

## GRI disclosures

### Appendix to annual report 2022

BAM has reported in accordance with the GRI standards. BAM has included the GRI Topic Standards that are relevant to the Company.

Chapter	(Sub)chapter name	Disclosure	Description	Comment/Reason for (partial) omission
<b>General Disclosures</b>				
<b>The organization and its reporting practices</b>				
N/A		101	General foundation	
2.1	Organisation	2-1	Organisational details	
Backpage				
2.1	Organisation	2-2	Entities included in the organization's sustainability reporting	
9.6	Non-financial reporting process and methods			
Contents				
9.6	Reporting period and reporting frequency	2-3	Reporting period, frequency and contact point	
Backpage				
3.3	Circularity	2-4	Restatements of information	Chapter 3.3 - Circularity: Restatement of the values of 1,050,000 tonnes and 46 percent disclosed in annual report 2021. BAM's share of asphalt production was incorrectly reported opposed to the actual share that was applied in BAM's projects.
6.1	External auditor	2-5	External assurance	
9.6	Verification			
8.1	Independent auditor's report and limited assurance report			
<b>Activities and workers</b>				
2.1	Business model and Value creation model	2-6	Activities, value chain and other business relationships	
2.6	Ensuring compliance and due diligence activities in the chain of subcontractors and suppliers			
3.2	Human Resources	2-7	Employees	
9.9	Additional non-financial information			
3.2	Safety	2-8	Workers who are not employees	Partial omission 2-8b and 2-8c: Information incomplete. BAM registers the worked hours and works on improving data quality. Reporting is required under the CSRD from annual report 2024 onwards and BAM intends to comply to this timeframe.
<b>Governance</b>				
5.1	Corporate governance	2-9	Governance structure and composition	<a href="#">Supervisory Board Rules (link)</a>
5.3	Supervisory Board and Executive Board			
6.1	Report of the Supervisory Board to shareholders	2-10	Nomination and selection of the highest governance body	<a href="#">Supervisory Board Rules (link)</a> <a href="#">Executive Board and Executive Committee Rules (link)</a>
6.1	Composition, diversity and independence	2-11	Chair of the highest governance body	
2.3	Stakeholder engagement	2-12	Statement on sustainable development strategy	Partial omission 2-12a: Information incomplete. The role of senior executives in overseeing the management of the impacts, including stakeholder participation, is in development and yet to be incorporated in the new Corporate Governance Code, the Supervisory Board Rules and Executive Board and Executive Committee Rules. Reporting is required under the CSRD from annual report 2024 onwards and BAM intends to comply to this timeframe.
5.1	Corporate governance			<a href="#">Supervisory Board Rules (link)</a>
6.1	Report of the Supervisory Board to shareholders			<a href="#">Executive Board and Executive Committee Rules (link)</a>
5.1	Sustainability, responsibility and delegation	2-13	Delegation of responsibility for managing impacts	<a href="#">Supervisory Board Rules (link)</a>
6.1	Report of the Supervisory Board to shareholders			
2.3	Stakeholder engagement	2-14	Role of the highest governance body in sustainability reporting	<a href="#">Supervisory Board Rules (link)</a>
5.1	Sustainability, responsibility and delegation			
6.1	Report of the Supervisory Board to shareholders			
6.1	Independence	2-15	Conflicts of interest	Omission: Disclosure not applicable since no conflicts of interest took place.
6.1	Meetings and topics	2-16	Communication of critical concerns	
5.1	Sustainability, responsibility and delegation			
6.1	Supervisory Board committee activities in 2022	2-17	Collective knowledge of the highest governance body	
	Performance assessments, induction and training			
6.1	Performance assessments, induction and training	2-18	Evaluation of the performance of the highest governance body	
6.2	Remuneration policy for the Executive Board	2-19	Remuneration policies	
6.2	Remuneration report	2-20	Process to determine remuneration	
6.2	Internal pay ratio and five-year analysis	2-21	Annual total compensation ratio	Partial omission 2-21a: Information incomplete. In line with BAM's Corporate Governance Code, BAM reports the ratio of the annual total compensation for the organisation's highest-paid individual to the average annual compensation for all employees, instead of using the median annual total compensation. BAM continues to follow the Corporate Governance Code in the future.
<b>Strategy, policies and practices</b>				
1	Message from the CEO	2-22	Statement on sustainable development strategy	
2.2	Sustainability strategy	2-23	Policy commitments	<a href="#">Business Principles (link)</a>
3.2	Human Rights			
	Speak-up process			
2.2	Sustainability strategy	2-24	Embedding policy commitments	
3.2	Human Rights			
	Business conduct and transparency			
2.3	Stakeholder engagement	2-25	Processes to remediate negative impacts	Grievance procedure (speak-up process) is coordinated with the work council, representing BAM's employees. The work council is involved in yearly recalibration of the speak-up procedure. When dissatisfied with the speak-up process, employees can contact the Group Compliance Officer.
3.2	Business conduct and transparency			
6.1	Meetings and topics			
See comment				
3.2	Business conduct and transparency	2-26	Mechanisms for seeking advice and raising concerns	BAM tracks the effectiveness of the grievance mechanisms using the Glint survey. This external employee survey asks employees their level of satisfaction with the speak-up process and gives the opportunity to leave a comment. The outcomes are reported to the Executive Committee in the compliance report.
3.1	Investigation	2-27	Compliance with laws and regulations	The FIOD investigation as disclosed in 3.1 Investigation is currently ongoing therefore no further information is available at this moment. No significant instances of non-compliance with laws and regulations took place for 2022 therefore no further information available for disclosures 2-27 b-d.

See comment		2-28	Membership associations	<a href="#">BAM's Charters, memberships and certifications (link)</a>
<b>Stakeholder engagement</b>				
2.3	Stakeholders	2-29	Approach to stakeholder engagement	
9.9	Additional non-financial information	2-30	Collective bargaining agreements	
<b>Material topics</b>				
2.3	Stakeholder engagement and material themes	3-1	Process to determine material topics	
2.3	Materiality matrix	3-2	List of material topics	
<b>Financial performance</b>				
4	Main risk areas: Financial resilience	3-3	Management of material topics	
9.7	Financial performance			
3.1	Tax	201-1	Direct economic value generated and distributed	
7	Consolidated statements Disclosure 5. Segment information Disclosure 18. Borrowings			
7	2.1.1 Assessment of climate related methods	201-2	Financial implications and other risks and opportunities due to climate change	
7	Disclosure 21. Employee benefits	201-3	Defined benefit plan obligations and other retirement plans	Partial omission 201-3d: Information unavailable. Percentage of salary contributed by employee or employer is in line with rules and regulations and differs per pension scheme across BAM. BAM is currently not considering to include this into the annual report because it is not a requirement in IFRS.
See comment		201-4	Financial assistance received from government	Omission: Not applicable as BAM did not receive financial assistance above the materiality threshold.
<b>Project and product quality control</b>				
4	Main risk areas: Project tendering and contract execution	3-3	Management of material topics	Partial omission 3.3-e: Information unavailable. BAM does not yet have a quantitative KPI in place for Project and product quality control, as current measurements are unfortunately insufficient to provide a clear insight in BAM's performance on this theme and implementation differs per segment and division. BAM is currently not considering to develop a group-wide KPI.
9.7	Project and product quality control			
<b>Employee recruitment, development and retention</b>				
3.2	Human resources	3-3	Management of material topics	
4	Main risk areas: Human resources			
9.7	Employee recruitment, development and retention			
See comment		404-1	Average hours of training per year per employee	Omission: Information unavailable. Training is managed by the divisions separately using different approaches. Projects are ongoing to align these approaches so comparable data can be gathered. BAM intends to report on this in annual report 2024 onwards.
3.2	Learning and development	404-2	Programs for upgrading employee skills and transition assistance programs	Transition assistance programs are in place in line with legislative requirements of the countries where BAM operates. E.g. severance pay is required by law in The Netherlands.
See comment		404-3	Percentage of employees receiving regular performance and career development views	
9.9	Additional non-financial information	404-3	Percentage of employees receiving regular performance and career development views	
9.9	Additional non-financial information	405-1	Diversity of governance bodies and employees	
See comment		405-2	Ratio of basic salary and remuneration of woman to men	Omission: Information incomplete for companies in The Netherlands and Belgium. This requirement is part of legislation in UK and Ireland. BAM is in the process of gathering this information in The Netherlands and Belgium and intends to report on this in annual report 2023 onwards.
<b>Health, safety and well-being</b>				
3.2	Safety, Well-being	3-3	Management of material topics	
9.7	Health, Safety and well-being			
3.2	Safety	403-1	Occupational health and safety management system	
9.7	Safety			
3.2	Safety measures	403-2	Hazard identification, risk assessment, and incident investigation	
3.2	Health and well-being	403-3	Occupational health services	
3.2	Health and well-being	403-4	Worker participation, consultation, and communication on occupational health and safety	
3.2	Safety measures	403-5	Worker training on occupational health and safety	
3.2	Health and well-being	403-6	Promotion of worker health	
3.2	Safety measures	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
3.2	Safety	403-8	Workers covered by an occupational health and safety management system	
3.2	Health and well-being			
3.2	Safety performance Safety measures	403-9	Work-related injuries	Partial omission 403-9b: Information unavailable. BAM did not report on the rate of recordable work-related injuries for workers who are not employees. To calculate the rate, the amount of worked hours by subcontractors and hired individuals is needed. This information is not readily available from existing business processes and relies on calculations and estimations. BAM currently works on improving data quality of the worked hours of subcontractors and hired individuals. Reporting on this rate is required under the CSRD from reporting year 2024. Furthermore, BAM has committed to reporting on this rate with limited assurance for the purpose of Revolving Credit Facility (RCF) from 2023. BAM intends to report on this from annual report 2023 onwards.
See comment		403-10	Worked related ill health	Omission: Information unavailable. This topic is managed by the divisions and by external parties to guarantee confidentiality of personal information. Projects are ongoing to improve availability of statistical information. Reporting is required under the CSRD from annual report 2024 onwards and BAM intends to comply to this timeframe.
<b>Digitalisation and industrialisation</b>				
4	Main risk areas: Innovation	3-3	Management of material topics	Partial omission 3.3-e: Information unavailable. BAM does not yet have a quantitative KPI in place for digitalisation and industrialisation, as current measurements are unfortunately insufficient to provide a clear insight in BAM's performance on this theme and implementation differs per segment and division. BAM is currently not considering to develop a group-wide KPI.
9.7	Digitalisation and industrialisation			
<b>Circularity</b>				
3.3	Circularity	3-3	Management of material topics	
9.7	Circularity			

3.3	Circularity	301-1	Materials used by weight or volume	Partial omission 301-1a: Information incomplete for division United Kingdom and Ireland, and Belgian companies. BAM discloses the use of key construction materials for the Netherlands. Disclosing all material used for all projects is unfeasible for BAM, due to the large variety in projects and supply chains. BAM is working on improving insights in the use of key materials as part of its circularity targets in the Sustainability Strategy and expects to expand the scope of reporting on key materials to the whole Group within a few years. BAM is currently not considering to expand the scope of the type of materials disclosed, and will continue to report on aggregated key materials (asphalt, concrete, steel and timber).
3.3	Circularity	301-2	Recycled input materials used	
See comment		301-3	Reclaimed products and their packaging materials	Omission: Disclosure not applicable to the construction industry. Reclaiming products and their packaging is a big issue in businesses related to e.g. convenience and shopping goods.
3.3 9.6 9.7	Circularity Waste, Materials Circularity	306-1	Waste generation and significant waste-related impacts	
3.3 9.6 9.7	Circularity Waste, Materials Circularity	306-2	Management of significant waste-related impacts	
3.3	Circularity	306-3	Waste generated	
3.4	Circularity	306-4	Waste diverted from disposal	Partial omission 306-4b, 306-4c: Information incomplete. Re-use and recycling are reported in the same category.  Partial omission 306-4b, 306-4c, 306-4d: Information incomplete. Hazardous waste and non-hazardous waste are reported in the same category.  Reporting on these separate categories is required under the CSRD from reporting year 2024 onwards and BAM intends to comply to this timeframe.
3.5	Circularity	306-5	Waste directed to disposal	Partial omission 306-5b, 306-5c: Information incomplete. Re-use and recycling are reported in the same category.  Partial omission 306-5b, 306-5c, 306-4d: Information incomplete. Hazardous waste and non-hazardous waste are reported in the same category.  Reporting on these separate categories is required under the CSRD from reporting year 2024 onwards and BAM intends to comply to this timeframe.
<b>Decarbonisation</b>				
3.3 9.7	Decarbonisation Decarbonisation	3-3	Management of material topics	
3.3	Decarbonisation	302-1	Energy consumption within the organisation	
See comment		302-2	Energy consumption outside of the organization	Omission: Information unavailable. This is due to complex nature supply chain construction sector. BAM works on improving insight in scope 3 emissions and intends to report externally on this from reporting year 2024 onwards to comply with the CSRD.
Chapter 3.3	Decarbonisation	302-3	Energy intensity	
Chapter 3.3	Decarbonisation	302-4	Reduction of energy consumption	
Chapter 3.3	Decarbonisation	302-5	Reductions in energy requirements of products and services	
Chapter 3.3	Decarbonisation	305-1	Direct (Scope 1) GHG emissions	
Chapter 3.3	Decarbonisation	305-2	Energy indirect (Scope 2) GHG emissions	
See comment		305-3	Other indirect (Scope 3) GHG emissions	Omission: Information not available. BAM discloses the minor scope 3 categories related to employee travel in its annual report. Other scope 3 categories, including the most relevant ones 'purchased goods and services' and 'use of sold products' are more challenging to accurately assess. BAM has insufficient insight in the characteristics of procured materials and services and delivered assets. The complexity of the supply chain in the construction sector (every project is unique and often has a unique supply chain as well) makes the challenge to obtain accurate data substantial.  BAM is working on improving the data disclosure and gathering and intends to disclose the other scope 3 categories from reporting year 2024 onwards to comply with the CSRD.
Chapter 3.3	Decarbonisation	305-4	GHG emissions intensity	
Chapter 3.3	Decarbonisation	305-5	Reduction of GHG emissions	
See comment		305-6	Emissions of ozone-depleting substances (ODS)	Omission: Disclosure not applicable as BAM uses very little chemicals in its construction processes. Generally, the use of ODS is not a problem in the countries where BAM operates as a result from European and UK regulations.
See comment		305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Omission: Information not available. This is due to the large amount of different, and continuously changing, sites, BAM is not able to measure emissions to air. BAM does have insight in the amount of fuel use, but does not have access to clear conversion factors to calculate the amount of associated emissions (other than CO2). At this moment, BAM has no plan in place to start measuring emissions on its sites as this is considered to be unfeasible.