

SUSTAINABILITY REPORT 2024

Environmental, Social and Governance



Revitalisation of a section of the Frenke river near Hölstein (canton of Basel-Landschaft, Switzerland) as part of the Waldenburg railway refurbishment project

We plan today for the world of tomorrow.

As a leading engineering and design company, Gruner offers a comprehensive service portfolio for private and public-sector clients. Gruner advises and supports its customers in the business areas of Buildings, Infrastructure and Energy – from strategic planning and commissioning to the management of buildings and infrastructure. Expertise, knowledge and many years of experience with complex construction projects are what set us apart. Gruner – all according to plan.

Dear readers,

The world is changing rapidly and profoundly. Geopolitical tensions are shifting the global landscape. New technologies are accelerating development. Meanwhile, climate change is challenging markets, institutions and societies alike. In the midst of all this, we operate with one clear constant: sustainability. Not as an option, but as a foundation – and today more urgently than ever.

Climate change remains the biggest global risk in the long term – as the latest Global Risks Report published by the World Economic Forum shows. This is followed by disinformation, the consequences of AI and migration pressure. For companies like Gruner, this means acting responsibly, planning ahead and practising transparency.

“Our commitment to sustainability is firmly anchored in our corporate culture.”

OLIVIER AEBI, CEO Gruner

A glance at our company shows how we meet this responsibility: Gruner employs over 1,100 people at more than 35 locations worldwide. We operate in a dynamic and often highly regulated environment. In doing so, we work closely with authorities, public institutions and private partners. Our actions are based on clearly defined processes, conscious risk management and a deeply rooted commitment to sustainability.

Our growth is based on the same values. Gruner now also has a presence in France, Italy and the Philippines, as well as a second location in Serbia (in Novi Sad), along with a new German site in Chemnitz. We bring our innovative spirit to the world – and meet local requirements with foresight and understanding of regional needs.

In our client projects in the energy sector, we focus exclusively on renewable energies – in particular hydropower and solar energy. Together with partners from public institutions, politics and the private sector, we develop solutions that strengthen security of supply and contribute to climate targets. But our responsibility goes even further than this. Wherever we can, we plan and act in a resource-efficient manner, avoid emissions and develop environmentally friendly solutions.

All of this is only possible thanks to our employees – they are the backbone of our company. With their expertise and commitment, they bring projects to fruition, pass on their knowledge to universities and shape innovations. They combine practical experience with future prospects – both regionally and globally. In return, we offer a working environment that enables development: with flexible working models, targeted support, continuing education opportunities and programmes such as Future Women and Next Generation.

Essentially, it all comes down to one thing: for us, sustainability is more than just a programme – it is an attitude we put into practice and a clear commitment to our environmental, social and governance responsibilities.

Thank you for your interest and I hope you enjoy reading this report.

Yours sincerely,



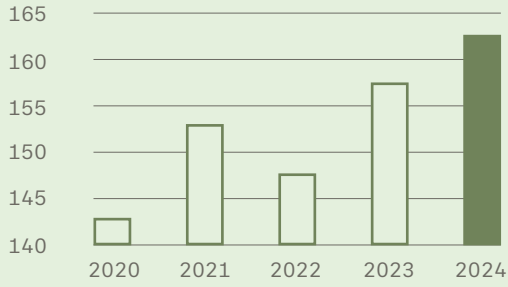
A handwritten signature in black ink, appearing to read 'O. Aebi'.

Olivier Aebi
CEO Gruner

TURNOVER

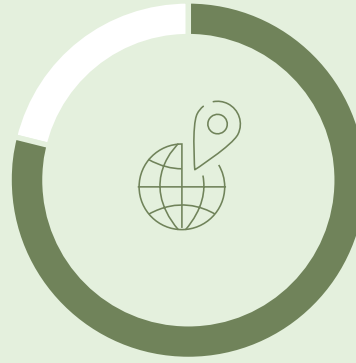
in million Swiss Francs

CHF 162.2 million



TURNOVER BY MARKET

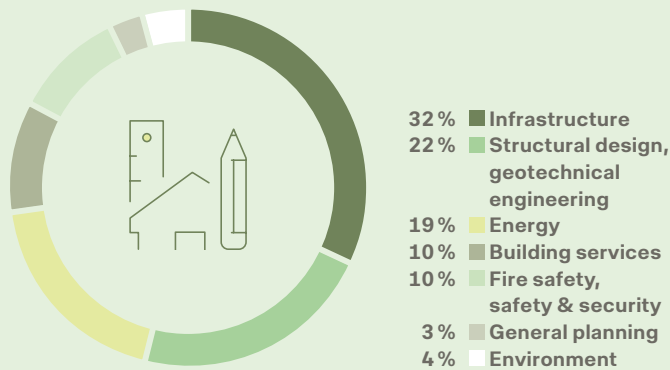
in %



79% ■ Switzerland
21% ■ Rest of world

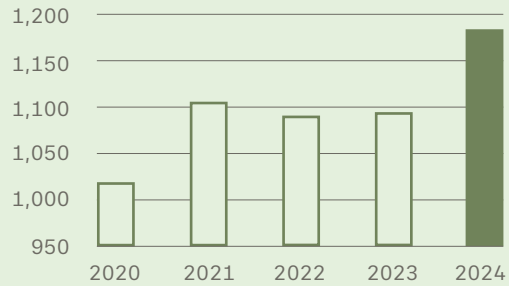
TURNOVER BY COMPETENCIES

in %



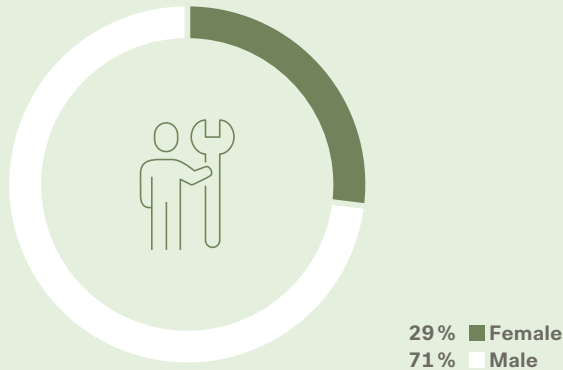
EMPLOYEES

1,184



EMPLOYEES BY GENDER

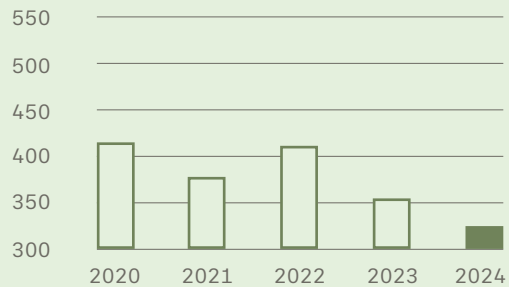
in %



EMISSIONS

in t CO₂

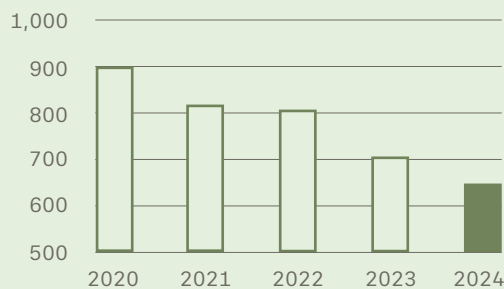
-23% in 5 years



ELECTRICITY CONSUMPTION

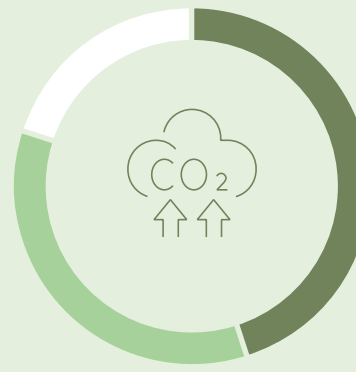
in MWh per year

-28% in 5 years



CO₂ EMISSIONS BY ENERGY TYPE

in %



45% ■ Mobility
35% ■ Heat
20% ■ Electricity

Gruner takes responsibility

Sustainability at Gruner

For more than 160 years, Gruner has been designing and shaping the world of tomorrow, with over 1,100 employees from 52 nations at more than 35 locations worldwide. Headquartered in Basel, the company is owned by the founding families and employees.

Within its own operations, Gruner is committed to ensuring the most climate-friendly energy supply possible and is gradually converting its vehicle fleet to electromobility. But for Gruner, sustainability doesn't stop at electricity consumption and carbon footprint. Equally important are a healthy and supportive working environment, economic stability and, above all, the footprint that Gruner leaves behind with its projects around the world. It describes the positive contributions that Gruner makes to the environment and society – for example, through energy-efficient infrastructure, resource-saving construction and the development of sustainable solutions for clients.

Influence of Gruner services

As part of the global construction industry, Gruner bears a great responsibility. After all, construction doesn't just create spaces, it also consumes resources. Almost 40 percent of global CO₂ emissions can be attributed to the industry, and this is compounded by the extensive use of non-renewable raw materials. At the same time, the construction sector is a global labour market that employs millions of people – and requires consistent compliance with legal and ethical standards.

Gruner is aware of this responsibility and play an active role in shaping how we respond to it. Instead of just designing buildings, Gruner teams think in terms of life cycles, processes and relationships. The vision "Building a future worth living in" isn't just a catchphrase, it's a benchmark.

Smart Gruner tools for a sustainable future Sustainable materials, resource-efficient processes, smart building, technology and, above all, the renovation, reuse and recycling of existing building materials shape the Gruner approach. It's not just about building, it's about building better – with an impact for generations to come.

Innovations developed in-house, such as Early Stage Design, Gruner ReUse, sustbl and the climate adaptation audit show that sustainability is part of Gruner's DNA. These tools bring clarity to decision-making in the early stages, as well as making it easier to reuse components and integrate sustainability requirements into planning in a targeted manner.

Client requirements and sustainability

An increasing number of clients are placing value on sustainable construction with lower emissions and reduced use of grey energy. Gruner has the expertise and experience to effectively implement goals like these. Within the Sustainability Competence Centre, existing knowledge is pooled and made available throughout the company. However, responsibility does not lie solely with the engineer: sustainability can only succeed if building owners actively support it. Gruner lays the foundations and supports its clients every step of the way towards future-proof solutions.

New goals and measures

Gruner established its internal Sustainability Committee (Sus-Com) in 2024 to systematically manage sustainable practices. It develops strategic guidelines for economic, environmental, social and ethical sustainability and monitors their implementation.

The central tool is the aforementioned management tool sustbl, which was developed in-house. This tool breaks down development into areas of action, objectives and specific measures, making projects transparent and comprehensible for everyone involved. Instead of vague intentions, sustbl provides clear answers: who does what, for whom, and why. Monitoring is also being re-structured: with clear key performance indicators (KPIs), Gruner is creating a reliable basis for reporting that makes progress visible and sustainability verifiable.



ENVIRONMENT

Further improvements

As a major player in the construction industry, Gruner has an unavoidable and significant impact on the built environment. With over 1,100 employees at more than 35 locations and project offices in Europe, Asia and Africa as well as thousands of – in some cases remote – construction sites, Gruner strives to reduce its own energy and space consumption and CO₂ emissions per employee and project to a minimum. In all processes, at every location and on the road, we are constantly looking for ways to reduce emissions and conserve resources.

Development in 2024

A look at our Swiss locations shows how these efforts are having a concrete impact: in 2024, the number of locations remained the same and the number of employees grew slightly. Despite this development, office space was reduced by 3.1 percent. As a result, the spatial capacity is largely exhausted; some locations are already showing signs of overcrowding, and expansion is planned in certain areas.

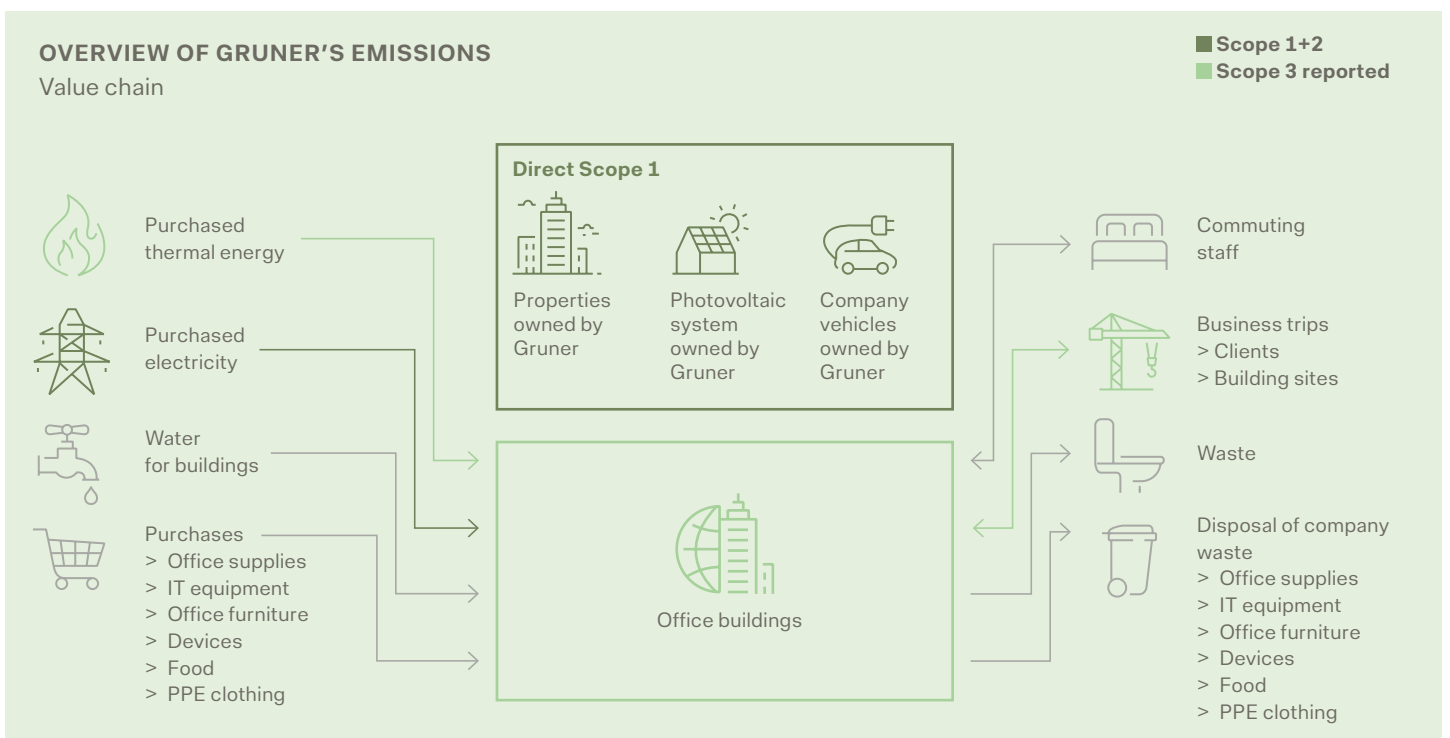
The floor space requirement per person fell slightly to 17.9 m² (previous year: 18.6 m²). The proportion of unfilled jobs increased from 11 to 12 percent.

Heating

78 percent from non-fossil sources

Annual heat consumption increased by 4.0 percent to 1,014 MWh in 2024. There is no clear trend: some locations have reduced their heat consumption while others have increased it. The figures are difficult to interpret due to the fact that billing information is missing or unclear in some cases.

At the St. Gallen site, the gas heating system has been replaced by a geothermal heat pump. Consumption has increased slightly, but CO₂ emissions have been reduced by 73 percent.



Thanks to an improved energy mix, total CO₂ emissions from heat consumption remained stable overall and at the previous year's level.

Since Gruner owns only a small number of buildings, the possibilities for reducing consumption are limited. However, newly rented premises are selected according to resource-saving criteria, such as better insulation, no fossil-fuel heating and more efficient use of space.

The share of renewable energy sources in heat consumption was further increased: 78 percent of heat now comes from non-fossil sources such as heat pumps and district heating, up from 70 percent in the previous year. At the same time, heat consumption per workplace increased slightly by 3.1 percent.

Electricity

Consumption down 8.2 percent

Gruner consumed 64,8 MWh of electricity last year, down 8.2 percent from 2023. The Basel, Brugg, St. Gallen and Zollikofen locations made a particular contribution to this reduction. Consumption per workplace even fell by 9.0 percent.

Gruner uses green electricity at all locations. The photovoltaic systems in Köniz, Oberwil and St. Gallen covered 6.6 percent (previous year: 6.1 percent) of Gruner's electricity consumption. The solar cells on the roof of the Gruner building in Basel do not contribute to Gruner's electricity consumption.

Mobility

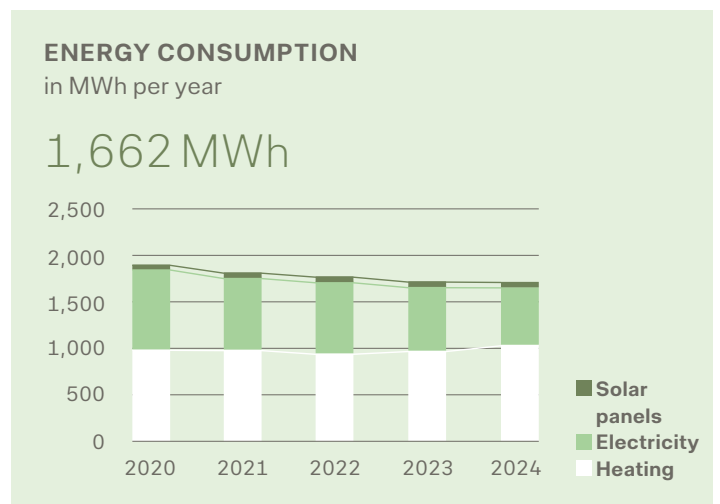
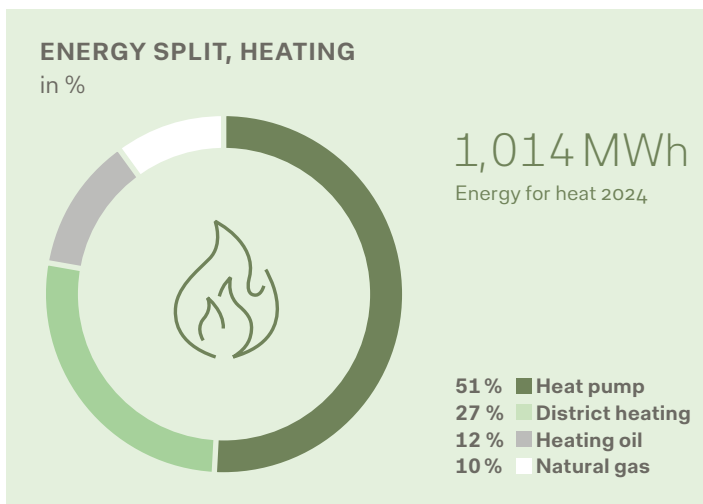
68 tonnes of CO₂ saved

Gruner promotes the use of public transport and encourages staff to use it whenever possible. In Switzerland, for example, employees receive Reka vouchers for half-fare travelcards, including for private journeys. According to SBB's emissions report, Gruner avoided 68 tonnes of CO₂ in 2024.

In addition, thanks to a partnership with Mobility, Gruner employees do not pay an annual fee to use the largest car-sharing provider in Switzerland and can invoice both business and private journeys directly.

The company's own fleet comprises 101 vehicles, 12 of which are electric. New purchases must be models in energy efficiency class A, both for fleet vehicles and for private vehicles used for business purposes.

Emissions are to be reduced through the further expansion of e-mobility. In addition, Gruner owns bicycles and an increasing number of e-bikes for short and medium distances. In the reporting year, the fleet covered 1.36 million kilometres, a decrease of 6.4 percent compared to 2023 – a clear indication of the shift towards low-emission or public transport.



CO₂ emissions

CO₂ emissions down 10 percent

CO₂ emissions fell by 10 percent to a total of 320 tonnes in 2024 despite an increase in sales and slight growth in personnel.

- > Heat consumption caused 113 tonnes of CO₂, which is on a par with the previous year despite higher consumption.
- > Electricity consumption produced 63 tonnes of CO₂, 9.0 percent less than in the previous year.
- > The decrease in kilometres driven led to a disproportionate reduction in CO₂ emissions to 144 tonnes.

Over the last seven years since the survey began, CO₂ emissions have fallen by 39 percent overall. Emissions from heat production have fallen by 48 percent since 2018, those from electricity generation (including photovoltaic systems) by 42 percent, while emissions from mobility have decreased by 28 percent.

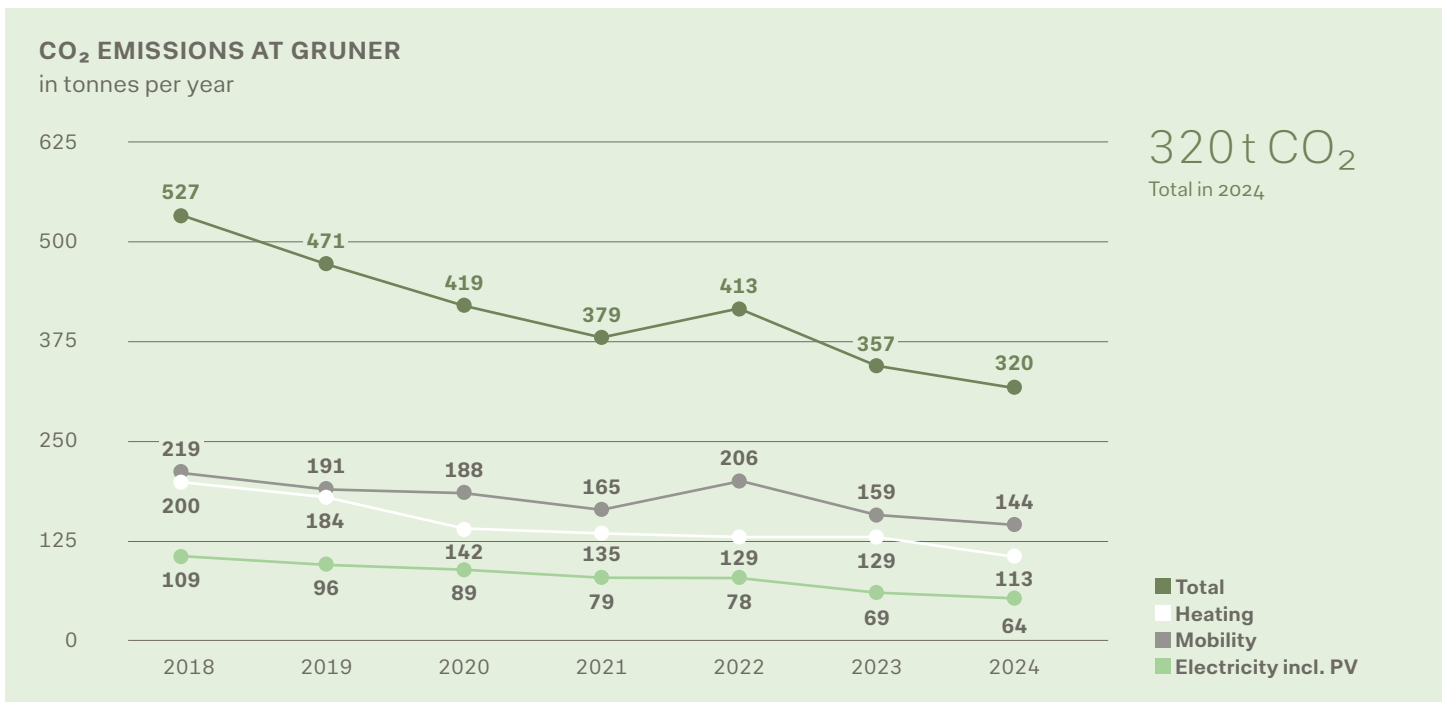
Further measures

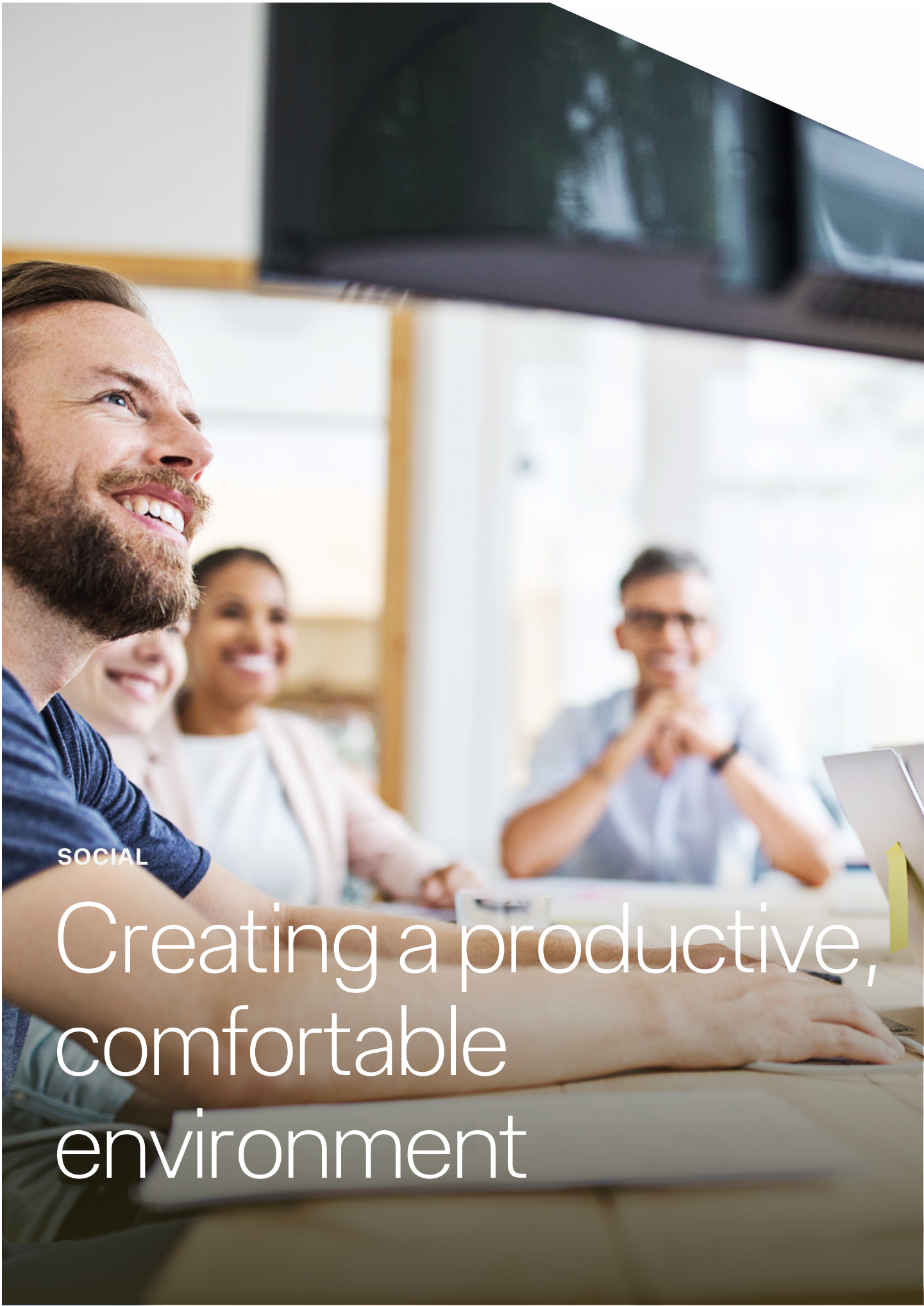
Gruner has initiated numerous measures to permanently reduce its environmental impact. Waste is systematically separated in all office buildings. Packaging from suppliers is returned without exception and consumables are disposed of properly. Materials that are no longer used, such as furniture and computers, are donated as part of social initiatives or sold in order to be used again.

Outlook

The current reduction in electricity consumption and CO₂ emissions from mobility are a step in the right direction. In future, more active measures will be introduced to reduce Gruner's ecological footprint. This relates in particular to the further reduction of fossil-fuel heating and mobility with combustion engines

In addition, new working models and technologies will be used that can reduce the need for on-site presence (in offices and on construction sites).





SOCIAL

Creating a productive, comfortable environment

In addition to challenging and meaningful tasks, Gruner’s aim is to provide its employees with a good and safe working environment. In this way, the company aims to attract and retain the best talent in order to offer the best possible client experience and construction solutions. Employee satisfaction is one of Gruner’s four strategic priorities. Gruner implements targeted measures throughout the entire period of each employee’s time with Gruner – from recruitment and talent management all the way through to retirement. The aim: to position Gruner as an employer of choice.

Employer branding

Gruner significantly increased its visibility as an employer in the year under review, with targeted campaigns and a stronger presence on social media, a new recruitment tool and a modernised career platform. Gruner also positioned itself as an attractive employer at student recruitment fairs, taking a proactive approach to making contact with talented individuals.

Strong benefits for employees

25 days’ annual leave as a minimum

Attractive employment conditions are standard at Gruner and in some cases go well beyond the legal requirements. Employees in Switzerland enjoy above-average pension benefits, at least 25 days’ annual leave, 16 weeks’ maternity leave and 3 weeks’ paternity leave. Gruner also offers a generous arrangement for long-service anniversaries.

Health, safety and welfare

As a modern company, Gruner takes responsibility and creates an environment in which health, safety and psychosocial care are firmly established. The ISO 45001 certification confirms this commitment: Gruner continuously improves occupational health and safety. In 2024, all employees completed an e-learning course on occupational safety. This was complemented by training sessions on mindfulness, stress tolerance and resilience – topics that are becoming increasingly important in a dynamic working world.

Gruner has been working with independent consultancy firm MOVIS since 2021. Employees in Switzerland can receive free and confidential support there for family, health or financial problems. MOVIS also serves as a neutral point of contact in difficult situations in the workplace. Gruner is committed to a respectful working environment that is free from discrimination and harassment. If misconduct is suspected, clearly defined processes and an independent integrity line are in place.

Training and development

3 paid training and development days

Gruner offers a wide range of training and development opportunities that help employees expand their skills and develop internally. The programme is continuously adapted and refined in line with needs and requirements. A key success factor here is that Gruner relies on its own training courses, which are designed and delivered by internal experts together with external partners. The training and development regulations provide for three paid training days per person per year and generous financial support.

Talent management

Promoting responsibility

Gruner wants to attract talented individuals and help them grow over the long term. Annual talent management workshops identify successor roles and key individuals at an early stage – and Gruner offers them targeted support.

VOCATIONAL TRAINING

Gruner invests specifically in promoting young talent and trains more than 60 young professionals. In doing so, the company is not only securing its own future, but also demonstrating its commitment to society and the further development of the industry.

Diversity and Future Women

Connecting women. Creating opportunities.

Gruner is campaigning for more women in the construction and technology industries. The Future Women initiative brings women together at Gruner and promotes dialogue and professional development. In 2024, this led to the creation of Grunerinnen – a network that actively promotes professional development, visibility and equal opportunities.

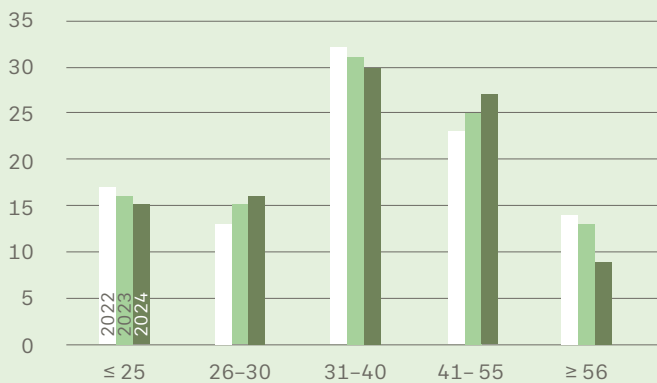
Key figures for 2024

Increasing internationalisation

In 2024, the number of employees at Gruner increased slightly – 1,184 people from 52 countries are now working for the company, including 66 apprentices. The proportion of female managers is 10 percent, which remains below the defined target. Increasing internationalisation is also reflected in the composition of the workforce.

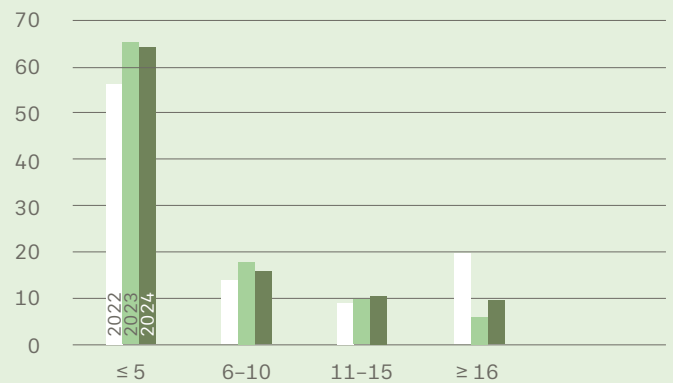
AGE STRUCTURE

in %



YEARS WITH GRUNER

in %



EMPLOYEE STRUCTURE

As at 31.12.2024

	Unit	2022	2023	2024
Employees	Number	1,083	1,096	1,184
FTE (full-time equivalents)	Number	947	971	1,060
Female employees	%	27	29	29
Leadership positions	Number	115	129	134
Female leadership positions	%	13	15	10
Part-time (< 80%)	%	17	16	14
Apprentices, trainees	Number	78	78	100
	%	8	7	8
Nationalities	Number	40	49	52
Number of training hours per employee	Number	19	27	69



GOVERNANCE

Focus on integrity

Gruner's success is not only based on the services provided, but also on how they are implemented. In the construction industry, a long-term perspective plays a decisive role, while trust forms the basis for efficient and sustainable client relationships and construction solutions. The professional and personal integrity of employees as well as clear policies and processes are therefore essential to ensure the long-term success of the company.

Code of Conduct

Gruner revised its Code of Conduct. The new version came into force on 1 January 2025 and is binding for all Gruner employees and entities worldwide. It serves as a guide for everyday working life with practical questions and answers.

Risk management

Risk-based thinking and action is one of Gruner's core principles. It supports the organisation in systematically identifying, assessing and managing risks in a targeted manner. Closely linked to this is the Internal Control System (ICS). Its aim is to ensure that business processes are carried out properly, to prevent errors and irregularities, and to check compliance with legal requirements.

Objectives of the Risk Management System (RMS)

A central focus is also placed on the continuous development of the RMS, with the following main objectives:

- > Management and staff are aware of the importance of risk management for the success of the company.
- > Responsibilities for dealing with risks are clearly defined at all levels.
- > Self-regulation and internal and external control mechanisms are in place.
- > Appropriate tools for identifying, minimising and monitoring risks are in place and are actively used.

Local anchoring of the RMS

Gruner's business has a strong local dimension. The RMS is therefore implemented at all levels of the organisation. The RMS process has a multi-stage structure:

- > Annual process at business unit level: opportunities and risks are systematically identified and discussed. The risk control measures derived from this are incorporated into the RMS and budget planning.
- > Project-flanking risk management: project managers are obliged to identify business risks, assess social and environmental impacts, and ensure ethical and legally compliant conduct, both during the quotation process and throughout the course of the project.

Annual risk reporting

The risks are comprehensively analysed and assessed once a year and communicated to the Executive Board (EB) and the Board of Directors (BoD) as part of risk reporting. The focus here is on:

- > Macroeconomic and political risks
- > Strategic risks
- > Project risks
- > HR risks
- > Financial and governance risks

Where necessary, measures are derived and controls implemented – with the aim of continuously improving risk management and strengthening the company's resilience in the long term.

Data protection

Gruner attaches great importance to the responsible handling of internal and external personal data. This is the only way to establish a relationship of trust, which is essential for the successful development of Gruner. When the revised Data Protection Act came into force in Switzerland on 1 September 2023, the "Directive on the Handling of Personal Data at Gruner" was introduced. In addition, all Gruner employees will have completed data protection training by the end of 2025.

WHISTLEBLOWER PLATFORM

Gruner promotes an internal and transparent culture of discussion and feedback and encourages employees to address even difficult issues first and foremost within the team and with their manager or HR. Gruner has had the "Integrity Line" whistleblower system in place since 1 December 2023. This is a confidential platform on which violations of legal requirements, unfair business practices, unethical behaviour or other grievances within the company can be reported, anonymously if necessary.

Gruner has over 1,100 highly qualified experts in more than 35 offices in Switzerland, Germany, Austria, France, Italy, Serbia, Georgia and the Philippines, as well as at countless project locations worldwide, who are always close to the clients and right there where development and construction is taking place.

Thanks to interdisciplinary cooperation, we set standards in engineering methods and the application of digital processes. We are constantly developing together with our clients. Gruner, an independent family-owned company headquartered in Basel, Switzerland, has been providing innovation and inspiration since 1862.

**Gruner in Switzerland**

Aarau, Appenzell, Basel, Berneck, Brugg, Degersheim, Flawil, Fribourg, Köniz, Lucerne, Martigny, Oberwil BL, Renens VD, Roggwil, Sion, Solothurn, Stein AG, St. Gallen, Teufen, Wil SG, Zollikofen, Zug, Zurich

**Gruner in Germany**

Berlin, Chemnitz, Cologne, Hamburg, Kiel, Leipzig, Munich, Stuttgart

Gruner in Austria

Vienna

**Gruner International**

Ankara (TR), Belgrade, Novi Sad (RS), Manila (PH), Milan (IT), Paris (FR), Tbilisi (GE)

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