

SUSTAIN- ABILITY REPORT 2022

ENGINEERING EXCELLENCE.



CONSULTING
ENGINEERS

SUSTAINABILITY REPORT

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CONVICTION OF ILF'S CEO

It is with great pleasure that we hereby present you with the next edition of the ILF Group Sustainability Report, for the year 2022. We have voluntarily chosen to compile this report because we feel the immense importance of this topic.

EARTH OVERSHOOT DAY 2022

According to the Global Footprint Network's calculations¹, based on official UN data, Earth Overshoot Day for the year 2022 fell on July 28th. By this date, humanity had consumed the amount of ecological resources and services that the Earth could produce in that year. For the rest of the year, we consumed in excess – consuming just as much as if we would have lived on 1.75 Earths! Although the trend has leveled off in the last few years, we all need to significantly step up our sustainability efforts if we are to make any improvements in relation to our level of consumption.

IMPACTING SUSTAINABILITY

On a positive note, the number of public entities, companies and countries aligning themselves with the United Nations Sustainable Development Goals² (SDGs) is rapidly growing. Sustainable finance that is based on environmental, social and governance (ESG) considerations is today playing a key role in the implementation of the European Green Deal and international commitments to climate and sustainability objectives. The EU Taxonomy regulation furthermore facilitates sustainable investments. But unfortunately, there are still far too many actors who, due to various vested interests, neglect the urgent demand for substantial change.

VISION & STRATEGY

As for the actions that we are taking at ILF: we have aligned our business activities with the SDGs and use these as the compass guiding our company decisions. Our services are clearly our strongest contribution to global achievement of the SDGs, and these services in turn also support our clients in many different sectors to achieve their sustainability-related targets. Consequently, sustainability is at the center of our Strategy 2026, which allows us to actively pursue our

vision of becoming "a leader in improving quality of life around the globe".

CLIMATE CRISIS

The increasing amount of weather extremes in various parts of the world and the massive devastation as a direct consequence are brought to our attention almost daily. In the scientific community, the direct dependency between anthropogenic carbon emissions and global warming is undisputed, and the call for strong and consequent reductions in carbon emissions is clear. An increasingly large part of the world's population acknowledges these realities and the need for consequent change, including some former habits.

CLIMATE SERVICES

Over the next decades, investments of an unprecedented order of magnitude will be necessary for cutting global carbon footprints and achieving net zero emissions. With our diverse service portfolio, we at ILF are perfectly positioned to support the numerous undertakings required to make the energy transition a success, bring about the required changes to mobility, upgrade buildings to boost their energy efficiency and make improvements to the entire industrial sector. Likewise, we will be able to respond to the additional demand on our services to enhance the resilience of existing infrastructure to increasingly frequent weather phenomena.

ROADMAP TO NET ZERO

In order to also contribute as a company to carbon reduction targets, we have embarked on a roadmap to "Net Zero" in line with the Science Based Targets Initiative³. We have set ourselves some ambitious targets and plan to achieve substantial reductions in our emissions by 2030, and net zero emissions by 2040.



To reach these targets and improve our sustainability footprint, we have held multiple workshops in the first half of 2023 to define and agree on office-specific measures for improvement.

EMPOWERING ALL ILF-ERS

Empowering all 2,600 ILF-ers to act as ambassadors of sustainable conduct is considered key to achieving our targets: if every individual acts as a role model by conviction we will be able to subsequently convince others to think, act and live more sustainably, thereby acting as a multiplier.

CHANGING MOBILITY PATTERNS

Among many other measures, we deliberately avoid taking short-haul flights and instead favor traveling by train where and whenever possible. We are in the process of exchanging the vehicles in our company car fleet for battery electric vehicles, and at some of our offices we have installed roof-top PV systems in order to generate our own electricity for our computers and electric cars.

Furthermore, we conduct most of our internal and many of our external meetings (with clients and business partners) virtually. As a consequence, the number of business trips can be significantly reduced and we can also gain valuable time that we used to spend traveling.

HYBRID WORKING

Based on the positive experiences that we had with remote working during the Covid-19 pandemic, hybrid working has become part of our working culture, enhancing our flexibility and allowing us to serve our clients around the globe to the best possible extent. As a positive side effect, this measure is also helping to reduce our carbon emissions associated with commuting.

REDUCING WASTE

Whereas the use of plastic bottles for water and boxes for food was standard practice in many geographies a few

years ago, their abundance has today been reduced in practically all of our offices, cutting down on plastic waste. An additional area of significant waste in the past was paper; by going digital with all of our internal processes and by using a variety of communication technologies to collaborate with clients and business partners, we are significantly reducing our paper consumption as well as increasing our efficiency.

EMPLOYER OF CHOICE

In light of the demographic transformation and the changing expectations of younger generations regarding work-leisure balance, retaining our current team and attracting new members of staff will become increasingly important for continuing to successfully deliver our services. We have therefore embarked on a comprehensive employer branding initiative with the clear aim of becoming an Employer of Choice. We are proud to say that the majority of our offices have qualified as a "Great Place To Work"⁴.

MONITORING IMPLEMENTATION

With this sustainability report, we have recorded and evaluated our status quo with regard to sustainability and have initiated our corporate transformation in this respect. In order for us to contribute to the shaping of a future characterized by sustainable development, we are not only setting ourselves sustainability-related targets in many different areas, but will also be making every attempt to meet these targets and will be closely monitoring our progress in the future.

We hope you find the report interesting and feel inspired by its content.

Klaus Lässer, July 2023
CEO

¹ <https://www.overshootday.org/2022-calculation/>
² <https://sdgs.un.org/goals>
³ <https://sciencebasedtargets.org/how-it-works>

⁴ <https://www.greatplacetowork.com/>



ILF AT A GLANCE

ILF is a leading international engineering and consulting group with more than 55 years of experience in supporting clients to successfully identify, prepare and execute challenging energy, industrial and infrastructure projects.

55+
years of experience

With over 2,600 highly qualified employees at more than 45 office locations across five continents, ILF has a strong regional presence. This enables us to locally interact with clients and project parties where and whenever required. At the same time, close cooperation within our extensive network makes it possible for us to call upon international experts and make use of their specialist knowledge and experience.

10,500+
projects successfully executed

Having no affiliation to manufacturers, suppliers, or financing institutions, and being privately owned by the founding families, ILF is fully independent.

2,600+
employees worldwide

As a full-service provider, we offer our clients a comprehensive range of management consulting, engineering and project management services within our four main business areas:

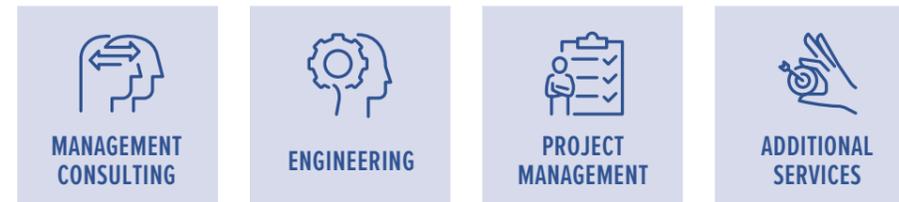
150+
countries where ILF has been successful

45+
office locations across five continents

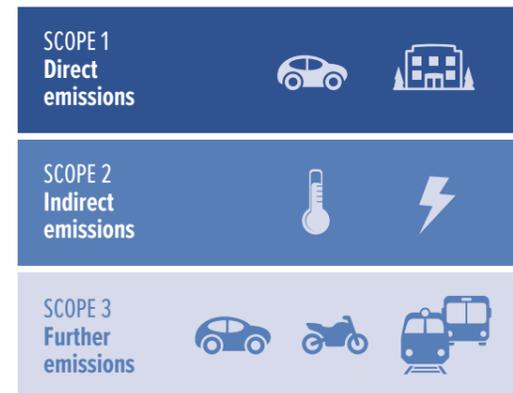
4
main business areas



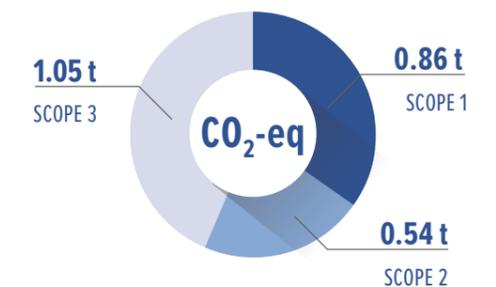
OUR SERVICE PORTFOLIO



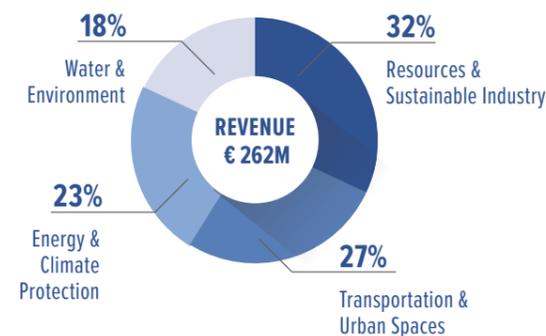
CARBON FOOTPRINT 2022



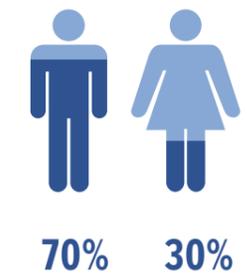
2.45 METRIC TONS CO₂-eq
per full-time equivalent (FTE)



REVENUE ILF GROUP 2022

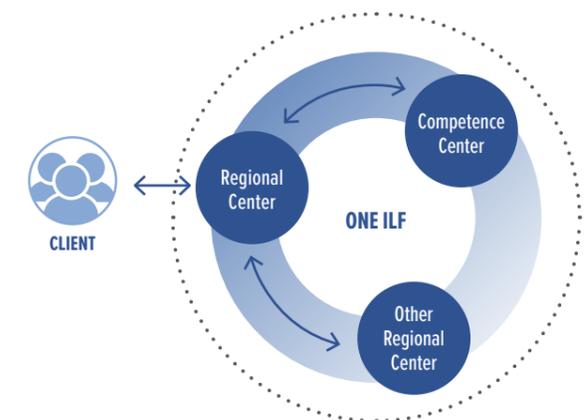


GENDER SPLIT ILF GROUP 2022



ONE ILF APPROACH

ILF's business model is focused on optimizing internal cooperation, and combining the competencies and capacities available in all companies of the ILF Group to provide maximum benefit for our clients. Based on this model, ILF has developed its own comprehensive, group-wide approach, termed ONE ILF. This ONE ILF approach promotes a culture of internal cooperation across all offices, geographies and time zones.



MAIN BUSINESS AREAS

3

ENERGY & CLIMATE PROTECTION

We are driving the energy transition! ILF supports clients worldwide to execute large-scale projects focused on the generation, storage and transmission of electricity supplied from a variety of renewable energies. In this way, we are actively promoting the shift towards energy being supplied from sustainable sources for present and future generations.

Bioenergy | Energy Storage | Heating & Cooling | Hybrid Power | Hydrogen | Hydropower | Power Transmission & Distribution | Solar Power | Thermal Power | Waste to Energy | Wind Power



WHAT WE DO



HELPING TO DECARBONIZE OUR PLANET

Through the development of Namibia's first fully vertically integrated gigawatt-scale green hydrogen project, Namibia is being supported on its path to become one of the world's largest producers of green hydrogen, bringing us one step closer to achieving global decarbonization goals.



The first step towards implementing the Namibian government's strategy for the development of a large-scale green hydrogen industry in various regions of Namibia has been taken.

The Namibian green hydrogen development company, Hyphen, has successfully bid for and been awarded preferred bidder status for the development of Namibia's first fully vertically integrated GW-scale green hydrogen project on an approximately 4,000 km² area of land in the Tsau // Khaeb National Park.

By 2027, Hyphen aims to produce one million metric tons of green ammonia per year, increasing this amount to two million tons per year by 2029. This will save 5–6 million tons of CO₂ each year. When fully operational, Hyphen's project could produce 350,000 tons of green hydrogen annually.

ILF is supporting the client in the development of this large-scale project by providing PMC/ Owner's Engineering services. Completion of the project will not only support the Namibian government's pursuit of its strategy to promote economic growth in Namibia, but will also help the world achieve its decarbonization goals.



"We strive to develop cutting-edge sustainable solutions to meet the energy needs of a changing world."

Gianmaria La Porta,
Business Group Director Energy & Climate Protection

WATER & ENVIRONMENT

We are protecting the water cycle and the environment!

ILF offers consulting, engineering and project management services for all types of water and wastewater systems, covering the whole service spectrum from water resource development and water treatment to water reuse. This enables us to ensure the efficient use and sustainable protection of water.

Desalination | Environment | Industrial Water | Urban Water Systems | Wastewater Treatment | Water Transmission | Water Treatment

WHAT WE DO



MAKING EVERY DROP COUNT FOR JORDAN'S DRINKING WATER SUPPLY

The implementation of energy efficiency measures for the drinking water supply system in the city of As Salt in Jordan is beneficial for everyone involved, both from an environmental and economic perspective. Such measures lead to long-term energy savings of 50%, a 20% reduction in water loss, an annual CO₂ reduction of more than 9,000 metric tons, and, as a result, also to a reduction in operating costs for the local water utilities.



The focus of this project was not only on reducing the carbon footprint of the water sector, but also on reducing the amount of non-revenue water in Jordan, e.g. water losses due to water leakage or illegal connections. To achieve the goal of increasing energy efficiency in the water sector, a multi-pronged approach has been taken, involving the following steps:

- Rehabilitation or replacement of inefficient facilities
- Restructuring of the water supply network to increase operational efficiency
- Reduction of the overall demand for potable water by reducing losses
- Improvement of water operations through training measures and operational strengthening

When defining possible energy efficiency measures that could be introduced, careful consideration was given to the mountainous terrain of the project location. By taking advantage of the differences in elevation in the project area, the force of gravity can be used to supply customers in the area with water, thus reducing the amount of energy required to pump water to the various elevations.

As part of a joint venture, ILF has been involved in all phases of this project – from the conceptual study, to the detailed design and provision of construction supervision services.



“Making and documenting corporate progress towards sustainability is consistent with our mission to support the implementation of the UN’s Sustainable Development Goals such as Clean Water and Sanitation (SDG 6). The report thus further underlines our sincere commitment to responsibly improving quality of life.”

Werner Redtenbacher,
Business Group Director Water & Environment

TRANSPORTATION & URBAN SPACES

We are enhancing mobility and urban spaces! ILF is focused on multimodal and connected mobility, as well as on society-oriented building and infrastructure design that optimizes the use of resources. We are hereby able to protect valuable rural areas and create urban structures that meet the needs of tomorrow.

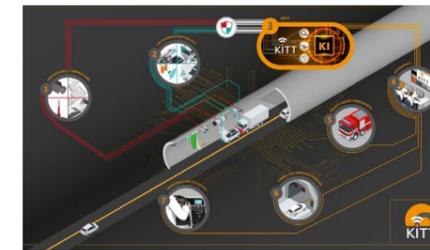
Airports | Buildings | Railways | Roads | Ski Resorts | Structures | Tunnels & Caverns | Urban Development | Urban Transportation

WHAT WE DO



RISK AND RESILIENCE RESEARCH IN THE ROAD SECTOR

Innovations resulting from Research & Development (R&D) play a vital role in ILF's ongoing efforts to pursue its corporate vision to be a leader in improving the quality of life around the globe as well as to continuously strive for engineering excellence. The combination of Cooperative Intelligent Transport Systems (C-ITS) technology and Artificial Intelligence (AI) in the context of communication between digital road infrastructure and vehicles offers huge opportunities for enhanced road operations, and is a good example of ILF's ongoing R&D contributions.



With the aim of making our roads safer, but also due to the developments in autonomous driving, there is a need for making communication between digital road infrastructure and vehicles possible. This will increasingly involve the use of C-ITS.

Currently, only a small percentage of vehicles is equipped with C-ITS technology, but in the future it is expected that C-ITS technology will become part of the standard equipment in vehicles. On the one hand, up-to-date information is continuously sent from the vehicles. On the other hand, vehicle users receive early warnings about events such as accidents directly inside their vehicle so that they can immediately react to traffic disruptions.

In order to be able to deal with the rapidly growing amounts of data collected during ongoing tunnel operation in a targeted manner, the use of AI is an essential step towards providing

assistance to tunnel operators, who already have a high workload. AI facilitates quicker and more reliable recognition of hazardous situations in tunnels and anomalies in IT security. Moreover, it provides tunnel operators with clear recommendations for action and thereby helps to avoid or better manage events such as accidents.

Building on ILF's extensive experience of performing risk analyses in road tunnels, not least using ILF's own (self-developed) quantitative tunnel risk model (TuRisMo), a significant improvement of existing methods is taking place by using C-ITS technology. By collecting actual data (traffic volume, average speed, etc.) practically in real time, the safety situation can be assessed more comprehensively. Tunnel operators can therefore enforce targeted measures to optimize tunnel operation – such as speed restrictions to lower the risk of accidents.



“Continuous innovation is key to the transition to safe, reliable and climate-resilient mobility.”

Bernhard Kohl,
Business Group Director Transportation & Urban Spaces

RESOURCES & SUSTAINABLE INDUSTRY

We are optimizing production processes! ILF uses the expertise gained from successful oil and gas projects to reduce emissions and increase efficiency across all sectors. In doing so, we are following the path towards a carbon-free circular economy in order to ensure a good quality of life for future generations.



Carbon Management | Fuels & Chemicals | Industrial | LNG | Mining | Pipelines | Refining | Tank Farms & Terminals | Underground Storage | Upstream



WHAT WE DO



ELIMINATING FLARING AT THE WAFRA JOINT OPERATIONS FACILITY IN KUWAIT

Approximately 140 billion cubic meters of natural gas are burned annually in thousands of gas flares at oil production sites around the world – an inefficient waste of resources that results in more than 300 million tons of CO₂ being emitted directly into the atmosphere.



The Kuwait Environmental Public Authority (KEPA) has issued a new regulation requiring gas flaring to be reduced to less than 5% of the volume of gas produced at the Wafra Oil Field, managed by Wafra Joint Operations (WJO). WJO has appointed ILF Consulting Engineers to carry out the FEED and detailed design for the Recovered Flare Gas Gathering Network at the Wafra facilities.

To comply with the new regulations, the proposed solution to reduce gas flaring includes the collection of high-pressure separator gas and low-pressure recovered gas from tanks at 13 sub-centers and other processing facilities across the WJO field. The collected low-pressure

gas from the shipping tanks will be sent through vapor recovery units to be pressurized and further passed through gas gathering pipelines. All the recovered gas from the project facilities will be gathered, through a network of gas gathering pipelines, at a central gas gathering plant.

The elimination of flaring at the WJO field will greatly improve air quality and significantly reduce methane emissions, ensuring compliance with WJO's shareholder standards and this new KEPA regulation. Moreover, a reduction of 358 tons of CO₂ emissions per hour can be achieved through our engineering.



“Our entire team is fully committed to contributing to a fast reduction of greenhouse gas emissions through our projects. The oil, gas and chemical industry has a special role to play, not only by reducing methane emissions, but also by driving innovation. Not losing sight of supplying emerging countries with affordable and clean energy to enable sustainable and self-sufficient development of their societies is a permanent goal of ILF.”

Christian Heinz,
Business Group Director Resources and Sustainable Industry



STRATEGY 2026



4

VISION

Our vision at ILF is to be **“a leader in improving quality of life around the globe”**. This desire to contribute to a better future drives us and is the reason why we truly believe in the work we do.

STRATEGY 2026

We have updated our corporate strategy in 2021 based on extensive quantitative and qualitative market data, and have formulated this updated strategy in anticipation of global trends such as increased climate action to fight climate change, the energy transition, changing mobility patterns, the shift towards smart living, the development and expansion of a circular economy and the acceleration of digitalization. The Sustainable Development Goals (SDGs) also served as a valuable basis for orientation and for further improvement during this process.

The ILF Group Strategy 2026 is built on the understanding that our diversification regarding services, business areas and regions has served us well in the past and has made our business model resilient. We consequently continue to provide engineering services and significantly expand our

management consulting as well as project management services within the business areas (industry sectors) in which we operate.

A main focus for expanding our service portfolio is to increase and further extend our provision of digital twins so that projects can be modeled in their entirety in a digital and virtual environment. A second strong focus comprises the provision of services related to climate change mitigation and includes carbon footprint assessment among many other services. We are furthermore fully dedicated to expanding our involvement in the pursuit of a circular economy.

With regard to our regional targets, we are particularly concentrating on further penetration of existing markets rather than on the development of new markets.



Similar to other start-up engineering companies, the corporate culture at ILF in the early years was strongly impacted by two wholehearted engineers and our company founders, Mr. Pius Lässer and Mr. Adolf Feizlmayr.



VALUES AND CULTURE

5

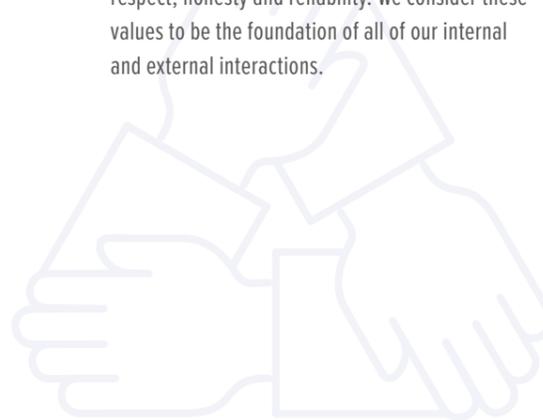
VALUES

Despite the ILF Group having significantly grown over time, we still see ourselves as a family business with a strong focus on our core values of fairness, respect, honesty and reliability. We consider these values to be the foundation of all of our internal and external interactions.

CULTURE

As the leadership of the ILF Group is now in its next generation and has expanded into a multitude of new regions, we have outlined our understanding of the value-based leadership in the ILF Leadership Principles. These are implemented by all ILF leaders in all offices and all geographies. By adhering to these principles, our leaders have a significant impact on shaping our corporate culture. As a family business, it is no surprise that our ILF culture has lots of similarities to those of families all around the globe.

We really care for each other!



Leadership Conference



SUSTAINABILITY AT ILF

6



ILF supports the Sustainable Development Goals



“We are in a critical phase. Effecting a systematic change for a sustainable planet is a task that is in our hands, and one we have to accomplish. For this, the next decade will be crucial!”

Matthias Huttenlau, Sustainability Coordinator of the ILF Group



We at ILF see it as our corporate responsibility to actively contribute to a more sustainable planet through sustainable development. We are constantly seeking to improve internally as part of our organizational transformation process, and externally in our interactions with our clients and partners. Our desire to do so stems from us wanting to be a role model and multiplier for improving the quality of life around the globe.

In order to fully accept and fulfil this responsibility, we are using the United Nations Sustainable Development Goals (SDGs) as well as megatrends as the guiding principles for our

Strategy 2026. The SDGs provide the conceptual framework for our active participation in business transformation and for our endeavor to create a more livable and sustainable future for present and future generations.

We consider innovation to be key and the driving force for sustainable development, which is why the provision of innovative solutions forms a pivotal part of our service portfolio and our **sustainability policy**. Our Net Zero Roadmap also commits us to becoming "Net Zero" by 2040.

SUSTAINABLE SOLUTIONS AND SERVICES

By aligning our business agenda with the SDGs, we are able to maximize our contribution to sustainable development within the vast majority of our projects. The solutions which we currently deliver are coherent with the following goals:



INTERNAL RESPONSIBILITIES

ILF has its own Sustainability Group headed by a Sustainability Leader at ILF Group level who directly reports to the CEO and Group Management Board (GMB). This Sustainability Group is not only responsible for holistic data analysis and sustainability reporting, but also initiates and coordinates sustainability initiatives within the ILF Group and ensures ongoing communication and awareness among all ILF-ers. Sustainability Officers in each individual ILF company then form the interface between Group level and the individual offices.



KLIMA BÜNDNIS ÖSTERREICH

LOCAL OFFICES

Many of our offices are developing and pursuing their own local sustainability goals and initiatives. One exemplarily initiative is being undertaken by the ILF office in Rum near Innsbruck, Austria. Having become a member of the "Climate Alliance Tyrol" (Klimabündnis Tirol), the office in Rum has agreed on specific climate targets that ILF will implement over the next few years. Becoming a Climate Alliance Partner Company meant undergoing an analysis and assessment of our sustainability performance based on various climate and sustainability indicators. These showed our strengths and weaknesses in terms of sustainability, and have enabled us to develop a roadmap, together with

the Climate Alliance, which details the measures that we shall take to alter our mobility behavior (in support of the transition to carbon-neutral mobility), increase energy efficiency in our business operations, steer our project procurement decisions in the direction of more sustainable projects, and improve our waste management, amongst others.

ENGINEERS WITHOUT BORDERS

Engineers without Borders is a non-profit association that focuses on technical development cooperation. Since 2017, ILF, along with a number of ILF-ers who volunteer their time and services, has been supporting this association, making a valuable contribution to enhancing the environment in which we live. By providing technical assistance, our engineers and experts are actively involved in various projects around the world that create long-term social added value for disadvantaged communities.



Engineers without Borders Austria: "photographed in Tshumbe (DR Congo)"

SUSTAINABLY EVOLVING OUR COMPANY

Every single ILF-er plays an important role in the sustainable development of our company. All ILF-ers together are the heart of our company and form the fundamental foundation for successful business transformation towards a more sustainable company, as well as for sustainable business development. The continuous process of integrating the following SDGs into our corporate culture and encouraging each other to play an active role in shaping this culture facilitates the sustainable development and evolution of the ILF Group in the long term.





In the matrix below, the results of the responses given by ILF employees and our external stakeholders, as well as the responses given by ILF management, have been plotted against each other. The topics rated highest both by our employees/external stakeholders and ILF management were selected as our "material topics" as per GRI standards. These are highlighted below.



OUR MATERIAL TOPICS

What does sustainability mean for ILF? How do we define sustainable development and facilitate this within our business activities? What are the material topics for the ILF Group and where do our activities have the greatest impact?

We not only asked ourselves these questions, but also asked our global stakeholders and partners for their opinions as part of an online survey – the results of which have been looked at in detail in our materiality analysis. On the one hand the survey invited all ILF employees (ILF's internal stakeholders), along with our external stakeholders, such as our clients, business partners, international organizations and international financing institutions, to rank a number of environmental, social, economic and governance topics according to their importance for ILF. On the other hand the survey asked ILF management to evaluate the relevance of the same topics for ILF's business in light of current main topics and future challenges.

The topics used in the survey were derived from both the *Inventory of Business Indicators* – developed by the Global Reporting Initiative (GRI), the UN Global Compact and the World Business Council for Sustainable Development (the WBCSD) as part of the SDG Compass – and the GRI's *Linking the SDGs and the GRI Standards* reporting tool.

Despite the survey participants having the option to rank these topics into 4 different levels of importance (or relevance, depending on which participant was responding to the survey) – between *not at all important (0)* and *extremely important (4)* – the results of the survey showed that the participants see the level of importance of all of the topics as being between *somewhat important (2)* and *extremely important (4)*.



ENVIRONMENTAL TOPICS

- 1 Ecosystems & Biodiversity
- 2 Air Quality
- 3 Water Consumption
- 4 Wastewater & Waste
- 5 Carbon Footprint
- 6 Energy Consumption & Efficiency

SOCIAL TOPICS

- 1 Accessibility
- 2 Stakeholder Participation
- 3 Labor Rights & Standards
- 4 Human Rights & Anti-Slavery
- 5 Capacity Building (local/regional)
- 6 Salaries & Benefits
- 7 Training & CPD
- 8 Equality, Diversity & Inclusion (Additional Topic)
- 9 Employment & Working Conditions
- 10 Health & Safety

ECONOMIC TOPICS

- 1 Research & Development
- 2 Independence
- 3 ICT Infrastructure
- 4 Economic Performance
- 5 Business Diversification
- 6 Digitalization

GOVERNANCE TOPICS

- 1 Procurement & Purchasing
- 2 Privacy & Data Protection
- 3 Management & Transparency
- 4 Anti-Corruption and Bribery
- 5 Legal Compliance

As the topic **Equality, Diversity & Inclusion** is directly related to *Respect* – one of our core values at ILF – we decided to also include this topic as an additional topic.

Our focus within the next few chapters of this report is on providing more detailed information on ILF's current standing in relation to these material topics. To do this, we have defined a number of different **Sustainable Development Indicators**

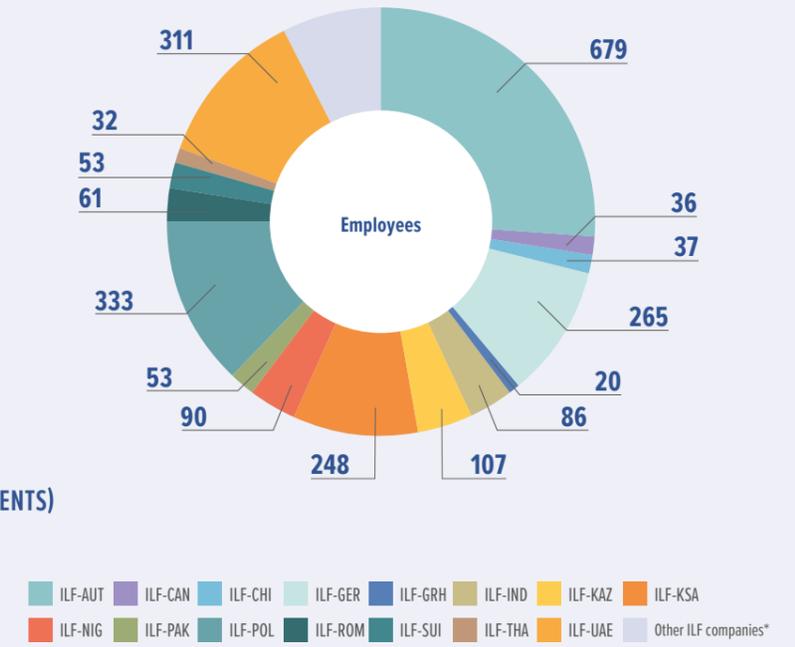
(SDIs) – the equivalent to Key Performance Indicators for sustainability (e.g. related to the amount of emissions caused by our business operations) – in an attempt to measure ILF's sustainability performance with respect to each of these material topics.

The results of these measurements form the basis for defining which actions we shall take in the future with respect to sustainably evolving the ILF Group.

REPORTING COMPANIES 2022



» TOTAL: APPROX. 2,600 EMPLOYEES (FULL-TIME EQUIVALENTS)



*not included in the quantitative assessment



GENERAL APPROACH TO REPORTING

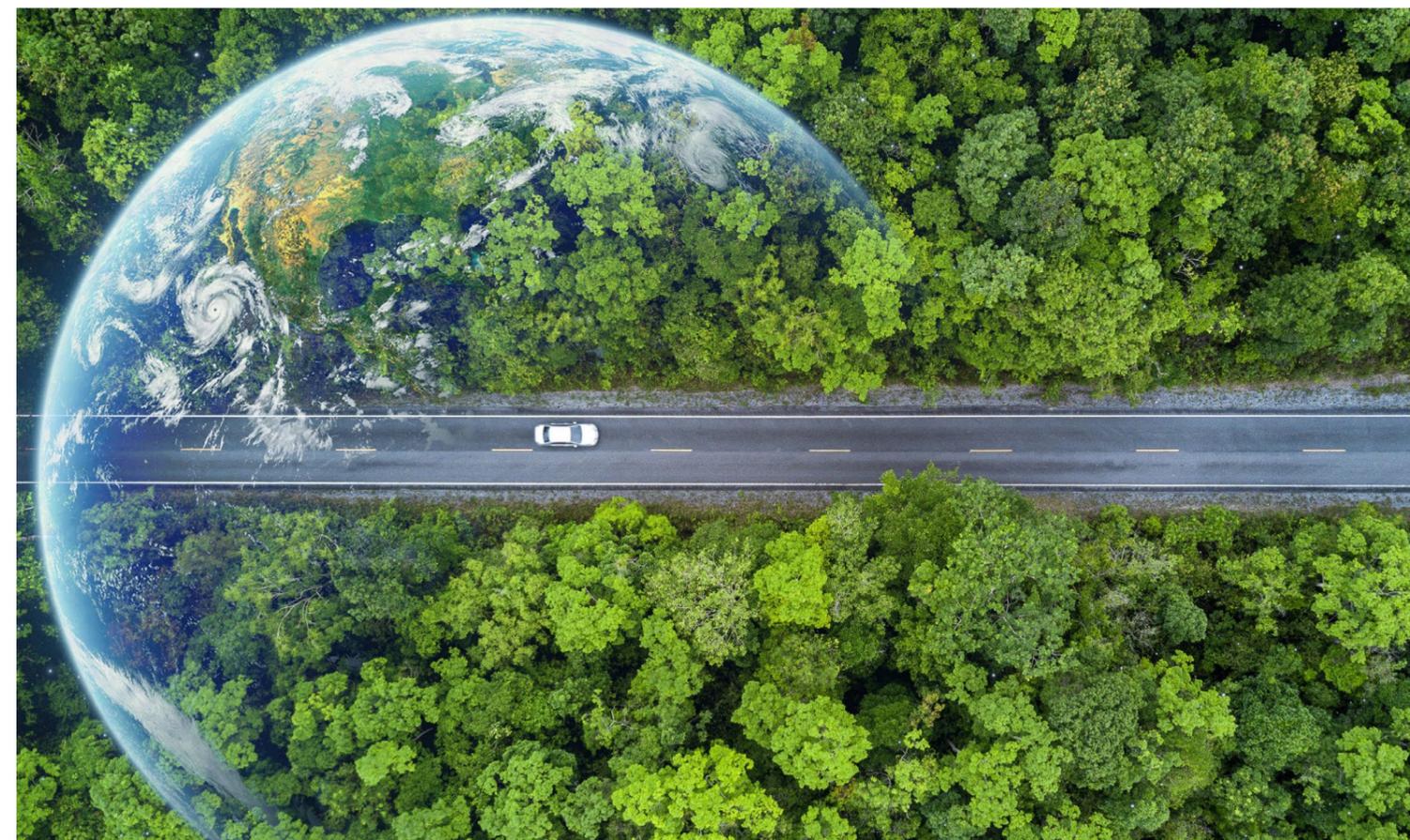
The different approaches to reporting on material topics include quantitative, semi-quantitative and descriptive approaches. Wherever possible, we have used quantitative measurable SDIs to report on our material topics.

In addition to using quantitative measurable SDIs to report on material topics for our reporting companies, we have also used descriptive social-, economic- and governance-related SDIs to give a generalized report on the entire ILF Group.

ILF COMPANIES INCLUDED IN THE QUANTITATIVE ASSESSMENT

In this report, we are reporting on the 15 regional companies of the ILF Group that have more than 30 employees. These companies are shown in the figure above. Approximately 90% of all ILF employees work in these companies, generating 93% of ILF's revenue.

In the following chapters, we subsequently present the results of the data collected for each material topic. In this year's report, we also present our short- to long-term emission reduction targets. Based on our findings, we are currently defining and developing concrete measures to strengthen our corporate sustainability and, more importantly, to become "Net Zero" by 2040.





ENVIRONMENTAL SUSTAINABILITY

To be able to assess ILF's impact on the environment and our corporate contribution to climate change, knowledge of our carbon footprint and our current greenhouse gas emissions (GHG emissions), as well as our waste production, is necessary. For this year's report, we have increased the number of reporting companies to a total of 15 (compared to 6 in the previous year), and have used climate-relevant emission data collected during 2022 as the basis for analyzing the environmental topics.

In September 2022, ILF decided that all companies of the ILF Group shall commit to achieving the ambitious target of becoming 'Net Zero' by 2040, in line with the Science Based Target Initiative. Becoming "Net Zero" first and foremost means reducing, reducing and (once again!) reducing emissions. By 2030, we aim to reduce our Scope 1 and Scope 2 emissions by 50%, and our Scope 3 emissions by 40%. By 2040, we aim to reduce our overall emissions by at least 90%, and to offset no more than 10% of our remaining, unavoidable emissions.

To provide a representative reference base for our target to become "Net Zero" by 2040, we have set 2022 as the reference year. Having increased the number of companies participating

in reporting this year, the data we have collected for this report, and thus our calculated carbon footprint for 2022 are representative of almost the entire ILF Group (covering 90% of all ILF employees).

Reporting on the environmental topics has facilitated identification of GHG reduction opportunities for ILF, which in turn has helped us to set effective strategies and measures to reduce our emissions by 2040. These are listed in the text boxes with the heading "Further improving our sustainability" in each of the following sub-chapters.



CARBON FOOTPRINT



In order to fully understand and disclose our carbon footprint, but also to establish the basis for strategic reduction measures, we have determined all of the relevant emissions from our business activities for the year 2022. Included are all companies of the ILF Group with more than 30 employees (referred to in the following as the "reporting companies").

These emissions include (as per the GHG Protocol):

SCOPE 1: Direct emissions resulting from heating our company facilities and from the combustion of fossil fuels by our company car fleet

SCOPE 2: Indirect emissions resulting from the generation of purchased or acquired electricity and heat

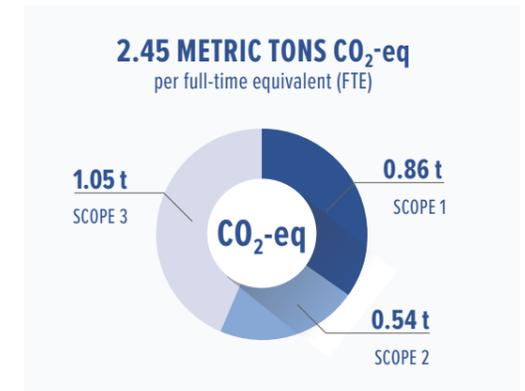
SCOPE 3: Further emissions arising from business travel and employee commuting

Our dataset considers relevant greenhouse gases (namely carbon dioxide, methane and nitrous oxide) according to the *Greenhouse Gas Protocol Corporate Standard*.

Emissions have been calculated by multiplying the *activity data* (e.g. liters of purchased diesel/gasoline for the ILF car fleet) with the respective emission factor and are expressed as carbon dioxide equivalents per full-time equivalent (CO₂-eq per FTE). Whenever possible, we used market-based emission factors for the calculations, otherwise location-based emission factors were used.

GREENHOUSE GAS EMISSIONS

In 2022, we emitted 2.45 metric tons of CO₂-eq per FTE through our business operations. A comparison of this amount with our carbon footprint in 2021 shows a decrease in the amount of 0.02 metric tons of CO₂-eq per FTE.



Looking more closely at the total Scope 1 and Scope 3 emissions, a significant shift can be observed between 2021 and 2022. Scope 1 emissions were significantly higher in 2021, at 1.13 metric tons of CO₂-eq per FTE, compared to 2022, when Scope 1 emissions decreased to a value of 0.86 metric tons of CO₂-eq per FTE. At the same time, Scope 3 emissions increased to a value of 1.05 metric tons of CO₂-eq per FTE in 2022, compared to a value of 0.87 metric tons of CO₂-eq per FTE in 2021.

This shift is the result of several factors. The total number of company vehicles, as well as the amount of fuel purchased, has not increased linearly with the increasing number of FTEs. At the same time, the amount of fuel purchased for rental cars has increased significantly.

Furthermore, when comparing the 2021 data for the six reporting companies with the 2022 data for the same six countries only, total Scope 1 emissions decreased from 1.13 metric tons of CO₂-eq per FTE in 2021 to 0.99 tons of CO₂-eq per FTE in 2022, as a result of emission reductions from both emission sources (company vehicles and stationary combustion). *See table on the next page*

The increase in Scope 3 emissions (observed when comparing both the data for all 15 reporting companies and the data only for the six reporting countries from last year) is on the one hand a result of the increase in business travel by aircraft in 2022. On the other hand, as our ILF office in Chile only uses rental cars from for

site supervision, the emissions resulting from the use of rental cars per FTE increased in 2022.

The following table shows a comparison of the emissions per FTE from the six companies reported on in 2021 and those from the 15 companies reported on this year.

ILF's Climate Relevant Greenhouse Gas Emissions 2021–2022

EMISSION SOURCE	2021***	2022****	
	CO ₂ -eq [t] / FTE	CO ₂ -eq [t] / FTE	
 SCOPE 1 Direct emissions	Business travel in company vehicles	1.02	0.78
	Heating with natural gas	0.11	0.08
 SCOPE 2 Indirect emissions	Electricity (market-based) *	0.34	0.43
	Electricity (location-based)**	0.44	0.57
	Refrigerants	n.a.	0.00
	Purchased heat	0.13	0.10
	Purchased cooling	n.a.	0.01
 SCOPE 3 Further emissions	Business travel – rail	0.00	0.00
	Business travel – aircraft	0.25	0.34
	Business travel – rental cars	0.01	0.09
	Employee commuting	0.60	0.62
Total emissions CO₂-eq [t]/FTE	2.47	2.45	

* Emissions related to the use of electricity; calculated using the market-based emission factors whenever possible. If no market-based emission factors were available, grid emission factors were used.
 ** Emissions related to the use of electricity; calculated using the location-based emission factors.
 *** Reporting companies 2021: AUT, GER, POL, SUI, KSA, UAE
 **** Reporting companies 2022: AUT, CAN, CHI, GER, GRH, IND, KAZ, KSA, NIG, PAK, POL, ROU, SUI, THA, UAE

TOP 3 SOURCES OF EMISSIONS

As a globally operating engineering and consulting firm, it is in some ways in the nature of things that two of our top 3 sources of emissions – both relative to FTE and in absolute numbers – are currently in the area of mobility.

Our top 3 sources of emissions include business travel in ILF's company vehicles (our Top 1 Emission Source), employee commuting (our Top 2 Emission Source), and our emissions resulting from electricity consumption at our office locations (our Top 3 Emission Source).

In contrast to 2022, business travel by aircraft is no longer one of our main emission sources.

In pursuit of our target to become "Net Zero" by 2040, we have, in a first step, defined general strategies and measures to reduce our emissions. The general strategies and measures to reduce our emissions from our main emission sources are highlighted in the text boxes with the heading "Further improving our sustainability" on the following pages.



Further improving our sustainability

- Replace physical meetings with virtual meetings – when possible
- Travel by public transport instead of taking short haul flights (<~ 500 km) – where possible
- Transition to electric vehicles (regional adaptations)

SCOPE 1
Direct
emissions



TOP 1 Emission Source

Business Travel in Company Vehicles



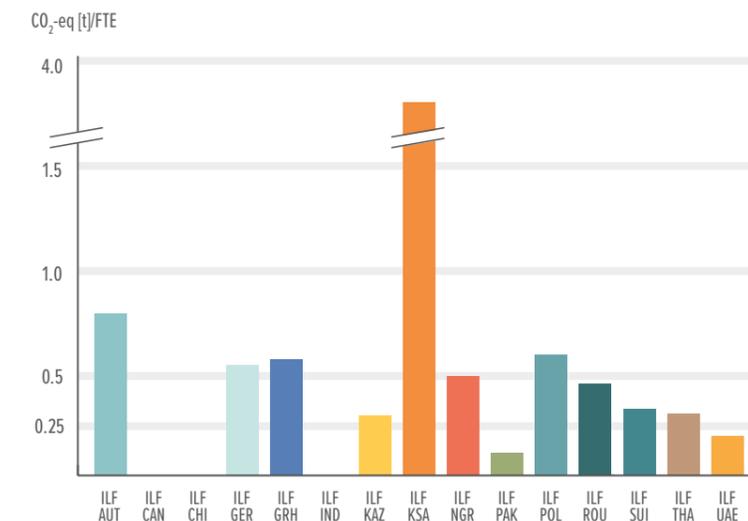
706,603 l
Total fuel consumption
(l of diesel/petrol) for company vehicles



3926
bath tubs

Emissions – Business Travel in Company Vehicles 0.78 CO₂-eq [t]/FTE

Emissions in CO₂-eq [t] per FTE from business travel in company vehicles



The comparatively very high amount of company vehicle emissions per FTE generated by ILF-KSA is related to the nature of the services that we provide in Saudi Arabia, which are strongly focused on construction supervision, often in remote areas far away from our office locations. As a consequence, the share of employees using a company vehicle is also much higher in Saudi Arabia than in ILF's other countries of operation. Both of these factors play a key role in the significantly higher amount of company vehicle emissions produced by our office in Saudi Arabia.

Nevertheless, a comparison of company vehicle emissions data for ILF-KSA only for the years 2021 and 2022 shows a decrease in emissions of 1.67 metric tons of CO₂-eq per FTE. This massive reduction in 2022 can be explained by a significant increase in the number of staff working in ILF offices, which reduces the percentage of site staff who travel a lot in company cars. In contrast, our office locations in ILF-CAN, ILF-CHI and ILF-IND do not own any company vehicles.



Further improving our sustainability

- Increase the number of remote working days
- Incentivize the use of public means of transport, cycling or walking to work – where possible
- Promote carpooling / carsharing

SCOPE 3 Further emissions



Further improving our sustainability

- Switch to green energy contracts
- Reduce energy consumption

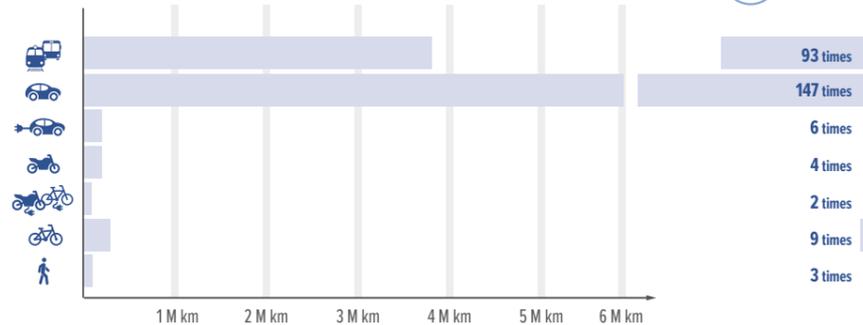
SCOPE 2 Indirect emissions



EMPLOYEE COMMUTING

To determine our footprint from employee commuting we conducted a survey among the ILF employees working at each of the reporting companies. The obtained data have been

extrapolated to the total number of employees and then converted into full-time equivalents (FTEs).



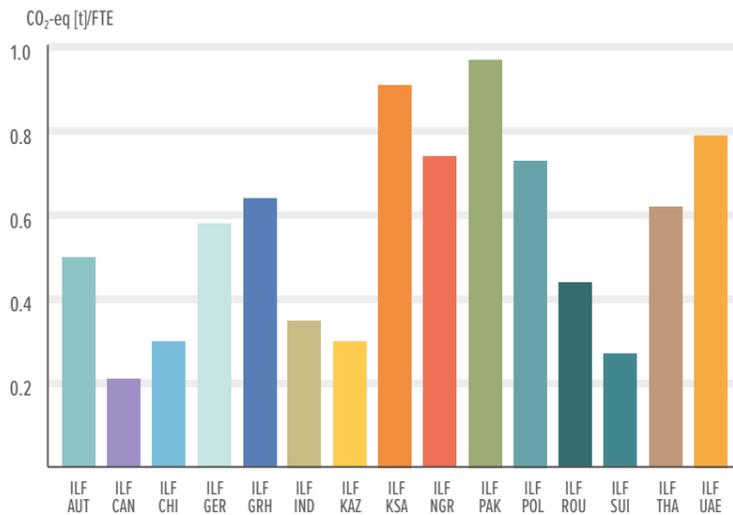
TOP 2 Emission Source

Employee Commuting 2022

Kilometers commuted per year (M = millions). Distances have been calculated by extrapolating distances resulting from the online survey.

Emissions – Employee Commuting 2022

0.62 CO₂-eq [t]/FTE

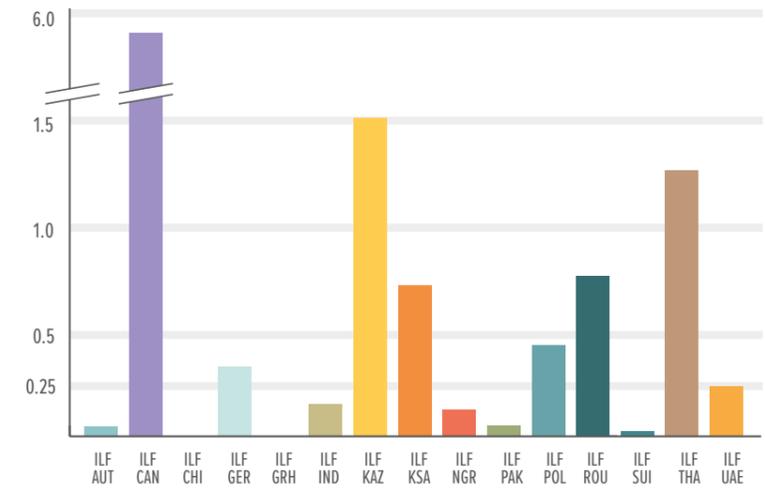


TOP 3 Emission Source

Emissions – Electricity Consumption at Office Locations

0.43 CO₂-eq [t]/FTE

CO₂-eq [t]/FTE



Our office in Canada, located in Calgary (Province of Alberta), has very high emissions resulting from the electricity consumption per FTE compared to all other countries of operation considered in this report. This can be explained by the location of the office itself and the greenhouse gas intensity of Alberta's electricity grid. In 2022, ILF-CAN made the strategic decision to rent a relatively large amount of office space for the coming years, signing a space-based rental agreement for the office building in downtown Calgary. This decision was made due to the office's proximity to clients and

its very good access to the public transport network. The combination of the current contractually agreed high electricity demand and the very high greenhouse gas intensity of the electricity grid is a specific circumstance in the Canadian province of Alberta.

Emissions resulting from the electricity consumption at our office locations in Kazakhstan and Thailand are also comparatively higher than at the other ILF office locations, as electricity generation in these two countries is heavily reliant on coal and gas.

ENERGY CONSUMPTION



Further improving our sustainability

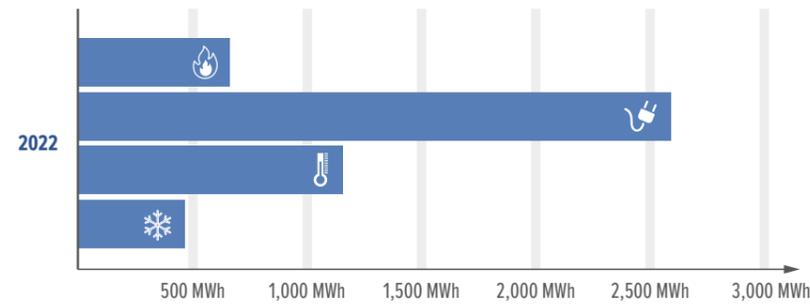
- Shift to **zero/low-carbon energy** sources for heating and cooling
- Switch to **green energy contracts**
- Reduce energy consumption by **replacing energy-intensive equipment**

Our overall energy consumption for all of the facilities at the reporting companies mainly includes natural gas for heating, electricity to supply office locations and a (currently minor) portion of our electric car fleets, and purchased heat and cooling.

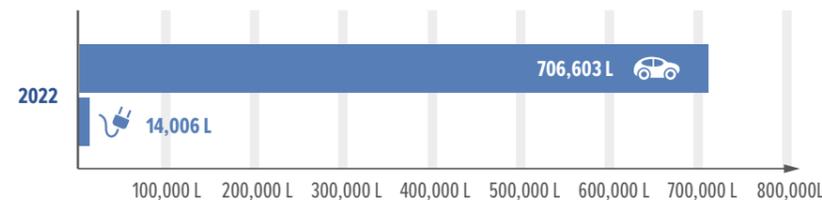
Whereas at our European office locations, a lot of energy consumption is related to heating (especially natural gas used for combustion in in-house boilers and district heating), in our offices in the Middle East, Asia, South America and Africa, cooling (instead of heating) is very energy intensive.

At our offices in Rum, Austria, and in Munich, Germany, we have installed photovoltaic systems. Several office locations have also already signed contracts with green energy suppliers. In pursuit of our target to become "Net Zero" by 2040, switching existing energy contracts to contracts with green energy suppliers (where available) is one of our planned measures for the upcoming years. Moreover, and actually more importantly, we aim to reduce our energy consumption by shifting to zero/low-carbon energy sources for heating and cooling.

Purchased Energy



Fuel Consumption



WASTE PRODUCTION AND WATER CONSUMPTION



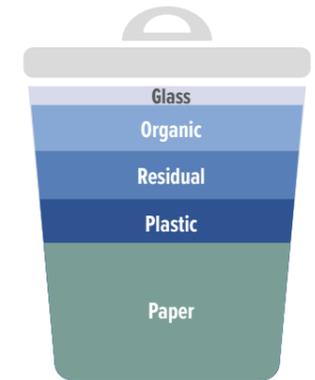
Further improving our sustainability

- Raise employee awareness of **responsible water use and waste reduction and separation**
- **Reduce** the number of **hard copies** that are printed by increasing utilization of digital work documents
- Further **reduce plastic waste**

In the course of our business activities, the main portion of our generated waste is paper. By making all of our work processes digital and avoiding printing wherever possible, we are reducing paper waste as far as possible. Other than paper, our main sources of waste are residual waste, lightweight packaging and organic waste – all of which can be traced back to our own individual daily food and drink consumption and the purchase of office materials and IT hardware.

All office locations separate their waste in accordance with local legal requirements and use recycling options where available. In all companies of the ILF Group, electrical devices, and in particular IT hardware, are also put through a second life cycle, if possible. Should this not be possible, the electrical devices are disposed of correctly and properly.

In the normal course of business operations, we use tap water for drinking, cooking, for sanitary facilities and watering our green areas. In our offices in the Middle East, tap water is mainly used for sanitary facilities and ritual washing, as well as for watering indoor plants in the office buildings. Except for the water consumed as drinking water and for irrigation, the remaining tap water also ultimately becomes wastewater.



Waste produced at the reporting companies (shown as a proportion of all of the waste produced)



“At ILF-KAZ we have implemented a waste segregation campaign with external support. This has involved training Almaty staff in correct waste segregation and installing a number of waste containers for recyclable materials. In the first six months of the campaign, 206 kg of waste has been sent for recycling, saving 3.4 trees, 206 watts of electricity and 4121 liters of water, thus emphasizing our company’s commitment to sustainability and responsible waste management.”

Dana Konyssova,
ILF-KAZ

WASTEWATER

Even though wastewater is one of the indicators which we have used to report on our material topics, we only generate a very small amount of wastewater through our business operations. Contrary to this, the relevance of urban water management in our engineering and consulting services is not only considerable but also obvious. This is where – through innovative and sustainable services, among others in the area of wastewater collection and treatment – we make much more of a contribution to strengthening the sustainability of our clients and the societies benefiting from infrastructure projects within the meaning of SDG 6.

SOCIAL SUSTAINABILITY

8

Diversity is a natural and appreciated consequence of our office locations being spread around the world. At ILF, we strongly believe in creating and maintaining a working environment in which all ILF colleagues feel respected and appreciated, and can make a contribution, personally develop and excel.



“Our employees are an asset to ILF.”

Ines Stubenböck,
HR Coordinator of the ILF Group

Approximately 90% of all ILF staff worldwide are represented in this report for 2022. As well as there being different national legislative frameworks in each of the countries in which the reporting companies are located, the teams in each of these companies also have varying compositions with respect to contractual aspects, gender and age.

	2020*	2021*	2022**
TOTAL NUMBER OF ILF EMPLOYEES	1788	1804	2411
GENDER %			
Female	27%	28%	30%
Male	73%	72%	70%
Diverse	0%	0%	0%
AGE %			
< 30 Years	22%	23%	22%
31 - 50 Years	59%	59%	62%
> 50 Years	19%	18%	16%
CONTRACT			
Permanent	86%	88%	91%
Temporary	14%	12%	9%
Full-Time	90%	88%	88%
Part-Time	10%	12%	12%
HIRES AND TURNOVER			
Hired Staff	331	335	595
Staff Turnover	318	326	410

* Reporting companies 2020 and 2021: AUT, GER, POL, SUI, KSA, UAE

** Reporting companies 2022: AUT, CAN, CHI, GER, GRH, IND, KAZ, KSA, NIG, PAK, POL, ROU, SUI, THA, UAE

ILF'S EMPLOYMENT STRUCTURE

Most ILF employees have a permanent, full-time contract. The average share of female employees in the reporting companies was 30% in 2022. Age-wise, most employees are between 31 and 50 years old. In 2022, the number of hired staff greatly exceeded staff turnover.

A detailed interpretation of this data, and the associated measures for further improving our sustainability are presented in the following chapters.

EMPLOYMENT AND WORKING CONDITIONS

Different working environments, socio-cultural backgrounds and legal frameworks in the respective countries shape our employment and working conditions. Furthermore, the increased frequency of remote working, and new, recently adopted, forms of communication and hybrid working models are impacting the way we work today. ILF has successfully adapted to the individual needs and preferences at each office location, as well as to local laws and regulations in our different countries of operation.

It is important for us that all ILF employees are able to grow, both professionally and personally, and make full use of their potential. Overarching leadership principles are therefore defined at Group level so that we can maintain maximum stability in employment and working conditions at ILF, and overcome current and future challenges together. Based on these principles, our leadership teams in the individual ILF companies define actions to be taken, which are adapted to local needs.

The Group Management Board, together with the HR Coordinator of the ILF Group and managers of the local companies, is responsible for the effectiveness of any such actions.

Further improving our sustainability

- Continue to **grow an ILF culture** based on values and leadership principles
- Foster **long-term relationships** with our employees
- Provide opportunities for the **personal and professional advancement** of each employee
- Encourage employees to see themselves as **ILF ambassadors**
- Offer **flexible and hybrid working conditions** – where possible

During 2022, ILF launched a comprehensive initiative to become an Employer of Choice. This involves exploring ways to retain our valued employees and attract qualified new talents who are ready and willing to align with and help us achieve our company's sustainability goals. We are consequently taking a number of measures to encourage current and future employees to take pride in their work and enjoy working for the company and with the people around them. ILF's leaders are highly aware of the importance of taking these measures and have committed to investing resources in this important initiative to further develop the company in the coming years.

- Fully embrace the ONE ILF spirit
- Work towards achieving Sustainable "Employer of Choice" status
- Live our values and experience the corresponding culture
- Increase sustainability awareness within individual ILF companies
- Accommodate individual needs and preferences through flexible and hybrid working conditions – where possible





LEADERSHIP EXCELLENCE PROGRAM

We want to actively prepare, develop and provide the best possible support for our leaders of tomorrow. Our "ILF Leadership Excellence Program" promotes the development of future leaders and executives throughout the ILF Group. The goal is to identify high potentials for future leadership positions, prepare them for upcoming responsibilities, strengthen their skills, and connect participants in the program with ILF executives on an international level to embrace the ONE ILF spirit. The steps taken as part of this multi-year high-potential program are highly individualized, and participants are closely accompanied by a member of the Group Management Board, who acts as their mentor.

"I am grateful for the opportunity to get to know many international ILF colleagues and a variety of interesting projects. It would be a missed opportunity not to take advantage of ILF's global presence and get to know the international working world through the ITP."



Daniel Kratschmayer, ILF-AUT



ILF ACADEMY

We attach great importance to talent development. To support our personal and professional development, ILF offers a wide range of training courses under the umbrella of the "ILF Academy". A wide variety of topics are covered by the ILF Academy, ranging from communication, soft skills, project management, leadership and resilience to travel safety and intercultural issues. The content of the courses can be tailored to meet the specific requirements of individual teams. We actively encourage all ILF-ers to take part in these ILF Academy trainings. In addition, all members of staff also have the opportunity to attend other external trainings, according to their individual needs.

ILF'S INTERNATIONAL TRAINEE PROGRAM

Our International Trainee Program (ITP) is a unique opportunity for talented young individuals to embark on a transformative journey of professional development and cultural exchange. Each year, 12 exceptional trainees are hosted at different offices around the world, helping us to maintain a vibrant and diverse sense of community at our individual office locations.

At the core of our program are four challenging assignments, each spanning a duration of one month. These assignments have been carefully designed to provide the trainees with a comprehensive and immersive experience within our organization. Through hands-on involvement and collaboration with our experts, they can tackle real-world projects, gain valuable industry insights, and develop crucial skills that will advance their careers.

Most ILF Academy training events take place virtually. In this way, we avoid unnecessary travel and save resources, and at the same time enable all employees to participate, no matter where they are located. Our experienced internal and external trainers conduct the training courses in an interactive and varied way. Through discussions and group work, we also aim to facilitate and encourage exchange and networking among colleagues – all in the spirit of the ONE ILF idea.

In addition to professional development, our program places equal emphasis on fostering cross-cultural relationships. We firmly believe that diversity fuels innovation, and this program serves as a melting pot of cultures, ideas and perspectives. By working with trainees from various offices, a rich cultural exchange takes place that broadens horizons and fosters a global mindset that is indispensable in today's interconnected world.



"As the Coordinator of the ILF Academy, I am delighted by every new face that attends our various training courses – but I am especially pleased when I am able to welcome back our "regulars". This is the best reward for our efforts to offer interesting events that help our colleagues to develop both professionally and personally."

Elisabeth Huber, ILF Academy Coordinator



ILF's Part-Time Employees

	2020	2021	2022
	Reporting Companies*	Reporting Companies*	Reporting Companies**
TOTAL NUMBER OF PART-TIME EMPLOYEES			
Females	107	129	164
Males	76	89	136
Diverse	–	–	0
< 30 Years	44	62	69
30 - 50 Years	107	120	173
> 50 Years	32	36	58
TOTAL	183	218	300

* Reporting companies 2021: AUT, GER, POL, SUI, KSA, UAE

** Reporting companies 2022: AUT, CAN, CHI, GER, GRH, IND, KAZ, KSA, NIG, PAK, POL, ROU, SUI, THA, UAE

VARIOUS WORKING MODELS

Adapting to the individual needs of ILF employees, ILF offers customized part-time working models if requested and whenever the desired position allows for flexibility. Part-time working models are especially in demand at our offices in Austria and Germany.

The highest number of part-time staff is found in the 31–50 age group. Compared to previous years, there has been an increase in the number of male staff working part-time in 2022.



CLUB OF YOUNG ENGINEERS

Throughout ILF's offices worldwide, clubs of young engineers form individual communities where not only young engineers, but all young professionals from all disciplines have the opportunity to connect with other ILF colleagues and share their knowledge and experiences. The individual clubs are intended to provide networking opportunities and impulses for club members. Examples of

events offered include technical excursions, regular get-togethers, and even international events where members from all over the world come together. Through engaging activities, each of the clubs creates a fun and inclusive environment to build and strengthen relationships. The clubs and their members, furthermore, share a passion for engineering and for ILF in general, and in turn, also foster the ONE ILF spirit.



“For me personally, the Club of Young Engineers has been a great opportunity to grow into the ILF family. When I started my job at ILF, a new chapter in my life also began, as I moved to Innsbruck at that time. Through the CYE, I was able to join a network full of young, motivated engineers and professionals who definitely helped ease me into working here by sharing their knowledge and experience with me. This network has, however, not only supported me on a professional level, but also on a social level – the CYE got me started in Tyrol and for that I am very grateful.”

Johannes Denk, ILF-AUT

BENEFITS

Depending on the options available under local labor law and in accordance with all other specifications, ILF offers employees various benefits.

- Numerous further training opportunities
- Flexible working conditions
- International environment
- Club of Young Engineers
- Well-connected offices
- Modern workplace
- Excellent team spirit
- Transparent communication
- Health benefits
- Networking opportunities and company events

EQUALITY, DIVERSITY AND INCLUSION

Further improving our sustainability

- Improve **intercultural competence**
- Increase **gender equality** within all employee groups
- Further implement ILF's values

At ILF, everyone is treated with respect and dignity, independent of their position, ethnicity, gender, age, orientation or belief. This is true for both ILF staff and third parties, and is also reflected in our company values of fairness, respect, honesty and reliability. The entire ILF family lives our group-wide defined values in their daily work, contributing to our special corporate culture.

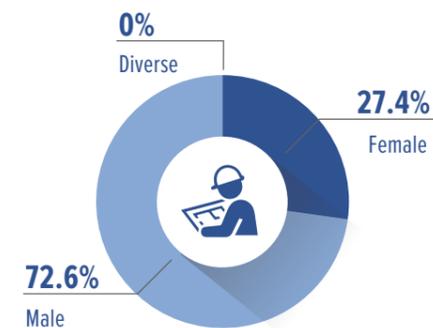
ILF fully supports non-discrimination in all parts of its organizational structure, offering equal development and career opportunities to all employees.

Both the social competencies and the intercultural competence of every ILF employee are important in creating an inclusive work culture within our globally operating company.

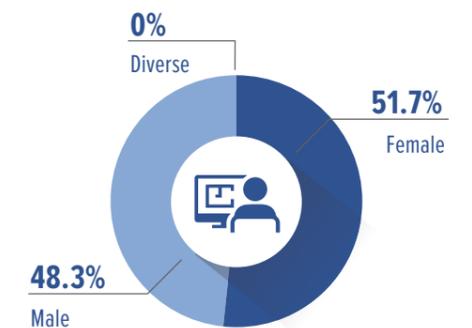
With over 45 offices located all over the world and employees from over 80 nations and from all continents, we are committed to taking a global attitude to our work.

Our ILF team is very diverse in terms of culture, language, ethnicity, age, gender and ways of thinking, and we see this diversity as being of benefit to and a strength of our company.

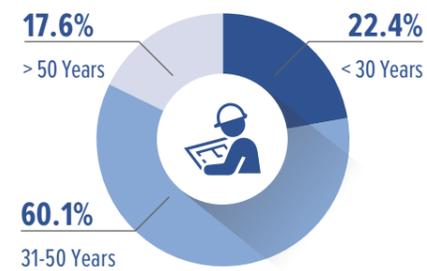
GENDER SPLIT 2022
Engineers, Project Managers, ...



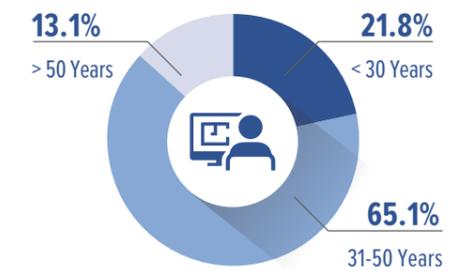
GENDER SPLIT 2022
Administrative Roles



AGE SPLIT 2022
Engineers, Project Managers, ...



AGE SPLIT 2022
Administrative Roles



Gender & Age Split 2022*

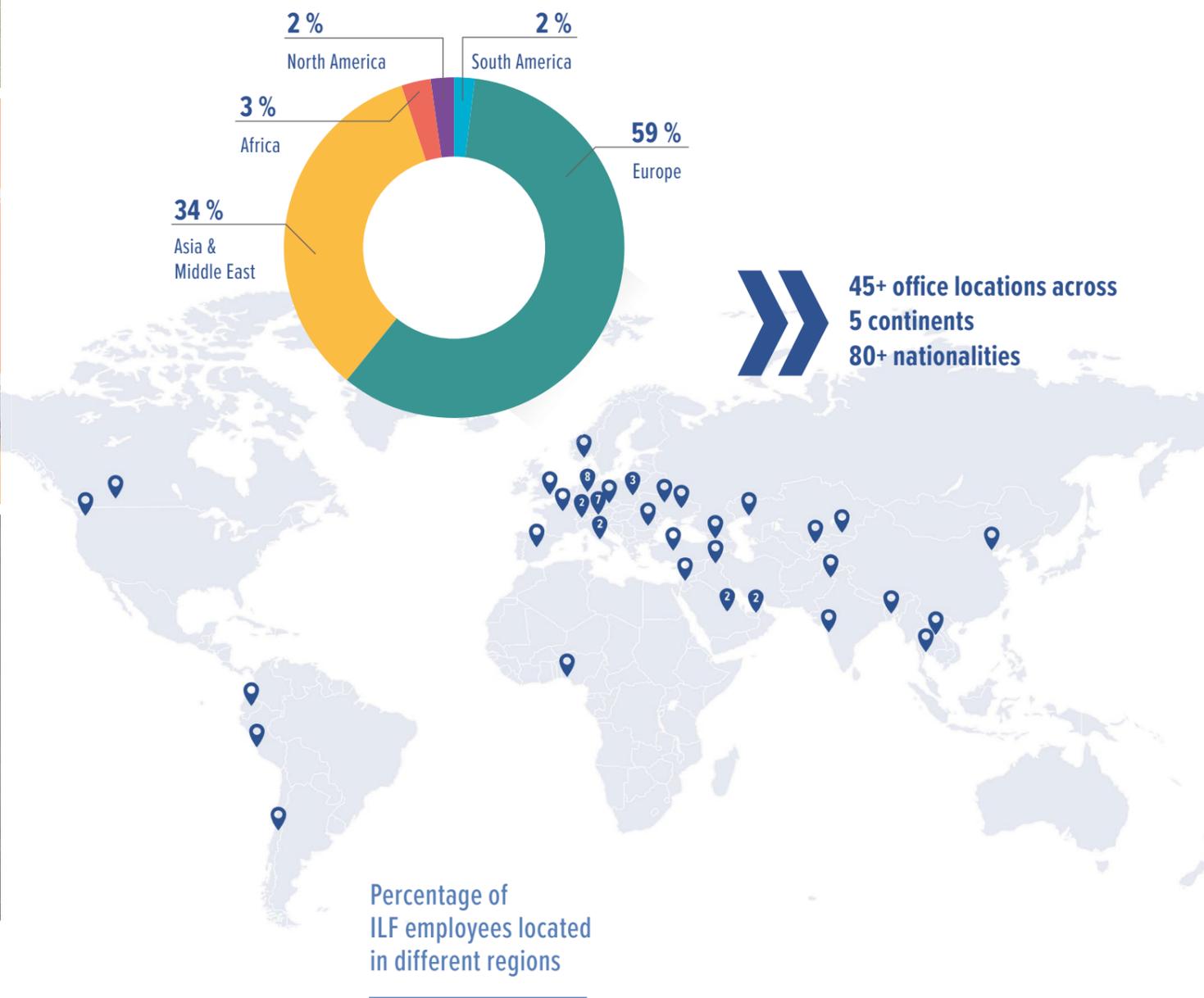
*of Reporting Companies



Österreich Radelt – 1st place in company ranking (ILF-AUT)



ILF Summer Party | ILF Yoga | Tiroler Firmenlauf | Srinagarind Dam Visit 2023





HEALTH AND SAFETY



The health, safety and security of all ILF staff and third parties, as well as environmental protection, takes absolute priority in all of our actions and thus forms a key part of our **ILF Group Mission Statement**. Our staff include not only permanent employees, but also freelancers, working students and interns, all of whom either work for ILF on a part-time or full-time, project-related or long-term basis.

Especially when working on construction sites or when traveling, we are sometimes exposed to potential risks to our health, safety and security. Consequently, Health, Safety, Security, and Environmental (HSSE) protection also forms an integral part of our Integrated Management System (IMS) – the guidebook for ILF’s business operations.

Being ISO 45001 and ISO 14001 (latest editions) certified and following the guidance given in ISO 9001, our IMS, and more specifically our HSSE Policy, ensure that our work complies with all applicable legal requirements and that all of our staff remain safe.



The goals set out in this **HSSE Policy** enable all of us at ILF to individually contribute to establishing and maintaining a safe working environment in which accidents and detriment to all persons is prevented.

The HSSE Coordinator of the ILF Group is in charge of implementing the HSSE Management System and also conducts regular HSSE IMS audits to ensure that each

ILF company views the HSSE Management System from the same perspective and meets the requirements of the system.

At the individual ILF companies, local HSSE Officers oversee the implementation of measures, and the Senior Management at each ILF company takes responsibility for implementation of these measures.

Corporate risk management and regularly conducted audits are major practices in identifying, managing and reporting key risks to guarantee a safe workplace for all ILF employees. Working from home is also included in the scope of HSSE-related work to ensure the health and well-being of our staff.

All ILF-ers are encouraged to help with the continuous improvement of the HSSE Management System and make their own improvement suggestions via ILF’s web-based Improvement Suggestion Platform.

Every member of ILF staff also has the right not to work if they feel that the environment is unsafe. All that needs to be done in this regard is to report any safety issues to Management via the respective HSSE Officer of each office, and if need be, the member of staff can exercise their right to request that remedial action be taken. It is then Management’s responsibility to immediately address the issue and introduce additional measures, where and if applicable. Additional to this, regular workplace inspections are performed to ensure a safe working environment for our staff.

HSSE TRAINING

We continue to provide individual company training as well as project-related training in order to minimize injury, increase awareness and to make the HSSE Management System part of our everyday working lives. Our onboarding training materials are reviewed at regular intervals and revised, as needed. We regularly hold the following types of training at ILF:

- **HSSE management training for new staff** (as part of the onboarding process for new staff)
- **Refresher training** (held on a regular basis and also when the IMS is revised)
- **Project-related training** (for all staff working on projects; a simplified version of the training is also held for visitors)
- **ILF Academy training courses** (on HSSE-related topics, as deemed necessary)

WORK-RELATED INCIDENTS

Analysis of our work-related incident statistics shows the number of health and safety incidents at ILF to be low, thus proving that we pay attention to following our HSSE regulations in our day-to-day work. These work-related incident statistics have been calculated and recorded according to the US Occupational Safety and Health Administration’s (OSHA) rules.

In 2022, we saw an improvement in our Total Recordable Injury Rate (TRIR), and our Lost Time Injury Rate (LTIR) remained almost the same as in 2021. The number of road traffic accidents and commuting accidents increased in 2022, despite these accidents being reported as minor accidents that did not cause any loss of working time. On the flip side, however, there has been a decrease in the number of unsafe acts/conditions reported in the last year – acts/conditions for which remedial actions were immediately taken and/or briefings/training were held to prevent such acts/conditions either being repeated or leading to incidents/accidents.



“We strive to continuously improve our actions with regard to health, safety, security and environmental protection.”

Seval Burucu,
HSSE Coordinator of the ILF Group



Further improving our sustainability

- Continue to give **priority to the health, safety and security** of all our staff and third parties, as well as to environmental protection
- Continue to adhere to existing processes and commitments – with regular staff training courses and other initiatives to **raise HSSE awareness**
- Adapt according to international standards and developments over time

	2021	2022
TOTAL AMOUNT OF HOURS WORKED *	4,373,777 h	4,253,771 h
Number of fatalities	0	0
Lost time injuries	3	3
Total amount of absence hours resulting from lost time injuries	328 h	1144 h
Medical treatment cases	5	4
First aid cases	4	8
Commuting accidents	3	7
Road traffic accidents	14	17
Unsafe acts / unsafe conditions	176	103
Lost time injury rate **	0.14	0.14
Total recordable injury rate ***	0.37	0.33

* ILF Group

** Lost Time Injury Rate = (Fatalities + Lost time injuries) multiplied by 200,000 and divided by the number of hours worked

*** Total Recordable Injury Rate = (Fatalities + Lost time injuries + Medical treatment cases) multiplied by 200,000 and divided by the number of hours worked



ECONOMIC SUSTAINABILITY

9

We consider digitalization and digital transformation to be key aspects for the sustainable development of our company. If we are to contribute to a more sustainable planet, and become an Employer of Choice, improving our IT infrastructure is crucial.



DIGITALIZATION

OUR TARGETS

Seamless collaboration across the globe is key for the sustainable development of our business at ILF. In addition, streamlining all our business processes by means of digitalization is another driver for success – which is why we have set these two factors as targets that we are continuously aiming to achieve by providing the following:

- A corporate infrastructure and IT services that facilitate decentralized and remote working from all our office locations worldwide, in the field, on clients' sites, or from home
- Solutions that meet the increasing hardware requirements for simulations, modeling, visualization and data management in times of stressed supply chains
- Adequate protection of ILF's corporate IT systems and information from cyber criminals and data theft via tools and software, as well as via adequate awareness from all ILF staff in all operations
- Intuitive, easy-to-use and secure internal IT services that bridge the gap between the personal IT experience of employees/business partners and the requirements of our business operations (consumerization of IT)

- On-demand training related to the IT proficiency of all staff members
- Fully integrated management systems for planning, controlling and managing corporate procedures and processes such as finance and accounting, human resources management, project management or document management

Reducing the ecological footprint of our IT processes – from purchasing to the operation of our IT infrastructure – is another challenging target for our business operations.

The Covid-19 pandemic has influenced our mindset and the way we work, increasing the demands for distributed and seamless virtual workplaces as well as accelerated digitalization of existing processes.

Partially working from home, as well as the increased frequency of digital meetings with our clients and partners has on the one hand had a positive impact on our environment (reducing emissions from business travel) and on the other hand increased employee satisfaction (increasing flexibility and reducing the amount of time spent commuting).



Further improving our sustainability

- Further **develop internal IT services**
- Further **strengthen the ERP system** to comprise all corporate management processes and to support the entire project lifecycle
- Increase application of internal communication via digital live events and training
- Further develop capabilities in **GIS, BIM, Digital Twins, Augmented Reality (AR) and Virtual Reality (VR)**
- Further **enhance IT security**
- Continuous training of our staff in all relevant IT-related matters

OUR IT SERVICES

In order to assure a smart working environment for all ILF staff and to provide sustainable and excellent engineering services to our clients, we have been addressing IT challenges for some time and are constantly developing our internal IT services and infrastructure. Our current focus is on the following initiatives:

- Keeping all IT infrastructures and services in full, 24/7 operation, including those needed for remote working
- Increasing end-user acceptance and adoption of digitally provided services
- Expanding self-service capabilities for real-time resolution of issues (e.g. Helpdesk)
- Integrating various corporate applications, including document management, with cloud storage and file sharing services

Cybercrime is a highly important issue that we have to deal with. It has made it necessary for us to apply different design patterns for IT security. We raise security awareness among all ILF staff through a variety of training measures.

In addition to operational aspects, we also pay attention to the ecological footprint of our IT hardware. We do not automatically dispose of used hardware, but instead try to replace defective hardware and hardware components with used parts and products. If possible, we also put our used hardware through a second life cycle.

OUR DIGITAL SOLUTIONS

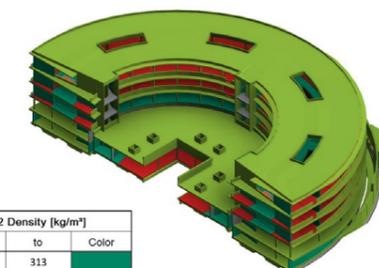
Geographic Information Systems (GIS) and Building Information Modeling (BIM) play a key role in sustainable planning and construction processes. The development of innovative solutions and automated workflows in low- and no-code environments for internal processes and clients' projects is of high priority for us.

The establishment of new business areas such as urban development and urban design requires the integration of further digital technologies such as Digital Twins or Augmented Reality (AR) and Virtual Reality (VR).

Modeling realities in the digital space by Digital Twins and presenting them via AR and VR is becoming more important.



BIM Model of the ILF Headquarters in Rum, Austria



CO2 Density [kg/m³]		
from	to	Color
<	313	Green
313	389	Light Green
389	465	Yellow
465	541	Orange
541	>	Red



SUSTAINABILITY GOVERNANCE

We are committed to ensuring that the plants and structures that we plan meet the criteria of social compatibility and sustainable development.

We attach particular importance to environmental protection when rendering our services and to the long-term environmental compatibility of our plants and structures. As a matter of principle, we only take on design and consulting tasks for which we are convinced that we can fulfil our environmental and social responsibility under the given boundary conditions.

These principles are part of the ILF Group Mission Statement. Our **Sustainability Policy** and **Quality Policy** also guide our business operations in this context.

As an international engineering, project management and consulting firm, we operate in various business environments with complex challenges. Compliance with national laws and regulations is an essential basis for all of our actions.

We are an independent engineering, project management and consulting firm, whose shares are entirely privately owned. Our actions are based on purely objective considerations. Third parties have no influence on our business policy. We resolutely reject personal donations.

These CMSs are checked at regular intervals for efficiency and effectiveness.

Our Compliance Management Systems cover the following topics:

- Corruption prevention
- Compliance check of contracting parties
- Contract drafting and review
- Gifts, benefits and hospitality
- Sponsoring
- Donations
- Antitrust law
- Whistleblowing system, compliance violations

COMPLIANCE MANAGEMENT SYSTEM

Our compliance culture forms the basis of our **Compliance Management System (CMS)**. It mirrors the general mindset and the actual behavior of ILF leadership and all ILF staff. This compliance culture also increases the importance that all ILF staff attribute to observing rules and thus on our overall willingness to act in a compliant manner.

Our ILF Code of Conduct is the core of our compliance culture. It encompasses binding principles of conduct to be observed by all Managing Directors, staff members and business partners of the ILF Group.

Each CMS also comprises a reporting system in which the Compliance Managers of the individual companies report to the Chief Risk Officer and the relevant Regional Group Director of the ILF Group.



Further improving our sustainability

- Consistently **comply with all applicable legal provisions** and ILF's internal guidelines in all companies of the ILF Group
- Unconditionally respect and observe **human rights**

Each company of the ILF Group regularly holds scoping workshops for assessing compliance risks. In the course of these workshops, compliance risks are identified and company-specific management priorities are set.

All contractual relationships with clients, cooperation partners, subcontractors and other business partners are thoroughly checked, especially with regard to corruption prevention and violations of trade sanctions/embargoes.

The ILF Group's CMS also includes a structured whistleblowing system. This enables ILF staff, business partners and other external parties to

report any experienced irregularities or identified misconduct by contacting compliance@ifl.com.

HUMAN RIGHTS

Our Human Rights Policy applies to the entire ILF Group, to all staff, including temporary employees, part-time employees and freelancers, and to all of ILF's activities. We also encourage all of our business partners to apply similar standards and policies in their businesses, and we monitor human rights compliance at each ILF company through our CMSs.



Further improving our sustainability

- Consistently **comply with all applicable legal provisions** and ILF's internal guidelines in all companies of the ILF Group
- **Do not have any (active and/or passive) involvement in bribery processes** of any kind

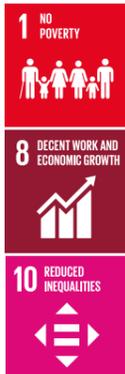
ANTI-CORRUPTION AND BRIBERY

Our Code of Conduct sets out the binding rules of conduct in relation to anti-corruption and bribery.

At ILF, we accept no benefits or gifts which are intended to influence the activities or services of ILF. Equally, we do not offer or provide any benefits or gifts which are intended to influence the prospects of winning contracts or the impact or outcome of our business activities.

We distribute corporate gifts only to a reasonable extent and in conformity with the accepted practices of the individual markets and organizations.

We monitor and report on the anti-corruption and bribery rules in place at each ILF company through our CMSs.



SUSTAINABILITY ACHIEVEMENTS IN 2022

Alongside the many steps and initiatives that we have taken to become a more sustainable company in 2022, the main focus in the last year has been on developing our Net Zero Roadmap and becoming an Employer of Choice. Both of these initiatives are a starting point and provide us with frameworks for long-term development and improvement.

ILF'S NET ZERO ROADMAP

We are at a critical stage in terms of climate change and feel a strong responsibility to become "Net Zero". We recognize that our business activities and the emissions we release from these activities also contribute to the climate crisis we are facing. With this understanding, we are fully committed to transforming our business and reducing our corporate emissions as much as possible. For this transformation and development process, we have created our own Roadmap to Net Zero, which defines the pace at which we want to shape ILF's future in terms of corporate emissions.

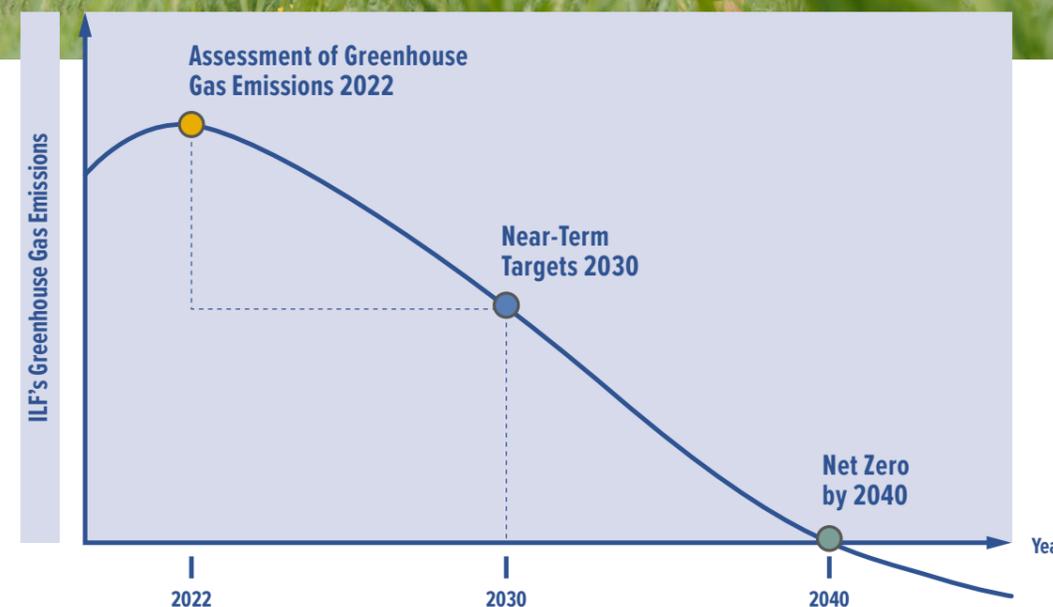
Collectively, we, at all companies in the ILF Group, have set ourselves some ambitious targets to reach by 2030, and have committed to becoming "Net Zero" by 2040 in line with the Science Based Target Initiative. Becoming "Net Zero" first and foremost means reducing, reducing and (once again!) reducing emissions. By 2030, we aim to reduce our Scope 1 and Scope 2 emissions by 50%, and our Scope 3 emissions by 40%. By 2040, we aim to reduce our overall emissions by at least 90%, and to offset no more than 10% of our remaining, unavoidable emissions.

Not only are these targets ambitious in their own right, but our decision to set 2022 as the reference year for these targets also makes our race to achieve net zero emissions ambitious from another perspective: the CO₂ reductions achieved as a result of measures we had already implemented before and during the Covid-19 pandemic, such as reducing the amount of business travel, holding more virtual meetings rather than sometimes traveling long distances to meetings, and making it possible for employees to work from home, will not count toward the percentage CO₂ reductions we aim to achieve through these new targets.

In 2023, we are kicking off ILF's Race to Net Zero! As a first step, all ILF companies with more than 30 employees are defining initial measures and specific implementation plans for achieving net zero emissions by 2040.



ILF's ROADMAP TO NET ZERO
Reference Year 2022



» **Reference Year 2022**
Assessment of Greenhouse Gas Emissions for 2022 as per the Greenhouse Gas Protocol

» **Near-Term Targets by 2030**
REDUCE SCOPE 1 & 2 EMISSIONS BY 50%

- Company facilities
- Company car fleet

REDUCE SCOPE 3 EMISSIONS BY 40%

- Business travel
- Employee commuting

» **Net Zero Emissions by 2040**
REDUCE OVERALL (SCOPE 1, 2 & 3) EMISSIONS BY 90% AND OFFSET RESIDUAL EMISSIONS



BECOMING AN EMPLOYER OF CHOICE

During the ILF Leadership Conference in 2022, it was agreed that ILF would work towards the goal of becoming an Employer of Choice. This essentially means that our staff are happy and proud to work for ILF and that many other people also want to become ILF-ers. This will be achieved by creating a great working environment, fostering a culture that is fun and productive, and building an outstanding brand.

The decision to work towards this goal was made as ILF sees it as really important to appreciate the brilliant members of staff who work for the company, and to have a welcoming working atmosphere that indirectly enhances employee productivity. In addition, ILF as a company wants to raise its profile and be recognized as an attractive employer. ILF also wants to actively work on further improving its corporate image.

In order to pursue this goal, ILF has come up with its own employer branding strategy – a long-term approach to building a solid foundation for the company’s overall employer brand. By creating a positive working environment and further increasing employee satisfaction within all ILF companies, the internal employer brand will be strengthened, which, in turn, will contribute to achieving the goal of being an Employer of Choice.

As this internal employer brand is further cultivated, our focus will be on building our external employer brand. This shall involve promoting ILF’s positive attributes to attract and retain top talent.

ILF views both internal and external employer branding as ongoing and interconnected processes that are necessary for the company’s long-term success – which is where sustainability comes into play: Becoming and being an Employer of Choice means not only doing so for the here and now, but also continuing to satisfy and retain all ILF-ers and remain an Employer of Choice in years to come.

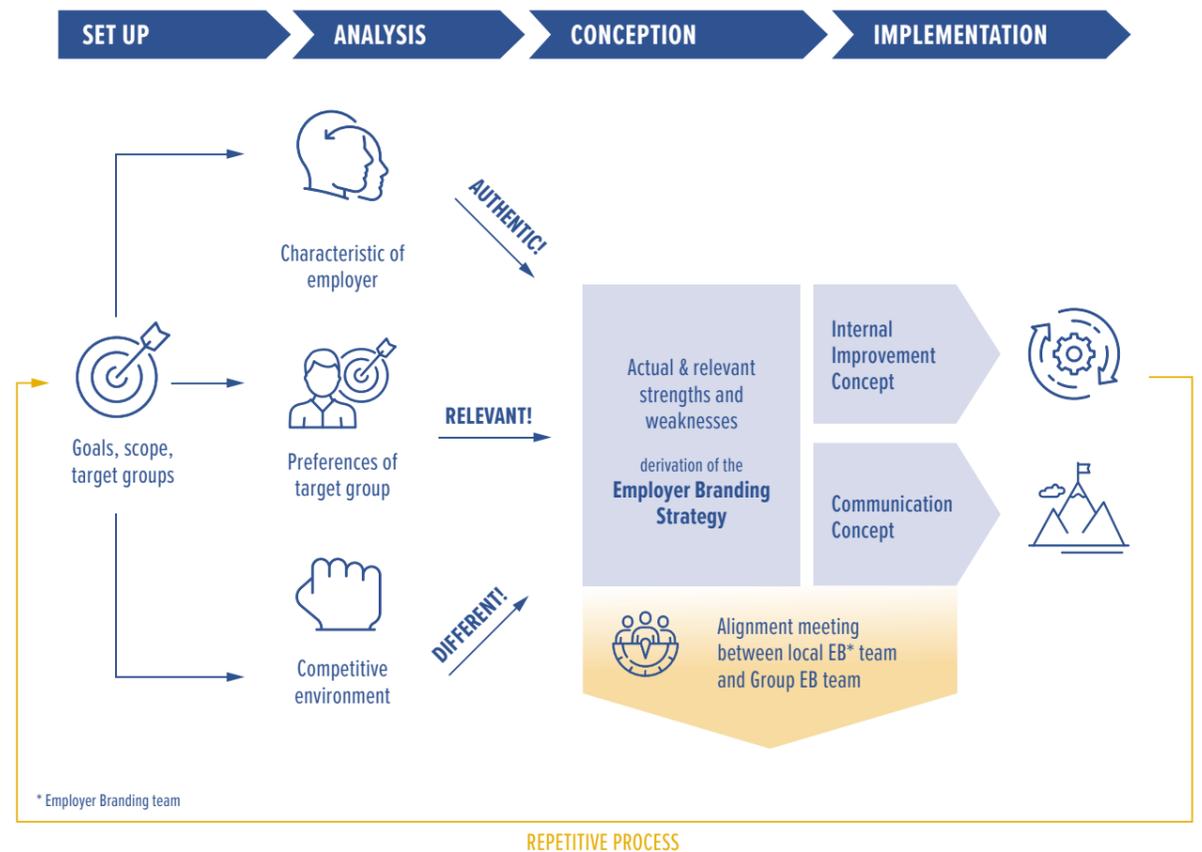
With sustainability being one of our core convictions at ILF, it also forms an important element of the ILF brand. Sustainability is part of ILF’s DNA, and is also a topic that employees and management actively confront themselves with and show an understanding of in their day-to-day work and lives. This is something that ILF, as a company, knows to appreciate, which is why significant importance is given to listening to the opinions, wishes and suggestions of our members of staff when it comes to sustainability.

With the implementation of our Roadmap to Net Zero emissions, we are transforming the many sustainability-related discussions that take place within the various ILF companies into an open dialogue about steps that we can together take in pursuit of our targets for 2030 and 2040.

ILF’S PATH TO BECOMING AN EMPLOYER OF CHOICE

To reach our long-term goal of becoming an Employer of Choice, one of the steps we are taking at ILF is to adopt the structured, professional and iterative Employer Branding Process shown below.

ILF’s Employer Branding Process





GRI CONTENT INDEX

12

Statement of use: ILF Group Holding GmbH has reported on the above material topics in accordance with the GRI Standards for the period 2022. The publication of the sustainability report and of all GRI disclosures of the ILF Group is voluntary and is not subject to any reporting obligations.

GRI Standard	Disclosure	Page / Comments	Scan to learn more
GENERAL DISCLOSURES GRI 2: GENERAL DISCLOSURES 2021			
THE ORGANIZATION AND ITS REPORTING PRINCIPLES			
2-1	Organizational details	<p>a. Name: ILF Group Holding GmbH</p> <p>b. Group Holding, privately owned by the founding families</p> <p>c. Location of headquarters: ILF Group Holding GmbH, Feldkreuzstrasse 3, 6063 Rum/Innsbruck, Austria</p> <p>d. Countries of operation: ILF Office Locations</p>	
2-2	Entities included in the organization's sustainability reporting	<p>a. Qualitative assesment: entire ILF Group; Quantitative assesment: ILF Group Holding GmbH, ILF Consulting Engineers Austria GmbH (Austria), ILF Beratende Ingenieure GmbH (Germany), ILF Consulting Engineers Polska Sp. z o.o. (Poland), ILF Consulting Engineers for Engineering Consultancy LLC (Saudi Arabia), ILF Beratende Ingenieure AG (Switzerland), ILF Consulting Engineers – Abu Dhabi (United Arab Emirates)</p> <p>b. (voluntary) Consolidated financial statement in line with the "International Financial Reporting Standards" (IFRS)</p> <p>c. i. No adjustments as company is completely privately owned by the founding families</p> <p>c. ii. Sustainability data is based on 2-2a. Management approach is valid for ILF-GRH.</p> <p>c. iii. Health and safety data includes all ILF companies.</p>	
2-3	Reporting period, frequency and contact point	<p>a. Sustainability report: calendar year 2022</p> <p>b. Financial report: calendar year 2022</p> <p>c. Publishing date: 26.09.2023</p> <p>d. sustainability@ilf.com</p>	
2-4	Restatements of information	No previous reporting, no restatements	
2-5	External assurance	Not provided.	
ACTIVITIES AND WORKERS			
2-6	Activities, value chain and other business relationships	ILF at Glance (pp. 6, 7)	
2-7	Employees	<p>a. 2600+ employees, Details see page (p. 32 et seq.)</p> <p>b. iii. Non-guaranteed hours employees: Number not available, number estimated to a minor extent</p> <p>b. iv. full-time employees 2022: by age: <30: 523, 31 to 50: 1469, >50: 419; by gender: Female: 714, Male: 1697 (numbers refer to reporting companies in terms of head count (see 2-2 a.))</p>	
2-8	Workers who are not employees	Approx. 19% Freelancers (Subcontractors)	
GOVERNANCE			
2-9	Governance structure and composition	<p>a. Organization of the ILF Group</p> <p>b. Group Management Board (GMB)</p> <p>c. Highest governance body consists of only executive members: Group Management Board (GMB). The GMB members are completely independent and 100% male. For competencies see a.</p>	

GRI Standard	Disclosure	Page / Comments	Scan to learn more
2-10	Nomination and selection of the highest governance body	<p>a. CEO of ILF Group Holding (ILF-GRH) – appointed by the Shareholder Assembly of ILF-GRH; Group Management Board – appointed by the CEO of ILF-GRH subject to approval by the Supervisory Board</p> <p>b. Not applicable</p>	
2-11	Chair of the highest governance body	<p>a. The Chairman of the Group Management Board (GMB) is also the CEO of ILF Group Holding (ILF-GRH).</p> <p>b. ILF-GRH is the shareholder of all companies of the ILF Group, and the GMB carries out the shareholder function in this respect. Therefore, there are no conflicts of interest.</p>	
2-12	Role of the highest governance body in overseeing the management of impacts	<p>a. The Group Management Board (GMB) represents the interests of the holding company and the shareholders who have shares in the ILF Group Holding. The GMB, led by the CEO, has overall responsibility for the development of the entire ILF-GRH. The GMB is responsible for developing, approving and updating the organization's purpose, value and/or mission statements, strategies, policies and goals related to sustainable development.</p> <p>b. i. The General Management Board (GMB) is responsible for recognizing undesirable developments, and coordinating and supporting effective crisis management in the operative companies. The GMB is responsible for coordinating high-level quality management (QA/QC) and health, safety, security & environmental management.</p> <p>b. ii. Reporting system (Monthly and annually)</p> <p>c. Monthly review of the reports by the GMB</p>	
2-13	Delegation of responsibility for managing impacts	<p>a. Responsibility for managing impacts lies with the Group Management Board (GMB). In addition, the GMB appoints the following staff units to manage impacts; Operative implementation Support: Information Technology Coordinator, Human Resources Coordinator, Knowledge Management Coordinator, Controlling Coordinator, Health, Safety, Security & Environment (HSSE) Coordinator, Sustainability Coordinator, IMS Manager (IMSM) of the ILF Group, IMS Officer (IMSO) of the ILF Group</p> <p>b. Monthly via the reporting system</p>	
2-14	Role of the highest governance body in sustainability reporting	Reported information is reviewed and approved by the CEO and the Group Management Board (GMB).	
2-15	Conflicts of interest	<p>a. As a fundamental principle, ILF is an independent engineering and consulting firm, whose shares are completely privately owned. Our actions are based on objective considerations. Third parties have no influence on our business policy. We completely reject personal donations or any similar impacts causing potential conflicts of interest. This fundamental principle is reflected in the ILF Group Mission Statement.</p> <p>b. Not applicable.</p>	
2-16	Communication of critical concerns	<p>a. To ensure that applicable laws and guidelines are observed, all companies of the ILF Group have Compliance Management Systems (CMSs) in place, which are adapted to their respective market environment. Besides checking the pertinent provisions and organizational measures, the respective compliance managers regularly review the effectiveness of these systems. The ILF Group's CMS includes a structured whistleblowing system.</p> <p>b. No critical concern or other notification was communicated during the reporting period.</p>	
2-17	Collective knowledge of the highest governance body	Regular reporting and consultation between the Group Sustainability Coordinator and the Group Management Board (GMB).	
2-18	Evaluation of the performance of the highest governance body	Not applicable.	
2-19	Remuneration policies	Confidential, not disclosed.	
2-20	Process to determine remuneration	Not applicable.	
2-21	Annual total compensation ratio	Confidential, not disclosed.	

GRI CONTENT INDEX + DISCLOSURES

GRI Standard	Disclosure	Page / Comments	Scan to learn more
STRATEGY, POLICIES AND PRACTICES			
2-22	Statement on sustainable development strategy	Sustainability at ILF (pp. 18, 19), Sustainability	
2-23	Policy commitments	<p>a.- c. ILF Code of Conduct and ILF Group Mission Statement</p> <p>d. Policies approved by the GMB.</p> <p>e. Policies fully apply to ILF's activities and business relationships</p> <p>f. Policies are communicated through individual contracts, IMS, internal trainings and public disclosure (Homepage).</p>	
2-24	Embedding policy commitments	a. i.-iii. Embedded in and managed through our Integrated Management System (IMS), iv. Trainings: IMS Training, Sustainability Training, Compliance Training, Signing of the Code of Conduct, Presentation of the Mission Statement to all employees	
2-25	Processes to remediate negative impacts	Not applicable	
2-26	Mechanisms for seeking advice and raising concerns	Compliance Management System - Whistleblowing Contact	
2-27	Compliance with laws and regulations	<p>a. No significant instances of non-compliance with laws and regulations were reported.</p> <p>b. No fines.</p> <p>c.-d. Not applicable</p>	
2-28	Membership associations	Not applicable	
STAKEHOLDER ENGAGEMENT			
2-29	Approach to stakeholder engagement	Decentralized by local companies according to national legislations	
2-30	Collective bargaining agreements	Information unavailable on Group Level, employee contracts in compliance with national legislation	
DETERMINATION OF MATERIAL TOPICS			
3-1	Process to determine material topics	Our material topics (p. 20)	
3-2	List of material topics	Our material topics (p. 21)	
ENVIRONMENTAL TOPICS GRI 300			
CARBON FOOTPRINT - GRI 305: EMISSIONS 2016			
3-3	Management of the topic	Environmental Sustainability(p. 24 et seq.)	
305-1	(Scope 1) Direct GHG emissions	ILF's Climate Relevant Greenhouse Gas Emissions 2021– 2022 (p. 26)	
305-2	(Scope 2) Indirect GHG emissions (purchased electricity and heat)	ILF's Climate Relevant Greenhouse Gas Emissions 2021–2022 (p. 26)	
305-3	(Scope 3) Other indirect GHG emissions	ILF's Climate Relevant Greenhouse Gas Emissions 2021–2022 (p. 26)	
ENERGY CONSUMPTION & EFFICIENCY – GRI 302: ENERGY 2016			
3-3	Management of the topic	Energy consumption (p. 30)	
302-1	Energy consumption within the organization	Energy consumption (p.30)	
WASTEWATER & WASTE – GRI 306: WASTE 2020			
3-3	Management of the topic "Water consumption"	Waste Production and Water Consumption (p. 31)	
3-3	Management of the topic "Waste"	Waste Production and Water Consumption (p. 31)	

GRI Standard	Disclosure	Page / Comments	Scan to learn more
PEOPLE			
HEALTH & SAFETY – GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018			
3-3	Management of the topic	Health and Safety (pp. 40, 41) and ILF Group HSSE Policy	
403-1	Occupational health and safety management system	Health and Safety (p. 40)	
403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety (p. 40)	
403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety (p. 40)	
403-5	Worker training on occupational health and safety	Health and Safety (p. 41)	
403-9	Work-related injuries	Health and Safety (p. 41)	
EMPLOYMENT & WORKING CONDITIONS – GRI 401: EMPLOYMENT 2016			
3-3	Management of the topic	Employment and Working Conditions (p. 32 et seq.)	
401-1	New employee hires and employee turnover	<p>a. Hires, by age: <30: 201, 31 to 50: 301, >50: 93; by gender: Female: 142, Male: 453 (numbers refer to reporting companies in terms of head count)</p> <p>b. Turnover, by age: <30: 118, 31 to 50: 222, >50: 70; by gender: Female: 121, Male: 289 (numbers refer to reporting companies in terms of head count (see 2-2 a.)), see also page 32</p>	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Benefits provided to all employees:</p> <p>Life insurance available in AUT, CAN, CHI, KAZ, GER, NGR, PAK, POL, THA</p> <p>Health care available in AUT, CAN, CHI, KAZ, GER, KSA, NGR, PAK, POL, ROU, THA, UAE</p> <p>Disability and invalidity coverage available in AUT, CAN, KSA, NGR, PAK, POL, SUI, THA</p> <p>Parental leave available in AUT, CAN, CHI, KAZ, GER, KSA, NGR, PAK, POL, ROU, SUI, THA, UAE</p> <p>Retirement provision available in AUT, CAN, CHI, KAZ, GER, KSA, NGR, PAK, POL, ROU, SUI</p>	
EQUALITY, DIVERSITY & INCLUSION – GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016			
3-3	Management of the topic	Governance (pp. 44, 45)	
405-1	Diversity of governance bodies and employees	<p>a. See GRI 2-9 and p. 32 et seq.</p> <p>b. Equality, Diversity and Inclusion (p. 37)</p>	
GOVERNANCE – GRI 205: ANTI-CORRUPTION 2016			
ANTI-CORRUPTION AND BRIBERY – GRI 205: ANTI-CORRUPTION 2016			
3-3	Management of the topic	Anti-Corruption and Bribery (p. 45)	
205-2	Communication and training about anti-corruption policies and procedures	<p>Basic module: all employees, every 3 years</p> <p>Module meeting regarding Regulatory Compliance and Business Relations: for Managers and selected employees, every 2 years</p> <p>Compliance Management System Module: for Managing Directors, once a year</p> <p>Compliance Officer Training: for the respective Compliance Officer of each ILF company, when assuming the job</p>	
LEGAL COMPLIANCE			
3-3	Management of the topic	Legal Compliance (p. 44)	
DIGITALIZATION			
3-3	Management of the topic	Digitalization (pp. 42, 43 et seq.)	

ILF SUPPORTS THE SUSTAINABLE DEVELOPMENT GOALS

Our aim, as an international engineering company with the intention of becoming a leader in improving the quality of life around the globe, is to directly and indirectly contribute to achievement of the SDGs and to align ourselves with the Paris Agreement.



SUSTAINABLE SOLUTIONS & SERVICES

3 GOOD HEALTH AND WELL-BEING	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	

SUSTAINABLY EVOLVING THE COMPANY

1 NO POVERTY	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	

IMPRINT

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Print: Tengler Druck GmbH, D-85055 Ingolstadt

Images: ILF; Adobe Stock; Hydron-central.com p.9;
 Tiroler Firmenlauf p.34

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SUSTAIN- ABILITY REPORT

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CONSULTING
ENGINEERS

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