

## The Bilfinger Group's sustainability indicators

KEY FIGURES	2022	2021
	<b>Environment</b>	
<b>Energy consumption</b>		
Total energy consumption (MWh) <sup>5</sup>	220,838	217,099
Share of renewable energy sources in total energy consumption (%)	7	n.a.
Share of non-renewable energy sources in total energy consumption (%)	93	n.a.
<b>CO<sub>2</sub>e emissions in accordance with GHG Protocol</b>		
CO <sub>2</sub> e emissions Scope 1 (tCO <sub>2</sub> e) <sup>1,3,4</sup>	35,643	35,608
CO <sub>2</sub> e emissions Scope 2 location-based (tCO <sub>2</sub> e) <sup>1,2,4</sup>	16,548	23,765
CO <sub>2</sub> e emissions Scope 2 market-based (tCO <sub>2</sub> e) <sup>1,3,4</sup>	14,047	n.a.
Total CO <sub>2</sub> e emissions Scope 1 and Scope 2 location-based (tCO <sub>2</sub> e) <sup>2,4</sup>	52,191	59,374
Total CO <sub>2</sub> e emissions Scope 1 and Scope 2 market-based (tCO <sub>2</sub> e) <sup>3,4</sup>	49,690	n.a.
CO <sub>2</sub> e emissions Scope 3 from waste (tCO <sub>2</sub> e) <sup>1,4</sup>	675	n.a.
<b>CO<sub>2</sub>e emissions in accordance with GHG Protocol – intensity indicators</b>		
CO <sub>2</sub> e intensity (location-based) in relation to total energy consumption (tCO <sub>2</sub> e / MWh) <sup>5</sup>	0.24	0.27
CO <sub>2</sub> e intensity (market-based) in relation to total energy consumption (tCO <sub>2</sub> e / MWh) <sup>5</sup>	0.23	n.a.
CO <sub>2</sub> e intensity (location-based) in relation to revenue (tCO <sub>2</sub> e / € million) <sup>6</sup>	12.68	16.63
CO <sub>2</sub> e intensity (market-based) in relation to revenue (tCO <sub>2</sub> e / € million) <sup>6</sup>	12.08	n.a.
CO <sub>2</sub> e intensity (location-based) in relation to number of employees (tCO <sub>2</sub> e / FTE) <sup>7</sup>	1.77	2.07
CO <sub>2</sub> e intensity (market-based) in relation to number of employees (tCO <sub>2</sub> e / FTE) <sup>7</sup>	1.68	n.a.
<b>Waste volume and type</b>		
Amount of non-hazardous waste (kg)	5,043,546	n.a.
Amount of hazardous waste (kg)	185,240	n.a.
Amount of waste water (m <sup>3</sup> )	108,283	n.a.
<b>Waste treatment method</b>		
Incineration (kg)	744,995	n.a.
Recovery (kg) <sup>8</sup>	3,661,268	n.a.
Landfill (kg) <sup>9</sup>	822,523	n.a.
Wastewater discharge indirectly to municipal and industrial wastewater treatment plants (m <sup>3</sup> )	107,721	n.a.
Wastewater discharge directly to own treatment plant (m <sup>3</sup> )	562	n.a.
<b>Consolidated disclosures pursuant to Article 8 of the EU Taxonomy Regulation</b>		
Revenue, taxonomy-eligible share (%)	7	2
Capital expenditures (capex), taxonomy-eligible share (%)	0.1	0.0

1 The calculation method is based on the GHG Protocol using the financial control approach. Scope 1 and Scope 2 include direct and indirect emissions from all fully consolidated companies. Companies that are in the process of being sold are excluded. This applies to the complete Other Operations.

2 Scope 2 is calculated using the location-based method of the GHG Protocol's Scope 2 calculation guidance.

3 Scope 2 is calculated using the market-based method of the GHG Protocol's Scope 2 calculation guidance.

4 The CO<sub>2</sub> conversion factors for a large part of the calculations come from specialist database provider Ecoinvent. In addition, emission factors published by the UK Department for Environment, Food & Rural Affairs (DEFRA) were used. The Association of Issuing Bodies (AIB) data were used to determine the residual mix for the market-based calculation.

5 Energy consumption without the Other Operations segment

6 Revenue is Group revenue without the Other Operations segment.

7 Number of employees without the Other Operations segment.

8 The waste treatment method recovery includes recycling and composting.

9 Because landfill as a waste treatment method has the highest CO<sub>2</sub>e factor, the non-hazardous waste quantities for which the waste treatment method could not be clearly determined were also added to this category.

KEY FIGURES	2022	2021
<b>Social</b>		
<b>Occupational safety</b>		
Lost Time Injury Frequency (LTIF) <sup>1</sup>	0.26	0.21
Total Recordable Incident Frequency (TRIF) <sup>2</sup>	1.31	1.06
Fatalities <sup>3</sup>	1	1
<b>Share of women</b>		
Executive Board (%)	0	50
Management level 1 (%)	11	6
Management level 2 (%)	6	8
<b>Governance</b>		
<b>Compliance</b>		
Indications of compliance violations <sup>4</sup>	66	70
thereof indications of corruption and bribery	0	1
Investigations initiated	27	20
Disciplinary measures as a result of investigations	20	7
Persons trained in compliance issues		
E-learning module 'Anti-corruption & bribery' <sup>5</sup>	8,707	4,123
E-learning module 'Code of Conduct' <sup>6</sup>	4,282	8,427
On-site training module 'General Compliance Training' <sup>7</sup>	582	2,937
<b>Quality management</b>		
Operating companies with certified quality management systems in accordance with DIN EN ISO 9001	41	43
<b>Data security and data protection</b>		
Data protection incidents	16	4
thereof reportable data protection violations	1	1
<b>Human rights</b>		
Indications of violations against respect for human rights <sup>8</sup>	17	14
Investigations initiated	9	5
Disciplinary measures as a result of investigations	4	5

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.

4 Reports classified as relevant in the period from January 1 to December 31 of any given year.

5 2021: 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 requires increased compliance awareness. Abbreviated training is used for current employees.

2022: 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 does not require increased compliance awareness.

6 2021: 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. Abbreviated training is used for current employees.

2022: For all new hires with a PC workstation and access to the Bilfinger network, as well as for current employees whose job requires increased compliance awareness.

7 2021: For all employees whose work requires increased compliance awareness.

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.

8 Reports classified as relevant in the period from January 1 to December 31 of any given year. The indications in 2022 relate to bullying, discrimination and sexual harassment.