

HOCHTIEF's Sustainability Plan 2025



HOCHTIEF is one of the **world's leading infrastructure** groups with respect to **sustainability**.

Sustainability is one of our guiding principles for how we approach and manage our business and a cornerstone of our strategy.



We are listed in the **Dow Jones Sustainability Index** by S&P Global for 16 years, which represents **the global sustainability leaders in the world.**

HOCHTIEF has also been awarded strong ratings by other institutions, such as **MSCI, Sustainalytics** or **CDP.**



Sustainability already an integral part of our activities

1/3

of our revenue with
green buildings and
green infrastructure

1200+

Green buildings by
Turner, world's
leading company
in this segment

16

years listed in Dow
Jones Sustainability
Index

20+

sustainability
rankings
and memberships

1990

HOCHTIEF starts
active Environmental
Management

2001

First Environmental
Report

2007

HOCHTIEF co-founder of
German Sustainability Council
DGNB

2021

Green and digital
transition of
HOCHTIEF
announced

Now we are taking another major step forward by strengthening our **environmental, social and governmental** sustainability.

We are going to further enhance our leading role in relation to ESG and thus ensure HOCHTIEF's long-term business **success**.

To this end, all business units have developed our **Sustainability Plan 2025**.





“

Our sustainability plan comprises among others carbon reduction targets in order to support the goals of the Paris Agreement to **stop global warming.**

The sustainability plan has also a social and a governance dimension: We not only care about all the people who work for us. We also attach great importance to ensuring that **our high standards extend to the entire supply chain and that human rights** apply to everyone who works on our projects. We only work with partners who are committed to our values.

On the following pages, we will show you what we are going to do and how we are going to achieve our goals.

Martina Steffen

Member of the Executive Board
Chief Sustainability Officer

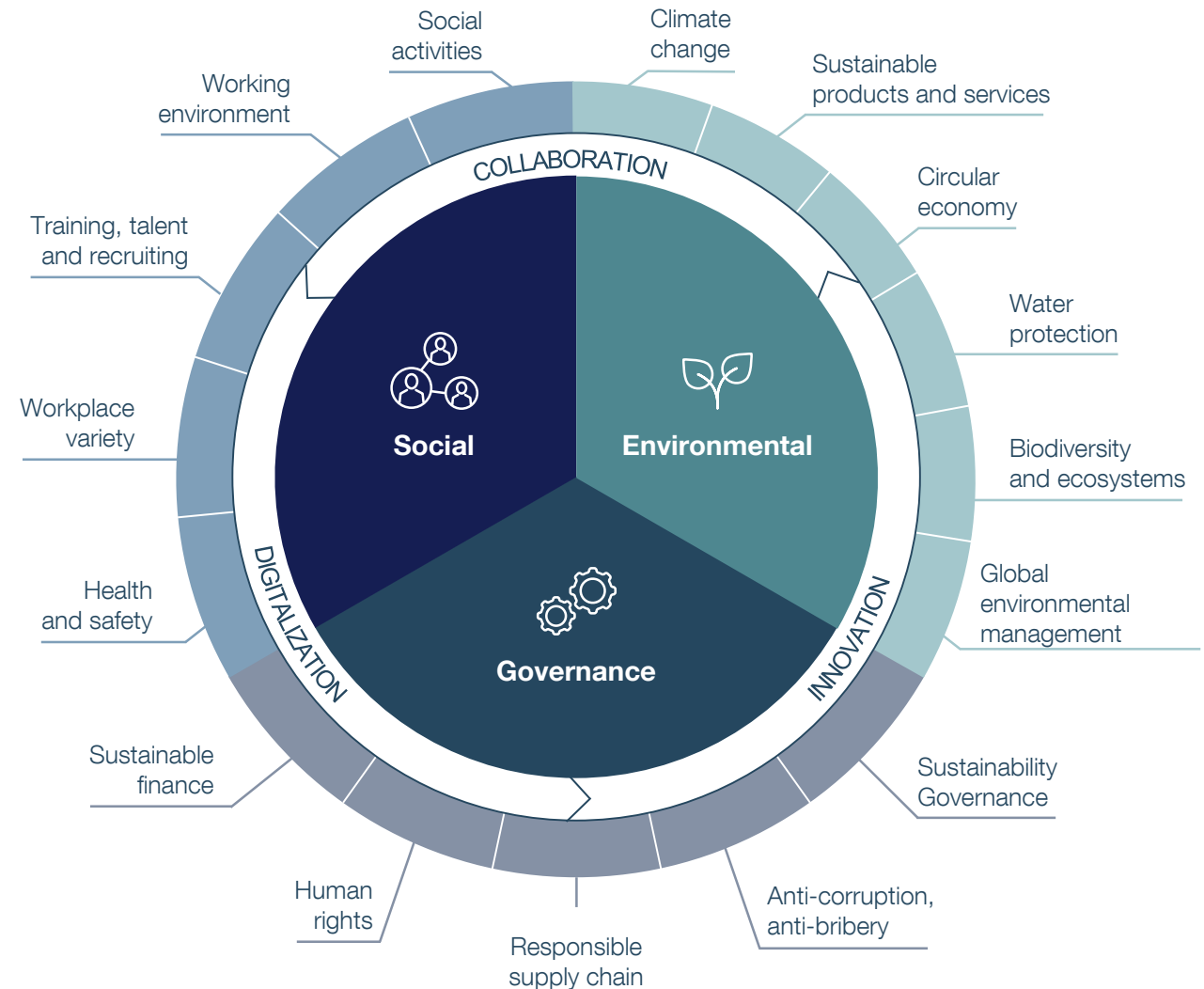
Shaping our sustainable future

Creating Value with our Sustainability Plan 2025

Our Sustainability Plan 2025 is based on three pillars:
Environmental, Social and Governance (ESG).

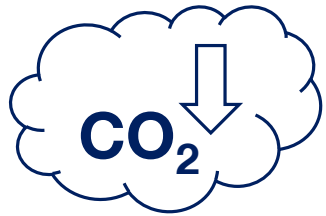
Within each pillar, we have defined the most **relevant lines of action** and respective KPIs that will guide our daily work at HOCHTIEF.

Collaboration, digitalization and **innovation** are crucial to accomplish our sustainability plan.



Building the world of tomorrow

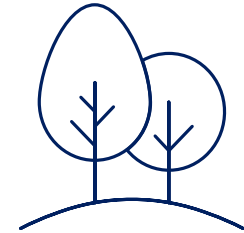
Being Climate Neutral by 2045



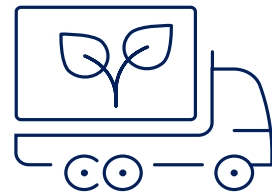
Integrating ESG criteria into financial decisions



Moving towards a circular economy, while protecting water and biodiversity



Improving sustainable operations and managing a responsible supply chain



Fostering a culture of inclusion and diversity



With everything we build, we change the environment and influence our landscapes. That is why HOCHTIEF has made it its goal to operate **not only in nature, but also for nature.**

Environmental

Environmental and climate protection are integral parts of our mission as a sustainable, global infrastructure group.

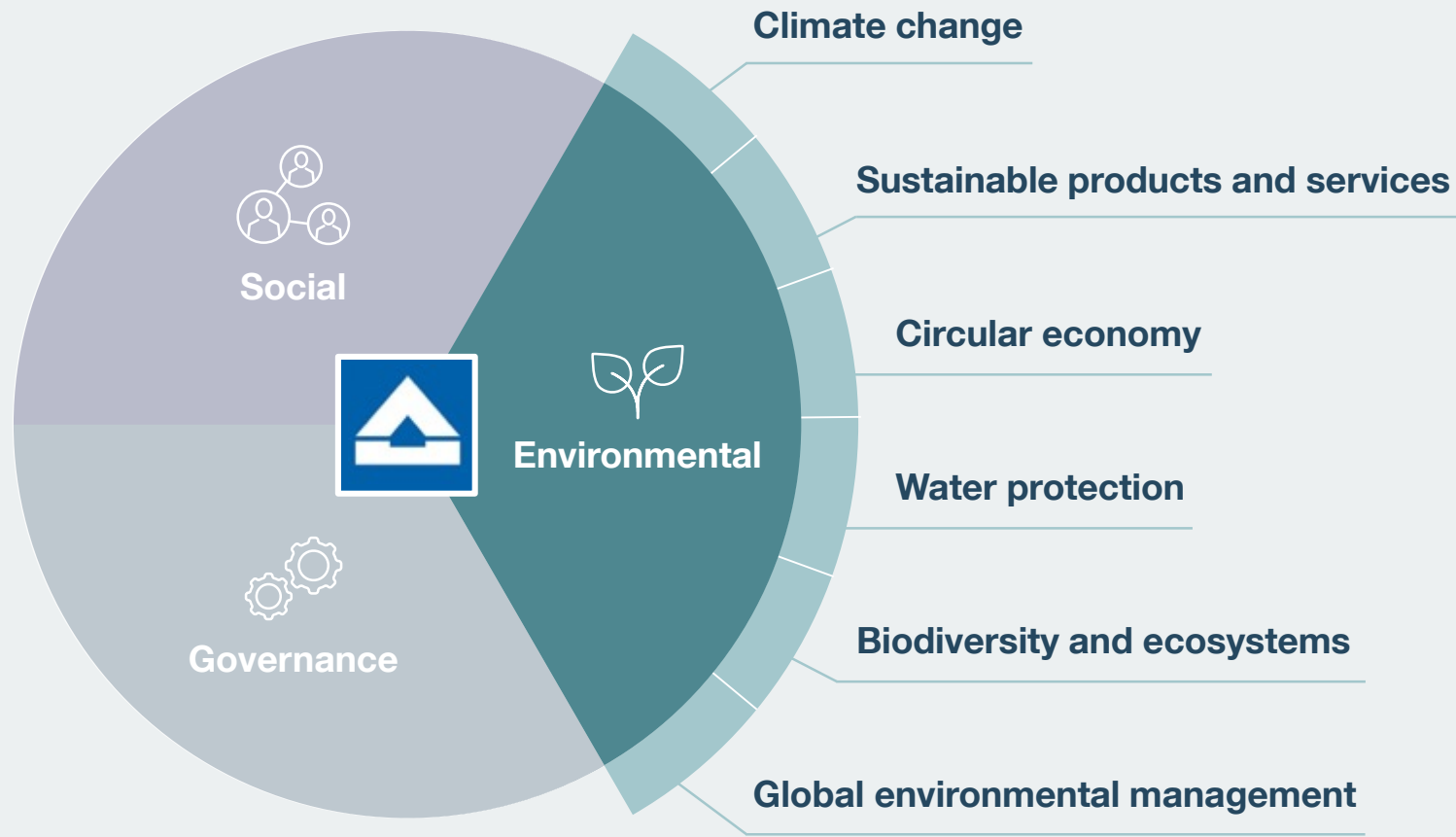
Our aim is to prevent negative impacts on the environment and offering **solutions for sustainable and resilient infrastructure**.

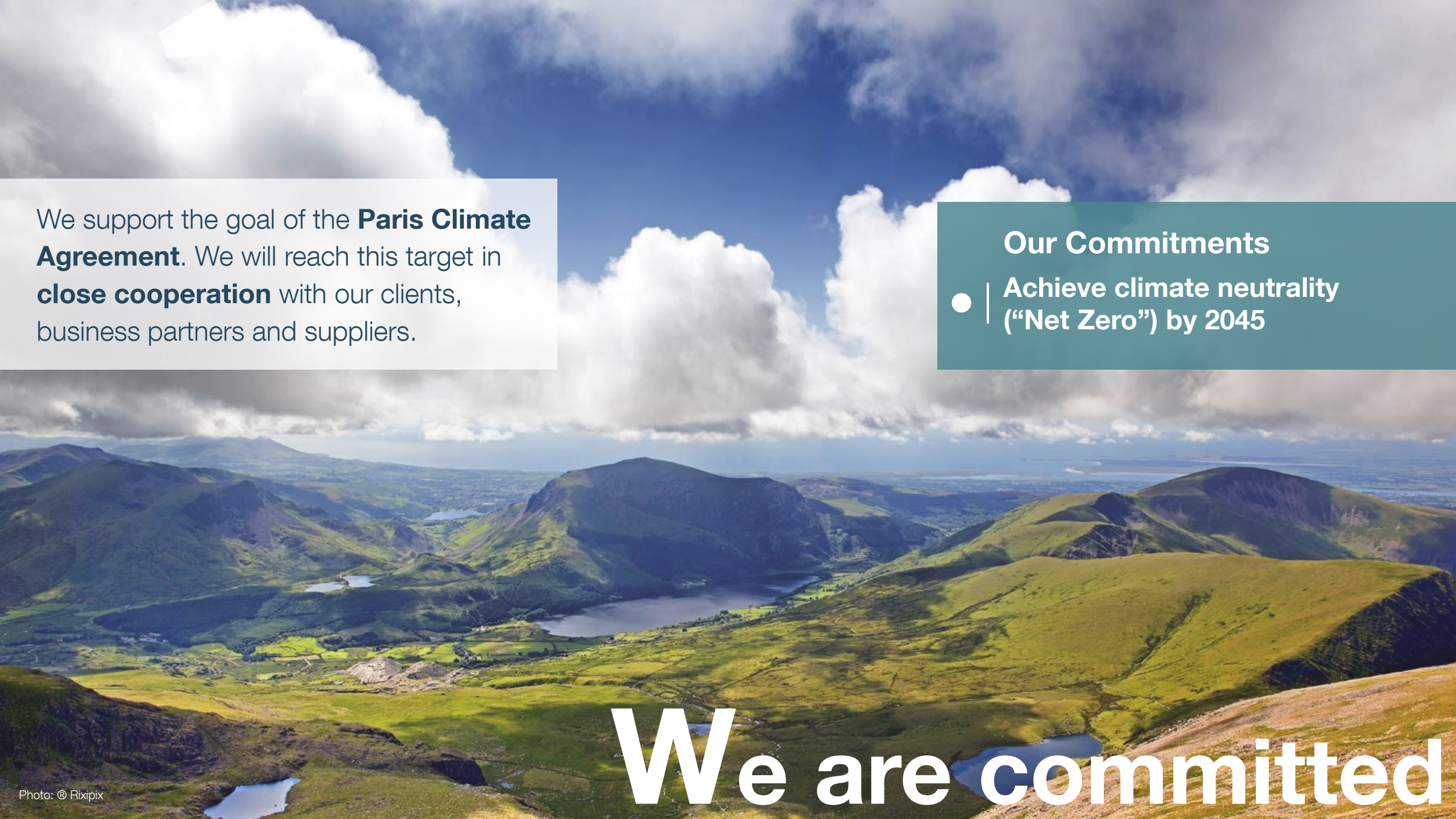
We will achieve this by increasing awareness and using our **expertise along the life-cycle** of our projects.

A photograph of a modern highway with a tunnel entrance. The road curves along a hillside with trees and a body of water in the background. The sky is a mix of orange, pink, and blue, suggesting sunset or sunrise. The tunnel entrance is illuminated with green lights. A guardrail runs along the edge of the road. A signpost with multiple signs is visible on the left side of the road.

We take responsibility

Environmental Pillar





We support the goal of the **Paris Climate Agreement**. We will reach this target in **close cooperation** with our clients, business partners and suppliers.

Our Commitments

- | Achieve climate neutrality (“Net Zero”) by 2045

We are committed



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Climate Change - Scope 1: Direct emissions from company facilities and company vehicles



Our Commitments

- Achieve climate neutrality for scope 1 emissions by 2038
- Reduce scope 1 emissions by at least 20% until 2025 compared to base year 2019

Photo: © Tim Hoppe



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Climate Change - Scope 2: Indirect emissions resulting from purchased electricity



Our Commitments

- | Achieve climate neutrality for scope 2 emissions by 2038
- | Reduce scope 2 emissions by at least 35% until 2025 compared to base year 2019

Photo: © Udo Thomas



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Climate Change - Scope 3: Indirect extended emissions in the company's value chain

Our Commitments

- | Achieve climate neutrality for scope 3* emissions by 2045
- | Verify Net Zero path – consistent with limiting temperature rise to 1,5°C – until the end of 2023



Photo: © HOCHTIEF

*relevant categories



Sustainable Products and Services

HOCHTIEF is already very experienced in green buildings and infrastructure.

We want to be a **leading provider of sustainable solutions** in the market.

Most of our public and private clients will increasingly focus on sustainable projects.



Our Commitments

- | Stimulate innovation and develop sustainable products and services
- | Provide sustainable solutions in bidding and/or during preconstruction processes of at least 50% of the construction projects by 2025
- | Achieve at least 50% of total infrastructure and building revenue from certified construction projects by 2025



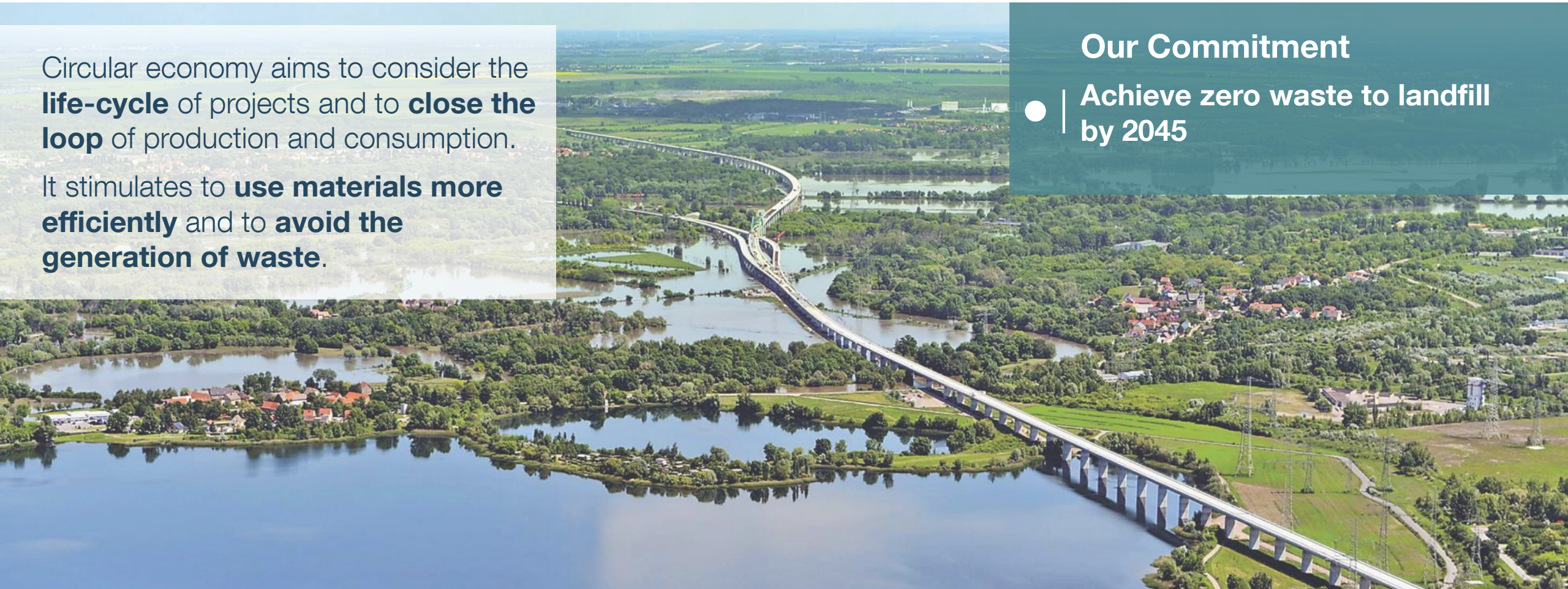
Circular Economy 1/3

Circular economy aims to consider the **life-cycle** of projects and to **close the loop** of production and consumption.

It stimulates to **use materials more efficiently** and to **avoid the generation of waste**.

Our Commitment

- | Achieve zero waste to landfill by 2045





Circular Economy 2/3



Our Commitments

- Achieve annual recycling rate for waste of at least 80% until 2025 and increase the rate consecutively afterwards
- Reduce self-generated hazardous waste to less than 1% of total waste by 2030
- Promote reuse and increase the rate of recycled building materials steadily



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Circular Economy 3/3



Our Commitments

Promote life-cycle/circularity analyses by actively engaging clients and carry out this analysis in at least 200 construction projects by 2025

Increase the share of construction projects recording building materials digitally (BIM 6D) by at least 10% from year to year



Water Protection

We are committed to making a substantial contribution to the **conservation of water.**

Our Commitments

- | Promote water protection on all projects
- | Implement water protection plans and execute corresponding measures in 100% of the projects in water-stressed areas by 2023
- | Implement measures to reduce water consumption and achieve an annual water recycling/reuse rate of at least 10% of total water withdrawn



Biodiversity and Ecosystems



Our Commitments

- Create awareness and preserve biodiversity and ecosystems on all projects
- Implement biodiversity management action plans and execute corresponding measures in 100% of the projects in environmentally-sensitive areas by 2023
- Establish and implement long-term initiatives to proactively preserve ecosystems and increase biodiversity

Biodiversity is the basis for functioning and stable ecosystems: a rich variety of species is vital to provide food, fresh water and clean air for all living beings. It is our **responsibility to protect, conserve or restore biodiversity.**



Global Environmental Management

Professional environmental management creates the **foundation to deliver sustainable projects** and to **manage environmental risks and opportunities**.


Raising awareness, defining processes and training employees are key tasks for us at HOCHTIEF.

Our Commitments

● Increase the percentage of total employees covered by **Environmental Management System Certification (ISO 14001)** to at least 90% by 2025

● Increase awareness and knowledge regarding relevant environmental topics through trainings of at least 50% of the employees by 2025

● Zero environmental incidents with severe environmental damage

A group of four business professionals are gathered around a table in a modern office setting. A man in a tan suit is leaning over a laptop, pointing at the screen. A woman in a white shirt and grey blazer is looking at the laptop. Another man in a white shirt and grey tie is looking at the laptop. A woman in a white shirt and grey blazer is looking at the laptop. The background is a blurred office environment.

HOCHTIEF's **most valuable asset is its employees.** Their knowledge, commitment and talent have shaped the company into what it is today.

That is why **we put our employees' health, safety and job satisfaction first.**

Social

Social Pillar





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Health and Safety

Health and safety of those that work for us is a **top priority** for HOCHTIEF.

Our Commitments

- Accident-free project delivery.
 - 0 fatalities in all activities for own employees and subcontractors
- Lost Time Injury Frequency Rate (LTIFR) of 1.04 by 2025, with long-term objective of 0.9 by 2030



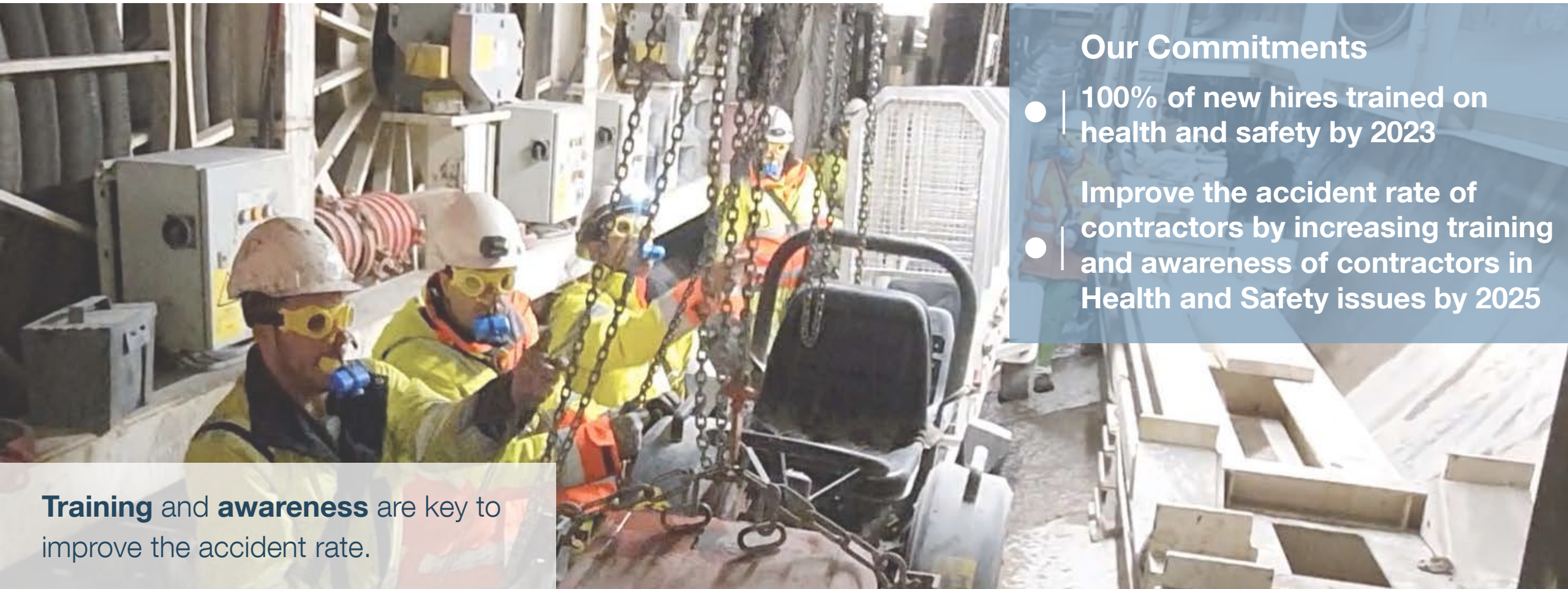
Photo: © HOCHTIEF



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Health and Safety



Our Commitments

- 100% of new hires trained on health and safety by 2023
- Improve the accident rate of contractors by increasing training and awareness of contractors in Health and Safety issues by 2025

Training and **awareness** are key to improve the accident rate.

Photo: © HOCHTIEF



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Health and Safety

Our Commitment

Increase the percentage of total employees covered by

- Occupational Health and Safety certifications (such as BS OHSAS 18001 or ISO 45001) to 100% by 2023



The certification proves to our customers and partners that we adhere to **the highest standards.**

Photo: © Jochen Zick



Workplace Variety

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Our Commitments

- Increase the presence of women in senior management positions by 50% until 2025 compared to 2019
- At least 35% of female technical trainees among new hires by 2025 worldwide (mirroring the employment market)
- Encourage generational diversity in the teams, fostering close collaboration between older and younger professionals by 2025



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Training, Talent and Recruitment



Our Commitments

- Increase the training hours per company to at least 20 hours per person by 2023
- Increase annually the employee training on sustainability-related topics
- Promote specific training programs for young talent to facilitate their promotion within the company

Photo: © iStock@fizkes



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Working Environment

Our Commitment

- Further turnover ranges are determined in the group companies and will be monitored

We promote and maintain a positive atmosphere in which everyone feels valued. We are convinced that a **positive work environment** improves employee job satisfaction, boosts staff loyalty and morale, and **increases productivity**.



Photo: © HOCHTIEF



Social Activities

We are building the world of tomorrow.



HOCHTIEF supports communities not only with its construction and engineering expertise, but also its **social commitments**. Together, we can achieve real social impact through donations, sponsorships and corporate volunteering initiatives.

Our Commitments

- Increase the budget for donation and sponsorship by 3% annually by 2025. Started in 2022
- Improve the monitoring of volunteer projects developed, implementing methodologies that allow us to measure the positive impact on the community - 2025
- Promote corporate volunteering initiatives regarding SDG 4 Quality Education and SDG 11 Sustainable cities and communities

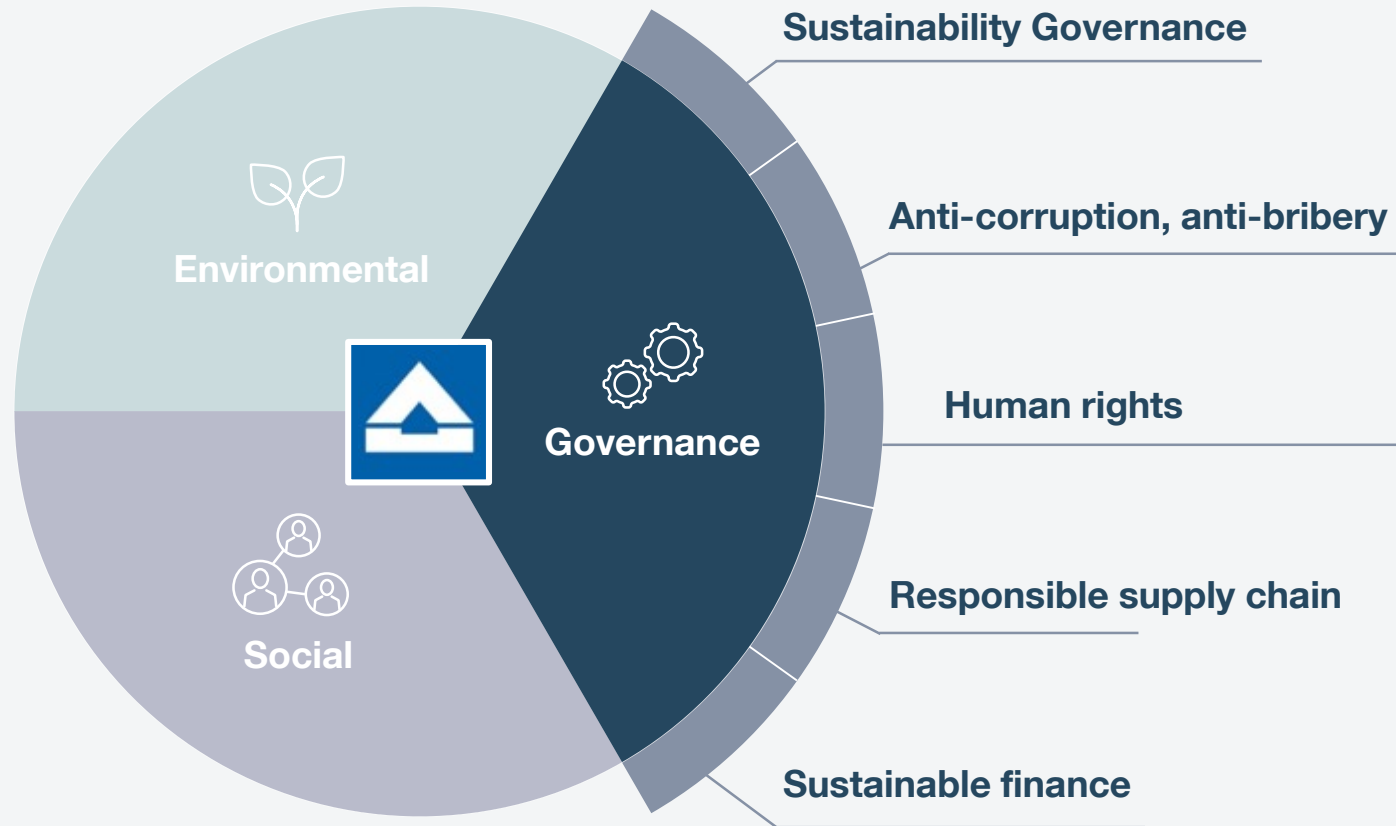
Photo: © Alexandra_Roth

A photograph of a modern, multi-story white building with a courtyard. The courtyard has a green lawn, several trees, and a wooden bench. In the foreground, there are large white spherical ornaments and a row of small, rounded green bushes. The building has many windows and balconies with white railings. The sky is blue with some clouds.

Sustainable business at HOCHTIEF begins with good corporate governance. **We take a firm stand against corruption, bribery and human rights abuses** and are committed to a responsible supply chain.

Governance

Governance Pillar





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Sustainability Governance



We integrate ESG matters into all our operations. **Sustainable success** will be part of our remuneration system.

Our Commitment

- Integrate ESG targets in the compensation of the Executive Board and executives Group-wide, by 2025



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Anti-corruption and Anti-bribery



Our Commitment

- Maintain 100% of the employees trained in compliance (including all new hires)

We pursue an ambitious approach to prevent bribery and corruption. We have implemented **adequate compliance measures** throughout HOCHTIEF to prevent violations of company regulations, and to sensitize employees to these issues.

Photo: © HOCHTIEF



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Human Rights

Our Commitment

- Train 100% of the employees in Human Rights Risks by 2025

The Universal Declaration of Human Rights is the foundation of our modern society. As responsible members of society, we at HOCHTIEF ensure that our **Human Rights Corporate Management System** is being implemented and is up to date in accordance with all applicable laws.

Photo: © Turner Construction Company



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Responsible Supply Chain

At HOCHTIEF we take **responsibility along the entire supply chain**—from procurement of primary materials to the finished construction. Sustainability will be an integral part of our supplier management as we integrate environmental, social and governance variables into our procurement processes.

Our Commitment

- Include ESG criteria in 50% of the significant suppliers selection process (based on procurement spend), by 2025
- Increase annually the percentage of suppliers receiving systematic post project assessment, with at least 50% of significant suppliers assessed by 2025

Photo: © Falcon Crest Air



Sustainable Finance

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Our Commitment

- Integrate the EU Sustainable Finance Action Plan / Taxonomy and/or ESG criteria into financial decisions

We encourage long-term investments in **sustainable economic activities** and projects. By taking environmental, social and governance (ESG) considerations into account when making financial decisions, we promote sustainable development and innovation.



Photo: © HOCHTIEF



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Digitalization and Innovation



Our Commitment

- 50% of R+D+I projects in sustainable-related projects by 2025

Photo: © HOCHTIEF



JOIN US BUILDING OUR SUSTAINABLE FUTURE!

Legal Disclaimer

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