management system. We were ISO 45001 certified in 2020. The international standard replaced the previous OHSAS 18001 standard within the Group.

Overall, the majority of the companies covered by the sustainability report have such a work and health management system. 75% of SWIETELSKY sites worldwide are ISO 45001 certified. Subsidiaries and branches that are not certified nevertheless offer the highest level of occupational safety and health protection through comprehensive internal guidelines and legal requirements. Poland and parts of Hungary and Romania currently have no certifications in occupational health and safety management system. Norway is planning a rollout. The Netherland sites are fostering their safety culture according to the “Safety Culture Ladder Level 5” programme.

All SWIETELSKY workers whose organisational unit is covered by a management system are part of the occupational health and safety measures.



## Standards and management approaches

- ISO 45001 management system: 2018
- Mandatory evaluation criteria and instruction documents
- Self-monitoring checklists
- Information for workers on the intranet and the Academy (21 toolboxes, onboarding)
- Raising awareness campaigns
- E-learning and face-to-face training
- Newsletters, safety first notice boards and videos



**“Our safety culture includes thorough and targeted prevention and accountability. We must ward off every accident and every preventable health problem.”**

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

## HAZARD IDENTIFICATION AND ACCIDENT PREVENTION

Workplace risk assessments or hazard identification are integral to the SWIETELSKY safety management system. In the core markets, risk analyses are carried out on a regular basis in addition to the mandatory evaluations and risk assessments, as are regular site inspections and consultations by safety experts, occupational health physicians and operations project managers. Risk assessment follows systematic processes and standard methods, which vary depending on the core market. Worker health and safety and workplace design are assessed in terms of quality and quantity, and appropriate measures are implemented.

All the necessary templates/documents are available to all responsible persons in Austria and Germany on the intranet in evaluation folders, as are construction site documents ensuring legal compliance for construction site operations, to assist them in evaluating or determining hazards on/ for construction sites and for instructing their workers accordingly. In addition, toolboxes can be accessed to help with giving instructions. In our safety first notices, we communicate current topics, recurring on-the-job questions, problems and accident-related issues to the workers. All specifications from the intranet/work safety, all forms and all mandatory evaluation documents are continuously standardised and updated in order to provide efficient assistance to the responsible officers and site managers.

So that we may continuously improve our safety and health programmes, central occupational safety management welcomes improvement suggestions and risk, opportunity and incident reports, such as near misses or dangerous actions. Safety concerns may of course be reported verbally or in writing to the supervisor at any time. After reviewing the necessity, feasibility and relevance of the issues, they are discussed in the working meetings of the security officers or the occupational safety committee.

Work-related accidents and work-related illnesses are recorded and investigated in all Group countries using precisely defined reporting procedures, in which investigative processes are defined and appropriate countermeasures are initiated.

In order to regularly check the effectiveness of these activities, external and internal audits are carried out and safety officers are evaluated as part of ISO 45001.

The small year-over-year nominal increase in reported work-related accidents comes from the increase in the number of workers. The work-related accident rate decreased slightly. By continuously improving our processes and actions within the management system with regard to occupational health and safety, we are effortlessly working on creating a safe workplace.

### WORK-RELATED ACCIDENTS AT A GLANCE

2020	Group	AT	GER	CZ	HU	other countries
Budgeted working hours*	23,288,586	13,227,827	2,873,897	3,352,260	2,136,372	1,698,230
Number of registered accidents	565	385	114	16	26	24
Work-related accident rate**	24.26	29.11	39.67	4.77	12.17	14.13

2019	Group	AT	GER	CZ	HU	other countries
Budgeted working hours*	22,103,590	12,227,312	2,849,080	3,237,468	2,172,096	1,617,634
Number of registered accidents	538	386	93	22	23	14
Work-related accident rate**	24.34	31.57	32.64	6.80	10.59	8.65

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

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

2020	Group	AT	GER	CZ	HU	other countries
Fatal accidents	1	1	0	0	0	0
Death rate	0.04	0.08	0	0	0	0
Serious accidents*	4	0	3	0	1	0
Serious accident rate**	0.17	0.00	1.04	0.00	0.47	0.00

2019	Group	AT	GER	CZ	HU	other countries
Fatal accidents	0	0	0	0	0	0
Death rate	0.00	0.00	0.00	0.00	0.00	0.00
Serious accidents*	5	2	1	2	0	0
Serious accident rate**	0.23	0.16	0.35	0.62	0.00	0.00

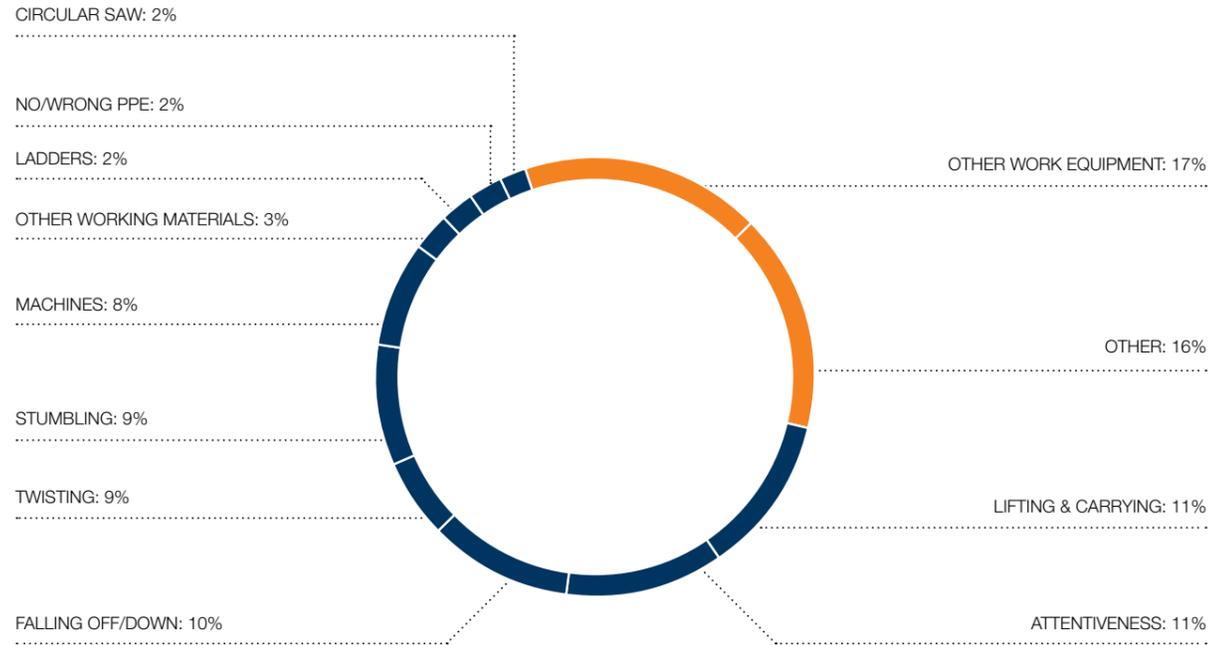
\* For serious work-related accidents, lost work time of more than 6 months is the equivalent of a recovery period lasting more than 6 months, because a worker is usually considered to have fully recovered by the time he/she returns to work (excl fatalities).

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

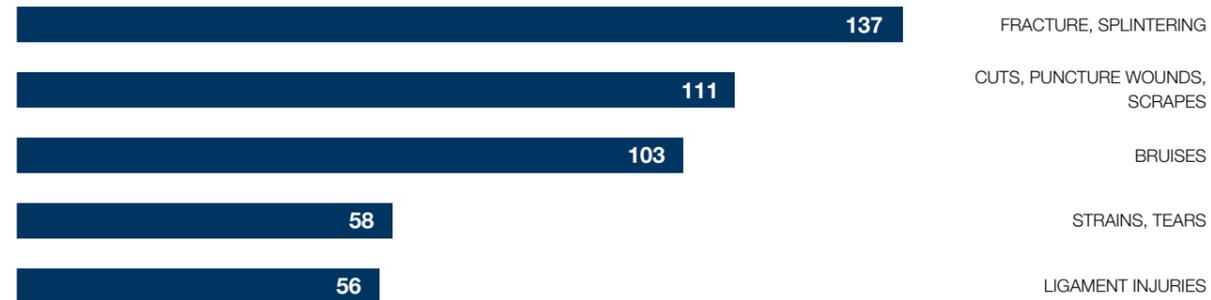
Unfortunately, accidents do happen on SWIETELSKY construction sites despite conscientiously taking preventive and safety measures, sometimes with serious or even fatal consequences. The number of serious work-related accident with longer lost time decreased slightly after effective measures were introduced (2020: 4; 2019: 5).

One fatal accident occurred in 2020 despite our high safety standards. We deeply regret the life lost. Our sincere condolences go out to the relatives of the employee. We take all the steps possible to thoroughly investigate fatal accidents and to rule out comparable causes of accidents for the future.

**THE MOST FREQUENT CAUSES OF ACCIDENTS AT SWIETELSKY IN %**



**THE FIVE MOST COMMON TYPES OF INJURY FOR WORKERS IN 2020**



**EMPLOYEE ENGAGEMENT AND AWARENESS PROGRAMMES**

Information on legal requirements as well as internal regulations and guidelines concerning occupational safety and health and environmental protection are available to every employee through the integrated management system (IMS). It is the responsibility of the individual sites/branches and subsidiaries to organise employee engagement activities within Austria. They have appointed safety representatives in accordance with the legal requirements who represent the employees together with employee representatives through the works council at the occupational safety committee meetings. In the individual Group countries, information measures and activities concerning occupational health and safety are structured differently given the local requirements and conditions. Regular meetings are held that encourage active employee participation. Work and safety-related topics are communicated on the intranet, in e-mails, in newsletters, on notice boards and even in training courses and during the in-house development programme.

SWIETELSKY focuses on prevention because every accident is one too many. Regularly held face-to-face or online safety training courses in the local language on site strengthen the precautionary effect of accident prevention measures.

In Austria and Germany, e-learning toolboxes are available in the SWIETELSKY Academy as an aid for issuing construction site instructions relating to safety. The Czech Republic, for example, offers workers their own customised e-learning programmes that address specific concerns on general occupational health and safety.

As a preventive measure, all new employees in Austria are made aware of the importance of occupational health and safety during SWIETELSKY's onboarding.

The occupational safety and quality management courses are mandatory for new hires. All others can access the course at any time via the SWIETELSKY Academy – something we recommend.

The "SWIETELSKY Health Folder" is available on the intranet and contains information for the employee on matters concerning occupational health, aids site managers/foremen in complying with legal requirements and serves as proof of occupational health care for the authorities (labour inspectorate, AUVA (the Austrian Workers' Compensation Board), etc).

In Great Britain, so-called "Safety Stand Down Days" are held every year with all employees, including management. Interactive sessions and external guest speakers raise awareness of key occupational safety and health issues. It is intended to strengthen employee participation and accountability and promote a good culture of safety.

The BSAFE safety awareness programme was created and implemented at SWIETELSKY Rail Benelux (see project highlight).

**SAFETY FOR OUR PARTNERS**

It goes without saying that contractual partners, subcontractors, building owner representatives and neighbours are protected against accidents and health hazards by the highest standards of protection on SWIETELSKY construction sites the same as SWIETELSKY's own workers and have been included in all safety measures. Occupational safety issues have increasingly become important now that they are requirements in contract awarding. To ensure cooperation on safety, external companies and subcontractors are therefore also informed of the specific hazards of construction sites, in some cases as part of the auditing process and internal safety training.

## OCCUPATIONAL HEALTH SERVICES

The core markets have either occupational health physicians hired by the company, such as in Austria, or cooperation agreements with occupational health services. At Swietelsky AG and almost all Group companies, appropriate internal practices are in place in Austria, and external practices in place abroad, to ensure occupational safety and health compliance and monitoring so as to guarantee the highest level of standards and regulatory compliance possible. Occupational health services are also adapted to country-specific profiles.

## GETTING THROUGH THE PANDEMIC SAFELY

As a consequence of the COVID-19 pandemic, SWIETELSKY was unexpectedly confronted with a new set of risks for its workers. By realising early on how high the risks were, SWIETELSKY was able to react quickly and protect its workers from potential exposure. We set up a clear set of rules and implemented them quickly so that we could consistently guarantee the protection of all our workers due to new laws and regulations.

All employees were required to work from home as of early 2020, a set up that has become the new normal for many employees for over a year now. All questions concerning any precautions to take to prevent the spread of COVID-19 are first addressed to our occupational health physicians.

A special area was set up for employees on the intranet that provides detailed information on how to deal with the coronavirus and its impacts on mental health. We launched a video series in which learning videos imparted information on "Self-testing tips", home office behaviour, "First aid" and setting up the workplace "How to make your home office work for you".

## CORPORATE VACCINATION DAYS

In the spring of 2021, workers expressed their willingness to participate in a workplace vaccination programme. The IT department then developed a registration system and prepared 10 vaccination lines in Austria. Around 1,500 Swietelskys were able to benefit from the corporate vaccination campaign on the vaccination day.



### Achievements we are proud of

- 2021–2023 Seal of approval for corporate health promotion



## HEALTH PROMOTION

We believe it is important to promote a healthy lifestyle among our employees. We pay equal attention to the health of all employees who work for SWIETELSKY. That is why we believe it is important to develop health programmes for both construction site workers and those who work in the administrative buildings. In the 2019/20 and 2020/21 financial years, the SWIETELSKY health programme was continued and expanded to include health-related issues that were relevant those years. It focusses on consultations and preventive care from occupational health physicians and incorporates various training courses such as the promotion of preventive health care for apprentices. Promoting an active lifestyle is the SWIETELSKY's main goal. Employees are also encouraged to take part in activities outside the workplace, such as the Business Run or ski days. At the start of the pandemic in early 2020, measures for protecting workers from exposure to and infection with the coronavirus were developed

and implemented. The scheduled face-to-face training sessions had to be put on hold from one day to the next and a switch made to online formats. Newsletter articles and video series on health promotion complete the health programme of SWIETELSKY.

The different companies in the Group countries offer services relating to exercise, nutrition and health check-ups. Hungary is exemplary when it comes to healthy nutrition, providing fresh fruit to its employees. In the coming years, we intend to continue offering these health services in order to prevent health problems and to be able to be a supportive employer.

SWIETELSKY was given the BGF (Workplace Health Promotion) seal of approval – a milestone award we are proud of – for measures, initiatives and projects relating to health promotion. It was our first time to apply to the awarding independent organisation for recognition, and we were awarded for the measures we implemented.

## PROJECT HIGHLIGHT

### Safety app

SWIETELSKY Rail Benelux invested heavily in the development of its culture of safety in recent years. For the first time, in 2020, the subsidiary received the Safety Culture Ladder level 5 certificate, its highest rating. Such an achievement meant that various safety projects had to be implemented under the BSAFE safety programme. They included a safety calendar, the Safety app and safety walks aimed at sharing experiences with partners. The Safety app identifies and lists safety risks in specific projects and enables them to be singled out quickly and resolved on site. The Safety app is also a comprehensive database with access to all kinds of project-specific safety information and toolboxes.

# GRI CONTENT INDEX

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

GRI Standard	Disclosures	Page number and/or URL(s)	Comments and omissions
GRI 101: Foundation 2016			
GRI 102: General Disclosures 2016			
<b>Organisational profile</b>			
102-1	Name of organisation	2	
102-2	Activities, brands, products, and services	15–49	
102-3	Location of headquarters	2	
102-4	Location of operations	8	
102-5	Ownership and legal form	10–11	
102-6	Markets served	8	SWIETELSKY serves a number of industries. Our clients include regional authorities (federal, state and local governments), publicly owned institutions and private clients (businesses and private individuals).
102-7	Scale of the organization	8–10; 15–49, 2020/21 annual report: 48, 49	
102-8	Information on employees and other workers	100–101	No disclosures on temporary contracts. Information not centrally collected and managed.
102-9	Supply chain	65, 74–75	
102-10	Significant changes to the organisation and its supply chain	3, 8, 10	
102-11	Precautionary principle or approach	64, 2020/21 annual report: 118 ff	
102-12	External initiatives	12–13	
102-13	Membership of associations	12–13	
<b>Strategy</b>			
102-14	Statement from senior decision-maker	7	

GRI Standard	Disclosures	Page number and/or URL(s)	Comments and omissions
<b>Ethics and integrity</b>			
102-16	Values, principles, standards, and norms of behaviour	62, 66 ff, 98 ff	Code of Conduct: <a href="https://swietelsky.com/transparency/code-of-conduct/">swietelsky.com/transparency/code-of-conduct/</a>
<b>Governance</b>			
102-18	Governance structure	10–11, 52–53	
<b>Stakeholder engagement</b>			
102-40	List of stakeholder groups	54–55	
102-41	Collective bargaining agreements	100	
102-42	Identifying and selecting stakeholders	53 ff	
102-43	Approach to stakeholder engagement	53 ff	
102-44	Key topics and concerns raised	57–61	
<b>Reporting practice</b>			
102-45	Entities included in the consolidated financial statements	3, 2020/21 annual report: 104–106	
102-46	Defining report content and topic boundaries	3, 56–58	
102-47	List of material topics	57	
102-48	Restatements of information		By incorporating a sustainability software into the data collection process, key figures were adjusted, of which a note was made in the footnotes of each indicator.
102-49	Changes in reporting	56–58	
102-50	Review period	3	
102-51	Date of most recent report	3	The 2018/19 sustainability report was published in November 2019
102-52	Reporting cycle	3	
102-53	Contact point for questions regarding the report	2	
102-54	Claims of reporting in accordance with the GRI Standards	3	
102-55	GRI content index	122	
102-56	External assurance	-	

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

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

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



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