

HIGH CAPACITY | PRECISION | RELIABILITY

Plasser & Theurer

**2023
SUSTAINABILITY REPORT**



FOREWORD FROM EXECUTIVE MANAGEMENT

Dear Sir or Madam,

We are delighted to present our Sustainability Report for the period 2022 and 2023. We consider this publication a valuable opportunity for you to get to know our company better and our commitment to sustainability and to emphasize our clear commitment to Austria as a business location. This report differs from previous publications since it is the first one to take into consideration the requirements arising from the CSRD (Corporate Sustainability Reporting Directive). Its guidelines will represent the regulatory framework for the direction of our sustainability strategy and for achieving our sustainability targets.

One focus in the current report is on "customer and market" since sustainability is not only important for our company but also for our customers and the markets we serve. With our actions we create economic and ecological added value together with our partners and customers by improving the interrelationship between people, machines, the environment, and infrastructure in a sustainable manner.

Track maintenance of tomorrow is already underway today at Plasser & Theurer: in many areas of work, the trend is shifting from individual machines for specific work sequences to system machines for complete work processes. Plasser & Theurer has contributed significantly to introducing this technology and developing it further, making it possible to tackle ever more complex tasks. Throughout its history, the company has repeatedly marked technological milestones.

It is imperative that in the long term ecological, social, and economic issues go hand in hand. For this reason, the economic efficiency and sustainability of the railway system are our strongest motivator. Furthermore, we must never forget that behind every machine, behind every achievement, there are people who with their actions contribute significantly to writing and carry on writing the success story of Plasser & Theurer.

We are convinced that this report will provide valuable insights in our progress and commitment to sustainability. Should you have any questions or suggestions, please contact our sustainability team on sustainability@plassertheurer.com

Sincerely,

Your Executive Management

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INTERVIEW WITH THE CEO

The history of Plasser & Theurer is the history of modern track construction and maintenance. The company founded in 1953 has revolutionized this industry. At the same time, it is a history of sustainability: Plasser & Theurer makes a significant contribution to improving the railway system, the most environmentally friendly and most sustainable mode of transport, even further. CEO Johannes Max-Theurer explains the background in an interview.

Mr. Max-Theurer, where does Plasser & Theurer stand today?

In 2023, we look back on 70 years of Plasser & Theurer. Without the loyalty of our customers and business partners, these years of stability would not have been possible. During this time, we have delivered over 17,700 machines and participated in the construction of 1.3 million track kilometres. From urban transport companies, high-capacity lines, heavy-haul railways, and industrial tracks to the world's growing high-speed lines: our products are used in 110 countries.

How did the company perform in 2022 and 2023?

2022 and 2023 were characterized by a very challenging economic situation. There are several reasons for this. The current geo-political uncertainties also reflect on us and our business, of course. This starts with the scarcity of raw materials, delays in supplies, the explosion of energy costs, the high inflation in Austria together with rising staff costs and moves to the much more restrictive approval processes in the European Union with the fourth railway package.

At the same time, we launched a major transformation campaign in the last few years to consolidate and further expand our market position. For this, the company invested millions in locations, technologies, research and development,

digitalization, and greening, such as the E³ hybrid technology for track maintenance machines, which is unique on the world market. It was clear to us that this ambition would dampen operating results in the years of the transformation, because these are medium- and long-term investments in the future.

What are your expectations for the coming years?

We have a positive outlook on the future because we believe in the railway system more than ever. It is experiencing a global renaissance. A development that will not stop in the future. Population growth, the increasing demand for mobility, the urbanization of living space, climate change, and the possibilities of digitalization all have a major impact on the future design of railways and railway infrastructure. This development is reflected in our order books: Plasser & Theurer currently has record orders in its 70-year history.

Does this mean, the market is developing well?

Yes, we are getting a lot of positive signals from the market. In China, business activities are expected to grow for years to come thanks to high government investments in the railway sector. Asia continues to develop at high levels. E.g., India has started a renewal programme of the state railway. In Central and South America too, major railway infrastructure projects are being prepared. In Europe, government investments in the railway infrastructure remain at a high level. As a market leader, we can see that the demand for our machines from the customers is consistently high.

What are the biggest challenges?

The shortage of skilled workers, rising energy costs, official regulations, new and lengthy approval processes as well as climate change present us with new challenges.



In what direction are Plasser & Theurer products developing?

We are preparing for a new era in track construction and maintenance. Smart apps, online availability, and virtual tools enable easy access to the relevant data on individual machines, fleets, and infrastructure. Our aim is to make it easy to control complex machine technology. That is why we are working at full stretch on environmentally friendly, autonomous machines and are focusing on digital solutions, such as machine learning and artificial intelligence.

The subjects of sustainability, especially CO₂ and climate neutrality, are much talked about. What is Plasser & Theurer's take on that?

In our opinion as a manufacturer, ecology and economy go hand in hand in the long term. A few years ago, hybrid drive technology was still an exception on our machines. Our E³ generation of track construction and maintenance machines uses the electrical energy from the contact wire and battery power for the working drive, reducing local emissions – of both pollutants and noise – to a minimum on the worksite. Today, the demand for these machines is increasing massively – sustainability has become essential!

We also do a lot of other things to become climate neutral – from green technology, energy efficiency, environmental management through to a recycling economy, just to name a few.

How does Plasser & Theurer deal with the increasing requirements of supply chain monitoring (cue due diligence)?

We stand for high capacity, precision, reliability, and



Johannes Max-Theurer, CEO, Plasser & Theurer

sustainability. We expect the same values from our business partners. The key rules and principles on that are contained in our Code of Conduct. They include, amongst others, protection against child labour, the right to fair wages, and the protection of the environment.

What role do your employees play in the success of the company?

Our employees are the most important factor when it comes to ensuring the long-term success of our company. Our employees see Plasser & Theurer as an exceptionally caring, attractive employer, with an owner family that is committed to the family business and its values.



GENERAL INFORMATION

THE RAILWAY AS A GREEN AND ECONOMIC SOLUTION

The railway is experiencing an unparalleled boom: more cost efficient, safer, and more sustainable than all other transport systems, it has turned out to be the mobility concept of the future par excellence. Plasser & Theurer with its track construction and maintenance machines is a key part of the railway and has been working on enhancing this system's appeal from the very beginning. With track maintenance and track construction being among the most efficient industrial fields of activity today, this is proof for the company. That is because Plasser & Theurer was and is behind many of the

crucial innovations in this field. To keep environmentally friendly and economical working as efficient as possible has always been our priority. All around the world, rising levels of pollution and the ever increasing need for mobility are affecting our environment. For that reason, Plasser & Theurer believes in the railway as the eco-friendly mode of transport of the future. Thanks to our technical expertise accumulated over some 70 years, we are already in a position to do our part for a future that is both sustainable and mobile.

PLASSER & THEURER IN BRIEF: FACTS AND FIGURES (End 2023)

- Company founded: 1953
- Head office in Vienna and main factory in Linz
- Around 2,200 employees in Austria
- Around 6,000 employees in Austria and the 22 partner companies throughout the world
- Plasser & Theurer machines are operating in 110 countries.
- Participation in the construction and maintenance of more than 1.3 million kilometres of track
- 0.3 millimetre precision in track position
- Over 17,700 track maintenance machines worldwide, more than 50% are in operation
- Range of products: machines and systems for laying and installing, renewing, and maintaining tracks and overhead contact lines
- 93% export share



CORPORATE BODIES IN AUSTRIA (End 2023)

Plasser & Theurer
 Beteiligungs- und Verwaltungsgesellschaft m.b.H. (Holding)

EXECUTIVE MANAGEMENT

- Johannes Max-Theurer

SUPERVISORY BOARD

- Dr. Peter Michaelis
- Univ.-Prof. Dr. Michael Enzinger
- Dr. Philipp Harmer
- Mag. Gerhard Schaler

SHAREHOLDERS

- Elisabeth Max-Theurer 37.50%
- Victoria Max-Theurer 31.25%
- Johannes Max-Theurer 31.25%

Plasser & Theurer
 Export von Bahnbaumaschinen, Gesellschaft m.b.H. (operating company)

EXECUTIVE MANAGEMENT

- Johannes Max-Theurer (CEO)
- Mag. Günther Binder (CFO)
- Mag. Thomas Schöpf (CSO)

SUPERVISORY BOARD

Employer representatives:

- Dr. Peter Michaelis
- Univ.-Prof. Dr. Michael Enzinger
- Dr. Philipp Harmer
- Mag. Gerhard Schaler

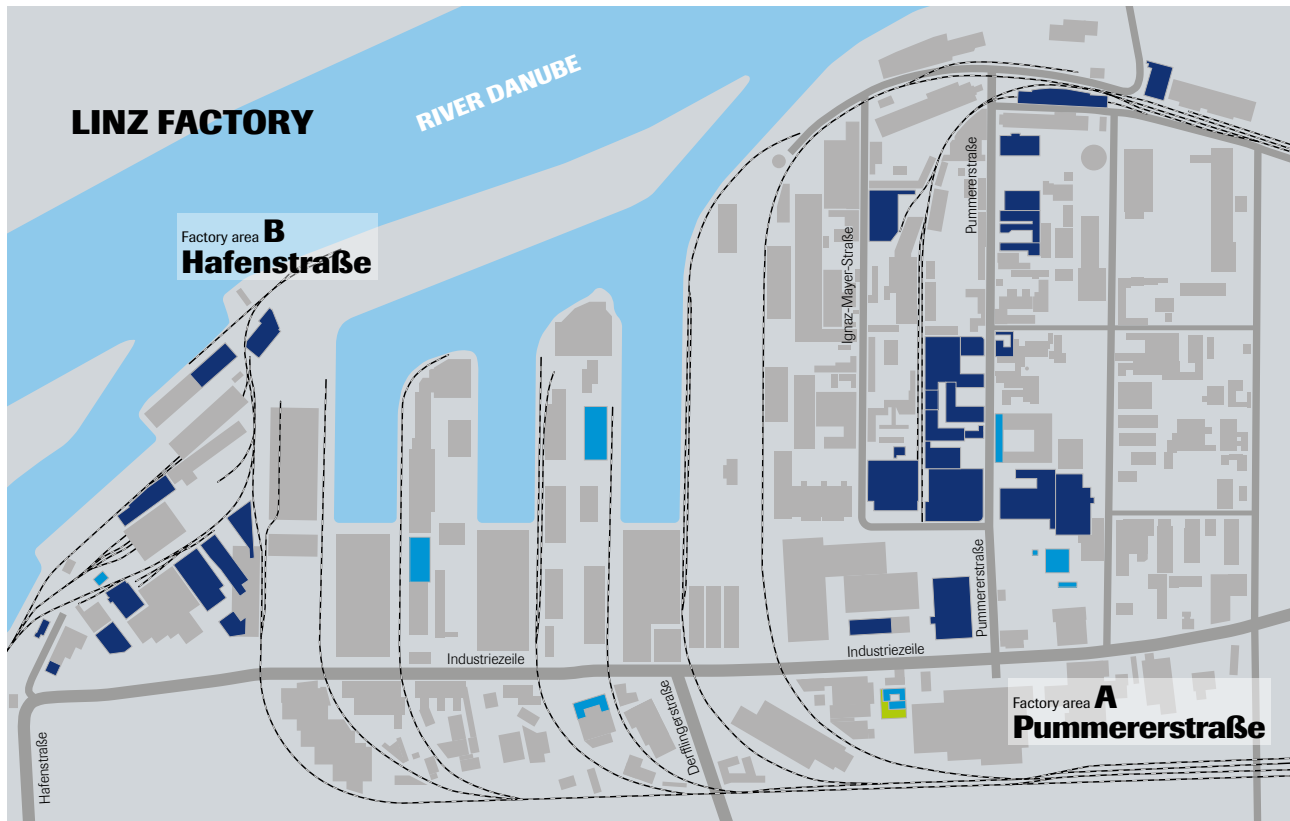
Employee representatives:

- Andreas Kirchschräger
- Ing. Alexander Füreder

SHAREHOLDERS

- Plasser & Theurer Beteiligungs- und Verwaltungsgesellschaft m.b.H. (holding company) 99.20%
- Elisabeth Max-Theurer 0.30%
- Victoria Max-Theurer 0.25%
- Johannes Max-Theurer 0.25%

LET'S GET TO WORK IN LINZ: A FACTORY MAP AND OVERVIEW



MANAGEMENT SYSTEMS AT PLASSER & THEURER

Plasser & Theurer is being called upon more than ever to observe and comply with the ever increasing requirements concerning environmental protection, occupational health and safety as well as quality. In order to meet these requirements, the Integrated Management System (IMS) combines all company management systems into one single and efficient structure. Conformity with standards and the effectiveness of the management system are reviewed annually within the framework of external and internal audits, confirming a globally uniform standard. With such a holistic approach to processes and services, Plasser & Theurer is able to offer continuously improved services.

Quality management system according to ISO 9001:2015

Customer focus and quality assurance are central constituents of Plasser & Theurer's corporate philosophy which aims to achieve continuous improvements of products and processes based on customer feedback and employee participation.

Environmental management system according to ISO 14001:2015

Environmental management encompasses environmentally oriented and resource-saving planning, control, monitoring, and improvement of all operational measures and processes as well as the promotion of environmental awareness amongst staff.

Energy management system according to ISO 50001:2011

The company's energy management increases the efficiency of energy-intensive processes and divisions through the systematic analysis and optimization of energy consumption. At the same time, it also reduces the costs and environmental impact associated with the company's activities.

Occupational health and safety management system according to ISO 45001:2018

In addition to greater legal certainty, OH&S management (Occupational Health and Safety) primarily focuses on health-promoting measures and preventing accidents at work.

Anti-bribery management according to ISO 37001

Plasser & Theurer supports this standard by integrating legal provisions and proven practices in order to reduce bribery risks, reduce costs, and at the same time promote transparency.

Compliance management according to ISO 37301

For Plasser & Theurer this standard not only ensures a systematic approach to compliance activities and optimization of processes but also a systematic improvement of legal certainty and framework conditions through transparent systems for officials, representatives, and managers.



CERTIFICATION TIMELINE



- **1993** First certification according to ISO 9001
- **2015** First certification according to ISO 14001, ISO 50001, and OHSAS 18001
- **2018** Combination of the ISO 9001, ISO 14001, ISO 50001, and OHSAS 18001 standards to form an Integrated Management System
- **2019** Extended scope of ISO 9001 with regard to the railway sector specification
- **2020** Transition from OHSAS 18001 to ISO 45001
- **2021** Extension of the IMS to include the management system standards ISO 37301 and ISO 37001
- **2022** Extended scope of ISO 9001 to include production of modular rail welding machines

AWARD-WINNING PRODUCTS AND SERVICES

- **2014 International Heavy Haul Association**
Plasser & Theurer receives an award as a partner of heavy haul railways.
- **2014 50 years of Shinkansen without personal injury**
The award from Japan for Plasser & Theurer's quality is a special one, as Plasser & Theurer was the only foreign company to be honoured with it.
- **2016 Brazilian Award**
Plasser do Brasil is chosen as the best supplier of railway construction machinery/equipment.
- **2016 Privatbahn Magazine**
For the development of the hybrid universal tamping machine, Unimat 09-32/4S Dynamic E³, the German railway magazine awarded its innovation prize to Plasser & Theurer.
- **2018 Award of the Austrian Federal Railways (ÖBB)**
By using the ÖBB for business trips, the company reduced its CO₂ emissions by 16.5 tonnes in 2017.
- **2018 klimaaktiv Award**
The hybrid machines for Plasser & Theurer and Franz Plasser Vermietung use electricity that is 100% renewable energy.
- **2020 GreenTech Award**
Plasser & Theurer receives the Top Innovator Award in the field of climate protection technologies. The company received the award thanks to its numerous patents for innovations that contribute significantly to climate protection. The E³ generation of track construction and maintenance machines uses the electrical energy from the contact wire and battery power for the working drive, reducing local emissions – of both pollutants and noise – to a minimum on the worksite.
- **2023 EcoVadis Award in Bronze**
Plasser & Theurer was given this award for the first time for its exemplary sustainable corporate governance. The independent and renowned certification platform EcoVadis awarded the company with their Bronze certificate as a result of their annual sustainability ranking. Plasser & Theurer recorded significant progress in all strategic sustainability areas compared to the previous year's ranking.
- **2021–2024 INEO Award for exemplary apprenticeship training**
Plasser & Theurer received the INEO Award from the Upper Austrian Chamber of Commerce from 2021 to 2024 as a recognition of its exemplary commitment to apprenticeship training. The INEO Award (Innovation – Sustainability – Commitment – Orientation) sets a clear signal for the quality of apprentice training and creates a strategic advantage when recruiting skilled workers.



INITIATIVES AND ACCREDITATIONS

Plasser & Theurer supports a range of internationally recognized frameworks for the implementation of its sustainability strategy.

UN Global Compact

Since October 2022, Plasser & Theurer has been a member of UN Global Compact and as such supports its ten principles. As a member, the company commits to, amongst others:

- supporting the protection of human rights within its area of influence,
- ensuring international working standards,
- improving environmental protection, and
- fighting corruption and bribery.

In order to ensure the ten principles of the UN Global Compact are firmly embedded in the company's operational business, guidelines, company regulations, and company standpoints are developed; these are binding for all members of staff. This applies equally to our suppliers who we will ask to commit to adhering the ten principles on an international level.

EcoVadis

As a part of its strategic sustainability initiatives, Plasser & Theurer is a member of EcoVadis in order to evaluate and improve its social and ecological performance. The EcoVadis method is based on international sustainability standards. Participating companies receive a sustainability score card that illustrates the performance of the assessed companies with regard to 21 indicators in the four areas of environment, employment and human rights, ethics, and sustainable procurement. The aim is to continuously develop one's efforts and for this to be reflected in the annual surveys and ratings. In 2023, the company achieved the Bronze status for the first time in its history.



CORPORATE PHILOSOPHY, PRINCIPLES, AND POLICY

Corporate philosophy

The company's philosophy is based on five pillars: high capacity, precision, reliability, sustainability, and corporate responsibility. These form the foundations of the company.

Corporate principles

Quality cuts costs: Plasser & Theurer develops, manufactures, and services on the basis of a dynamic quality policy. The company combines proven components with innovative technologies to avoid unnecessary costs and ensure the economic efficiency of its machines.

Innovation creates benefits: Plasser & Theurer has significantly influenced track construction and maintenance by introducing innovative technologies that improve the quality and efficiency of work and considerably increase the benefits for customers.

Part of a forward-looking system: Plasser & Theurer is an integral part of the economical, environmentally friendly, and

comfortable railway transport system. A close dialogue with industry partners enables us to develop machines that meet the real requirements of the track.

The only full-range supplier worldwide: Plasser & Theurer is the only supplier in the world that manufactures a complete range of machines for laying and maintaining railway tracks. The company focuses on implementing continuous improvements and innovative technologies in order to increase operator efficiency.

Worldwide service & support: In times where time pressures are increasing the reliability of Plasser & Theurer machines is becoming ever more important. Plasser & Theurer operates service bases, repair workshops, and spare parts warehouses all over the world to offer optimum support to its customers in all regions.

Corporate Policy

PLASSER & THEURER ...

- makes a sustainable contribution to the railway system
- stands for pioneering spirit and innovative strength
- manages the company responsibly, strategically, and purposefully
- ensures occupational health and safety
- supports its staff and promotes their professional development
- promotes and maintains an open dialogue with all stakeholders
- respects the social diversity of all
- aims at ensuring the maximum quality of its products and meeting the requirements of its customers
- takes all phases of the product life cycle into account
- requires all stakeholders along the supply chain to comply with the corporate values
- attaches importance to fair and sustainable procurement
- protects the environment and reduces environmental pollution
- improves the energy-related performance of all organizational units
- aims to continuously optimize processes in all corporate areas
- ensures the ongoing improvement of management systems
- complies with legal, administrative, and other mandatory requirements

BUSINESS MODELS

Business models of the partner companies

The business models of the individual partner companies vary in the range of services they offer and include everything from customer service to sales and local production on-site to contracting. Plasser & Theurer's main business units are presented below.

Machine: unique in the world

Plasser & Theurer's range extends from the simplest tamping machines to high-capacity systems hundreds of metres long. Depending on the customer's requirements, Plasser & Theurer supplies either customized solutions (Individual Design) or machines that are manufactured individually on the basis of a modular system (ModularCustomizing). The advantages of the second option are the shorter delivery time and faster approval. Furthermore, the modular construction enables a quick and uncomplicated replacement of machine parts in the future.

In the E³ machine division (see page 18 of this chapter), Plasser & Theurer recorded an increase in sales as early as 2022. In addition, 2023 saw a significant increase in enquiries and orders. Based on the forecast until 2030, it can be assumed that a large share of all machines delivered in Europe will have E³ technology. Therefore, we have already made plans for the expansion of the production capacities for E³ machines in Linz by building a new assembly and commissioning workshop.

Fleet: optimizing fleet maintenance

There are basically three main options for optimizing the economic efficiency of machines: increasing machine availability or maintaining it at a high level, reducing life cycle costs as well as setting variable fixed costs. Plasser & Theurer has designed new service packages with these factors in mind so customers can benefit from their large savings potential.

Plasser & Theurer offers upgrades to improve the performance of existing machines. An example would be the installation of new diesel engines resulting in savings from an eco-friendly and economic point of view. Fitting electrically driven tamping units results in a reduction of rotational speed of the engine and therefore in reduced diesel fuel consumption.

Infrastructure: infrastructure know-how as a competitive advantage

The digitalization of the railway infrastructure is making headway. We have been a pioneer in this area since day one. Today, we offer tools with ground-breaking features: these not only include tamping machines that deliver a continuous data flow and provide transparency by documenting the entire process – from the work order to the proof of work. They also include our track inspection vehicles which provide data for modern Building Information Modelling. This creates unprecedented opportunities for infrastructure planning, construction, and operation. Last but not least, we also develop new technologies. A prime example is the URM 700-2, a machine that turns complete turnout maintenance into a service.

Efficient use of resources and reduction of emissions

Plasser & Theurer offers electrically driven tamping machines with integrated additional functions such as ballast profiling and dynamic track stabilization, a sustainable solution for the track maintenance industry. The savings potential of E³ technology in terms of energy requirements and emissions can be demonstrated using real operating data. Compared to the conventional drive concept, cost savings of up to 69% could be shown in tamping mode for certain machine configurations. Furthermore, the machines also offer considerable potential savings in other operating modes by using idle times more efficiently. These increased efficiencies not only bring about cost savings but also a reduced environmental impact and reduced service and maintenance costs.

Data logging and analysis for optimized performance

With the use of Plasser Datamatic, the digitalization solution from Plasser & Theurer, precise data about the user profile of machines can be logged and analysed in order to optimize the use of resources and output of emissions. The railway-certified MachineDataConnector (MDC) ensures full integration into the machine control system, while the web-based

WORLDWIDE SERVICE

Customer services Sales Local production In-house products Contracting (Contract) Manufacturing

Framafer	Customer services, Sales, Local production, In-house products	Plasser Far East	Customer services, Sales, Local production, In-house products, Contracting	Plasser Robel Services	Customer services, Sales, Local production, In-house products, Contracting, (Contract) Manufacturing
Nippon Plasser	Customer services, Sales, Local production, In-house products	Plasser Ibérica	Customer services, Sales, Local production, In-house products, Contracting	Plasser Scandinavia	Customer services, Sales, Local production, In-house products, Contracting, (Contract) Manufacturing
Plasser American	Customer services, Sales, Local production, In-house products	Plasser India	Customer services, Sales, Local production, In-house products, Contracting	Plasser South Africa	Customer services, Sales, Local production, In-house products, Contracting, (Contract) Manufacturing
Plasser Australia	Customer services, Sales, Local production, In-house products	Plasser Italiana	Customer services, Sales, Local production, In-house products, Contracting	Plasser Turkey	Customer services, Sales, Local production, In-house products, Contracting, (Contract) Manufacturing
Plasser do Brasil	Customer services, Sales, Local production, In-house products	Plasser Mexicana	Customer services, Sales, Local production, In-house products, Contracting	Plasser UK	Customer services, Sales, Local production, In-house products, Contracting, (Contract) Manufacturing
Plasser Canada	Customer services, Sales, Local production, In-house products	Plasser New Zealand	Customer services, Sales, Local production, In-house products, Contracting	ROBEL	Customer services, Sales, Local production, In-house products, Contracting, (Contract) Manufacturing
Plasser Egypt	Customer services, Sales, Local production, In-house products	Plasser Polska	Customer services, Sales, Local production, In-house products, Contracting		

platform MachineConditionObserver (MCO) provides real time data in encrypted form. Tailor-made performance and emission reports that can be generated automatically enable the customer to have a detailed analysis of their consumption and emission data in addition to their fleet management. Furthermore, the integrated function "Remote Assistance" in Datamatic enables remote support and therefore a reduction of service technicians' time on site and the associated emissions due to travelling.

The machines – a systematic approach to track technology

Plasser & Theurer is a full-range supplier of machines and machine systems

- for laying and maintaining a variety of tracks
- for all track gauges in all parts of the world
- for all work processes
- in all sizes and output categories

We prioritize machines and machine systems that are adapted perfectly to one another and therefore also work together with a high level of efficiency and cost-effectiveness.

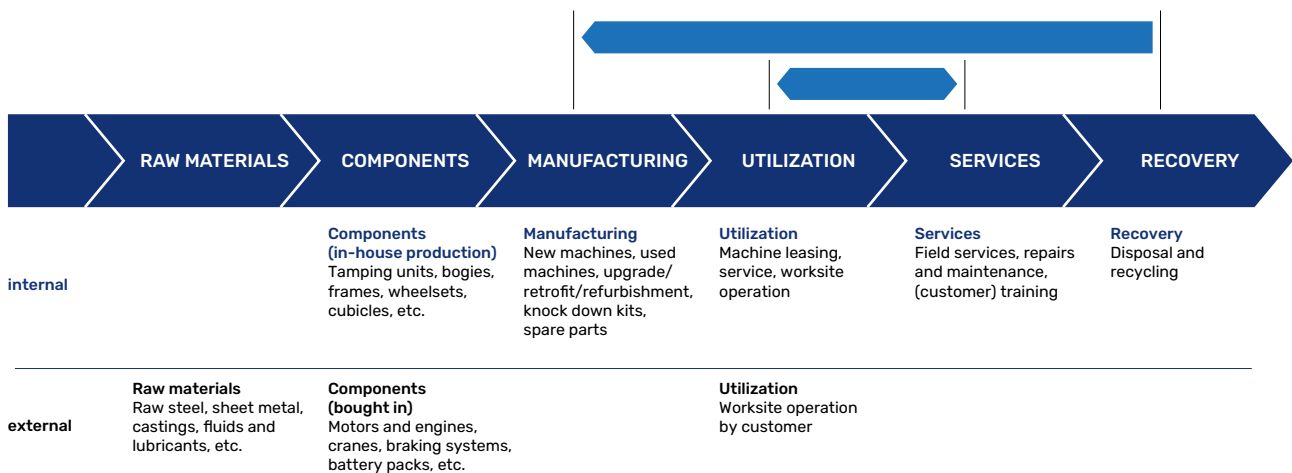
Economic efficiency thanks to resource-saving strategies

Plasser & Theurer machines are deployed in over 100 countries and have to cope with the demanding conditions of railway lines. Regular servicing and repair are indispensable to achieve this, as is a reliable supply of original spare and wear parts. Therefore, the company operates a worldwide service network with competent service technicians for all machine types. All parts are manufactured in accordance with the highest quality standards to ensure a long service life. More than 100,000 parts are either ready for dispatch straight away or can be manufactured and supplied within a short period of time. This ensures that the machines from Plasser & Theurer are continuously ready for deployment for a long period of time resulting in future-proof economic efficiency. With a manufacturing depth of 80%, the company produces the majority of its components itself which enables us to flexibly adapt to customer requirements.

From the raw material to the finished product: the company's added-value chain

Plasser & Theurer's added-value chain ranges from the procurement of high-quality raw materials to in-house manufacturing and finally the delivery of innovative railway infrastructure solutions to customers worldwide. Each step is planned carefully and optimized with the integration of the latest technologies and the continuous improvement of processes in order to ensure the product quality and meet customer requirements.

PLASSER & THEURER VALUE-ADDED CHAIN



***Knock down kits**
Production and marketing of products where components and assemblies are delivered and only assembled and sold as a finished product in the importing country.

MACHINES AND MACHINE SYSTEMS



**PLAIN-LINE, UNIVERSAL, AND
TURNOUT TAMPING MACHINES**



**RENEWAL AND LAYING OF
TRACKS AND TURNOUTS**



**BALLAST DISTRIBUTING AND
PROFILING MACHINES**



TRACK MEASUREMENT



**BALLAST CLEANING MACHINES AND
SPOIL LOADING**



**TRACK MOTOR VEHICLES
AND ELECTRIFICATION**



**STABILIZING AND CONSOLIDATING
MACHINES**



MOBILE RAIL TREATMENT



FORMATION REHABILITATION



SPECIAL MACHINES

**“Economic – Ecologic – Ergonomic”:
emission-free, quiet, and safe**

E³ machines contribute to achieving the railway’s climate targets in several ways by:

- reducing the use of fossil fuels
- feeding energy to the grid
- reducing the hydraulic oil needed
- using nothing but environmentally acceptable oils
- reducing wear on parts such as brakes
- reducing noise emissions

The E³ series enables our partners to meet the challenges of today and tomorrow, including

- staff protection and operating comfort
- stricter emission limits
- lower budgets for operations and operating resources
- working in tunnels
- inner-city working operation

**E³ MACHINES
STAND FOR**

ECONOMIC

Savings of €135 per hour of operation

ECOLOGIC

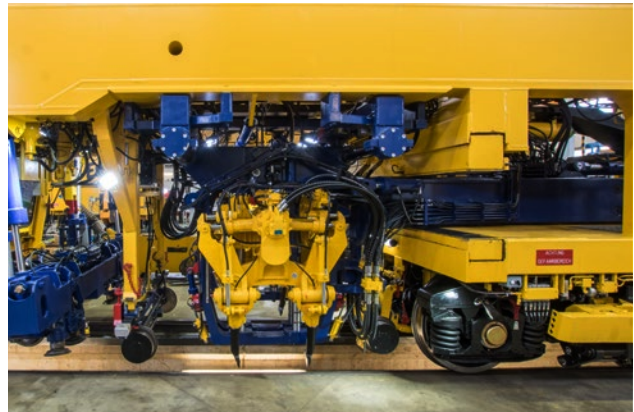
Reduces CO₂ emissions by 27 t per 100 hours of operation

ERGONOMIC

Reduces noise by 20 dBA

Retrofit – a synonym for economic efficiency and sustainability

What happens when a machine is no longer technologically up to date? A Plasser & Theurer retrofit is an alternative to buying a new machine which can save costs, time, and resources. Retrofitting means modernizing a machine while retaining the intact basic machine as much as possible. The machine is renewed or reconditioned only where it is necessary. At the same time, obsolete components are replaced by innovative technologies to increase performance.



Retrofit services:

- Modernization of old machines
- Retains the intact basic substance of the machine
- Accurately pre-defined reconditioning and renewal
- Installation of additional functions
- Improved safety standards

Customer added value:

- Improved safety standards
- Increased availability
- Increased output
- Improved energy efficiency
- Valid approval

STAKEHOLDER ENGAGEMENT – AN IMPORTANT FACTOR IN SUSTAINABILITY MANAGEMENT

Stakeholder expectations and the associated requirements play a significant role in corporate sustainability management. In a continuous exchange with the relevant stakeholders, Plasser & Theurer maintains various dialogue formats worldwide on current and potential topics for the future.

The key players: looking at the most important Plasser & Theurer stakeholders

Only if a company knows the exact interests and needs of its stakeholders can corporate decisions be even better aligned with their expectations. A continuous exchange helps to identify relevant issues and to continuously develop sustainability management.

STAKEHOLDERS OF

Plasser & Theurer

Customers (just over 1,000 in 110 countries)
Employees
Partner companies
Suppliers
Service providers
Non-governmental organizations
Politicians and authorities
Residents
Associations
Trade unions
Universities/research institutions
Media

Our customers are our partners

Plasser & Theurer regards customer relationships as partnerships. Customer satisfaction is measured in regular customer surveys. Our machines are primarily deployed by railway companies (operating companies of passenger and freight lines, public transport companies) and construction companies.

The global Plasser & Theurer team strives to support customers in the maintenance and improvement of these assets. In order to ensure this support in the best possible way, five world regions managed by regional sales managers and their teams have been defined. The declared objective of these teams: to offer the customer a reliable point of contact for the entire portfolio. Furthermore, our Global Customer Service team is available to customers in all matters, ranging from staff training for the efficient use of our machines to troubleshooting and finding solutions.

A growing trend is the importance customers increasingly attach to the reduction of their carbon footprint. Over the last years, Plasser & Theurer has developed powerful instruments to demonstrate to customers that sustainability can also have a positive financial impact straight away. This can be done by illustrating the added value of the E³ technology with precise data and clear graphical representation. These aids will help with decision making and support the implementation of sustainability targets. A key benefit of this technology, for example, is the reduction of noise emissions by an impressive 20 decibels.

Tailor-made solutions for CO₂ reduction

Plasser & Theurer supports each customer with specific solutions on their way to reduce CO₂ emissions. By continuously expanding its machine portfolio it offers the full range in the area of drives. From innovative hybrid solutions to fully electrified machines, customers will have the opportunity to actively influence the environmental impact in the use of their machines in future.

VISION OF TAILOR-MADE SOLUTIONS FOR CO₂ REDUCTION

3
E³
by Plasser, Theurer

ZERO-EMISSION TRACK MAINTENANCE – ON TRACK TO ACHIEVING THE GOAL

- Completely carbon-neutral operation* with all electrically powered machines and work units
- Electrified tamping units decrease noise emissions and increase total efficiency while reducing fuel consumption by up to 40%
- Working and travelling electrically thanks to hybrid drive technology saves up to 3 million euros over the entire life cycle and 400 t of CO₂* per year, with noise reductions of 20 dB(A)
- +30% increase in performance thanks to continuous working action and up to +40% thanks to multi-sleeper tamping technology
- Hydraulic tamping units with frequency control reduce noise and increase service life

* achievable with the use of traction current from 100% renewable energy

Customer service at the Linz Training Centre

The Linz Training Centre and Technical Service provide support and training in the Service Centre. Most of the trainees are our customers' operating staff and maintenance personnel. However, managers are also introduced to the key criteria for handling worksites.

The latest media technologies are available in the Service Centre, enabling efficient and quick knowledge transfer. High importance is also attached to the topic of safety. To allow the trainees to familiarize themselves with the workflow on the machine, the basement of the Service Centre houses simulators. They make it possible to efficiently train the work in the front cab and in the work cab of a tamping machine.

In 2023, around 500 customers were supported by Plasser & Theurer in 83 groups of trainees. In addition, training courses were also held at Plasser & Theurer partner companies in Japan, Korea, and Germany. The training offering was extended to include training of all the service personnel worldwide. In internal training courses, a total of 161 employees (internal staff and partners) were trained in 22 different mechanical engineering courses. 1,011 visitors and customers gained an insight into our production facilities in factory guided tours.

PLASSER & THEURER AT INTERNATIONAL EVENTS: INDUSTRY COMPETENCE AND EXPERTISE

The presence of Plasser & Theurer employees at international conferences, training workshops, trade fairs, etc. ensures that we keep pace and up to date with the latest developments and expand our specialist knowledge continuously.

InnoTrans in Berlin

Every two years, Plasser & Theurer is an exhibitor at InnoTrans Berlin, the biggest international trade fair for rail technology and mobility.

Maintenance companies and infrastructure managers visit the Plasser & Theurer stand to exchange experiences and discuss current innovations. InnoTrans is an important industry meeting point that drives the advancement in transport technology and offers the opportunity to promote sustainable solutions and co-operations. In 2023, the trade fair recorded around 140,000 visitors from 131 different countries over four days.

International Exhibition for Track Technology (iaf)

The 28th International Exhibition for Track Technology (iaf) in Münster in 2022 focused on topics such as environmental and climate protection, decarbonization, sustainability, digitalization, and automation in the railway construction sector. Plasser & Theurer was the largest exhibitor and presented 19 machines as well as new concepts and solutions for bundling digitalization competence, the skills shortage, and the challenges for the railway construction sector in a changing climate. Plasser & Theurer regularly exhibits at this trade fair, which takes place every four years.



COMPETENCE THROUGH RESEARCH AND DEVELOPMENT

Thanks to decades of research work and a specialized orientation, Plasser & Theurer has a high level of expertise – particularly in the core areas of tamping, stabilizing, cleaning, renewing, and laying railway tracks – which is reflected in the design of cost-efficient machines and system solutions. The company's system expertise in approvals for track construction and maintenance machines is just as great.

Partner companies have acquired special knowledge in the operation, servicing, and maintenance of track construction and maintenance machines. For this reason, and due to the fact that employees remain at the company for a long time, there is a unique wealth of experience and an unparalleled understanding of systems in the company: from the design to the construction and servicing of machines to their use. This understanding of systems has been further enriched in recent years with an increasing number of young talents and career changers with excellent qualifications. Furthermore, the high number of publications, patents, and specialist presentations attests to Plasser & Theurer's unwavering innovativeness.

Patents – discover the future of track construction and maintenance

Plasser & Theurer's Technology and Innovation division is creating the future of track construction and maintenance today.

In 2021, the company had registered 21 patents at the Austrian Patent Office. Another 21 followed in 2022. In 2023, Plasser & Theurer was able to consolidate its position as a company with strong innovativeness by registering 20 new patents and 11 utility models. The company currently holds around 2,500 patents.

Contribution to basic research

The Technology & Innovation division cooperates with Austrian and international universities as well as railway operating companies worldwide to develop innovative solutions for track construction and maintenance. Apart from supervising master and doctoral theses at various universities, this division is also actively involved in technical presentations at conventions and conferences.



Further information on our research partners can be found on the Plasser & Theurer website.

Current Plasser & Theurer innovation projects

The optimization of drive technologies is an important focus for Technology & Innovation. However, economic efficiency is not always the only trigger for research priorities. Reducing emissions, in particular CO₂ and noise, is gaining in significance.



Details on current R & D focus areas can be found on the company's website under P&T Research.

INTERNAL PROJECT TRINITY+: INNOVATION FOR TECHNOLOGICAL PROGRESS

Two key features characterize the internal project Trinity+: on the one hand E³ technology, which Plasser & Theurer as a trailblazer has used to develop and implement track maintenance machines with hybrid drives. On the other hand, it is the modular build of platforms that use a large number of the same assemblies for different machine configurations.

Plasser & Theurer is currently implementing these two developments in the new universal tamping machines of the 09/4S product family which emit less CO₂ during working than conventional fuel-powered machines. The first machines of this new generation will start operating in 2026.



SUSTAINABLE TRACK MAINTENANCE

Plasser & Theurer considers synthetic fuels a promising option for an environmentally friendly future. Through openness in development and research, we think beyond existing technologies and are constantly expanding our portfolio of options for designing green machines. Synthetic fuels are a source of hope for improving the environmental friendliness of large machines and increasing the amount of renewable energy sources.

With a view to the future, conventional fuels could cause a greater financial burden than synfuels in a few years' time due to carbon pricing.

But hybrid vehicles equipped with a diesel-electric power pack can now also run the diesel engine on synthetic fuels in addition to battery operation. In other words, synfuels are an environmentally friendly alternative wherever there is a reliance on a combustion engine, for example, because no overhead contact line is available, or it cannot be used for organizational reasons, and as a blackout precaution. Currently, P&T Research is carrying out extensive tests of the machines and engines using synthetic fuels, also working with partners such as Deutsche Bahn.

SYNFUELS

Synfuels include all fuels that are synthetically produced from non-fossil origin. They include hydrotreated vegetable oils (HVOs), e-fuels, and x-to-liquid fuels, e.g. gas-to-liquid.

HVO is a second-generation biofuel and an alternative to fossil fuels. It is already used in freight transport. DB Cargo is a pioneer in the use of HVO biofuels and is continuously expanding the use of these fuels.

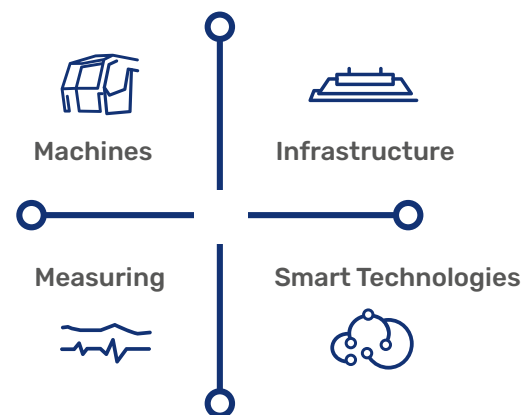
E-fuels, on the other hand, are still viewed critically due to the high energy consumption during production and the resulting high prices.



A 360-DEGREE VIEW OF TRACK CONSTRUCTION

The tools for track maintenance are undergoing a transformation thanks to digitalization, alternative drive systems, and modern manufacturing methods. It is becoming clear that in addition to just work machines a holistic view of the infrastructure is required in order to meet future needs. Infrastructure managers, track maintenance contractors, and machine manufacturers are facing huge challenges as new approval regulations require innovative machine concepts. A holistic approach of the railway system is crucial for sustainable management of the railway infrastructure. Methods such as Building Information Modelling (BIM) are increasingly used to optimize planning, implementation, and management. The development of conventional machines into intelligent and interconnected maintenance machines is made possible with digital technologies and artificial intelligence. These intelligent machines act as sensors and supply important data about the infrastructure.

CENTRAL TOPICS OF THE TECHNOLOGY & INNOVATION DIVISION



ECO-EFFICIENCY THROUGH BALLAST RECYCLING ON BOARD

Ballast recycling contributes to maximum eco-efficiency in track maintenance. Instead of depositing old ballast and using new ballast, the old ballast is recycled directly on the track and reused. This not only reduces the environmental impact and costs but also promotes the circular economy in the company.



RAIL GRINDING REDUCES NOISE EMISSIONS CAUSED BY TRAMS

The Vienna tram network plays an indispensable part in public transport but wheels and rails generate noise pollution and vibrations. Wiener Linien (Vienna transit company)

are conducting a research project with the Plasser & Theurer rail grinding trailer ATMO (Automatic Track Machine Oscillator) to investigate the effects of rail grinding on the noise pollution and emissions of trams. The measurement results show that acoustic grinding and preventive rail grinding can reduce unwanted noise and vibrations in the vicinity.

Thus, regular rail grinding is an important measure to reduce noise levels and relieve local residents. A smoother rail profile reduces the noise generated and the vibrations, both on the rail track and in the adjacent buildings. To achieve this, the ATMO uses a combination of conventional grinding with grinding stones and oscillating grinding.

RESEARCH PARTNERS: SHAPING THE FUTURE OF THE RAILWAY TOGETHER

Plasser & Theurer's vision is to make a sustainable contribution to the success of the railway system. To ensure this, the collaboration with infrastructure managers, machine operating companies, suppliers, research institutes, and universities is crucial to our research activities. Together with our partners, we are working on solutions that will make the track construction and maintenance technologies of tomorrow more effective, cost-efficient, and sustainable.

SMALL PARTS MANUFACTURING IN PURKERSDORF

In 2023, a small parts manufacturing facility was opened at the Purkersdorf site. This enables the manufacturing and quick supply of parts required by the Technology Centre Purkersdorf. The machine fleet comprises of few but efficient tooling systems for needs-based component machining.

ORGANIZATION OF SUSTAINABILITY MANAGEMENT

In Summer 2023, Plasser & Theurer started a transformation process in its sustainability management with the objective of integrating sustainability principles into its business strategy and all business processes. In view of the growing pressure from legislation and standards, especially with regard to CSRD and the associated reporting requirements from ESRS (European Sustainability Reporting Standards), a coordinated alignment of processes, data collection, and the resulting actions and targets are essential. In addition, sustainability ratings are becoming more and more important, with customers and banks requiring an increased effort in this area. Plasser & Theurer must comply with this. To gradually implement our targets in sustainability management, a

CSR team was set up within the Health Safety Environment department.

To further strengthen the company's long-term sustainability strategy we are planning to set up a Sustainability Board. Its members will have strategic positions to monitor the implementation of sustainability issues in the company and act as intermediaries between staff and management.

MATERIALITY ANALYSIS

In 2021, the company carried out a materiality analysis in order to clearly define the relevant issues. Potential sustainability issues along the entire value chain were identified and ranked according to their importance. The focus was on those aspects that have the biggest impact on people and the environment and at the same time are highly relevant for our stakeholders. Subsequently, internal stakeholders and

external sustainability experts provided a ranking of the identified sustainability issues. Twelve key topics emerged; they form the basis for this report and represent the main efforts of Plasser & Theurer in the area of sustainability.

ESSENTIAL SUSTAINABILITY TOPICS



ECONOMY

- Corporate governance and compliance



ENVIRONMENT

- Energy
- Product life cycle
- Circular economy
- Sustainable supply chain
- Logistics



SOCIAL

- Occupational health and safety
- Machine safety
- Diversity and equal opportunities
- Employees' professional development
- Employee benefits and communication
- Social responsibility and sponsoring

UN SUSTAINABLE DEVELOPMENT GOALS

Plasser & Theurer has committed to support the UN targets for sustainable development (Sustainable Development Goals – SDGs) and thus contributes to promoting the social, environmental, and economic development issues up to 2030. Plasser & Theurer’s commitment includes the reconciliation of economic growth with social needs such as education and

health and at the same time implementing climate and environmental protection measures.

Based on its business activities, Plasser & Theurer can make a contribution to achieving the goals for the following four SDGs:



SDG 9 – Industry, Innovation, and Infrastructure:

Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.

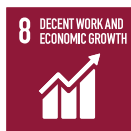
Plasser & Theurer’s products allow critical infrastructure to be built, maintained, and serviced around the globe. In 2023, a high degree of innovation was achieved again by registering several patents. In this reporting period, the product portfolio was expanded further with lower-emission drive machines.



SDG 13 – Climate Action:

Take urgent action to combat climate change and its impacts.

Continuing to improve our machines has more than just an economic effect: greater efficiency means using fewer resources. In 2023, first steps with regard to the use of renewable energy sources were taken with the renovation and new construction of buildings. In addition, the first PV plants were installed at our Purkersdorf site.



SDG 8 – Decent Work and Economic Growth:

Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

Our employees are the heart of our company. The workplace is improved successively in terms of ergonomic design, lighting, and emission protection. Improvement measures in staff protection were implemented in 2023. Technical projects for improving the air in factory halls and reducing noise levels as well as organizational projects for ergonomic workplaces were implemented.



SDG 12 – Sustainable Consumption and Production:

Ensure sustainable consumption and production patterns.

Our product philosophy has always entailed threefold certainty. While this may not look like material efficiency at first glance, the service life of our products averages 30 years. Combined with our lifetime spare-parts guarantee, it is an important contribution to sustainable use. In the reporting period, the “Retrofit” business unit was expanded further. Due to the importance of this expansion, a separate operational facility was leased for retrofitting old machines.



ENVIRONMENTAL INFORMATION

ENVIRONMENTAL AND ENERGY MANAGEMENT IN PRACTICE

The railway system meets all the criteria for efficient and thus forward-thinking mobility. This entails using mineral and energy resources sparingly, reducing emissions, and protecting the environment and nature. As part of the railway system, Plasser & Theurer contributes to the mobility of the future. Its innovations – with its numerous patents relevant to environmental and climate protection – contribute to reducing environmental pollution. As an industrial manufacturing company, Plasser & Theurer faces environmental risks that are associated with its core business. These include the extraction of resources, energy consumption in processes and transport, and the emission of air pollutants. Plasser & Theurer is actively committed to minimizing this impact with targeted measures. The firmly established prominence of occupational safety and environmental protection in the company culture enables the effective development and implementation of these measures.

The commitment to the existing environmental policy is reflected in the prevention principle for the avoidance of damage and pollution and takes into account all legal requirements. Thus, the environmental management system is considered a continuous improvement process that captures and evaluates all environmental aspects to highlight the areas that require action. In 2023, environmental and sustainability risks were included in the software-based overall risk assessment of the company so that associated financial risks can be taken into account.

Internal communication channels were used extensively in 2022 to achieve a better awareness of environment, energy, and sustainability issues within the company. In addition, employees were given the opportunity to have their say on these requirements via a newly set up email address. Internal training offers on the subjects of environment, energy, waste, and other sustainability aspects will be expanded considerably over the next few years. In 2022, a sustainability report of the 2021 reporting period following GRI guidelines was drawn up and published for the first time. It demonstrates an awareness of the efforts Plasser & Theurer is making in the areas of environment, social issues, and governance along the value chain.

In addition to the far-reaching tasks of creating awareness, environmental and energy management present an infrastructure challenge. This is a result of the company's growth over seven decades with over 50 buildings at different locations. The company still managed to establish standards, e.g. by introducing a waste separation system for the offices in Linz and Purkersdorf in 2023.

Environmental and energy management system

Plasser & Theurer is certified according to ISO 14001 environmental management and ISO 50001 energy management. These two management systems are the company's central control instruments for environment and energy, and they are being expanded on an ongoing basis. Through internal audits, risk assessments, regular evaluation of environmental aspects, and deriving improvements from them, the company ensures that environmental impacts are kept as low as possible. In addition, an energy management team was set up for the energy division; this deals with topics relevant to energy and enables cross-division exchanges.

Energy consumption trends

Energy consumption is made up of electricity consumption and the consumption of the fuels gas, diesel, petrol, and heating oil. For 2023, the overall energy consumption of 36,559 MWh is made up of 9,721 MWh electrical and 26,838 MWh thermal energy. Various fuels are used in the factories and office buildings. Natural gas is used for heating some of the buildings and as a supplementary fuel in the thermal afterburning system in the paint shop at the Linz site.

Due to the patchy data available, there are still some uncertainties with regard to leased properties. The data collection is improved on an ongoing basis.

While electricity consumption at the Vienna and Purkersdorf sites has decreased slightly, Linz as the main site has recorded an increase in electricity consumption. When looking at all sites together, overall energy consumption has reduced between 2021 and 2023.

Furthermore, looking at the total energy consumption from 2021 to 2023 shows that both the consumption of district heating and natural gas has decreased continuously. While a total of 4,688 MWh gas was bought in 2021, this reduced to 2,814 MWh in 2023. The purchase of district heating shows a similar pattern with 15,533 MWh in 2023 compared to 18,557 MWh in 2021.

In the current reporting year, 8,069 MWh of diesel and petrol were required to fill and operate machines and to refuel company cars. While the consumption in Vienna and Purkersdorf was relatively low and constant over the period from 2021 to 2023, the manufacturing site in Linz recorded an increase compared to the previous year. This is due to the increased demand of diesel for the machine fleet but also commissioning (finished machine products) and any shunting and refuelling activities.

ENVIRONMENTAL INFORMATION

Since 2023, Plasser & Theurer has been paying attention to a renewable mix throughout when buying electricity, also to its origin primarily from Austria. For instance, the Vienna site is supplied with 100% electricity from hydroelectric power. One of the most significant sources of emissions for the company is electricity consumption. Plasser & Theurer purchased 9,721 MWh of electricity in 2023. Between 2021 and 2023, electricity consumption could be reduced slightly. With the help of the ISO-certified energy management system processes and procedures are continuously evaluated and optimized with regard to their energy efficiency. Various energy-efficiency

measures, e.g. energy-saving LED lighting or efficient air conditioning units, are intended to reduce energy consumption even further in future.

ENERGY CONSUMPTION DATA			
	2021	2022	2023
By energy carrier			
District heating (MWh)	18,557	15,971	15,533
Electricity (MWh)	9,608	9,521	9,721
Heating oil (MWh)	0	130	110
Natural gas (MWh)	4,688	3,750	2,814
Diesel (MWh)	7,806	7,289	7,590
Petrol (MWh)	293*	520	479
TOTAL (MWh)	40,952	37,309	36,559
By source			
Fossil fuel (MWh)	12,787	11,689	10,993
Renewable fuel (MWh)	0	128	312
Purchased energy (MWh)	28,165	25,492	25,254
TOTAL (MWh)	40,952	37,309	36,559

* Petrol consumption 2021: Due to the widespread introduction of fuel cards for the vehicle fleet, the data situation regarding petrol consumption has improved.

INTENSITY INDICATORS PLASSER & THEURER			
	2021	2022	2023
Energy consumption (MWh)	40,952	37,309	36,559
Turnover (T€)	500,640	509,813	475,320
ENERGY INTENSITY (MWh/1000€ turnover)	0.0818	0.0732	0.0772

BEST PRACTICE EXAMPLE: PURKERSDORF SITE

Franz Plasser Vermietung von Bahnbaumaschinen Gesellschaft m.b.H is considered Plasser & Theurer's Austrian model site in energy efficiency. First steps towards sustainable staff mobility were taken with the installation of 2 x 11 kW EV charging stations. Since 2023, the company's vehicle fleet has also included two plug-in hybrid vehicles.

In 2023, the obsolete assembly workshop from the 1950s was demolished and a modern factory hall new build started; this will be equipped with air heat pumps with heating and cooling functions. The existing production and servicing workshops were upgraded with these heating systems in 2023. From spring 2024, it is planned that the air heat pumps of the new factory hall together with a photovoltaic plant with 199 kW peak power shall cover the complete energy supply of the Purkersdorf site. The planned wood pellet heating system shall only be used for peak demand times in future. Furthermore, for the decentralized energy concept of the Purkersdorf site it is envisaged to install metering points at each property of the site in order to better be able to assign and control energy flows and take effective action to reduce the energy consumption. This is set to start in 2024.

To support the green targets, employees use primarily public transport to travel between sites in Austria. The Vienna, Linz, and Purkersdorf sites have good railway connections. Business accounts with transport companies, e.g. ÖBB, support these efforts.



CORPORATE CARBON FOOTPRINT (CCF)

Plasser & Theurer has been collating the annual Corporate Carbon Footprint (CCF) in accordance with the Greenhouse Gas Protocol (GHG) since 2021. Its calculation includes direct Scope 1 and indirect Scope 2 emissions for the business location Austria (Vienna, Linz, Purkersdorf). Direct Scope 1 emissions occur directly in the operation itself, such as the use of fossil fuels, or during our production processes. Scope 2 emissions include emissions that arise from bought-in energy (electricity, district heating, district cooling) for use in operational processes.

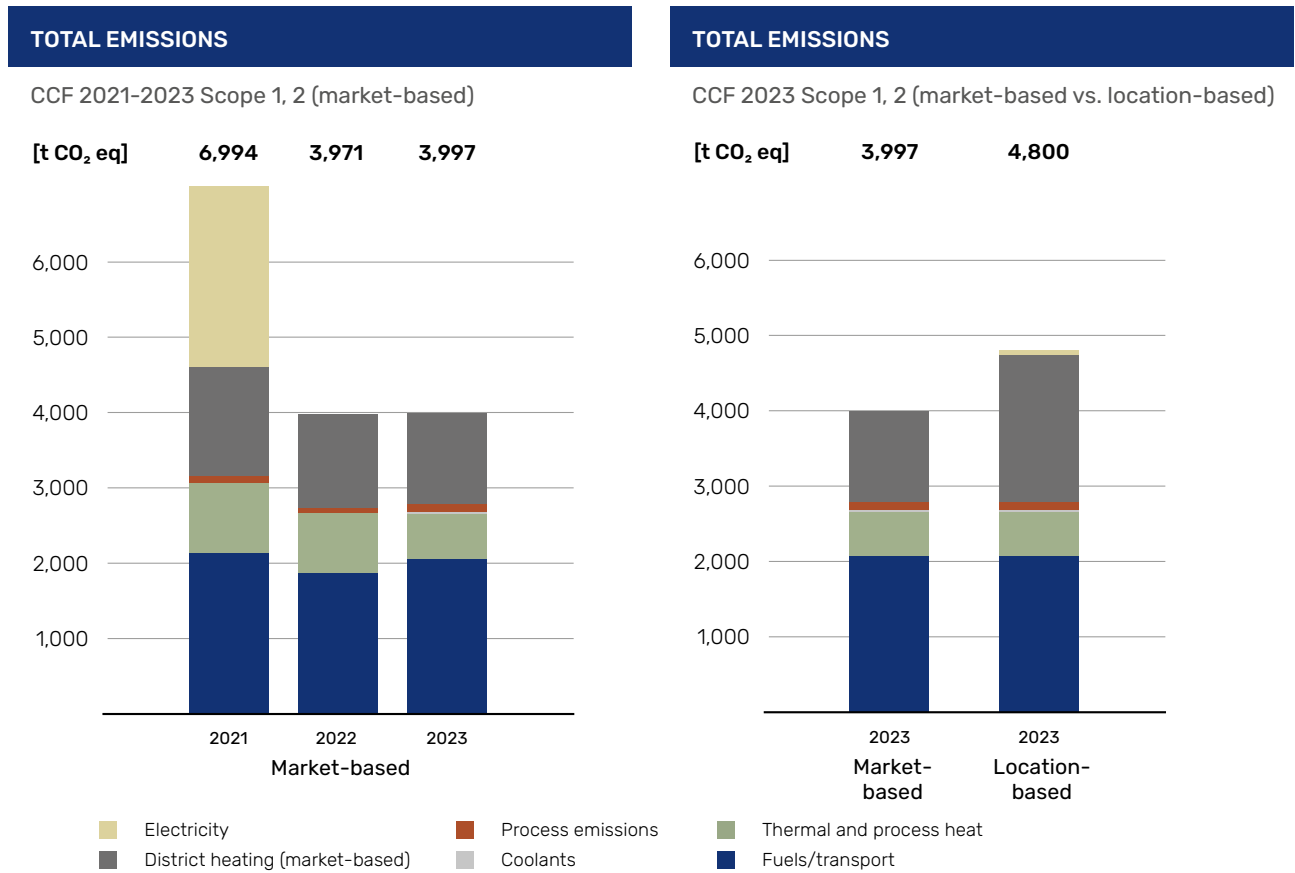
In the current reporting period, Scope 3 emissions, i.e. emissions from the upstream and downstream value chain, were included in the CCF for the first time (see "Scope 3 emissions" on page 34 for further information).

The reduction of market-based Scope 1 and Scope 2 emissions in 2022 and 2023 is due to several factors: on the one

hand, energy consumption was down, on the other hand, this is also due to the change in electric energy mix (direct impact on CO₂ balance in calculation). At the same time, all energy suppliers strive to improve their portfolio with regard to renewable energy sources which also directly influences the site-based emissions (improved emission factors).

REDUCED-EMISSIONS PAINT SHOP

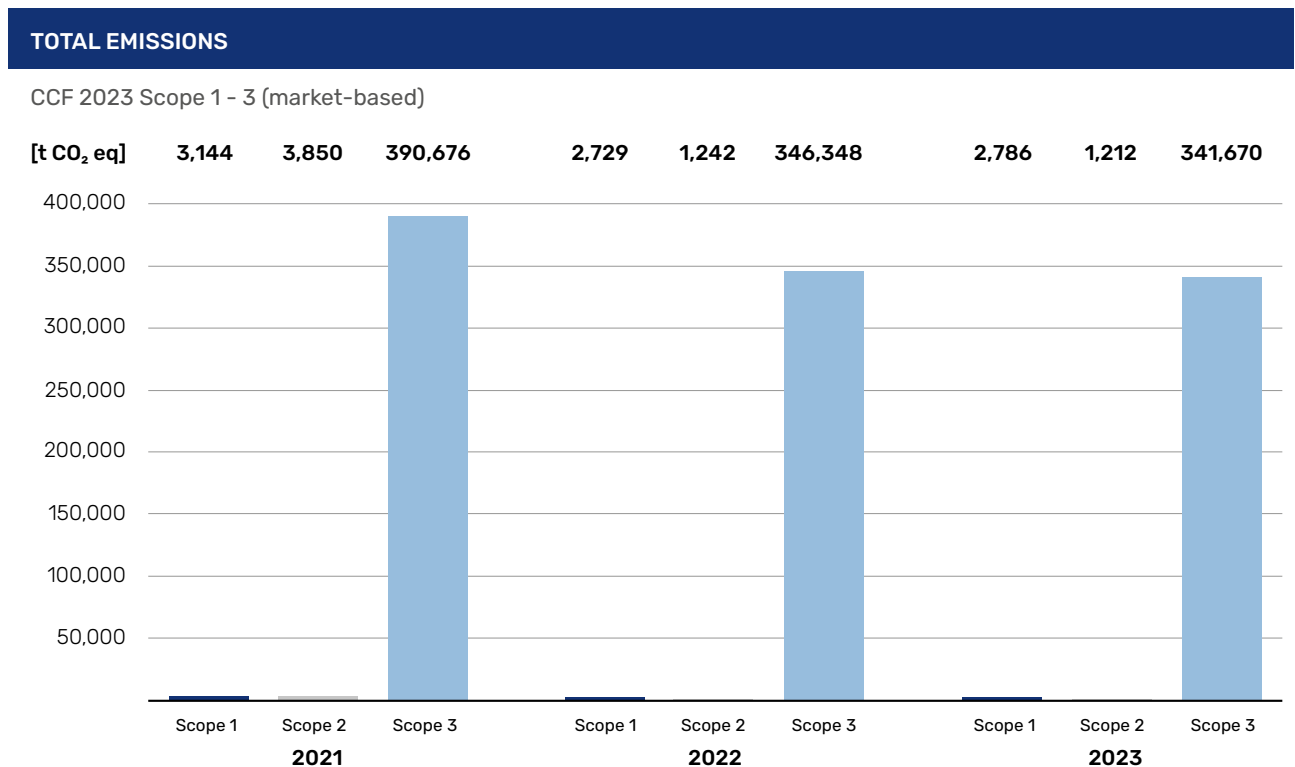
Plasser & Theurer only uses low-solvent paints for colouring parts and components. The exhaust air generated during painting is cleaned in a thermal afterburning unit to minimize the emission of organic compounds. The heat generated as a side product is used for heating the factory halls.



Total emissions

The Scope 2 emissions from generating purchased energy have the biggest carbon footprint share of Plasser & Theurer.

The emissions from the district heating used come exclusively from the production site in Linz and form the largest item in the total CCF when looking at Scope 1 and Scope 2



emissions. Overall, at 77% the emissions from purchased electricity and thermal and process heat are by far the largest source of emissions at Plasser & Theurer in the 2023 reporting period. In comparison, the consumption of fuels (diesel, petrol) makes up 22%.

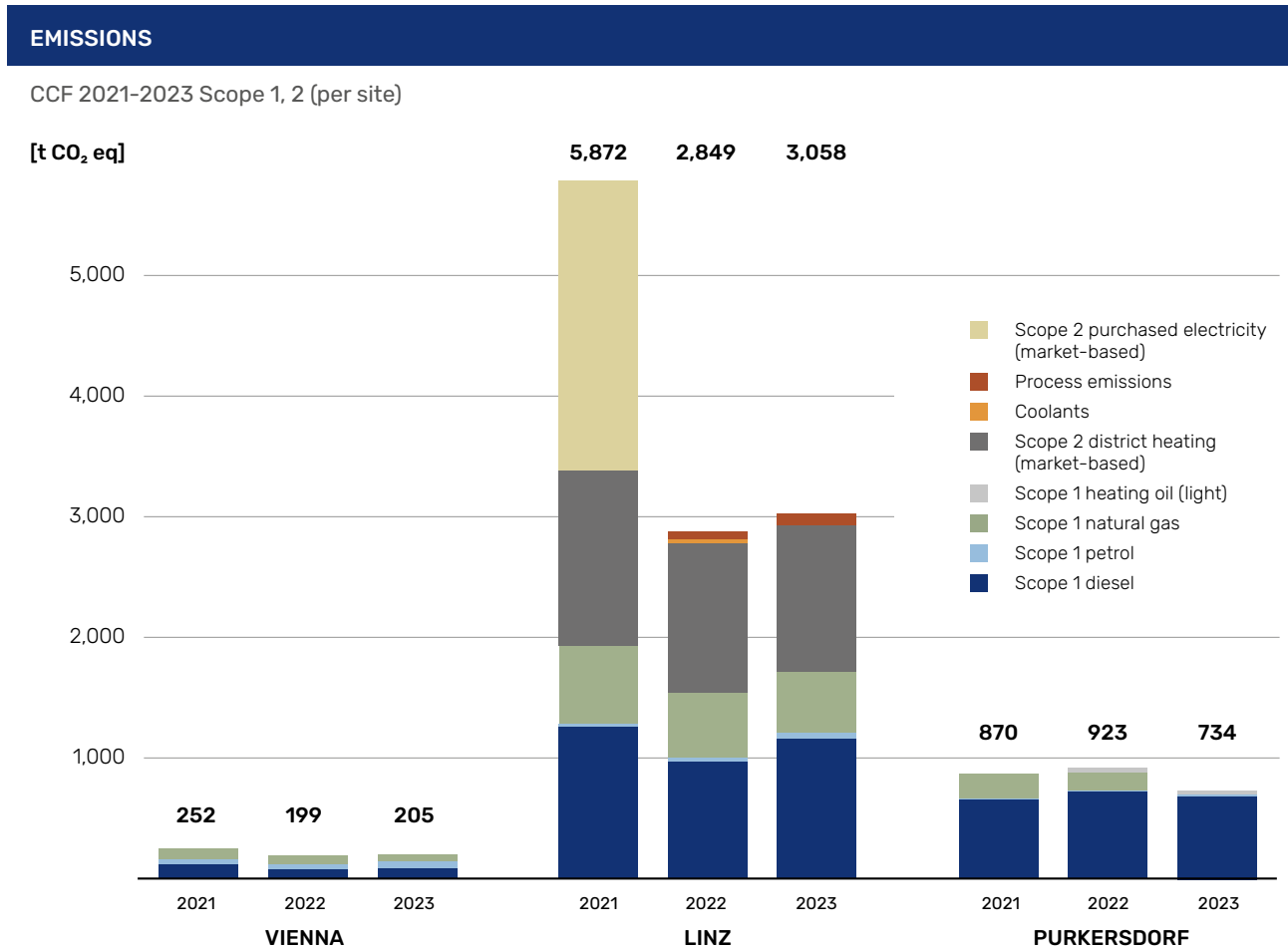
Location overview

The illustration of the Scope 1 and Scope 2 emissions at different locations provides a clear picture: Linz as the main and production site is responsible for a large share of the emissions but has, compared to Purkersdorf and Vienna, also the largest potential for reductions. This applies equally to the direct Scope 1 emissions from fuel consumption and the Scope 2 emissions from purchased energy. One measure Plasser & Theurer took at the beginning of 2022 was to change to a clean electricity mix at the energy-intensive Linz site. This decision has a significant impact on the Scope 1 and Scope 2 emissions of the Linz site resulting in a clear reduction; this is also reflected in the diagram.

A location-based examination between 2021 and 2022 shows that the amount of purchased energy slightly decreased at the Vienna site while the thermal and process heat share (natural gas) as well as the fuel consumption reduced considerably. This trend continues in 2023 with thermal and process heat and the amount of purchased energy clearly

decreasing. A similar picture can be seen for the Linz site: here, too, the Scope 2 emissions are roughly at the previous year's level while fuel consumption, particularly that of diesel, could be reduced significantly. The same applies to the consumption of natural gas and district heating, with both clearly below the previous year's values. 2023 recorded partly a marked increase in fuel consumption and purchased energy. Furthermore, specific process emissions are generated at the Linz site in production from paint afterburning; these count as Scope 1 emissions and increased significantly in 2023.

In Purkersdorf, the amount of purchased electricity has continuously increased between 2021 and 2023. The same applies to petrol consumption while the consumption of diesel decreased slightly in 2023. However, here too, like in Vienna and Linz, the consumption of natural gas has reduced. One reason for this substantial reduction is the change to wood pellets as an alternative to conventional methods for the provision of thermal and process heat. In 2023, the Purkersdorf site sourced no more gas for thermal and process heat as it moved fully to the use of wood pellets.



HIGH-CAPACITY MAINTENANCE MACHINES FOR ÖBB

In 2021, Plasser & Theurer secured its largest individual order in the company's history: the supply of 56 high-tech hybrid maintenance vehicles for ÖBB. With this the ÖBB maintenance vehicle fleet, which has been in use for many years, will undergo a comprehensive renewal. In the course of its 100th anniversary in 2023, ÖBB introduced the high-capacity maintenance vehicles of type Plasser CatenaryCrafter 15.4 E³, the delivery of which shall be completed by the middle of 2027. The drive is characterized by power supply from the overhead line and batteries. In addition, the modular design optimizes the fleet's availability. Individual assemblies are fully pre-assembled and tested. They can be exchanged quickly as needed. This reduces vehicle downtimes due to servicing. Furthermore, emission-free work on every site is possible thanks to the innovative drive concept featured in the new, ultramodern fleet. The machines



are currently being tested on the track and will then go into operation.

Scope 3 emissions

In 2023, a project for collecting data on Scope 3 emissions in line with the GHG protocol was implemented. Initial observations and assumptions for upstream and downstream emissions are now included in the company's CO₂ balance. A hot-spot analysis has shown that according to the data collected for 2021 to 2023 the majority of the Scope 3 emissions arises in the Scope 3 categories 3.1 "Purchased goods and services" and 3.11 "Use of sold products". With regard to purchasing, the purchased raw materials such as steel, drive components, hydraulic components, and electronic components stand out. In Scope 3 screening the use of sold products is the largest item and causes by far the highest CO₂ emissions. Based on these initial calculations, we will work on improving the data situation in 2024 to refine the calculation of the Scope 3 emissions.

A challenge remains the calculation of the carbon footprint at a product and machine level. With a rise in CO₂ tax, a change to alternative drive concepts is becoming more and more attractive. In future, there will be a rising market demand and customer requirement for comparability of the CO₂ emissions arising from the manufacture and deployment of track maintenance machines.

**BEST PRACTICE EXAMPLE:
FIRST E³ TAMPING MACHINE FOR SCANDINAVIA**

In spring 2023, Plasser & Theurer signed a contract with the Norwegian company Baneservice AS, a leading company in Norway's railway infrastructure management, for the supply of Scandinavia's first two fully electric tamping machines. Plasser & Theurer also took on the coordination of the approvals process including the ETCS train protection system.

The supplied tamping machines are of type Unimat 09-2X-4x4/4S Dynamic E³, which travel and work solely with electricity from the overhead line (15 kV), have an integrated sweeping unit for a clean finish on the track, and thus offer an efficient and green solution for track and turnout maintenance.

FOCUS ON E-MOBILITY

The importance of e-mobility not only manifests itself in our products but also extends to the whole company vehicle fleet and in-house works traffic. Our company fleet of vehicles already includes many cars with electric or hybrid drives. The Linz site has a total of 23 EV charging stations. The use of floor conveyor vehicles, such as electric forklifts or electric hoists in production, highlight the company's focus on reducing its own emissions.

FOCUS ON ENVIRONMENTAL AND ENERGY ACTIONS IN LOGISTICS

Within its in-house logistics activities, Plasser & Theurer also tries to be more efficient. The three pillars of "warehouse management, packaging management, and transport management having regard to ecological, economic, and social aspects" form the basic framework. Actions that have already been taken include, wherever possible, avoiding the use of packaging or reusing it, but also reducing the necessary deliveries through optimization of routes or number of journeys. Other actions include the electrification of the existing company vehicle fleet, e.g. electric forklifts or tigger trains, driver training at regular intervals to reduce fuel consumption,

and the extension of the service life of wear parts. In addition, an existing, outdated diesel shunting locomotive at the Linz site was replaced with a modern electric shunting vehicle in 2022 so that shunting activities can be performed more quietly, with lower emissions, and more efficiently.

PRIORITIZING RAIL FOR TRANSPORTATION

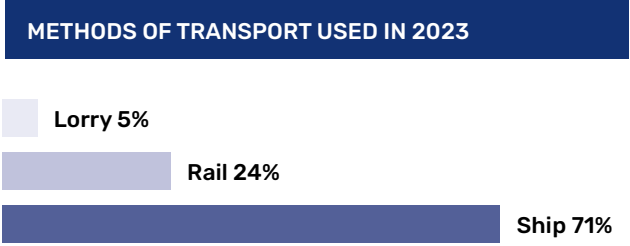
The efficiency of rail traffic as the preferred mode of transport has a direct link with the availability of tracks and track construction and maintenance machines. Even so, a different track gauge of some machines may require transport by lorry. In order to reduce the associated transport routes to a minimum, the company developed and manufactured three special low-loader wagons. These wagons make it possible to offload narrow-gauge machines directly onto the railway and transport them. Plasser & Theurer strives to promote rail transport and optimize the relevant transport routes from both a green and economic viewpoint. By opting for this special train travel, the company has chosen the less cost-efficient option in order to reduce the number of lorries on roads. In 2023, 24% of the new machines were transported by rail, 71% by ship, and 5% by lorry. In particular, the majority of transports within Europe was carried out by rail wherever possible. This meant that the goals set could be met despite a tense market situation due to, among other things, capacity bottlenecks as well as shipping delays and cancellations.

When track construction and maintenance machines are used in different areas, considerable quantities of material are required for the track bed: primarily ballast in different grain sizes. To avoid the lorry transports required for this and the resulting exhaust and noise emissions, Plasser & Theurer uses MFS material conveyor and hopper units. With these special wagons, the material can be collected directly at the worksite and transported away in large quantities by rail. The combination of modern machines for formation rehabilitation and MFS units can save approx. 1,000 lorry journeys per rehabilitated track kilometre.

In order to reduce the emissions of MFS units even further, the engine of the MFS 120 has been redimensioned and equipped with an improved engine management system. In addition, the engine is automatically switched off after loading.

When selecting forwarding agents, Plasser & Theurer makes sure essential environmental and safety aspects are taken into account during transport. The forwarding agents are required to submit certificates accordingly (e.g. ISO certifications), and statements are available. First and foremost, the focus in 2023 was still on long-term supplier relationships, in conjunction with knowledge of product requirements for our machine transports, in order to ensure optimal and efficient planning and handling of the transport routes. This concerns, for example, less common export markets such as Myanmar or the dimensions of our machines and deadline requirements.

Plasser & Theurer continues its commitment to consider the railway as the preferred mode of transport and maximize its potential. This includes the use of our own low-loader wagons and also exploring alternative transport options from different railway providers. In addition, potential challenges in the used machines and retrofits area are continuously evaluated with regard to transport routes and options.



CIRCULAR ECONOMY, RECYCLING, WASTE MANAGEMENT

In the 2023 reporting period Plasser & Theurer’s environmental management focused again on one of the most important environmental aspects, i.e. waste and with it the amount of waste. The amount of waste generated did not change considerably in 2023, with a slight decrease compared to the previous year. Overall, non-hazardous waste has gradually reduced since 2021. Around 90% of waste is non-hazardous, the remaining 10% comprise of paint residues, coolants, lubricants, and oil-contaminated solids.

All waste is disposed of professionally by certified waste disposal companies. The in-house waste collection centre in Linz, where one member of staff is responsible for the diligent and proper collection of waste on site, is viewed with

approval by the staff. In order to prevent contamination of the surroundings in an emergency, the building is equipped with a sealed trough. Hazardous waste is collected directly by the disposal or recycling company.

Circular economy has high priority

For Plasser & Theurer the circular economy is of the utmost priority. In the disposal of metal swarf as well as in handling used cooling oils the company strives for an efficient and resource-saving solution. Metal swarf accumulating during milling, drilling, or turning is collected in all production facilities either automatically or manually. A specialized disposal partner processes it, separating precious metals, metals, and plastics from each other and removing liquids.

WASTE DATA			
	2021	2022	2023
Hazardous waste	420	459	463
Non-hazardous waste	4,740	4,478	4,325
Total	5,160	4,938	4,788

This processed metal will be recycled in the industry. In 2022 and 2023, the company continued to use regional disposal and recycling companies to ensure quick and efficient waste transport. This type of cooperation is a start and contributes to the move towards a circular economy. The target for Plasser & Theurer here is also the correctly sorted waste separation. A side effect from an economic point of view is the increase of credits and the reduction of waste disposal costs.

Plasser & Theurer also integrates the principles of the circular economy in the disposal of used cooling oils. The average time of use for cooling lubricants in processing machines is between three and six months. In order to extend these operating times, the machining centres are equipped with filter systems that continuously remove foreign matter and floating tramp oil from the cooling medium. At the same time, coolant management is in place to keep the cost-intensive feedstock as stable as possible. The focus here lies on relevant factors (germs, bacteria, fungi, nitrite, concentration, pH value). After the end of the operating time, the cutting fluids are collected in tanks and handed over to the disposal company who will take on the separation of the emulsion that consists of water and oil. The water is recycled, the emulsion has to be disposed of.

PRODUCT LIFE CYCLE – A SYNONYM FOR DURABILITY

Many Plasser & Theurer machines have been in use for more than 30 years, which in our fast-moving times is unusual but is proof of their solid build. It puts us, as the manufacturer, under an obligation to provide a customer support organization which can support our machines worldwide over their complete life cycle. Our 22 partner companies have been representing Plasser & Theurer in almost all parts of the world for several decades. To make our services even more accessible, we are continuously expanding our network to include Certified Plasser Partners (CPPs). Certified Plasser Partners are mainly active in two fields. They perform services and maintenance in accordance with Plasser & Theurer's quality standards. Through upgrades and retrofits, they modernize and increase the performance of time-tested machines (see box on page 39). CPPs work in close collaboration with our Customer Services experts to meet our high quality standards. This means that customers benefit from our comprehensive range of services and innovative technologies. At the same time this ensures that measures to increase the service life of the deployed machines can be implemented for the customer speedily and

The individual production areas are continuously looking at ways to optimize their processes with regard to waste management. In summer 2023, process scrap types were sampled. Waste from the flame and plasma cutters is unalloyed ferrous waste that can be recycled in industry.

effectively. At the end of 2023, we had five official contract partners based in Europe, Saudi Arabia, and Kazakhstan. www.plassertheurer.com/en/fleet/certified-plasser-partner

Life Cycle Service Competence Centre in Linz

As part of our continuous efforts to ensure a comprehensive service of machines throughout their life cycle, Plasser & Theurer has launched many initiatives over the last few years. The aim of these measures is to keep machine availability at a high level and extend the machine service lives significantly. An important step in this process was setting up the Life Cycle Service Competence Centre in Linz. Since 2023, it includes a new workshop where extensive modifications, upgrades, and retrofits can be carried out in a professional manner.

Life Cycle Enhancement Services

The Life Cycle Enhancement Services business model makes it possible for the customer to have existing machines upgraded with the latest technology. Retrofit and refurbishment programmes extend the service life of machines without compromising their performance or availability. These upgrades also open up new areas of use and ensure that the machines keep up with technological progress. The integration of a new generation of measuring systems and technologies enables an improved digital connectivity. Even older machines can benefit from the upgrade to a complete track geometry measuring system.

In view of growing concern of customers and operators of the environmental impact during machine operation, we have developed specific upgrade offerings. These offerings not only include the options of upgrades and retrofits with new devices and functions but also a full refurbishment service. This service provides a considerable upgrade for older machines and thus contributes to a longer service life and a reduction of their carbon footprint.

Further development of ECM certification for maintenance management systems in the railway sector

Since 2013, Plasser & Theurer Purkersdorf has been ECM-certified, offering all services prescribed in the ECM regulation (Entity in Charge of Maintenance, see box). In addition to technical know-how as a manufacturer, the company now also has invaluable experience in carrying out maintenance measures and other tasks associated with the ECM.

The refurbishment and modernization of customer machines is driven forward in the new Life Cycle Services Competence Centre in Linz. In order to meet the high requirements of European customers, the Linz site also applied for ECM certification for maintenance activities which it passed successfully.

WHAT DOES ECM MEAN?

The ECM (Entity in Charge of Maintenance) is responsible for the maintenance of a vehicle. Each vehicle has to be assigned to an ECM body so that it can be operated on the European rail network. The aim is to provide higher safety in railway traffic. An ECM ensures traffic-worthiness, operational safety, expertise, and legal certainty.

REFURBISHMENT SERVICE

This service includes the maintenance of a component, assembly, or machine that goes beyond regular servicing. The aim is to improve the service life of the parts and the machine. The condition of the refurbished component, assembly, or machine will be as close as possible to their condition when supplied originally. The parts used for refurbishment are mainly spare parts.

The main objective of ECM training is to strengthen the competence in ECM-compliant maintenance of machines. 16 members of staff completed this training course. Our ECM services will give customers the legal certainty required, and they can outsource all the associated work. In addition to the specific services, Plasser & Theurer also engages in developing digital tools for implementing the ECM standard.



Retrofit

Electrically powered tamping units increase cost-efficiency and benefit the environment significantly. When used on European construction sites for the first time, their advantages were shown to be particularly promising. Recent measurements on two machines that were retrofitted with electric tamping units strongly confirmed this.

An eco-retrofit essentially means mounting a hydraulically operated generator which drives the vibration shaft of the tamping unit electrically. It is a single change; however it

creates a multitude of advantages. Thanks to the electric drive, the speed of the diesel engine can be reduced and thus optimized. In this way the torque is utilized to its maximum and diesel engine speed drops disappear completely during work. This can save up to 40% in fuel. As a side effect of this optimization, noise emissions reduce by an average of 7 dB. A reduction in wear is also to be expected. In turn, this translates into a decrease in servicing requirements.



RETROFIT – A SYNONYM FOR ECONOMIC EFFICIENCY AND SUSTAINABILITY

What happens when a machine is no longer technologically up to date? As an alternative to a new machine purchase, Plasser & Theurer offers a retrofit which can save costs, time, and resources. Retrofitting means modernizing a machine while retaining the intact basic machine as much as possible. It is renewed or reconditioned only where it is necessary. At the same time, obsolete components are replaced by innovative technologies to increase performance.

RETROFIT SERVICES

- Modernization of old machines
- Retains the intact basic substance of the machine
- Accurately pre-defined reconditioning and renewal
- Installation of additional functions
- Improved safety standards

CUSTOMER ADDED VALUE

- Improved safety standards
- Increased availability
- Increased output
- Improved energy efficiency
- Valid approval

Buying and selling used machines

Buying used machines and selling them after a refurbishment is an effective measure for extending product service life. More and more used machines are bought, refurbished, and optimized to customer specifications. This contributes to a lower disposal rate and saving material resources in manufacturing. At the same time, existing machines become more efficient with a reduced CO₂ output thanks to targeted modernization. Buying a used machine from Plasser & Theurer means a direct purchase from the manufacturer who has extensive know-how of the machine technology. All the necessary technical documents including documentation on the machine and modifications are available. The customers benefit from our field service technicians' and engineers' many years of field-tested expertise. This expertise offers security and ensures that a reliable partner is available for the refurbishment of the used machine.

ADDED
VALUE

- **Fast availability**
- **Reduced costs**
- **Proven quality**
- **Preventive maintenance package with original spare parts**
- **Adaptation in line with regional and normative requirements**
- **An efficient solution that saves resources**

LOWER NOISE POLLUTION FOR LINESIDE RESIDENTS AND STAFF

All construction work generates noise. In track construction, this primarily affects the staff. Furthermore, it is often not preventable that local residents also feel disturbed. Therefore, Plasser & Theurer has for many decades been involved in the construction of suitable noise control solutions for its machines. Today, fully sound-insulated tamping machines are used, especially in Japan, with noise emissions of only 76 dB (A) at a distance of seven metres, whereas this value is usually 84 dB (A). In order to better protect the workforce

from noise, several measures are taken on these machines. These include sound-absorbing interior trims as well as flexible bearings of the driver's and work cabs as well as engines. Furthermore, the cooling air inlet and outlet are sound-insulated and conducted via the machine roof, and exhaust systems with silencers are installed.

ALTERNATIVE WORKING STOCK

The use of alternative working stock is the responsibility of the respective customer. Plasser & Theurer on the other hand has the responsibility to offer optimum alternatives to its customers and to ensure that the machines operate at their best performance when using these consumables. Therefore, Plasser & Theurer recommends the use of biodegradable hydraulic oils and biolubricants and the operation of diesel engines with biofuels. The exhaust gases from engines

that are optimally matched to the biofuel are practically sulphur-free and achieve good to better emission values for nitrogen oxide, carbon monoxide, hydrocarbons, and their derivatives. Tests have demonstrated that drive units work perfectly with biofuels without having to make technical changes.



SOCIAL INFORMATION

EMPOWERING AND ENCOURAGING PEOPLE

Employees are the most important factor when it comes to ensuring the long-term success of a company. As a family business, Plasser & Theurer has a high percentage of long-term employees who form the backbone of the company. Their expertise, know-how, commitment, and creativity with regard to innovative solutions are the essence of Plasser & Theurer. Therefore, promoting the professional development of employees, from apprentices to specialists and managers, is crucial.

Employee demographics

In Austria, the company had 2,545 employees at the end of 2023 (2022: 2,420), of which around 14.80% (2022: 15.30%) were women. Looking at the number of employees in 2021 (2,286), it can be seen that this number is continually growing at Plasser & Theurer, also the number of female employees.

Comparing the diversity of employees with regard to age structure shows that over 50% of employees are between 30 and 50 years old. In 2023, office staff have been with the company for an average of 12.6 years, while this number is 13.0 years for shop-floor employees. The number of office staff under 30 and over 50 years of age is about the same.

It is one of our core ambitions to retain existing know-how and to keep promoting it. Retaining existing employees is therefore just as important as creating an attractive scheme to attract new employees. Plasser & Theurer employs a small number of temporary workers (in 2023: 121) who mainly work when there are order peaks.

EMPLOYEES by gender			
Figures (headcount) as recorded on 31.12.	2021	2022	2023
Female	294	321	328
Male	1,992	2,099	2,217
Other	0	0	0
Not stated	0	0	0
Total number of employees	2,286	2,420	2,545

EMPLOYEES by age			
Figures (headcount) as recorded on 31.12.	2021	2022	2023
Number of employees (<30)	509	550	557
Number of employees (30-50)	1,247	1,314	1,407
Number of employees (>50)	530	556	581

EMPLOYEES by employment contracts and full-time/part-time employment				
Headcount as recorded on 31.12.	Category	2021	2022	2023
Number of employees*	Female	294	321	328
	Male	1,992	2,099	2,217
	Total number of employees	2,286	2,420	2,545
Number of employees with permanent contract	Female	283	310	325
	Male	1,845	1,966	2,099
	Total number of employees	2,128	2,276	2,424
Number of employees with temporary contract	Female	11	11	3
	Male	147	133	118
	Total number of employees	158	144	121
Number of employees with non-guaranteed working hours**	Female	0	0	0
	Male	0	0	0
	Total number of employees	0	0	0
Number of full-time employees	Female	181	205	190
	Male	1,937	2,014	2,114
	Total number of employees	2,118	2,219	2,304
Number of part-time employees	Female	113	116	138
	Male	55	85	103
	Total number of employees	168	201	241

* The number of employees with "Other" gender identities is not recorded and therefore not reported.

** The number of employees with non-guaranteed working hours is recorded but is 0.

All employees in Austria are subject to collective bargaining agreements. These are covered by employee representatives at the Linz and Purkersdorf sites (100%). The Vienna site does not have employee representatives such as a works council. Furthermore, the large majority of employment contracts are permanent. Only 4.75% of Plasser & Theurer employees have a part-time contract (in 2022: 6%). In the last few years, only men filled senior management positions at Plasser & Theurer.

The executive committee includes the executive management and the directors of Plasser & Theurer export and subsidiary companies.

In the reporting period, Payroll Services was set up as a separate department in order to ensure a more efficient administration of staff salaries.

DIVERSITY IN EXECUTIVE COMMITTEES						
As recorded on 31.12.	2021		2022		2023	
	Headcount	in %	Headcount	in %	Headcount	in %
Female	0	0%	0	0%	0	0%
Male	8	100%	7	100%	8	100%
Other	0	0%	0	0%	0	0%
Not stated	0	0%	0	0%	0	0%

→ **Employees with disabilities**

In 2023, 71 employees at Plasser & Theurer had disabilities (2022: 76) of at least 50%. A disabled person representative supports the issues of these employees and is available as a direct contact. Plasser & Theurer aims to create an inclusive working environment where all employees are supported and respected equally.

Human Resources Management is changing

The employment trend is an important indicator for Plasser & Theurer in order to be able to derive measures for managing the employee structure based on the developments in a year-on-year comparison or over longer periods of time. Demographic change, increasing internationalization, and the shortage of skilled workers are challenges that have an impact on human resources. In 2023, the company defined 10 management principles that form the basis for cooperation and a strong foundation for a cooperative and productive working environment.



Acquisition of new employees and development of existing staff

In addition to their day-to-day work, our recruitment team is also involved in strategic projects. These include the development of an improved recruiting process, the implementation

of a job application management tool, and planning a new Plasser & Theurer careers website. In addition, the cooperation with schools and universities is being expanded.

The company recruits a large number of new employees every year, which means that optimizing recruitment processes and retaining employees are also essential for the future. Examining market trends and international best-practice models ensures that the company attracts, motivates, and retains highly qualified talent. Employees who want a career change within the company will receive advice and support from the recruitment team. Fair and timely remuneration and performance management guarantee competitive remuneration packages and benefits.

As part of On-boarding, a mentor system was implemented a few years back. New employees are assigned to a mentor who is not working in the same area and has been with the company for some time. Regular exchange meetings shall help to integrate the new employees quickly, get to know each other and other areas, and with networking.

MANAGEMENT PRINCIPLES				
 <p>APPRECIATION</p> <p>We appreciate our employees and their achievements from the past, present, and future.</p>	 <p>CONSISTENCY AND RESOLVE</p> <p>We challenge and encourage our employees; our actions are consistent and show resolve.</p>	 <p>TRUSTWORTHINESS</p> <p>We give trust to get trust, which is conducive to initiative and handling mistakes constructively.</p>	 <p>CROSS-DIVISIONAL</p> <p>We communicate across divisions.</p>	 <p>HOLISTIC</p> <p>We think holistically and use synergies.</p>
 <p>TRANSPARENCY</p> <p>We strive for transparency and excellence.</p>	 <p>RESPONSIBILITY</p> <p>We implement consistently, take responsibility, and make and support the necessary decisions.</p>	 <p>FUTURE-ORIENTED</p> <p>We act in a future-oriented manner, are capable of change, and have a positive outlook on the future.</p>	 <p>TARGET-ORIENTED</p> <p>We agree on goals and fulfil them with focus.</p>	 <p>INSPIRATIONAL</p> <p>We live out enthusiasm and motivation.</p>

→ Trade fair participation

Plasser & Theurer is represented at many events and trade fairs to acquire new talented employees and inspire them to work for our company. In the reporting period, Plasser & Theurer attended three careers trade fairs for young people and students. The team consisting of recruitment and apprentice workshop staff endeavours to attract the attention of young people and inspire them to start training or a career at Plasser & Theurer. The events offered many opportunities to introduce the company and establish direct contact with target groups. They included the apprentice festival Grow in the Plus City centre in Pasching (with over 130,000 visitors over three days), the Youth & Career (Jugend & Beruf) trade fair in Wels (Austria's biggest career information fair with over 300 exhibitors), and the careers fair of Wels Technical College. At the careers fair of the Technical College in Wels Plasser & Theurer was able to score points with the target group with job openings, internships, and dissertation topics.



→ Recruitment campaign

As part of a recruitment campaign started in 2023, employees have had the opportunity to recommend potential talented people from their social circles for employment at Plasser & Theurer and to receive attractive rewards in case of successful employment. For the recommendation, the employee only has to submit a form to the recruitment department for the external candidate to be entered into the application process.



→ Promotion of women

Since 2021, the company has held seminars on the promotion of women twice a year – one at the Linz site and the other one at the Vienna site. To highlight the promotion of women even further, the company employed the first female apprentice trainer in the autumn of 2023. After the first female apprentice started in production in 2021, another female trainee followed with an apprenticeship in production in 2022.

WE ARE A TRAINING PARTNER



Staff dialogues

In 2023, staff dialogues were held with around 79% of female and 43% of male office employees. A total of 1,215 staff dialogues were conducted to discuss personal development and assess the employees' performance. By the end of December 2023, no staff dialogues had been held with shop floor workers. Using the employee competence survey filled out for the appraisal, Human Resources Employee Development and the Training Centre create a training course catalogue based on employee needs. The qualification matrix is used as an additional source as regards professional training. It is

reviewed and checked for execution by managers and Human Resources Management at regular intervals. In addition, goals and development plans are defined with the employees' direct superiors. The progress of the staff dialogues is tracked through forms drawn up by Human Resources Management. Implementation still remains within the existing annual cycle.

STAFF DIALOGUES						
	2021		2022		2023	
	Headcount	in %	Headcount	in %	Headcount	in %
Female	210	71.4%	242	75.4%	258	78.7%
Male	600	30.1%	958	45.6%	957	43.2%
Other	0	0.0%	0	0.0%	0	0.0%
Not stated	0	0.0%	0	0.0%	0	0.0%

The Plasser & Theurer mood barometer

The Plasser & Theurer mood barometer, a periodic anonymous employee survey, provides insights into the atmosphere amongst employees. The aim of this initiative was to improve the internal working climate, to increase staff motivation, and to identify potential areas for improvement. From 2022 to the end of 2023, up to five questions on different topics were sent out every two weeks. Employees could participate via the Intranet, an app, or the company website, no matter where they were located. From the end of April, the results were routinely made public. First evaluations of the mood barometer provided an overall mood index of 70 points out of 100, indicating a generally positive mood within the company. Particularly positive feedback was received about the collaboration and communication with colleagues as well as the satisfaction with superiors. Possibilities for improvement were identified in the areas of fitness for the future and work organization. The high participation of over 700 employees in each survey – around 15,600 employee remarks were recorded by the middle of May – highlights the positive attitude to the mood barometer. The "mood barometer" project will be concluded by January 2024. The findings from this period will be evaluated and integrated in appropriate actions.

Training and professional development

Plasser & Theurer places great emphasis on professional and personal expertise and strives to create a supporting environment where the key skills of employees can be supported by a number of personal development measures and tailor-made training programmes. In 2022 and 2023, our training offering was expanded by numerous new courses and online content that aims to develop professional, business, personal, and management skills. The number of training hours taken through our training platform in 2023 was 2,273 hours for female employees (8.81 hours on average) and 15,273 hours for male employees (15.96 hours on average). In addition, apprentice training was moved from Production to the Training Centre department in March 2023 to ensure more efficient training.

AVERAGE NUMBER OF TRAINING HOURS						
	2021		2022		2023	
	Completed by female employees	Completed by male employees	Completed by female employees	Completed by male employees	Completed by female employees	Completed by male employees
Number of training hours	2,636	17,713	3,707	24,913	2,273	15,273
Number of employees taking part in training	210	600	242	958	258	957
Average number of training hours	12.55	29.52	15.32	26.00	8.81	15.96

Promoting training and professional development through the Learning Management System

The promotion of training and professional development at Plasser & Theurer was optimized in 2021 by introducing a Learning Management System (LMS); this is part of Human Resources Management. A new department was created, additional staff employed, and clear processes and KPIs to achieve these aims were defined. At the same time, the training offering was expanded by developing new training courses in line with KPI specifications and by setting up a digital training platform with a course catalogue. In 2022 and 2023, the LMS was developed further and is now implemented successfully in the whole company. Employees appreciate the benefits of a comprehensive and targeted offering for professional development, and they make very good use of it.

Education4You

The Education4You programme has the aim of promoting the long-term staff development through in-service training and not only strives to strengthen professional competence but also places great importance on the development of personal skills. The programme offers comprehensive support with regard to financial, organizational, and career planning assistance. The participants are selected in a hearing in front of a committee from several departments in order to ensure that the support meets the individual needs and objectives.

The financial assistance is up to 50% of the whole cost of the professional development programme, with an upper limit of EUR 7,500 and includes bonuses when completed successfully. Human Resources Management is responsible for the programme and supports the company managers in the provision, tracking, and evaluation of training and professional development content. It promotes efficient and structured learning processes by enabling the administration of courses and training materials, progress tracking, and evaluation of learning outcomes. Already proven concepts have been embedded in the company strategy; they help to successfully overcome challenges such as a structured knowledge transfer.

Apprentice academy

In addition to skills training, Plasser & Theurer has also launched an apprentice academy that focuses on social skills and personal development. Starting a career can be challenging. Therefore, the company is particularly committed to apprentice training in order to provide young people with the best possible support in their development to become skilled employees. The course offering over the four years of apprenticeship ranges from team building, use of social media, and addiction prevention to required additional qualifications such as crane and forklift driver courses. English language courses are always an integral part of the academy's offering.

TRAINING AND PROFESSIONAL DEVELOPMENT PROGRAMME

- P&T Training Platform**
- Training via external providers**
- Personal development – Education4You support programme**

Young people consulting council

In 2022, a young people consulting council, consisting of four people (men and women) and further standby counsels, was set up again in the company. Their appointment runs until 2024. The young people consulting council shall act as the voice of young employees in the company. The works council and young people consulting council are required to consult with and support each other.

Works council

In accordance with Austrian law, Plasser & Theurer employees – both office and shop floor staff – are represented by elected works council representatives. These representatives act on behalf of all employees to represent and support their economic, social, health, and cultural interests. The employees contribute by paying a small share of their monthly salary into a special fund. This fund is used jointly to make payments to employees as needed.

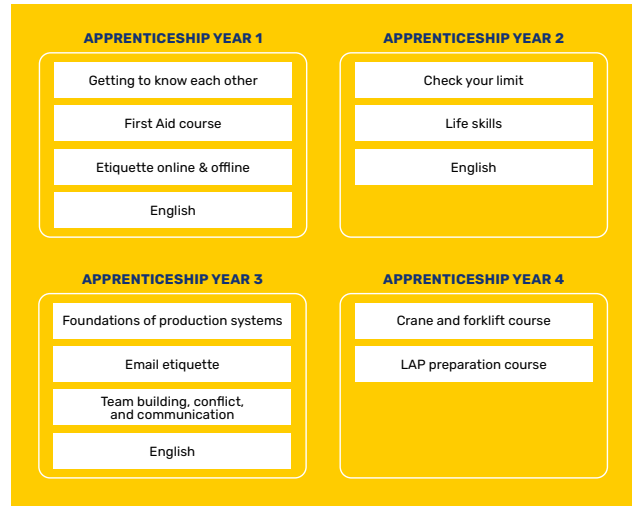
Extended benefits and extra payments

Plasser & Theurer offers a wide range of attractive extended benefits and extra benefits to its employees. These benefits are available to both full-time and part-time employees. For example, the company hands out meal vouchers. The company canteen at the Linz site has been run by the restaurant "Das Landhof" since 2023. In addition, employees can use the FAB canteen (Association for promoting work and employment) in Industriezeile street in Linz which offers subsidized food. Subsidies for healthcare costs, such as dental treatments or the purchase of eyewear, are handed out by



APPRENTICE ACADEMY

Additional offerings Year 1 to 4 of apprenticeship



the works council fund. The company also contributes 10% of the cost of professional development training or language courses.

Extended benefits also include offerings that promote a good work-life balance. To support this, the company's sports club offers numerous possibilities for sports such as curling, skiing, cycling, athletics, beach volleyball, football, tennis as well as various health and exercise programmes.

Employees can also make use of other benefits, for example shopping vouchers, preferential rates and permanent discounts in some shops. Furthermore, the company has taken out a group endowment and life insurance policy for its employees. This is available to employees who have been with the company for at least five years. The employer pays a fixed amount per employee per year to the insurance company. If an employee leaves the company, the insurance company pays out the money the company paid in for them.

Offerings for families and children

Plasser & Theurer offers a wide range of family and childcare options. Special perks are childcare during school holidays and the option of holidays for families at the Max-Theurer family’s holiday accommodation at Lake Wörthersee in Carinthia. In 2021, the company expanded its childcare offerings with the fun express. Continued in the summers of 2022 and 2023, this programme offers childcare provided by the company during school holidays in the Plasser & Theurer training centre in Linz and in Vienna. It is organized in collaboration with the Upper Austrian Family Federation and the Vienna charity organization Hilfswerk. Children aged 4 to 12 can make use of it.

LeaseMyBike

The cooperation between LeaseMyBike and Plasser & Theurer allows employees to benefit from bicycle leasing. With this concept, the employee chooses a bike or e-bike from a LeaseMyBike partner shop which the employer will then buy or lease. This company bike is also available to the employee for private use. The leasing rates can be deducted from the salary as deferred compensation. Savings of up to 47% can be made if the employer purchases a bike.

Company sports

On 6th July 2023, twelve employees cycled from Linz to Vienna. The “Tour de Plasser 2023” was inspired by the 6th stage of the Tour de France. They set off at the Linz site at 8.30 am and arrived at Johannesgasse in Vienna at 19.35 after 8.5 hours of cycling.

In the last business year, employees also took part in the Vienna Business Run and in the WKO Business Run in Linz. At the Wien Energie Business Run on the Vienna Donauinsel, 50 of our employees were participating and achieved remarkable results.

At the WKO Business Run in Linz two teams from the Plasser & Theurer company sports club impressed with their performance. They came 4th and 53rd respectively in a field of 800 teams with 2,400 runners. The company supported participation through the collaboration of the Human Resources department and the works council, both financially by paying for the entry fees and by supplying T-shirts.

CONGRATULATIONS!

A special form of appreciation for the youngest is a personal greetings card from CEO Johannes Max-Theurer when a baby of a Plasser & Theurer employee is born. For the last two years new parents have also received a small present, a LaLok wooden train in the design of a Unimat 08-4x4/4S.



The company sports club also organizes an annual summer party.

Promoting solidarity

In October 2023, Plasser & Theurer celebrated its 70-year company anniversary. Despite economically challenging times, the owner family decided to celebrate this occasion with all employees and organized an open house day with a wide range of events to show their appreciation to their staff, a large majority of whom have been with the company for many years. All employees and their families had the opportunity to get to know the company’s products and to share their experiences with colleagues from other sites over various snacks. The children had fun with a bouncy castle and face painting. There is strong solidarity among the employees at Plasser & Theurer, often called the “Plasser spirit”. This feeling of belonging together goes beyond the day-to-day working together; employees will also get together outside of work. Pursuing hobbies together – especially in the company sports club – not only strengthens interpersonal relationships but also contributes to creating a positive and supportive work environment.

OCCUPATIONAL SAFETY

The long-term success of a company is based on a healthy workforce. The existing Occupational Health and Safety Management system includes all employees (100%) in Austria, also contractor employees (or temporary workers), and visitors to the company premises. In addition to in-house occupational safety, the company places great importance on the safety of the service technicians during customer visits and the safety of the manufactured products.

The legal framework for occupational health and safety and the ISO standard 45001 are key instruments in driving progress in health and safety. This commitment is also reflected in Plasser & Theurer's Austrian company policy.

The company is committed to reducing the risk of injuries, accidents, and work-related illnesses through risk assessments and measures required according to the STOP principle; this is documented. The systematic prevention of accidents and secondary diseases forms an important basis for taking action.

Safety culture and accident prevention

Practising safety culture is a company-wide mission at Plasser & Theurer. All employees, from top management down to each worker who is performing dangerous tasks, have to abide by this. All those involved are aware of the duties associated with staff protection that are based on legal regulations. These must be communicated at all levels and implemented actively in line with internal guidelines. This ranges from wearing the personal protective equipment provided to the consequences of deliberate misconduct. The Code of Conduct, which applies to all employees, forms the core framework for this.

The occupational safety committee, which meets once a year, is the supervisory body that monitors the company's performance with regard to staff protection on a regular basis and can take appropriate action. Representatives from occupational safety, occupational healthcare, the works council, production management, and safety representatives will be provided with information and asked for assessments and participation.

In order to meet the challenges of occupational health and safety, an OH&S team was set up at the Linz site in summer 2023 as a standalone organization unit. The core function of OH&S is to act as an interface between the company and external stakeholders such as authorities, the work inspectorate, and/or AUVA (Austria's General Accident Insurance Company).

THE STOP PRINCIPLE

The STOP principle is an essential instrument for risk assessment of workplaces with a high risk potential. It is used for precise determination, establishment, and implementation of protective measures.

The sequence of the letters in STOP marks specific actions that have to be carried out in that specific order. This structured approach ensures effective protection in the workplace. With the STOP principle, the employer recognizes risks in advance and can eliminate or minimize them with appropriate safety solutions.

What does "STOP" mean? The letters stand for:

Substitution

(replacing a hazardous working material with a less hazardous one)

Technical protective measures
(technical safeguards)

Organizational protective measures
(limiting access to danger zones, reducing the number of persons and time spent there)

Personal protective measures
(personal protective equipment)

Committed safety officers have made it their mission to continuously improve the safety culture in the company and to actively adopt current safety-relevant developments such as technological advances, legal changes, or new safety challenges.

The company is continuously investing in occupational safety: for example, in the reporting period, wider driveways and additional lifting aids were installed to improve working conditions and increase staff safety. Existing testing and evaluation commitments are met in cooperation with external service providers.

Plasser & Theurer sets the highest standards to ensure safe workplaces for its employees and also for contractor companies. In addition to occupational safety, the company is also committed to the safety of the machines it manufactures and the machine technicians who operate them. Safety management comprises risk management, working materials management, and the systematic investigation of incidents.

With the implementation of the internationally recognized ISO 45001 certification, Plasser & Theurer is doing everything it can to demonstrably reduce the risk of injuries, accidents, and work-related illnesses among its employees – and is continuously improving its occupational health and safety using appropriate methods and tools as part of the management system. The occupational safety committee that meets at regular intervals and is made up of employees from different divisions contributes to continuous improvements.

Risk mitigation measures are the order of the day to avoid accidents and, in the event of incidents, to minimize the negative impact on people and the environment. Internal guidelines prescribe mandatory risk assessments for non-routine activities, but also reviews of risk assessments of existing manufacturing equipment. For this purpose, an occupational safety committee, which is made up of employees from different divisions, meets regularly.

Safety-compliant workwear in Plasser & Theurer design

In 2022, preparations began for the project “New Plasser & Theurer workwear”. Since the beginning of 2023, employees in production have been gradually supplied with this new workwear. The emphasis is on high-quality, functional, and standard-compliant clothing that is comfortable as well as meeting occupational safety standards. In summer 2022, several suppliers were reviewed by the production systems and occupational safety departments together with operations procurement to ensure that the new clothing meets these requirements. Employees from various specialist divisions tested several kits and decided on the product that best meets the above criteria. Each employee receives three sets of personalized workwear and T-shirts bearing their names and the company logo. These are washed regularly and, if necessary, repaired by the supplier.

WHEN MUST AN ACCIDENT BE REPORTED?

In Austria, an accident has to be reported if it results in more than 3 days of unfitness to work or if medical treatment beyond first aid is required.

Occupational safety performance

Despite the intensive efforts in staff protection, the number of work accidents and lost working days increased in 2023 compared to the previous years. While there is a slight decrease in 2022 (see table of figures on occupational safety), the number of incidents went up in 2023. One reason for this is the increase in orders and the resulting increase in work and working hours, which went up considerably in 2023.

Although clear roles and responsibilities have been put in place in line with safety guidelines for the whole workforce and the management, the number of work accidents and an analysis of the facts and causes indicate that smooth implementation is not guaranteed. This negative outcome is conflicting with the internal approaches to avoiding danger. The top priority is therefore to achieve a speedy and lasting reduction of both accident frequency and severity.

In addition to urgent need for action in accident prevention, the company took comprehensive preventive measures to make the day-to-day work safer and more ergonomic. This includes the installation of extensive fall protection and new extraction units to ensure personal protection. In 2024, it is planned to make employees more aware of safety issues and the correct use of personal protective equipment during the regular shop floor meetings with advice provided by safety staff and the in-company medical service. Employees in turn have the opportunity to communicate their concerns and suggestions which will be included in the development of measures.

Since 2023, walkabouts have taken place as part of the internal control system. Prevention staff such as safety officers and managers of other divisions go on walkabouts to identify potential sources of danger and document them using a checklist. Apart from identifying potential sources of danger, these inspections also have the aim of making managers more aware of tidiness, safety, and cleanliness in their own departments.

In cooperation with an external partner for occupational healthcare, a project for carrying out a comprehensive workplace stress analysis was started in December 2023. There all workplaces are analysed with regard to ergonomic suitability, also taking into consideration factors such as noise and temperature. In addition, numerous training and awareness measures are planned for the coming years.

In 2022 and 2023 no severe work or commuting accident with more than 180 lost work days occurred.

OCCUPATIONAL SAFETY PERFORMANCE

2021-2023	2021		2022		2023	
	Employed staff	Non-employed staff	Employed staff	Non-employed staff	Employed staff	Non-employed staff
Number of (non-)employed staff covered by a health and safety management system	2,128	158	2,276	144	2,424	121
Percentage of (non-)employed staff covered by a health and safety management system	100%	100%	100%	100%	100%	100%
Number of deaths of (non-)employed staff	0	0	0	0	0	0
Number of reportable work accidents of (non-)employed staff	38	1	29	6	52	5
Number of working hours performed by (non-)employed staff	3,152,915	253,575	3,380,446	247,415	3,600,660	280,731
Rate of reportable work accidents	12.1	3.9	8.6	24.3	14.4	17.8
Number of work-related injuries	64	2	50	8	83	8
Number of lost working days due to work-related injuries (incl. reportable work accidents) and deaths due to work accidents, work-related illnesses, and deaths	572	11	417	44	832	40

OCCUPATIONAL HEALTH

Setting up an in-company medical service

In 2022, an in-company medical service was set up at the Linz site to provide a quick and efficient response to medical emergencies in the workplace. A former emergency paramedic was recruited for this job. She is the first contact in the company in case of injuries or physical discomfort. This member of staff is also responsible for handing out medicine and dressing material as well as keeping first aid boxes filled according to standards. Furthermore, the company medic holds in-house and tailored first aid courses at regular intervals and is available for crisis intervention talks if required. In 2023, first responder stations were set up extensively in the production workshops to enable the safe provision of first aid. These are equipped with seating and appropriate signage. The employees very much appreciate the in-company medical service which receives highly positive feedback from apprentices to skilled workers and managers.

Prioritizing prevention and training

Plasser & Theurer places great emphasis on health and safety in the workplace. Meetings are held at regular intervals and preventive and training measures prioritized. A key part in safety measures are training and development measures that serve the purpose of informing employees and managers about workplace hazards and familiarizing them with the appropriate prevention mechanisms. Plasser & Theurer exceeds the number of company first aiders required by law. First aid courses are held regularly in cooperation with ambulance services for first aiders to obtain their qualifications. Furthermore, regular walkabouts are conducted with the responsible staff in all company divisions in order to monitor compliance with all regulations and identify any existing risks. Training is also provided for safety representatives, fire wardens, and evacuation assistants. They take on a key role in creating awareness for fire safety, safety, and health in the various divisions of the company. These trained people independently monitor the adherence to regulations and the identification of potential risks using the IKS checklists. The results from these inspections are then regularly fed back to the OH&S team to take appropriate action.

Focus on company healthcare

In the workplace, employees have access to a company doctor as a regular contact. In addition to the prescribed obligatory examinations, various voluntary healthcare services are offered such as computer eyewear and vaccinations. These can be made use of during working hours. Comprehensive



education is provided to prevent work-related illnesses such as hearing impairment or back problems. If health impairments nevertheless occur, a constructive solution is found in cooperation with the employees, the managers, the company doctor, and the HR department in order to eliminate the causes and symptoms. For 2024 we are planning a gradual restructuring of the company healthcare organization.

INTERNAL CONTROL SYSTEM (IKS)

The IKS includes all organizational measures and checks in the company to determine if operational processes and actions are performed according to standards.



GOVERNANCE INFORMATION

COMPLIANCE – CORPORATE CULTURE IN PRACTICE

In the last few business years, the subject of compliance underwent a considerable push at Plasser & Theurer, initiated by the Chief Executive Officer (CEO). The role of the Chief Compliance Officer (CCO), who is reporting directly to the Chief Financial Officer (CFO), has proved a success since its inception in the company. The Compliance Management System is certified to ISO 37301 and 37001 and aims to avoid compliance violations through preventive measures, detect misconduct early, respond quickly and appropriately in case of confirmed violations, and consistently penalize misconduct. The system is implemented effectively in all business units and processes at the Austrian locations.

It is worth mentioning that as a result of the committed collaboration of all employees and company divisions that have received targeted training on anti-corruption, the company passed its audits on data protection, anti-corruption, and antitrust law with flying colours. These successes demonstrate how strongly embedded compliance is in the company culture. They increase the customers' and partners' trust and create a competitive advantage for Plasser & Theurer.

Code of Conduct – clear rules of conduct for all

There is no way around the Code of Conduct: it informs all employees about the requirements of integrity and ethical behaviour when they join the company. It provides them with key rules and principles of conduct, which apply to all employees, management staff, and executives. As a guideline it helps to comply with laws, regulations, and company rules. The topics addressed include working conditions, human rights, health and safety, the environment, relations with business partners, and other relevant aspects. The Code of Conduct can be viewed by all employees on the Intranet. External interested parties can access it on the company website. In addition, a separate Code of Conduct for business partners is available in six different languages. It ensures that Plasser & Theurer business partners know the ethical values of the company and make sure to comply with the "General Declaration of Human Rights", the applicable labour laws, prohibition of child labour, and the consistent monitoring of due diligence along the supply chain.

Compliance guidelines

The internal compliance guidelines govern the following topics:

- **Anti-money laundering**
- **Anti-corruption**
- **Data protection**
- **Agents**
- **Searches of premises**
- **Import and export control**
- **Conflicts of interest**
- **Internal investigations**
- **Antitrust law**
- **Protection against discrimination, bullying, and sexual harassment**
- **Social media use**
- **Fraud prevention**
- **Whistleblowing**

Compliance certification and training

The most important compliance tools include face-to-face training as well as e-learning for all members of staff. The e-learning programme highlights the importance of the compliance agenda for the company and its implementation. The modules are deemed completed after passing a test. In principle, all new employees are trained twice a year on the topic of anti-corruption. Furthermore, all existing employees at levels 1 to 3 (executive management, division directors, department heads, team leads, and specialized unit managers) are trained using e-learning. In addition to the topic of anti-corruption, compliance also focuses on topics such as fair competition and data protection.

Specific training programmes are also run via the LMS system to create targeted awareness among new and existing employees. The programme has been extended to data processing staff and agents who receive specific compliance training. In total, 437 employees received specific anti-corruption training and participated in training on compliance topics in 2023. In future the e-learning programme will be successively expanded so that compliance content is available for the rest of the workforce.

Whistleblowing hotline and informer protection

The whistleblowing hotline has been established for a few years and now forms an integral part of understanding compliance. The workforce has the required information on reporting channels; we receive regular information that is published anonymously on a company app. In view of the informer protection law, which was passed in Austria in 2023, the P&T reporting systems provided an early basis for

meeting the new legal requirements. An essential aspect of this is the anonymity of the informer and their protection.

No violations or conflicts in 2022 and 2023

From 2022 to 2023, there weren't any confirmed incidents of corruption or legal proceedings due to anti-competitive behaviour, cartel or monopoly formation at the locations in Austria. Accordingly, no fines or non-monetary sanctions were imposed on Plasser & Theurer for non-compliance with social or economic laws and regulations.

SOCIAL RESPONSIBILITY HAS MANY SHAPES

Part of sustainability management includes the company's social engagement. Plasser & Theurer is committed to contributing to the positive and sustainable development of society. The company-wide guideline for donations and sponsoring and the guideline on anti-corruption ensure a targeted and responsible use of the allocated funds.

The fields of action of social responsibility

The focus of Plasser & Theurer's activities is on implementing projects in five fields of action: children's development and welfare as well as support for projects related to health, education, sport, and animal welfare.

For small donations in the categories education, science, health, charity, culture, and arts the company makes available an annual budget of EUR 50,000. In addition, Plasser & Theurer supports selected flagship projects on a longer term basis and invests around EUR 100,000 per annum in these special initiatives (see below under CAPE 10 flagship project).

Marketing and Communications checks, distributes, and releases individual earmarked contributions. This applies to donations that are tax deductible in accordance with the Federal Ministry of Finance's list of beneficiary organizations. Donations may not be offered or granted to business partners or related third parties. The sponsorship budget is approved annually by the executive management as part of the budget

process and amounted to EUR 100,000 in the 2022 and 2023 business years. Sponsorships are granted exclusively on the basis of a written contract setting out the objective and purpose of the sponsorship.

CAPE 10 foundation flagship project

CAPE 10 provides people living in poverty with healthcare, support, and guidance. The foundation provides support for therapies, therapeutic products, and treatment and finances educational programmes for socially disadvantaged children. In addition to other sponsors from the arts and culture sector, Plasser & Theurer is a long-standing partner of this project. Johannes Max-Theurer is a member of the CAPE 10 foundation advisory board. The large donation for this flagship project is made up of three components: financial support, contributions in kind, employee activities which make additional donations possible.

In 2023, Plasser & Theurer carried out a Christmas fundraising campaign to finance urgently needed psychotherapy sessions.

Various social initiatives and community projects

During the reporting period, various other actions and initiatives were undertaken successfully. A specific example are the reading sponsorships for children's newspaper subscriptions for the primary school in Oftring in Upper Austria, which were carried out in association with the Upper Austrian daily newspaper "OÖ Nachrichten". This initiative contributes to promoting education and to improving pupils' reading abilities.

In the reporting period, donations were also made to support the victims of the devastating earthquakes in Turkey and Syria. These demonstrate the company's willingness to show solidarity in times of global crises and help where urgently needed.

In winter 2022, Plasser & Theurer also initiated an in-house tombola. The employees were encouraged to use their award



miles for buying presents. Then all employees had the opportunity to buy raffle tickets and win these presents as prizes. All the proceeds from the ticket sale were then given as charity donations.

RESPONSIBLE PROCUREMENT IN PURCHASING

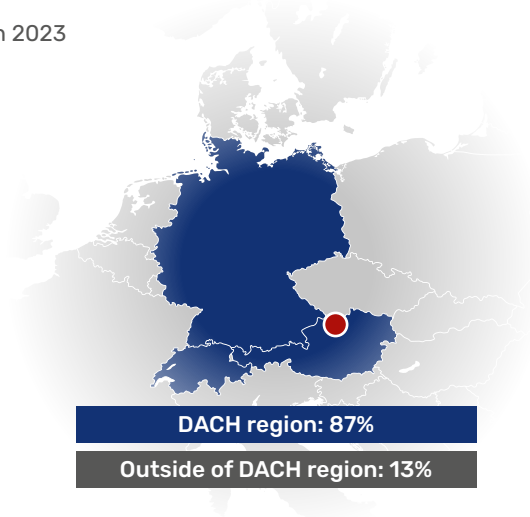
As a central step in the value-added chain, procurement plays an important role in the selection of materials and suppliers. Therefore, Plasser & Theurer's goal is to make responsible procurement increasingly an integral part of procurement and supplier management and to integrate social, ethical, and ecological criteria into the supplier selection process. Instruments such as our general purchasing conditions and the specific Code of Conduct for our business partners define the framework for procurement and dealings with suppliers and business partners. The latter aims to ensure that all suppliers comply with the requirements and follow the responsible business practices of Plasser & Theurer.

In future, suppliers will be increasingly required to comply with due diligence along the Plasser & Theurer supply chain. The challenge for Plasser & Theurer is to continuously increase its efforts in responsible procurement in order to meet customer requirements since the customer demand for demonstrable sustainability ratings is growing continuously.

In 2022, the Linz site set up a cross-divisional pilot project for supplier assessment in combination with a revised supplier self-assessment. Apart from quality criteria or commercial indicators such as delivery reliability, sustainability-related aspects are also taken into consideration when assessing suppliers.

REGIONAL PROCUREMENT

in 2023



Focus on region and globalization – “glocal”

For Plasser & Theurer, sourcing from regional suppliers remains a central component of our procurement strategy in order to ensure stable and resilient supply chains. Despite increasing challenges due to changing economic and global issues, the supply chain has the task to be more cost-efficient in procurement. In 2023, the focus was on sourcing new reliable suppliers within the partner networks and in Eastern Europe. Together with Plasser India, product groups and suppliers were assessed and appointed.

Despite expanding our pool of suppliers in 2023, the company remained committed to a strong partnership with suppliers from the DACH region, from where 87% of the goods and services were sourced. Observing delivery dates and the high quality standard required remain indispensable values in our purchasing process.

Digitalization and process standardization in the supply chain

As part of a flagship project, we are planning to implement the digitalization of business processes in procurement in the autumn of 2024. This includes the introduction of SAP in key areas of the supply chain. Other measures that were already taken in 2022 and 2023 include improvements in the existing legacy system PMS PMI and in the SAP factory system.

It is planned to also carry out an evaluation of the e-procurement process in 2024 in order to ensure more efficient procurement processes. It is also planned to automate order confirmations as far as possible using bot support; this shall contribute to a further efficiency boost in procurement.

As cooperation with partners is key for Plasser & Theurer, the international partner network will be strengthened further and supplier diversification driven forward. The aim is, among others, to optimize transport routes and make cooperation as efficient and resource-friendly as possible.



FURTHER INFORMATION

PERFORMANCE OVERVIEW

PLASSER & THEURER, Export von Bahnbaumaschinen Gesellschaft m.b.H.

Designation (acc. to ESRS)	Unit	2021	2022	2023	Page
General information					
Patents registered at the Austrian Patent Office		21	21	20	22

Environmental information

Energy consumption data by energy carrier (E1-5*)

District heat	MWh	18,557	15,971	15,533	30
Electricity	MWh	9,608	9,521	9,721	30
Heating oil	MWh	0	130	110	30
Natural gas	MWh	4,688	3,750	2,814	30
Diesel	MWh	7,806	7,289	7,590	30
Petrol	MWh	293	520	479	30
Total	MWh	40,952	37,309	36,559	30

Energy consumption data by source

Fossil fuels	MWh	12,787	11,689	10,993	30
Renewable fuels	MWh	0	128	312	30
Purchased energy	MWh	28,165	25,492	25,254	30
Total	MWh	40,952	37,309	36,559	30

Intensity data

Energy consumption	MWh	40,952	37,309	36,559	30
Turnover	T€	500,640	509,813	475,320	30
Energy intensity	MWh/T€	0.0818	0.0732	0.0769	30

Waste (E5-5*)

Hazardous waste	t	420	459	463	36
Non-hazardous waste	t	4,740	4,478	4,325	36
Total waste	t	5,160	4,938	4,788	36

PLASSER & THEURER, Export von Bahnbaumaschinen Gesellschaft m.b.H.					
Designation (acc. to ESRS)	Unit	2021	2022	2023	Seite
Environmental information					
Corporate Carbon Footprint (E1-6*)					
Scope 1+2					
Market-based	t CO ₂ e	6,994	3,971	3,997	32
Location-based	t CO ₂ e	7,629	6,468	4,800	32
Market-based total emissions					
Scope 1	t CO ₂ e	3,144	2,729	2,786	32
Scope 2	t CO ₂ e	3,850	1,242	1,212	32
Scope 3	t CO ₂ e	390,676	346,348	341,670	32
Market-based emissions by location					
Vienna	t CO ₂ e	252	199	205	33
Linz	t CO ₂ e	5,872	2,849	3,058	33
Purkersdorf	t CO ₂ e	870	923	734	33
Social information					
Employees by gender (S1-6*)					
Female	Headcount	294	321	328	43
Male	Headcount	1,992	2,099	2,217	43
Total employees	Headcount	2,286	2,420	2,545	43
Employees by age (S1-9*)					
Number of employees < 30 years	Headcount	509	550	557	43
Number of employees 30 - 50 years	Headcount	1,247	1,314	1,407	43
Number of employees > 50 years	Headcount	530	556	581	43

PLASSER & THEURER, Export von Bahnbaumaschinen Gesellschaft m.b.H.

Designation (acc. to ESRS)	Unit	2021	2022	2023	Seite
Social information					
Employees by type of contract and full-time / part-time employment (S1-6*)					
Number of employees with permanent contract	Headcount	2,128	2,276	2,424	44
Of which female	Headcount	283	310	325	44
Of which male	Headcount	1,845	1,966	2,099	44
Number of employees with temporary contract	Headcount	158	144	121	44
Of which female	Headcount	11	11	3	44
Of which male	Headcount	147	133	118	44
Number of full-time employees	Headcount	2,118	2,219	2,304	44
Of which female	Headcount	181	205	190	44
Of which male	Headcount	1,937	2,014	2,114	44
Number of part-time employees	Headcount	168	201	241	44
Of which female	Headcount	113	116	138	44
Of which male	Headcount	55	85	103	44

Diversity in leadership functions (S1-9*)

Female	Headcount	0	0	0	44
Male	Headcount	8	7	8	44

Staff dialogues (S1-13*)

Female	Headcount	210	242	258	47
Male	Headcount	600	958	957	47

Number of training hours (S1-13*)

Total number of training hours for female employees	Hours	2,636	3,707	2,273	48
Total number of training hours for male employees	Hours	17,713	24,913	15,273	48
Number of female employees attending training	Headcount	210	242	258	48
Number of male employees attending training	Headcount	600	958	957	48
Average number of training hours per female employee	Hours	12.55	15.32	8.81	48
Average number of training hours per male employee	Hours	29.52	26.00	15.96	48

PLASSER & THEURER, Export von Bahnbaumaschinen Gesellschaft m.b.H.					
Designation (acc. to ESRS)	Unit	2021	2022	2023	Seite
Social information					
Occupational health and safety data (S1-14*)					
Number of employed staff covered by a health and safety management system	Headcount	2,128	2,276	2,424	53
Number of non-employed staff covered by a health and safety management system	Headcount	158	144	121	53
Percentage of (non-)employed staff covered by a health and safety management system	%	100	100	100	53
Number of deaths of (non-)employed staff	Headcount	0	0	0	53
Number of reportable work accidents of employed staff	Headcount	38	29	52	53
Number of reportable work accidents of non-employed staff	Headcount	1	6	5	53
Number of working hours performed by employed staff	Hours	3,152,915	3,380,446	3,600,660	53
Number of working hours performed by non-employed staff	Hours	253,575	247,415	280,731	53
Rate of reportable work accidents of employed staff	-	12.1	8.6	14.4	53
Rate of reportable work accidents of non-employed staff	-	3.9	24.3	17.8	53
Number of work-related injuries of employed staff	Headcount	64	50	83	53
Number of work-related injuries of non-employed staff	Headcount	2	8	8	53
Number of lost working days due to work-related injuries (incl. reportable work accidents) and deaths due to work accidents, work-related illnesses, and deaths of employed staff	Days	572	417	832	53
Number of lost working days due to work-related injuries (incl. reportable work accidents) and deaths due to work accidents, work-related illnesses, and deaths of non-employed staff	Days	11	44	40	53
Governance information (G1-3, G1-4*)					
Number of employees receiving training on anti-corruption and compliance	Headcount	146	361	437	58
Confirmed cases of corruption	-	0	0	0	58
Legal proceedings due to anti-competitive behaviour, cartelization, or monopolization	-	0	0	0	58

* Figures generated in accordance with ESRS

ABOUT THIS REPORT

This is the second sustainability report of Plasser & Theurer, Export von Bahnbaumaschinen, Gesellschaft mbH. With this report, we wish to present our activities and our performance in terms of sustainability, give our stakeholders a transparent insight into our business activities, and show what we stand for, what we are working on, and where we want to go.

The report contains information and data on the main activities of Plasser & Theurer, Export von Bahnbaumaschinen, Gesellschaft m.b.H. and its subsidiaries at its Austrian sites. In the report, the company name is always used in abbreviated form as "Plasser & Theurer". The performance indicators shown are consolidated for all sites (Linz, Vienna, Purkersdorf). The main plant is located in Linz. In the reporting period, a Scope 3 hotspot analysis was carried out for the first time. First assumptions from this are already feeding into the company's CO₂ balance.

The reporting period for the indicators and descriptions published essentially comprises the 2022 and 2023 financial years, i.e. the period from 1 January 2022 to 31 December 2023. Various content and indicators are also reported for 2021 where possible. This report was prepared in accordance with the Global Reporting Initiative (GRI) standards. Indicators and management approaches are thus oriented towards the GRI standards.

The Corporate Sustainability Reporting Directive (CSRD) will change the scope and type of corporate sustainability reporting in future. This report takes into consideration the requirements (data collection and indicators) arising from CSRD for the first time. In future, its guidelines will represent the regulatory framework for the direction of our sustainability strategy and for achieving our sustainability targets. For the 2024 report, the existing materiality analysis will be adapted to the requirements of the double materiality analysis in line with CSRD and the associated reporting elements.

In this report, measures are in some cases only described qualitatively. A detailed sustainability programme is being developed and will be presented in detail in the next report.

If you have any questions specifically about this report or more generally about sustainability issues at Plasser & Theurer, please contact: sustainability@plassertheurer.com

Any comments on legal or regulatory violations can be submitted via the company website: www.plassertheurer.com/en/company/compliance

Imprint

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