Bilfinger sustainability factsheet 2023

blue = click for more information

Sustainability Tagets for Environment

→ **Becoming a leading partner for improving our customers' efficiency and sustainability**
→ **Achieve climate neutrality in terms of Scope 1 and 2 GHG emissions by 2030 at the latest**
→ **Collect data on Scope 3 GHG emissions and support Science Based Targets initiative**

Supporting United Nations Sustainable Development Goals (SDGs)

7 Affordable and clean energy

9 Industry, innovation and infrastructure

E

Environment

Main KPIs for Environment	2023		2022	
Energy consumption				
Total energy consumption (MWh) [1]	200,031		220,838	
Share of renewable energy sources in total energy consumption	9%		7%	
Share of non-renewable energy sources in total energy consumption	90%		92%	
Share of nuclear energy sources in total energy consumption	1%		1%	
CO2e emissions in accordance with GHG Protocol [1]				
CO_2e emissions Scope 1 (tCO_2e)	32,594		35,643	
CO_2e emissions Scope 2 market-based (tCO_2e)	12,723		14,047	
Total CO_2e emissions Scope 1 and Scope 2 market-based (tCO_2e)	45,317		49,690	
CO_2e emissions Scope 3 upstream (tCO_2e)	795,085		–	
CO2e emissions in accordance with GHG Protocol – intensity indicators [2]				
CO_2e intensity (market-based) in relation to revenue (tCO_2e / € million)	10.49		12.08	
CO_2e intensity (market-based) in relation to number of employees (tCO_2e / FTE)	1.67		1.68	
CO_2e intensity (Scope 3 upstream) in relation to revenue (tCO_2e / € million)	184		–	
CO_2e intensity (Scope 3 upstream) in relation to number of employees (tCO_2e / FTE)	29.28		–	
Revenue with industrial services to increase efficiency and sustainability for customers (€ million)				
direct effect on efficiency and sustainability (category A)	478	11%	445	10%
energy efficiency (category B)	261	6%	268	6%
supporting activities for categories A and B (category C)	3,387	75%	–	–
without effect on efficiency and sustainability (category D)	360	8%	–	–
Consolidated disclosures pursuant to Article 8 of the EU Taxonomy Regulation (€ million)				
Revenue, taxonomy-eligible share	314	7%	259	6%
Capital expenditures (capex), taxonomy-eligible share	44	43%	45	44%

1 Total energy consumption relates to energy use in Scope 1 and Scope 2. The calculation method is based on the GHG Protocol using the financial control approach. Scope 1, Scope 2 and Scope 3 emissions include the direct and indirect emissions of all fully consolidated companies excluding Other Operations.

2 Energy consumption, waste figures, revenue and number of full-time equivalents (FTE) excluding Other Operations.
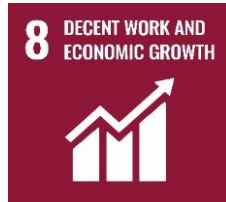
Sustainability Tagets for Social

→ **Avoid all occupational accidents wherever possible**
→ **Invest at least 0.5 percent of Group revenue annually in employee training and development**

Supporting United Nations Sustainable Development Goals (SDGs)

4 Quality education

8 Decent work and economic growth

S

Social

KPIs for Social	2023	2022
Occupational safety		
Lost Time Injury Frequency (LTIF)[1]	0.26	0.26
Total Recordable Incident Frequency (TRIF)[2]	1.19	1.31
Fatalities[3]	0	1
Diversity/Share of women		
Executive Board	0%	0%
Management level 1	12%	11%
Management level 2	11%	6%

1 LTIF: Lost Time Injury Frequency - number of work-related accidents of employees and temporary workers with at least one lost day per 1 million hours worked.
2 TRIF: Total Recordable Incident Frequency - number of all reportable accidents involving employees and temporary workers per 1 million hours worked.
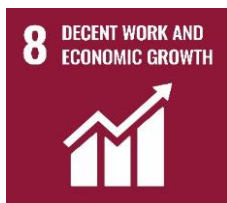3 Work-related accidents of employees and temporary workers resulting in death.

Sustainability Tagets for Governance

→ **Conduct at least 600 internal supplier audits annually to effectively meet the Group's due diligence obligations**

Supporting United Nations Sustainable Development Goal (SDGs)

8 Decent work and economic growth

G
Governance

KPIs for Governance	2023	2022
Compliance		
Indications of compliance violations	59	66
thereof indications of corruption and bribery	1	0
Investigations initiated	45	27
Disciplinary measures as a result of investigations	15	20
Persons trained in compliance issues[1]		
E-learning module 'Code of Conduct'[2]	11,781	4,549
E-learning module 'Anti-corruption & bribery'[3]	11,767	9,081
E-learning module 'Anti-corruption & bribery'	11,676	–
E-learning module 'Code of Conduct'	11,672	–
On-site training module 'General Compliance Training'[4]	2,904	603
Human rights		
Indications of violations against respect for human rights[5]	22	17
Investigations initiated	17	9
Disciplinary measures as a result of investigations	8	4
Internal supplier audits	1,167	–

1 e-learnings 2023 for all new employees with a PC workstation and access to the Bilfinger network as well as for current employees with a PC workstation and access to the Bilfinger network.

2 2022: e-learning module 'Code of Conduct' for all new employees with a PC workstation and access to the Bilfinger network as well as for current employees with a PC workstation and access to the Bilfinger network whose work requires increased compliance awareness.

3 2022: e-learning module 'Anti-corruption & bribery' for all new employees with a PC workstation and access to the Bilfinger network as well as for current employees with a PC workstation and access to the Bilfinger network whose job does not require increased compliance awareness.

4 2022: for all employees who as new hires or as a result of a change in positions have taken up a job at Bilfinger that requires increased compliance awareness.2023: for all employees whose work requires increased compliance awareness.

5 The indications relate to bullying, discrimination and sexual harassment.

ESG-Ratings

EcoVadis
CDP
MSCI
ISS
Sustainalytics

Certifications

Environmental management standard DIN EN ISO 14001
Occupational health and safety standard DIN EN ISO 45001
Safety Certificate Contractors Petrochemical (SCCP)

Independent Practitioner's Report on a Limited Assurance Engagement on Non-financial Reporting *