

We Swietelskys

How we are
#buildingeverbetter

MAY 2024
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PEOPLE
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Right on track!

How we set standards for Deutsche Bahn
with focussed railway construction power
Page 4

Public transport expansion
in Vienna: Live on site at the
U2xU5 construction site
Page 23

LDZ Salzburg: How we
achieve great things with
timber hybrid construction
Page 37

Building ever better:
What do we actually mean
by that?
Page 46

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COVERSTORY

- 4 Kassel-Fulda: High-speed railway construction
- 10 In conversation: Machine operator Erwin Fixl

PEOPLE

- 13 Organisational reform: Fit for the future
- 18 Human Resources: Interview with Clemens Kukacka

BUILD

- 23 U2XU5: Pressing ahead with Vienna's subway construction
- 28 COO on Tour: Klaus Bleckenwegner in conversation
- 32 Czech Republic: Start of construction on the D3 motorway
- 34 Railway construction Netherlands: How we are modernising the Maaslijn

TRENDS

- 37 LDZ Salzburg: COO August Weichselbaumer on the future of timber construction
- 42 Viaduct construction S31 Sieggraben: Alliance Contracts – the key to future contracting models
- 46 Building ever better: Our new positioning
- 48 Building sustainably: Interview with Dominik Schraml

FACTS

- 51 What does compliance mean at SWIETELSKY? Gernot Reiter in conversation
- 56 Signs of the future: Our new corporate design
- 58 BIM – Building Information Modelling: Our new pilot projects

WE

- 61 Events & News
- 64 Anniversaries
- 66 Construction kit



Thinking in new directions – so that we can be building ever better.

These are not easy times for the construction industry. Currently, we are experiencing an era where everything seems to be moving and changing in a seemingly unpredictable way: from the conflict-ridden global political situation or soaring interest rates and inflation to digital disruption and the AI revolution. As a result, there is talk everywhere of an economic downturn and economic crisis, declining orders and a rapidly changing working environment.

Fortunately, SWIETELSKY is doing well, despite the difficult circumstances. This is because we are operating profitably and are so diversified that we have a firm footing even in turbulent times. However, our success has little to do with luck, but with a corporate culture that has always been different at SWIETELSKY. Personal responsibility has always characterized our thoughts and actions. As a result, even in these challenging and uncertain times we can be sure that we are in control of our own success: we are part of the solution ourselves, in every respect. And while the world around us seems to be spinning faster and faster, we have to go along with its change in a positive and productive way.

A key element of our future-oriented change is our comprehensive strategy process, which has resulted in an equally comprehensive organisational reform of our company. Another important part is our new positioning under the motto “Building ever better”. What is special about these three words is that they perfectly summarize why we at SWIETELSKY have been so successful over the past decades and why we will continue to be successful in the future. “Building ever better” is therefore not a new positioning, but expresses in a few new words what has always characterized Swietelsky.

The fact that we are changing a lot towards a successful future is demonstrated not least by our “We Swietelskys” magazine, the new edition of which you are currently holding in your hands. The magazine has undergone an extensive redesign not only visually, but also in terms of content: The stories and reports that we tell about ourselves and our work are intended to reflect SWIETELSKY as a whole. We are an international company that operates in over 20 countries. This international approach is how we want to communicate in the future. And above all: we want to tell in a very personal way why we Swietelskys are #buildingeverbetter together for a better world today and in the future.

Enjoy the magazine!

*Yours,
Peter Krause*

Kassel-Fulda:

How we get Olympic team spirit on track

The 85-kilometre high-speed train line between Kassel and Fulda plays an important role for the future and the infrastructure of Deutsche Bahn. We Swietelskys completely refurbished the line in just nine months as an individual company and as part of a European three-country team – a record-breaking mammoth task.



Multinational teamwork from three SWIETELSKY countries: With track construction experts from Germany, with switch professionals from the Netherlands and with the absolute top machinists from Austria.

Railway construction can sometimes be a real extreme sport for adrenaline addicts,” laughs Gertjan van Niftrik. “Because With many other construction projects, you may be able to postpone the timing without too many critical consequences when circumstances absolutely require it. But with railway construction, we all know exactly the day when the line has to be reopened and the train has to start running again for millions of passengers – with no ifs or buts.”

That’s why, explains the young and pleasantly relaxed Swietelsky railway switch construction expert from the Netherlands, you need to work your way along the route with similar careful foresight and precision, but also with similar speed and swiftness as a free climber, without a rope and without the possibility of turning back: “Every single step of our work, every move and every logistical process must be precisely timed and predefined if we want to reach the goal. And that doesn’t just apply for one person, but for hundreds of people at the same time, in our multinational teamwork of three SWIETELSKY countries.”

When it comes to nerve-wracking track construction issues, Gertjan knows exactly what he’s talking about. He had worked as a track labourer during his studies before joining Swietelsky Rail Benelux in Oisterwijk nine years ago, where he now works as International Operations Manager. In his younger years, he also enjoyed some sporting thrills in his private life such as racing his motorbike on the sand track.

Travelling at record speed: with the track construction giant of the future

It was not thanks to a speedy two-wheeler, though, but thanks to a completely different vehicle that we Swietelskys were able to achieve the record-breaking short construction time of just nine months for the complete rehabilitation of the 85-kilometre-long German railway line between Kassel and Fulda. On one hand, we were only able to master this mammoth task on this particularly important key section of Deutsche Bahn’s north-south high-speed line between Hanover and Würzburg with the combined SWIETELSKY railway construction expertise from several nations

with their various strengths: with track construction experts from Germany, with railway switch and crossing professionals from the Netherlands and with our expert machine operators from Austria.

And on the other hand, we were able to rely on a gigantic state-of-the-art track-laying machine that is definitely unique and can currently only be found in the SWIETELSKY machine park: the RUS 1000 S, a track-laying giant of the latest generation that sets completely new standards in terms of its dimensions and performance. The RUS 1000 S can carry out several complex work processes at the same time quickly and in a time-saving manner during just one track closure, replacing sleepers, small irons and rails while simultaneously cleaning the ballast bed. With this unrivalled efficiency and economy in mechanised track construction, it can virtually deliver tracks from a moving assembly line – at a speed of ten sleepers per minute.

The decisive saviour of the schedule – the RUS 1000 S

“As one of the biggest challenges in this project, our client suddenly made the already tight rebuild schedule even tighter. This was because Deutsche Bahn had to shorten the time frame by

a further 18 days due to circumstances, which meant that all time buffers were used up,” says Jörg Dieng about the extremely thrilling race against time that the track rehabilitation between Kassel and Fulda turned into.

Jörg has been with Swietelsky since 2006, “and the topic of railway construction has been with me right from the start and hasn’t let go of me to this day”, he says with a smile as he looks back on an almost twenty-year career at SWIETELSKY. At the Munich branch of SWIETELSKY, Jörg and two colleagues in the team are responsible for calculating the construction schedule and thus had their fingers directly on the timing pulse of the major project: “The situation finally became a certain test of nerves when, in addition to the pressing schedule, the German railway construction group also had difficulties with the construction equipment. However, our RUS 1000 S became the decisive savior in this emergency, even though it was originally not approved for the many tunnels on the route. But due to the high time pressure, a solution was quickly found, and the RUS 1000 S subsequently proved to be an even more convincing trump card in terms of time savings, especially on the tunnel sections.”

Speaking of tunnels: “There are seventeen of them on the route from Kassel

“As a helmswoman, I give my all for my team on the track construction site – just as I do in my private life when I’m sailing competitively.”

Claudia Graber
Senior Site Manager at Swietelsky AG
and enthusiastic star boat sailor just short of the Olympics





“Railway construction is a team sport with a lot of adrenaline. Because everyone in the team knows exactly: the train will leave on time for the deadline – without any ifs or buts.”

Gertjan van Niftrik
 Manager Operations International
 Swietelsky Rail Benelux B.V. and
 former sand track motorbike racer

to Fulda, the longest of which is around 7.5 kilometres,” says Jörg Dieng, emphasising another major challenge of the project. “It would have been impossible to keep to the schedule here using conventional means and machines. If we hadn’t been able to use the RUS 1000 S, the track renovation would have taken at least a month longer, possibly even several weeks longer.” But thanks to the brisk construction speed and the strict adherence to schedule, the ICE can now travel at up to 280 kilometres per hour on the perfectly renovated complete route between Hanover and Würzburg. It now covers the 85 kilometers between Kassel and Fulda in around 28 minutes instead of the previous travel time of more than an hour. In particular, passengers who regularly commute by train know what a significant increase in comfort and time this means in terms of this most sustainable form of public mobility.

The heartbeat finish: Thrilling also for almost-Olympic athletes

In a similar way, Claudia Graber found the construction work to be a particularly sporting competition when she now thinks back, several months later, to the last days before the completion of the Kassel-Fulda route last December. “Of course we managed to finish absolutely on time because there

was no other option,” recalls the Senior Site Manager at SWIETELSKY, who was responsible for the overall coordination of the project. “Nevertheless, December 9, 2023 meant an absolute, Olympic-ready, heartbeat finish for all of us.”

As an enthusiastic star boat sailor who likes to take her training boat with her on the trailer to the construction site, she is no stranger to the word “Olympic-ready” – after all, she almost made it into the Austrian Olympic sailing team herself in her youth. But a project such as the Kassel-Fulda route renovation was a special kind of challenge for her, too:

“You shouldn’t forget that you don’t just complete a route 85 kilometres long in one go, but rather in several individual sections and interim dates that started last summer. And every single one of these intermediate deadlines is already a huge challenge and a special milestone in terms of coordinating logistics, switch construction, machine deployment and many other areas. With various intermediate quality stops and test runs at different speeds up to the final date on December 9th, this naturally became even more challenging. On top of this, the onset of winter with sudden snowfall also frayed our nerves. Nevertheless, in an immense effort, in which even the very last stray pebble was neatly removed from the tracks, we



Man and machine in sync: Top Austrian machinists ensured that the RUS 1000 S was in continuous operation almost without a hitch for nine months.

went into operation on time on the night of December 9th: at 00:30 in the morning, the first freight train rolled over the tracks. I first slept for thirteen hours straight and then excitedly checked the timetable constantly the following day to make sure that all trains were on time and running smoothly.”

After such a turbulent night, do you still find time for a construction site beer with the team? “Of course,” laughs Claudia Graber, “and to celebrate the day, we fired up the barbecue right next to the tracks. But it takes a few days until all the stress has gone, and for you to realize what you have actually achieved together and what such a huge railway construction project means for a region and an entire country, both socially and politically. But then you’re all the more proud of it.”



“Without the use of the RUS 1000 S, it would have been impossible to keep to the schedule – with conventional means, the track conversion would have taken one to two months longer.”

Jörg Dieng

Calculation construction scheduling at SWIETELSKY Munich and trained business economist, masseur and medical bath attendant with therapeutic talents

#buildingeverbetter – for Deutsche Bahn

Completely renewing 85 kilometres of track in nine months – a task that is usually only mastered by joint ventures. The deadline has been set, as railway traffic is completely shut down during the construction period. We Swietelskys took on this major challenge and completed the project on schedule as general contractors.

“Being able to carry out a project like the Kassel-Fulda line refurbishment as an individual company is a special vote of confidence from our client Deutsche Bahn,” says a delighted Peter Gal, COO of SWIETELSKY-Bahnbau. “This section of track is extremely important for Deutsche Bahn. As a key part of the north-south railway axis, it makes a significant contribution to the efficiency of long-distance traffic and freight transport. That is why we have put together an international team of Swietelskys from Germany, Austria and the Netherlands for this challenging task.

We are particularly proud of our RUS 1000 S, Europe’s most modern track renewal train from Plasser & Theurer and Swietelsky, which combines two processes in one machine: track renewal and ballast bed cleaning in a single pass. As a rule, this work is carried out in two independent steps. Firstly, the ballast is cleaned with a ballast

cleaning machine and then the track is renewed with a track renewal train. In our combined track renewal and ballast bed cleaning train, which is unique in Europe, both machines are integrated into one.

This means that the two work steps are combined in a single process cycle, which has major advantages in terms of less disruption to operations due to shorter construction site utilisation. In addition, the tamping unit integrated into the RUS 1000 S brings the newly laid track into the correct position in the same operation, making it immediately ready for traffic again. By using the RUS 1000 S, the duration of a necessary closure of a railway line can be significantly reduced, or more kilometres of track can be replaced and renovated during the same closing period.

Thanks to the technology used by SWIETELSKY, most of the material and machinery is transported via the track – a great advantage for local residents and the environment, as truck traffic can be significantly reduced.”

250
million euros investment
by Deutsche Bahn

163
kilometres of new track
were laid.

70
points were renewed on
the line.

196,000
sleepers were laid, ten per
minute.



“Being able to carry out a project like the Kassel-Fulda line renovation as an individual company is a special vote of confidence from our client Deutsche Bahn.”

Peter Gal
COO Railway Construction Swietelsky AG

The railway construction giant RUS 1000 S:

Erwin on his machine: with 200 metres and 800 tonnes



Erwin Fixl has been a machine operator on the RUS 1000 S for five years – and is still fascinated by his work on the mighty machine every day. Like a conductor, his job requires him to have an eye for the big picture – and the right feeling for a very loud orchestra.

Hello, Mr Fixl – how long have you been on the RUS 1000 S?

EF Since 2019 – that's a full five years now. And I've been with SWIETELSKY even for a little longer: I joined in 1992, so this year will be 32 years already.

What makes working on the RUS 1000 S so fascinating for you personally?

EF The RUS 1000 S is fascinating simply because, at 200 metres long and with a total weight of 800 tonnes, it is currently the largest track maintenance machine in Europe – possibly even the largest machine in the world – and the only operational machine of its kind. It represents the very latest and most forward-looking railway construction technology – an absolutely unique experience to be able to work on and travel with it.

What is particularly important when travelling with such a gigantic device? And what must the team pay particular attention to?

EF Teamwork is the keyword when working with the RUS 1000 S, also in the interest of occupational safety. Every single process, every move must be perfectly coordinated and harmonised. It's almost like a big orchestra, even if it doesn't sound quite as nice (laughs). Everyone has their exact place, everyone plays their role perfectly. And this interaction on a huge scale can be really fun and enjoyable. After the shift, you can immediately see what you have achieved together. You see the laid track behind you as a finished product and think to yourself proudly: Wow, it's amazing what this machine can do together with us!

What exactly can the machine do? And how many people are needed for the track-laying work that was on the programme on the Kassel-Fulda line?

EF If you want to renew a railway track, this is traditionally done in two steps. First, the track is renewed with a track renewal train, then the ballast is cleaned with a ballast cleaning machine. The RUS 1000 S, on the other hand, is a combination machine that manages track renewal and ballast bed cleaning in a single pass. This means that the

construction site is occupied for a much shorter time and the disruption to rail traffic is significantly reduced. And for the RUS 1000 S to be in full operation, 24 people are needed – plus Erwin, of course, making a total of 25.

And what does a machine operator have to do on the RUS 1000 S?

EF In my job, it's particularly important to have an organisational and technical overview of the whole operation. I am responsible for organising the machine crew as well as for the technical support of the machine. One particularly important aspect these days is ordering spare parts in good time and planning maintenance and repair work in advance: After all, a RUS 1000 S is not a VW Golf, so the delivery time for special parts can often take up to a year. Of course, it is also important to have the necessary in-depth expertise for the various systems of the RUS 1000 S: pneumatics, hydraulics, electronics and the drive technology with state-of-the-art diesel locomotive engines with particulate filters.

And what does Erwin Fixl do when he has some free time and the RUS 1000 S is resting peacefully in the SWIETELSKY machine shed in Fischamend?

EF With so much technology at work, nature is the perfect balance for me: I have a small farm, enjoy working with my animals and go hunting occasionally – and, different to my work on the RUS 1000 S, you have to be quiet as a mouse when you're on the prowl.

“Teamwork is the keyword when working with the RUS 1000 S.”

Erwin Fixl
Machine operator Swietelsky AG

PEOPLE

**Organisational reform:
Fit for the future**
Page 13

**Human Resources:
Interview with Clemens Kukacka**
Page 18



Organisational reform:

Fit for the future: With the new organisational structure at SWIETELSKY

In 2023, the SWIETELSKY Management Board dedicated itself to developing a fundamental and efficient organisational reform for our group of companies. The new organisational structure came into force on April 1st: In the coming years, it will bring us decisive advantages as well as simplifications and synergies in all countries of our group with clear new structures.

It is a big and important step we are taking with SWIETELSKY. On one hand, our deliberately decentralised company structure, which has made us so successful over many decades, has been with us since our company was founded almost ninety years ago. From the very beginning, SWIETELSKY's thinking has always been modern and future-orientated and the promotion of independence and personal responsibility of all employees has been a particular concern – an essential element of our corporate culture that still characterises us today.

We are becoming increasingly complex and therefore need new structures

On the other hand, however, times and challenges are changing, as our successful growth has made us very diverse and complex. And this complexity requires new structures that give us the best of both worlds in our group organisation: maximum independence and personal responsibility, which have always been a source of great enjoyment on the job and motivation for us Swietelskys. At the same time, we are moving closer together while simplifying and standardising structures and management processes in a clear and transparent manner, which will enable us to achieve

even greater efficiency, growth potential and competitive opportunities in the future.

This reform of our organisational structure has become necessary primarily due to an intensive phase of strong growth in construction output in recent years, which has resulted in considerable organisational expansion. At the same time, the regulatory requirements for our industry have also grown considerably. We are therefore now facing major new challenges in terms of our management and leadership.

Peter Krammer therefore clearly communicated the new strategy of our organisational structure in a video message to all Swietelskys as soon as he took over as CEO of SWIETELSKY at the beginning of 2023: In the future, our focus will primarily be on capitalising synergies and reducing complexity in our organisation through systematic standardisation – goals that were clearly defined as part of our organisational reform.

“By restructuring our organisation, we are creating the decisive basis for SWIETELSKY to continue to grow successfully in the coming years and explore all arising market opportunities”, says Peter Krammer, summing up the key objectives and benefits. The reform of the organisational structure will encom-



“No adjustment of the remuneration structure due to the organisational reform.”

Harald Gindl
CFO Swietelsky AG



“Our reform creates the organisational basis for our further growth.”

Peter Krammer
CEO Swietelsky AG

pass all branches of Swietelsky AG as well as all of its wholly-owned international subsidiaries.

Clear structures and more common ground at management level

By establishing a new management level between the Executive Board and the branches, the operating units are to be managed more directly and better supported in their development. To ensure that commercial concerns and objectives are taken into account even better in day-to-day operations, the technical management functions are also to be matched by commercial management positions on an equal footing.

The principle of joint decision-making by technicians and business people will now be of particular importance, as will a harmonised approach to day-to-day operations based on partnership. In addition, uniform designations will be introduced for all organisational units and

functions within the Group. All detailed information on this can also be viewed transparently on the intranet in the “Group Guidelines on Organisational Structure” published at the beginning of the year.

The standardisation of functions is the prerequisite for being able to assign specific tasks and responsibilities to them. An accompanying document to the “Group Directive on Organisational Structure”, which has also been published, now regulates the activities, requirements, reporting channels, internal formal requirements and factual measurement points for all management functions. Anyone exercising a management function at SWIETELSKY will therefore find all the working principles of this function clearly defined here: It is precisely formulated what the tasks consist of and how their success is measured. Of course, managers at SWIETELSKY already knew very precisely and in detail what their tasks and responsibilities were. However, requirements can change over time. It is therefore all the more important that we regularly scrutinise our shared understanding of responsibility and accountability and adapt it to new requirements if necessary.

Our “Group Directive on Organisational Structure” is a binding document that creates a common basis for this throughout the company. These precise definitions and descriptions of activities and functions are particularly important, not least for our recruiting and for the targeted search for suitable candidates for vacancies. Job descriptions can now also be used as the basis for job advertisements, thus ensuring that the correct and complete criteria are taken into account in the search process.

New career impulses also for specialists and key personnel

Not all employees aspire to a career with personnel responsibility. Specialist and key employees without personnel responsibility also deserve attractive, modern job titles, development opportunities and promotion prospects. Our “Group Guideline on Organisational

Structure” therefore provides for a new, uniformly applicable scheme for the designation of specialist and key functions in the salaried area.

This makes it possible to address defined groups of employees in a more targeted manner, which opens up valuable potential for personnel development. Finally, it is important to offer our specialists attractive job titles as well as promotion and development opportunities, even within a career without personnel responsibility. Modern career paths at SWIETELSKY should thus become even easier to plan and organise.

International management of central divisions and staff units

The organisational reform also brings important innovations for central tasks, with an optimisation of strategic coordination across all Group countries. The aim is for different international units in the same specialised area to benefit from each other more intensively and to achieve qualitative synergies in projects. To this end, more and more existing centralised areas of responsibility are to be gradually aligned across the Group and consolidated under the leadership of a Group division head. The head of the Group division, who reports to the responsible member of the Executive Board, is responsible for a defined specialist area within the Group-wide scope and therefore reports to all employees in the corresponding specialist area of the Group.

The same applies to Group staff positions: The first group division heads with group-wide responsibility will be appointed for the central functions of Group Controlling and Investment Management, IT & Processes, Treasury, Human Resources, Legal, Digital & Construction Services and Mechanical Engineering (MTA). Compliance Management, Group Communications and Sustainability will be given group-wide responsibility as group staff units.

Finally, a particularly interesting question for all Swietelskys: What will the comprehensive organisational reform entail financially? “There must not and will not be any changes to remuneration in the course of this reform,” emphasises SWIETELSKY CFO Harald Gindl. Existing contracts will therefore not be affected. “The organisational reform will certainly not result in financial disadvantages for a single employee, but it is also not a suitable opportunity to talk about salary increases,” Harald Gindl clarifies. The level of salaries and wages is in no way related to the objectives of the organisational reform. Furthermore, it is necessary to align remuneration with legal regulations, market-orientated requirements and what is calculable. “Performance and responsibility will continue to be rewarded accordingly at SWIETELSKY in the future,” says Gindl.

Are you interested in the details of the organisational reform?

You can find the Group guideline “Organisational structure” and the accompanying document “Job Descriptions for Management Functions” on the intranet in German, Czech, Hungarian and English.

Organisational charts:

The current organisational charts 2024 can be found on the intranet at: Konzernstruktur & Leistungsspektrum/Organigramme

#buildingeverbetter: With the clear values of our corporate culture



Solving the challenges of the future requires a corporate culture that focuses on innovation and encompasses a variety of elements. At SWIETELSKY, we are in the process of clearly establishing such a corporate culture: to create a positive working environment for all of us in which we are motivated, committed and productive. Here we present the most important key aspects that we are currently focusing on.

SWIETELSKY defined three clear key values as part of a repositioning project in 2023. These have now also been formulated as an employer promise and thus describe the core of our corporate culture both internally and externally as information for interested applicants:

People-orientated

People take centre stage. Together we want to be building ever better. This requires knowledge, skills, diligence and flair. Your personal development is important to us. Because great goals are only achieved together at SWIETELSKY.

Solution-orientated

We promote an open and innovative working culture. Your collaboration on modern buildings creates quality of life for many people. No matter what position you are in, your ideas are needed and valued. Collaboration is the key to success.

Future orientated

SWIETELSKY is committed to social security and sustainable action. Join us in building a modern transport, energy and climate transition. Together we

promote important social goals: Using resources responsibly, improving quality of life and respecting the environment.

The characteristics of our corporate culture:

Promotion

The individual development of all Swietelskys, especially women in technical professions, as well as the needs-based employment of older workers and the training of young people are priority objectives.

Diversity

We say yes to diversity and an empathetic working environment. Diverse perspectives help us to master the challenges of the future. We stand for appreciation and respect.

Equal opportunities

We Swietelskys can develop freely, regardless of gender, religion, sexual orientation, age, ethnicity or disability – both personally and professionally.

Human Resources:

“We Swietelskys have more in common across all countries than we would like to believe.”



Human Resources is one of the areas of responsibility that was given an international focus on April 1st 2024 as a result of the organisational reform. The new Head of Human Resources is Clemens Kukacka. We asked him what he plans to do now and what benefits this will bring for SWIETELSKY and all employees.

Hello, Mr Kukacka – today we're talking about human resources. I'm sure some of us Swietelskys have heard this term before. But some of us may not know exactly what it actually means. So can you tell us a bit more about it?

CK For sure, my pleasure! In this area, we are able to deal with the most important resource of our company: people. Or in other words: all current and future Swietelskys. Human Resources, or HR for short, is responsible for all measures designed to ensure that people choose SWIETELSKY as an employer – and that they are highly motivated and can realise their full personal potential.

With the appropriate ingenuity, this area can contribute significantly to the success of the company and encompass a very broad range of tasks: Starting with employer branding, allowing us to position ourselves as an attractive employer brand, through recruiting, which covers all processes of our qualified employee search and recruitment, to continuous personnel and organisational development, where we constantly strive to become even better in our employee topics and structures.

Why was it decided to centralise this particularly important area of responsibility at SWIETELSKY in the future and to give it an international focus?

CK Because we face similar challenges in all countries and companies of the SWIETELSKY Group in this regard and should therefore not endlessly reinvent the wheel in the interests of efficiency and standardisation. Rather, we need to pool the HR intelligence of our Group and make the work results available to all units in our corporate group across all countries. I am therefore particularly looking forward to bringing numerous good ideas from

less centralised areas of our Group into our midst and turning them into forward-looking solutions for everyone.

This is because our neighbouring country organisations often come up with brilliant ideas in HR work that have not yet been sufficiently heard in our parent company. Conversely, we at Swietelsky AG are already more advanced in some areas of our HR development, which in turn will benefit small and medium-sized subsidiaries in Germany and abroad even more. We therefore expect this centralisation to result in an even greater exchange of good ideas, bundled HR expertise and, at the same time, even clearer and more efficient common HR standards for us all.

SWIETELSKY operates in many countries and international markets, which are often very different in terms of their cultures and working methods. Is sufficient consideration given to this individuality?

CK In all of these countries, we are dealing firstly with different legal requirements, secondly with market-orientated differences and thirdly with cultural differences. However, this does not change the fact that we share the same goals and challenges everywhere. Labour and skills shortage, for example, is similar in all our countries. The demographics are similar and the needs of employees are not very different in nature either: it's about appreciation, fair pay, catering to individual needs, achieving personal career dreams, balancing family and career, promoting women in technical professions and employing older workers in line with their needs.

Last but not least, we are dealing with the same set of functions, activities and responsibilities everywhere. And last but not least, we are all anchored

in the same fundamental community of culture and values in Europe. With all due respect for the diversity of nations, we therefore have much more in common across all countries than we would sometimes like to believe. We will pursue our goals and develop measures based on these commonalities, which will of course only be of any use if they also take legal, market-orientated and cultural differences into account.

For example, how can SWIETELSKY benefit from centralised coordination of HR work?

CK Let's think about the question of how we can get interested candidates interested in SWIETELSKY as an employer. The newfangled term here is "employer branding". Together, we develop efficient measures to present the company and a really sophisticated mechanism that enables us to address and convince very different target groups individually – online and analogue. In the initial conception phase, we work out promising solutions with shared resources and expertise. These solutions are then customised by the HR teams in each country to suit different market conditions.

This results in a solution that is beneficial for all parts of the organisation with the least possible expenditure of resources. The opposite of this would be to look for isolated solutions in all countries and subsidiaries independently of each other and with insufficient resources, the effect of which would ultimately fizzle out.

So is this also about making savings?

CK I would like to give a very pragmatic example from the training sector. Many well-known digital on-demand training offers from external providers have contingent prices. The larger the contingent, the lower the price for the individual user. This is just one example of numerous possible framework agreements that offer considerable efficiency gains. When it comes to classroom training, it is also important to remember that we have designed dozens of training courses in Austria in line with

requirements and introduced them in the parent company. It is time for German units, for example, to benefit more from this groundwork, especially as there are not even any language differences here.

There is also enormous synergy potential in the digitalisation of our processes. We introduced new recruiting software in Austria a year ago and have since developed it considerably. It has been rolled out in Germany since the beginning of the year, and we are now starting to look into rolling out the same international software in Hungary and the Czech Republic. I'm sure I don't need to explain what it would mean in terms of resources if this development work had to be carried out separately in all countries. And I could go on like this for a long time, citing numerous examples of how international cooperation can lead to greater quality and efficiency. Of course, the situation is similar in other key areas. After all, HR is just one of several Group divisions that will be centrally managed in the future.

Are there also examples of where you have to take different national framework conditions into account?

CK Yes, such examples exist too, of course. In addition to individual bonuses, the SWIETELSKY Group would like to offer its employees optional motivation models, so-called incentives. These include, for example, purchasing benefits, favourable insurance benefits, an e-bike leasing model and much more. We do this in order to pass on purchasing benefits or tax advantages to our colleagues and/or to create benefits for the environment, climate and occupational health. We pursue this goal in all of our group countries, of course. However, the legal framework and the conditions of the necessary business partners vary from country to country, so we cannot offer the same incentives in every country. Nevertheless, our aspirations and goals as SWIETELSKY are the same everywhere. The methods we use to achieve these goals may differ from time to time. But it also requires good international coordination and the commitment of all national HR teams to achieve common goals.

The Executive Board recently reformed the group structure and introduced standardised management designations for hierarchical levels and functions. What does this mean to you as Head of Group HR?

CK This lays the foundations for modern HR work. All functions in the Group are now defined and described in an internationally standardised way, meaning that all target groups can be addressed in HR development. All managers in the company are transparently informed about their activities, prerequisites, formal requirements, reporting

"International collaboration in HR leads to greater quality and efficiency."



“Fulfilled work – better life” is the motto of our new employer website. Now online in Austria, soon also in other SWIETELSKY countries.

channels and objective measurement points. We can align our personnel and management development measures accordingly. Careers at SWIETELSKY can therefore be planned and organised. For specialists without personnel responsibility, a career path from assistant to specialist and expert to senior expert has been created. This opens up a wealth of opportunities from which the company will benefit more and more over the years.

employees. How they talk about SWIETELSKY in their personal environment has the greatest influence on our image as an employer. The most important joint task of all managers is therefore to ensure that all Swietelskys are fulfilled in their work, are satisfied in their jobs and can lead a happy life. This is a fact that we must not lose sight of – and this has always been a main characteristic of SWIETELSKY.

One of your key projects at the moment is SWIETELSKY's new image as an employer. What will change as a result?

CK We Swietelskys remain We Swietelskys. The company is not changing its identity. But it shows a face that is more in keeping with the current state of things: more diverse, broader, more international and more modern than ever before. We are now able to individually address and convince very different target groups, from skilled workers and technical and process-organising mid-level employees to highly qualified managers. To do this, we use the latest performance marketing methods online and ensure continuous, data-based optimisation of measures. This also involves the complete and group-wide digitalisation of the recruiting process, from advertisements to the handling of incoming applications, their evaluation and feedback management through to the execution of the employment contract.

The roll-out in all countries will be a considerable challenge, though. It will therefore take place in several stages and is expected to be completed by the end of 2024. With all these endeavours, however, we must not forget one thing: nothing is more valuable than the loyalty and support of our own

BUILD

U2xU5:
Pressing ahead
with Vienna's
subway construction
Page 23

COO on Tour:
Klaus Bleckenwegner
in conversation
Page 28

Czech Republic:
Start of construction
on the D3 motorway
Page 32

Railway construction
Netherlands:
How we are modernising
the Maaslijn
Page 34

U2×U5 subway expansion:

Making Vienna's subway network grow – with the help of us Swietelskys

The expansion of the U2 and U5 subway lines is currently one of the largest infrastructure construction projects in Vienna. Construction work has been in full swing since the beginning of 2021 and, after six years of construction, is expected to bring not only 300 million additional passengers and 30,000 new jobs to Austria's two-million-people capital, but above all 75,000 tonnes of CO₂ savings. Swietelsky subway construction specialist Wolfgang Friedl is telling us more about the great construction efforts happening underground.



Impressive effort: around two hundred and forty labourers work day after day on the U2xU5 construction site.



SWIETELSKY's excellent tunnelling expertise is particularly evident in the U2xU5 project.

I am a huge fan of Vienna's public transport system," says SWIETELSKY division manager Wolfgang Friedl as soon as we sit down for coffee and an interview in the construction office of the U2xU5 Rathaus/Frankplatz consortium. The reason for this is not just the gigantic underground construction site he is supervising, which stretches largely invisibly under Auerspergstraße directly in front of the construction office, with the construction of a total of over two kilometres of tunnel and the construction of numerous shaft structures. And the reason is neither that Wolfgang Friedl has been a passionate underground railway construction engineer with heart and soul for well over thirty years: "since at least 1991" he laughs, as he points to one of the many large-format photo panels lining his office walls, showing the construction of the U6 in the 1990s.

No, the reason for his great love of public transport is a completely different and very personal one, as Wolfgang Friedl commutes daily from his home in Purkersdorf to the construction office by commuter train and is therefore an enthusiastic passenger on Vienna's exemplary public transport network – "I could hardly ever make this journey in thirty minutes by car, and certainly not at peak times," he says. The remaining short distance from Westbahnhof station to Auerspergstraße he travels by bike, in keeping with the principles of climate protection: to prove the point, his compact, lightweight folding bike – a stylish Brompton bicycle from England – leans casually against his office wall.

Speaking of climate protection: "Right here, we are building Vienna's largest climate protection project together – right in the historical heart of the city,"

60 meters long
bored piles are anchored in the ground.

32 meters
wide shaft widths can be overcome by our modular hydraulic braces.

348 days
a year, we work around the clock on the subway construction site.



“Right here, we are building Vienna’s largest climate protection project together – right in the heart of the city, with many urban heritage conservation challenges.”

Wolfgang Friedl
Division Manager Swietelsky AG

states Wolfgang Friedl with pride, putting one of the many major challenges of the 242 million euro project in a nutshell – urban heritage conservation. Because above ground, some of Vienna’s most famous and valuable listed monuments are situated along the subway construction route, including the City Hall, the University, Otto Wagner’s famous “Hosenträgerhaus” on the corner of Garnisongasse and Frankhplatz and many more.

“The eighty-year-old sycamore tree in front of Café Eiles on Josefstädter Straße, which had to be carefully transplanted due to the subway construction, caused quite a stir in the media three years ago,” says Wolfgang Friedl. “But what remained largely hidden from the eyes of the public was the large number of extremely complex construction and safety measures that had to be carried out in order not to jeopardise the historic building structures of the first, seventh, eighth and ninth Vienna city districts along this section of the subway construction: foundations had to be reinforced,

entire buildings had to be upgraded and hidden drainage wells had to be drilled in inner courtyards and basements to ensure the protection of numerous historic buildings in this central city area.”

But that is not all, by any means. The actual construction work taking place is an incomparably larger mammoth achievement with superlative dimensions and a start under extremely difficult conditions: “We received the letter of assignment in mid-December 2020 and immediately afterwards, as a consortium that was divided into thirds, we started our construction lot in January 2021 – in heavy snowfall and in the middle of a major Covid wave,” Wolfgang Friedl recalls a particularly challenging construction start.

This, of course, was only the beginning of many challenges and record-breaking achievements. Vertically, bored piles up to 60 metres long were driven into the ground to secure the shafts, which were then subsequently excavated. And horizontally, the SWIETELSKY



Three Swietelskys on the U2xU5 special mission: Walter Brachmaier, site foreman for inner formwork, Anton Steiner, site foreman and formwork carriage specialist, and Lukas Schwalm, site manager for civil engineering (from left to right)

subway construction project reached record dimensions even before work at the Rathaus/Frankhplatz construction lot had started: during construction work at the Matzleinsdorfer Platz/Triester Straße U2 station in 2018, the so-called modular hydraulic braces stabilizing the shaft walls had to overcome a shaft width of 32 metres. “A technical solution specially customised for SWIETELSKY that offers decisive advantages in terms of construction time and structural safety and also makes sense in the long term, as all parts are recyclable and, unlike conventional solutions, do not cause any demolition waste.”

In addition to the technical achievements, the human commitment on the Rathaus/Frankhplatz U2×U5 construction site is also impressive: over forty employees and over two hundred labourers are working on the construction site – especially during the tunnel excavations, almost around the clock and twenty-four hours a day. “The only dates during the year when our work is suspended are the traditional Barbara

celebration on 4 December in honour of the patron saint of tunnel builders, twelve days during the Christmas holidays and four days at Easter,” laughs Wolfgang Friedl, “on the other 348 days of the year, we keep working at full speed all the time.”

In just two years, by 2026, the U5 line to Frankhplatz will be completed, followed two years later by the U2 line to Matzleinsdorfer Platz by 2028. This should create capacity for 300 million additional passengers over the next four years and also significantly reduce the burden on the environment: By shifting car traffic to public transport, up to 75,000 tonnes of CO₂ can be saved each year. Until then, Wolfgang Friedl will continue to pedal to the U2×U5 construction office every day on his Brompton folding bike: “When you cycle to work on a regular basis, you’re not only making a contribution to climate protection and are travelling completely CO₂ -neutral – you’re also arriving fit and alert in the morning, and that’s a great feeling that I can only warmly recommend to everyone.”

“At the subway construction site, we work 348 days a year at full speed – and during tunnel construction even 24 hours a day without interruption.”

Anton Steiner
Foreman Tunnelling Swietelsky AG



Where the subway is being built underground, some of Vienna's most famous and valuable listed architectural monuments line the construction route above ground – here the former Military Geographical Institute on Friedrich-Schmidt-Platz dating from 1842.

#buildingeverbetter – for the Vienna subway network



6 billion euros
total investment by the
federal government, City of
Vienna and Wiener Linien

300 million
more passengers thanks
to higher public transport
capacity

75,000 tonnes
of CO₂ saved in Vienna's
largest climate protection
project

We Swietelskys are working on Vienna's subway network expansion at full steam ahead. Wiener Linien commissioned a consortium to realise two construction lots for the U2 and the new U5 lines. The total order volume of the consortium is around 242 million euros. The U5 is due to be completed by 2026 and the U2, which will be extended to Matzleinsdorfer Platz, by 2028.

As the third largest construction company in Austria, we Swietelskys have already played a leading role in many important subway construction projects in Vienna over the past decades. Now, we at SWIETELSKY can continue this long tradition of successful subway construction in an even more fascinating way: with the comprehensive extension of the two important subway lines U2 and U5, currently Vienna's largest climate protection and infrastructure project.

For SWIETELSKY alone, this superlative contract, which will significantly enhance the high quality of life in Vienna, involves a proportionate order volume of 92 million euros. We Swietelskys are not only proud of the great vote of confidence which the commission for the two U2×U5 construction lots represents, but equally proud to contribute to an efficient and also ecologically sustainable public transport system in Vienna with our special civil engineering and tunnelling expertise. By the time the

U5 line to Frankhplatz is completed in 2026 and the U2 line to Matzleinsdorfer Platz in 2028, the federal government, the City of Vienna and Wiener Linien will have invested around 2.1 billion euros in the U2×U5 expansion – and we Swietelskys will be playing a key role right at the heart of this once-in-a-lifetime kind of project.

Incidentally, this project was mainly driven by a population growth forecast for the rapidly growing city of Vienna to reach the two million mark by 2030, so transport capacity for 300 million additional passengers was to be anticipated. However, the two million mark has been broken much earlier than expected, with already around 2.01 million people living in the capital today. All the more reason for us Swietelskys to keep working around the clock with full power and commitment to complete the Vienna subway challenge successfully.

Klaus Bleckenwegner:

A COO on his tour through Europe





“We have just started a major reorganisation process at SWIETELSKY, in which we want to grow even closer together across countries in terms of our corporate culture and use synergies even more efficiently.”

Klaus Bleckenwegner
COO International Swietelsky AG
and sensitive amateur musician

Hello, Mr Bleckenwegner – how are you and where are you right now?

KB Thank you, I’m very fine today. I’m sitting in the car right now and I’m on my way to our branch in Munich. But I’m safely travelling in the passenger seat so that I can answer your questions properly.

Is there anything exciting to see on the route? Maybe even a new SWIETELSKY building?

KB This happens to me again and again on my many car journeys. And I’m not just happy when one of our buildings suddenly appears impressively at the side of the road. I’m also happy about some of the actual roads we build. After all, with the tens of thousands of kilometres I travel each year and the three countries I visit on average each week, I’m on the road a lot. We recently opened our new location in Munich, from which we will also be offering centralised services throughout Germany in the future.

So I’m almost constantly travelling back and forth between the seven countries where we are currently represented: Germany, the Czech Republic, Slovakia, Hungary, Romania, Croatia and Poland. Of course, it would be nice if I could travel most of these routes by train rather than by car. But we are working on it – after all, we are the largest track builder in Europe in terms of machine capacity. And even if some of our locations are geographically far apart: As SWIETELSKY, we now

want to grow even closer together in many areas, in railway and construction business, for example, as well as with our parent company in Austria.

Soon you will arrive at your destination in Munich: Is there a current SWIETELSKY project at this location that is particularly exciting?

KB There is one indeed: currently, we are building the new BMW Talent Campus at the main BMW plant in Munich using state-of-the-art timber hybrid construction. This architecturally outstanding project, designed by renowned Munich architects allmannwappner, is intended for around 40,000 BMW Group employees. It is scheduled to go into operation as early as summer 2025.

In Bavaria, we are also building the new Bio-Campus MultiPilot in the port of Straubing, for example, for which the ground-breaking ceremony was held in November last year together with Bavarian State Premier Markus Söder. This is an important flagship project for the Bavarian bioeconomy, which is also scheduled to go into operation as early as 2025: Both as a multi-purpose test facility and as a one-stop shop for innovations in industrial biotechnology. We are therefore very proud of the fact that we are not only currently involved in large and extraordinary construction projects in Bavaria, but are also able to make a significant contribution to the future of the region.

If we take a look a little further east: In Budapest, too, a very unusual project is currently under construction at a particularly prominent location: the new Sofitel Chain Bridge, directly at the famous Chain Bridge.

KB This project is remarkable in several respects: on the one hand, it is a complex refurbishment in which the original, load-bearing structure, i.e. the main body of the building including the atrium, is being sustainably preserved. On the other hand, we are working here in the centre of Budapest's magnificent UNESCO World Heritage Site and therefore in a particularly protected area of the city. The building was originally erected in 1982, back in the days of state socialism, when far less thought was given to the protection of monuments and historic buildings than is the case today.

This makes our responsibility all the greater to work with the utmost care in this very special area of Budapest, where we have already gained some experience from previous projects. We have now taken over the already dismantled and gutted concrete skeleton in order to transform it into a new, contemporary hotel highlight directly on the banks of the Danube. The architectural concept is the work of a project consortium comprising the prominent US architects Asymptote, the Budapest design company Bánáti + Hartvig and

the South Tyrolean façade and steel construction company Pichler Projects. And it is not only the ultra-modern hotel concept, including the new rooftop bar, that will cause a stir, but also the new façade construction as a particularly attractive eye-catcher: although the original geometry has been retained, the overall impression is completely new and future-oriented.

When you come home from your journeys across seven European countries and have the opportunity to relax in private – what is your favourite thing to do?

KB I grew up in a musical household, was allowed to learn several instruments and sat at the organ and piano from a young age. I am now passing on this musical family tradition, which I inherited from my parents, to my children: when I am not relaxing alone at the piano, we play together. And I particularly enjoy the feeling of being able to pass something on to the next generation – and not just in the building business.



BMW Talent Campus: The architecturally outstanding project in state-of-the-art timber-hybrid construction by SWIETELSKY is intended for around 40,000 BMW Group employees and is scheduled to go into operation as early as summer 2025.



© Erdei Mihály, Magyarépitők

From concrete skeleton to design showpiece: the new façade of the Sofitel Chain Bridge Budapest will bear the signature of US star architects Asymptote and retain the extraordinary design geometry from the 1980s while redefining it in a contemporary way.



© Erdei Mihály, Magyarépitők

“During the extensive refurbishment of the new Sofitel Chain Bridge in Budapest, we are working in the midst of the city’s magnificent UNESCO World Heritage Site and have to take particular care in our work.”

Careful construction in a UNESCO World Heritage Site: The extensive refurbishment of the new Sofitel Chain Bridge in Budapest is taking place in the centre of the listed city area on the banks of the Danube near the Chain Bridge.

D3 highway extension:

Connecting the Czech Republic and Austria the fast way



The ground-breaking ceremony for the construction section of the D3 highway from Nažidla to Dolní Dvořiště built by SWIETELSKY stavební took place in January this year. With the completion of its southernmost section, the Czech D3 highway will soon connect to Upper Austria at the national border near Wulowitz – as part of the European route E55, which connects northern and southern Europe from Sweden to Greece.



“This important motorway project confirms the high technological level of SWIETELSKY stavební and our entire team.”

Pavel Hudler
SWIETELSKY stavební

In the Czech Republic, the ground-breaking ceremony for the D3 Nažidla-Dolní Dvořiště section took place with a ceremonial joint tapping of the foundation stone.

Although the construction section of the D3 from Nažidla to Dolní Dvořiště in southern Bohemia is “only” 3.5 kilometres long, it plays a key role as the last section to the Austrian border. This is because the Czech “Dálnice 3” highway leading south from Prague will connect directly to the S10 Mühlviertel highway and from there to the A7 highway towards Linz when the section goes into operation in 2026. This means that the D3 will also become part of one of the most important north-south transit routes in Europe: The European route E55, which runs over 3305 kilometres from Helsingborg in Sweden to Kalamata in Greece.

The new section from Nažidla to Dolní Dvořiště, realised with an investment of around 35 million euros, will replace the busy two-lane national road I/3. This no longer meets the current and future requirements of north-south car traffic close to the border. As part of the construction work, a section of the existing motorway will therefore be integrated, widened by one lane and brought up to the latest road construction standards. The entire construction project also includes three bridges, a large grade-separated junction to replace the existing junction to Vyšší Brod and the construction of a 1.5 kilometre-long noise barrier.

The traditional tapping of the foundation stone on January 9th this year marked the ceremonial ground-breaking and the start of the expansion: “In the first few weeks, we mainly carried out the removal of topsoil, followed by earthworks and the laying of the network. With the start of spring, we have now tackled the expansion of the bridge structures,” says Pavel Fišar, site manager at SWIETELSKY stavební, describing the progress of the construction work to date, which has so far gone according to plan – with the exception of a small but all the more exciting surprise.

This is because explosive historical finds were discovered during the groundworks, which were carefully recovered under expert archaeological supervision: Small arms and ammunition belonging to disarmed German troops from the final days of the Second World War. While the ammunition was disposed of by a special defusing service, the weapons will be given a place in the museum – as a reminder of a dark era in this now all the more seminal location.



Modernisation Maaslijn:

Mobility with a future for both people and nature

With around 22,000 passengers per day, the Maaslijn is one of the busiest regional railway lines in the Netherlands and the busiest railway line in the province of Limburg. However, most of the line is only single-track, not electrified and therefore not up to date, neither in terms of capacity nor in terms of its CO₂ footprint. Swietelsky Rail Benelux is now renewing the busy line by the end of 2027 – and is setting new standards in railway construction as well as in nature and species protection.

Eight million passengers a year travel on the railway line between Nijmegen and Roermond, which first went into operation in 1883, making the Maaslijn one of the busiest railway lines in the Netherlands. However, the largely single-track line could previously only be travelled with diesel multiple units and therefore does not meet today's requirements for climate protection or passenger capacity. Swietelsky Rail Benelux was therefore commissioned with the renewal of the approximately 88-kilometre-long line in order to make the Maaslijn a much more environmentally friendly alternative to car transport than before.

In addition to the complete electrification of the line, the programme also includes extensive track construction measures: the line will be widened to two tracks on four sections along the Maaslijn – in Cuijk, Boxmeer, Venray and Reuver – to allow oncoming trains to pass without any problems. In addition, we are installing new points, increasing the curve radii to enable an increase in speed from 100 to 140 kilometres per hour and renewing existing tracks as well as more than twenty level crossings for increased safety. In Molenhoek, the viaduct that crosses the line is being replaced by a new, wider viaduct that creates more space for pedestrians and cyclists.

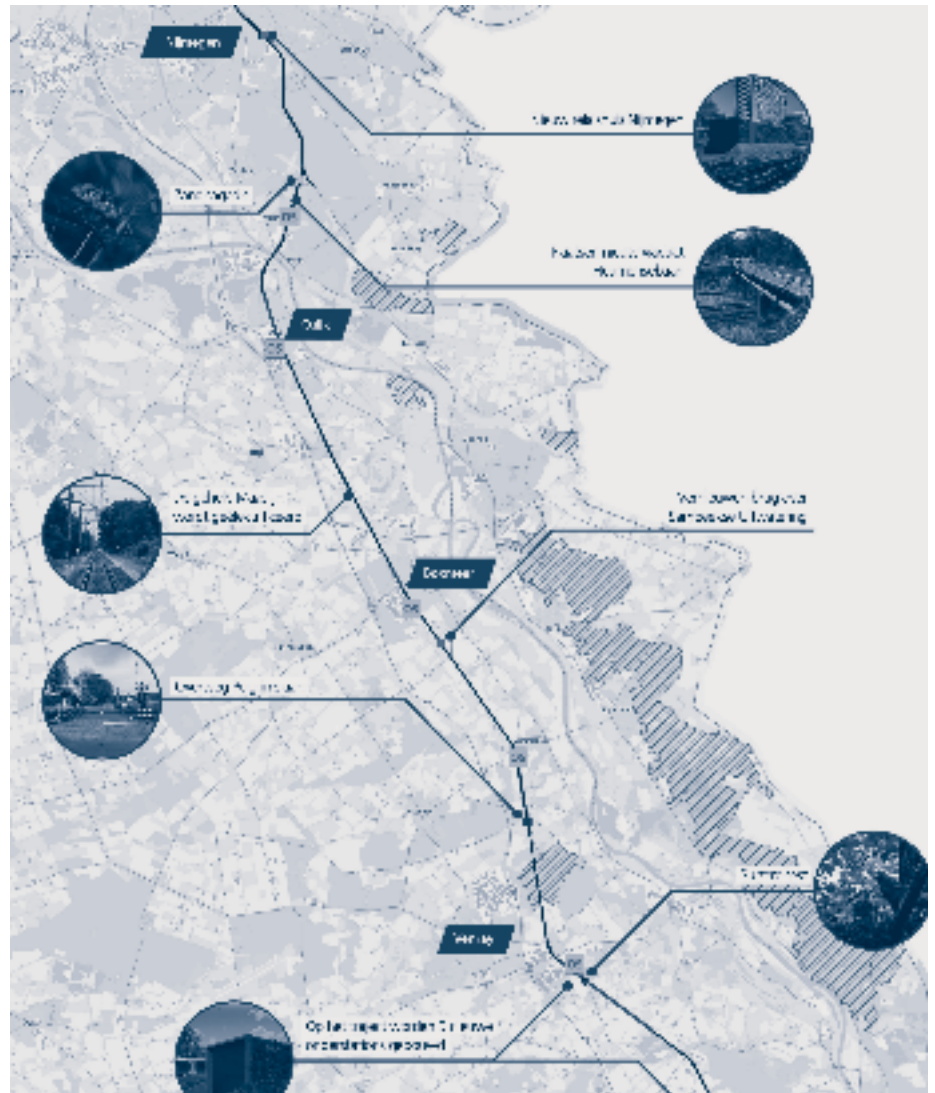
In addition, the entire line will be electrified with overhead line equipment and nine large transformer stations in Mook, Cuijk, Boxmeer, Vierlingsbeek, Venray, Melderslo, Tegelen, Reuver and Swalmen. As a result, diesel units will soon no longer be running on the line. Instead, much more sustainable electric trains will make rail transport between Nijmegen and Roermond faster, more reliable and more environmentally friendly as of 2028.

In addition to the actual construction work and electrification, we Swietelskys are also concerned with the environment in a very special way during the renewal of the Maaslijn. This is because the Maaslijn railway line also runs through several nature reserves: Both sides of the railway embankments are home to diverse flora and fauna, some of which include rare and endangered animal and plant species.

Together with extensive ecological research, we are therefore implementing numerous measures to carefully and responsibly compensate for the adverse effects of railway construction and to sustainably improve the living conditions of the various species for the future: Additional trees are being planted for bats, which use tree avenues for nocturnal navigation like highways. Special protection measures are being put in place for buzzards that breed near the route, as well as for the numerous sand lizards, slow worms and badgers in the region. Rare butterfly species such as the brown oak fritillary will also benefit from the renewal of the Maaslijn by creating new habitats for them through the planting of young oak trees.

The environment is a particular priority at Swietelsky Rail Benelux, also in the wider context of the company's key strategy for the future, as Rutger den Drijver, Manager QHSE (Quality, Health, Safety, Environment) explains: "Our industry naturally requires a lot of energy and raw materials. We have therefore set ourselves the goal of minimising our impact on the environment by operating as sustainably as possible. We are therefore constantly looking for ways to make our processes more sustainable and to work on projects in a more environmentally friendly way. Specific topics here include nature conservation, waste management and recycling – one example of many is the ballast removed during railway construction, which we recycle for road construction.

But we also pay careful attention to continuously increasing sustainability when it comes to energy sources and fuels: our company headquarters cover a large part of their energy requirements by its own photovoltaic system, and more than fifty per cent of our vehicle fleet now runs on green electricity. Where diesel-powered machines are still required, we use HVO diesel as a fuel wherever technically possible. This consists of hydrogenated or recycled vegetable oil, so it is not a fossil fuel and also reduces CO₂ emissions by up to ninety per cent compared to conventional diesel. And together with our Austrian colleagues from Fischamend, we currently have a very special innovation in test operation: a track excavator prototype from Liebherr that we have converted to electric drive – and whose batteries can be replaced as easily as those of an e-bike, for example.”



As an 88-kilometre north-south connection, the Maaslijn is one of the most important regional rail links in the Netherlands. As the route also runs through several nature reserves, extensive species protection measures are necessary during the construction work.



After the renewal and complete electrification of the Maaslijn, diesel locomotives will no longer run on the line, but much more environmentally friendly electric trains.

TRENDS

LDZ Salzburg:
COO August Weichselbaumer
on the future of timber construction
Page 37

Viaduct construction S31 Sieggraben:
Alliance Contracts – the key to future
contracting models
Page 42

Building ever better:
Our new positioning
Page 46

Building sustainably:
Interview with Dominik Schraml
Page 48

LDZ Salzburg:

A future made of wood

With the new LDZ in Salzburg, we Swietelskys are realizing the currently largest construction project in Austria, using sustainable, innovative timber-hybrid construction methods. COO August Weichselbaumer reveals more about the future visions behind the megaproject – and tells us why his heart is still so attached to SWIETELSKY in his 25th anniversary year.

Hello, Mr Weichselbaumer – only recently this year, you were celebrating the ground-breaking ceremony for the LDZ Salzburg in January. Apart from its impressive size, what do you think makes this innovative, timber-hybrid office building complex for the Salzburg state government so extraordinary?

AW At SWIETELSKY, we have made the topic of comprehensive timber construction expertise a very important goal for the future. On the one hand, our SWIETimber brand therefore bundles the expertise of over one hundred timber construction experts, which we make available to architects and building owners in a wide variety of forms – from consulting and project support to total contractor services. On the other hand, we are currently in a phase of structural development at SWIETELSKY in which we are considering such bundling very carefully: How much consolidation and centralisation on a large scale will make sense on the one hand? And on the other hand, where are decentralised, independent local subsidiaries, such as our carpentry and master builder business Georg Fessler in Zwettl, strategically valuable?

We are currently approaching this optimal mix between bundling and autonomy in timber construction in a very methodical and considered manner. A large timber-hybrid construction project such as

the Landesdienstleistungszentrum (LDZ) in Salzburg marks a very important milestone for us on this path. This is truly a construction megaproject. The figures alone make this currently largest building construction project in Austria with ten storeys, 59,318 m² of net usable space and state-of-the-art office workplaces for 1,200 people an absolute superlative. And as the building site is quite challenging due to its proximity to the Salzach river, we have to drive 214 bored piles around forty metres into the ground to ensure that the building stands on secure foundations – a real challenge overall.

Earlier you mentioned SWIETELSKY's path to a balanced timber construction strategy for the future: where should this path lead in the coming years, beyond large buildings such as the LDZ?

AW This can be summarised very simply: In the future, there should be no timber construction project in Austria and Germany that is too complex for us. We are currently realising the BMW Talent Campus in Munich, for example, which is also a timber hybrid construction and a huge flagship project that we are very proud of. However, the key questions here are: How many of these extremely complex and demanding projects can we realise at the same time with our high quality standards? And how will timber construction develop in the coming

years? The future certainly belongs to sustainability trends. But at SWIETELSKY we are not among those who are quick to jump on a bandwagon and then jump off again. Instead, we want to observe the topic of timber construction very carefully with the right sense of proportion. In particular, we believe in the timber-hybrid construction method, because we believe that the advantages of pure timber construction are outweighed by the disadvantages in the long term.

Speaking of the future: it is often heard and read these days that the construction industry is in a crisis. Does this mean that people might have to worry about you and SWIETELSKY?

AW No, you certainly don't have to worry about me or SWIETELSKY (laughs) – we're both doing well under the circumstances. But the construction industry is certainly not going through an easy phase at the moment. And my last twelve months as the new COO for SWIETELSKY's Austrian business were perhaps the most challenging year during my long career with the company. But even challenging times at SWIETELSKY have often also meant exciting and wonderful moments for me. Because what makes us so special are the special people who work for us. And it is thanks to these people that I have always had the feeling on every single day of my long career that I am in the right place here, that I am one hundred per cent at home here professionally. Therefore, my greatest motivation is to take responsibility for these special people at SWIETELSKY and to open up the best opportunities for them, both professionally and personally. Our new motto "Building ever better" therefore means much more to us than just constantly improving technically and economically. It also means the challenge to keep improving on a human level – for the people who use our buildings as well as for our employees.

Incidentally, this aspiration to become better and better means that we are committed to our employees even in challenging times and attach great importance to securing our people's jobs. Because what some companies in the construction industry tend to forget at the moment: In the future, it will be all the more difficult to get back the labour force and expertise that they are parting with now.

You will be celebrating your 25th anniversary as a top manager at SWIETELSKY at the end of this year. What has changed in the company in this quarter of a century? And what have you enjoyed most during this time?

AW Of course, a lot has changed during this time. When I joined the company in 1999, as a non-technician with a commercial background,



“My greatest motivation is to take responsibility for the special people at SWIETELSKY and to open up the best opportunities for them both professionally and personally.”

August Weichselbaumer
COO Austria Swietelsky AG – and a committed family man and amateur golfer

I was still an absolute exception in our management team. However, if you look at our current organisational reform today, the principle of joint decision-making by technicians and business people is also a key aspect of our organisational strategy for the future. This principle of technical and commercial expertise acting as equals has been a major concern of mine since I joined the company 25 years ago. I am therefore all the more pleased that this principle is now firmly anchored in our organisational structure for the future.

I am also particularly pleased with the development of our tunnelling business. I remember very well how we started in this business area soon after I joined, and how we had to overcome extremely big economic challenges at the beginning. It is therefore all the more pleasing to see how outstandingly our tunnelling business, which I was able to support as Managing Director from the very beginning, has developed over the last fifteen years: Today, this division has become a real gem in our diverse activities.

And what is a real gem for you in your private activities?

AW There are several special gems in my private life: first and foremost, of course, my wife, because she very often has to witness that I give my second great passion in life – namely SWIETELSKY – a lot more attention and time than her. Secondly, there are my children, their partners and now also my

grandchildren. They are a special added value in my life and make me realise again and again how lucky I have been here so far. And thirdly, and quite important for me on a very private level, my passion for golf, which helps me to find a balance. Playing a round of golf first thing in the morning in the sunshine and then enjoying breakfast with my wife – that's pure relaxation for me and a perfect start into the day.



Starting signal at the mega construction site: 50,000 square metres of net usable space are being built on 10,000 square metres of floor space.

The SWIETELSKY timber construction competence centre in Schlüßlberg



Our competence centre in Schlüßlberg: SWIETELSKY's combined timber and timber-hybrid construction expertise is at home here – and has been for five years already.

In May of this year, the SWIETELSKY competence centre for timber construction in Schlüßlberg near Grieskirchen (Upper Austria), which opened in 2019, is celebrating its fifth birthday. This means that the company's own plant for timber and hybrid construction can already look back on half a decade of success and has since made a lasting mark on the Austrian construction and architecture landscape.

Even from the outside, the factory building designed by the Linz-based team of architects ARKD architekturbüro arkade demonstrates its expertise in timber construction: it was built from 3,900 square metres of prefabricated wall and roof elements, while the façade was made from glazed, rough-sawn spruce slats. "On the one hand, our competence centre is clearly dedicated to timber construction, as is our SWIETimber brand, under which we bundle the know-how of over a hundred timber construction experts," says August Weichselbaumer, COO for SWIETELSKY's Austrian business.

"On the other hand, when it comes to timber construction at SWIETELSKY, we want to think outside the box and use our comprehensive expertise to position ourselves as a building material-neutral advisor to clients, architects and planners. In doing so, we want to objectively take into account the advantages of all building materials and find the best technical solutions in each case. In this context, we are particularly convinced of the future of timber hybrid construction, as in many cases a combination of conventional building materials and timber proves to be the most intelligent solution."

The fact that SWIETELSKY's comprehensive timber-hybrid construction expertise is currently in high demand was recently demonstrated not only by flagship projects such as the BMW Talent Campus in Munich, but also by the tender for the new state service centre in Salzburg.

"We were able to come out on top in a bidding process in which all the companies with a high reputation in Austrian timber construction were involved," says Gerald Forstner, Technical Branch Manager at SWIETELSKY. "It was particularly pleasing that the decision in our favour wasn't just about the price, but about the quality of the overall package, in which we were able to impress with our special expertise all round. I am therefore proud that we now have our most competent employees on site at the LDZ construction site, who are now also proving during the realisation that we really dare to do great things and will master this task brilliantly."

#buildingeverbetter – for the LDZ Salzburg

In Salzburg, we Swietelskys are constructing the most modern administration building in Austria and also the currently largest construction project in the country. The new Landesdienstleistungszentrum (LDZ) in the central neighbourhood of the main railway station is being built with a total investment of 195 million euros and will offer future-oriented office workplaces for 1,200 employees from the end of 2026.

“With our joint venture, we Swietelskys are involved in a truly unique construction project at the LDZ Salzburg,” says a delighted August Weichselbaumer, COO for SWIETELSKY’s Austrian business. The ground-breaking ceremony for the mega construction site near Salzburg

Central Station was only held in January 2024, and a new, future-oriented workplace for around 1,200 employees of the state of Salzburg is to be built on the 9,148 m² site by the end of 2026.

It is not only the dimensions of the office giant, which is built using a timber hybrid construction method, that are spectacular, but also its architecture and technology: the Viennese architects Burtcher – Durig designed the building as a light-flooded and emphatically friendly street block in the shape of an imposing “cinnamon star”, with airy, green atriums, terraces and roof gardens.

The LDZ Salzburg is also intended to be an absolute flagship project in terms of energy efficiency and ecology: The sustainable utilisation of geothermal energy is achieved through activated diaphragm walls and bored piles. And no fewer than 4,500 swivelling photovoltaic panels on the façade, roof and terrace are responsible for the environmentally friendly energy supply, with a peak output of 879 kilowatt peak.

59,318 m²
net usable area on
10,000 m² floor space

2500
wooden beams and 540
wooden supports are in-
stalled

4500
swivelling photovoltaic
panels for energy supply



“The new LDZ is a historic building site. The state administration and services for citizens here will be fit for the 21st century.”

Wilfried Haslauer
Governor of Salzburg

Valley crossings S31 Sieggraben:

The future of transport in an alliance contracting model

The S31 expressway is a key route in Burgenland, facing capacity and safety issues. SWIETELSKY is enhancing its future-readiness with four major valley crossings, constructed under a novel alliance contracting model emphasizing partnership.





Three of the four bridges are being completed using the incremental launching method: The concrete elements are produced directly on the construction site and pushed in piece by piece using high-pressure hydraulic presses.

Around 15,000 motorists use the Burgenland expressway S31 every day – with corresponding problems in terms of capacity and road safety on the busy route. ASFINAG has therefore been working intensively since the beginning of 2019 on the safety expansion of a 23-kilometre section between Mattersburg and Weppersdorf/St. Martin, which is scheduled for completion by 2021. The second safety expansion stage for the S31 to Weppersdorf/St. Martin is now on the agenda, which should be completed by 2026 – and with it the new construction of the four large valley crossings near Sieggraben, which SWIETELSKY has been realising in a consortium since March 2023.

This is no less than a construction project of superlatives, as 34 bridge piers are continuously growing upwards for the four new bridges. Around 11,500 linear metres of bored piles are being produced and more than 37,000 cubic metres of concrete are being used. Among the many challenges that we Swietelskys have to overcome in this project are the high demands of the client ASFINAG for a sustainable, resource-conserving construction

process in the densely wooded construction area. However, the project is not only pioneering in terms of the sustainable construction process, but also in terms of the contracting model. This was designed as part of a specially developed and completely new alliance contract: “In this exemplary pilot project,” explains SWIETELSKY division manager Arnold Ritter, “both ASFINAG as the client and SWIETELSKY as part of the contractor partnership are operating in a shared sphere of risk and are pursuing the best possible joint completion of the construction project in accordance with the best-for-project principle.”

The decisive difference to previous contracting models: “Here, the focus is on the joint success of the project and not on the individual interests of the alliance partners,” as Arnold Ritter explains: “A very contemporary and co-operative form of collaboration based on genuine equality, transparency and open communication and aimed at avoiding one-sided win-lose scenarios. Instead, risks and responsibilities are shared between the parties involved and managed jointly. Similarly, if target costs are undercut or exceeded, the

The client ASFINAG places high demands on a sustainable and resource-conserving construction process in the densely wooded construction area.



The imposing height of the bridge piers varies between 32 metres at the Auwiesenbach valley crossing and 56 metres at the Groisbach valley crossing, depending on the valley crossing.

contractual partners can either benefit jointly from a successful and cost-effective project or bear financial losses together according to a bonus-penalty system – although the contractor's actual costs are always paid in the interests of fairness."

Another advantage, as Arnold Ritter explains: "Conventional contracting procedures often result in aggressive price competition. In the case of the S31 Siegraben construction project, however, the focus is on a 60:40 weighting of price and quality, with the topic of quality being divided into further sub-categories: seven per cent of the decisive factor here is the quality of the chance and risk assessment, eleven per cent are the preparation and presentation of the optimisation potential, six per cent are the references of the key personnel and sixteen per cent is the performance of the Alliance team at the personal hearing." In addition to the complex analyses and preparations for the multi-stage award procedure, Arnold Ritter found the personal hearing appointment to be a particularly exciting challenge – and an exceptional opportunity for the SWIETELSKY team to showcase its strengths under

realistic conditions: "Over the course of an entire day, we were confronted with specific situation and problem simulations at this appointment. In addition to the technical knowledge of our alliance team and our understanding of the processing model, our internal and external cooperation and communication skills as well as our conflict resolution expertise were put to the test in a very intensive manner."

"Such processes in the run-up to a commissioning process are time-consuming and labour-intensive," summarises Arnold Ritter. "But I think that the future belongs to such alliance contracting models. Because they not only lead to even more professional and partnership-based collaboration and an even more ethically responsible way of working, but above all to greater quality, cost-effectiveness and efficiency. And those who build more efficiently also build more resource-efficiently and last but not least more sustainably."

"Alliance contracting models not only increase the professional and human quality of project realisation in a partnership, but also efficiency. And those who build more efficiently also build more sustainably."

Arnold Ritter
Division Manager Swietelsky AG

#buildingeverbetter – at the alliance contracting project in Sieggraben



15,000 vehicles are travelling on the S31 every day.

56 metres is the towering maximum height of the Sieggraben valley crossing pillars.

37,000m³ of concrete and around 11,500 linear metres of bored piles are being installed.

On one of the most important and busiest expressways in Burgenland, we Swietelskys are ensuring significantly more safety and smoother traffic: with the construction of four new valley crossings near Sieggraben with a height of up to 56 metres and a total length of around three kilometres.

Around 15,000 motorists use the busy S31 expressway every day. For these people, we Swietelskys are making an important contribution to greater safety and smooth traffic flow on this north-south traffic link, which is so important for Burgenland: with the construction of four large new valley crossings near Sieggraben, which extend over a length of around three kilometres.

Three of the four bridges will be completed using the incremental launching method after the supporting structures have been erected. With this method, the concrete elements of the bridges are produced directly on the construction site and pushed in piece by piece using high-pressure hydraulic presses. We Swietelskys use this complex and demanding method for the Groisbach, Marzau and Jüdingsau valley crossings.

We are building part of the Auwiesenbach valley crossing integrally: Integral bridges are cast in one piece, without conventional steel carriageway transitions. This means that they form a single unit with the fixed carriageway. The movements of the bridge are not absorbed at the beginning and end, but are distributed over a larger area.

This has an equalising effect when the bridge moves in summer or winter due to thermal expansion. At the same time, this construction method requires less maintenance and is therefore more cost-effective.

Once completed, the valley crossings will form the Oberpullendorf directional carriageway. The imposing height of their piers varies between 32 metres at the Auwiesenbach viaduct and 56 metres at the Groisbach viaduct, depending on the viaduct. In addition to the construction of the new crossings, various minor renovations and drainage work will be carried out in the junction area.

The construction work is being carried out from Sieggraben, from where the new bridge piles are growing upwards. Traffic on the main carriageway of the S31 will therefore not be obstructed. Until the new bridges are completed, two lanes will continue to be available uphill and one lane downhill at these valley crossings. This ensures the greatest possible safety even during construction work by allowing slow-moving trucks to overtake safely on the route.

Our new positioning:

**“Building ever better”:
What does that
actually mean for us
Swietelskys –
today and in the future?**



SWIETELSKY has been developing dynamically and innovatively for almost ninety years. However, it is also important for this further development to have a clear definition of who we are and what we do and, above all, how and on the basis of which strengths and values we do it. This is precisely why we have developed our new positioning – so that we can be building ever better together.

“We have always been a little different from the other large construction groups in Austria and Europe,” says SWIETELSKY CEO Peter Krammer, summarising the strengths of our company: “Always a little more family-run, always a little more personal responsibility for everyone. And therefore always a little more driven than many others.” This is how we Swietelskys have grown steadily over the decades since the founding of our company almost ninety years ago, and how we have constantly developed with innovation, motivation and team spirit.

Today, Swietelsky AG is one of the leading companies in the Austrian construction industry and one of the top players in Europe. We are proud of this – just as we are of our 12,500 Swietelskys, who work every day in 21 countries to make our world that little bit better through their personal commitment. With the mission of our successful further development – but also against the backdrop of a constantly and ever faster changing world – we have critically analysed and sharpened our own positioning in a broad-based strategic process. In doing so, we have summarised our many strengths and positive characteristics and summed them up in three clear words:

“Building ever better”.

“For me, ‘Building ever better’ is pure SWIETELSKY,” says Peter Krammer, clearly emphasising the importance of our new positioning – and at the same time explaining why the new positioning is basically nothing more than the specification of many values and characteristics that have always been particularly important to us: “These three words summarise why SWIETELSKY has been so successful in recent decades and will continue to be successful in the future. In this sense, ‘Building ever better’ is not a new positioning, but expresses in a few new words what has always characterised Swietelsky.”

Derived from our particular strengths

“Building ever better” was derived from the strengths that we attribute to ourselves, that our companions assign to us and that have always characterised us:

- For us Swietelskys, BUILDING is more than just a craft – it is our opportunity to have a positive impact on the world around us. It is not just a profession, but a vocation that we pursue with passion.
- We Swietelskys make no compromises EVER. We always give our all, whether on or off the construction site. Day after day. On a large and small scale. Our work is always characterised by the highest quality, commitment and team spirit.
- We Swietelskys are characterised by a special spirit. We always want to be BETTER. We strive to be better than yesterday and better than the competition. That is why we are building better solutions for people, better solutions for the future. This attitude determines our actions and drives us every day – for the benefit of our customers.

Firmly rooted in our core values

In addition, an in-depth look was also taken at SWIETELSKY's values. Values influence our actions and are our daily

motivation. They are the benchmark that we want to fulfil as employees in order to continuously improve:

- People-orientated. People are at the centre of everything we do. The needs and experiences of our employees are just as important to us as the certainty of who we are realising our projects for. We build with and for people.
- Solution-orientated. Concrete solutions are what move us forward as a society, but also as a company. Where others only see problems, we always actively look for solutions and implement them consistently. We rely on creativity, cooperation and team spirit – and we know that we are part of the solution.
- Future-orientated. The future is in our hands. We are ready to play an active role in shaping our future. That's why we drive innovation and focus on continuous development and improvement. This is how we make an active contribution to a better tomorrow. We shape the future.

Over the past few months, this has led to the creation of our new positioning, which has defined our new SWIETELSKY formula for success since 2024:

We work for people.
We are part of the solution.
We shape the future.

Building ever better.

Sustainable building – an interview with Dominik Schraml:

“We are part of the solution. And that’s why we have to act.”

Hello, Mr Schraml – as Head of Department at SWIETELSKY, you are responsible for sustainability management. Where does SWIETELSKY currently stand when it comes to sustainability?

DS We took a huge step forward in the past 2023/24 financial year. We initiated the transformation from voluntary to mandatory sustainability reporting. What does that mean? Previously, we reported on our sustainability activities on a voluntary basis. This was based on the standards of the Global Reporting Initiative (GRI). From the 2025/26 financial year, however, we will be legally obliged to disclose our environmental, social and corporate policy performance in accordance with the European Corporate Sustainability Reporting Directive (CSRD). These are the known ESG performances. From the 2025/26 financial year, these ESG key figures will be integrated into the part of the annual report that requires auditing.

How are we doing at SWIETELSKY with this changeover?

DS We are doing thorough groundwork by switching to annual reporting from this year onwards so that we can report in accordance with CSRD from 2025/26. An important basis for this is the double materiality analysis that has already been carried out: after analysing how we influence our environment and, conversely, how our environment influences us, we involved our stakeholders in the process in February 2024 by conducting an online survey. The aim of this survey was to find out which sustainability issues are particularly important to our stakeholders. This in turn enables us as SWIETELSKY to identify the most important aspects of our sustainability responsibility and prioritise them accordingly. The results of the survey are incorporated into our sustainability strategy. This is currently being developed with the relevant specialist groups and is a key strategic cornerstone for our sustainability activities at SWIETELSKY.

In your opinion, how important is sustainability in the construction industry in general?

DS Some important studies show that the construction industry is responsible for 38 per cent of emissions. However, a large proportion of these emissions come from existing buildings! As construction companies, we in particular have a huge responsibility here, but at the same time we already have the solution in our hands – the keyword here is refurbishment. I consider thermal-energetic building refurbishment to be the most important business sector for making construction truly sustainable. The renovation rate in Austria is around 1.5 per cent, but it is also at a comparable level in the rest of Europe. That is far too little. We need to at least double this rate. This requires tax incentives, such as a temporary refurbishment bonus. As social partners, we have already proposed this to the government. We only have one planet – we are part of the solution, and that’s why we have to act.

What does the near future of sustainability in construction look like? Globally as well as at SWIETELSKY?

DS If we want to achieve the climate targets, we need to build a lot. This applies not only to housing construction or refurbishment, but also to infrastructure expansion in particular. For example, German politicians are calling for a doubling of railway capacity by 2050. However, rail infrastructure is not just a taxonomy product, but one of the most important forms of mobility for the future. There will be plenty of work for us Swietelskys in this area, which is why I am absolutely confident about the future.

#buildingeverbetter – for a sustainably cool school in Vienna-Donaustadt



Sophisticated combination of materials: Behind the mineral-insulated, rear-ventilated timber façade is a reinforced concrete skeleton with load-bearing walls made of vertically perforated bricks.

Together with the Viennese architects Franz&Sue, we Swietelskys have realised a particularly cool school in Vienna-Donaustadt: with an innovative, multifunctional pedagogical space concept, many inviting open spaces and green zones for optimal quality of stay and a CO₂-neutral energy concept that sets a precedent in terms of forward-looking sustainability and environmental friendliness.

“Our primary and secondary school on Leopold-Kohr-Straße is a new cornerstone in the urban development of the Kagran district,” say Franz&Sue, the Viennese architecture firm behind the primary and secondary school construction project on Leopold-Kohr-Straße in Vienna-Donaustadt. “With an urban forecourt as well as play and sports areas that can also be used by the residents in the surrounding area, the school, which was completed in autumn 2023, will enrich the neighbourhood in a decisive and liveable way,” says Thomas Kleiner, Head of Division at SWIETELSKY, describing the innovative concept: “The spacious, covered communal terraces transform the façade into a vertical garden and form an important place for learning and leisure in the all-day school that can be used all year round.”

What makes the thirteen-grade all-day primary school and the sixteen-grade secondary school special is above all the innovative spatial and educational concept: the total of 29 educational rooms can be used by both types of school in fluid alternation depending on actual requirements. Together with a multifunctional area plus cloakroom

and sanitary facilities, four or five educational rooms make up an educational area. Pupils are able to move freely within each educational area according to their needs.

However, the school is not only cool because of its unusual educational approach, but above all because of its consistent sustainability concept: vertical greenery on the façade provides natural air conditioning and protects against overheating in summer. All flat roofs are also extensively greened and fitted with a photovoltaic system. Energy is also extracted from deep within the earth: The entire building is supplied with heating and cooling via thermal construction element activation. While the classrooms are supplied from above via the concrete ceiling, the floor slab is activated in the gymnasiums. By using the building mass as a storage medium, together with the photovoltaic system, a high proportion of the energy requirement can be covered by the building itself, making the building largely CO₂-neutral in operation.

FACTS

**What does compliance mean
at SWIETELSKY?**

Gernot Reiter in conversation
Page 51

**Signs of the future:
Our new corporate design**
Page 56

**BIM – Building Information Modelling:
Our new pilot projects**
Page 58

Compliance with us Swietelskys:

“You almost never do anything wrong completely unaware.”

What does a Chief Compliance Officer actually do at SWIETELSKY? On the one hand, says Gernot Reiter, you have to be a multidisciplinary mix of lawyer, communications expert, psychologist, business specialist, social expert, people expert, confidant and confessor. But on the other hand, you are also simply a person who is passionate about the most important values at SWIETELSKY: mutual trust and togetherness.



Gernot Reiter, Chief Compliance Officer, Swietelsky AG – and volunteer firefighter in Linz when there are actual fires to put out.

Hello, Mr Reiter – how do you actually get to be a Chief Compliance Officer at SWIETELSKY?

GR I joined SWIETELSKY in March 2021 – in retrospect, a somewhat unfavourable starting date, as personal contact is very important in my job. At that time, however, the Covid pandemic severely limited my opportunities to do so, which is not necessarily ideal for a Compliance Officer. But fortunately, that is now a thing of the past. I originally come from near Linz, studied political sciences in Salzburg, then worked in the political arena and at the Chamber of Commerce before joining a large bank in Salzburg. After ten years, I was looking for a job with a lot more leeway than is usual in finance – and that's how SWIETELSKY and I found each other.

“And just as a virus can slip through a security gap in a single case, the same applies to compliance: it only works if absolutely everyone adheres to it.”

And what is the best definition of compliance from your point of view?

GR In English, “compliance” very clearly means adherence to rules or conformity with rules. In German, however, this sounds a little unwieldy, which is why I like to use the friendlier and more harmonious phrase “to be in line with rules” in my work – both with the legal and statutory requirements and with our internal company rules or our code of conduct.

So compliance means much more than just behaving well and in accordance with regulations?

GR Definitely, since we are dealing here with a very broad and complex field of legal, human, social and, last but not least, ethical issues. And this extremely comprehensive range of topics and tasks can, for example, extend from the correct observance of tendering rules to the correct behaviour when it comes to donations and sponsorship, through to the correct and careful handling of information and company data, particularly in the digital sphere. This is why there are many overlaps in the areas of compliance and cyber security today. After all, it is not enough for 99.9 per cent of all employees to adhere to the rules since any chain is only as strong as its weakest link. And just as a virus can slip through a security gap in a single case, the same applies to compliance: it only works if absolutely everyone adheres to it. When it comes to matters of corruption and antitrust law,

for example, the misbehaviour of just one person can bring all 12,500 Swietelskys into disrepute. And that is precisely what our Compliance Code is designed to prevent – and of course I, as the person who ensures compliance with it, am also responsible for this.

Now we all know that the term “absolute” always remains a theory in real life: If all Swietelskys always adhered one hundred per cent to the compliance rules, you would have a relatively easy job as Chief Compliance Officer. But what are you mainly confronted with when it comes to compliance violations that have actually been committed?

GR The interesting thing about compliance violations is that they are almost never committed completely unknowingly. In most cases, the person concerned has a certain idea or even precise knowledge that what he or she is doing is not correct. This is why many compliance violations take place in the grey area of the “if nobody knows it will be fine” principle. Clouded judgement due to the influence of alcohol can also play a role, for example, or simply thoughtlessness or negligence – such as when emails are removed from the quarantine database without a separate check.

In some cases, such compliance violations may be perfectly understandable from a human point of view, but the task of a compliance officer is to make a clear distinction between subjective personal understanding and objective damage or danger to the company and its employees and to act accordingly. A typical compliance issue in the construction industry is the handling of company property. Tools, machines and building materials are almost always needed somewhere, and the temptation to divert something for private use is naturally great.

Scale is also a decisive point here: there will hardly be a problem if someone wants to borrow a piece of equipment over the weekend and asks beforehand. As a construction company and family business, we are always very happy to support our employees as far as possible when it comes to their personal construction activities. However, if building materials disappear or an excavator is used for weeks on end for your own home, this is of course not acceptable.

A second important topic is social behaviour between employees: This can range from relationships with superiors to the handling of disputes and sexual harassment in the workplace. A third compliance issue is conflicts of interest, for example if there is a close personal or family relationship with a client or a subcontractor, or if you have a second job that interferes with your main job.

“As a compliance officer, you shouldn’t be seen by employees as the company’s chaperone, but above all as an advisor and a valuable confidant before serious problems arise.”

And last but not least, our compliance tasks also include the classic problematic business issues, such as accepting gifts, regulations on donations and sponsorship, illegal price fixing arrangements or corruption.

So even in the case of rather minor “sins”, the usually rather elastic and loose standards that are applied, for example, in a private circle of friends, should not be the same as at company level?

GR Exactly – and that’s also one of the things that sometimes makes understanding and accepting compliance so difficult. Because in a private case, I may be able to settle an “oopsie” amicably in a small circle. At company level, however, such an “oopsie” can mean a serious compliance breach with economic losses running into millions or lengthy criminal proceedings. On the construction site, a compliance breach can seriously jeopardise the health and lives of colleagues. In addition, violating our Code of Conduct can cause extreme and lasting damage to the company’s reputation.

It is precisely this major and decisive difference that I try to communicate and make understandable in my compliance training courses. This direct, personal transfer of knowledge in our training courses, which I have already conducted for around 1,500 people, is a particular concern of mine. And I have to say that awareness and acceptance of the great importance of compliance are on the rise. In earlier times, compliance was perhaps still a rather exotic topic in many people’s minds. In the meantime, however, the idea that compliance violations can have extremely serious consequences, both financially and personally, has become widely accepted – and is now often taken for granted especially by younger generations.

What consequences must employees actually expect if they actually commit a compliance offence?

GR The consequences are just as wide-ranging as the compliance issues, depending on their severity and scope. They can range from a warning or targeted information and training to improve understanding of the compliance breach to an

immediate termination of the employment relationship – or, in the case of serious breaches, to the initiation of legal or criminal proceedings. The extent of the consequences of a compliance breach also depends very much on how insightful or remorseful the person concerned is – in my training courses, I always emphasise that one of the most important tools for observing compliance rules is to use one's own awareness of wrongdoing, coupled with common sense and the basic rules of fair cooperation, which we are all usually aware of anyway. After all, even the best compliance code is useless if it is not understood and practised. And of course, it is very important for the role of a compliance officer that there is a correspondingly high level of respect for the severity of the possible consequences. Under no circumstances should compliance be an issue where a certain degree of negotiability is assumed from the outset and the lax principle that nothing is eaten as hot as it is cooked – this can certainly lead to a rude awakening.

So how strict do you really have to be as a compliance officer?

GR If this fundamental respect is in place, as a compliance officer we naturally always try to be a person with understanding and empathy. Where the provisions of our Compliance Code and the legal framework allow, we therefore try not only to impose sanctions, but also to provide assistance, especially if compliance violations are due to social or personal emergencies in which the people concerned need support. After all, compliance officers should not be seen by employees as the company's chaperones, but above all as counsellors and valuable confidants who can and should be approached before serious problems arise.

I often have a sense of achievement when employees seek a trusting dialogue and are relieved afterwards, or when I can contribute to a constructive solution in disputes as a mediator – the tasks of a compliance officer can also include many smaller, solvable problems in day-to-day work. And the nice and interesting thing about my job is that, although you need a solid legal background, you don't have to strictly adhere to the legal texts like

a traditional lawyer. And this room for manoeuvre should be used wherever possible in such a way that the rules can be complied with just as clearly and consistently as humanly.

And what is particularly important to a Compliance Officer at SWIETELSKY in his private life?

GR In my free time, I like to go running, swimming and skiing, because in this job you need a relaxing balance from time to time. And I'm also a member of the Pöstlingberg volunteer fire brigade in Linz – because apparently I'm also passionate about trust and togetherness in my private life (laughs).

#buildingeverbetter – with mandatory compliance rules for all of us

SWIETELSKY's corporate success is due in particular to our willingness to orientate ourselves on clear guidelines for legal framework conditions and ethical standards. Expertise, legal compliance, fairness, respect and integrity determine our actions: within the company as well as towards partners, clients and competitors. The basis for this is our Compliance Code of Conduct, which we Swietelskys follow without exception.

We have drawn up a Code of Conduct as a guideline for our legally, ethically and morally impeccable behaviour. This forms a central element of our compliance management system, which is certified in accordance with ISO standards 37301 and 37001. Compliance with the principles set out in this Code of Conduct applies to all employees at SWIETELSKY, regardless of their position.

Our behaviour in everyday working life is one of the most important factors influencing the way we work together, our future and the reputation of our company. Each and every one of us is therefore required to observe the following principles in our own interest and thus ensure our joint economic success:

- I. We behave in accordance with the law
- II. We also see taxes as a social obligation
- III. We do not accept corruption or bribery
- IV. We behave fairly towards our business partners
- V. We avoid conflicts of interest.
- VI. We protect the company's assets
- VII. We respect human rights and assume social responsibility.
- VIII. We ensure a safe working environment and respect the environment.
- IX. We handle business documents and information confidentially.
- X. We comply with IT security and data protection standards
- XI. We continue to develop.

Find all the latest information and documents on the subject of compliance on the intranet.



Our new corporate design:

Modern, dynamic and highly visible

We Swietelskys, and therefore the Swietelsky AG, now have a newly revamped corporate design. Over the past few months, we have intensively sharpened and optimised it: The recognisability of the SWIETELSKY brand remains, while at the same time the values of the realignment are visible and tangible. As a result, the new corporate design has more energy – and is fit for the digital future.

It is distinctive and unmistakable. Some call it the “Superman badge”, others the “SWIE-S” (pronounced SWIE-ess), and real veterans refer to it as the “double shovel” or simply the “shovel”. We are talking about our logo. It has always stood for us Swietelskys, is our symbol and makes us visible as a unit: on our clothing, our banners, vehicles, machines, containers and papers. It expresses our values and creates identity.

And because we Swietelskys are just as subject to personal and human change as the world that surrounds us, it was time to customise our logo to make it a little better: So that we can continue to fly our flag proudly.

Our trademark, carefully honed

The shovel is our main logo and is used as standard in a single colour blue with white lettering. We have detached the former orange rectangle behind the logo: the shovel is striking enough on its own, looks more minimalist and therefore more modern. The detachment from the rectangle allows us to use the orange as a large background without limiting ourselves with a rectangle or frame – our preferred method of presentation. The SWIE “S” remains as the basic shape. The logo lettering contained within it was customised: With a new font, adapted and refined in its inner proportions to the surrounding letters. The legibility was improved by a proportional enlargement and the recognisability was strengthened.

Fresh colour with symbolic power and a variety of themes

Our primary colours are orange and blue. The main colours have been sharpened, interpreted in a contemporary way and supplemented with an additional colour palette. Dark blue, strong orange and elegant white are the basis of all applications. Orange stands for innovation, dynamics, visibility, energy, power and safety. Blue stands for precision, reliability, financial strength, efficiency and digitalisation. White is used throughout the logo as the font colour and stands for elegance, attitude and neutrality. An extended colour palette for various themes and communication purposes complements the main colours: Yellow (sun, power, vehicles, warmth, ap-

proachability), green (industrial green, green transformation, sustainability), sky blue (energy, sky, sustainability, development), grey (concrete, asphalt, coolness) and black (base colour for plans, fonts, hatching).

Additional logo variant for landscape formats

In addition to the main logo, there is another variant: the capsule. The basic shape of the capsule corresponds to the centre section of the scoop. It is used for elongated formats and basic shapes and as a pattern or can also be integrated into texts. Previously, the SWIETELSKY lettering alone was often used for very horizontal formats. From now on, the capsule forms a clever connection to our logo type.

Sharpened positioning as a concise hashtag

Our sharpened positioning is: “Building ever better”. It is only available in English and German (“Immer besser bauen”). There are no plans to translate it into other national languages. We use this positioning in connection with our projects in various texts and as a hashtag to refer to our digital presence. There, we use our projects, content, images and videos to prove that we are really #buildingeverbetter.



Our fresh, future-orientated logo redesign: the departure from the rectangle gives us more room to unfold. The new font is customised: "The suit fits better now."



© Buerom Hrdin

When will the new design be used? How do we deal with existing materials in the old branding?

We are acting cost-efficiently: all existing applications are being converted to the new CD step by step. We continue to work with the existing materials. Everything that has to be newly produced will be designed in the new CD. All new initiatives will also be implemented in the new look and feel.

All information for the correct use of the new CD can be found on our Corporate Communications SharePoint, simply scan the QR code. All applications must be approved by Corporate Communications before production or publication.



BIM pilot projects:

Building planning of the future: fit for the digital transformation



The digital transformation is not stopping at the construction industry. Building Information Modelling (BIM), the digital representation of all relevant properties of a construction project as a valuable shared knowledge resource, is a promising topic for the future. Our first pilot projects have already proved successful.

The abbreviation BIM for Building Information Modelling is the name of a forward-looking working method for the networked planning of construction projects that goes far beyond the actual planning process. In addition to digital innovation, BIM takes into account the entire life cycle of a construction project in a holistic manner – from the earliest conception to demolition.

BIM makes this possible by digitally capturing, modelling and combining all relevant building data, thus providing a valuable shared knowledge resource and a reliable basis for decisions throughout the planning, construction and utilisation phases.

BIM-based, intelligent 3D models also offer a clear advantage, particularly in the tender phase, as they significantly reduce the amount of work involved. Instead of relying on a large number of traditional PDF plans, which can vary in quality, a standardised and visually ap-

pealing BIM model provides a precise basis for cost estimates. For example, all relevant concrete positions can be extracted from a model at the click of a mouse – a particularly crucial factor for checking and validation.

We took a close look at BIM as part of two exciting pilot projects: the two tram line projects “Wiedner Hauptstraße” and “Universitätsstraße”, which came about thanks to the collaboration between our subsidiary Kallinger, the BIM Infrastructure (DCS) specialist group and the Civil Engineering Department of Vienna/Lower Austria. For both projects, 3D models of the tram route were already created during the bidding phase, and the operating units have already received a positive contracting decision for both projects. The use of 3D models will now also play an important role during construction.

The team led by division manager Johannes Kandler is supervising the road construction work on both projects. “The use of 3D models on the construction site is very promising,” says Johannes Kandler, delighted with the great potential for the future. “Among other things, we hope that this will simplify communication on the construction site and enable us to recognise potential sources of error at an early stage.” We are already benefiting in practice from the initial potential of this pioneering digital working method, and further collaboration between the departments involved is also planned in this spirit. And one thing is already certain: the exciting topic of BIM will continue to occupy us intensively in many respects in the future!

Digitalisation & Construction Services, BIM Infrastructure

Alexander Schreiber
BIM modelling, BIM Infrastructure specialist group

Thomas Gröninger
Team Leader BIM Infrastructure



“BIM offers a valuable shared knowledge resource throughout the planning, construction and utilisation phases.”

Alexander Schreiber
BIM-Modeler-Infrastructure Swietelsky AG

In the two Viennese tramway pilot projects “Wiedner Hauptstraße” and “Universitätsstraße”, we are already intensively testing the future of integrated digital construction planning using intelligent, BIM-based 3D models.

WE

Events & News

Page 61

Anniversaries

Page 64

Construction kit

Page 66

Events & News:



AU: Swietelsky Rail Australia wins gold at the Hunter Safety Awards

Swietelsky Rail Australia (SRA) scooped two awards at the recent 2024 Hunter Safety Awards: the award for Best Health and Wellbeing Programme (SME) and the prestigious WHS Business of the Year Award.



AU: BoostHER Professional Development Day

BoostHER was a transformational half-day event dedicated to supporting and empowering women in leadership or those who aspire to be.



AT: Vienna Business Run – SWIETELSKY team in the fast lane!

60 Swietelskys – one women's team, fourteen men's teams and five mixed teams – ran to top form at the Wien Energie Business Run on September 7th 2023. The run took place on the Danube Island for the first time – the demanding course in great weather challenged us SwieRunners. The results are impressive!



AT: Departure 2023

The 2023 autumn event was an inspiring gathering where Swietelskys from our countries came together to share ideas and consolidate the company's shared vision. It marked the beginning of an exciting journey where we are breaking new ground together and pursuing our goals with enthusiasm. Together we want to become better and better: Building ever better.



EN: SWIETELSKY in running fever – together through Ingolstadt

It was a day that will go down in the very special team memories of SWIETELSKY Deutschland Regensburg. With enthusiasm and pure energy, our Swie team ran into the limelight at the company run in Ingolstadt. Whether marathon professional or occasional jogger, each and every one of them showed what they are made of.



EN: SWIETELSKY on Track – Full throttle for the next generation

The spectators at this year's Bavarian Youth Kart Slalom Championships were thrilled to the very end. SWIETELSKY actively supported the youngsters as a sponsor.



HU: Pumpkin carving competition and magic Wednesday

To mark All Saints' Day/Halloween, we organised a pumpkin carving competition. Colleagues had the opportunity to carve the pumpkin together after work in the office or at home. A magician prepared various potions with the help of a little magic. The audience was enchanted!



HU: Parlour games evening

In smaller teams, we try out various parlour games – party, strategy, card and cooperation games. Good humour and lots of laughter are guaranteed.



HU: Training week

Traditionally at the end of the week, on Friday, a pig slaughter takes place in Celldömölk. The colleagues cut up the meat; various types of sausages, soup, schnitzel and other delicacies are prepared and eaten together at lunchtime.



HU: Fishing competition

The fishing competition took place for the thirteenth time last September. Colleagues and guests caught 1232 kilograms of fish at the fishing pond in Zsenye. In good humour and excellent company, the anglers with the best results received valuable prizes.



NL: Dutch Railway Days

This autumn, we took part in the first National Raildays. In the monumental locomotive sheds in Roosendaal, visitors and family members of our colleagues were able to experience how exciting, sustainable and innovative the railway sector is.



NL: Anniversary dinner

Without our employees, there would be no Swietelsky Rail Benelux. As a company, we are proud of our motivated and dedicated team of colleagues, which continues to grow every month. In addition to the constant recruitment of new staff, we are delighted with the great loyalty our employees show towards us.



NL: Pub quiz

Twice a year, a SWIETELSKY pub quiz is organised by and for our colleagues. More than 34 colleagues took part in last year's autumn edition. In over three hours and divided into six teams, they tested their general knowledge over a snack and a drink.



RO: Our new office in Bucharest

We are excited about the opening of our new office in Bucharest and are very pleased with the contemporary work-space. This new location will help to energise SWIETELSKY and we warmly welcome our colleagues who wish to visit us.



UK: Construction site visit in Krumpendorf

In March Swietelsky UK had the opportunity to visit a construction site in Krumpendorf am Wörthersee together with our client Network Rail HS1.

Schröcker,
Gert
Schumergruber,
Manuel
Schuschitz, Mike
Schütz, Peter

Schwab, Christian
Schwager, Andreas
Schwaighofer, Rupert
Schwank, Engelbert
Schwarz, Alois
Schweizer, Robert
Seidler, Beatrix
Seidl, Harald

Stipsits, Thomas
Stockenhuber, Markus
Stockenhuber, Martin
Stocker, Florian
Stöckl, Horst
Stöckl, Robert
Stoiber, Andreas
Strasser, Oliver
Strauß, Manuel
Strauß, Paul
Streibl, Thomas
Strangberger, Reinhard
Stromberger, Helmut
Stupan, Roland
Sucher, Marko
Suhr, Stefan
Suljic, Bahrudin
Sulzberger, Gerald

Villgratter, Hannes
Vuckovic, Zeljko
Wabnegger, Bibiane
Walder, Mario
Waldner, Andreas
Wandl, Patrick
Weber, Dietmar
Weber, Harald
Weber, Raphael
Weitgasser, Ferdinand
Werkl, Peter
Wetzlinger, Peter
Wetzlmair, Hubert
Wibmer, Alban
Wibmer, Florian
Wibmer, Klaus
Wientzek, Mariusz Jan
Wissflecker, Markus
Wildes, Andreas
Wildes, Christian
Wilhelmer, Robert
Willberger, Franz
Wimmer, Herbert
Wimmer, Markus
Windhagauer, Johannes
Winkelbauer, Brigitte
Winkelbauer, Franz
Winter, Christian
Winter, Markus
Wirth, Friedrich
Wolf, Jürgen

Seidl, Maximilian
Seir, Elisabeth
Seitinger, Markus
Sepperer, Franz
Serdarevic, Kasim
Siedl, Helmut
Silber, Gerald
Silly, Markus
Singer, Manfred
Sinn, Rainhard
Sinnhuber, Manuel

Süntinger, Johannes
Süß, Martin
Szendi, Ferenc
Szostak, Andrzej
Tamandl, Rene
Taschmer, Reinhard
Testen, Günther
Thaler, Kurt
Thaler, Markus
Thalhammer, Hubert
Thalhammer, Manfred

Wranschek, Martin
Wrattinschitsch, Franz
Wriessnegger, Gabriele
Wurnitsch, Alois
Yüksel, Nurettin
Zachbauer, Friedrich
Zadravil, Manfred
Zahirovic, Hasan
Zangerl, Fabian
Zangerle, Lukas Ernst
Zelzer, Robert

Felder, Kurt
Fercher, Simon
Fischberger, Johann
Fischberger, Manfred
Fladerer, Hubert
Flir, Stefan
Franz, Thomas
Frisch, Albert
Fuchs, Christian
Gabrys, Janusz
Gar, Maximilian
Gombasi, Imre
Gotsch, Martin
Gstrein, Alexander
Guhl, Daniel
Haider, Herta
Haidinger, Josef
Hebestreit, Rainer
Hopp, Max
Hochstöger, Günter
Hödl, Gernot Manfred
Horn, Karl-Heinz
Huber, Michael
Ivkovic, Gislav
Jambrosic, Ivan
Jezak, Krzysztof
Jurkowski, Pawl Jozef
Kaar, Dominik
Kaiser, Hubert
Kala, Andreas
Kasper, Christoph
Kaufmann, Ewald Franz
Kaufmann, Hannes
Kießling, Frank
Kieslinger, Hermann
Knabl, Florian
Knapp, Christian
Kofler, Marco
Kohlroser, Gottfried
Kollmer, Adolf
Kovac, Vladimir
Krollsenbrunner, Fred
Lechleitner, Simon
Leese, Paul
Lehner, Manuel
Lerchegger, Nina

Senfter, Josef
Stadler, Daniel
Steiner, Markus
Stiedl, Christian
Stockreiter, Manuel
Strasser, Benjamin
Strang, Georg
Sürücü, Mefa
Szablicki, Lukasz
Szablicki, Michal
Szilaj-Varga, Jozsef
Teller, Jörg
Thaler, Markus
Thurnher, Oliver
Tidl, Nicolas
Todorovic, Milijan
Vrbancic, Milan
Wagner, Gertrud
Weißl, Bernhard
Weidenauer, Alexander
Weinberger, Markus
Weininger, Manfred
Wildgatsch, Martin
Windning, Helmut
Wir, Bernhard
Xhakmani, Sherif
Yilmaz, Fikret
Zach, Hannes
Zauser, Roland
Zakiri, Tadzedin
Zellner, Josef
Zraunig, Martin

20 Years

Barbic, Sarafin
Bichler, Josef
Biedermann, Heimo
Bojanovic, Gordana
Brandl, Franz
Cavus, Adem
Demir, Orhan
Entler, Jürgen
Götz, Holger-Thoralf
Greiter-Lentsch, Alexander
Groß, Markus
Groschedl, Werner
Gutenthaler, Hannes
Hahn, Marcel
Hartig, Martin
Hartl, Marco
Hegen, Petra

25 Years

Adam, Ewald
Angermann, Oskar
Bernhauer, Thomas
Bichler, Martin
Blechlinger, Rene
Bobicanec, Davor
Brunnmaier, Günther
Dausch, Manfred
Demelmaier, Josef
Egger, Gernot
Galsterer, Rainer
Gehmacher, Josef
Gosch, Richard
Grasmuk, Markus
Hiebl, Andreas
Keller, Wolfgang
Kopp, Johannes
Kratzer, Martin
Kustec, Zlatko
Leitner, Herbert
Leitner, Klaus
Ninaus, Josef
Novinic, Ratko
Raasch, Daniel
Rainbacher, Harald
Rappold, Maximilian
Ruech, Andreas
Ruhri, Karl
Saalbach, Uwe
Schönherr, Peter
Schwarz, Bernhard
Steininger, Oliver
Strauss, Karl
Sundl, Manfred
Trinkl, Wilhelm
Tripolt, Markus
Walch, Thomas
Wendler, Thomas

30 Years

Adem, Talat
Ajredini, Kasum
Bilali, Zejnula
Bojanovic, Miroslav
Djukic, Milan
Dworschak, Karl
Eichmann, Walter
Falkner, Harald
Forster, Johann
Fuchsberger, Michael
Gajdorné, Kemény Jutka
Galler, Hubert
Grobauer, Thomas
Grüblinger, Josef
Gugganig, Bertram
Gundolf, Josef-Gottlieb
Halliti, Fatmir
Hauser, Kurt
Holler, Gerald
Kaufmann, Alfred
Kestel, Matthias
Kopranovic, Blaze
Krauss-Kos, Guido
Kronawetter, Eveline
Kusic, Andrija
Madnitzer, Herbert
Miletic, Savo
Neumeister, Robert
Oberlechner, Jakob
Plotter, Christoph
Reinstadler, Dietmar
Schabes, Helmut
Schiechtel, Lukas
Schopper, Markus
Simetinger, Christian
Skalniak, Włodzimierz
Straub, Herbert
Waschnig, Harald
Wiedner, Günther
Zechner, Wolfgang

35 Years

Aniballi, Hannelore
Bachinger, Franz
Bernhart, Kurt
Edl, Erol
Ferberberger, Wolfgang
Geischnek, Christian
Grill, Alfred
Hahn, Johannes
Hauers, Wolfgang
Hödl-Sundl, Robert
Ladner, Markus
Lechleitner, Norbert
Mondl, Rudolf
Pipp, Andreas
Puchegger, Gottfried
Reisinger, Franz
Rosenberger, Wolfgang
Röbl, Gerald
Unger, Josef
Wagner, Günther
Wimmer, Josef
Zierfuss, Franz

40 Years

Baumann, Johann
Böcklinger, Franz
Dollnig, Herbert
Dürberger, Peter
Frisch, Erwin
Hütter, Rudolf
Meigl, Josef
Stangl, Anton
Wagner, Johann

Sojer, Michael
Sommer, Sabine
Sowada, Roland
Sperz, Walter
Spindler, Martin
Spörk, Anton
Stankovic, Miroslav
Steinbauer, Stefan
Steiner, Gerhard
Steiner, Kurt
Steiner, Lucas

Thaller, Franz
Thalmaier, Sebastian
Thurner, Josef
Thurnhofer, Martin
Tilg, Robert
Tischler, Dietmar
Tischler, Hannes
Tischler, Stefan
Tomandl, Rainer
Traby, Alexander
Traby, Alexander

Zengin, Bahattin
Zitzenbacher, Patrick
Zlany, Franz

Löbl, Alois
Maier, Stefan
Malin, Martin
Mark, Bernhard Karl
Maurer, Anna
May, Markus
Mayer, Daniel
Meier, Andreas
Meixner, Siegfried
Muharemovic, Edvin
Mühlbacher, Claudia
Mujkanovic, Hamdija
Nemeth, Zsolt
Neuhold, Daniel
Obermoser, Mark
Öffel, Reinhard
Oswald, Werner
Ötzbrugger, Gernot Johann
Payerl, Josef
Pfeffer, Christian
Pfeifer, Rudolf
Pranger, Andreas
Prügger, Gerhard
Radakovic, Vaso
Radde, Dirk
Ramsauer, August
Rettenbacher, Patrick
Röble, Stephan
Rottensteiner, Karsten
Rotter, Andreas
Rózsavölgyi, Sandor
Sabin, Walter
Saibold, Alois
Sakic, Mehmed
Schellander, Emanuel
Schmeisser, Ellen
Schmid, Franz
Schmidt, Stefan
Schneeg, Florian
Scholz, Matthias
Schwarz, Manfred
Schwenzfeier, Andreas

Hinterberger, Christian
Höbart, Erwin
Kapeller, Alfred
Keszei, Tamás
Klenner, Josef
Koc, Ali
Koch, Alfred
Kreuzer, Helmut
Künstner, Karl
Lang, Ingrid
Lattner, Michael
Leisl, Martina
Lottes, Wolfgang
Maaß, Franz
Madurski, Manuel
Marakovits, Phillip
Markert, Dieter
Mitterer, Roland
Müller, Volker
Muric, Hasan
Nemansky, Wolfgang
Neuner, Richard
Partoll, Jürgen
Parzer, Roland
Poinsingl, Fritz
Pronegg, Rene
Pühringer, Leopold
Ranalter, Norbert
Ratheser, Michael
Razemberger, Daniel
Reif, Rudolf
Reiter, Almuth
Sailer, Wilfried
Scharf, Dirk
Schmid, Martin
Schmeider, Manfred
Schranz, Michael
Slijivo, Mustafa
Steinbauer, Robert
Störl, Rainer
Suppan, Alois
Szove-Juhász, Barbara
Weiß, Markus
Weiß, Uwe
Wellisch, Josef
Wieland, Florian
Wiesler, Wolfgang
Wille, Florian
Wura, Mario
Wutti, Alfred
Zettel, Gerald
Zwicknagel, Sascha

15 Years

Apel, Rainer
Aytac, Yusuf
Baron, Pawel Jozef
Barton, Zygmunt
Bauer, Markus
Beigl, Moritz
Beisteiner, Marco
Binder, Günther
Braun, Peter
Brunner, Jürgen
Buchl, Ronald
Cavkusic, Semir
Czerner, Edward
Czichon, Dawid
Dervisagic, Tarik
Dolinar, Kathrin
Dörner, Helmut
Eisgruber, Andreas
Estevez Duran, Elvis Antonio
Fazliu, Jeton

Trautnig, Reinhold
Treippl, Manfred
Trobos, Alexander
Trondl, Andreas
Tschiderer, Werner
Tschlatscher, Markus
Udel, Peter
Undesch, Helmut
Ünlü, Bayram
Untermoser, Ronald
Untersteiner, Bernhard
Unterwating, Franz
Unterwiesing, Josef
Urbanek, Dennis
Valentin, Dieter
Veit, Johannes
Venier, Manuel



SWIETELSKY modular system:

DIY: Hello, nature fans!

Spring is awakening and the first flowers are blooming. This also pleases the insects. Do you want to give the little crawlers in your garden a cosy home? With a self-built insect nesting aid, you can help many useful insects find a safe place to live and breed. Not only is it exciting to watch the busy bees and beetles move in, but you are also doing something good for nature.

So grab your favourite building material, saw and drill and let's build an insect hotel together!

Materials

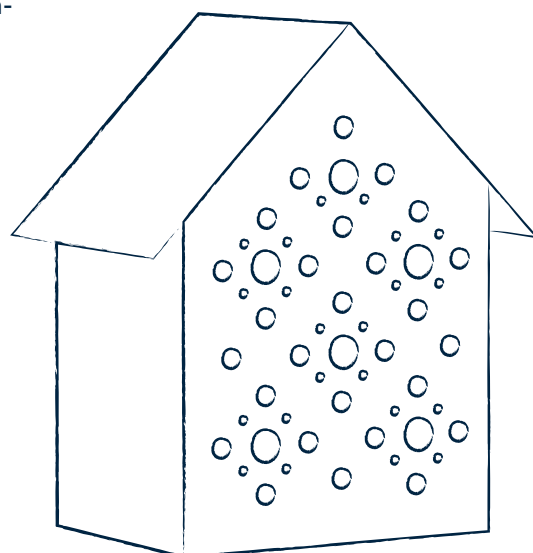
- Wood, bricks or bamboo
- Drill bits with different diameters
- Sandpaper
- Environmentally friendly paint and brushes
- Roofing felt (optional)

- 1. Preparing the material:**
Depending on the material you want to use, prepare it. For wood, this means sawing it into the desired shape and sanding the surface. Bamboo can be cut to a uniform length. There is not much to do with a brick.
- 2. Drill holes:**
Drill different diameters of three to six millimetres using a drill bit. The depth should correspond to the full length of the drill bit. Bamboo and bricks already have cavities and have a clear advantage here.
- 3. Assembly:**
Assemble the prepared materials into a housing. You can tie the bamboo tubes together with string or wire.
- 4. Paint:**
Paint the outer housing with an environmentally friendly paint. Avoid chemical treatment of your materials at all costs so as not to endanger the insects.
- 5. Installation:**
Fit the nesting aid with a suspension bracket and attach it to a suitable location

Your nesting aid is ready! Make sure that its entrances are smooth and free of ridges. Place it in a sunny, sheltered spot. You will see: Soon the first visitors will move in and enrich nature. Thank you for your help – let's continue to support the environment together as we build – together we are part of the solution!

#buildingeverbetter tip:

If you are building a roof, you can cover it with roofing felt or a strong film – simply bend the ends downwards and staple them down. This will extend the lifespan of your insect hotel many times over – especially when building with wood or bamboo. It also makes your structure look absolutely professional.



Who builds what?

Building is definitely an exciting business. Not only because you build ingenious structures – sometimes you also come across interesting discoveries. Go on a search for clues: Do you know which picture belongs to which project? You'll find the answers here in the booklet. Enter the page number of each photo.

Found all the pictures?

Then please send us the solution to kommunikation@swietelsky.at by the end of July 2024 and win great SWIETELSKY items! Ten prizes will be drawn from all entries. Legal recourse is excluded.



A:



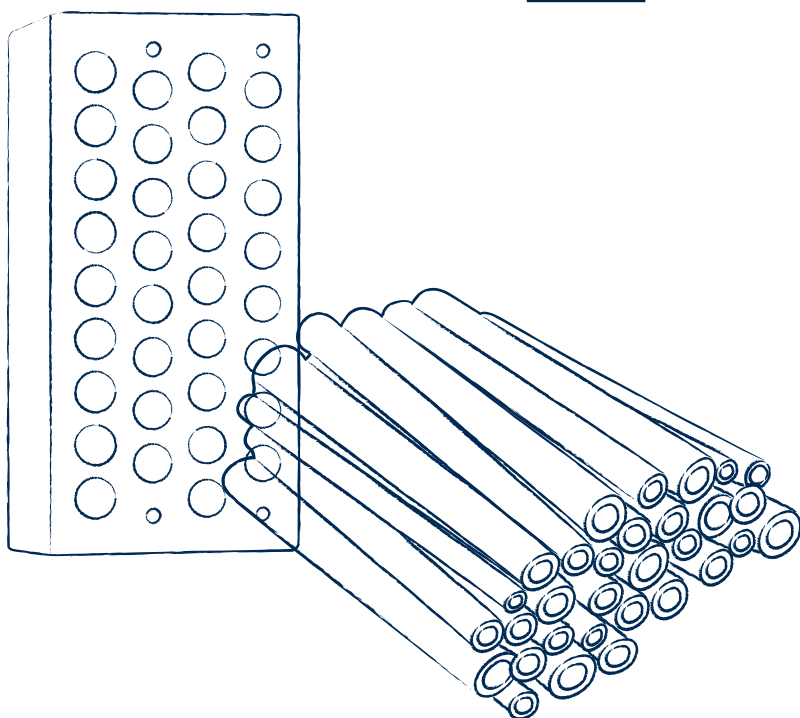
B:



C:



D:



We work for people.
We are part of the solution.
We shape the future.
Building ever better.



#buildingeverbetter