

Sustainability Targets 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



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 Protocol¹

CO ₂ e emissions Scope 1 (tCO ₂ e)	32,594	35,643
CO ₂ e emissions Scope 2 market-based (tCO ₂ e)	12,723	14,047
Total CO ₂ e emissions Scope 1 and Scope 2 market-based (tCO ₂ e)	45,317	49,690
CO ₂ e emissions Scope 3 upstream (tCO ₂ e)	795,085	n.a.

CO₂e emissions in accordance with GHG Protocol – intensity indicators²

CO ₂ e intensity (market-based) in relation to revenue (tCO ₂ e / € million)	10.49	12.08
CO ₂ e intensity (market-based) in relation to number of employees (tCO ₂ e / FTE)	1.67	1.68
CO ₂ e intensity (Scope 3 upstream) in relation to revenue (tCO ₂ e / € million)	184.00	n.a.
CO ₂ e intensity (Scope 3 upstream) in relation to number of employees (tCO ₂ e / FTE)	29.28	n.a.

Revenue with industrial services to increase efficiency and sustainability for customers (€ million)

direct effect on efficiency and sustainability (category A)	478	445
energy efficiency (category B)	261	268
supporting activities for categories A and B (category C)	3,387	n.a.
without effect on efficiency and sustainability (category D)	360	n.a.

Consolidated disclosures pursuant to Article 8 of the EU Taxonomy Regulation

Revenue, taxonomy-eligible share (%)	7	6
Capital expenditures (capex), taxonomy-eligible share (%)	43	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.

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Social

Sustainability Targets for Social

→ Avoid all occupational accidents wherever possible

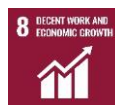
→ Invest at least 0.5 percent of Group revenue annually in employee training and development

Supporting United Nations Sustainable Development Goals (SDGs)

4 Quality education



8 Decent work and economic growth



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.

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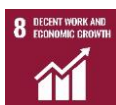
Governance

Sustainability Targets 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



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 issues¹

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 n.a.

- 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)