KICK-OFF BETRIEBLICHES MOBILITÄTSMANAGEMENT

BEST PRACTICE AUS TIROL

ILF Consulting Engineers

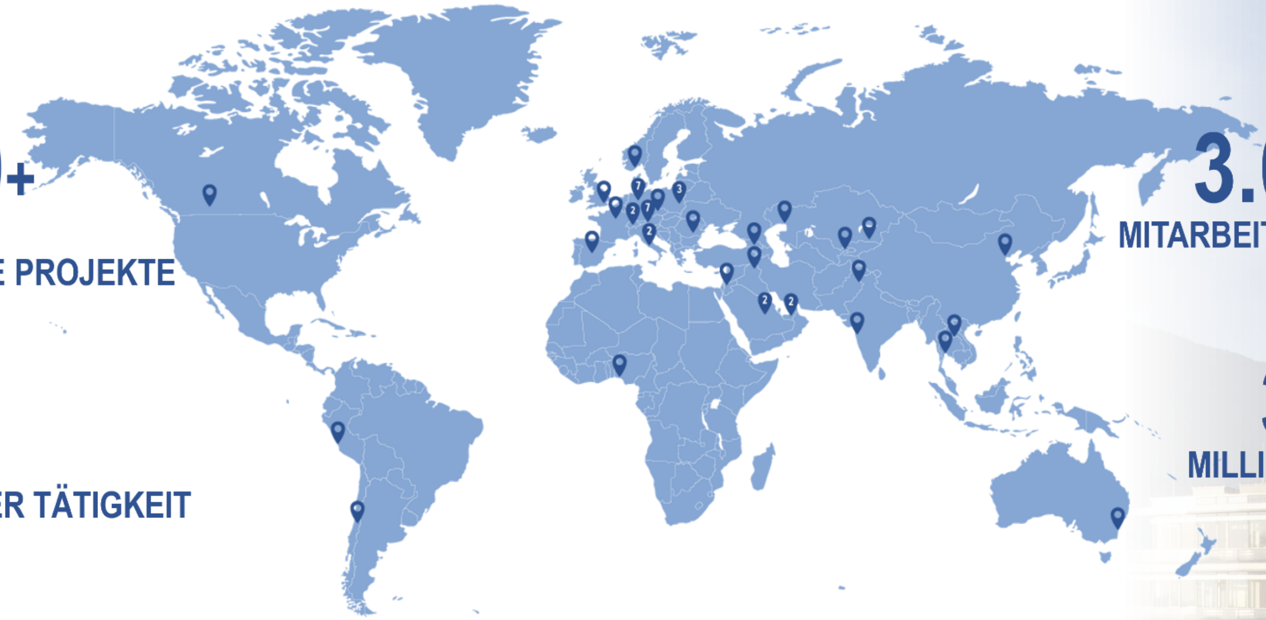
MATTHIAS HUTTENLAU / 05.06.2025

ILF CONSULTING ENGINEERS

ILF AT A GLANCE

CONSULTING ENGINEERS

ILF supports the Sustainable Development Goals



11.100+
ERFOLGREICH ABGEWICKELTE PROJEKTE

150+
LÄNDER MIT ERFOLGREICHER TÄTIGKEIT

45+
BÜROSTANDORTE AUF SECHS KONTINENTEN

Maßgeschneiderte, interdisziplinäre Ingenieur-, Beratungs- und Projektmanagementleistungen für komplexe Industrie- und Infrastrukturprojekte

3.000+
MITARBEITER:INNEN

372+
MILLIONEN EUR UMSATZ

55+
JAHRE ERFAHRUNG

BEST PRACTICE AUS TIROL

ILF´S COMMITTMENT

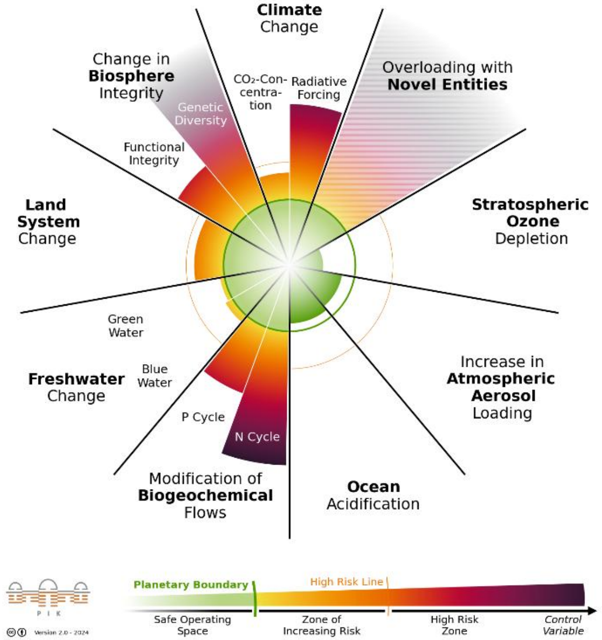
CONSULTING ENGINEERS

ILF supports the Sustainable Development Goals

VISION – „A LEADER IN IMPROVING QUALITY OF LIFE AROUND THE GLOBE"

- Corporate Sustainability – E S G
- Delivering Sustainability

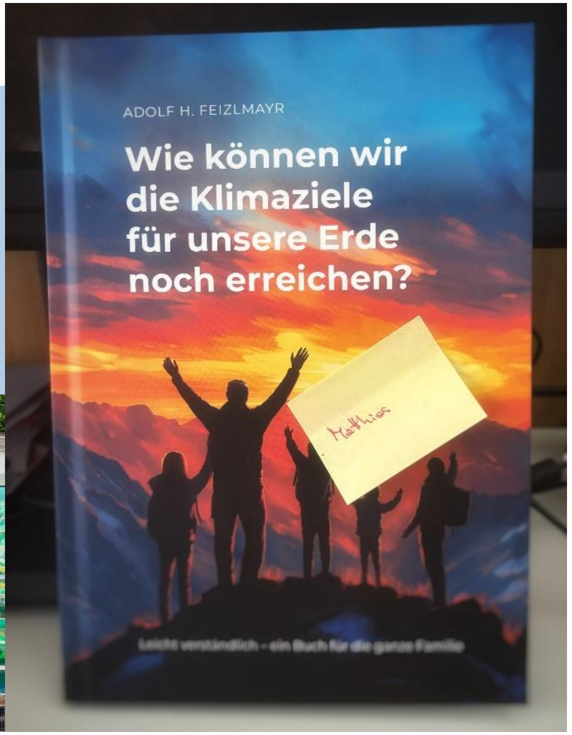
- SDGs als Kompass und Leitplanken der Unternehmensstrategie
- Planetary Boundaries als größte Herausforderung unserer Zeit & Chance



IMPLEMENTIERUNG

NACHHALTIGKEIT & KLIMASCHUTZ

- Verankerung in Strategien und Policies
- Messen – Evaluieren – Verbessern - Offenlegen
- Als Teil der Leaderhip Principles



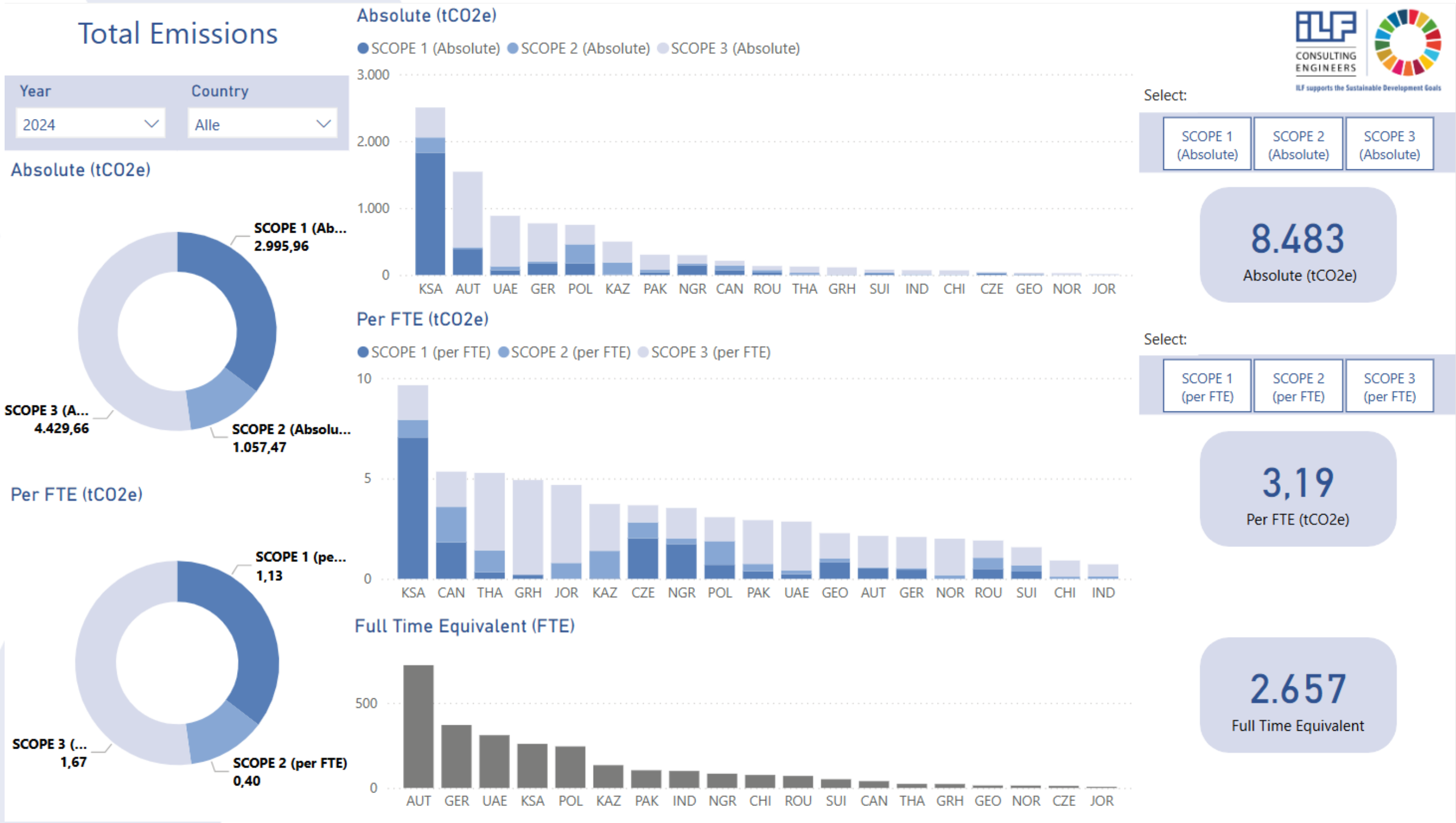
BEST PRACTICE AUS TIROL

IMPLEMENTIERUNG

ILF supports the Sustainable Development Goals

NACHHALTIGKEIT & KLIMASCHUTZ

- Messen – Evaluieren – Verbessern - Offenlegen



BEST PRACTICE AUS TIROL

IMPLEMENTIERUNG

NACHHALTIGKEIT & KLIMASCHUTZ

- Messen – Evaluieren – Verbessern – Offenlegen
- Top 3 Emissions: Employee Commuting – Company Vehicles - Aircraft

SCOPE 1 Direct emissions

SCOPE 2 Indirect emissions

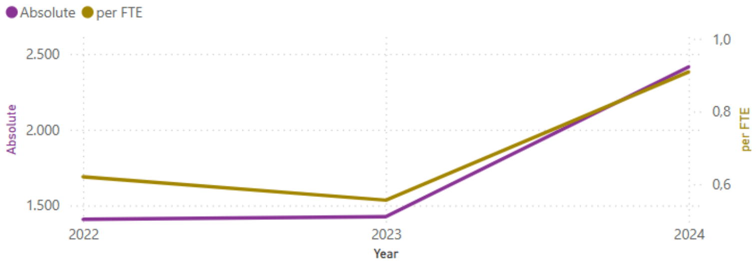
SCOPE 3 Further emissions

Year: 2024

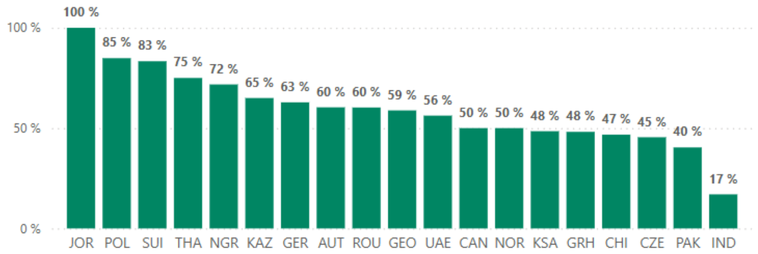
SCOPE 3 - Employee Commuting

Year	Employee Commuting (Absolute)	% of SCOPE 3 (Absolute)	SCOPE 3 (Absolute)	SCOPE 3 % of Total (Absolute)	Total (Absolute)	Employee Commuting (per FTE)	% of SCOPE 3 (per FTE)	SCOPE 3 (per FTE)	SCOPE 3 % of Total (per FTE)	Total (per FTE)
2024	2.415,14	54,52 %	4.429,66	52,22 %	8.483,09	0,91	54,52 %	1,67	52,22 %	3,19
2023	1.425,62	40,31 %	3.536,90	43,76 %	8.082,20	0,56	40,31 %	1,38	43,76 %	3,15
2022	1.408,08	59,01 %	2.386,30	41,71 %	5.720,52	0,62	59,01 %	1,05	41,71 %	2,52

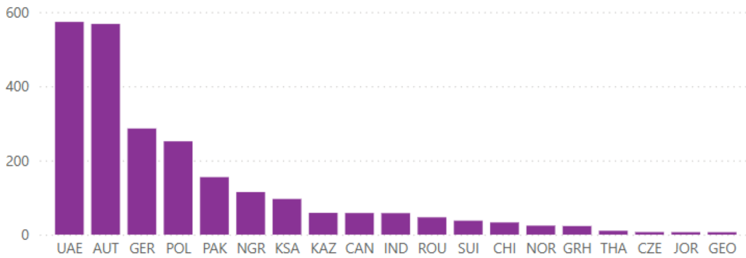
SCOPE 3 - Employee Commuting Absolute vs. FTE (tCO2e)



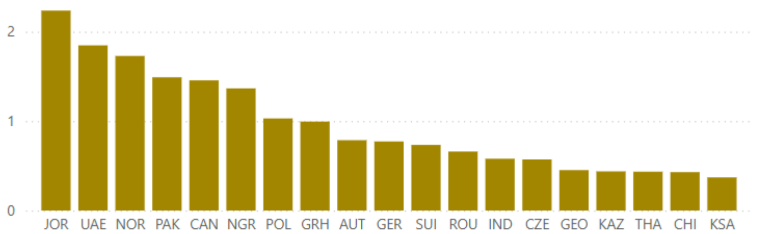
Employee Commuting Survey Participation (%)



Absolute SCOPE 3 Employee Commuting (tCO2e)



per FTE SCOPE 3 Employee Commuting (tCO2e)



BEST PRACTICE AUS TIROL

NET ZERO – ROADMAP

NACHHALTIGKEIT & KLIMASCHUTZ

- Messen – Evaluieren – Verbessern – Offenlegen

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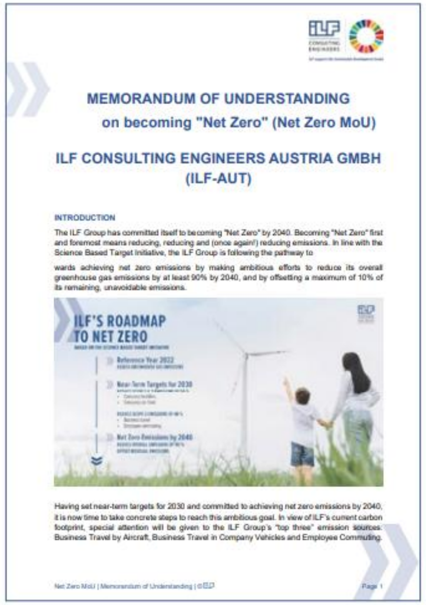
NET ZERO – WORKSHOPS & MoU

NACHHALTIGKEIT & KLIMASCHUTZ

- **Messen – Evaluieren – Verbessern – Offenlegen**
  - » Cultural Change & Communication
  - » Mobility
  - » Infrastructure & Buildings
  - » Purchasing & Supply Chain



MEMORANDUM OF UNDERSTANDING
on becoming "Net Zero" (Net Zero MoU)

ILF CONSULTING ENGINEERS AUSTRIA GMBH
(ILF-AUT)

INTRODUCTION

The ILF Group has committed itself to becoming "Net Zero" by 2040. Becoming "Net Zero" first and foremost means reducing, reducing and (once again!) reducing emissions. In line with the Science Based Target Initiative, the ILF Group is following the pathway to

wards achieving net zero emissions by making ambitious efforts to reduce its overall greenhouse gas emissions by at least 90% by 2040, and by offsetting a maximum of 10% of its remaining, unavoidable emissions.

Having set near-term targets for 2030 and committed to achieving net zero emissions by 2040, it is now time to take concrete steps to reach this ambitious goal. In view of ILF's current carbon footprint, special attention will be given to the ILF Group's "top three" emission sources: Business Travel by Aircraft, Business Travel in Company Vehicles and Employee Commuting.

Net Zero MoU | Memorandum of Understanding | ©ILF Page 1

PURPOSE

With this Memorandum of Understanding (MoU) on Net Zero, ILF Austria acknowledges its full corporate responsibility to support the ILF Group's Roadmap to Net Zero. This Roadmap to Net Zero consists of near-term targets for 2030 and a medium- to long-term target for 2040, with 2022 as the reference year for these targets.

ILF Austria commits to reducing the company's carbon emissions by means of the following agreed measures to be taken in the near (by 2025), medium (by 2030) and long term (by 2040). With the help of these measures, we hope to raise awareness of the climate crisis and the personal responsibility that each individual employee has, and to act as a corporate role model.

UNDERSTANDING THE CLIMATE CRISIS

We at ILF recognize that we are in a climate crisis, and we acknowledge the threats to all global societies that would result from failing to meet the goal of limiting global warming to well below 2°C, or to 1.5°C above pre-industrial temperatures as agreed at the Climate Change Conference (COP21) in Paris in December 2015.

We at ILF recognize that carbon emissions must be limited to approximately 2.3 metric tons per global capita per year by 2030, and to 0.9 metric tons per global capita per year by 2050. This is necessary to achieve a stable climate with net zero emissions and to limit warming to 1.5°C.

We at ILF recognize that in order to meet the mitigation goal of limiting global warming to well below 2°C, or to 1.5°C above pre-industrial temperatures, global emissions must be reduced by 45% by 2030 and net zero emissions must be reached by 2050 compared to 2010 levels. We also recognize that those with the capacity to move faster and achieve a greater reduction by 2030, as well as become "Net Zero" earlier than 2050, should do so.

We at ILF Austria will continuously implement measures and actions to achieve our reduction targets and become "Net Zero" by 2040 at the latest. We therefore commit to the measures and actions agreed in this Memorandum of Understanding, which will be further developed with ILF Austria's Climate Action Plan. The progress of our efforts will be regularly monitored, evaluated and transparently documented – being visible for everyone at ILF Austria on the Intranet and for the entire ILF Group in our annual Sustainability Report.

WE THEREFORE AGREE TO THIS MEMORANDUM OF UNDERSTANDING, which includes

- a list of measures to be taken, and
- a plan for regular (re)assessment to track and document whether the required results are being achieved.

Net Zero MoU | Memorandum of Understanding | ©ILF Page 2

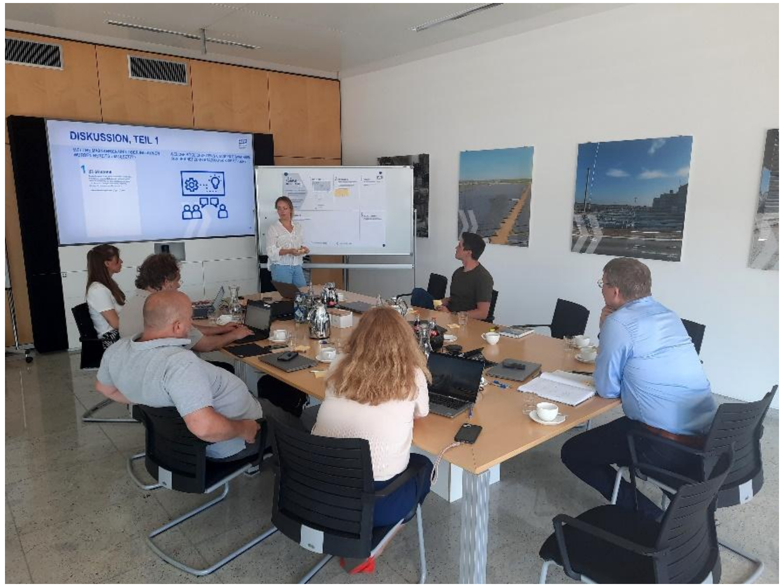
PERSON(S) IN CHARGE

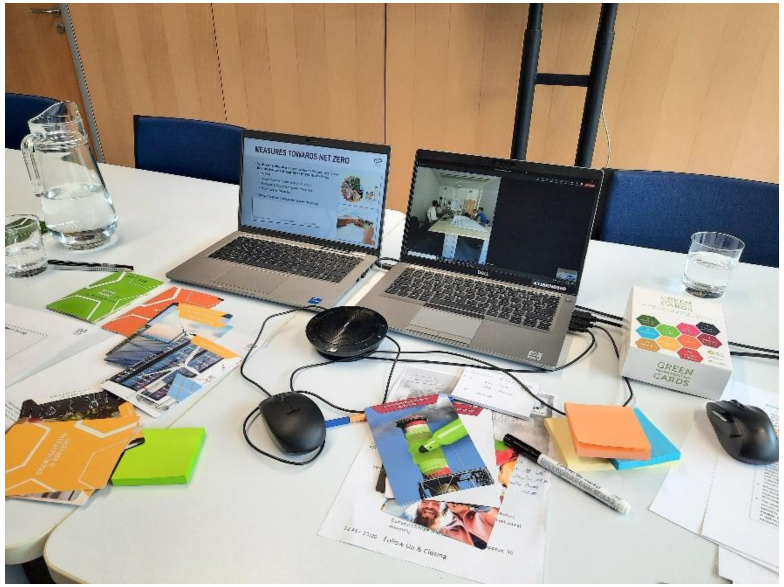
In the common interest of the ILF Group, Ms. Michaela Wörndl is hereby requested to review the agreed measures (as listed above) and to intervene if necessary.

By signing below, the Authorized Representative(s) and the Net Zero Team (the Net Zero Workshop Participants at ILF-AUT) commit to the agreed measures and the content of this Memorandum of Understanding.

Net Zero Ambassador Managing Director ILF-AUT, Rum office Bruno Mattle 11.03.2024 Bruno Mattle Date, Signature	Net Zero Ambassador Managing Director ILF-AUT, Vienna office Chandrasekhar Ramakrishnan Date, Signature
Net Zero Ambassador ILF-AUT, Linz office Stefan Hoefinger 14.03.2024 Hofinger Stefan Date, Signature	Net Zero Ambassador ILF-GRH, Rum office Rebecca Keller-Ischen Digitally signed by Keller-Ischen, Rebecca Date, Signature
Net Zero Ambassador ILF-AUT, Rum office Melanie Klaus Digital signiert von Klaus, Melanie Date, Signature	Net Zero Ambassador ILF-AUT, Rum office Christian Mader Date, Signature
Net Zero Ambassador ILF-AUT, Rum office Sandra Perisic-Flunger Peraic-Flunger, Sandra Date, Signature	Net Zero Ambassador ILF-AUT; Dornbirn office Susanne Schrack Digital signiert von Schrack, Susanne Datum: 04.04.2024 Date, Signature

Net Zero MoU | Memorandum of Understanding | © ILF Page 7





NET ZERO – COMMITMENT

CONSULTING ENGINEERS

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BEST PRACTICE AUS TIROL

NET ZERO – ACTION PLANNING

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NACHHALTIGKEIT & KLIMASCHUTZ

- **Messen – Evaluieren – Verbessern – Offenlegen**

ILF's Roadmap to Net Zero

As part of our Net Zero Roadmap, the ILF Group has set itself some ambitious targets to reach by 2030, and is committed to becoming 'Net Zero' by 2040 in line with the Science Based Target Initiative.

Becoming 'Net Zero' first and foremost means reducing, reducing and (once again!) reducing emissions.

By 2030, we aim to reduce our Scope 1 and Scope 2 emissions by 50%, and our Scope 3 emissions by 40% compared to 2022 levels.
By 2040, we aim to reduce our overall emissions by at least 90% (compared to 2022 levels), and to offset no more than 10% of our remaining, unavoidable emissions.

With these targets, ILF's Net Zero Roadmap is fully aligned with the Paris Agreement (COP21) and the First Global Stocktake (COP28), as described in the text of the Global Stocktake decision:
[...]
27. Also recognizes that limiting global warming to 1.5 °C with no or limited overshoot requires deep, rapid and sustained reductions in global greenhouse gas emissions of 43 per cent by 2030 and 60 per cent by 2035 relative to the 2019 level and reaching net zero carbon dioxide emissions by 2050;
[...]

In addition, the targets set are also in line with the EU's emission reduction targets – the heart of the European Green Deal – of achieving climate neutrality by 2050, with the indermediate target of reducing emissions by at least 55% by 2030 compared to 1990 levels
(EU emissions in 1990: 3.750 millon MT, in 2022: 2.725 million MT).

To start ILF's race to Net Zero, Net Zero workshops have been conducted with all ILF reporting companies in 2023. The individual workshop results have been incoporated into individual *Memorandums of Understanding on Net Zero*, which reflect the workshop outcomes for four different Fields of Action (FoA), namely Buildings & Infrastructure, Mobility, Purchasing & Supply Chain, and Communication & Cultural Change.

The measures agreed in the individual *Memorandum of Understanding on Net Zero* need to be concretized, planned and managed. The structure of this Climate Action Plan is intended to serve this purpose. This plan sets out the activities and actions that the individual ILF companies will undertake to achieve Net Zero by 2040, focusing on the near term (until 2025) and medium term (2025–2030), with an additional outlook for the long term (2030–2040).

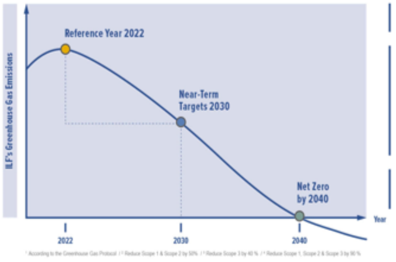
Each tab at the bottom of this spreadsheet, in addition to the Sumary tab, represents one of our four Fields of Actions (FoA) and has a list of actions and timescales associated with it.

Please note that this is a 'live' document and as such will be regularly updated to show the individual companies' progress.

ILF's commitment and integrity to take an ambitious step-by-step approach to achieving Net Zero by 2040 is also reflected in our Sustainability Policy (IMS PG1105) and our Greenhouse Gas Policy (IMS PG1108).

ILF'S ROADMAP TO NET ZERO

Greenhouse Gas Policy of ILF Group in accordance with the Paris Agreement's goal of limiting global temperature increase to 1.5°C.



Assessment of Greenhouse Gas Emissions 2022

Near-Term Targets by 2030

REDUCE EMISSIONS² BY 50 %
- Company facilities
- Company car fleet

REDUCE EMISSIONS³ BY 40 %
- Business travel
- Employee commuting

Net Zero Emissions by 2040

REDUCE OVERALL EMISSIONS⁴ BY 90 %
OFFSET RESIDUAL EMISISONS

Introduction | Reference Emissions 2022 | Summary | FoA - Mobility | FoA - Buildings & Infrastucture | FoA - Purchasing & Supply Chain | FoA - Com & Cultural Change

Climate Action Plan

Last update: Month YYYY

Progress Key:
Blue = not started; Green = in Progress, on track; Orange = in progress, behind schedule / on hold; Red = will not be implemented; Purple = completed

Summary

Field of Action	MoU measure	Implementation period (Dropdown)	Implementation costs (Dropdown)	Predicted carbon saving impact (Dropdown)	Time to realise carbon benefits (Dropdown)	Ease of implementation (Dropdown)	Priority (Dropdown)	Co-Benefits: Financial / commercial	Co-Benefits: Social / own workforce	Co-Benefits: Others (e.g. reputational)	Progress (fill in colors only, see Progress Key)
Buildings & Infrastructure		Short-term	No additional costs	Not directly (co-benefits)	Immediately	Very easy	Low				

Climate Action Plan

Last update: Month YYYY

Implementation period:
Short term - until 2025; Medium term - 2025–2030; Long term - 2030–2040; constantly

Progress Key:
Blue - not started; Green - in Progress, on track; Orange - in progress, behind schedule / on hold; Red - will not be implemented; Purple - completed

Field of Action: Mobility

Ref	Link to MoU measure	Actions	Performance Measures	Priority (Dropdown)	Timing: Planned implemen-tation period (Dropdown)	Timing: Start date (mm.yyyy)	Timing: Completed (mm/yyyy)	Predicted carbon saving impact (Dropdown)	Assessed reduction potential (in %), if possible	Costs: Classification (Dropdown)	Costs: Quantitative (!)	Time to realise carbon benefits (Dropdown)	Ease of implementation: Classification (Dropdown)	Ease of implementation: Comment	Co-Benefits: Financial / commercial	Co-Benefits: Social / own workforce	Co-Benefits: Others (e.g. reputational)	Comment on progress (progress indication using filling colors, see Progress Key)	Examples / Role models	Responsibility (Name)	Agreed by MD Date (dd.mm.yyyy)

BEST PRACTICE AUS TIROL

NET ZERO ACTION - AWARNESS

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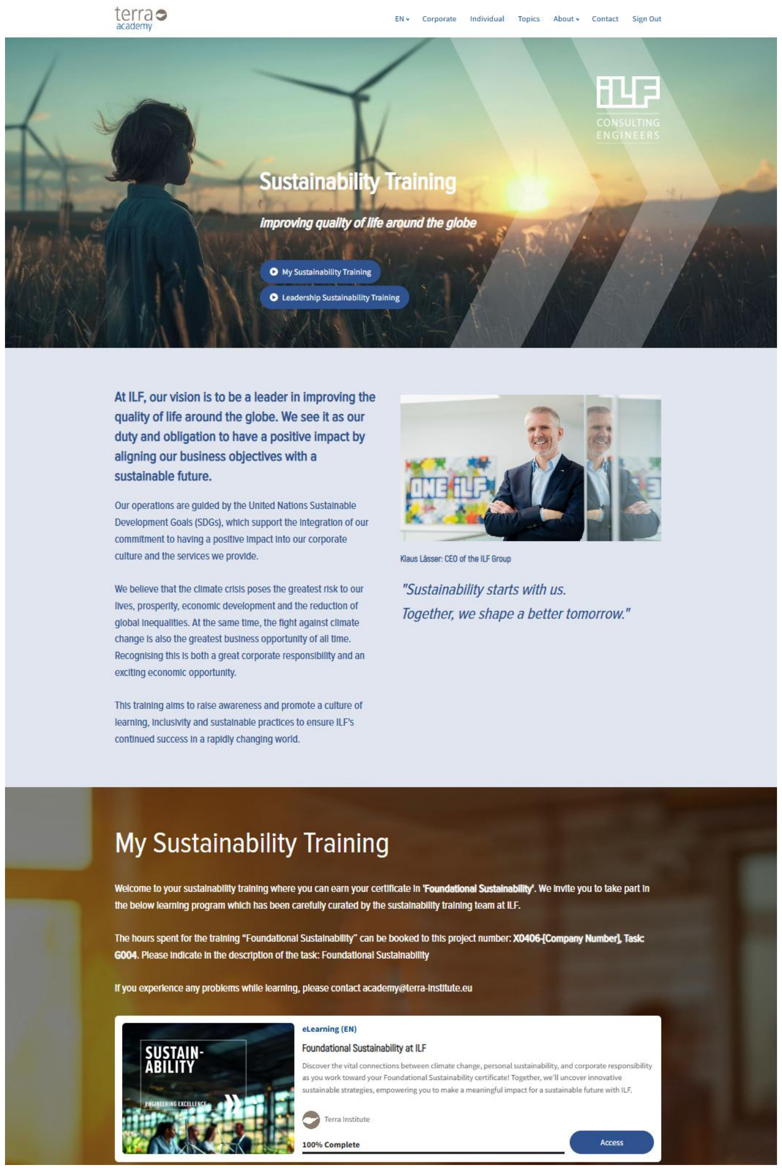
NACHHALTIGKEIT & KLIMASCHUTZ

- **Messen – Evaluieren – Verbessern – Offenlegen**
  - » Kick-off: Globales Town Hall Meeting
  - » Foundational Sustainability (Zertifizierung)
  - » Ambassador Training (Zertifizierung)
  - » Leadership Training (Zertifizierung)



BEST PRACTICE AUS TIROL

NET ZERO ACTION - MOBILITY

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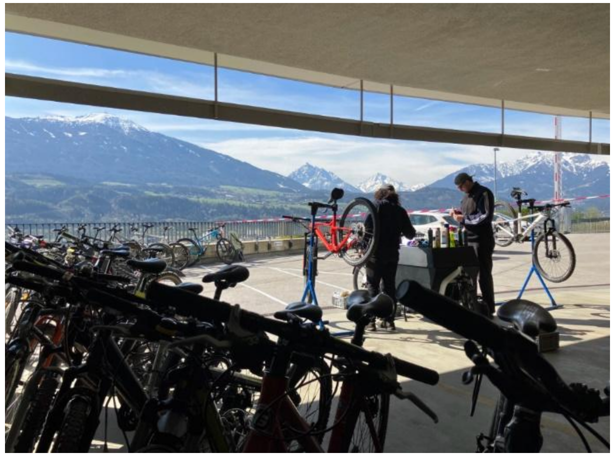
NACHHALTIGKEIT & KLIMASCHUTZ

- **Messen – Evaluieren – Verbessern – Offenlegen**
  - » Ausbau IT Infrastruktur – Services
    - Home Office – Flexible Arbeitszeiten
    - Online Meetings
  - » Bike Leasing – Bike Reparatur – Österreich / Tirol radelt – Umkleidekabinen - Aktivitäten und Preise
  - » „Jobticket“
  - » E-Auto Ladestationen
  - » Dekarbonisierung Fahrzeugflotte
  - » Reiserichtlinie
    - Verzicht auf Flüge (so weit wie möglich), keine Kurzstreckenflüge
    - Umstieg auf ÖPNV




ÖBB

URKUNDE

CONSULTING
ENGINEERS

Die ILF Consulting Engineers Austria GmbH hat im Jahr **2024** durch Dienstreisen mit den ÖBB **107,0 Tonnen CO_2-Emissionen** eingespart.

DANKE FÜRS BAHNFAHREN!

Ing. Mag. (FH) Andreas Matthä
Vorstandsvorsitzender
der ÖBB-Holding AG

Dr. Sabine Stock
Vorständin der
ÖBB-Personenverkehr AG

Februar 2025

HEUTE. FÜR MORGEN. FÜR UNS.

BEST PRACTICE AUS TIROL

ERSTE WIRKUNG

NACHHALTIGKEIT & KLIMASCHUTZ

- Messen – Evaluieren – Verbessern – Offenlegen

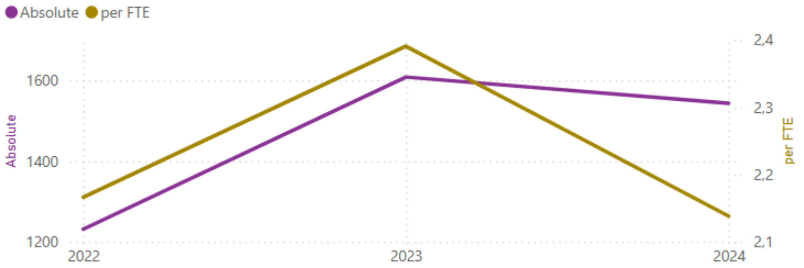
Country

AUT

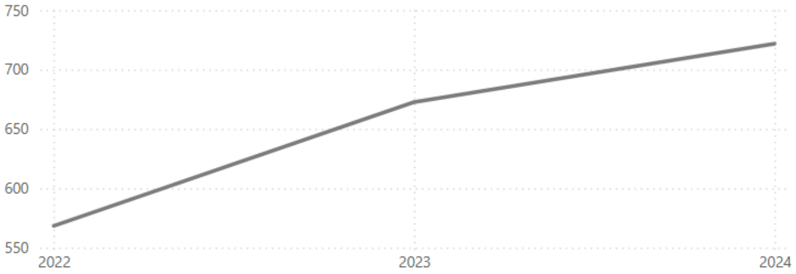
Total Emissions

Year	SCOPE 1 (Absolute)	SCOPE 1 % of Total (Absolute)	SCOPE 2 (Absolute)	SCOPE 2 % of Total (Absolute)	SCOPE 3 (Absolute)	SCOPE 3 % of Total (Absolute)	Total (Absolute)	SCOPE 1 (per FTE)	SCOPE 1 % of Total (per FTE)	SCOPE 2 (per FTE)	SCOPE 2 % of Total (per FTE)	SCOPE 3 (per FTE)	SCOPE 3 % of Total (per FTE)	Total (per FTE)
2022	553,41	44,94 %	137,34	11,15 %	540,66	43,91 %	1.231,41	0,97	44,94 %	0,24	11,15 %	0,95	43,91 %	2,17
2023	539,80	33,56 %	83,60	5,20 %	985,12	61,24 %	1.608,51	0,80	33,56 %	0,12	5,20 %	1,46	61,24 %	2,39
2024	389,10	25,21 %	24,56	1,59 %	1.129,75	73,20 %	1.543,42	0,54	25,21 %	0,03	1,59 %	1,57	73,20 %	2,14

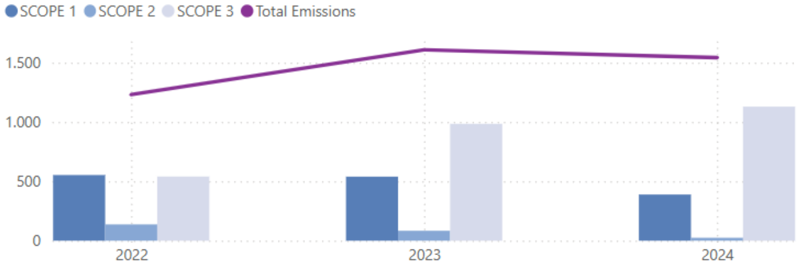
Absolute vs. per FTE (tCO2e)



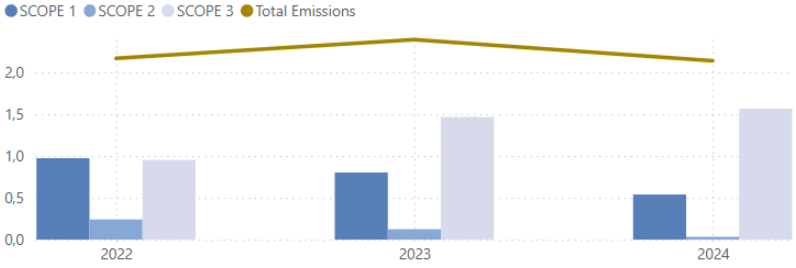
Full Time Equivalent (FTE)



Absolute (tCO2e) by SCOPE



per FTE (tCO2e) by SCOPE



BEST PRACTICE AUS TIROL

ERSTE WIRKUNG

NACHHALTIGKEIT & KLIMASCHUTZ

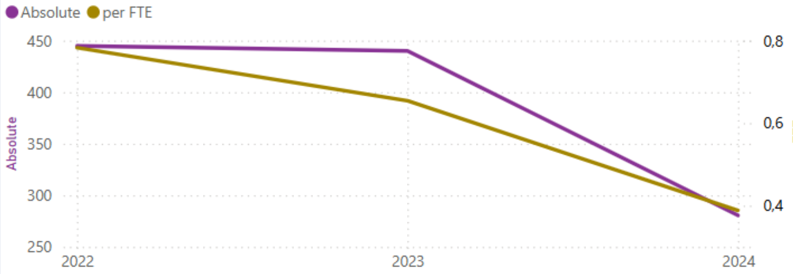
- **Messen – Evaluieren – Verbessern – Offenlegen**

Year
2024

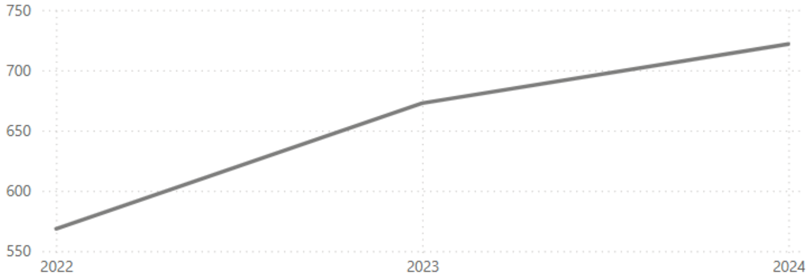
SCOPE 1 - Company Vehicles

Year	Company Vehicles (Absolute)	% of SCOPE 1 (Absolute)	SCOPE 1 (Absolute)	SCOPE 1 % of Total (Absolute)	Total (Absolute)	Company Vehicles (per FTE)	% of SCOPE 1 (per FTE)	SCOPE 1 (per FTE)	SCOPE 1 % of Total (per FTE)	Total (per FTE)
2024	280,52	72,09 %	389,10	25,21 %	1.543,42	0,39	72,09 %	0,54	25,21 %	2,14
2023	440,01	81,51 %	539,80	33,56 %	1.608,51	0,65	81,51 %	0,80	33,56 %	2,39
2022	444,97	80,41 %	553,41	44,94 %	1.231,41	0,78	80,41 %	0,97	44,94 %	2,17

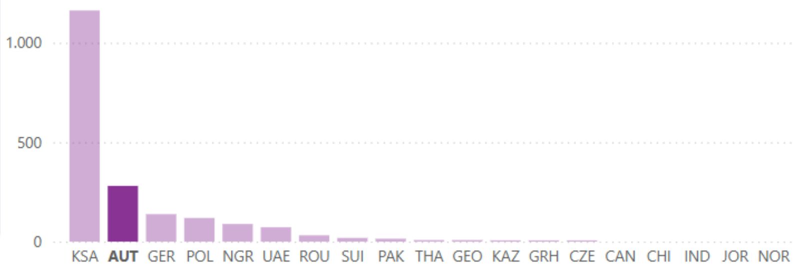
SCOPE 1 - Company Vehicles Absolute vs. per FTE (tCO2e)



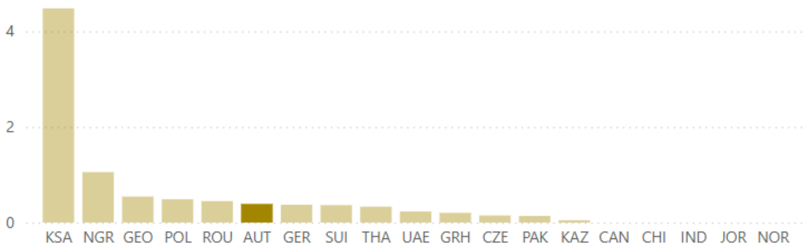
Full Time Equivalent (FTE)



Absolute SCOPE 1 Company Vehicles (tCO2e)



per FTE SCOPE 1 Company Vehicles (tCO2e)



BEST PRACTICE AUS TIROL

ERSTE WIRKUNG

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NACHHALTIGKEIT & KLIMASCHUTZ

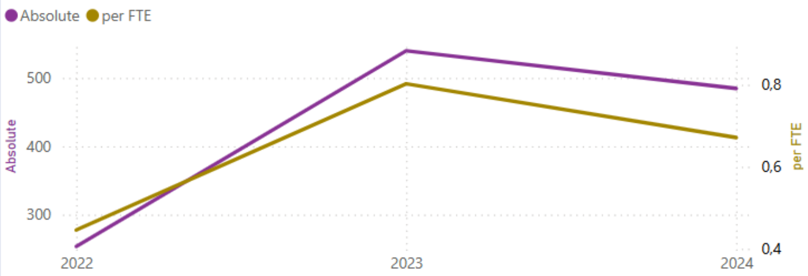
- Messen – Evaluieren – Verbessern – Offenlegen

Year
2024

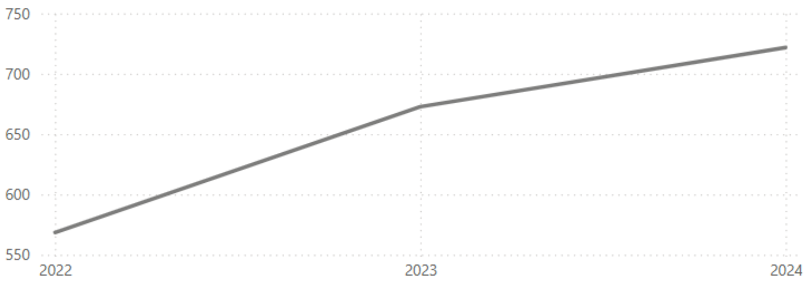
SCOPE 3 - Aircraft

Year	Aircraft (Absolute)	% of SCOPE 3 (Absolute)	SCOPE 3 (Absolute)	SCOPE 3 % of Total (Absolute)	Total (Absolute)	Aircraft (per FTE)	% of SCOPE 3 (per FTE)	SCOPE 3 (per FTE)	SCOPE 3 % of Total (per FTE)	Total (per FTE)
2024	484,62	42,90 %	1.129,75	73,20 %	1.543,42	0,67	42,90 %	1,57	73,20 %	2,14
2023	539,74	54,79 %	985,12	61,24 %	1.608,51	0,80	54,79 %	1,46	61,24 %	2,39
2022	253,48	46,88 %	540,66	43,91 %	1.231,41	0,45	46,88 %	0,95	43,91 %	2,17

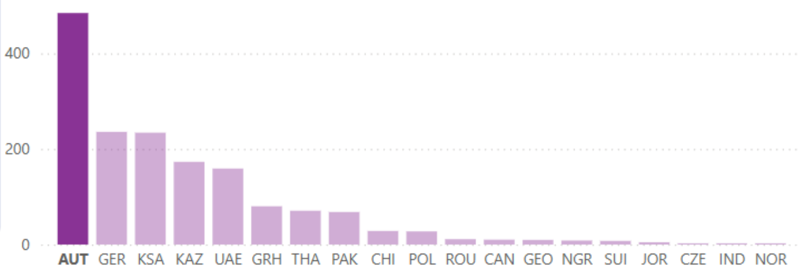
SCOPE 3 - Aircraft Absolute vs. per FTE (tCO2e)



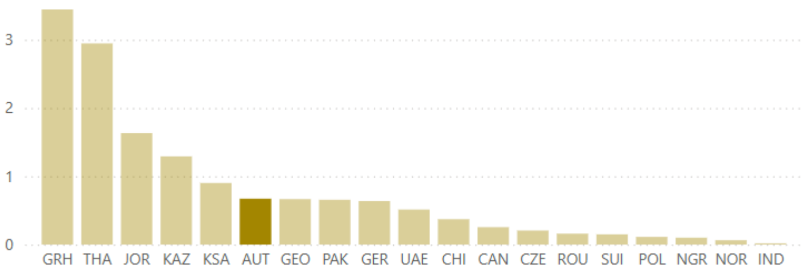
Full Time Equivalent (FTE)



Absolute SCOPE 3 Aircraft (tCO2e)



per FTE SCOPE 3 Aircraft (tCO2e)



The beauty of Zero