

SOCIAL POLICY

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Introduction

PORR is aware of its social responsibility in all countries in which it operates. The ESG pillar "Social" refers to a company's relationships with internal and external stakeholders, such as employees, suppliers or even the community in which the company operates. Companies can have a significant social impact, so they need to be aware of their influence and effects on society.

In today's globalized world, it is more important than ever for companies to live their social responsibility and engage in ethical and sustainable business practices. PORR is aware of this and therefore "ESG" is a cornerstone of the corporate strategy. The goal is to sustainably shape PORR's relationship with its approximately 20,000 PORRians, as they are the foundation of PORR. PORR's top priority is to create a safe, inclusive and appreciative environment while preventing a negative impact on PORR's profitability, rating and employer attractiveness. To achieve these goals, we have "We@PORR".

PORR's social responsibility relates to the following areas:

- Flexibility in shaping one's individual lifestyle
- Equal opportunities & equal rights
- Appropriate, fair remuneration
- Training and further education opportunities
- Promotion of diversity and inclusion within PORR
- Prevention of harassment and discrimination in the work environment
- Safeguarding the health and safety of our employees
- Health promotion and prevention for the sake of precaution
- Respect and promotion of human rights compliance along the entire value chain
- Community involvement by our employees

In order to guide PORR's social activities, the following guidelines are taken into account:

- PORR Principles (Reliability, Shoulder to Shoulder, Appreciation, Passion and Pioneering Spirit)
- PORR Code of Conduct
- UN Global Compact
- UN Women's Empowerment Principles (WEPs)
- The UN Guiding Principles on Business and Human Rights (UNGPs)
- Guidelines for Multinational Enterprises of the Organisation for Economic Co-operation and Development (OECD MNE Guidelines)
- The Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work
- The International Bill of Human Rights

This social policy applies to all employees in the PORR markets. It applies to all companies belonging to PORR AG, their subsidiaries and construction sites.

Our governance

Group Human Resources identifies the key social subjects of the PORR Group together with Corporate Sustainability and the local Human Resources teams in the PORR markets. Subsequently, topics with the highest prioritization are determined, initiatives to support

these key topics are developed and realized centrally by the Diversity & Inclusion Officer. This is done in coordination with the Executive Board and Corporate Sustainability.

As an international construction company, the PORR Group is confronted with many different legal and contractual frameworks in its markets. The local human resources organizations are responsible for country-specific issues on a decentralized basis and coordination with local management teams.

PORR has established teams that work independently of this structure on occupational safety, human rights, health promotion, occupational medicine and prevention and promote these areas through targeted activities.

The role of the Diversity & Inclusion Officer deals specifically with the planning and implementation of the social policy. Compliance with current regulations and guidelines and the measures derived from them are an essential aspect of the role. Another key task is to raise awareness about diversity and inclusion and to promote understanding within the PORR Group through implementing trainings and initiatives. Furthermore, engagement with employees is a part of the role.

Goals & outlook

As part of We@PORR, the current initial situation was analysed qualitatively in all markets and subsequent key topics up to 2025 were identified.

The initiatives for key topics relating to the "Social" Sustainability Goals 2025 are defined annually by the Group Human Resources department. Special focus is placed on further promoting the PORR principles and using them as guidance. In addition, the individual situations of the markets are taken into account and their local efforts are geared accordingly. These initiatives are coordinated with the Corporate Sustainability department. Target achievement is evaluated annually and adjustment measures are implemented if necessary.



Health

The long-term health of our employees is a clear priority for PORR. In order to promote the motivation of employees and the corporate culture, support is essential.

- Workplace health promotion (WHP): WHP aims to strengthen the physical health of all employees, improve their well-being and prevent illness in the workplace. More details can be found in the [WHP paper](#).
- Occupational medicine and prevention: The focus is on meeting country-specific medical requirements and contributing to the health of employees from a medical and preventive medicine perspective.
- Occupational safety: Occupational safety promotes the planning and implementation of protective measures on our construction sites and workplaces and thus supports health protection, the protection of employees from hazards in everyday work and pursues our "Vision Zero".
- Care and insurance offers (PORR Care+, care leave,...).
- Continuous review and expansion of our benefits and time-off models to allow for customized configuration (e.g. home office, sabbatical, flextime, perks, employee events, ...)
- Family offers (e.g. paternity leave, PORR Baby Box, Kids Adventure Camp...)
- Independent counseling center for "mental health and conflict counseling": Free and confidential counseling center for PORR employees
- Increased well-being of PORRians through targeted initiatives to promote an appreciative company culture
- Further training of managers under the "Positive Leadership" leadership model

The local availability of initiatives may differ depending on the country and its legal framework.

Age & Generation

The networking of our employees and the sharing of information and knowledge is essential for the long-term success of PORR. PORR is committed to creating a culture in which different generations feel comfortable, are able to develop and work together shoulder to shoulder.

- Buddy program: Existing employees welcome new employees and assist them during their first months. They provide them with guidance in the organization and are available to answer their questions.
- Ensuring knowledge transfer between experienced and new PORRians: This is guaranteed through mentoring and networking events.
- Expansion of the training offering with a focus on generation management: offering a training course with a focus on communication between generations, e-learning on the basics of generational management, etc.
- Focus on advancement and training of apprentices within PORR: The focus of our apprenticeships is hands-on learning. Emphasis is placed on close personal support and the development and advancement of technical skills and social competencies.
- Attractiveness as an employer through school and university cooperation.

- Clear communication campaigns: As an employer, PORR focuses on highlighting the people behind the buildings and their stories.
- Reverse mentoring: A program to ensure an increased cross-generational transfer of knowledge and experiences between young and experienced employees.

Women

Promoting women and creating an appreciative, respectful, flexible environment supports the efficient and productive execution of their jobs. It also increases the satisfaction of female employees and appeals to more people when recruiting. Therefore, through global and local initiatives of Women@PORR, the goal is to create a more inclusive, better future for our female PORRians. Furthermore, it is a focus of PORR to increase its women's quota.

- Expansion of personal and professional development opportunities specifically for women
- Equal pay analysis
- Networking of women across departments and sites
- Appointment of a women's and equal opportunity officer
- [Anti-harassment and anti-discrimination policy](#) and channel, to report cases and guarantee careful, swift handling of reports

Diversity & Inclusion

The pioneering spirit and passion of different people with different competencies enables an increase in creativity and innovation. The different perspectives are important to PORR's long-term success.

- [Human Resources \(HR\) Policy](#)
- E-learning on "Diversity & Inclusion" to raise awareness among employees and encourage them to contribute their ideas
- Raising awareness through information materials and training
- Launch of internal campaigns to raise awareness
- Appointment of a diversity officer
- Community engagement

We contribute to the following Sustainable Development Goals (SDGs):



Detailed information and key figures on individual initiatives and measures to achieve these goals can be found each year in PORR's Annual and Sustainability Report. The policy is reviewed on an ongoing basis and updated as required.

We are committed to adhering to the Social Strategy and continuing to pursue the promotion of a safe, inclusive and appreciative environment. This is the foundation for PORR's long-term success.

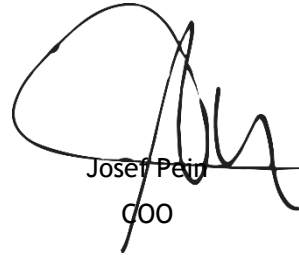
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