

## Corporate Policy

As a national and international construction company, PORR offers all services along the construction value chain from a single source through its technological expertise - from planning to implementation and operation. Our declared goal and the basis of our business activities is sustainable construction as the foundation for long-term economic success. Together with our 20,000 employees, we are committed to sustainable profitability in order to further expand our leading market position and to help shape the environment in a sustainable manner. The basis for this is our integrated management system, which ensures the continuous improvement of our operational processes and services through systematic cooperation and active management responsibility.

Based on the five PORR principles (reliability, shoulder to shoulder, appreciation, passion and pioneering spirit), our corporate policy forms the basis for action for all PORR employees. Based on the corporate policy, the necessary resources and information are provided to achieve the defined goals and to ensure the effectiveness of our integrated management system. We are committed to adhering to all legal framework conditions and focus on intelligent growth with GREEN and LEAN through our compliance regulations and the active management of opportunities and risks. We strive for continuous improvement of our products, services and processes with the declared goal of sustainable growth.

### **Responsibility towards our customers.**

- The satisfaction of our customers is the clear focus of our technological competence and the implementation of process standards in the area of quality of our products and services. Under the comprehensive quality concept we understand the quality of the execution (of the project, the product or the service), adherence to delivery dates, flexibility as well as the technical and economic target fulfillment.
- Together with our partners, subcontractors and suppliers, we strive to continuously develop our currently applicable highest standards for our customers.
- We are aware of our responsibility towards all other stakeholders and take them into consideration when setting our goals.

### **We build on PORRians.**

- Occupational safety is our top priority with the Vision Zero strategy. In all our activities, we attach great importance to the safety and health of employees and third parties.
- We provide a safe and healthy working environment for our employees. They are involved in all decisions concerning occupational safety. We rely on active consultation with regard to preventive health care as well as on the participation of PORR employees in occupational health and safety issues.
- In addition, we actively promote the health of our employees through workplace health promotion, which addresses the physical, mental and cognitive stresses. With a wide range of offers, we facilitate continuous, individual training and further education. This applies to professional and personal development as well as raising awareness of economic, ecological and social responsibility. We actively train our employees in the implementation of the integrated management system and promote continuous improvement in all areas through open communication.
- We promote diversity, equal opportunities and performance by creating an environment that respects the dignity of every human being. The principles required for this are set out in our code of conduct, the PORR principles and our sustainability strategy.

### **We are committed to LEAN construction.**

- As a total contractor, we offer all services from a single source.
- Through digitalization and innovation leadership in construction, we achieve efficiency - lean, flexible and cost-conscious - as the basis for sustainable success.

### **We align economy, ecology & society.**

- Sustainability is of utmost importance for us along the entire construction value chain, as our economic activities have an impact on the environment. We understand sustainability as responsibility towards society, the environment, our partners and our employees. This is deeply rooted in our corporate culture and builds on the five PORR principles, our compliance regulations and code of conduct for employees and business partners.



## Corporate Policy

- We are determined to reduce our impact on water, soil, air, flora, fauna and local residents to a minimum through the use of innovative processes and technologies, with a clear focus on identifying significant future potential for our company.
- Our contribution to environmental and climate protection is enforced by the efficient use of resources (especially energy, material, soil, water) as well as by resource-conscious and circular construction processes. The focus here is on minimizing our environmental impact while taking into account the legal framework, the state of the art and economic efficiency. These requirements are already taken into account in the selection, design and procurement of machinery, products and services. To ensure continuous improvements in our energy performance and to increase our energy efficiency, our energy consumption is measured and monitored on a permanent basis. The aim is to identify, analyze and continuously reduce energy use and consumption in all our activities, while at the same time increasing energy efficiency. In this way, we make an active contribution to achieving global climate targets. Through their behavior and actions, all employees contribute to environmentally and climate-friendly operations in their respective areas.
- As a social player, we see it as our mission to make a positive social contribution; to this end, we require ethical, fair and transparent behavior and see this as a top priority at PORR.

We, the Executive Board of PORR AG, all managers and all employees are committed to aligning our operational actions to the requirements of the integrated management system in all our business areas and activities and thus to implementing the corporate policy and objectives. In order to ensure the long-term success of the company, this corporate policy will be evaluated in terms of its appropriateness for the company as part of the annual management review and adjusted if necessary.

Vienna, September 2022