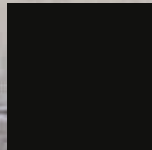




**Implenia**



**SUSTAINABILITY  
REPORT 2022  
INDICATORS**



## CONTENTS

Sustainability Certificates	03
GRI 205-2, GRI 205-3 & GRI 406-1: Anti Corruption and Non-Discrimination	04
GRI 308-1, GRI 308-2, GRI 414-1 & GRI 414-2: Supply chain assessment	05
GRI 2-7 & 2-8: Countries of Origin	06
GRI 2-7 & 2-8: Employment Contract & Type	07
GRI 401-1: New employees and employee turnover	10
GRI 2-30: Collective Bargaining Agreements	11
GRI 405-1: Diversity	12
Apprentices	18
GRI 403-9 & GRI 403-10: Health and Safety	19
GRI 302-1, 302-3, 302-4, 305-1, 305-2, 305-3, 305-4 & 305-5 Energy Consumption & GHG emission	22
Photovoltaic (PV) electricity	26
Paper consumption	27
Customer Satisfaction	28

## SUSTAINABILITY CERTIFICATES

Status: End 2022

Sustainability certificates in building construction <sup>1</sup> in number per type											
Certifications	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
SMEO	0	0	1	1	1	1	1	1	0	0	1
2000 watt sites	0	0	0	0	2	3	7	9	15	14	5
SIA 2040	2	5	5	6	7	7	9	8	14	12	8
CS greenproperty	2	3	4	3	4	3	3	2	3	3	2
SNBS	1	1	1	1	1	2	1	2	3	2	5
DGNB / SGNI	0	0	1	1	7	8	5	3	1	5	8
LEED / WELL	1	0	0	2	2	7	7	7	6	7	2
BREEAM	0	0	0	0	0	0	1	1	1	0	1
SEED - Next Generation Living	0	0	0	0	0	0	0	1	3	4	3
Minergie (with P, A and ECO supplement)	17	19	19	17	14	12	17	20	19	14	15
<b>Total</b>	<b>23</b>	<b>28</b>	<b>31</b>	<b>31</b>	<b>38</b>	<b>43</b>	<b>51</b>	<b>54</b>	<b>65</b>	<b>61</b>	<b>50</b>

<sup>1</sup> Calculated on the basis of the period of realization. If we realized a project during a certain year, it counts as one in the same year.

## GRI 205-2, GRI 205-3 & GRI 406-1: ANTI CORRUPTION AND NON-DISCRIMINATION

Status: End 2022

### Compliance incidents (number)

	2022
<b>Total cases</b>	<b>38</b>
Cases of corruption	0
Cases of discrimination	6
Other	32

### Anti Corruption Communication and Training (% of employees trained / reached)

	2022
Type	% of employees
Anti Corruption Communication <sup>1</sup>	55%
Anti Corruption Training	10%

### Code of Conduct - E-Learnings<sup>2</sup> (number)

	2022
E-Learnings completed	707

<sup>1</sup> All white-collar employees have received a communication in 2022 on anti-corruption topics.

<sup>2</sup> All new employees complete an e-learning programme or classroom training that teaches them the contents of the Code of Conduct. All white-collar employees are obliged to complete a Code of Conduct training at the start of their employment. Blue collar employees, 45% of all Implenia employees, are trained on a risk-based approach, in particular, they receive a training on health & safety which includes basic compliance topics.

## GRI 308-1, GRI 308-2, GRI 414-1 & GRI 414-2: SUPPLY CHAIN ASSESSMENT

Category	Assessed suppliers in number														2022	
	2015		2016		2017		2018		2019		2020		2021		New	Total
Total amount of subcontractors and suppliers	n.a		6'707		6'424		6'253		6'243		5'281		4'942		3'536	
	New	Total	New	Total	New	Total	New	Total	New	Total	New	Total	New	Total	New	Total
Number of subcontractors and suppliers audited and evaluated according to environmental and social criteria <sup>1</sup>	572	572	380	952	180	1'132	111	1'243	230	1'473	203	1'676	122	1'798	105	1'903
Percentage of suppliers verified on the basis of environmental and social criteria	n.a	n.a	5.7%	14.2%	2.8%	17.6%	1.8%	19.9%	3.7%	23.6%	3.8%	31.7%	2.5%	36.4%	3.0%	53.8%
Number of suppliers for which significant actual and potential negative environmental or social impacts have been identified	12	12	9	21	2	23	2	25	5	30	0	30	0	30	0	30
Percentage of suppliers where significant actual and potential negative environmental or social impacts are identified and improvements have been agreed as a result of this assessment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage of suppliers who have significant actual and potential negative environmental or social impact and with which business relationships have been terminated as a result of this assessment <sup>2</sup>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

1 Number of suppliers and subcontractors who have undergone self-declaration and / or prequalification in 2015, 2016, 2017. From 2017 on, a new evaluation method was applied.

2 Subcontractors and suppliers that do not comply with Implenia's minimum sustainability requirements will not enter into any business relationship.

## GRI 2-7 & 2-8: COUNTRIES OF ORIGIN

Status: End 2022

<b>Total Nationalities</b>	<b>92</b>
<b>Headcount by country of origin</b>	
Germany	2520
Switzerland	1635
Portugal	701
France	521
Norway	481
Sweden	369
Italy	296
Spain	166
Poland	77
Austria	70
Other	1034

## GRI 2-7 & 2-8: EMPLOYMENT CONTRACT & TYPE

Status: End 2022

□ Evaluation □ Group □ Country

		Employees and other workers in headcounts							
Level	Category 1	Category 2	2016	2017	2018	2019	2020	2021 <sup>3</sup>	2022
Group	Employment contract	Temporary (all, in percent to total) <sup>1</sup>	9.4%	9.0%	6.0%	9.6%	7.9%	6.5%	9.4%
		Temporary (male, in percent to temporary total)	89.7%	90.2%	83.5%	90.5%	88.2%	82.0%	78.5%
		Temporary (female, in percent to temporary total)	11.5%	10.9%	19.7%	10.5%	13.4%	18.0%	21.5%
		<b>Total<sup>1</sup></b>	<b>7'355</b>	<b>9'710</b>	<b>10'028</b>	<b>10'168</b>	<b>10'241</b>	<b>7'292</b>	<b>7'870</b>
		Permanent (Total)	6'666	7'558	7'843	7'939	7'829	6'815	7'127
		Permanent (male)	5'886	6'581	6'800	6'830	6'710	5'844	5'834
		Permanent (female)	780	977	1'043	1'109	1'119	971	1'028
		Temporary (total)	689	744	498	841	668	477	743
		Temporary (male)	618	671	416	761	589	391	550
		Temporary (female)	71	73	82	80	79	86	151
	Employment type	Contract workers (SISAG & GCM male & female) <sup>2</sup>	296	457	370	n.a.	620	n.a.	n.a.
		External temporary workers <sup>2</sup>	588	951	1'317	1'388	1'124	n.a.	n.a.
		Part-time (total, in percent to total)	6.6%	6.5%	6.1%	6.2%	6.7%	6.4%	7.2%
		Part-time (male, in percent to part-time total)	50%	45%	42%	44%	43%	41%	47%
		Part-time (female, in percent to part-time total)	50%	55%	58%	56%	57%	59%	53%
		<b>Total<sup>1</sup></b>	<b>7'355</b>	<b>9'710</b>	<b>10'028</b>	<b>10'168</b>	<b>10'241</b>	<b>7'292</b>	<b>7'563</b>
		Full-time (total)	6'870	7'765	7'835	8'236	7'927	6'824	7'021
		Full-time (male)	6'262	7'011	7'004	7'353	7'052	6'041	6'130
		Full-time (female)	608	754	831	883	875	783	891
		Part-time (total)	485	537	506	544	570	468	542
Part-time (male)	242	241	212	238	247	194	256		
Part-time (female)	243	296	294	306	323	274	286		

<sup>1</sup> Data for all markets, categories for other countries (according to legal entities in annual report) are partially not specified and therefore not included in the total.

<sup>2</sup> Separate category before 2020.

<sup>3</sup> 2021 was strongly influenced by the company's restructuring and reorganisation.

Employees and other workers in headcounts			
Level	Category 1	Category 2	2022
Switzerland	Employment contract	<b>Total</b>	<b>3'706</b>
		Permanent (male)	3'050
		Permanent (female)	410
		Temporary (male)	216
		Temporary (female)	30
	Employment type	<b>Total</b>	<b>3'706</b>
		Full-time (male)	3'100
		Full-time (female)	285
		Part-time (male)	166
		Part-time (female)	154
Germany	Employment contract	<b>Total</b>	<b>2'494</b>
		Permanent (male)	1'774
		Permanent (female)	442
		Temporary (male)	206
		Temporary (female)	72
	Employment type	<b>Total</b>	<b>2'494</b>
		Full-time (male)	1'937
		Full-time (female)	392
		Part-time (male)	43
		Part-time (female)	122
Austria	Employment contract	<b>Total</b>	<b>86</b>
		Permanent (male)	65
		Permanent (female)	19
		Temporary (male)	0
		Temporary (female)	2
	Employment type	<b>Total</b>	<b>86</b>
		Full-time (male)	62
		Full-time (female)	16
		Part-time (male)	5
		Part-time (female)	3

Employees and other workers in headcounts			
Level	Category 1	Category 2	2022
France	Employment contract	<b>Total</b>	<b>169</b>
		Permanent (male)	97
		Permanent (female)	15
		Temporary (male)	46
		Temporary (female)	11
	Employment type	<b>Total</b>	<b>169</b>
		Full-time (male)	142
		Full-time (female)	23
		Part-time (male)	1
		Part-time (female)	3
Sweden	Employment contract	<b>Total</b>	<b>413</b>
		Permanent (male)	318
		Permanent (female)	80
		Temporary (male)	11
		Temporary (female)	4
	Employment type	<b>Total</b>	<b>413</b>
		Full-time (male)	328
		Full-time (female)	82
		Part-time (male)	1
		Part-time (female)	2
Norway	Employment contract	<b>Total</b>	<b>585</b>
		Permanent (male)	488
		Permanent (female)	51
		Temporary (male)	42
		Temporary (female)	4
	Employment type	<b>Total</b>	<b>585</b>
		Full-time (male)	490
		Full-time (female)	53
		Part-time (male)	40
		Part-time (female)	2



**Employees and other workers**  
in headcounts

Level	Category 1	Category 2	2022
Italy	Employment contract	<b>Total</b>	<b>8</b>
		Permanent (male)	6
		Permanent (female)	2
		Temporary (male)	0
		Temporary (female)	0
	Employment type	<b>Total</b>	<b>8</b>
		Full-time (male)	6
		Full-time (female)	2
		Part-time (male)	0
		Part-time (female)	0
Other	Employment contract	<b>Total</b>	<b>410</b>
		Permanent (male)	36
		Permanent (female)	10
		Permanent (non-specified)	265
		Temporary (male)	29
	Employment type	Temporary (female)	28
		Temporary (non-specified)	42
		<b>Total</b>	<b>410</b>
		Full-time (male)	65
		Full-time (female)	38
	Part-time (male)	0	
	Part-time (female)	0	
	Non-specified	307	

## GRI 401-1 New employees & employee turnover

Status: End 2022

□ Evaluation □ Group

		New employee hires and employee turnover in headcounts and %							
Level	Category 1	Category 2	2016	2017	2018	2019	2020	2021	2022
Group	Employee turnover	Total (in percent) <sup>1</sup>	10.3%	9.9%	9.5%	8.4%	12.0%	19.1%	14.6%
	Amount of employees	Total <sup>2</sup>	8'239	9'710	10'028	10'168	10'241	7'292	7'374
		Total <sup>2</sup>	1'145	1'360	1'344	1'462	1'065	798	1'120
		Male	1'028	1'175	1'108	1'219	888	628	909
	Number of new employees	Male	117	185	236	243	177	170	211
		Female	438	440	407	465	379	262	440
		Under 30 years old	511	654	703	753	541	411	512
		30-50 years old	196	265	234	244	145	125	168
		Total <sup>3</sup>	821	926	907	1'049	1'600	1'645	1'071
		Male	980	1'084	791	923	1'367	1'364	806
		Female	119	156	116	126	233	281	265
	Number of employees that left the company	Under 30 years old	298	288	173	281	351	341	514
		30-50 years old	404	583	462	477	729	777	374
		Over 50 years old	397	401	272	291	520	527	183
		Additional employees <sup>3</sup>	59						

<sup>1</sup> Calculation up until 2021 based on number of employees at the end of the year and average percentage of total leavers for two years. Calculation from 2022 based on number of employees that left the company in relation to the average number of employees by beginning and end of the year. 2020-2022 were strongly influenced by the company's restructuring and reorganisation.

<sup>2</sup> Before 2021, data on country unit/divisional level for all markets and partially for other countries (according to legal entities in annual report), from 2021 on data available on country level for Switzerland, Germany, Norway, Sweden, France and Italy.

<sup>3</sup> No retroactive division by gender or age possible.

## GRI 2-30: COLLECTIVE BARGAINING AGREEMENTS

Status: End 2022

Evaluation  Group

		Collective bargaining agreements in headcounts						
Level	Category 2	2016	2017	2018	2019	2020	2021	2022
Group	Employees with collective bargaining agreement	6'605	7'559	8'539	8'052	6'855	5'558	5'475
	Employees without collective bargaining agreement	1'634	2'151	1'489	2'054	3'386	1'734	1'985
	Total number of employees <sup>1</sup>	8'239	9'710	10'028	10'168	10'241	7'292	7'460
	Employees with collective bargaining agreement (in percent)	80.2%	77.8%	85.2%	79.7%	67.0%	76.2%	73.4%

<sup>1</sup> Data for all markets, data for other countries (according to legal entities in annual report) partially not available and therefore not included in the total.

## GRI 405-1: DIVERSITY

Status: End 2022

□ Evaluation □ Group □ Country

Diversity of governance bodies and employees in headcounts												
Level	Category 1	Category 2	2014	2015	2016	2017	2018	2019	2020	2021	2022	
Group	Gender relations <sup>1</sup>	Employees (male in percent)	91.1%	90.1%	88.4%	87.4%	87.7%	86.5%	85.9%	85.5%	84.7%	
		Employees (female in percent)	8.9%	9.9%	11.6%	12.6%	12.3%	13.5%	14.1%	14.5%	15.3%	
	Age distribution <sup>2</sup>	Under 30 years old (in percent)	18%	17%	17%	16%	14%	16%	16%	15%	16%	
		30–50 years old (in percent)	52%	50%	49%	48%	47%	49%	49%	49%	49%	
		Over 50 years old (in percent)	30%	31%	34%	36%	38%	34%	35%	36%	35%	
	Total	Total <sup>1</sup>		4'995	4'963	7'355	8'302	8'341	8'780	8'497	7'292	7'870
		Male		4'550	4'473	6'503	7'254	7'216	7'591	7'299	6'235	6'665
		Female		445	490	852	1'048	1'125	1'189	1'198	1'057	1'205
		Total <sup>2</sup>		4'995	4'873	7'355	8'307	8'341	8'780	8'497	7'292	7'767
		Under 30 years old		904	868	1'233	1'345	1'201	1'408	1'355	1'072	1'293
		30–50 years old		2'603	2'464	3'633	3'953	3'934	4'343	4'158	3'586	3'789
		Over 50 years old		1'488	1'541	2'489	3'009	3'206	3'029	2'984	2'634	2'685
		Male (in percent)		92.5%	92.4%	93.0%	91.1%	90.3%	89.8%	88.2%	89.4%	88.8%
		Female (in percent)		7.5%	7.6%	7.0%	8.9%	9.7%	10.2%	11.8%	10.6%	11.2%
		Total		348	354	614	626	702	1'042	1'050	840	667
	Managerial positions <sup>2</sup>	Male		322	327	571	570	634	936	926	751	592
		Female		26	27	43	56	68	106	124	89	75
		Under 30 years old		1	3	8	10	17	26	32	22	146
		30–50 years old		222	222	358	359	393	562	642	443	320
		Over 50 years old		125	128	248	257	292	454	376	375	201

1 Data for all markets, categories for other countries (according to legal entities in annual report) were partially not specified before 2022 and therefore not included in the total of previous years.

2 Data for all markets, categories for other countries (according to legal entities in annual report) partially not specified and therefore not included in the total.

**Diversity of governance bodies and employees**  
in headcounts

Level	Category 1	Category 2	2014	2015	2016	2017	2018	2019	2020	2021	2022
Group	Non-managerial positions <sup>1</sup>	Male (in percent)	91%	90%	88%	87%	86%	86%	86%	85%	84%
		Female (in percent)	9%	10%	12%	13%	14%	14%	14%	15%	16%
		Total	4'647	4'609	6'741	7'676	7'639	7'738	7'447	6'452	6'793
		Male	4'228	4'146	5'932	6'684	6'582	6'655	6'373	5'484	5'730
		Female	419	463	809	992	1'057	1'083	1'074	968	1'063
		Under 30 years old	903	865	1'225	1'335	1'184	1'382	1'323	1'050	1'115
		30-50 years old	2'381	2'242	3'275	3'594	3'541	3'781	3'516	3'143	3'240
		Over 50 years old	1'363	1'413	2'241	2'752	2'914	2'575	2'608	2'259	2'438
		Total	1'597	1'716	3'001	3'837	4'204	4'299	4'361	3'907	4'101
		Male	1'157	1'233	2'232	2'805	3'097	3'128	3'179	2'867	2'977
	Female	440	483	769	1'032	1'107	1'171	1'182	1'040	1'124	
	Under 30 years old	273	274	441	555	645	646	664	550	833	
	30-50 years old	875	957	1'582	1'910	2'010	2'177	2'213	1'995	2'120	
	Over 50 years old	449	485	979	1'373	1'549	1'476	1'484	1'362	1'148	
	Total	3'398	3'247	4'354	4'465	4'137	4'481	4'136	3'385	3'359	
	Male	3'393	3'239	4'271	4'449	4'119	4'463	4'120	3'368	3'342	
	Female	5	8	83	16	18	18	16	17	17	
	Under 30 years old	631	597	791	786	556	762	691	522	428	
	30-50 years old	1'728	1'594	2'091	2'058	1'924	2'166	1'945	1'591	1'440	
	Over 50 years old	1'039	1'056	1'471	1'620	1'657	1'553	1'500	1'272	1'491	

<sup>1</sup> Data for all markets, categories for other countries (according to legal entities in annual report) partially not specified and therefore not included in the total.

Employees and other workers in headcounts			
Level	Category 1	Category 2	2022
Switzerland	Managerial positions	<b>Total</b>	<b>260</b>
		Male	229
		Female	31
		Under 30 years old	65
		30-50 years old	98
		Over 50 years old	97
	Non-managerial positions	<b>Total</b>	<b>3'445</b>
		Male	3'037
		Female	408
		Under 30 years old	654
		30-50 years old	1'509
		Over 50 years old	1'282
	Technical-commercial personnel	<b>Total</b>	<b>1'629</b>
		Male	1'195
		Female	434
		Under 30 years old	385
		30-50 years old	750
		Over 50 years old	494
	Industrial personnel	<b>Total</b>	<b>2'076</b>
		Male	2'071
Female		5	
Under 30 years old		334	
30-50 years old		857	
Over 50 years old		885	

Employees and other workers in headcounts			
Level	Category 1	Category 2	2022
Germany	Managerial positions	<b>Total</b>	<b>234</b>
		Male	211
		Female	23
		Under 30 years old	45
		30-50 years old	131
		Over 50 years old	58
	Non-managerial positions	<b>Total</b>	<b>2'260</b>
		Male	1'769
		Female	491
		Under 30 years old	307
		30-50 years old	1'205
		Over 50 years old	748
	Technical-commercial personnel	<b>Total</b>	<b>1'816</b>
		Male	1'307
		Female	509
		Under 30 years old	327
		30-50 years old	1'017
		Over 50 years old	472
	Industrial personnel	<b>Total</b>	<b>678</b>
		Male	673
Female		5	
Under 30 years old		25	
30-50 years old		319	
Over 50 years old		334	

**Employees and other workers**  
in headcounts

Level	Category 1	Category 2	2022
Austria	Managerial positions	<b>Total</b>	<b>13</b>
		Male	11
		Female	2
		Under 30 years old	0
		30-50 years old	7
		Over 50 years old	6
	Non-managerial positions	<b>Total</b>	<b>73</b>
		Male	57
		Female	16
		Under 30 years old	6
		30-50 years old	42
		Over 50 years old	25
	Technical-commercial personnel	<b>Total</b>	<b>85</b>
		Male	64
		Female	21
		Under 30 years old	6
		30-50 years old	48
		Over 50 years old	31
	Industrial personnel	<b>Total</b>	<b>1</b>
		Male	1
Female		0	
Under 30 years old		0	
30-50 years old		1	
Over 50 years old		0	

**Employees and other workers**  
in headcounts

Level	Category 1	Category 2	2022
Sweden	Managerial positions	<b>Total</b>	<b>48</b>
		Male	40
		Female	8
		Under 30 years old	11
		30-50 years old	22
		Over 50 years old	15
	Non-managerial positions	<b>Total</b>	<b>365</b>
		Male	289
		Female	76
		Under 30 years old	52
		30-50 years old	170
		Over 50 years old	143
	Technical-commercial personnel	<b>Total</b>	<b>207</b>
		Male	126
		Female	81
		Under 30 years old	42
		30-50 years old	105
		Over 50 years old	60
	Industrial personnel	<b>Total</b>	<b>206</b>
		Male	203
Female		3	
Under 30 years old		21	
30-50 years old		87	
Over 50 years old		98	

Employees and other workers in headcounts			
Level	Category 1	Category 2	2022
Norway	Managerial positions	<b>Total</b>	<b>97</b>
		Male	89
		Female	8
		Under 30 years old	22
		30-50 years old	55
		Over 50 years old	20
	Non-managerial positions	<b>Total</b>	<b>488</b>
		Male	441
		Female	47
		Under 30 years old	56
		30-50 years old	237
		Over 50 years old	195
	Technical-commercial personnel	<b>Total</b>	<b>264</b>
		Male	213
		Female	51
		Under 30 years old	52
		30-50 years old	146
		Over 50 years old	66
	Industrial personnel	<b>Total</b>	<b>321</b>
		Male	317
Female		4	
Under 30 years old		26	
30-50 years old		146	
Over 50 years old		149	

Employees and other workers in headcounts			
Level	Category 1	Category 2	2022
France	Managerial positions	Total	12
		Male	10
		Female	2
		Under 30 years old	2
		30-50 years old	5
		Over 50 years old	5
	Non-managerial positions	Total	157
		Male	133
		Female	24
		Under 30 years old	40
		30-50 years old	73
		Over 50 years old	44
	Technical-commercial personnel	Total	92
		Male	66
		Female	26
		Under 30 years old	20
		30-50 years old	48
		Over 50 years old	24
	Industrial personnel	Total	77
		Male	77
Female		0	
Under 30 years old		22	
30-50 years old		30	
Over 50 years old		25	



Employees and other workers in headcounts			
Level	Category 1	Category 2	2022
Italy	Managerial positions	Total	3
		Male	2
		Female	1
		Under 30 years old	0
		30-50 years old	1
		Over 50 years old	2
	Non-managerial positions	Total	5
		Male	4
		Female	1
		Under 30 years old	0
		30-50 years old	4
	Technical-commercial personnel	Total	8
		Male	6
		Female	2
		Under 30 years old	1
		30-50 years old	6
	Industrial personnel	Total	0
		Male	0
		Female	0
		Under 30 years old	0
		30-50 years old	0
		Over 50 years old	0

Employees and other workers in headcounts			
Level	Category 1	Category 2	2022
Other	Gender relations	Total	410
		Male	343
		Female	67
	Age distribution	Under 30 years old	32
		30-50 years old	229
		Over 50 years old	46
		Non-specified	103

# APPRENTICES

□ Group □ Country

		Apprentices and continued employments in headcounts						
Level	Category	2016	2017	2018	2019	2020	2021	2022
Group	Number of completed apprenticeships	83	90	82	91	96	112	187
	Number of apprentices that have been employed after their apprenticeship <sup>1</sup>	49	54	61	76	38	46	59
Switzerland	Number of completed apprenticeships							47
	Number of apprentices that have been employed after their apprenticeship							32
Germany	Number of completed apprenticeships							128
	Number of apprentices that have been employed after their apprenticeship							18
Austria	Number of completed apprenticeships							0
	Number of apprentices that have been employed after their apprenticeship							0
France	Number of completed apprenticeships							2
	Number of apprentices that have been employed after their apprenticeship							0
Sweden	Number of completed apprenticeships							0
	Number of apprentices that have been employed after their apprenticeship							0
Norway	Number of completed apprenticeships							10
	Number of apprentices that have been employed after their apprenticeship							9

<sup>1</sup> 2020 and 2021 were strongly influenced by the company's restructuring and reorganisation.

## GRI 403-9 & GRI 403-10: HEALTH AND SAFETY

Status: End 2022

Group Country

Level	Occupational accidents per 1'000 full-time positions							2022
	2016	2017 <sup>1</sup>	2018	2019	2020	2021		
Group	77	71	60	60	53	47	43	
Switzerland	99	88	85	83	79	73	66	
Germany	39	49	30	32	33	25	25	
Austria <sup>2</sup>	92	146	92	118	78	61	66	
Romania <sup>3</sup>	0	0	0	0	0	0	0	
Norway	17	22	16	14	7	19	7	
Sweden	0	49	5	24	14	15	21	
France	n.a.	41	114	49	10	14	0	
Other countries	n.a.	n.a.	n.a.	n.a.	25	n.a.	8	

1 Without Implenla Buildings Germany.

2 From 2022 on including numbers for Italy.

3 Implenla Romania was closed in summer 2022.

Level	Non-occupational accidents <sup>1</sup> per 1'000 full-time positions									2022
	2013	2014	2015	2016	2017	2018	2019	2020	2021	
Group	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Switzerland	96	87	103	104	103	120	113	90	90	114

1 Data only available for Switzerland.

**Occupational disease<sup>1</sup>**  
per 1'000 full-time positions

Level	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Group	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Switzerland	n.a.	n.a.	n.a.	0.6	0.4	0.7	1.4	0.5	1.3	0.3

1 Data only available for Switzerland.

**Working days lost<sup>1</sup>**  
Amount

Level	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Group	n.a.	n.a.	n.a.	9'305	11'879	9'374	10'702	10'664	9'819	8'285
Switzerland	n.a.	n.a.	n.a.	7'240	9'838	6'820	8'404	7'597	7'595	6'194
Germany	n.a.	n.a.	n.a.	1'016	1'137	1'638	1'214	1'914	1'374	1'574
Austria <sup>2</sup>	n.a.	n.a.	n.a.	843	658	554	1'020	595	278	415
Romania <sup>3</sup>	n.a.	n.a.	n.a.	0	0	0	0	0	0	0
Norway	n.a.	n.a.	n.a.	206	234	64	0	180	389	0
Sweden	n.a.	n.a.	n.a.	0	12	2	0	223	67	102
France	n.a.	n.a.	n.a.	0	0	296	64	0	116	0
Other countries	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	155	n.a.	0

1 Implemia considers only days lost due to a work-related accident. Non-occupational accidents, non-work related occupational accidents and occupational diseases are not included in the calculation. Absence periods are measured in calendar days.

2 From 2022 on including numbers for Italy.

3 Implemia Romania was closed in summer 2022.

**Occupational deaths**  
Amount

Level	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Group	n.a.	n.a.	n.a.	0	0	0	1	3	0	0
Switzerland	n.a.	n.a.	n.a.	0	0	0	1	1	0	0
Germany	n.a.	n.a.	n.a.	0	0	0	0	1	0	0
Austria <sup>1</sup>	n.a.	n.a.	n.a.	0	0	0	0	0	0	0
Romania <sup>2</sup>	n.a.	n.a.	n.a.	0	0	0	0	1	0	0
Norway	n.a.	n.a.	n.a.	0	0	0	0	0	0	0
Sweden	n.a.	n.a.	n.a.	0	0	0	0	0	0	0
France	n.a.	n.a.	n.a.	0	0	0	0	0	0	0
Other countries	n.a.	n.a.	n.a.	0	0	0	0	0	0	0

1 From 2022 on including numbers for Italy  
2 Implenla Romania was closed in summer 2022.

## GRI 302-1, 302-3, 302-4, 305-1, 305-2, 305-3, 305-4 & 305-5 ENERGY CONSUMPTION & GHG EMISSIONS

Status: End 2022

In summer 2022, we used an updated methodology to recalculate our CO<sub>2</sub> footprint for 2020 and establish a new baseline for our 2025 sustainability goals. The new method was also used to calculate the 2021 footprint, but it has not been applied to historical data from before the new base year of 2020.

Footprints from 2020 onwards now cover all our markets and all energy sources. The following emission factors were used uniformly: Scope 1 = Defra, Scope 2 = IEA (electricity) & GaBi (district heating). This resulted in overall higher emissions than the old methodology, which omitted France and some other sites and energy sources.

Greenhouse gas emissions, Implemia Global (Scopes 1 + 2) by energy source				
Category	Unit	2020	2021 <sup>1</sup>	2022
<b>Total Scope 1+2</b>	<b>tCO<sub>2</sub>eq.</b>	<b>62'980</b>	<b>54'191</b>	<b>50'672</b>
<b>Total Scope 1</b>	<b>tCO<sub>2</sub>eq.</b>	<b>51'215</b>	<b>44'814</b>	<b>42'684</b>
<b>Total Scope 2</b>	<b>tCO<sub>2</sub>eq.</b>	<b>11'766</b>	<b>9'377</b>	<b>7'988</b>
Diesel	tCO <sub>2</sub> eq.	41'855	36'833	31'936
Petrol	tCO <sub>2</sub> eq.	287	253	1'531
Natural gas	tCO <sub>2</sub> eq.	5'015	4'402	4'441
Heating fuel	tCO <sub>2</sub> eq.	4'000	3'173	4'415
Biodiesel	tCO <sub>2</sub> eq.	58	152	361
Electricity	tCO <sub>2</sub> eq.	11'381	9'072	7'698
District Heating	tCO <sub>2</sub> eq.	385	306	290
<b>Absolute Reduction of CO<sub>2</sub>-emissions</b>	<b>%</b>	<b>basis 2020</b>	<b>-4.0%</b>	<b>-19.5%</b>

1 Due to a change in the reporting system, energy consumption data was partially missing for Switzerland in 2021 and the emissions are mainly estimated based on the previous year.

Greenhouse gas emissions, Implemia Global (Scopes 1 + 2) by country				
Category	Unit	2020	2021 <sup>1</sup>	2022
<b>Total</b>	<b>tCO<sub>2</sub>eq.</b>	<b>62'980</b>	<b>54'191</b>	<b>50'672</b>
Switzerland	tCO <sub>2</sub> eq.	34'462	29'911	29'186
Germany	tCO <sub>2</sub> eq.	20'011	17'288	16'574
Norway	tCO <sub>2</sub> eq.	2'456	2'506	2'881
Austria <sup>2</sup>	tCO <sub>2</sub> eq.	1'578	2'923	618
Sweden	tCO <sub>2</sub> eq.	3'131	681	874
France	tCO <sub>2</sub> eq.	1'343	883	539

1 Due to a change in the reporting system, energy consumption data was partially missing for Switzerland in 2021 and the emissions are mainly estimated based on the previous year.

2 Austria including Romania until summer 2022, when Implemia Romania was closed

Greenhouse gas emissions, Implemia Global (Scopes 1 + 2) by country				
Category	Unit	2020	2021 <sup>1</sup>	2022
<b>Total, Revenue adjusted CO<sub>2</sub>-emissions</b>	<b>tCO<sub>2</sub>/Mio. CHF</b>	<b>16.7</b>	<b>15.5</b>	<b>14.9</b>
Switzerland	tCO <sub>2</sub> /Mio. CHF	16.5	16.5	16.9
Germany	tCO <sub>2</sub> /Mio. CHF	20.3	18.6	16.8
Norway	tCO <sub>2</sub> /Mio. CHF	13.1	12.9	10.3
Austria <sup>2</sup>	tCO <sub>2</sub> /Mio. CHF	10.8	18.5	9.0
Sweden	tCO <sub>2</sub> /Mio. CHF	9.6	2.1	3.1
France	tCO <sub>2</sub> /Mio. CHF	30.1	12.8	9.4
<b>Revenue adjusted reduction of CO<sub>2</sub>-emissions</b>	<b>%</b>	<b>basis 2020</b>	<b>-6.8%</b>	<b>-10.5%</b>

1 Due to a change in the reporting system, energy consumption data was partially missing for Switzerland in 2021 and the emissions are mainly estimated based on the previous year.

2 Austria including Romania until summer 2022, when Implemia Romania was closed

**Greenhouse gas emissions Reduction, Implenia Global (Scopes 1 + 2)**  
by energy source

Category	Unit	2020	2021 <sup>1</sup>	2022
<b>Total Scope 1+2</b>	<b>tCO<sub>2</sub>eq.</b>	<b>62'980</b>	<b>54'191</b>	<b>50'672</b>
<b>Total Scope 1</b>	<b>tCO<sub>2</sub>eq.</b>	<b>51'215</b>	<b>44'814</b>	<b>42'684</b>
<b>Total Scope 2</b>	<b>tCO<sub>2</sub>eq.</b>	<b>11'766</b>	<b>9'377</b>	<b>7'988</b>
Diesel	tCO <sub>2</sub> eq.	41'855	36'833	<b>31'936</b>
Petrol	tCO <sub>2</sub> eq.	287	253	<b>1'531</b>
Natural gas	tCO <sub>2</sub> eq.	5'015	4'402	<b>4'441</b>
Heating fuel	tCO <sub>2</sub> eq.	4'000	3'173	<b>4'415</b>
Biodiesel	tCO <sub>2</sub> eq.	58	152	<b>361</b>
Electricity	tCO <sub>2</sub> eq.	11'381	9'072	<b>7'698</b>
District Heating	tCO <sub>2</sub> eq.	385	306	<b>290</b>
Absolute Reduction of CO <sub>2</sub> -emissions	%	basis 2020	-14.0%	<b>-19.5%</b>

<sup>1</sup> Due to a change in the reporting system, energy consumption data was partially missing for Switzerland in 2021 and the emissions are mainly estimated based on the previous year.

**Greenhouse gas emissions, Implenia Global (Scopes 1 + 2)**  
by activity

Activity	2022	
	tCO <sub>2</sub> eq.	%
<b>Total</b>	<b>50'672</b>	<b>100.0%</b>
Construction site	<b>23'352</b>	<b>46.1%</b>
Production facilities	<b>10'465</b>	<b>20.7%</b>
Mobility (fleet)	<b>9'900</b>	<b>19.5%</b>
Yards and offices	<b>6'955</b>	<b>13.7%</b>

**Energy consumption, Implenia Global (Scopes 1 + 2)**  
 by energy source

Category	Unit	2020	2021 <sup>1</sup>	2022
Diesel	MWh	155'649	136'826	118'551
Petrol	MWh	1'129	997	6'022
Biodiesel	MWh	3'207	8'369	19'839
Natural gas	MWh	24'619	21'612	21'957
Heating fuel	MWh	14'043	11'135	15'477
Electricity	MWh	69'154	56'763	74'721
District heating	MWh	1'837	1'444	1'386
<b>Total</b>	MWh	269'639	237'145	257'953
Revenue adjusted energy consumption	MWh/Mio. CHF	71.3	67.9	75.9
revenue adjusted reduction/increase	%	<b>basis 2020</b>	-4.8	6.5

1 Due to a change in the reporting system, energy consumption data was partially missing for Switzerland in 2021 and the emissions are mainly estimated based on the previous year.

**Renewable electricity<sup>3</sup>**  
 in %

Category	2022
<b>Total</b>	<b>55%</b>
Switzerland	40%
Germany	58%
Norway	38%
Austria <sup>4</sup>	n/a
Sweden	99%
France	54%

3 Categories of renewable energy include certificates of origin or purchasing of 100% renewable electricity directly with the provider. If the percentage of renewable is unknown or the general electricity mix is used, this is categorized as non-renewable

4 Renewable energy is purchased for projects in Austria, but not systematically reported yet

**Emissions from Electricity use**  
 in tCO<sub>2</sub>eq.

Category	2022	
	Location based	Market based
<b>Total</b>	<b>7'698</b>	<b>9'028</b>
Switzerland	1'876	292
Germany	5'415	4'674
Norway	117	3'968
Austria <sup>2</sup>	64	64
Sweden	166	6
France	60	24



Status: End 2022

**Scope 3 greenhouse gas emissions<sup>5</sup>**

in tCO<sub>2</sub>eq. - including business travel and energy & fuel related activities and employee commuting

Category	2022
Business travel: Intercontinental flights	32
Business travel: European flights	573
Energy & fuel related activities	11'187
Employee commuting	4'757
5 Flight data without Austria	

**Additional information according to GRI & GHG Protocol**

Source of the emission factors and Global warming potential (GWP):	Scope 1: Defra Scope 2 – Electricity: IEA Scope 2 – District Heating: GaBi Scope 3 – Energy and fuel treatment (cat. 3): Defra & GaBi Scope 3 – Business travel (cat. 6): Defra Scope 3 – Employee Commuting (cat. 7): Defra
Consolidation approach for emissions:	Operational control
Standards, methodologies, assumptions:	Key figures are based on energy bills for construction sites and properties as well as on external procurement of production, leasing and flight data, conversion and reporting in the Sphera data tool.
Intensity quotient of greenhouse gas emissions:	Adjusted to total revenue with operational control of all business units
Gases included in the calculation:	Only CO <sub>2</sub> data is included in the calculation.

## PHOTOVOLTAIC (PV) ELECTRICITY

Status: End 2022

**PV electricity generated on Implen's roofs**  
in kWh

Locations	2012	2013	2014	2015	2016	2017	2018	2019	2020 <sup>1</sup>	2021	2022
<b>Total</b>	<b>1'143</b>	<b>168'800</b>	<b>358'291</b>	<b>439'674</b>	<b>804'696</b>	<b>1'044'059</b>	<b>1'022'184</b>	<b>1'010'187</b>	<b>1'169'814</b>	<b>1'129'456</b>	<b>1'360'663</b>
Yard Bois de Bay in Satigny (CH-GE)	1'143	99'848	104'441	100'329	80'708	98'867	73'922	98'868	98'868	96'592	104'991
Yard Vétroz in the canton of Wallis (CH-VS)		68'953	253'850	290'628	289'304	270'699	291'722	273'621	273'621	245'037	283'240
Yard in Enchandens (CH-VD) <sup>2</sup>				48'717	89'939	81'360	73'181	61'439	67'320	81'770	-
Gravel plant Claie-aux-Moines in Savigny (CH-VD) <sup>2</sup>					24'943	98'127	99'050	90'608	238'918	210'746	-
Surfacing plant in Ecublens (CH-VD)					319'802	495'007	484'309	485'651	464'507	431'138	468'287
Yard Schattdorf (CH-UR)									26'580	54'950	61'785
BBV Systems in Bobenheim (DE)										9'223	442'360

<sup>1</sup> Due to data transmission problems, Implen was not able to get the PV production for 2020 for Satigny, and for the months of March, April and June 2020 for Vétroz. An estimation based on the year 2019 was made.

<sup>2</sup> Location sold by end 2021.

## PAPER CONSUMPTION

Status: End 2022

**Paper consumption, Implenia Switzerland**  
in kg

Category	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
<b>Total</b>	<b>137'834</b>	<b>132'486</b>	<b>131'856</b>	<b>115'997</b>	<b>122'072</b>	<b>119'205</b>	<b>99'551</b>	<b>116'388</b>	<b>96'330</b>	<b>66'997</b>	<b>57'268</b>	<b>36'799</b>	<b>33'997</b>
Everyday paper – recycled	13'654	64'957	88'148	91'037	91'279	87'673	84'528	95'345	78'530	64'773	48'412	29'888	22'862
High quality paper – environmentally certified	35'909	35'231	33'663	19'789	26'052	27'832	11'045	14'495	15'546	431	7'093	5'517	4'306
Everyday paper – environmentally certified	3'011	4'664	4'466	2'170	3'534	2'913	2'549	5'198	1'108	1'475	1'541	768	5'958
High quality paper – new	457	3'925	155	0	382	8	0	204	103	0	44	0	35
Everyday paper – new	84'803	23'709	5'424	3'001	825	779	1'429	1'146	1'043	318	178	626	836

# CUSTOMER SATISFACTION

Status: End 2022

**Customer satisfaction**  
in % of customers that would recommend Implenia

Category	2010	2011	2012	2013	2014 <sup>1</sup>	2015	2016	2017	2018	2019	2020 <sup>1</sup>	2021	2022
Implenia Group	87%	83%	91%	90%	91%	93%	91%	96%	95%	93%	95%	98%	97%

1 Data up to and including 2013 refers to the former Implenia Real Estate / Implenia Buildings.