

## Corporate Policy

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

Building on the five PORR principles (reliability, appreciation, shoulder to shoulder, passion and pioneering spirit), our corporate policy forms the basis for action for all PORR employees. Based on the policy, the necessary resources and information are provided to achieve the defined goals and to ensure effectiveness. We are committed to complying with all legal framework conditions and, through our compliance regulations as well as the active management of opportunities and risks, we focus on intelligent growth with GREEN and LEAN. We strive for continuous improvement of our products, services and processes with the declared main objective 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. By the comprehensive concept of quality, we mean the quality of the execution - of the project, the product or the service - adherence to deadlines, flexibility and the technical and economic fulfilment of objectives.
- 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 interest groups and take them into account 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 PORR employees. They are involved in the decisions concerning occupational safety. We rely on active consultation with regard to preventive health care and on the participation of PORR employees in occupational health and safety issues.
- In addition, we actively promote the health of PORR employees through workplace health promotion, which addresses physical, mental and cognitive stress. At PORR, lifelong learning is an integral part of our corporate culture. 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 focus on LEAN Construction

- As a total contractor, we offer all services from a single source.
- Through digitization 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 a central concern 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 strongly anchored in our corporate culture and builds on the five PORR principles, our compliance regulations and the Code of Conduct for employees and business partners.
- We are determined to minimize our impact on water, soil, air, flora, fauna and local residents 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 promoted through the efficient use of resources (especially energy, materials, soil, water) as well as through resource-conscious and recyclable construction. The focus 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 machines, products and services. In order to ensure continuous improvement of our energy performance and to increase our energy efficiency, our energy consumption is constantly measured and controlled. The aim is to know, analyze and continuously reduce energy use and consumption in all our activities and at the same time increase energy efficiency. In this way, we make an active contribution to achieving the global climate goals. All employees contribute to environmentally and climate-friendly work in their area through their behavior and actions.
- 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 2024