



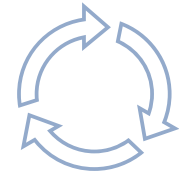
Space  
to

# CHANGE

# Highlights

# 2020

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**+7,586t**  
Material  
recycled

**-10.5%**  
GHG emissions  
target met in 2020

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Seal of  
quality for  
Workplace  
Health  
Promotion  
**2020-2022**

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Awarded   
**EcoVadis Gold**

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**ISO 50001:2018** Austria-wide  
energy management certification

> EUR  
**7bn**  
Stable order  
backlog

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**+17.8%**  
Women in middle and  
lower management

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**+114.5%**  
Increase in  
self-generated  
energy

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# About this report

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## Reporting practices and framework

PORR reports annually on its Corporate Responsibility (CR) activities. The last report came out in April 2020 and was based on the standards of the Global Reporting Initiative (GRI) and the Austrian Sustainability and Diversity Improvement Act (NaDiVeG).

GRI  
102-46  
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This Sustainability Report is a non-financial report pursuant to Section 267a of the Austrian Commercial Code and in accordance with Section 243b of the Austrian Commercial Code. It is targeted at all stakeholder groups of PORR AG and covers the business activities from 1 January to 31 December 2020. It has been produced in accordance with the GRI standards, "Core" option. Parallel to this, PORR has shown how the material topics and corresponding measures stand in relation to the Sustainable Development Goals (SDGs). The measures have been evaluated in terms of the contribution they have made to the SDGs and are cross-referenced in the report.

GRI  
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Accounting for around 96%, the most significant share of production is generated on the home markets of Austria, Germany, Switzerland, Poland, Czech Republic, Slovakia and Romania. As is the case for the Annual Report, the reporting sphere includes the project markets of Qatar, Norway and the United Arab Emirates. Country-specific sustainability reporting focuses on the significant PORR markets listed above. Compared to the 2019 Sustainability Report, for the first time the current report encompasses the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The most important area-specific KPIs are presented directly in each chapter in the

form of a three-year overview. All country-specific figures are shown beside comparative data for the previous years wherever possible and can be found in the appendix to this report. KPIs affecting the entire PORR Group are marked as such in the respective heading.

## External assurance

This report has been submitted for an external audit by Wirtschaftsprüfungs- und Steuerberatungsgesellschaft BDO Austria GmbH. Pursuant to Section 96 Paragraph 1 of the Austrian Stock Corporation Act, this report has been checked by the Supervisory Board. In addition to this report, PORR provides information on its sustainability engagement in the Annual Report and online at [porr-group.com/en/group/sustainability](http://porr-group.com/en/group/sustainability).

GRI  
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## Additional information

The sustainability topics of relevance to PORR were determined by means of a Group-wide stakeholder survey conducted in 2019 and are presented in a materiality matrix. The analysis is based on the requirements of the GRI standards and on the topics of the relevant sustainability rating and the peer group.

The risk assessment corresponds to the requirements of NaDiVeG. The risks identified in the course of workshops have been assessed in terms of implications and probability of occurrence, before being evaluated, consolidated and entered into a matrix. These have been assessed by the CR Steering Committee to see if they are up to date, which has led to some slight adjustments. Appropriate countermeasures have been identified for the items listed as top risks, some of which have already been implemented.

GRI  
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## Your contact partner

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# Making a difference through sustainability More transformation – more opportunities

GRI  
102-14

The year 2020 has demanded a lot from all of us and above all has shown how quickly change can occur at multiple different levels. The pandemic has rapidly pushed many topics to the top of the agenda, society's values have changed, the focus on health and safety aspects has grown stronger. Taken as a whole, we have been and are still facing major challenges, albeit ones that we also see as opportunities. They will give PORR the chance to evolve and to become even more efficient.

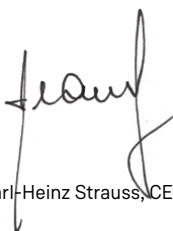
The COVID-19 pandemic and its consequences – such as the local lockdowns, subcontractor failures and the requisite revaluation of projects – led to a decrease in PORR's business KPIs. We also observed negative tendencies in some economic and social areas. That's why we are even happier with the highlights of the reporting year – especially the increase in the percentage of women in management and those in training to become future managers. This is in line with the UN Women's Empowerment Principles, that we have been supporting since last year. Our Group-wide Health Day was another pleasing development, as was the Group-wide customer satisfaction survey – now digital. Also the introduction of a supplier audit, doubling the amount of self-generated energy, increasing materials recycled and reducing water consumption. We are especially proud of a change that has elevated the issue of sustainability to a new level: We have established a Supervisory Board committee for sustainability that will meet regularly from 2021.

The political focus at present is on reinvigorating the economy. At the same time, we have observed that the trend towards sustainable finance continues unabated. Climate protection has been accorded greater priority with the EU taxonomy regulation in force since 2021 and its six environmental objectives. Here we are pleased to report that we have not only achieved the reduction target set for 2020 in GHG emissions, but even surpassed it.

In order to be even more transparent towards our stakeholders, PORR is gradually implementing the climate-reporting recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). For example, the comprehensive sustainability goals in this report are now accompanied by a clear timeframe for the first time. Furthermore, we now also report the emissions performance in the area of upstream raw materials transport and our energy-specific data collection now factors in energy consumption at major construction sites as well. This is also the main reason for the increase in overall energy consumption.

Also pleasing was the recognition of our sustainability engagement in the areas of supply chain, diversity and health, that we received from external bodies. Here we were again awarded Gold by EcoVadis, retained our Financial Times ranking as a Diversity Leader and received the seal of quality for Workplace Health Promotion. This makes us proud and further inspires our commitment to sustainability.

Sincerely, the Executive Board



Karl-Heinz Strauss, CEO



Andreas Sauer, CFO



Josef Pein, COO



Jürgen Raschendorfer, COO



Josef Pein, COO

Karl-Heinz Strauss, CEO

Jürgen Raschendorfer, COO

Andreas Sauer, CFO

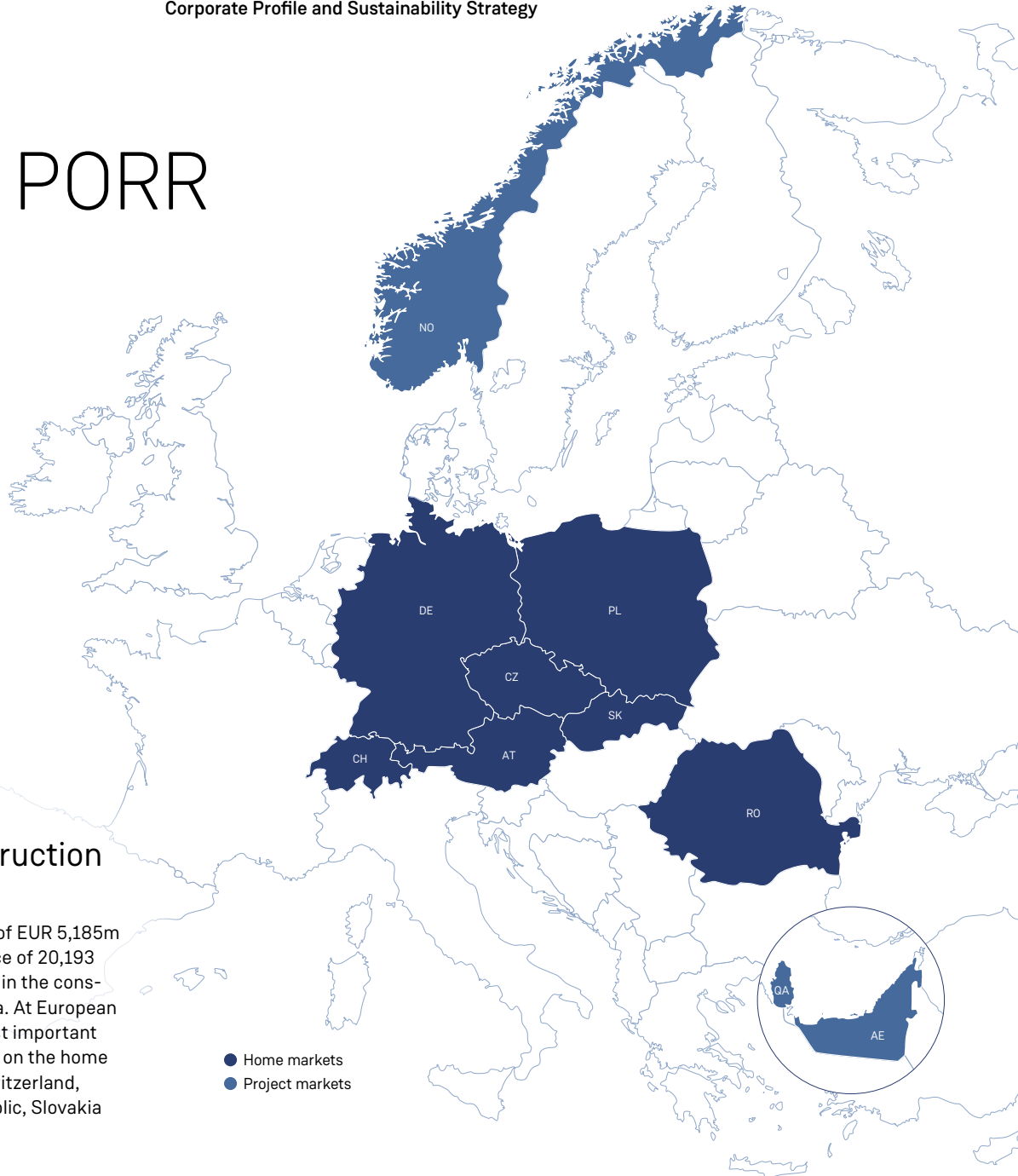


Corporate Profile and  
Sustainability Strategy



# About PORR

GRI  
102-1, 102-2, 102-3,  
102-4, 102-5, 102-6,  
102-7



## Leading construction company

With production output of EUR 5,185m and an average workforce of 20,193 people, PORR is a leader in the construction sector in Austria. At European level, it is one of the most important construction companies on the home markets of Germany, Switzerland, Poland, the Czech Republic, Slovakia and Romania.

- Home markets
- Project markets

## Seven home markets in Europe

PORR's focus lies in its seven European home markets of Austria, Germany, Switzerland, Poland, the Czech Republic, Slovakia and Romania. Around 96% of total production output is generated on these markets, in which PORR offers its entire range of services – from design to build to operations. In addition, the company operates on a highly selective basis in selected project markets such as Qatar, the United Arab Emirates (UAE) and Norway. Here PORR offers its export products, thereby promoting its extensive expertise in tunnelling, railway construction and specialized civil engineering at an international level.

## Stable core shareholder

The core shareholders take a long-term approach and support the PORR strategy. The Strauss-Ortner syndicate holds 53.7% of shares, the remainder are in free float.

### Core competency – construction

PORR has been successfully realising complex construction projects in building construction and civil engineering for over 150 years. As one of the few infrastructure specialists on its seven home markets, the company covers the entire value chain for infrastructure projects. Its goal is to continue to expand the company's leading position as a design-build contractor. Furthermore, as a technology leader, PORR increasingly applies networked and innovative solutions to design and construction and is proactively driving forward digital advances.



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### **Economic performance**

In 2020 PORR generated production output of EUR 5,185m. The decrease of 6.9% was largely attributable to the temporary closure of construction sites in Austria caused by the pandemic. Moreover, COVID-19 caused interruptions to output through travel restrictions, local lockdowns, subcontractor failures and project delays. The direct and indirect impacts of the pandemic and the revaluation of projects led a correction to be issued to the 2020 earnings forecast already in November. Accordingly, earnings before taxes (EBT) were negative and totalled EUR -51.0m. The order backlog – adjusted for the projects A1 Leverkusen Bridge and H51 Pforzheim – Brenner – amounted to EUR 7,067m at year-end 2020 and remained at a high level. The cushion of orders thereby continues to exceed one year’s output. Multiple new large-scale orders were acquired, especially in German and Austrian residential construction as well as railway and road construction.

### **“PORR 2025” future programme**

The PORR strategy remains unchanged and focused on the long term. The “PORR 2025” future programme began in 2019 and aims to

substantially strengthen PORR as a group during the ongoing structural shifts in the construction sector. Numerous analyses were conducted in the year under review in the four action fields of Markets, Organisation, Operational Analysis, and Digital Opportunities, and measures were derived from this analysis, all in pursuit of a single aim: PORR wants to create sustainable long-term value. Further details are given in the 2020 Annual Report from page 54.

The future programme focuses on four action fields:

**Markets:** The company remains convinced of the long-term potential of its seven European home markets. The strong growth in recent years has allowed PORR to secure a powerful market position in many regions that should be maintained and expanded in the future.

**Organisation:** Following the growth of recent years and as part of its strategy implementation, PORR initiated an organisational realignment in 2019. Uniform standards and processes across the Group provide a framework for intelligent and profitable growth.

Operational analysis: The changing market backdrop and PORR's strong growth over the past few years have necessitated a review of cost structures at every level.

Digital opportunities: The need for transformation in the construction sector has led to a massive rise in terms of technology. Digital, connected solutions across the entire construction value chain and new, data-based business models are the main focus here. This will open up new dimensions in terms of future potential.

**Staff**

In 2020 PORR employed 20,193 people on average. This represents an increase of 1.8% against the previous year, which primarily resulted from growth in Austria of 3.1%. The rise was less pronounced on PORR's foreign markets at 0.4%. In Romania there was a significant staffing increase caused by the growth in output, while in Norway and Slovakia there was a reduction in staffing levels from changes in the project structure.

In relation to COVID-19, from the beginning respectively middle of March, staff members in Austria, Germany and Switzerland were registered for the short-time work model. After three months they were deregistered again in almost every division - in Switzerland this even occurred after two months for some employees. In every country, PORR only drew on short-time work aid where absolutely necessary.

PORR uses targeted measures to strengthen the motivation and performance ability of its employees as well as their potential for innovation and social skills. Promoting women at every level of the hierarchy is another important goal for PORR. Numerous measures led to an increase in the percentage of women in training to become future managers from 19.4% in 2019 to 22.2% in 2020.

82.4% of upper management were locally recruited in Austria and 100% in both Germany and Poland. There is no corresponding level on the other PORR markets.

**Quality management**

The PORR quality management system contains all relevant processes and regulations that help to fulfil external and internal requirements. It forms the basis for the Integrated Management System (IMS) that transforms the Group-wide corporate targets at operational level, defines the relevant key processes, and is aligned towards integrated and Group-wide certification from the earliest phases. A standardised process map promotes procedural understanding, assigns clear responsibilities and optimises cooperation in the company. As part of opera-

tional project management, quality assurance serves to safeguard and qualitatively improve products and services in terms of customer satisfaction. The four-stage process is divided into the planning phase (plan), realisation phase (do), monitoring phase (check), where target and actual criteria are also compared, and the improvement phase (act), where correctional measures are introduced to address any shortcomings. All process steps are documented with appropriate test records. The efficacy of correctional measures is regularly evaluated as part of a continuous improvement process (CIP).

**Customer satisfaction**

Customer satisfaction is a significant success factor in the construction business and has been anchored into the PORR management system as a standardised process. The uniform recording, measurement, evaluation and ongoing optimisation serve to safeguard and continuously improve customer satisfaction. Measuring satisfaction is carried out at multiple levels and in different project phases. The satisfaction assessment sometimes takes place during customer meetings at tender or contract negotiations or in the course of project management. The most important tool for measuring customer satisfaction is the digital customer satisfaction form implemented during the period under review. This can be filled out via a link in the course of the project handover to clients - with options for doing so with the PORR project management or anonymously. The set of questions in the digital survey tool is available in multiple languages and addresses topics such as environmental and social affairs, project and contract management, cooperation between project participants, management systems e.g. in relation to labour, health and safety protections, as well as the specialist knowledge and soft skills of staff members. Now available in real time, the customer satisfaction findings are applied for internal continuous improvement processes and influence the annual management review. In contrast to the original plan in 2019, customer satisfaction measuring has not been realised as a country-specific pilot project but was instead rolled out across the Group already in 2020.

**Risk management and climate change**

Efficient risk management and the internal control system (ICS) are essential prerequisites for economic success. The ICS is aligned to mandatory EU standards and includes the assessment of operating risks and the proper implementation of organisational processes to all accounting and reporting processes in the Group. The risk assessment process contains quantitative analyses of opportunities and risks that are also applied to various forms of management documentation. More information

GRI 102-8

GRI 202-2

SDG 8

GRI 102-15 102-30

is provided in the 2020 Annual Report from page 98. PORR monitors new developments and is in close contact with regulators and NGOs. In addition to performance and finance risks such as those related to the market, liquidity, interest rates, currency exchange, procurement, borrowing and capital risks, the Group-wide risk management also covers social and environmental risks. The goal of the company is to counteract in a timely manner any risks related to quality, the environment, social affairs and health and safety. Topics such as the shortage of skilled labour, wage dumping, social dumping, unfair competition or breaches of human rights are all issues that are especially relevant in relation to the supply chain. A detailed overview of the material risks and their impacts on non-financial issues pursuant to the Sustainability and Diversity Improvement Act can be found from page 76.

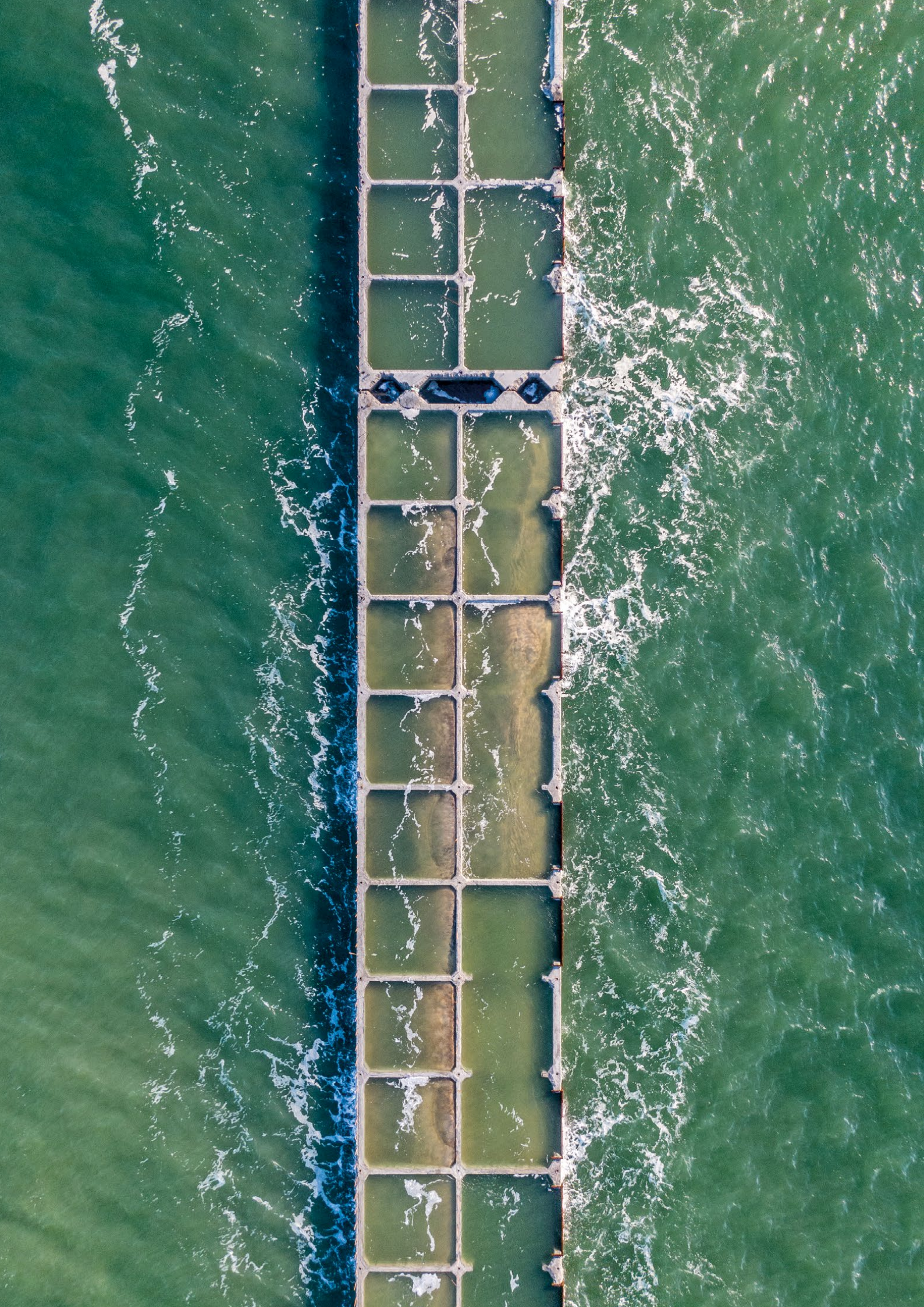
Due to changing framework conditions in the environmental and economic sectors, PORR is affected both directly and indirectly by risks arising from or exacerbated by climate change. Climate risks are divided into physical risks and transition risks. While the former relate to potential natural hazards such as extreme weather events, changes in precipitation patterns or rising temperatures, transition risks relate to economic, legal, political or even societal changes. A detailed overview of the reciprocal effects of climate change and PORR's business activities can be found on pages 74 and 75.

Energy efficiency and the related issue of CO<sub>2</sub> emissions are determined by the specialist units using context analyses, SWOT analyses and Pestel analyses (opportunities/risks). These

then serve as a basis for conversation at the annual management review with the Executive Board in which the future strategy and department-specific goals and related measures are discussed, prioritised and approved for implementation. A review is then undertaken by the Supervisory Board in the course of checking the Sustainability Report. The extent to which goals have been met and progress made is monitored annually. In addition, specific environmental aspects are cited in the management handbook, in the opportunity and risk management guideline, and in the risk checklist. The risks listed there are presented on the basis of the management documentation risk landscape in a coordinate-based system of probability of occurrence and the impact or extent of damage, whereby the respective areas are accompanied by instructions ranging from "immediate need for action" to "monitoring, no action needed for the time being". Key environmental aspects are also analysed, prioritised, translated into a set of measures and approved for implementation by the CR Council at half-yearly intervals. The Operational Management organisational unit, founded in 2020, also attaches high priority to the topic of energy – especially as it relates to optimising construction site logistics. Information on emissions performance as well as energy and emissions-specific targets and whether they have been met can be found on pages 15 to 17 and in the chapter Energy and emissions.

In light of the high relevance to the company, from 2021 climate-related risks will be analysed and monitored even more systematically by risk management also with regard to the resilience of the existing business model.

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201-2



# Sustainability strategy

Responsible corporate management is the foundation of our economic success and is embedded deep in our corporate strategy. PORR embraces its responsibility for the environment and for society in every one of its action fields.

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102-15

The high amounts of energy and resources consumed mean that the impacts of PORR's business activities on society and on the environment are both severe and multifaceted. The topic of sustainability has gained additional relevance in the construction industry through the new EU taxonomy regulation as well. The company does justice to the demands of the industry and the markets through global, forward-looking thinking and by continuously adjusting construction processes to meet the new challenges faced. As a company that acts sustainably and operates internationally, PORR is committed to continuously improving its energy efficiency and thereby reducing its energy consumption. Another focal point lies in increasing resource efficiency. Improved material recycling, developing new construction materials and methods, as well as more efficient construction-site logistics are significant factors in terms

of both costs and competitiveness. Last but not least, recycling raw materials not only helps to reduce procurement risks such as supplier bottlenecks or the cost of materials. Factors like the health and safety of the workforce are a central pillar of the company's business activities and strengthened by numerous measures and initiatives. Against a backdrop of the growing lack of skilled labour, PORR continues to focus on personnel development. By individually nurturing and developing the strengths and competencies of separate staff members, the company's ability to innovate should be maintained, knowhow secured and competitiveness further increased.

The principles of sustainable corporate management are anchored in the PORR sustainability strategy, the latest version of which can be found on the PORR website. The vision below is part of the sustainability strategy.

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## OUR VISION

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PORR strives for sustainable economic success through socially and environmentally sound action.

- Sustainable value chain
- Climate protection and adjustment of the business model
- High occupational safety and workplace health promotion
- Securing an inclusive and appreciative work environment where everyone is valued
- Circular economy and related innovation
- Preserving natural life resources for generations
- Proactive stakeholder engagement
- Strengthening resilience



GRI  
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102-19  
102-31

### Responsibility and steering

Together with the CR Steering Committee, the CR department evaluates and adjusts the sustainability strategy annually along with the target definitions and accompanying set of measures. The CR Steering Committee is a cross-departmental network of experts from Quality Management, Environmental Engineering, Building Certification, Human Resources, Technology Management, Occupational Health and Safety, Procurement, Group Management, Group Accounting, Risk Management, Compliance, Equipment Management, as well as Energy Efficiency and Waste Management. Proposals on prioritising planned sustainability measures are made by different people including the CR Project Team, which is active across the Group. This team compares best-practice examples or lessons learnt from the PORR markets and highlights any areas where action needs to be taken.

As the coordinating body, the CR department has regular exchanges with the PORR stakeholders. All measures are supported by the highest control bodies and the PORR Executive Board is involved in all sustainability issues: The status quo of the set of measures is discussed as part of the CR Council, the highest decision-making level for sustainability issues, which meets every six months and determines any further course of action. The issues are also addressed in the regular management reviews, which are based on the annually updated context analyses, SWOT analyses and Pestel analyses, or in project-specific coordination meetings to discuss sustainability issues where required. In addition, the sustainability report is discussed, reviewed and approved at the Supervisory Board meetings.

GRI  
102-20  
102-21  
102-32

SDG 16

# Three pillars of sustainability

PORR's sustainability strategy rests on three pillars: Economy, Environment and Social. The three action fields are derived from the materiality analysis, which provides the basis for defining the goals and corresponding measures. PORR promotes an integrated approach to achieve sustainable models for the future while incorporating the three interlinked sustainability dimensions.

## Economy

The important contribution to local economic development and the pursuit of long-term business success are part of the continuous dialogue with the PORR stakeholders. In addition to fair competition, the uppermost maxim is upholding the law, i.e. strict adherence to local provisions, guidelines, standards and labour law. Any form of corruption or bribery is prosecuted without exception. Guidance is provided by the PORR Code of Conduct for employees. Alongside the issue of risk management, customers are accorded top priority through the standardised measuring of customer satisfaction. At PORR a customer-oriented approach is visible in the quality of the services rendered as well as in factors like adherence to deadlines, flexibility, and meeting technological and economic targets. When choosing business partners, suppliers etc., and when reducing outsourced risks in the value chain, PORR insists on seamless adherence to the principles laid out in the Code of Conduct for business partners. The company remains in close contact with its suppliers and service providers in order to guarantee sustainability in the entire value chain. PORR is also present in the steadily growing "Green Finance" market with a type of bonded loan known as a "Green Schuldschein" and a revolving cash facility whose credit margin is tied to the annual sustainability rating awarded by EcoVadis.

## Environment

PORR has pledged to make a key contribution to environmental protection and engages in targeted research and development for this purpose. It strives to minimise its environmental footprint and continuously improve measures for climate protection. The initiatives cover the entire value chain, including the step-by-step implementation of climate reporting recom-

mendations made by the TCFD for companies and investors. Energy-efficiency measures, substituting renewables for fossil fuels, as well as the development and use of sustainable products and services all help to reduce pollutant emissions. PORR takes current environmental questions into account when making corporate decisions and when managing its resources and infrastructure. The increasing scarcity of resources and related price hikes are being countered with careful use of resources and through recycling. Environmental opportunities are utilised and risks are reduced, the resultant impacts are analysed precisely and appropriate solutions and countermeasures are developed and applied. Here PORR is committed to innovation and investments in technological solutions as well as knowledge transfer between internal and external stakeholders. In cooperation with local partner companies, methods are developed that have the greatest possible impact on environmental protection.

## Social

The growing digitalisation of the world of work demands a modern, forward-looking corporate culture that focuses on the wellbeing of every single member of staff. In the field of occupational health and safety PORR insists on strict adherence to safety rules and practices and provides every worker with a safe and healthy working environment. Workplace health promotion and occupational health and safety are part of ongoing quality assurance and facilitate process-driven analysis. With a broad range of further education and training options, the company is committed to nurturing the potential of every individual. At the same time, the diversity of the approximately 20,000 employees from 87 nations should be utilised even more effectively and the conditions for a better work-life balance should be put in place. Customer focus, awareness of environmental and safety issues, as well as raising awareness of the company's responsibility towards society are all supported by a sector-specific roadmap. PORR's commitment to the community and social engagement is reflected in its support for selected organisations and institutions that pursue humanitarian, societal, charitable, educational or cultural objectives.



# SUSTAINABILITY GOALS

## Economy

	2020
<b>Social and environmental standards in the supply chain (SDG 3, 8, 13, 15)</b>	
Evaluating an SAP-based supplier management system	✓
Implementing a set of sustainability criteria for procurement	✓
Implementing responsible sourcing	✓
<b>Ethics and compliance (SDG 16)</b>	
Further developing the high compliance standards	✓
Conducting regular audits to keep certification	✓
Continuing with Group-wide anti-bribery and compliance training	✓
<b>Science and technology (SDG 8, 9)</b>	
Delivering the strategy plan for further digitalisation of corporate, labour and construction processes	✓
<b>Contributing to the local economy (SDG 8, 10)</b>	
Group-wide rollout of standardised feedback sessions with clients	✓
Introducing a regular forum for stakeholder dialogue	✓

## Environment

<b>Energy and emissions (SDG 7, 13)</b>	
Reducing specific GHG emissions by at least 1.5% per year versus 2015, by a total of 7.5% by 2020	✓
Blanket introduction of an energy management system	✓
Increasing the percentage of renewable, environmentally friendly energy to over 10% by 2020	✓
Continuing the energy-efficiency measures in equipment and fleet management	✓
<b>Waste management (SDG 15)</b>	
General reduction in waste	✓
<b>Water (SDG 6, 15)</b>	
Further developing methods that conserve resources in foundation engineering, building construction and civil engineering	✓
<b>Sustainable buildings and constructions (SDG 3, 7, 11, 12, 13)</b>	
Continuation of energy-efficiency measures in building management	✓

## Social

<b>Health and safety (SDG 3)</b>	
Continuing with occupational health and safety training	✓
Group-wide introduction of Last-Minute Risk-Analysis card	✓
<b>Upholding human rights (SDG 8, 16)</b>	
Protecting and promoting international human rights	✓
<b>Further education and training (SDG 4)</b>	
Expanding e-learning offers	✓
Continuation of digIT LearningMap to increase average length of training*	✓
Implementing porr_academy in the home markets	✓
General increase in the percentage of apprentices, specific target for Austria of 5%	✓
Strengthening the competencies of women to increase the percentage of women at every level of the hierarchy	✓
<b>Diversity and equal opportunities (SDG 5)</b>	
Cement diversity as fixed focal topic in training for future managers and general education programme	✓
Rollout of "We@PORR" on all PORR markets	✓
Raising awareness of diversity-specific topics through communication, networking, role models etc.	✓

✓ Achieved

\* 2020: Decrease caused by COVID-19

# SUSTAINABILITY GOALS

	Target horizon		
	2025	2030	Status quo
Economy	<b>Social and environmental standards in the supply chain (SDG 3, 8, 13, 15)</b>		
	Group-wide rollout of SAP MM and SAP ARIBA	⊙	⊕
	Implementing an energy database for purchasing	⊙	⊕
	Introduction of ISHAP with complete coverage (personnel documentation system)	⊙	⊕
	Update supplier evaluation system	⊙	⊕
	Increase volume of sustainable materials purchased by 20%		⊙
	Implementing a subcontractor database		⊙
	Group-wide implementation of price-trend database with focus on sustainability	⊙	⊙
	Sustainability training for lead buyers and local buyers	⊙	⊙
	Closer checks on sustainability criteria when conducting supplier audits		⊙
	<b>Ethics and compliance (SDG 16)</b>		
	Further strengthening compliance awareness	⊙	⊕
	Expanding training programme on anti-corruption and antitrust law in all of the Group's languages	⊙	⊕
	Increase spot checks at branch offices and sites by 35%	⊙	⊙
	Certification of the management system to prevent money laundering and terrorist financing	⊙	⊙
	<b>Science and technology (SDG 8, 9)</b>		
	Consortia projects to automate construction site processes using robotics technology in the Center Construction Robotics		⊙
	Development projects to automate construction documentation and performance records		⊙
	<b>Contributing to the local economy (SDG 8, 10)</b>		
Leveraging economic benefits through resource efficiency	⊙	⊕	
Maintaining and optimising good sustainability ratings	⊙	⊕	
Expanding public sustainability engagement		⊙	
Stronger focus on regional purchasing and local cooperation	⊙	⊕	
Environment	<b>Energy and emissions (SDG 7, 13)</b>		
	Reducing primary energy consumption by 35% versus 2020		⊙
	Cutting specific GHG emissions by 55% versus 2020		⊙
	Increasing percentage of renewable energies to at least 40%		⊙
	Decarbonising construction processes by 21% versus 2014		⊙
	Group-wide ISO 50001:2018 certification	⊙	⊕
	Adherence to climate strategy through monitoring and progress report	⊙	⊕
	Intensifying cooperation with climate activists		⊙

- ⊙ Timeframe
- ⊕ Underway
- ⊙ Planned

Environment

	Target horizon		
	2025	2030	Status quo
<b>Waste management (SDG 15)</b>			
Cutting contaminated fractions by developing waste recycling methods	⊖		⊖
Further improving waste sorting in order to optimize opportunities for recycling	⊖		⓪
<b>Material consumption and recycling (SDG 15)</b>			
Further increase the reuse and recycling of construction materials	⊖		⊖
Stronger focus on circular economy		⊖	⓪
<b>Biodiversity and soils (SDG 3, 6, 13)</b>			
Focused risk analysis addressing environmental impacts	⊖		⊖
Greening measures applied to all corporate real estate		⊖	⓪
<b>Water (SDG 6, 15)</b>			
Increasing water efficiency in the construction phase and for end use	⊖		⓪
Treatment and increased use of rainwater and grey water		⊖	⓪
Water discharge systems for construction materials recycling, soil washing and gravel washing plants	⊖		⓪
<b>Sustainable buildings and constructions (SDG 3, 7, 11, 12, 13)</b>			
Increasing the share of own-use buildings with sustainability certificates by 30% versus 2018	⊖		⓪
Mandatory environmental training for construction managers and project managers	⊖		⓪

Social

<b>Health and safety (SDG 3)</b>			
Workplace health promotion with complete coverage	⊖		⊖
Group-wide saturation with the "Vision Zero" campaign: Reduce accident frequency <10	⊖		⊖
Group-wide rollout of occupational health management system	⊖		⓪
<b>Upholding human rights (SDG 8, 16)</b>			
Group-wide awareness-raising campaign	⊖		⓪
<b>Further education and training (SDG 4)</b>			
Further education offensive for standardised calculation, design and planning software across the entire Group	⊖		⊖
Securing skilled labour through Group-wide apprentice management	⊖		⊖
Expanding the porr_academy and PORR Campus as Group-wide centre of excellence also for skilled workers	⊖		⓪
Group-wide LEAN Construction training sessions and safety courses	⊖		⓪
<b>Diversity and equal opportunities (SDG 5)</b>			
Implementing a broad age and generation management approach	⊖		⊖
Increasing the share of women in training for future managers to 25%	⊖		⊖
Increasing the percentage of women overall and women in management in the same ratio	⊖		⊖

# Stakeholder engagement

GRI  
102-40  
102-42  
102-43

The proactive involvement of internal and external stakeholders in PORR's sustainability activities is a key factor in the company's success. Long-term economic success is based on reconciling the needs of stakeholders with corporate activities. In the reporting period, the question of whether the relevant stakeholder groups are currently up to date was examined and confirmed by the CR Steering Committee in a digital workshop.

The measures implemented are reflected in the very high rates of staff satisfaction. The large-scale staff survey carried out in 2019 put this at over 90%.

PORR regularly incorporates stakeholders in key decisions by means of a Group-wide online surveys – such as those used in the production of the materiality matrix, the internal evaluation of staff mental health and the survey on needs for childcare and nursing care. Stakeholders receive information about the company in various ways such as general media reports, the PORR website, newsletters, single-topic factsheets, corporate publications such as financial or sustainability reports, the staff magazine report, as well as circulars or the intranet or via direct exchanges at events for employees or clients.

GRI  
102-21

### Multifaceted communication

PORR engages in regular dialogue with its stakeholders. The COVID-19 pandemic meant that these exchanges primarily took place digitally in the year under review. Communication with the capital market, investors and the media – namely roadshows, conferences, shareholder meetings, press events – mainly took place via web-conferencing. Trade fair appearances, workshops, training sessions and lectures were also held online and cross-company networking was also digital. Ideas for further developing sustainability activities were generated at the CR Days, held virtually this year. At the Stakeholder Dialogue Forum, an event for suppliers, the focus in 2020 was on cooperative sustainability engagement.

PORR is a member and/or supporter of numerous initiatives and sector-specific organisations. It has been rated by independent third parties for its sustainability activities and awarded various sustainability certificates.

GRI  
102-40





PORR sustainability engagement (excerpt)

**Economy**

- \_\_\_\_\_ Achilles Rating
- \_\_\_\_\_ EcoVadis Rating
- \_\_\_\_\_ Green bond
- \_\_\_\_\_ IG Lifecycle
- \_\_\_\_\_ Minergie Schweiz
- \_\_\_\_\_ NQC rating
- \_\_\_\_\_ Swiss Lean Construction Institute
- \_\_\_\_\_ US Green Building Council

**Social**

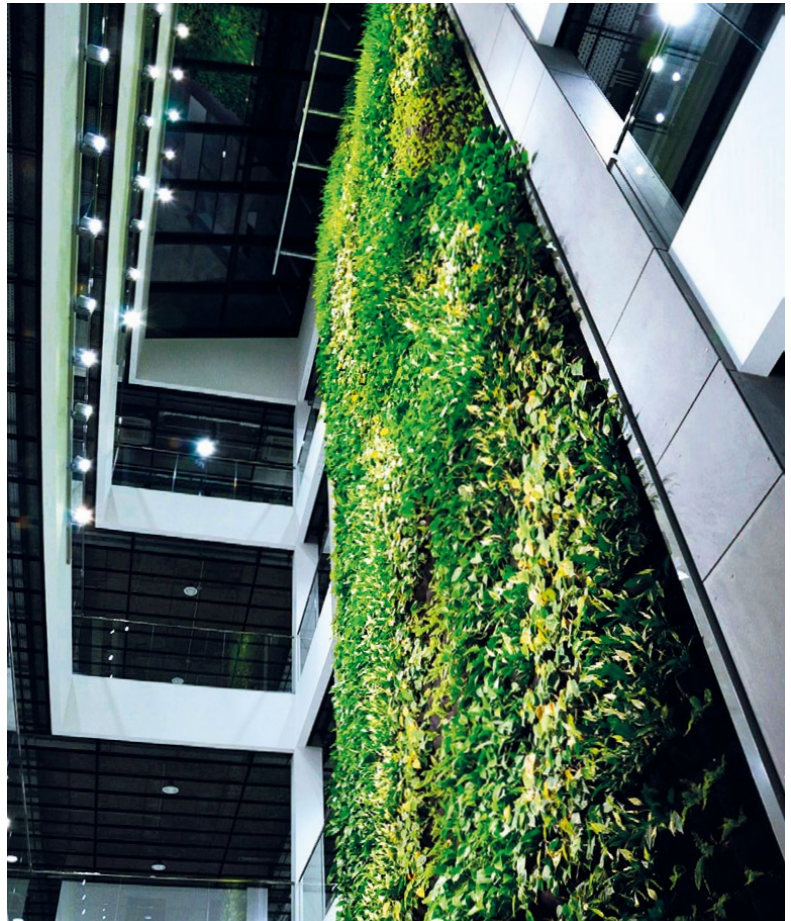
- \_\_\_\_\_ bauforum+
- \_\_\_\_\_ Charta der Vielfalt (diversity charter)
- \_\_\_\_\_ Ludwig Boltzmann Society
- \_\_\_\_\_ Companies for Families
- \_\_\_\_\_ United Nations Women’s Empowerment Principles
- \_\_\_\_\_ Association to Promote Fairer Conditions in Construction
- \_\_\_\_\_ Business for Integration

**Initiatives**

- \_\_\_\_\_ Austrian Business Council for Sustainable Development
- \_\_\_\_\_ Global Reporting Initiative
- \_\_\_\_\_ United Nations Global Compact

**Environment**

- \_\_\_\_\_ Committee on Environmental Policy, Sustainability and Self-Sufficiency
- \_\_\_\_\_ Building Research Establishment Environmental Assessment Methodology
- \_\_\_\_\_ Carbon Disclosure Project
- \_\_\_\_\_ Concrete Sustainability Council
- \_\_\_\_\_ DGNB (German Sustainable Building Council)
- \_\_\_\_\_ DWA (German Association for Water, Wastewater and Waste)
- \_\_\_\_\_ European Quality Association for Recycling
- \_\_\_\_\_ Trade Association for Disposal and Resource Management
- \_\_\_\_\_ Society for the Promotion of Geotechnical Engineering at RWTH Aachen
- \_\_\_\_\_ German Water Partnership
- \_\_\_\_\_ Society for Ecology and the Waste Industry, Environmental Protection Association
- \_\_\_\_\_ GRÜNSTATTGRAU (green not grey)
- \_\_\_\_\_ klima aktiv
- \_\_\_\_\_ Leadership in Energy and Environmental Design
- \_\_\_\_\_ NNBS (Sustainable Construction Network Switzerland)
- \_\_\_\_\_ Austrian Association for Recycling Construction Materials
- \_\_\_\_\_ ÖGNI (Austrian Sustainable Building Council)
- \_\_\_\_\_ SGNI (Swiss Sustainable Building Council)
- \_\_\_\_\_ Sustainability Group European Construction Industry Federation
- \_\_\_\_\_ Task Force on Climate-related Financial Disclosures
- \_\_\_\_\_ Environmental Committee of the German Construction Industry



# Material topics

GRI  
102-15  
102-31  
102-44  
102-46  
  
SDG 16

## Materiality analysis

The relevance of the stakeholder matrix has been evaluated and confirmed by the CR Steering Committee. Following comprehensive analysis, the topics have also been updated on the basis of the latest GRI requirements, the peer groups, the sustainability ratings, the prequalification requirements and SWOT analysis, as well as the findings of the risk and impact analysis. The results of the Group-wide survey conducted in 2019 have been brought together in a materiality matrix that serves as the basis for updating the sustainability strategy.

Sustainable Development Goals (SDGs) defined by the UN General Assembly in 2015 through various projects, measures and initiatives. When implementing its targets and strategy, PORR incorporates the principles relating to human rights, labour, environment and anti-corruption. With the WEPs, PORR supports the seven principles that advance women’s economic empowerment. All projects and KPIs are evaluated in terms of their contribution to the SDGs. The SDGs are also cited in addition to the GRI standards in relation to the most important aspects of the report wherever PORR can make a contribution to meeting them.

GRI  
102-16

## UN Global Compact and UN Women

In addition to the principles of the UN Global Compact, PORR signed the UN Women’s Empowerment Principles (WEPs) in 2020, the year under review. The company fully endorses the UN Guiding Principles for Business and Human Rights. It supports the measurable

PORR contributes to meeting 13 of the 17 SDGs through its measures and programmes. The relevance of individual goals results from the materiality analysis and has been broken down into three main categories that have not changed since the 2019 report.

## MATERIALITY MATRIX

GRI  
102-47



Sustainable Development Goals (SDGs)



**Priority 1:**

Goals 7 “Affordable and Clean Energy”, 8 “Decent Work and Economic Growth”, 12 “Responsible Consumption and Production” and 13 “Climate Action” are especially relevant for PORR as the company can have the greatest influence in these areas given its high consumption of resources. The introduction of energy-efficiency measures and use of renewables should lead to a fall in GHG emissions and a reduction in the dependency on fossil fuels. The focus on comprehensive recycling measures makes an additional contribution to environmental protection and reducing disposal costs. These measures are described in detail in the Environment chapter. Occupational safety remains a top priority, as do the regular checks to ensure that human rights are upheld. The growing relevance has led the aspect social standards in the supply chain to be given a higher weighting. It has now been adopted as a stand-alone indicator in the reporting. These issues are addressed in the chapters Economy and Social.

**Priority 2:**

With regard to goals 3 “Good Health and Well-being” and 4 “Quality Education”, PORR makes important contributions, especially in the areas of occupational health and safety and further education and training. The same applies to goal 16 “Peace, Justice and Strong Institutions”. These measures are summarised in the chapters Economy and Social. On the basis of the materiality analysis, goals 6 “Clean Water and Sanitation” and 15 “Life on Land” are also a priority. In this regard, PORR focuses on sustainable sources, is committed to reuse and recycling and is addressing the issue of water with a dedicated Water Officer and a water policy. The measures are part of the Environmental action field.

**Priority 3:**

Goals 9 “Industry, Innovation and Infrastructure” and 11 “Sustainable Cities and Communities” are also significant for the business activities, even though they have been accorded lower priority. PORR is striving to improve local transport logistics and to identify efficiency measures in the fields of transport and building infrastructure. Promoting buildings with sustainability certificates also falls under this category, which was identified in the course of the 2019 analysis and is shown in the materiality matrix under sustainable buildings and constructions. In addition, reducing emissions caused by transport, pollution, and limiting any negative social and environmental impacts are addressed in this area.

The impact of goals 5 “Gender Equality” and 10 “Reduced Inequality” have been given a lower weighting in the materiality matrix. However, as PORR sees diversity in particular as an important topic of the future and is committed to guaranteeing equal opportunities across the Group, it has taken appropriate steps with the internal diversity initiative “We@PORR”. This aspect is addressed by measures in the Social chapter. Becoming a signatory of the WEPs gives further momentum to the topic of equality.



Economy  
in

CHANGE



## KPIs

(EURm)	2020	Change	2019	2018
Production output	5,185	-6.9%	5,570	5,593
Order backlog <sup>1</sup>	7,067	12.2%	6,298	6,328
Order intake <sup>1</sup>	5,905	8.6%	5,437	5,822
EBITDA	131.4	-39.2%	216.2 <sup>2</sup>	219.5
EBIT	-37.2	< -100.0%	54.7	92.3
EBT	-51.0	< -100.0%	37.4	88.1
Profit	-42.4	< -100.0%	27.8	66.2
Equity (incl. non-controlling interests)	651	8.6%	599	618
Equity ratio	18.5%	2.1 PP	16.4%	19.9%
Net debt	137	-60.5%	346	150
Staffing level (average)	20,193	1.8%	19,828	19,014

<sup>1</sup> Both the order backlog and the order intake have been adjusted for the projects A1 Leverkusen Bridge and H51 Pfons – Brenner. The comparative figures have been restated retrospectively.

<sup>2</sup> To facilitate better comparability, the reporting of expenses related to IFRS 16 (disposals) has been changed. The comparative figures for 2019 have been restated accordingly.

Greener than ever

# Into a secure future

Large-scale infrastructure projects are the passion of Henryk Wolff, Project Manager at the Roztoki dam construction in Poland. He tells us how he is leaving the project “greener” than he found it and why ichthyologists, chiropterologists and herpetologists all had to be brought in.

***What did the client – the regional water management authority of Wrocław – want to achieve with this project?***

In 1997 the residents of the Kłodzko Valley experienced a flood that caused tremendous damage to their village. The reservoir lies in the vale of the Goworówka stream in Roztoki and will be able to hold 2.75m<sup>3</sup> water upon completion. The dam will reduce the tidal waves by 60-70%, thereby holding back the flood water for two to three days. The 750m-long retention basin with a maximum height of 15.5m will be completed in August 2021. The contract includes diverting and regulating the riverbed of the Goworówka and Nowinka streams. The World Bank is involved in the financing.

***What are the central sustainability aspects of this project?***

The entire project is sustainability through and through. After all, the construction of a dry reservoir is the most effective way of reducing flood losses while simultaneously minimising any impact on the environment. The most important effects are protection from flooding and limiting any possible damage caused by the floodwater. Furthermore, the number of seedlings planted and thereby the ecological balance is several times higher than the number of trees that need to be felled. Once all the work is completed, we will have planted 40,000 trees and shrubs. In a nutshell: We are leaving the investment site “greener” than we found it.

***What were the greatest challenges you faced in the course of the project?***

One really challenging thing for the entire team was the hydrotechnical works. These involved diverting the Goworówka stream for the duration of the works and the transfer could only be carried out in the months of June to September. As there wasn't any soil with the parameters required for building the dam, the transport of the material – around a million tonnes – was also hard. Wherever possible the

client utilised the material available locally. A viewing hill was built from the unused material, which significantly reduced the number of trips needed. Another challenge lay in fulfilling an array of environmental requirements, including hiring multiple environment experts – including ichthyologists, chiropterologists and herpetologists (in case you were wondering, they specialise in fish, reptiles and bats respectively).

***Has sustainability in the construction process become a more important topic on your projects?***

Good question. Adherence to the World Bank's environmental guidelines has led us to intensify the aspect of sustainable development in our projects. To answer the question: I have never before managed a project that was so comprehensively dedicated to the principles of sustainable development – in particular with regard to environmental aspects.

***Does meeting sustainability criteria mean additional requirements in the construction process. If yes, what are they?***

Unequivocally, yes. The company's deliberate policy regarding social, economic and environmental aspects inherently brings additional requirements. From the point of view of the project, it was important to meet the environmental requirements through compensatory solutions and to adjust the construction schedule for certain types of work based on the limitations of the time periods.

***What makes this project stand out and what aspects are at the forefront?***

When building a retention basin, it's Mother Nature who has the final word. She can transform a babbling brook into a raging river that destroys the construction site. We experienced that with the Goworówka stream in 2020. One thing all our projects have in common, whether big or small, infrastructure or building construction, is that the focus is on local supply chains and minimising journeys



for supply and transport. On this project too, the important building materials were supplied locally on economic and environmental grounds. The temporary concrete plant in the direct vicinity of the construction site shortened the supply chain. In addition, a viewing hill was made from the unused material. This also reduced the number of trips needed considerably.

***Are you satisfied with the project?***

False modesty aside, I can say that our team has mastered every challenge – including difficulties caused by the COVID-19 pandemic. Realising a multi-year project of this size demands a great deal from all of us. And now that the end is in sight, we can say we have gained a wealth of experience at the same time as being ready for new challenges.

In harmony with nature

# Transformative railway project

The popular childhood dream of construction trucks and excavators has certainly come true for Patrick Baumann. In February he celebrated his 20-year anniversary at PORR. In this interview, the Swiss construction manager talks about the role environmental protection plays in today's railway construction projects.

***What brought you to PORR? And what made you stay for two decades?***

I came to PORR SUISSE after finishing my basic training as a bricklayer. It was the well-established name and the range of additional interesting further education courses on offer that made me decide to forge a path at PORR. I was able to train from the level of a gaffer to a foreman right through to construction manager. What I have really appreciated at PORR since the very start of my career is that even with the huge corporate apparatus in the background, it has managed to maintain a small, and so perhaps even greater, family-like atmosphere. I am a team player through and through and cooperation is very important to me. It's nice that after 20 years I can still prove myself in the same place. Appreciation is very evident at every level. We all feel like PORRians and that is what makes it so great – the common unmissable spirit.

***Let's take a look at the project SBB Zugersee Ost, or Lake Zug East. What are the specific sustainability aspects here?***

The SBB project has a total length of more than 15km and is divided into three sections. To reach the respective starting points, we needed to build eleven access roads that then had to be dismantled at the end of the build. The main works involved maintenance, repairs and overhauls. The centrepiece of the project was the 3km-long double-track extension. The maintenance work is an especially good example of sustainability. The structures were not removed and rebuilt but were instead repaired and partially overhauled. We're talking about structures that are more than a hundred years old. In addition to the works on the railway line, we also upgraded the course of the nearby streams and water sources. This was especially challenging as the existing natural springs were not to be harmed under any circumstances. All of the water was collected and then made available for use in a targeted way. Attention also had to be paid to all the wildlife and the landscape.

***What new opportunities or innovative applications emerged in the course of the project and what challenges? Was there anything unexpected?***

The construction project was planned in an ingenious way before work began. Nevertheless, unexpected things happened from time to time. Proposed solutions had to be implemented instantly. The trick was to take efficient, feasible and realistic decisions on the next steps without delay. With a section of over 15km, it is exceptionally difficult to analyse every metre in detail – even for geologists and planners. Naturally, we kept uncovering surprises when working in the field. Unforeseen occurrences were thereby often caused by geological factors. Like excavating rock ditches and embankments. There we encountered deviations from the plan on an almost daily basis and had to take and implement just-in-time decisions. What's more, a country-wide lockdown was declared in April 2020. The race against the clock had begun. After all, the consequent effects on the entire European rail network would have been devastating.

***Do you see a difference in the way sustainability aspects are handled today compared to the past? Has sustainability in the construction process become more important in your projects?***

With the introduction of extensive environmental regulations and the addition of environmental monitoring, construction as a whole has become considerably more complex. All of the extra environmental processes have to be incorporated into the process planning. Very little attention used to be paid to this, if at all. I see a world of difference when you compare environmental aspects then and now.

The time needed to complete a construction is by and large the same today. But the additional environmental considerations have not led to any kind of extension. It is the contractor alone who bears the risk.



***What additional requirements arise from adherence to sustainability criteria in the construction process?***

Sustainability starts with resource planning, continues with the installation, and ends with the execution. Nowadays sustainability must be completely integrated in the construction processes. This has an impact on deadlines and costs. All the retaining walls and support structures had to blend in with the idyllic landscape and were painted with environmental pigment paint. It's worth mentioning that all the local reptiles were specially captured for the Lake Zug East project. The small animals were then rehomed in a newly built reptile refuge until the entire construction was completed. We even put in extra traffic-safe infrastructure for small animals. This guaranteed safe passage across the railway lines and a secure way of climbing the retaining walls, with so-called "reptile ladders". "Frog ladders" were also installed in springs and shafts.

***How do you think the Lake Zug East project will benefit society as a whole?***

SBB's purpose in extending the railway line is to reduce the travel time from Milan to Switzerland. The goal is to make it more attractive for passengers to switch to rail travel. Getting from A to B faster and without sitting in traffic is

efficient. All the travel-time reductions on railways in Switzerland – including the centre-piece, the new construction of the 57km-long Gotthard Base Tunnel – have an impact on neighbouring countries like Italy and Germany. The saying "time is money" literally comes into play.

***What's your personal résumé of this unique project?***

The Lake Zug East construction project was definitely a challenge for everyone involved in terms of both logistics and deadlines. The experience that I gained from this complex construction period was simply first class. I really appreciate the fact that my career has brought me to such a unique project – more than 15km in a record construction time of 18 months – and that I could make a difference. It goes without saying that this could only be accomplished with a top, motivated team. We all had to pull together, from the apprentice to the chief project manager.

GRI  
304-3

# Contributing to the local economy

We improve public infrastructure, influence communities through hospital or school projects, and strengthen local economies.

GRI  
102-2  
102-15  
103-1  
203-1  
203-2  
  
SDG 9

## Management approach

PORR makes an important contribution to the development of the local economies on its markets through local branch offices, creating and maintaining jobs at home and abroad, investing in research and development, giving preferential treatment to local suppliers when choosing partners, and through taxes and social security contributions. With projects such as railway or bridge construction it improves public infrastructure and enriches communities by building schools, hospitals and homes or through the construction of hydropower plants. PORR is keenly focused on the satisfaction of its relevant stakeholders and takes their interests into account.

GRI  
103-2

PORR has a stable core shareholder that supports the sustainable evolution of the company. The focus is on operating excellence and a balanced risk profile. To increase efficiency, PORR is expediting the digitalisation of its business processes. Optimising the use of energy and resources, developing innovative solutions, and conducting regular audits to receive ISO certification, for example, all play a central role, as does efficient stakeholder engagement. Concepts and measures are developed and implemented by the CR department together with the CR Steering Committee and with the direct approval of the CR Council on which the entire Executive Board sits.

GRI  
103-3

PORR and its subsidiaries use an Integrated Management System (IMS) that is constantly updated to meet the needs of interest groups, markets, policymakers and international standards (ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001:2018, ISO 19600:2015 and ISO 37001). The PORR Group’s management approach functions as an integrated management system and displays all of the company’s business, management and support processes.

## Value-added statement

In 2020, PORR generated value added of EUR 1,185.7m, which was 9.7% below the previous year’s value. Accounting for 102.1%, the majority of the value added came from the PORR staff.

GRI  
201-1  
  
SDG 9

## “Green Finance”

Since 2019 the PORR Group has had a contractual framework in place for green financing, which is in line with its sustainability strategy and commitment to sustainability, climate protection and sustainable business development. The company can draw on green financing instruments for projects that serve to improve energy efficiency and/or reduce the company’s carbon footprint as well as any “eligible green projects” in the environmental sector. In 2019, a type of bonded loan known as a “Green Schuldschein” (“Green Finance”) of EUR 31.5m with due dates between 2023 and 2026 was issued. Of this total, EUR 17.5m was invested in the “Green Building Portfolio”, EUR 2.7m went to the portfolio that is financing the new office building in Klagenfurt that was erected in 2016 and awarded DGNB Platinum. A further EUR 14.8m was invested in “Pollution Prevention and Control” and relates to refinancing the acquisition of the demolition and recycling firm Prajo in 2014 for EUR 10m as well as the upgrades and ongoing operations of existing recycling plants in Himberg and Pirka totalling EUR 4.8m.

### Green Buildings

	2020	2019
Estimated ex-ante annual energy consumption (kWh)	1,012,357	114,047
Estimated carbon emissions avoided (t CO <sub>2</sub> eq)	97.06	11.08

In 2020, EUR 8.9m was made available for eligible green projects. EUR 7.7m was used for the “Green Buildings Portfolio”, with funds used

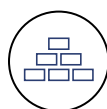
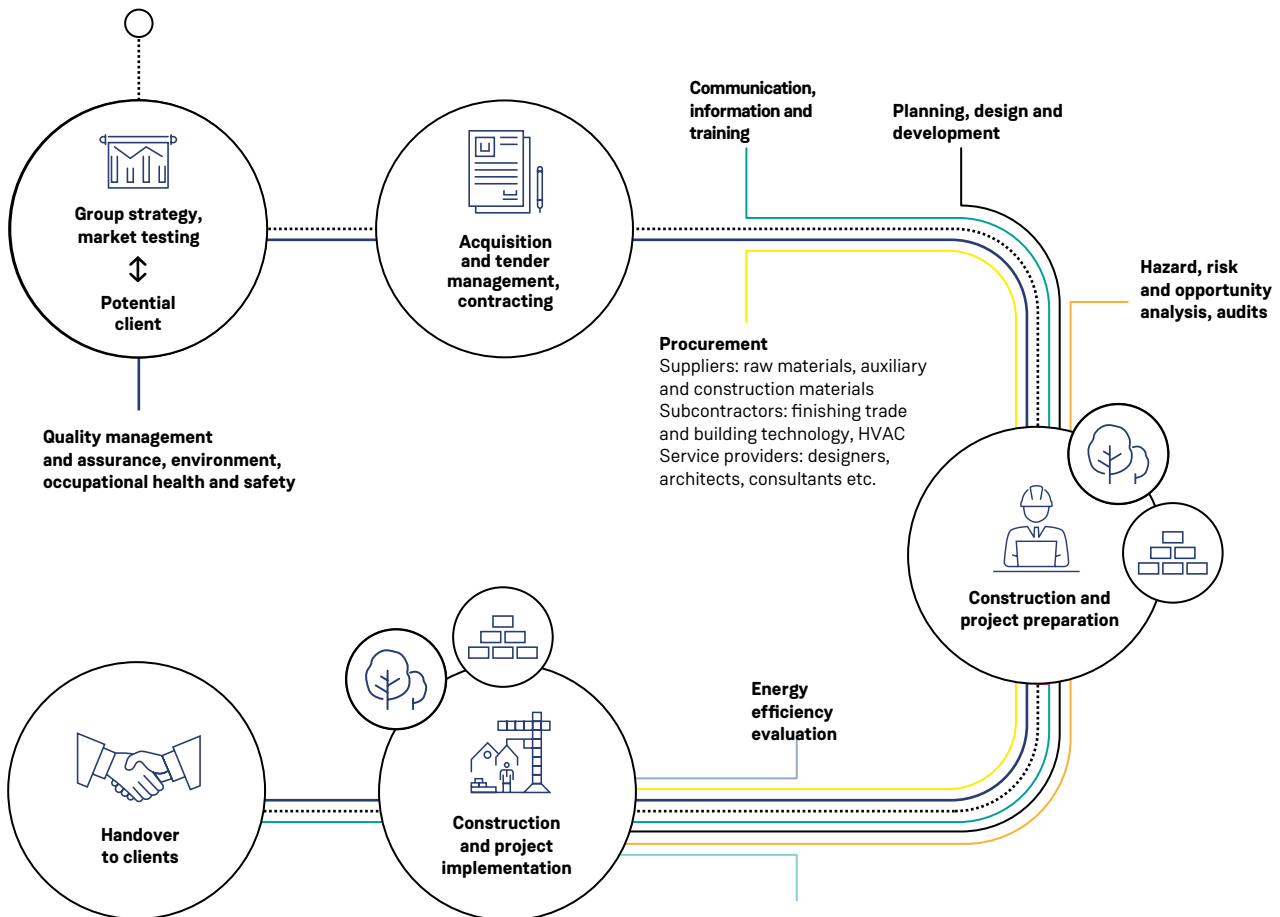
to finance the refurbishment of the office building in Linz and to build new office buildings in Salzburg and Sulz. While the certification process for DGNB Gold is currently underway for the Linz office building, the new builds in Salzburg and Sulz are under construction. They have already received preliminary DGNB Gold certification.

Furthermore, in December 2020 a revolving cash facility of EUR 35m with a three-year term was concluded with ING-DiBa AG. One new feature of the credit agreement is that the credit margin is

tied to the annual ESG score of the international ratings agency EcoVadis SAS. PORR currently holds a rating of “Gold”, reflecting its resolute sustainability engagement. On the basis of the successful positioning, the “green finance” portion should be successively increased also in the form of a syndicated structure - whereby the positioning is linked in particular to the performance of the financial markets. This is already PORR’s second “green” financing transaction - following the successful placement of a bonded loan known as a “Green Schuldschein” in 2019.

## VALUE CHAIN

GRI 102-9



### Products and energy sources used

- **Raw materials and construction materials:** cement, steel, gravel, bitumen, wood, water, formwork, insulation materials, scaffolding, plasterboard etc.
- **Materials recycled in-company:** including rubble from asphalt and concrete
- **Energy sources:** fuels, gas, electricity, district heating



### Auxiliary products specific to the environment

- Consumption of raw materials
- Packaging material
- Noise, dust, emissions, wastewater, waste
- Temporary use of space for construction site equipment and infrastructure

# Social and environmental standards in the supply chain

We prioritise long-term supplier relationships and local procurement. Upholding social and environmental standards is at the heart of our activities.

GRI  
102-9  
103-1

## Management approach

The construction industry has a complex supply chain due to the high number of suppliers and subcontractors. Contractual partners of PORR supply things like raw materials for construction, equipment and labour. Complex supply chains run the risk of a lack of transparency and make it more difficult to monitor adherence to the social, environmental and quality standards laid out by the company. This is why sustainable supplier management is a top priority at PORR. Here the focus is on establishing stable, long-term relationships with suppliers and subcontractors – with strict attention paid to social, environmental and economic considerations.

GRI  
103-2  
SDG 8

Reducing the number of suppliers and using lead buyers for primary goods should increase quality and trust in regional suppliers. The basic datasheet for suppliers with a focus on social, environmental and economic aspects does justice to the issue of sustainable procurement, as does the supplier audit introduced in 2020, which evaluates environmental and social criteria, as well as checks on the certification of products offered and delivered, the mandatory Code of Conduct for business partners, the purchasing guideline, and the set of sustainability criteria for procurement. When evaluating suppliers, minimum and exclusion criteria are applied relating to economic, social and environmental issues. The guidelines listed as well as the measurement methods etc. draw on work and safety practices, upholding human rights or also ecological standards. That said, PORR is bound to abide by the specifications of the client when choosing materials and can only point out the advantages of sustainable products in an advisory capacity. Sustainability goals in procurement include the Group-wide rollout of SAP MM, establishing a subcontractor database, complete coverage of the ISHAP system for documenting workers, and sustainability training for lead buyers and local buyers. In 2020 the focus of the annual Stakeholder Dialogue Forum for key supply partners was on collaborative sustainability engagement.

GRI  
102-1

Supplier evaluation, the supplier management system and the related database serve as a control instrument. Any environmental incidents or deviations relating to environmental or social issues are marked in the supplier database in the course of project execution, i.e. dealt with directly on the construction site, and evaluated using a traffic-light system. Non-adherence to the applicable standards can have consequences extending to a ban on the supply company. The annual feedback sessions with suppliers serve as a further tool for evaluation. The basic datasheet for suppliers the purchasing guideline and the Code of Conduct for business partners are all evaluated regularly and revised where necessary in cooperation with the CR department and the CR Steering Committee.

GRI  
103-3

## Guaranteeing sustainability standards in the supply chain

The objective behind the PORR measures is to avoid any negative environmental and social consequences. Negative environmental impacts in the construction industry result from areas such as the high levels of transport for construction materials and from producing materials like concrete, steel or asphalt. Other negative factors include the disposal of non-renewable insulation materials that take up a lot of landfill space or the high consumption of primary resources. One source of risk is accidental leaks from oils or other operating materials. The high use of plastics means that packaging is also often not environmentally friendly.

GRI  
102-9  
308-2  
414-2

SDG 9

The set of sustainability criteria for procurement provides an overview of the focus on sustainable goods procurement and on sustainability factors in the different groups of goods. This serves as a guide for the Group-wide supplier, subcontractor and service provider segment. Subcontractors are called on to use the criteria and instructions listed as a guide and thereby to enhance sustainability in the procurement sector. Furthermore, the revised version of the purchasing guideline lays out even more strongly the minimum standards





to be upheld and monitored in the fields of environmental and socio-economic compliance (e.g. adherence to labour standards) and contains clear exclusion criteria (e.g. human rights breaches, corruption, unfair operations and business practices etc.). The Code of Conduct for business partners, available on the PORR website, lays out clear rules of behaviour with the goal of achieving more sustainability in procurement and more efficient cooperation in the supply chain. It is a fixed component for new contracts and applies equally to groups of suppliers and subcontractors as well as to the service provider segment. Communication takes place in the form of feedback sessions, during the year-round negotiations, and as part of the general purchase conditions.

GRI  
102-16  
102-17

Thanks to the immense care taken when choosing suppliers, in the period under review no supplier relations were broken off because of serious negative impacts related to environmental or social affairs or human rights breaches nor were any related risks identified in the supply chain. PORR intends to further minimise environmental and social risks through stable, long-term business partnerships.

GRI  
307-1  
409-1

In terms of supplier relations, the focus is on local procurement, although this is dependent on the local availability of raw materials and subject to fluctuations related to the project or location. In this context, local procurement refers to purchasing materials, subcontractor services, services in the country it is needed, and/or in the area of the main business location at a maximum distance of 150km. On average, in 2020 around 80% of procurement volumes on the home markets including Norway were realised with local partner companies. While the share in Germany, Norway and Austria was around 70%, in Switzerland, Poland and the Czech Republic, around 90% of demand was met by local partner companies. The situation with resources on project markets like Qatar and the United Arab Emirates is highly dependent on imports for construction materials. This is why special projects in places like Qatar are encouraged to promote local industry. Included here is the “Local Industry Participation Plan”, which PORR Qatar supports as part of a joint venture. These efforts should enhance cooperation with the local industry sector, thereby contributing to local economic development, procuring local products and services and so creating additional jobs.

GRI  
204-1

# Ethics and compliance

Fair and transparent behaviour is one of our founding principles. We guarantee adherence to all legal compliance regulations and deploy an efficient and comprehensive approach to prevention.

GRI  
103-1

## Management approach

Unfair competition, dishonest business practices or tax compliance breaches can have consequences under civil and penal law and damage the image of both PORR – for example in the form of revenue or profit decreases or stock market slumps – and the business location. Legal and transparent conduct is therefore a top priority. Outside of PORR, adherence to compliance rules is also especially important – not least because the supply chain in the industrial sector is characterised by the strong fragmentation of supply companies.

business partners. They are also responsible for applying the specifications throughout their respective supply chain. Non-adherence can lead to consequences ranging from a warning through to an immediate cessation of the business relationship including a ban on further work.

The Chief Compliance Officer works closely with the Internal Audit and Legal departments to monitor adherence to the guidelines. Any deviations should be reported to [compliance@porr.at](mailto:compliance@porr.at) immediately. Violations governed by the Market Abuse Regulation (issuer compliance) or breaches related to money laundering or financing terrorism can be reported anonymously via a reporting procedure or whistleblower system – the whistleblowing platform ensures completely anonymous two-way communication – in accordance with ISO 37001, which can be accessed via the PORR website. This conforms to all national legal requirements and already meets almost all the stipulations of the EU Whistleblowing Directive, which must be adopted into national law in December 2021. The Chief Compliance Officer is the only person with access to this platform.

GRI  
102-17  
103-2

The PORR Group uses a compliance management system that covers all relevant aspects including anti-corruption, antitrust and competition law, wage dumping, social dumping and disseminating inside information that could affect the share price as defined in the Market Abuse Regulation. No contracts are concluded in countries with a low CPI score (Corruption Perceptions Index: scale 0-100, 0=very corrupt). In the reporting period there were thereby no significant corruption risks in this risk class. Employees complete a comprehensive training programme in compliance. The PORR Code of Conduct serves as a foundation for all corporate activities and decisions within the Group. It provides the basis for the morally, ethically and legally unimpeachable conduct of every person working in the Group and aims to prevent misconduct while promoting the values and principles contained within. Upholding these values and principles applies to every person working at PORR, regardless of their working relationship, position or location. Advice on ethical conduct is provided by the internal compliance organisation (Compliance Officer on every market), ombudsman (in Poland) and externally by lawyers. One important goal of the Code of Conduct is the constant further development and optimisation of processes within the PORR Group with regard to compliance, occupational health and safety, and environmental protection. In addition to this, there is a mandatory Code of Conduct for

PORR is fully committed to tax compliance, which is embedded in the Code of Conduct and mandatory for everyone. It is part of the PORR tax policy, which is published in the PORR Group tax guideline. The policy contains information on the organisational structure of the tax function in the PORR Group, headed by the Group CFO. It also contains minimum requirements for the tax control system, whose objective is to ensure Group-wide compliance with all tax laws.

GRI  
207-1  
207-2

SDG 16

Internal Audit evaluates the efficiency of the compliance management system and regularly audits all the business sites and processes of PORR using spot checks. These reports are then discussed with the Executive Board and extra inspections are carried out where necessary.

GRI  
103-3

## Economy

PORR's Internal Audit department is subject to regular mandatory external audits. The PORR compliance management system is certified to national (ONR 192050) and international standards (ISO 19600, ISO 37001). In the area of tax compliance, the Group Tax department monitors adherence to the relevant standards together with Internal Audit. As the parent, PORR AG is obliged to provide country-by-country reporting for all PORR companies. The report in Austria is submitted to the responsible tax office.

GRI  
207-2  
207-4

### Compliance and tax aspects

PORR was the first construction company in Europe to hold certification for ISO 37001 (anti-corruption management), ISO 19600 (compliance management systems) and ONR 192050 (compliance management systems). In October/November 2020, the company successfully completed the recertification process for its compliance certificates. Due to COVID-19 a decrease in the number of inspections was carried out – in the period under review 38 out of 320 operating sites, offices and production facilities were inspected for corruption risks, whereby no corruption risks were identified.

GRI  
205-1

In 2020, PORR gave the twelve members of the control body comprehensive information exceeding the legal minimum on the functionality of the Group's risk management and compliance organisation. The control body also acknowledged the fight against corruption by means of guidelines and procedures. 22 senior managers, 1,464 members of middle and lower management and 17,395 staff members were informed about the compliance guidelines.

GRI  
205-2  
SDG 16

Moreover, regular training was held on compliance issues – such as online training in anti-corruption, antitrust and competition law, issuer compliance courses, training related to function in the company and one-on-one sessions. A total of three employees from the senior management level attended anti-corruption training in the period under review. 1,464 employees from the middle and lower management level and 454 non-management staff attended issuer compliance training.

Investigations have been underway by the responsible authorities since the start of 2017 into a range of civil engineering companies, including PORR Bau GmbH, on suspicion of anti-competitive arrangements. This investigation has not yet been concluded. The company is cooperating fully with the authorities. There were no significant fines or non-monetary sanctions for non-compliance with laws and regulations. At present there are no proceedings pending related to corruption.

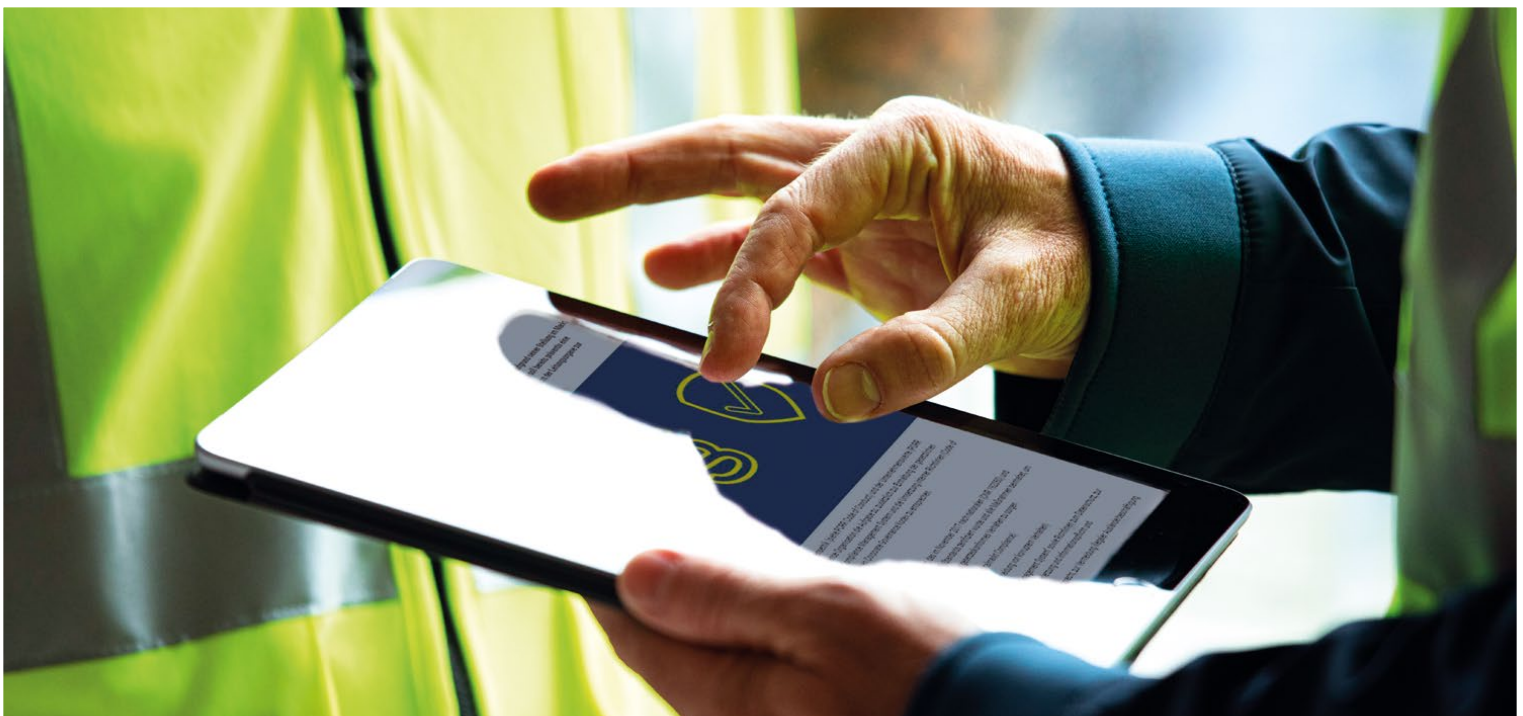
GRI  
206-1

GRI  
419-1

GRI  
205-3

To ensure tax compliance is upheld, the tax department provides a range of internal training courses and webinars for commercial employees as well as for technical staff in the areas of turnover tax, transfer prices or tax relief. In addition, employees for whom tax is part of their remit can further their education internally and externally through courses, conferences and webinars. Many of them also offer their expertise as external lecturers on tax issues. Apart from the usual audits carried out by the relevant tax offices, PORR is not aware of any tax investigations.

GRI  
207-2





Environment  
in **CHANGE**

## KPIs

	2020	Change	2019	2018
Energy consumption within PORR (MWh)	649,316	8.5%	598,179	644,180
Energy consumption/production output (MWh/TEUR)	0.126	16.7%	0.108	0.117
Self-generated energy (MWh)	337	114.6%	157	125
Direct GHG emissions – scope 1 (t)	132,543	7.7%	123,049	136,738
Indirect GHG emissions – scope 2 (t)	29,042	18.2%	24,567	24,124
Other GHG emissions – scope 3 (t)	904	-65.8%	2,640	2,034
GHG emissions/production output (t CO <sub>2</sub> /TEUR)	0.032	18.5%	0.027	0.030
Total waste (t)	9,436	-4.6%	9,896	26,839
Recycled material used (t)	104,841	7.8%	97,255	131,189
Total water consumption (M)	171	-70.0%	568	401

Farsighted construction

# Benefits for future generations

In 2012 pde Integrale Planung GmbH (formerly PORR Design and Engineering) established a sustainability department. Slawomira Bukowksa has been there from day one. And to this day, building certification systems for building construction projects are part of her remit. In this interview the construction engineer and sustainability expert talks about a range of topics including certification systems and the Zalando headquarters in Berlin.

*In recent years, the attention paid to sustainability has increased massively. How do you view this development?*

I was already fascinated by this topic back in 2012. Just before moving from Strauss & Partner to the sustainability department I had started an evening course in this field. The mindset has changed definitively since then – many of the demands or criteria applied on our first certifications are already a matter of course today. In the meantime the market is calling for building construction projects to think about energy efficiency or water right from the start, about using timber or avoiding certain materials. I find that exciting and sensible and it shows that what we do also yields tangible benefits.

*Sustainability also has a lot to do with forward thinking. How do you approach the planning of a project in concrete terms?*

Optimising the integral planning plays a central role in building certification. For this, we consider a project from many different angles and draw on different instruments: for example a life cycle cost calculation or life cycle assessment, i.e. which pollutants will result or what greenhouse potential a building will generate. In addition, the thermal comfort or availability of daylight are constantly assessed, simulated, updated and discussed. The DGNB certification system, which gives equal weighting to the economic aspect and environmental factors, also considers the broader question: How can I repurpose the office building I am erecting today in the future? These are considerations that affect the architecture as well as the statics. Aspects of technical building fittings can also influence whether the life cycle of a building has only one fixed purpose or whether it is variable. I find these to be really exciting sustainability aspects and they also played a huge role on the Zalando project.

*The Zalando headquarters in Berlin stands as a beacon project for sustainability both within PORR and externally. What makes it special?*

The project itself and its attractive mixed-use concept – namely the balance between work and leisure – convey the powerful commitment to sustainability. Offices, childcare, an auditorium, eateries, exhibition space, a yoga room and sports facilities on the roof form a “city of short distances”. One major issue that also affects the climate and the surroundings was the water. What will happen with the rainwater? Can it seep away or will it need to be directed to a combined wastewater drain? How much water can be stored on the roof at all? Is there any possibility of rainwater retention? Considerations like these also improve the microclimate effect, directly in the surroundings and directly in the neighbourhood. Sustainability also came into play when considering the use of materials.

*What are the benefits to society from this project?*

Big parts of the roof were greened. On the one hand, they provide seating and sports facilities on sealed surfaces that would not have been usable otherwise by people or wildlife. On the other hand, they contribute to rainwater retention and thereby to a better microclimate by counteracting overheating, for example. Overexploitation can be prevented by using certified timber – i.e. wood that is proven to have come from sustainable forests. This, of course, also helps to preserve the habitats of the wildlife, which in turn benefits the entire ecosystem.

*... and does it save energy at the same time?*

Energy and resource efficiency is a core aspect and has actually become a common feature of sustainability certification systems in building construction. Both the energy that the building needs as well as the resources needed to



produce the building are investigated and optimised. This means we can record those flows effectively and optimise them accordingly.

***How do you experience sustainability in your private life? And has the COVID-19 pandemic changed your views?***

This kind of work naturally sensitizes you to avoiding excess energy or waste in your daily life. For example, with clothes I take care that they have a low pollutant level. There are some labels that are only given when certain pollutant levels are observed. Fairtrade, regional and organic products are also important. Or like the current situation, taking a regional holiday rather than long-distance travel. Balancing your professional and private life is a challenge, especially during the lockdown. For me personally I have accepted the situation and also discovered something positive: for example my husband is a better and more enthusiastic cook than I thought - that was a nice 'aha' moment.

***Let's take a look to the future. What changes will there be in the building certification sphere in the coming years?***

The sustainability criteria of building certifications are already a fixed feature on building construction projects. That's true from the point of view of the investors, the planners and those realising the construction itself. In the meantime this has all become routine and self-evident. But sustainability certification systems are constantly evolving. A standard that is put in place, raised or adjusted keeps on incentivising you to become even better. We are seeing this as well with the new EU taxonomy to be applied for the first time in the 2021 reporting year. This means that new targets constantly emerge, targets that will then also have a significant impact on our future construction processes.

Circular economy made in Himberg

# In focus: construction material recycling

René Trauner joined PORR Umwelttechnik in 2004 and since 2017 he has been the operations manager and managing director for waste and trade at Recycling Center Himberg (RCH) near Vienna. In this interview, he describes how roof substrates are produced and the environmental benefit of turning old buildings into new construction materials.

***Sustainability has always been a hot topic at Recycling Center Himberg ...***

That's true, at RCH we are consistently dealing with the issue of sustainability as our focal point. We take leftover construction waste like bricks, concrete or rubble from demolitions. We then process them in accordance with all valid guidelines, laws and directives and make a product that can be fed back into the circular economy. Here we strive to process all materials that arrive to the greatest extent possible and then recycle them as well – except scrap and other impurities that might be found in the material delivered and need to be removed. The goal is to end up with no fractions requiring landfill. Basically, everything that comes in here should leave our site as a usable product.

***A meaningful undertaking. What do you like most about your job?***

First and foremost, working with lots of different personalities is always interesting and exciting – both internally and externally. Then comes the daily challenge of manufacturing a quality-assured, high-end recycling product from the material that comes in. Here there are frequently special requirements where we have to consider the best approach to realise them. What treatment stages do we need? Which materials and which experts will lead us to the best result?

***Does this mean you have also seen new opportunities or limitations emerge in recent years?***

One central point was the directive on recycling construction and demolition waste that came into force on 1 January 2016. That certainly turned some processes on their head. Until then we only had guidelines from the association for construction materials recycling, but since then everything is enshrined in law. That meant we found ourselves in a situation in which we were aware of the new requirements of the directive but first we needed to adapt our facilities based on the new legislation. And so in 2019 we under-

took a massive rebuild to finally bring all our facilities – and ultimately our recycling products too – up to the highest standards.

***How can we picture the production process in detail?***

We take old bricks and produce brick chips with a size of 2 to 11mm. In our own mix plant, we then take these brick chip fractions and numerous other additives such as compost, expanded clay aggregate or natural sand and use them to produce substrates using different recipes. The decisive factor in the mixing ratio depends on whether the product will be used for extensive or intensive greening. These materials are most commonly used as roof substrates for greening roofs. This also means that special chemical parameters have to be met when preparing demolition bricks. We switched to washing the bricks about to be processed. If certain chemical parameters are transferred from the broken bricks into the water, we can meet all requirements with the recycled product. The washing water remains in a closed loop where it is used repeatedly and supplemented with fresh water from a well. The brick retains a certain amount of water during washing. Surplus wash water and any surface water is stored in a collection basin from where it is used to wet piles of stored material or traffic routes.

***Has sustainability generally become a more important topic in the construction process?***

In recent years our market has seen steady growth. Especially in urban areas, a green roof is now practically mandatory on public buildings or office complexes everywhere. We produce around 35,000t of roofing substrate right here on site every year. This means that many “old” buildings find their way in a new form onto the roofs of new buildings. It is also possible to use recycled material as an additive for producing bricks or prefab concrete parts instead of using natural gravel. Consequently, we keep getting more and more enquiries from the whole industry. This development is in its infancy.



## Environment

But I think a lot will happen in the coming years. Our role is to make our customers happy and to elevate recycled products to a level where they are widely and broadly accepted. So that you are not repelled when you pick up a recycled product at the construction site in the form of substrate.

### ***Turning to the pandemic. What concrete effects has the current situation had on your operations?***

At the start everything was very uncertain. You didn't know which areas were allowed to remain open and which not. But it quickly emerged that the waste industry could remain open as part of the critical infrastructure. Especially in the first one-and-a-half weeks of the first lockdown we noticed a huge slump in material being picked up and delivered as all construction sites had to close. But then it slowly picked up again. We also had sufficient material in our interim stores so that we could actually keep on producing the whole time and we didn't have any major losses for the year as a whole.

### ***What do you see as the benefits for society from the Himberg Recycling Center?***

First and foremost preserving natural resources. You don't exploit any natural resources as you are substituting them with recycled products. Preparing material and then feeding it back into the circular economy naturally also has a positive impact on landfill volumes.

### ***What similarities and differences do you see with other areas of the construction industry?***

I think the greatest challenge – regardless of the area of the construction industry – is

delivering high quality while still remaining competitive on the market with your pricing. Added to this is the fact that resource-preserving materials are now sometimes being demanded in building construction tenders, just like certain energy efficiency requirements. In logistics too, for example for delivering the necessary material to the construction site. Finally, noise and dust pollution are also a key topic for us. The biggest difference for me is that many construction projects are also status symbols that can then be seen. That's something you just don't get in recycling. Our material disappears somewhere in some concrete or on a roof, where it "does its job" but doesn't really have a visual impact. So products from RCH might not be obvious at first glance but they still make a valuable contribution.

### ***Finally, two questions unrelated to work. How have you personally dealt with the COVID-19 pandemic? And how do you live sustainability in your private life?***

The sheer duration of the pandemic as an issue makes it somewhat tiresome. As I strictly adhere to the government's stipulations, my private life is very one-dimensional. If you can't do anything and you can't meet anyone, then life just carries on without any great highs. Contact with family is only by phone and so naturally I miss that a lot. In my private life I try to embrace sustainability by preferring regional products when shopping. I buy as much as possible of my fruit and vegetables from Austria and only when in season. And I try to avoid unnecessary packaging material as far as I can.



# Energy and emissions

GRI  
102-11  
103-1

SDG 7

## Management approach

With the UN Climate Conference in Paris, the EU Green Deal and resulting taxonomy regulation, discussions related to sustainability have gathered momentum. On the one hand, the SDGs are helping to set new benchmarks, targets and guidelines. On the other hand, the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) are providing further impetus. The construction and real estate industries have a key responsibility for environmental and climate protection in light of their high resource consumption. The sector's high energy consumption, including the use of fossil fuels, largely results from producing raw materials, transporting construction materials, construction site operations, the administrative infrastructure and the utilization phase of the project in particular. As a sustainable company, PORR strives to continuously reduce its energy consumption and thereby improve its energy efficiency.

GRI  
103-2

SDG 7, 9, 13

With buildings that are fit for the future, PORR is setting new standards in environmental and climate protection. PORR also demands sustainable action from its suppliers and promotes future-proof construction standards. The focus here is on maximum climate neutrality, circular economies for resources, the use of renewables, realising concepts that conform to demographic shifts, and the application of digital building models (Building Information Modelling or BIM for short). Alternative drive systems and energy sources, using next-generation construction machinery, a sustainable and centrally controlled equipment and fleet management system, as well as the modernisation of old production facilities and optimised construction site logistics should lead to a continuous increase in energy efficiency and corresponding fall in GHG emissions. PORR set itself the goal of cutting its primary energy consumption and specifically GHG emissions by 7.5% each between 2015 and 2020. This target was met in terms of GHG emissions. In terms of energy consumption, the goal was not met mainly because of corporate acquisitions, additional asphalt mix plants and the first-time inclusion of large-scale construction sites. The set of measures has been adjusted and expanded in light of this development and energy-efficiency efforts have been intensified. The climate strategy - which contains energy-specific targets, measures and principles - is approved with the direct input of the Executive

GRI  
302-4

Board, the highest internal decisionmaker for sustainability and environmental affairs, and revised where necessary.

Environmental protection is a continuous process. The Environmental and Energy Officers regularly evaluate the targets and adapt the measures in coordination with the CR department and the Group-wide environmental network. Furthermore, PORR is committed to further developing certification systems and implementing the energy efficiency guidelines, as well as conducting regular energy audits pursuant to ÖNORM EN 16247-1 on the basis of the Austrian Energy Efficiency Act and the EDL-G in Germany. In 2020 the energy management system was certified to ISO 50001:2018 for the whole of Austria. Certification for Germany and the Czech Republic is planned for 2023. Group-wide certification will follow after that.

GRI  
103-3

## Energy consumption and emissions within PORR

The energy data published relate to the energy consumption at PORR locations, the production sites (majority-owned), as well as construction machinery and equipment. For the first time, it includes the energy data from large-scale construction sites running for more than two years. PORR's energy consumption increased by 8.5% in 2020 to 649,316MWh (2019: 598,179.06MWh). Energy consumption in relation to production output thereby stood at 0.126MWh/TEUR.

GRI  
302-1

SDG 7, 9, 13

The overwhelming use of fossil fuels meant that GHG emissions followed a similar trajectory to energy consumption. Scope 1 and scope 2 emissions are generated in the value chain during the preparation phase for construction and projects, the construction phase, as well as on rehabilitation projects and demolition, transporting waste or excavated material and recycling (= PORR's business activities).

GRI  
305-1

Scope 1 comprises the emissions from fuel consumption within the company. In the PORR Group this mainly involves construction machinery, construction equipment and production sites. Diesel is the most used energy source by far, followed by petrol and CNG. Data is also reported for stationary energy (non-renewable). Diesel, heating oil, liquefied petroleum gas, and brown coal dust are recorded as energy sources.

Environment

GRI 305-1

Natural gas is classified as a low-carbon fossil fuel. In 2020 a total of 132,543t of CO<sub>2</sub>-equivalent scope 1 emissions were generated by operations (2019: 123,048.58t CO<sub>2</sub>-equivalent).

travel, rental cars, employee transport and upstream transport emissions.

GRI 305-2

For the calculation of scope 2 emissions at PORR locations, stationary energy (renewable) is recorded – specifically the power-grid mix, which is calculated on a country-by-country basis in line with the GHG Protocol. Also shown here are consumption of wood and wood waste, district heating and self-generated energy. In 2020 a total of 29,042t of CO<sub>2</sub>-equivalent emissions were generated (2019: 24,566.62t CO<sub>2</sub>-equivalent).

According to the GHG Protocol categories for scope 3, business travel falls under item 6. Emissions already included in scope 1 are excluded. In 2020 these GHG emissions totalled 904t CO<sub>2</sub>-equivalent (2019: 2,640t CO<sub>2</sub>-equivalent).

GRI 305-3

**Emissions outside of PORR**

In the value chain, Scope 3 emissions are generated by numerous upstream and downstream activities. Upstream activities: producing, processing and transporting raw materials, business travel. Downstream activities: project utilization phase, project rehabilitation, demolition, transport and recycling by other companies (= not PORR's business activities).

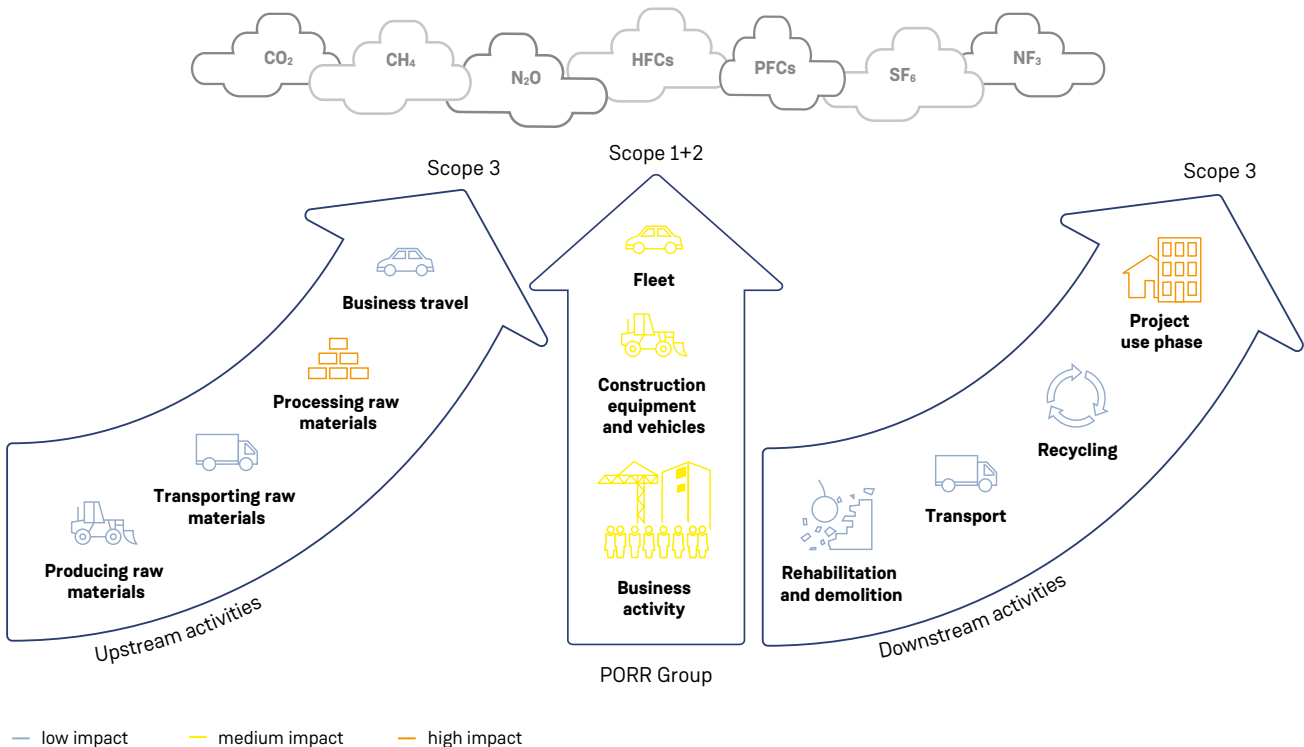
In addition, emissions in the supply chain were calculated for the first time, specifically the upstream transportation emissions (category 4 in the GHG Protocol). As a first step, the calculation is based on the CO<sub>2</sub>-equivalent emissions on the basis of the four most-transported groups of goods (reinforcement, asphalt, formwork, transport concrete) and plausible assumptions about transport conditions (average distance from production site to construction site and composition of fleet). All of the PORR home markets were included. The value was 24,079t CO<sub>2</sub>-equivalent in the year under review.

For other indirect GHG emissions (scope 3), PORR reports emissions generated by flights, train

The conversion keys provided by the Austrian Federal Environment Agency were used for the calculation basis for scope 1 and scope 3 for every country.

OVERVIEW OF SCOPES

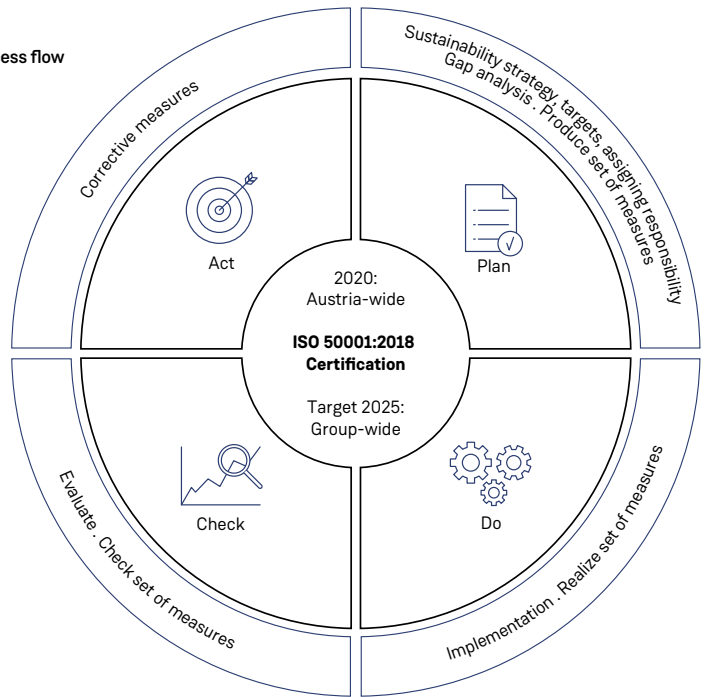
GRI 305-1  
305-2  
305-3





Environment

ISO 50001:2018 Certification process flow



GRI 305-5

The focal points for reducing GHG emissions continued to be on increasing energy efficiency and optimising construction processes. There was a significant reduction in travel due to COVID-19, which had a positive impact on GHG emissions, i.e. it led to a reduction.

As a general rule, the introduction of new environmental legislation also has an impact on energy supply and energy consumption in the PORR markets. In Switzerland, for example, the Energy Strategy 2050 has been developed based on the new Energy Act EnG 2016, which promotes the increased use of domestic renewables such as hydro, solar, wood, biomass, wind and geothermal energy. In addition, in terms of electricity supply, the expansion of the grid is being expedited. These and other measures also promote energy efficiency within PORR, for example through better availability.

In Germany, energy consumption at all major construction sites will in future be recorded using digital meters. This approach facilitates a reduction in energy consumption through alternative coverage of peak values. Furthermore, all investments will only involve purchases deploying the latest technology and inefficient equipment will be taken out of service, thereby reducing consumption and emissions long term. Further intensive training and information for employees should also raise awareness of energy consumption.

GRI 302-4

The implementation of the energy management system in accordance with ISO 50001:2018 aims to steadily reduce PORR's environmental impacts relating to energy consumption and emissions at the same time as cutting energy costs. PORR uses the data gathered to determine its energy KPIs and then use these to develop measures to improve energy-related performance in line with PORR's energy targets and energy policy.

**Equipment and fleet management**

The goal of PORR Equipment Services (PES) is to bundle all equipment and vehicles into Group-owned companies and to reduce the variety of makes and types through Group-wide standardisation. This should lead to a sustainable efficiency increase and a reduction in airborne emissions in the PORR Group's equipment management. To achieve this, PES focuses on three core elements: transparency in results thanks to clear allocation, synergic effects through bundling responsibilities, and defining technical standards for equipment and vehicles. Following Austria, Germany and the Czech Republic, a further rollout of the measures is underway on the remaining home markets of the PORR Group. As before, the current figures relate to Austria, Germany (including Oevermann) and the Czech Republic.

Another change to encourage sustainability is that vans are no longer offered in fleet management and there is an even stronger focus on passenger vehicles with very low CO<sub>2</sub> emissions. In the field of construction machinery, a test phase for battery-powered equipment was launched in the reporting period to evaluate the resilience and durability of batteries when used on construction sites. In addition, the infrastructure for recharging the batteries is set to be tested and guaranteed for use on construction sites.

The COVID-19 pandemic has accelerated the use of digital conferencing. Business travel in the form of trips to branch offices and the headquarters has been avoided.

GRI 302-5 305-5

SDG 7, 9, 13

The introduction of an electronic signature system (DocuSign) in fleet park, rental and investment management has led to the elimination of all paper-based interim processes. Since this system was introduced, a total of 12.6t of CO<sub>2</sub>, 132m<sup>3</sup> of water, and 5.4t of wood has been saved and 0.8t of waste avoided.

Furthermore, the newly founded department of Operational Management pays special attention to the issue of transport logistics and the related energy-specific optimisation potential.

**On-road equipment (cars, pick-ups, light commercial vehicles)**

It has been possible to reduce CO<sub>2</sub> emissions through the simultaneous streamlining of the vehicle matrix based on CO<sub>2</sub> emissions and the procurement of more energy-efficient vehicles. The reduction in mileage caused by the pandemic has amplified this effect. The change in the prescribed measurement methods from NEDC to WLTP (changed in 2018, mandatory since 2020) means that this reduction is not as clearly visible as the WLTP method yields disproportionately higher CO<sub>2</sub> values. That said, a reduction in CO<sub>2</sub> emissions of 16.7t was achieved in 2020 regardless of the change in measurement method.

GRI  
305-5  
  
SDG 7, 9, 13

**Off-road equipment (construction equipment)**

To reduce pollutant emissions from off-road equipment still further, for new purchases PES only buys construction equipment that conforms to the best available emissions standards on the market. What's more, all large equipment has been fitted with an automatic start-stop function to reduce idle time and operating hours.

**Emissions performance of mobile construction equipment**

In 2020, PES and its subsidiaries as well as Oevermann managed mobile construction equipment with a total output of 255,975kW in the regions in which they operate. Small-scale equipment in the class <18kW is now included for the first time in determining emissions on the basis of output and exhaust, as are HGVs with EURO-VI engines. The reduction in output and upgrading the fleet with equipment that conforms to the best available emissions standards on the market has led to a significant decrease in exhaust emissions.

GRI  
305-6  
305-7

In order to compare the emissions of ozone-depleting substances (HC) and other significant airborne emissions (CO, NO<sub>x</sub>, PM), the relationship between each kW and the respective pollutant is shown. Details can be found in the table on page 95.

**Sustainable buildings and constructions**

Protecting the environment and the climate does not only require sustainable and fit-for-future construction methods, it is also essential that the completed building has the smallest possible carbon footprint at every stage of its life cycle. Potential environmental impacts after completion need to be considered during the design phase. In practice, this approach is realised by calculating life cycle assessment data, the basis for which is DIN EN 15978.

GRI  
102-11  
302-5  
  
SDG 7, 11, 13

Many additional factors also have a role to play in the certification of construction projects for sustainability criteria. In addition to a low carbon footprint, PORR pays attention to disabled access, for example, on both new builds and renovations. Projects involving sustainability certificates have particularly high requirements in terms of user health and building safety, going above and beyond legal stipulations in areas such as disabled access.

GRI  
416-1  
416-2

In 2020 more than 20 projects of pde Integrale Planung GmbH were awarded sustainability certificates in Austria and Germany. These included the HBLFA in Rotholz, Tyrol (klima aktiv), Office Park 4 at Vienna International Airport (DGNB Platinum) and the MFC Freiham MK in Munich (DGNB and LEED). Parts of the HBLFA project in Rotholz secured the maximum number of points (1,000 out of 1,000 points). Office Park 4 at Vienna International Airport even received the first confirmed Crystal award from ÖGNI for exceptionally high socio-cultural quality and performance.

The PORR branch offices for Carinthia and East Tyrol meets the highest standards for energy efficiency as a "Plus Energiehaus". Sustainability experts were involved right from the concept phase. The PORR branch office in Linz is also a "nearly zero energy building", as the geothermal probe field is powered via the photovoltaic system – an approach that is both economical and environmentally sound.

GRI  
302-4

The project Lot 5 in Basel also happens to be one of the first projects certified to SNBSv2.0.

Other certification projects have already been completed by PORR and are just awaiting confirmation from the respective certification body. Several dozen projects are in the process of being certified.



# Waste management

GRI  
103-1

## Management approach

Every construction activity – especially demolition and refurbishing buildings – results in large quantities of construction-specific, mostly mineral waste, and this is why construction waste, demolition waste and excavated soil make up around 75% of total waste volumes. This can harm the ecosystem and incur significant disposal costs. As a sustainable company, PORR strives to prevent or reduce any negative impact on the environment. It treats waste as a secondary raw material that should be retained in the circular economy for construction materials.

GRI  
103-2  
306-2

Mineral construction waste, industrial waste and contaminated soil is treated in PORR's own waste recycling and treatment plants and through targeted research and development. Recycling methods are developed in the Environmental Laboratory for many different types of waste with different levels of contamination. The objectives here are to keep reusable waste in the circular economy, reduce the impact of pollutants and ensure the proper disposal of any waste that cannot be recycled.

SDG 12

Alongside waste from construction and demolition, the waste generated through PORR's operations, which arises in the course of operating offices, production sites and workshops, represents the second largest waste source. PORR strives to reduce these waste volumes and separate any unavoidable waste in a way that allows high-grade recycling. That said, the actual disposal route is in the hands of the certified party responsible for disposal and is determined by the choice of the disposal company in certain cases. The Group-wide Environmental Network provides a platform for the efficient exchange of experience and knowhow transfer and proactively involves every department in order to achieve a long-term reduction in waste generated. Environmental protection is a focal point of the PORR sustainability strategy as well as in the Codes of Conduct for employees and business partners respectively.

GRI  
103-3

The Group-wide Environmental Network collaborates with the CR department to evaluate the status quo of the measures and revise the approach if necessary. Alongside this, environmental management is part of the IMS, which is certified to 14001:2015 at SQS (Reg. Nr. 40247) and incorporates environmental aspects into all material corporate decision-making processes.

## Waste reporting

Special attention is paid to avoiding the generation of waste in general, to reducing the volumes of hazardous waste and to any recycling potential. In Norway, for example, one precondition for signing a contract in the supply segment is that the provider can prove a sorting rate of at least 85%. Waste reporting comprises data from the PORR offices and production sites. No waste generated on construction sites is reported as PORR has no influence over the quality or amount of demolition and excavation waste generated and has limited influence over its disposal through commissioning. In the year under review, waste of 9,436t was generated, which is 4.6% lower than the previous year. The ratio between hazardous and non-hazardous waste remained roughly the same as in 2019. Most of the hazardous waste came from the maintenance and cleaning of various pieces of construction equipment and machinery. In the year under review there were no significant leaks of hazardous materials.

GRI  
306-3

## Rehabilitating and making safe contaminated sites

In 2020 contaminated site W30 was rehabilitated. Here recycled construction materials from PORR Umwelttechnik (PUT) were used to skim off the oil phases and the foundation engineering department then carried out soil stabilisation works and exchanged the bores.

A rehabilitation system continues to run at an operating site in Vienna Simmering, where a 120,000m<sup>2</sup> site contaminated with tar has been made safe by being enclosed in cut-off walls and additional measures. These include seven safety wells and a groundwater purification unit. Approximately 125,000m<sup>3</sup> a year of groundwater is purified here along with around 95,000m<sup>3</sup> of pumped-up groundwater that is purified using an active charcoal filter.

The rehabilitation system at contaminated site N12 Kapellerfeld is also still ongoing since 2018.

The rehabilitation of the contaminated site K22 Lederfabrik Dr. Hans Neuner was also completed in the period under review. The decontamination of the soil as well as clearing out and gutting all the buildings, decontaminating them, and subsequently demolishing them were all successfully completed. The materials were also recycled, a groundwater purification plant was installed and the contaminated soil was rehabilitated. In the period under review, the



## Environment

waste volumes totalled around 3,595t. A total of 22,000t was generated throughout the project, of which 16,708t has been recycled. The rehabilitation involved a total area of 64,000m<sup>2</sup>, of which

around half was defined as a contaminated site. 10,980m<sup>2</sup> of the total 64,000m<sup>2</sup> was rehabilitated in the year under review.



# Material consumption and recycling

GRI  
102-11  
103-1

## Management approach

Alongside energy consumption, the construction industry's largest environmental impact comes from the use of construction materials. With this in mind and in light of the growing scarcity of resources, PORR is committed to recycling and its underlying principle "reuse, repair, recycle". The focus is on high resource efficiency, better use of materials, the development of new construction materials and methods, as well as more efficient construction-site logistics – a significant cost and competitiveness factor in the construction business. Last but not least, reusing raw materials can mitigate procurement risks such as those related to supply bottlenecks or cost of materials. A responsible approach to resources and the clear commitment to environmental protection form an important pillar of the PORR sustainability strategy.

decision-making should be secured and monitored at regular intervals. The focus of environmental management and of the environment experts who form the Environmental Network lies in optimising the use of resources – in particular by steadily increasing recycling rates and reducing waste volumes – and in the annual assessment of the measures implemented, with any adjustments made where necessary.

## Focus on recycling

One major objective for PORR is to steadily increase the percentage of construction materials recycled. One essential precondition for this is to improve the construction properties of recycled material through innovative methods. In the year under review, Group-wide recycled waste totalled 2m tonnes, which was around 50% less than last year on project grounds. This figure is subject to sharp fluctuations that can depend on the application options on large-scale projects as well as the different levels of contamination of mineral-based construction rubble.

GRI  
301-1  
301-2

SDG 12, 15

In the period under review, PORR recycled construction materials at 17 locations in Austria as well as at various construction sites. While 1.7m tonnes of recycled material was produced at the locations from mineral-based construction rubble – especially asphalt, concrete, rubble and natural stone – on the construction sites construction rubble and excavated material totalling 216,000t was recycled. The recycled construction materials produced are then used on construction sites and in asphalt mix plants. Accredited testing and inspection bodies constantly oversee the environmental credentials and the construction properties, thereby providing quality assurance.

GRI  
103-2

SDG 12, 15

PORR's goal is to reuse as much material as possible and thereby steadily increase the percentage of recycled construction materials and further develop methods that preserve resources. To this end, PORR has a number of plants in which recycled construction materials and secondary materials can be produced in guaranteed quality and is constantly expanding them. In order to achieve optimum results and realise synergic effects, the Group's entire knowhow in the field of technology-based environmental protection is bundled in PORR Umwelttechnik (PUT) and in the Centre of Excellence for Resources. PORR also promotes the issue of recycling in the research and development sector. Here materials that were previously classified as waste and sent to landfill should be transformed into valuable construction materials. In addition, PORR is working on innovative methods to improve the technical construction properties of recycled materials.

For the production of asphalt in Austria, Poland and the Czech Republic, around 105,000t of construction material recycled by the company was used, thereby substituting primary raw materials. Recycled construction material was not used in the production of asphalt in Romania at the insistence of the customer.

GRI  
103-3

Environmental management is part of the IMS, which is certified to 14001:2015 at the SGS (Reg. Nr. 40247) and facilitates the implementation of a Group-wide environment policy that takes into account all legal specifications. Here the incorporation of environmental aspects into all relevant processes and into entrepreneurial



SDG 9

### Science and technology

PORR was again involved in innovative research projects in 2020. Here is an excerpt:

GRI  
302-4

### Operational Management

The evaluation phase of construction site logistics in Austria was concluded when the potential areas for energy-specific optimisation were identified. These include procuring resources with digital devices to display the availability of rental equipment/trucks, increasing the planning period through the use of digital tools, software-based order processing, GPS-assisted services for better coordination of the delivery location or time, and time slot management to prevent traffic jams or waiting times.

### Construction Digitalisation Services & Support

PORR is a premium member of the joint project to automate construction-site processes using robotics with the RWTH Aachen University and consortium partners. The focal points include automation potential for transporting, positioning and installing prefab elements, analysing potential in the construction process and the automated deinstallation of plasterboard during deconstruction. In addition, PORR supports the master's degree in Construction Robotics.

### Tunnelling and specialist civil engineering

A brand-new method is helping to produce a tunnel tube that permits drainage, thereby

saving resources, excavated material requiring landfill, and costs. In addition, a new method for securing tunnel linings in the area of cross-cut openings aims to reduce steel and construction times.

In specialist civil engineering, further progress was made on the project to develop watertight excavation-pit sheeting to address complex soil and groundwater conditions.

### PORR Umwelttechnik

Geothermal processes in which loops of geothermal probes are used for heating, as well as passive and active cooling, lead to the significant conservation of resources and improvements in energy efficiency. Another key area is mineral wool waste from demolition that would be sent to landfill, resulting in the loss of a valuable resource. The project "RecyMin" with Montanuniversität Leoben was initiated to optimise recycling options. Furthermore, PUT has developed a treatment plant for processing hazardous and non-hazardous mineral wool and preparing it for future recycling.

### PORR Bau GmbH OÖ

The project "GH TL" in turn aims to develop buffer storage systems to utilise the exhaust heat from cement plants and other high-temperature facilities.

GRI  
302-4

# Biodiversity and soils

GRI  
103-1  
304-2

## Management approach

Biodiversity is essential for the health and wellbeing of the population and the generations to come. It is also of critical importance in economic terms. As a construction company, PORR contributes to building up, using, and paving over the surface of the earth. This then leads to a reduction in space, impacts the regulatory function the soil has on the atmosphere and on the natural water balance, exacerbates climate change and ultimately damages biodiversity. By adhering to mandatory environmental regulations and other specific measures, the negative impacts on the environment should be kept to a minimum. PORR's sphere of influence is nonetheless limited as sustainable construction starts even before the project development phase. Urban planning and zoning in particular have an impact on maintaining biodiversity and fall under the responsibility of the local (construction) authorities in coordination with the developers. PORR is intensively involved in expert work at national and European level to further align the construction industry towards the sustainable use of natural resources. This covers everything from the design and build via usage through to demolition and recycling of the materials generated and through the reuse of secondary raw materials in construction.

GRI  
103-2  
SDG 15

As a sustainable company, PORR strives to optimise the lifecycle of its projects in terms of economic, environmental and socio-cultural considerations. In addition to the useful sustainability performance of buildings, this maximises the chance of renting or selling the space. The greening of rooftops creates replacement habitats and retention basins for the rain. Furthermore, on EIA (Environmental Impact Assessment) projects, compensatory measures are often laid out for landfills and stone quarries. The contact partners when it comes to protecting the environment are PORR Umwelttechnik (PUT), the Environmental Lab and the internal Environment Officer. The range of services here includes determining and investigating contaminated sites including taking samples and studying them, through to reinforcement measures and environmental clean-up. The issue of environmental protection is anchored in the PORR sustainability strategy, the environmental guideline, as well as in the Codes of Conduct for employees and business partners respectively.

The environmental management system is part of the IMS, which is certified to 14001:2015 at the SGS (Reg. Nr. 40247). The goal of the system is to implement a Group-wide environmental policy, taking into account all legal specifications. Here the environmental impacts are determined for all relevant processes, comprehensive protective measures for mitigation are approved and their implementation is monitored at regular intervals.

GRI  
103-3

## Site improvement and protecting biodiversity

PORR strives to make living spaces attractive for all users and to increase the biodiversity of flora and fauna. Effective action points here include greening flat roofs, causeways and recultivating landfill sites as well as the site-appropriate planting of friendly types of flora. As a wholly owned PORR subsidiary, the company IAT Green plays a key role in this area. IAT Green uses materials from its own production process on its green roofing projects.

GRI  
304-3  
SDG 15

The company helps to maintain biodiversity with additional initiatives – like “Bee@PORR” for example, where it houses beehives and colonies on the PORR Group's own properties. In 2020 the number of beehives rose to 435. The first beehives on PORR properties are now also in place in Switzerland.

GRI  
304-4

In the course of the site inspection of the Baumgarten excavated soil pit, nesting holes of a very rare species of bird (bee-eater) were spotted on a rock face. A 5m-wide trench was constructed during backfilling to preserve these nesting holes.

So-called “toad tunnels” have been built to allow the European green toad, an endangered species, to migrate to its biotope and cross newly built roads and other traffic routes. Like on the Taborstraße project in Vienna, where the tunnels run underground all the way along the paved road construction.

At the Nordbahnhof area in Vienna, an undeveloped plot is being transformed into an “urban wilderness”. It should be home not only to toads, but also sand lizards and a rare type of ant that is native to Nordbahnhof. Here 40 sand lizards were relocated from the construction sites, while some toads even made their own way to their new biotope.



GRI  
304-3

### **Recultivating landfill sites and humification**

The Langes Feld landfill in Vienna's 21st district covers an area of about 71ha. It is located on a contaminated site secured by means of a Viennese sealing wall chamber system and has a compartment for residual waste and one for construction waste. One key component of the surface design is the composting material produced to a recipe specially developed for the Langes Feld site. Humification is carried out in an open process

with biogenic waste such as wood, green waste, municipal sewage sludge and excavated soil materials. Other components include fine mineral fractions and wood ash. The materials for humification are subject to strict quality controls at both input and output to ensure a consistent process. Furthermore, a recycling plant for construction waste, a slag de-metallisation unit and a sorting facility are operated there. In 2020 around 850,000t of waste was accepted, some of which was recycled and fed back into the circular economy.

# Water

GRI  
103-1  
303-1

## Management approach

Water is used for construction activities and at production facilities and demolition sites. In building construction and civil engineering, the main use of water is as an ingredient in fresh concrete. Groundwater and mountain water are accessed in the course of excavation works or underground construction (tunnelling). Any wastewater generated is pre-treated in sedimentation tanks before being disposed of properly via the public sewage network or directly in the receiving streams. Depending on the location and size of the construction project, water on construction sites is provided by means of water hydrants or wells, which are jointly used by all companies working on site. PORR builds or upgrades waterworks for producing or storing raw water and builds and operates wastewater treatment facilities. Even though the construction industry uses significantly less water than water-intensive industries like the textiles or food and drinks sector, PORR is aware of the responsibility it has to society to preserve this valuable resource. With this in mind, the raw material water has been added to the internal resource management agenda.

GRI  
103-2

The water policy forms an important basis on which to work. The Water Officer determines the Group-wide water consumption together with the centre of excellence for resources. The areas with the highest specific water consumption are then addressed with the CR department, the Environmental Network and the research and development team to find solutions for reducing water use and develop measures for recycling water. Depending on the location and size of the construction project, water on construction sites is provided by means of water hydrants or wells, which are jointly used by all companies working on site. This is why PORR has currently restricted itself to recording water consumption at its offices and production facilities and at large-scale construction sites. Wastewater is fed into the public sewage network or treated in reservoirs before being disposed of properly.

GRI  
103-3

Together with their network, the Water Officer regularly assesses the status quo of the measures implemented and, where necessary, revises the approach and the water policy. In addition, the environmental management system pursuant to ISO 14001:2015 makes an important contribution to incorporating environmental aspects into corporate decisions and evaluating them periodically.

## Water withdrawal

PORR's goal is to promote the sustainable and efficient use of water while simultaneously optimising its water footprint. Water is used for construction activities and at production facilities and demolition sites. Depending on the location and size of the construction project, water on construction sites is provided via the public network using water hydrants, wells and surface water.

In the period under review, 833MI water was withdrawn by the Group (2019: 2,257.56MI). This breaks down into the following water types: 5.1% surface water, 60.7% groundwater and 34.1% water from third parties. In addition, 9MI was withdrawn from areas with water stress (Qatar).

## Water discharge

The wastewater generated in the course of different construction activities is pre-treated in sedimentation tanks before being disposed of properly via the public sewage network or directly in the receiving streams. The total volume of water discharge stood at 662MI in the period under review (2019: 1,689.93MI). An additional 4MI was recirculated in areas with water stress (Qatar). PORR has implemented measures to maximise the quality of the wastewater and minimise its quantity. Water samples are taken regularly and analysed. No foreign substances are introduced to the wastewater.

## Water consumption

Together with contact partners on the construction sites and production facilities and expert colleagues on the PORR markets, the Water Officer determines the water consumption in the PORR Group. The areas with the highest specific water consumption are then identified and solutions for reducing water consumption and measures for recycling water are developed with the CR Steering Committee, the Environmental Network and the research and development team. PORR operates wastewater treatment plants and soil-washing plants including water treatment units.

Water consumption in the PORR Group totalled 171MI (2019: 568.06MI). Added to this is water consumption from areas with water stress of 5MI.

GRI  
303-3

SDG 6

GRI  
303-2  
303-4

SDG 6

GRI  
303-5

## Environment

In order to do justice to scarcity of water in Qatar and the UAE with an exceptionally careful construction approach, the use of drinking water is avoided for construction purposes – this also applies to suppliers. This measure is part of the water resource plan (WRPlan) under which the recommendations of the EIA (Environmental Impact Assessment) report are implemented. Regular courses and training sessions are held to raise awareness among staff on this issue and communicate key regulatory requirements and guidelines.

### **Selected measures:**

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Classify water types with corresponding use specifications

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Measures to increase water efficiency in the construction process and in the end use phase of construction projects

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Replace fresh water in the construction process with alternative quality grades

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Treat rainwater and increase its usage

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Recirculate water in construction material recycling plants, soil-washing and gravel-washing plants

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Treat leachate at landfill sites

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Record water intensity in the supply chain

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Social  
in

CHANGE



## KPIs

	2020	Change	2019	2018
Work-related injuries (rate)	15.3	-3.2%	15.8	12.0
Training hours (h)	68,311	-39.2%	112,435	95,672
Performance review (no.)	6,451	3.5%	6,234	5,188
Staff on parental leave (no.)	273	27.6%	377	297
Women in middle and lower management (%)	13.1	2.2 PP	10.9	10.6
Women in training to become future managers (%)	22.2	2.8 PP	19.4	7.7



## COVID-19 at PORR

# Navigating the crisis strategically

Especially during a pandemic, the guiding principle “Safety First” becomes even more relevant. We talked to CEO Karl-Heinz Strauss about the balancing act between protecting the workforce and limiting personal freedom. And why PORR is one of the biggest testers in the entire Republic.

***What were the greatest challenges at the start of the pandemic? How did PORR guarantee the safety of its staff?***

In order to handle this hitherto unprecedented situation as successfully as possible, we developed a comprehensive set of guidelines and measures right from the very start. They were then regularly adapted following approval by the responsible authorities, experts and governments – in every area and across every one of our markets. Practical solutions relating to hygiene at work, equipment or transport, while upholding all safety stipulations, were a huge challenge at first and yet today they are a fixed feature on all of our construction sites. They mean that construction operations can continue safely during the ongoing pandemic.

***How do you see the long-term strategy with regard to protecting employees?***

In general, managing COVID-19 is part of the management remit at PORR and is part of a close collaboration between the Executive Board and a dedicated COVID-19 officer. We have deployed a comprehensive testing strategy. In the meantime, we have a team of around 50 people in Austria who do regular testing and act as the interface between the PORR home markets. Across Austria, every staff member can get tested weekly on a voluntary basis at the construction sites and in our offices. There is also the option to have an internal test after holidays etc. We have organised the qualified personnel needed for this such as doctors, paramedics and nurses.

Thanks to this strategy coupled with wide-ranging hygiene measures, we have managed to practically eliminate infections within the company. PORR has its own COVID-19 hotline for any questions or concern on this topic. A dedicated team that works seven days a week is responsible for contact tracing, crisis support, de-escalation and organising testing procedures within the company.

***Would you say that testing etc. has become something of a routine?***

Yes, you could certainly say that. We test between 3,000 and 5,000 people a week and we are continuously expanding this. Testing has become a matter of course and will be with us for some time to come. Especially in summer when there are more construction sites running again, it will be important. In the private sector, PORR is the company conducting the most tests voluntarily and is currently the biggest partner to the Austrian test database in terms of the results submitted.

***For those working abroad: How can we reduce the risk of infection when crossing borders and what is the approach to border closures?***

In practice, you can't stop an infected employee from entering or leaving a country. A negative test is a momentary snapshot, but symptoms can appear up to five days after the test result. That's why we follow up, but until now we have not had a single case of this kind.

***How is the cooperation with relevant players like occupational health practitioners, social partners or other stakeholders?***

Thanks to our decision to establish a well-functioning occupational health management system, we have had a leading occupational health centre in Austria for several months. This gives us a standardised approach in the medical sector across the entire Republic. Processes and organisation fall under the responsibility of the COVID-19 officer, who cooperates closely with the other players. Occupational health practitioners and social partners handle the logistic decisions. A permanent dialogue also takes place here.

***Will PORR offer staff the chance to get vaccinated as soon as vaccines become available?***

Our goal is to give every person in the PORR family the greatest sense of security in these uncertain times and to act as a reliable partner.

## Social

That is why we will expand our testing strategy with a vaccination strategy as soon as vaccines are made available to us.

### ***Do you believe that the COVID-19 situation has also opened up opportunities or will do so?***

The COVID-19 pandemic has crystallised the enormous need for transformation that was already evident in the construction sector in terms of forward-looking technologies. Digital, networked solutions across the entire construction value chain and new, data-based business models are the clear focal points here. PORR was quick to recognise the sign of the times and has been expediting digital processes for years. We are decisive in proactively making the most of our opportunities even in challenging times like these.

The new situation has also highlighted which processes already work well and which ones still need to be optimised. From the start, flexibility has been a key factor in handling the pandemic. Here we quickly developed solutions like the containers for testing and digital training courses. Meetings were held less frequently but more efficiently and the importance of rapid availability of data became even clearer. One other thing that the pandemic has shown us is how important it is to reflect on your own actions and decide how to handle the situation. Reflection, solidarity and a willingness to help are more important today than ever before.

### ***What has your personal experience been in the past few months?***

The pandemic has turned all our lives upside down. COVID-19 has thrown us into an unfamiliar situation with a great deal of restrictions. To limit the spread of the virus and protect people's health, society as a whole and PORR in particular has had to adapt. Some of these measures may well be with us for quite some time. I also miss the personal contact, going to restaurants and cafes together, just like everyone else probably does. But we can still work and be positive about the future. In times like these it's important to acknowledge the importance of traditional values like reliability and resilience. That's how we will navigate the crisis together.

### ***Exactly one year ago we dared to make a forecast for 2020. Of course, nobody knew then that the pandemic would change the world. But looking back how do you see this eventful year?***

One could be frivolous and say good riddance to the year 2020. We saw how COVID-19 emerged on the other side of the world. At first no one expected it to reach us so quickly. Then the virus was suddenly here. It affected me a lot but I was also impressed by the discipline, support and commitment of our PORRians. We will master this crisis just as we have with everything else in our history of more than 150 years.



Securing knowhow

# Human factor first

Martina Auer-Klass has been Head of Group Human Resources since December 2019. Here she talks about how the COVID-19 pandemic has influenced further education and training at PORR as well as her personal approach to dealing with the current restrictions.

***You have had a successful career at multiple big companies in different sectors. What brought you to PORR last year?***

The slogan "building is a people business" really captivated me. People are really at the heart of PORR in every respect. Employees here are not just a number. HR also puts the human factor first: We establish the relevant frameworks and help our colleagues and our organisation to evolve and develop. One thing I really appreciate is that there is a such a huge emphasis at PORR on further education and training. Our multifaceted range of courses ensures the requisite level of expertise is maintained at the same time as encouraging the personal development of every employee. At the end of the day, the PORRians benefit from this just as much as PORR.

***2020 was a tough year. What were the greatest challenges you faced in dealing with the pandemic?***

In an unprecedented crisis, it is important to have a sense of direction through clarity. The constant changes in the legal requirements meant that the greatest challenge was making the right decision at the right time and communicating it promptly. Rapid communication of changes is an absolute must in the construction industry as it is not possible to reach every member of staff online.

***How quickly did PORR react to the restrictions with its measures? How fast could the various platforms be adapted?***

From the second quarter, we switched many of our in-person courses to digital learning formats like e-learning. In addition, our Digital Unit was quick to offer webinars that would make it easier for our colleagues to engage in digital cooperation when working from home. Wherever in-person training was required, strict safety concepts were applied and the number of

participants reduced. This enabled all mandatory and essential protective measures to be upheld.

***Did the objectives/strategies in your division need changing? Were there any measures that weren't implemented because of the pandemic?***

For the short term we aligned our focus even more sharply towards professional skills training. We switched to digital channels wherever possible and reasonable. But not all content is well-suited to digital learning formats, especially for soft skills. This was an area in which we postponed some further education measures.

***How do you ensure the quality of further education and training in general and in times of COVID-19 in particular?***

Our 2021/22 training programme relies more heavily on online formats. Quality assurance plays a decisive role in educational measures: To ensure continuous improvement, the feedback form for training in Austria has been revised and digitized. With the new approach, it is easier for us to monitor how successfully the training content offered is actually transferred to everyday professional life. The findings are used to set new strategic objectives and to identify and implement improvements.

***Which projects will be especially important in the coming year?***

Over the past year we have finalised our strategy for the topic of age and generation management and we are already working on implementing the measures. We will continue to prioritise the issue of further education and training as well. The rollout of our learning management system has been completed on the markets of Poland, the Czech Republic, Slovakia and Romania and the broad range is now available to every employee on the home markets. The rollout to Norway is planned for 2021.



***How have you handled the pandemic at a personal level and what gives you strength in times like these?***

It all starts with us ourselves – the key word here is personal responsibility. For a year now we haven't seen friends. Within the family we only meet on a very selective basis and following a negative test. We wear FFP2 masks and keep our distance. So far, we have all managed to stay healthy.

I continue to invest my energy in things that make sense and give me pleasure, like my work and my family for example – I also draw strength from them. Going for regular walks in nature is very important to me and promotes wellbeing.

***What does sustainability mean for you and your family?***

It is important for us to shop responsibly – especially regional and seasonal products. And we strive to throw away as little as possible. That's why we have reusable milk bottles and strive to avoid plastic where we can. At work I try to reduce my paper consumption – which is also becoming easier with digitalisation and automation. Here too the contribution of every individual plays an important part. A future worth living is only possible if we work together.

# Health and safety

A safe working environment and far-ranging workplace health promotion create a good atmosphere at work. They also help enhance performance and sustainably strengthen our competitive position.

<p>GRI 103-1</p>	<p><b>Management approach</b> PORR attaches great importance to the health and safety of its staff members. In addition to personal injury and damages, accidents at work can incur civil-law and economic consequences such as criminal proceedings, damage to the company's image, construction delays, high costs through absences as well as impacting the company's ability to compete. Targeted prevention measures aim to head off any excess stress or adverse mental and physical effects on employees and to actively promote good health. The issue of health and safety has become even more important in light of the COVID-19 pandemic.</p>	<p>In addition to the Occupational Health and Safety division, Workplace Health Promotion – which is part of the CR department – is responsible for planning, implementing and evaluating behavioural and situational measures to promote good health. Workplace Health Promotion improves the wellbeing of staff members, prevents sickness in the workplace and contributes to a sustainable working environment that promotes good health. All measures under Vision Zero, as well as the further education and training in occupational health and safety, workplace health promotion and apprentice training are anchored in the PORR sustainability strategy. Protecting the workforce from a COVID-19 infection and the active fight to prevent the virus spreading uncontrollably at PORR is addressed by the Group-wide set of COVID-19 measures and comprehensive antigen testing.</p>	<p>GRI 403-6  SDG 3</p>
<p>GRI 103-2  SDG 3</p>	<p>By signing the PORR Safety Charter, the Executive Board and the Works Council have committed to proactive hazard prevention and health promotion. With the implementation of Vision Zero, the goal is to reduce the accident frequency rate to fewer than ten accidents per million hours worked. As the measures implemented did not have the desired effect by 2020, the set of measures has been updated and efforts to improve technical occupational health and safety aspects have been intensified. The new timeframe has been extended to 2025. Support measures include the safety check card (last minute risk analysis) that has now been implemented across the entire Group. This tool serves to raise awareness, to strengthen personal responsibility and sensitize staff to hazards in the workplace. Regular further education and training sessions aim to raise awareness of occupational health and safety in the operational units and sustainably embed these issues among managers. Worker protection is a top priority as reflected already in the apprentice training programme. Cross-country coordination and approval guarantee health and safety standards are upheld across the entire company. When realising any construction activities, the health and safety of the local community and any road users is safeguarded at all times in close cooperation with the developer by applying effective protective measures including those to minimise noise, dirt and vibrations.</p>	<p>The standard ISO 45001:2018 is valid on every PORR market – applying to all staff members, all activities and all workplaces – and describes the requirements of a modern occupational health and safety system, bringing together the aspects of occupational safety with promoting good health in the workplace. The implementation and effectiveness of the defined targets in occupational health and safety and workplace health promotion are monitored by the uppermost management and the CR Council in coordination meetings. Measures are evaluated, assessed for their efficiency and effectiveness on the basis of practical experience, and adapted where necessary. The efficacy of the COVID-19 protective measures is analysed in regular meetings. Appropriate corrective measures are applied if needed.</p>	<p>GRI 103-3 403-1 403-8  SDG 3</p>

# Occupational safety

GRI  
403-4  
403-7

SDG 3

Every member of staff in the PORR Group should be guaranteed a safe work environment. The objective of Vision Zero is to have zero accidents. In order to reduce accident frequency, PORR relies on comprehensive workplace inspections, training, and a reporting system for near-misses and hazardous situations. Targeted measures to enhance occupational safety are developed in regular coordination meetings with the management and in close collaboration with the health and safety managers of the international subsidiaries. In the period under review, more than 61 full-time Safety Officers were employed (2019: 54). It is especially pleasing that the occupational safety measures have also been recognised by external bodies: Achilles 100% (prequalification platform), Mondi Frantschach Safety Award and the RoSPA Health & Safety Award.

GRI  
403-2

SDG 3

## Risk prevention

In the course of risk assessment, any actual and potential hazards for staff are identified at the construction sites and in the operating sites and the related risks are assessed. This assessment is the responsibility of the respective construction or operations manager prior to the start of any activities – with support provided by the responsible Safety Officer if necessary. On the basis of this assessment, staff are made aware of the hazards and risks. If necessary, for example if new staff join the project or there are special circumstances like a near-miss or accident at work, this training is then repeated and reference is made to new findings on hazard prevention.

In addition, administrative and operational employees receive comprehensive training on occupational health and safety once a year, whereby the focus of this training is based on the respective experience gained in the past year. Construction site supervisors must also complete additional occupational health and safety training in the form of seven selected e-learning modules.

Within PORR, various control bodies have been installed in the area of occupational safety on construction sites. The first port of call is the responsible site manager, who regularly carries out occupational safety inspections. Independently of this, he or she also monitors compliance with occupational safety requirements during other site inspections. In accordance with the management guidelines, the managers realise a set number of so-called “Safety Walks”

on the construction sites depending on their management level. Additional safety inspections on the construction sites are carried out on a regular basis by the responsible Safety Officers, often accompanied by occupational health practitioners.

“Safety Walks” and site inspections are currently only conducted in Austria with the help of a specially developed occupational safety application that guarantees a uniform standard as well as the consistent quality of the inspections. The findings that result from the “Safety Walks” and the site inspections are communicated to the site management for action. The Safety Officers also recommend possible measures to mitigate any risks and hazards identified. The direct manager oversees the status of whether the tasks have been completed after handover to the site management. Should a serious failing be identified during a “Safety Walk” or an inspection, works are to be stopped immediately. Work may only resume once the problem has been rectified and a safe work environment is guaranteed.

PORR also places a strong focus on the health and safety of its apprentices – in accordance with the legal specifications applicable in each country. This is why those responsible for their training take special care that their young staff engage in safe work practices.

Reports of any occupational safety breaches are handled anonymously. Construction site personnel can record work-related hazards and dangerous situations in the “potential hazards notebook”. The responsible construction manager views the reports and passes them on to the Occupational Safety department and the respective line organisation via the hazard source form on the PORRtal. Making an entry in the “potential hazards notebook” can also be done anonymously. Work-related accidents and any dangerous situations reported will subsequently be processed by the responsible Safety Officer. As far as possible, intensive discussions will be held with everyone involved to verify the cause of the accident as well as exactly what happened in order to develop corrective measures and improvements.

The direct manager ensures that the recommendations are implemented. Work-related accidents and near-misses are selected for their relevance and then provide the basis for so-called “Safety Alerts”, which illustrate briefly

GRI  
403-4





and simply how the accident or dangerous situation occurred. These “Safety Alerts” are clearly displayed so all staff can see them, e.g. in construction site containers or on the notice-board and they are also published on the PORRtal. In addition to the Group-wide processes, there are also country-specific provisions and measures. In Switzerland, for example, the inspection reports use Planradar. In Romania, a bonus programme has been developed to reward the sites with the best occupational safety performance to achieve even greater participation and awareness among staff.

GRI  
403-7  
SDG 3

**Measures to prevent accidents**

Comprehensive measures have been implemented to keep potential risks for the Group’s own staff and the personnel of business partners to a minimum. The clear quality criteria in place for hiring potential subcontractors and suppliers serve to guarantee consistently high quality in any cooperation. In this way, safety risks from business relations are reduced to a minimum before work even begins.

The wearing of safety helmets, high-visibility clothing and safety footwear is mandatory for all employees working on construction sites and is also contractually required of subcontractors, suppliers and other external providers. Outsiders and third parties are not allowed to access to construction sites unless they have been instructed in advance on the hazards and risks, have demonstrably confirmed their awareness of and compliance with the required protective measures by means of a signature, and are wearing the requisite protective gear. In order to restrict access to construction sites effectively, different access barriers are installed depending on the size and duration of the project.

Technical equipment and tools are inspected and serviced within the legally proscribed maintenance intervals and manufacturer recommendations. If uninspected tools are found, they are immediately taken out of service, whereby no distinction is made between internal or external equipment. When purchasing equipment and tools, attention is paid to ensuring that they are certified and labelled in accordance with the Machine Safety Regulation. Maintaining and ensuring a certain level of hygiene is another important topic. This standard should be

guaranteed both on the construction site and in the recreational areas, washroom facilities and offices. In terms of cleaning, care is taken to use cleaning agents that are as sustainable and environmentally friendly as possible.

**Safety training**

Education specific to the various functions is generally implemented via the porr\_academy and the majority is held at the PORR Campus. The evaluations of any accidents that occur and any dangerous situations reported are used to develop regular topic-based training sessions (PORR Rules). More specialised training is provided based on the staff member’s activities and function, e.g. handling self-propelled equipment, personal protective gear to prevent falls, or entering containers. In addition, safety-related documents are produced in multiple languages and often also use pictograms to aid understanding.

GRI  
403-5  
SDG 3

**PORR safety check card (last minute risk analysis)**

As part of Vision Zero, the PORR safety check card has been implemented across the Group. This tool serves to raise awareness and to strengthen personal responsibility as well as encouraging people to notice hazards in the workplace. The card gives staff members the chance to check potential hazards related to working conditions and the work environment with the aid of five questions and ten pictograms related to health and safety. After evaluating the situation themselves, the workers are responsible for reporting any deficiencies identified and not starting work until any failings have been corrected. Systematically applying the PORR safety check card is a method for assessing and mitigating risks. Its ultimate goal is to prevent any unsafe work from being carried out.

**Injury rate**

The accident frequency rate is an important performance indicator. In Switzerland, Norway and Poland, the number of work-related injuries decreased. Austria, the Czech Republic, Germany, Slovakia and Romania recorded an increase. In light of the different calculation models resulting from varying client requirements and the respective national regulations, the figure given should be considered an approximate rate.

GRI  
403-9

# Workplace health promotion

GRI 403-4  
403-6

SDG 3

PORR offers its workforce a range of options in the areas of sport, movement, nutrition and mental health. The measures were certified by an independent body for the first time in 2020 and received the BGF quality seal, valid for a three-year period. The evaluation was made by renowned experts and based on different criteria including target group orientation.

GRI 403-5

In accordance with the COVID-19 regulations, many of the offers in the period under review were held virtually, while some were limited and others temporarily postponed. This meant that some health training for apprentices had to be cancelled because of COVID-19. Stringent safety precautions were in force in the training facilities at the Vienna headquarters – such as strict limitations on occupancy levels and the provision of hand sanitizer in the entrance areas. In line with the government’s directives on public sports facilities, these were temporarily closed.

The publication of training plans on different focal points that began in 2019 continued in 2020. The focus in the year under review was on the areas of Endurance, Balance and Flexibility. The training plans have now been translated into four languages.

In 2020 the PORR Health Day went bilingual and digital for the first time and for every location. The Health Day topics were “Ergonomics in the workplace” and “COVID-19”. All workshops and webinars – from the correct positioning of one’s work monitor through to neck and shoulder exercises in the workplace and yoga – were recorded and thereby made available for employees who could not participate in the live event.

As part of the continuous improvement measures, gel-based sunscreen has been provided to all blue-collar workers since last year. The implementation of measures specially targeted at blue-collar workers is regularly evaluated together with the Works Council.

Based on an analysis of the special needs of skilled workers in tunnelling, a training container was installed on a major construction site for the first time. In addition to containing equipment for strength and endurance training, it also has a huge glass front to allow views of the natural surroundings.

At large sites with canteens, the range of food on offer is regularly reviewed and revised if necessary to ensure a varied, nutritious menu. In 2020, this was realised in the form of focus groups on the topic of healthy eating, which were attended by a nutritionist as well as representatives of the Works Council, Group Property Management and the responsible representative of the canteen operator. The focus group in Vienna got the ball rolling by expanding the range of vegetarian and vegan food.

As part of the age and generation management approach, a strategy was developed that includes a set of measures based on the different phases of one’s life. PORR has already started implementing individual new measures based on best-practice examples.

The initiative “Strengthening mental health and the power of healthy leadership” was realised by the Advisory Centre for Mental Health and Conflict Resolution.

The issue of hygiene played a particularly prominent role in 2020. Care was taken that hand-sanitizing options were provided everywhere – in the branch offices as well as at the construction sites. Intervals between cleaning were also reduced in order to minimise the risk of infection.

Another milestone reached in 2020 was the start of implementing workplace health management in order to systematically realise various measures and projects to promote good health. The efficacy of the measures is documented and analysed in a progress report before being presented to the Executive Board. A task force was put in place, followed by the appointment of a COVID-19 officer, in order to address the situation arising from COVID-19 and involving a change in work processes, regular testing and other special features. This officer deals with every issue arising in this area, serves as the Group-wide contact partner and works closely with the Occupational Health Center and Occupational Safety department.

PORR SA in Poland provides non-work-related medical care to its staff at minimum cost, including for family members. The programmes cover special care for women, diseases of affluence and healthy nutrition. In addition, a

GRI 403-6

mental health service is available for employees to deal with the psychological effects of COVID-19. PORR Construct in Romania also provides its staff with access to medical care through an individual health membership card, which can be used in a private network of clinics and healthcare facilities. PORR covers the monthly costs for these services.

markets there are cooperation initiatives in place with occupational health practitioners (e.g. in Germany) as well as occupational health service providers (e.g. Norway). They work closely with the Safety Officers and the Works Council and are a regular presence at various workplaces in order to assess the actual needs of staff on site and help them stay healthy.

GRI  
403-3

**Occupational health services**

The occupational health practitioners on the PORR markets act in an autonomous capacity. In Austria, the first measures are underway to create a country-wide network. In order to establish a stronger and more specifically a uniform approach across the entire Group with regard to occupational health, the first preparatory steps were taken in 2020 via the newly filled occupational health post in the Vienna headquarters with the goal of better bundling of services, coordination between occupational health practitioners and thereby also improving the services provided. The occupational health practitioners regularly visit different construction sites to support staff in observing health and safety regulations (e.g. hygiene) and to introduce appropriate measures if required. In the PORR

**Communication**

All employees have access to the services offered by Workplace Health Promotion via the PORR intranet, known as the PORRtal, entries in the staff magazine report and other information campaigns (e.g. elevator screens). A dedicated “Fit and healthy” banner on the start page of the PORRtal takes users to the relevant content pages. The “PORRtoGo APP” gives all employees the most important news via push notifications, facilitating access to important information about health even while on the go. In addition, the Workplace Health Promotion team works closely with site managers to ensure blue-collar workers have access to the services offered. Important information is also printed and displayed in construction containers or sent out as an attachment to the payslip.

GRI  
403-4



# Further education and training

We believe in future-focused HR development. This involves focusing on nurturing the individual strengths and competencies of our employees.

GRI 103-1

## Management approach

In light of the increasing shortage of skilled labour and the rapid advance of new digital work processes, PORR's focus is on sustainable HR development. By constantly nurturing and developing the strengths, skills and knowledge of individual staff members, the company should retain its talent for innovation while safeguarding knowhow. Moreover, this should enhance staff loyalty to the company, increase the average length of training and thereby further cement PORR's competitiveness. This is especially relevant given the rapid advances in the fields of digital technology and electronics.

Qualitative interviews are conducted in order to evaluate the range of services and overall training programme offered.

## Training

The comprehensive measures for further education and training continued in the period under review. The average number of training hours in 2020 stood at 10 for female staff (2019: 15.16) and at 9 for male staff (2019: 12.51). The performance review – an important tool for individual development – was completed by 91.2% of female staff (2019: 92.1%) and 86.0% of male staff (2019: 84.8%).

GRI 404-1  
404-3

SDG 4

GRI 103-2

SDG 4

The training platform porr\_academy gives staff members in Austria, Germany, Switzerland, Poland, Slovakia, Romania and the Czech Republic access to educational opportunities. There is a special focus on training related to digitalisation and the partial change in working conditions caused by COVID-19. Here, digital tools such as webinars, e-learning etc. are increasingly being used. The strong growth in digital training is mainly because of the COVID-19 pandemic. In line with the strict safety concepts, the number of participants has been reduced at in-person courses and the requisite protective measures are upheld. In the context of area-relevant trade fairs or by means of the media students are made aware of the attractiveness of the construction industry. The PORR Campus in Vienna Simmering provides a broad training programme for blue-collar workers and apprentices, ranging from occupational safety training to advanced courses in equipment or construction technology. Particularly strict attention is paid to advanced digitalisation and interdisciplinary cooperation.

PORR offers a comprehensive programme for individual professional development. In the period under review, 2020, the established programme for commercial and technical trainees continued, in the course of which the trainees gained a comprehensive overview of the processes, content and projects at PORR. Offered across the entire Group, the objective of the webinar “Management in challenging digital times” was to further strengthen and support management in their role as (virtual) leaders. Travel restrictions caused by the COVID-19 pandemic meant that the training for future managers was held digitally. In 2020 female PORRians had the opportunity to strengthen their self-efficacy and expand their networks with “Empowerment for women in the construction world”.

GRI 404-2

GRI 103-3

A digital feedback form is evaluated after every training session in order to assess the effectiveness of the educational measures by quality management standards. The focus is on individual benefits and the knowledge transfer and learning success achieved. In addition, the mandatory performance review serves as a basis for planning further education and training programmes and for evaluating progress made.

LEAN methods have been broadly embedded in PORR via LEAN construction training sessions. In 2020 these were realised as informative webinars for every PORRian. The start of the LEAN basic training for managers in the operational business came in the form of a one-day seminar for upper management. The more widespread use of the LEAN approach was promoted via the opportunity to take part in external university courses. With “Fit for Home Office”, the Digital Unit provided webinars at short notice for all of the IT applications and collaboration tools needed when working from home. The rollout of the tendering software iTWO began in the period under review and should be implemented in Austria by the start of

2022. The related training sessions will take place digitally either as e-learning or webinars.

In Poland, PORR implemented “AVLA – Advanced Virtual Leadership Academy”, a special programme for managers that promotes more effective management of teams and strategies. The “Academy of the Economist” is a development programme for commercial staff. Cooperation with the organisation “MTOP – More than one perspective” also continued in 2020 in the form of virtual events. In the period under review, PORR also published an employer branding video showcasing the vocation of the building technician.

In the past year, many trade fairs and events (like Daughters’ Day) were cancelled as a result of the COVID-19. Some were partially held as online events. Included here were the work experience days, the HTL recruiting days, PORR@HAK, BeWanted and Career Calling,

the Long Night of Recruiting and the work experience collaboration with the Camillo Sitte Higher Technical Institute – whereby some students completed an internship at PORR from September to December 2020.

The workforce potential of women continues to be a focal point for HR development measures within the company. Another objective, realised externally, is to inspire female managers to consider the construction industry as early as possible. Targeted employer branding measures facilitate an insight into trade specialisms, technical and commercial vocations and graduate-level jobs, thereby presenting the construction sector as an attractive option for women. Furthermore, a greater focus is placed on female students when attending recruitment fairs. These comprehensive measures led the percentage of women in training to become future managers to climb from 19.4% in 2019 to 22.2% in 2020.





# Upholding human rights and employment

Adherence to fair working conditions and protection of human rights is a top priority – and that applies throughout the entire value chain.

GRI 103-1

## Management approach

The complexity of construction work demands a high number of subcontractor levels and a supply chain with countless partial processes. This enhances the danger of a lack of transparency and violations of workers' rights, compliance with which is especially important in relation to labour migration. Any breaches may not only lead to criminal prosecution but may also have a negative impact on the award of tenders, on recruiting, and on the company's image. They lead to delays and problems in realising construction projects and contracts as well as affecting the quality of the work and subsequently damaging society and the business location.

GRI 103-2

SDG 4, 8, 10

PORR's top priority is to retain skilled experts in the company long-term. This is why PORR focuses on further education and training and a better work-life balance. Throughout the entire supply chain, the company promotes fair work practices and the protection of human rights. PORR is committed to the principles of the UN Global Compact and the SDGs. The Group-wide Code of Conduct for staff and the one for business partners help to achieve this goal, along with the guidelines for avoiding illegal employment and social dumping. Furthermore, the basic datasheet for suppliers addresses the issues of child workers and forced labour. The personnel documentation system ISHAP has been introduced to facilitate better checks on external staff and is being successively rolled out. Contact points for human rights issues include local bodies, contact persons from the HR or Occupational Health and Safety departments, the European Works Council, the Advisory Centre for Mental Health and Conflict Resolution and the CR department. In addition, any human rights violations can be reported directly to the Compliance Officer.

GRI 103-3

Annual checks to assess validity are conducted on both Codes of Conduct, procurement-related documentation such as the basic datasheet for suppliers, the supplier audit, the sustaina-

bility criteria for procurement, the choice and evaluation of suppliers, as well as the spot checks of business premises by the Compliance department to guarantee that measures are implemented. Furthermore, the HR department works with other employment-related areas to verify the actual status quo using the key performance indicators – such as fluctuation or training figures for example – or with Group-wide surveys, as part of performance reviews and with the online feedback instrument known as the "PORR Principles Compass". This gives managers the chance to evaluate their own performance before comparing their personal assessment with that of their colleagues. Where necessary and subject to the approval of the Executive Board, an update of the measures implemented is released. Any breaches in the supply chain are reported and evaluated in the supplier management system and can have negative consequences for the affected company depending on the severity of the breach.

## Employment

Although PORR fundamentally relies on staff employed by the company, it also works with selected local manpower leasing firms on larger project volumes, for follow-up orders or to cover short-term labour peaks. An in-depth vendor selection process is carried out prior to concluding framework agreements with providers that explicitly refer to upholding local laws on a variety of issues such as pay, collective agreements, working hours etc. The weather-related fluctuations in the employment figures for waged workers are steadily declining. The corresponding data is gathered from the payroll systems via standard analysis.

Adherence to human rights such as the risk of child workers or forced labour is assessed in the course of compliance checks. In the period under review, the number of checks was reduced because of the COVID-19 and inspections were made at 38 sites. Overall, the majority of the PORR workforce operates on

GRI 408-1  
409-1  
412-1

the European home markets with an exceptionally low risk of human rights breaches. In this context, it was also the case that no breaches were found.

GRI 401-2

Part-time contracts allow PORR to accommodate the varying needs of its staff. In the reporting period almost 866 people, 4.6% of the workforce, were working under individual employment contracts. Staff benefits are available equally for every member of staff – no differentiation is made based on full-time or part-time employment.

GRI 102-41  
202-1  
405-2

**Remuneration and benefit plans**

Remuneration at PORR is based on the principle of equal treatment and there is no difference in pay based on gender. In most countries, salaries are governed by collective bargaining agreements and exceed the minimum wage requirements. As of 31 December 2020, 17,214 staff members or 91.5% of the workforce were paid under collective agreements or wage agreements. Payment exceeding the collective agreements was made based on qualifications. In relation to the short-time work situation, managers in Austria forewent part of their remuneration for one month as a sign of solidarity – the Group Executive Board members even waived 50% of their salary for two months.

SDG 5, 10

GRI 201-3

PORR does not offer its staff any performance-based benefit plans. There are only minimal exceptions, for which provisions are formed in the balance sheet. Defined benefit pension plans are offered in Germany, Austria and Switzerland.

GRI 414-2

SDG 5

With the guidelines to avoid illegal employment and social dumping, the mandatory Code of Conduct for business partners, the ISHAP personnel documentation system, and framework agreements with manpower leasing companies, the company strives to ensure that no wage dumping or social dumping occurs with contract workers or temps and that minimum wages are observed.

**Focus on the Gulf region**

In both Qatar and the UAE, PORR ensures that all legal and internal guidelines and directives are upheld at the highest level. Even though labour law in the UAE diverges slightly from that in Qatar, the same approaches and minimum standards apply in principle. In the UAE, PORR exclusively works with personnel from manpower leasing agencies. They are selected in line with stringent criteria in order to guarantee the high PORR standards. Here PORR experts from the HR department examine all contract offers together with two managing directors. This three-way check ensures that any possible irregularities are excluded in advance.

In Qatar, worker rights are governed by legislation such as the Dhaka Principles, whereby the PORR Qatar guidelines also address the respective issues. All workers have guaranteed freedom of movement and receive an original copy of their work contract. They are informed about all legal occupational health and safety aspects and retain possession of their passport and other personal documents. A complaints reporting system has also been established for workers. In Qatar the workers' basic pay exceeds the newly introduced minimum wage and it is also well above the statutory minimum in the UAE. In addition, accommodation, transport, food and sports facilities, for example, are provided free of charge. Different ethnic requirements are catered to in the choice of food and there is freedom to practice any religion. The Workers Welfare Forum aims to identify possible problems early on and take proactive steps to solve them. Particular attention is paid to protecting workers and ensuring their safety on construction sites. An internal training programme specifically focused on occupational safety provides additional support when realising projects. Staff receive further education and training through a range of internal and external measures.



# Diversity and equal opportunities

We promote diversity and equal opportunities through a wide range of initiatives. They are the factors behind our attractive working environment and PORR's sustainable success.

GRI  
103-1

## Management approach

The job market is characterised by an increasing shortage of skilled labour and constant demand for new performance incentives. As a future-focused employer, PORR draws on flexible working models and measures that allow a better work-life balance. This should strengthen the motivation, professional performance, innovation potential and social skills of staff members. What's more, the focus on diversity should contribute to enhancing the company's success.

GR  
103-2  
SDG 5, 10

The diversity initiative "We@PORR" deals with planning and implementing measures related to diversity and equal opportunities. The topic of diversity is anchored in the CR department. Topic-based project teams, which have been set up in Austria and on other markets, are in regular contact with employees from different areas and hierarchical levels in order to constantly evaluate and expand the projects. The set of measures developed is assessed by the CR Advisory Board and amended where necessary before being presented for evaluation and approval to the highest decision-making body, the CR Council, on which the entire Group Executive Board sits. PORR is a vocal advocate of equal treatment of men and women and sees this as an expedient targeted investment in the future. With this in mind, the company has become a signatory to the UN Women's Empowerment Principles and launched the internal initiative "Women@PORR". The HR department, the Works Council and the Advisory Centre for Mental Health and Conflict Resolution are available for any questions related to equal opportunities.

GRI  
103-3

The success of the set of measures implemented is evaluated with the help of needs assessments via focus groups or working groups, test phases, surveys, monitoring participation levels or evaluating feedback forms and summarised in an annual progress report. This is then examined and evaluated by the CR Council and corrective measures are applied where necessary.

## "We@PORR"

PORR is committed to equal opportunities and diversity – 87 nationalities are currently represented in the company. PORR creates the preconditions for the necessary awareness raising (in relation to promoting women in the company) through a range of internal measures. While the number of women as a percentage of the total workforce did not increase significantly, coming in at around 15.1%, the initiative "Women@PORR" yielded its first positive results at the management level. The percentage of women in management rose from 10.9% to 13.1% as did the percentage of women in training to become future managers – which serves as the basis for a diverse management structure – climbing from 19.4% (2019) to 22.2%. The annual corporate networking meetings specifically for women were held digitally for the first time in 2020 and played an important role in better networking. In addition, a Group-wide campaign entitled "proud@PORR" was initiated and presents attractive vocations and career opportunities for women. The series of networking events "Diversity Table" continued on every market in digital form. Furthermore, diversity-specific content was addressed in the form of training in Germany, apprentice courses at the PORR Campus and in relation to training for future managers.

With strict compliance to COVID-19 measures, the family-support services of "Adventure Camp" and "Kids Week" were able to go ahead as planned in summer. The latter focused on a playful approach to learning programming skills. The service offered across the Group in the form of the "PORR Baby Box" continued, as did provision of "PORR Nursing Care" and "PORR Care+ Insurance", both in the DACH region. The rollout of measures is realised on a needs basis and is complemented by country-specific initiatives.



# APPENDIX



# Climate risks

GRI  
102-15  
102-48

		Consequences
<b>Physical risks</b>	Extreme weather events (storms, hail, thunderstorms, heatwaves etc.)	<ul style="list-style-type: none"> <li>• Flooding, overloaded drainage, landslides, water scarcity and soil erosion</li> </ul>
	Changes in rainfall patterns	<ul style="list-style-type: none"> <li>• Heavy rainfall with flooding or landslides, fluctuations in groundwater level, roof damage through heavy snow</li> </ul>
	Rising temperatures	<ul style="list-style-type: none"> <li>• Increased weather peaks and heat islands</li> <li>• Effects on health and novel pathogens</li> </ul>
<b>Transition risks</b>	Economic changes, e.g. financial	<ul style="list-style-type: none"> <li>• Change in industry structure and demand levels</li> <li>• Increased competition on stock market through ESG ratings</li> <li>• Higher costs to adapt to climate change</li> <li>• Stock valuation tied to sustainability performance</li> </ul>
	Change in the legal, political and technological frameworks	<ul style="list-style-type: none"> <li>• Price rises for primary raw materials, fuel, e.g. CO<sub>2</sub> tax etc.</li> <li>• Stricter environmental legislation or environmental requirements, e.g. also for building regulations and zoning</li> <li>• Complexity of software applications, increased automation</li> <li>• New, climate-specific regulatory framework for products and services</li> <li>• Limits on production to mitigate climate change</li> <li>• Investment and subsidy packages with a focus on the climate (e.g. EU Green Deal)</li> </ul>
	Social change	<ul style="list-style-type: none"> <li>• Increased environmental awareness, comfort awareness (of staff and end customers) leading to an affluent society with very different demands</li> <li>• Demographic changes leading to shortage of skilled labour</li> </ul>

**Negative impacts on PORR**

- Projects not completed on time and at greater cost
- Interruptions to construction process due to more extreme weather (e.g. stopping crane work due to strong winds), damage to structures or construction equipment
- Flooding of construction sites
- Postponing construction work (e.g. earthworks, subsidence in the subsoil or settlement cracks in the building structure)
- Limited productivity at work (e.g. increased work interruptions and sick leave)
- Threat of loss of orders or negative effects on awarding tenders
- Reduced profit margin
- Increased insurance costs due to climate risks
- Increased time spent on ratings enquiries
- Increased reporting obligations
- Increased construction costs and subsequent reduction in demand
- Long permit and inspection procedures due to special climate-related inspections
- Production losses or additional costs due to temporary driving bans and protected areas
- Cost-intensive measures to upgrade technology
- Additional staff and costs for procurement and in-house production (e.g. recycled material, asphalt, etc.)
- Supply bottlenecks with negative consequences for the construction process
- Update business strategy with cost-intensive transformation of construction processes
- Additional personnel and costs in the project development and implementation phase
- Additional administrative and digital costs
- Personnel bottlenecks leading to risk of delays in construction

**Opportunities and measures**

- Increasing turnover and productivity by:
- Intensifying measures to adapt and protect structures (flood barriers, avalanche protection etc.) and maintenance work (e.g. roads and earthworks) **RE**
  - Clean-up resulting from extreme weather damage **P/S**
  - (Advanced) improvements in the resilience of construction materials with regard to weather conditions and impacts **R**
  - Refurbishment work regarding energy and air-conditioning systems (incl. geothermal) **R**
  - Milder winter with longer construction season **M**
  - Increased opportunities in calls for tender thanks to external ratings **M**
  - Focus on sustainable building **P/S**
  - Cooperative sustainability engagement **R**
  - Positive impact on share price, investments, loan conditions etc. by participating in external ratings **M**
  - Focus on energy efficiency and ISO 50001:2018 Energy Management Systems **E**
  - Sustainable fleet and equipment management **RE**
  - Sharper focus on advisory services related to sustainable construction **RE**
  - Implementing higher internal environmental standards at construction sites **P/S**
  - Increased focus on sustainable procurement **RE**
  - Focus on resource efficiency **RE**
  - Savings resulting from innovative technological advances and digitalisation **RE**
  - Focus on local suppliers **M**
  - Increase in orders through EU Green Deal financing **M**
  - Implementing climate-related financial disclosures recommendations for enterprises and investors (TCFD) **R**
  - Green Finance activities **RE**
  - Increased number of sustainability certificates **R**
  - Competitive advantage through good ratings **M**
  - Focus on sustainable construction **RE**
  - Improved opportunities in recruiting, better image **M**
  - Better work-life balance with employee benefits, health promotion programmes etc. **R**

**RE** Resource efficiency  
**E** Energy resource  
**P/S** Products/services

**M** Markets  
**R** Resilience

# Risk and impact analysis

For risks related to the COVID-19 pandemic, see 2020 Annual Report, Risk Report chapter, page 98.

GRI  
102-15

NaDiVeG <sup>1</sup> topics	Material topics	Risks	Impacts on PORR
<b>Respecting human rights</b>	<b>Upholding human rights</b>	Human rights violations in business activities	<ul style="list-style-type: none"> <li>• Consequences under criminal law</li> <li>• Negative impacts on tendering process</li> <li>• Recruitment problems</li> <li>• Damage to image</li> </ul>
<b>Employee and social affairs</b>	<b>Social standards in the supply chain</b>	Violations relating to human rights, employee and social affairs	<ul style="list-style-type: none"> <li>• Prosecutions (e.g. for human rights violations)</li> <li>• Increased project costs due to construction delays</li> <li>• Pressure at work increases error frequency</li> <li>• Damage to image</li> <li>• Increased external controls</li> <li>• Negative impacts on tendering process</li> </ul>
	<b>Health and safety</b>	Impact on physical/mental health in business activities	<ul style="list-style-type: none"> <li>• Prosecutions (e.g. corporate liability, administrative sanctions)</li> <li>• Decreased competitiveness (e.g. tender process, recruiting)</li> <li>• Increased project costs</li> <li>• Increased external controls</li> </ul>
	<b>Further education and training</b>	Shortage of skilled labour in business activities	<ul style="list-style-type: none"> <li>• Problems in realising contracts</li> <li>• Lack of quality</li> <li>• Pressure at work increases error frequency</li> <li>• Knowhow loss through technological stagnation</li> <li>• Sustainability criteria: prequalification</li> </ul>
	<b>Diversity and equal opportunities</b>	Intercultural problems in business activities	<ul style="list-style-type: none"> <li>• Lack of teamwork makes it harder to realise projects</li> <li>• Communication problems and potential for conflict</li> <li>• Endangering the international standing</li> <li>• Decreased innovation potential by failing to utilise diversity</li> </ul>
	<b>Wellbeing of local residents</b>	Impact on physical/mental health	<ul style="list-style-type: none"> <li>• Increased project costs through construction delays</li> <li>• Increased external controls</li> </ul>
	<b>Contributing to the local economy</b>		<ul style="list-style-type: none"> <li>• Knowledge of conditions improves contract realisation</li> <li>• Simplified communication with business partners</li> </ul>
	<b>Combating corruption and bribery</b>	<b>Ethics and compliance</b>	Unfair competition and corruption in business activities and supply chain

<sup>1</sup> Austrian Sustainability and Diversity Improvement Act

## Appendix

Impacts on non-financial topics	Concepts/Due-diligence processes/measures	Contribution to SDGs
<ul style="list-style-type: none"> <li>• Violation of fundamental rights (child labour, forced labour etc.)</li> <li>• Loss of democracy and freedom</li> <li>• Physical and mental health problems</li> <li>• Social tension</li> <li>• Damage to the national economy</li> </ul>	<p>p. 15 p. 17 p. 20 et seq. p. 30 et seq. p. 70</p>	<p>8 16</p>
<ul style="list-style-type: none"> <li>• Violation of fundamental rights (child labour, forced labour, fair pay etc.)</li> <li>• Increase in accidents at work and early retirement</li> <li>• Increased mental stress due to lack of competencies</li> <li>• Health impacts (noise, dust, vibrations)</li> </ul>	<p>p. 15 p. 16 p. 30 et seq.</p>	<p>3 8</p>
<ul style="list-style-type: none"> <li>• Increased cost to national economy</li> <li>• Increase in accidents at work</li> <li>• Early retirement resulting from physical/mental stress</li> </ul>	<p>p. 15 p. 17 p. 60 et seq.</p>	<p>3</p>
<ul style="list-style-type: none"> <li>• Lack of opportunities for promotion</li> <li>• Loss of competencies and education</li> <li>• Increased financial output</li> <li>• Increased mental stress due to lack of competencies</li> <li>• Lower transferability to the labour market</li> <li>• Hampers innovation and advances</li> <li>• Disadvantage for the location</li> <li>• Decreased ability to contribute to national economy</li> </ul>	<p>p. 15 p. 17 p. 32 et seq. p. 66 et seq.</p>	<p>4</p>
<ul style="list-style-type: none"> <li>• Conflicts/social tension arising from different values</li> <li>• Discrimination against minorities</li> <li>• Encouraging the formation of slums and ghettos</li> </ul>	<p>p. 15 p. 17 p. 20 p. 71</p>	<p>5</p>
<ul style="list-style-type: none"> <li>• Damage to infrastructure (e.g. power lines)</li> <li>• Damage to neighbours' health through particulate matter, noise and vibrations</li> <li>• Impact on transport safety through entering and exiting construction sites</li> <li>• Impact on road users caused by construction vehicles turning</li> </ul>	<p>p. 60</p>	<p>3</p>
<ul style="list-style-type: none"> <li>• Strengthening local purchasing power</li> <li>• Increase in economic value generated</li> <li>• Safeguarding jobs</li> </ul>	<p>p. 15 p. 16 p. 28 et seq. p. 31</p>	<p>8 10</p>
<ul style="list-style-type: none"> <li>• Damaging the business location</li> <li>• Subverting the rule of law</li> <li>• Loss of tax revenue</li> <li>• Wasting of public funds</li> <li>• Increase in public legal fees</li> </ul>	<p>p. 15 p. 16 p. 30 p. 32 et seq.</p>	<p>16</p>

Appendix

NaDiVeG topics	Material topics	Risks	Impacts on PORR
Environmental affairs	Energy and emissions	Physical risks (e.g. climate change with extreme weather events) and transition risks (e.g. economic) in business activities and supply chain	<ul style="list-style-type: none"> <li>• Threat of loss of contracts</li> <li>• Prosecution (e.g. due to environmental damage, compliance breaches)</li> <li>• Supply bottlenecks and production downtime</li> <li>• Additional personnel and cost expenditure</li> <li>• Necessary transformation of construction processes</li> <li>• Long permit and control procedures caused by overregulation</li> <li>• Increased construction and insurance costs</li> <li>• Interruptions to construction processes caused by more extreme weather</li> <li>• Increase in costs by not exploiting material properties</li> <li>• Higher disposal costs for non-recyclable material</li> </ul>
	Waste management		
	Material consumption and recycling		
	Environmental standards in the supply chain	Breaches related to environmental matters	<ul style="list-style-type: none"> <li>• Prosecutions (e.g. due to environmental damage)</li> <li>• Increased project costs due to construction delays</li> <li>• Damage to image</li> <li>• Increased external controls</li> <li>• Negative impacts on tender process</li> <li>• Cost increases in fuel and energy due to higher environmental impact</li> <li>• Higher costs through temporary bans/protected areas</li> <li>• Cost increases caused by remediation of contaminated soil</li> </ul>
	Biodiversity and soils	Environmental damage in business activities	<ul style="list-style-type: none"> <li>• Prosecution</li> <li>• Expensive/time-consuming procedures for site remediation</li> <li>• Damage to image</li> <li>• Construction delays due to increased project costs</li> </ul>
	Water	Physical risks (e.g. heat-waves) and no blanket environmental standards in the value chain in business activities	<ul style="list-style-type: none"> <li>• Interruptions to construction processes caused by more extreme weather</li> <li>• Prosecution (e.g. due to environmental damage, compliance breaches)</li> <li>• Long permit and control procedures</li> <li>• Increased construction costs</li> <li>• Supply bottlenecks and production downtime</li> <li>• Increase in costs by not exploiting material properties</li> <li>• Higher disposal costs for non-recyclable material</li> </ul>
Sustainable buildings and constructions			
Science and technology	Lack of innovation potential in business activities	<ul style="list-style-type: none"> <li>• Decreased opportunities in the tender process</li> <li>• Costs incurred by purchasing knowhow lead to increased dependency</li> <li>• Increased investment costs</li> <li>• Not fit for the future due to not exploiting technological advances</li> </ul>	



## Appendix

Impacts on non-financial topics	Concepts/Due-diligence processes/measures	Contribution to SDGs
<ul style="list-style-type: none"> <li>• Environmental damage through emissions (CO<sub>2</sub>, exhaust fumes, particulate emissions)</li> <li>• Light emissions</li> <li>• High energy consumption in production or through inefficient logistics</li> <li>• Increased climate change</li> </ul>	<p>p. 15 p. 16 p. 40 et seq. p. 74</p>	<p>7 13</p>
<ul style="list-style-type: none"> <li>• Higher waste volumes</li> </ul>	<p>p. 15 p. 17 p. 46 et seq.</p>	<p>15</p>
<ul style="list-style-type: none"> <li>• Damaging the ecosystem by exhausting resources</li> <li>• Impacting the ecosystem through environmentally unsound materials</li> <li>• Preventing circular economy</li> </ul>	<p>p. 15 p. 17 p. 48 et seq.</p>	<p>15</p>
<ul style="list-style-type: none"> <li>• Wasting or squandering resources</li> <li>• Use of environmentally damaging materials and/or increased waste generated</li> <li>• Damage to the environment caused by emissions (CO<sub>2</sub>, exhaust fumes, particulate emissions)</li> <li>• Light emissions</li> <li>• Higher energy consumption (e.g. cement production, long transport routes)</li> <li>• Longer heatwaves caused by building up natural areas</li> <li>• Environmental impact through construction activity</li> <li>• Increased climate change</li> <li>• Loss of habitats and cultural treasures</li> <li>• Increased risk of extreme weather events/natural hazards</li> <li>• Preventing circular economy</li> </ul>	<p>p. 15 p. 16 p. 30 et seq.</p>	<p>13 15</p>
<ul style="list-style-type: none"> <li>• Damage to habitats, protected areas, species diversity</li> <li>• Decrease in usable arable land</li> <li>• Decrease in primary production</li> <li>• Loss of climate regulation through factors such as urban hotspots</li> <li>• Impact on ecosystem performance</li> </ul>	<p>p. 17 p. 50 et seq.</p>	<p>3 6 13</p>
<ul style="list-style-type: none"> <li>• Excessive use of fresh water</li> <li>• Damage to bodies of water</li> </ul>	<p>p. 15 p. 17 p. 52 et seq.</p>	<p>6 15</p>
<ul style="list-style-type: none"> <li>• Building up natural areas prevents natural heat regulation and leads to increased heatwaves</li> <li>• Impact on health caused by noise, dust and vibrations</li> <li>• Environmental impact through construction activity</li> <li>• Damage to habitats and cultural treasures</li> <li>• Increased risk of extreme weather events/natural hazards (e.g. soil erosion)</li> <li>• Costs to the national economy incurred by non-compliance to standards</li> </ul>	<p>p. 15 p. 17 p.44</p>	<p>3 7 11 12 13</p>
<ul style="list-style-type: none"> <li>• Outdated processes cause resource inefficiency, environmental damage and impacts on health</li> <li>• Lowering living standards</li> <li>• Endangering the business location</li> </ul>	<p>p. 15 p. 16 p. 49</p>	<p>8 9</p>

# GRI Content Index

GRI  
102-55

Page reference: Sustainability Report 2020  
AR: Annual Report 2020

## GRI Content Index

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### GRI Content Index

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102-36	Process for determining remuneration	AR 85 et seq.		
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<b>Stakeholder Engagement 2016</b>				
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102-43	Approach to stakeholder engagement	18		
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<b>Reporting Practice</b>				
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102-47	List of material topics	20		
102-48	Restatements of information	74		
102-49	Changes in reporting		no changes	
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102-51	Date of most recent report	3		
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## GRI 200: Economy

### Economic Topics

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#### Economic Performance 2016

201-1	Direct economic value generated and distributed	8 28 88, 89 AR 126 et seq.		9
201-2	Financial implications and other risks and opportunities due to climate change	10		
201-3	Defined benefit plan obligations and other retirement plans	70		
201-4	Financial assistance received from government		Research and investment grants totalling around EUR 3.1m	

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<b>Indirect Economic Impacts 2016</b>			
203-1	Infrastructure investments and services supported	28	9
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206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	33	
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<b>Public Policy 2016</b>			
415-1	Political contributions	No political contributions	

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418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		No substantiated complaints	
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### Environmental Topics

#### Management Approach

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301-1	Materials used by weight or volume	48, 90		
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#### Management Approach

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305-4	GHG emissions intensity	95		
305-5	Reduction of GHG emissions	43, 44		7, 9, 13
305-6	Emissions of ozone-depleting substances (ODS)	44		
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#### Management Approach

103-1	Explanation of the material topic and its boundary	52		
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304-2	Significant impacts of activities, products, and services on biodiversity	50		
304-3	Habitats protected or restored	27 50 51		15
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	50		
<b>Management Approach</b>				
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## GRI 400: Social

### Social Topics

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405-2	Ratio of basic salary and remuneration of women to men	70		5, 10
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406-1	Incidents of discrimination and corrective actions taken		No incidents of discrimination	
<b>Management Approach</b>				
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407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		No risk identified	
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408-1	Operations and suppliers at significant risk for incidents of child labor	70		
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# Key performance indicators

## General Disclosures

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102-8

### Information on staff

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
<b>Total staff</b>	<b>18,812</b>	<b>10,791</b>	<b>320</b>	<b>1,136</b>	<b>2,982</b>	<b>190</b>	<b>2,164</b>	<b>166</b>	<b>877</b>	<b>164</b>	<b>22</b>
<b>Total male staff</b>	<b>15,968</b>	<b>9,419</b>	<b>267</b>	<b>963</b>	<b>2,430</b>	<b>171</b>	<b>1,707</b>	<b>137</b>	<b>729</b>	<b>123</b>	<b>22</b>
Permanent male staff	14,834	9,419	238	896	2,207	141	1,166	137	490	118	22
Temporary male staff	1,134	0	29	67	223	30	541	0	239	5	0
Full-time male staff	15,756	9,278	262	957	2,385	171	1,695	137	726	123	22
Part-time male staff	212	141	5	6	45	0	12	0	3	0	0
<b>Total female staff</b>	<b>2,844</b>	<b>1,372</b>	<b>53</b>	<b>173</b>	<b>552</b>	<b>19</b>	<b>457</b>	<b>29</b>	<b>148</b>	<b>41</b>	<b>0</b>
Permanent female staff	2,624	1,372	50	148	497	18	344	29	125	41	0
Temporary female staff	220	0	3	25	55	1	113	0	23	0	0
Full-time female staff	2,190	881	42	158	431	18	444	29	146	41	0
Part-time female staff	654	491	11	15	121	1	13	0	2	0	0

Staffing levels: 31 December 2020

2019	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
<b>Total staff</b>	<b>18,962</b>	<b>10,887</b>	<b>291</b>	<b>1,221</b>	<b>3,104</b>	<b>147</b>	<b>2,192</b>	<b>170</b>	<b>689</b>	<b>167</b>	<b>94</b>
<b>Total male staff</b>	<b>16,104</b>	<b>9,477</b>	<b>243</b>	<b>1,029</b>	<b>2,547</b>	<b>118</b>	<b>1,760</b>	<b>150</b>	<b>558</b>	<b>131</b>	<b>91</b>
Permanent male staff	14,947	9,477	201	895	2,327	104	1,016	150	558	128	91
Temporary male staff	1,157	0	42	134	220	14	744	0	0	3	0
Full-time male staff	15,879	9,338	236	1,023	2,486	117	1,751	150	556	131	91
Part-time male staff	225	139	7	6	61	1	9	0	2	0	0
<b>Total female staff</b>	<b>2,858</b>	<b>1,410</b>	<b>48</b>	<b>192</b>	<b>557</b>	<b>29</b>	<b>432</b>	<b>20</b>	<b>131</b>	<b>36</b>	<b>3</b>
Permanent female staff	2,642	1,410	45	148	495	26	328	20	131	36	3
Temporary female staff	216	0	3	44	62	3	104	0	0	0	0
Full-time female staff	2,124	839	39	178	438	27	417	20	127	36	3
Part-time female staff	734	571	9	14	119	2	15	0	4	0	0

Staffing levels: 31 December 2019

GRI  
102-38

### Annual Total Compensation Ratio<sup>1</sup>

2020	AT <sup>2</sup>	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Annual total compensation ratio for staff in employment for the full year	14.8	4.4	7.2	6.2	3.0	11.4	5.0	19.9	3.2	7.9

<sup>1</sup> Annual total compensation ratio of the highest paid person to the median annual total compensation for staff in employment for the full year<sup>2</sup> In relation to short-time work, the CEO twice waived 50% of his salary in addition to foregoing his annual bonus

2019	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Annual total compensation ratio for staff in employment for the full year	25.8	4.4	8.1	4.9	3.5	11.4	5.0	23.4	9.9	7.9

<sup>1</sup> Annual total compensation ratio of the highest paid person to the median annual total compensation for staff in employment for the full year  
Higher median values in AT and RO: Group Executive Board in Vienna, management deployed abroad

## Appendix

### Economy

GRI  
201-1

#### PORR Group Economic Performance (EURm)

	2020	2019	Change
Production output	5,185	5,570	-6.9%
Order backlog <sup>1</sup>	7,067	6,298	12.2%
Order intake <sup>1</sup>	5,905	5,437	8.6%
EBITDA	131.4	216.2 <sup>2</sup>	-39.2%
EBIT	-37.2	54.7	< -100.0%
EBT	-51.0	37.4	< -100.0%
Profit	-42.4	27.8	< -100.0%
Equity (incl. non-controlling interests)	651	599	8.6%
Equity ratio	18.5%	16.4%	2.1 PP
Net debt	137	346	-60.5%
Average staff	20,193	19,828	1.8%

<sup>1</sup> The order backlog and the order intake have been adjusted for the projects A1 Leverkusen Bridge and H51 Pfans-Brenner. The comparative figures have been restated retrospectively

<sup>2</sup> To facilitate better comparability, the reporting of expenses related to IFRS 16 (disposals) has been changed. The comparative figures for 2019 have been restated accordingly

#### Staff costs by country<sup>1</sup> (TEUR)

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Average staff	19,356	10,695	318	1,125	2,921	202	2,479	337	837	166	276
Staff costs	1,198,057	763,100	38,511	33,561	222,696	12,322	82,258	11,650	16,371	5,375	12,213
Average staff costs	62	71	121	30	76	61	33	35	20	32	44

<sup>1</sup> All companies including joint ventures in line with equity interest held

2019	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK
Average staff	19,190	10,584	292	1,152	3,038	375	2,454	525	531	239
Staff costs	1,215,728	775,384	35,087	35,765	230,031	26,259	79,848	17,490	10,980	4,884
Average staff costs	63	73	120	31	76	70	33	33	21	20

Basis for calculation: all companies including joint ventures regardless of the equity interest held  
UAE: Standardisation process for reporting underway

#### Expenditure on education and training by country<sup>1</sup> (TEUR)

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Average staff	19,356	10,695	318	1,125	2,921	202	2,479	337	837	166	276
Education and training costs	4,291	2,556	125	125	783	42	328	41	130	29	132
Average education and training costs per staff member	0.22	0.24	0.39	0.11	0.27	0.21	0.13	0.12	0.16	0.17	0.48

<sup>1</sup> All companies including joint ventures based on the equity interest held

2019	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK
Average staff	19,190	10,584	292	1,152	3,038	375	2,454	525	531	239
Education and training costs	5,223	3,041	197	156	1,026	84	520	5	135	59
Average education and training costs per staff member	0.27	0.29	0.67	0.14	0.34	0.22	0.21	0.01	0.25	0.25

Basis for calculation: all companies where a majority interest is held  
UAE: Standardisation process for reporting underway

## Appendix

**GRI 201-1 Direct economic value generated and distributed by the PORR Group (EURm)**

	2020	2019
Revenue	4,651.8	4,880.4
Earnings from companies accounted for under the equity method	34.0	87.4
Other operating income	137.4	179.1 <sup>1</sup>
Income from financial investments and other current financial assets	12.8	15.4
Depreciation, amortisation and impairment	-168.6	-161.5 <sup>1</sup>
Cost of materials	-3,117.5	-3,292.8 <sup>1</sup>
Other costs to generate economic value	-364.2	-394.8 <sup>1</sup>
<b>Economic value generated</b>	<b>1,185.7</b>	<b>1,313.2</b>

<sup>1</sup> To facilitate better comparability, the reporting of expenses related to IFRS 16 (disposals) has been changed. The comparative figures for 2019 have been restated accordingly

**Distribution of economic value generated by the PORR Group (EURm)**

	2020	2019
Staff costs	1,210.1	1,243.2
Payments to government entities	-8.7	9.6
Shareholders/holders of hybrid capital and profit-participation rights	18.2	11.2 <sup>1</sup>
External capital providers	26.6	32.7
Companies (retained earnings)	-60.5	16.5
<b>Economic value generated</b>	<b>1,185.7</b>	<b>1,313.2</b>

<sup>1</sup> Interest for 2019 for holders of profit-participation rights and hybrid capital was paid out in 2020

**GRI 205-2 Communication and training about anti-corruption policies and procedures**

	2020	2019
<b>Internal communication on the compliance guidelines</b>	<b>18,893</b>	<b>17,829</b>
Members of the governance body <sup>1</sup>	12	12
Upper management employees	22	20
Middle and lower management employees	1,464	1,497
Non-management employees	17,395	16,300
Members of the governance body (%)	100.0	100.0
Upper management employees (%)	100.0	87.0
Middle and lower management employees (%)	100.0	100.0
Non-management employees (%)	100.0	93.4
<b>Anti-corruption training</b>	<b>1,921</b>	<b>935</b>
Members of the governance body	0	0
Upper management employees	3	20
Middle and lower management employees	1,464	884
Non-management employees	454	31
Members of the governance body (%)	0.0	0
Upper management employees (%)	13.6	87.0
Middle and lower management employees (%)	100.0	59.1
Non-management employees (%)	2.6	0.2

<sup>1</sup> The entire Executive Board (with the participation of certain members of the governance body) acknowledged the compliance guidelines  
Upper management level: Executive Board, managing directors; Middle and lower management levels: department, unit, group and team managers

## Appendix

### Environment

GRI  
301-1

Materials used<sup>1</sup>  
(t)

2020	Total	AT	CZ	PL	RO
<b>Materials used</b>	<b>1,855,438</b>	<b>810,706</b>	<b>198,239</b>	<b>446,056</b>	<b>400,437</b>
Non-renewable materials used	1,750,597	749,506	177,872	422,782	400,437
Renewable materials used	104,841	61,200	20,367	23,274	0

<sup>1</sup> Asphalt mix plants

2019	Total	AT	CZ	PL
<b>Materials used<sup>1</sup></b>	<b>1,285,818.14</b>	<b>645,153.12</b>	<b>220,186.00</b>	<b>420,479.02</b>
Non-renewable input materials used	1,188,563.33	586,075.40	202,922.00	399,565.93
Renewable materials used	97,254.81	59,077.72	17,264.00	20,913.09

<sup>1</sup> Data relate to asphalt mix plants

GRI  
301-2

Recycled input materials used<sup>1</sup>

2020	Total	AT	CZ	PL	RO
Amount of recycled input materials used (t)	104,841	61,200	20,367	23,274	0
Percentage of recycled input materials (%)	5.7	7.5	10.3	5.2	0.0

<sup>1</sup> Asphalt mix plants

2019	Total	AT	CZ	PL
Amount of recycled materials used (t)	97,254.81	59,077.72	17,264.00	20,913.09
Percentage of recycled input materials (%)	7.6	9.2	7.8	5.0

Data relate to asphalt mix plants

GRI  
302-1

Energy consumption within the organisation<sup>1</sup>  
(MWh)

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO <sup>2</sup>	SK <sup>3</sup>	UAE
<b>Energy consumption within the organisation</b>	<b>649,316</b>	<b>363,077</b>	<b>3,952</b>	<b>43,716</b>	<b>80,617</b>	<b>1,773</b>	<b>76,196</b>	<b>588</b>	<b>50,065</b>	<b>2,231</b>	<b>27,101</b>
Energy for transport - vehicle fleet	408,513	244,347	1,571	17,546	46,241	500	31,302	588	37,691	1,626	27,101
Stationary energy - non-renewable	144,377	63,806	139	24,103	15,915	334	29,270	0	10,553	257	0
Stationary energy - renewable	217	217	0	0	0	0	0	0	0	0	0
Indirect energy consumption	95,872	54,370	2,242	2,067	18,461	939	15,624	0	1,821	348	0
Power grid mix	89,522	50,932	1,900	2,067	16,402	939	15,113	0	1,821	348	0
District heating	6,350	3,438	342	0	2,059	0	511	0	0	0	0
<b>Self-generated energy</b>	<b>337</b>	<b>337</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Rise caused by <sup>1</sup> Reporting large construction sites, <sup>2</sup> Asphalt mix plants, <sup>3</sup> Corporate acquisitions

## Appendix

2019	Total	AT	CH	CZ	DE	NO	PL	QA <sup>1</sup>	RO	SK	UAE
Energy consumption within the organisation	598,179.06	380,972.83	6,689.02	41,294.81	72,891.35	7,751.38	71,143.54	839.46	4,969.00	583.60	11,044.07
Energy for transport – vehicle fleet	352,881.25	249,411.20	1,838.05	8,806.87	51,380.78	1,800.49	22,825.04	839.46	4,600.73	334.56	11,044.07
Stationary energy – non-renewable	166,065.15	87,477.38	650.97	30,405.31	9,897.16	5,669.40	31,938.36	0.00	0.00	26.57	0.00
Stationary energy – renewable	189.50	189.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Indirect energy consumption	78,886.05	43,737.64	4,200.00	2,082.63	11,613.41	281.49	16,380.14	0.00	368.27	222.47	0.00
Power grid mix	72,155.93	40,357.05	3,200.00	2,082.63	10,244.09	281.49	15,554.94	0.00	213.26	222.47	0.00
District heating	6,730.12	3,380.59	1,000.00	0.00	1,369.32	0.00	825.20	0.00	155.01	0.00	0.00
Self-generated energy	157.11	157.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

<sup>1</sup> QA: Decrease in energy consumption: final phase of completion

GRI  
302-2

### Energy consumption outside of the organisation<sup>1</sup> (MWh)

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Energy consumption outside of the organisation	4,532	2,251	47	0	1,198	705	162	67	101	1	0

<sup>1</sup> Decrease caused by COVID-19

2019	Total	AT	CH	DE	NO	PL	QA	RO	SK	UAE
Energy consumption outside of the organisation	13,339.02	5,143.60	130.61	4,130.10	2,374.59	40.59	1,064.96	355.41	0.96	98.20

CZ: Standardisation process for reporting underway

GRI  
302-3

### Energy intensity

	2020	2019	Change
Energy consumption within the PORR Group (MWh)	649,316	598,179.06	8.5%
Production output (TEUR)	5,139,818	5,518,038.00	-6.9%
Energy consumption/production output (MWh/TEUR)	0.126	0.108	16.7%

## Appendix

GRI  
303-3

### Water withdrawal<sup>1</sup> (MI)

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK
<b>Total water withdrawal</b>	<b>833</b>	<b>153</b>	<b>7</b>	<b>12</b>	<b>579</b>	<b>0</b>	<b>62</b>	<b>0</b>	<b>20</b>	<b>0</b>
<b>Surface water – total</b>	<b>43</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Surface water – fresh water	42	30	0	0	12	0	0	0	0	0
Surface water – other water	1	0	0	0	1	0	0	0	0	0
<b>Groundwater – total</b>	<b>506</b>	<b>35</b>	<b>0</b>	<b>0</b>	<b>471</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Groundwater – fresh water	506	35	0	0	471	0	0	0	0	0
Groundwater – other water	0	0	0	0	0	0	0	0	0	0
<b>Produced water – total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Produced water – other water	0	0	0	0	0	0	0	0	0	0
<b>Water from third parties – total</b>	<b>284</b>	<b>88</b>	<b>7</b>	<b>12</b>	<b>95</b>	<b>0</b>	<b>62</b>	<b>0</b>	<b>20</b>	<b>0</b>
Water from third parties – fresh water	284	88	7	12	95	0	62	0	20	0
Water from third parties – other water	0	0	0	0	0	0	0	0	0	0
<b>Total water withdrawn from areas with water stress</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>0</b>

<sup>1</sup> Groundwater retention in excavation pits with groundwater inflow was not included in the year under review due to the lack of use of the pumped-off water  
UAE: Water withdrawal based on properties, no detailed breakdown is therefore possible

2019	Total	AT	CH	CZ	DE	NO <sup>1</sup>	PL	RO	SK
<b>Total water withdrawal</b>	<b>2,257.56</b>	<b>71.47</b>	<b>7.00</b>	<b>17.68</b>	<b>1,051.32</b>	<b>1,040.40</b>	<b>58.54</b>	<b>6.65</b>	<b>4.50</b>
Surface water – total	1,050.98	16.58	0.00	0.00	40.60	989.30	0.00	0.00	4.50
Surface water – fresh water	60.75	16.58	0.00	0.00	39.67	0.00	0.00	0.00	4.50
Surface water – other water	990.23	0.00	0.00	0.00	0.93	989.30	0.00	0.00	0.00
Groundwater – total	855.14	20.52	0.00	5.29	820.77	0.00	8.56	0.00	0.00
Groundwater – fresh water	814.54	20.52	0.00	5.29	788.73	0.00	0.00	0.00	0.00
Groundwater – other water	40.60	0.00	0.00	0.00	32.04	0.00	8.56	0.00	0.00
Produced water – total	91.52	0.00	0.00	0.00	91.52	0.00	0.00	0.00	0.00
Produced water – other water	91.52	0.00	0.00	0.00	91.52	0.00	0.00	0.00	0.00
Water from third parties – total	259.92	34.37	7.00	12.39	98.43	51.10	49.98	6.65	0.00
Water from third parties – fresh water	208.86	34.37	7.00	12.39	98.43	0.04	49.98	6.65	0.00
Water from third parties – other water	51.06	0.00	0.00	0.00	0.00	51.06	0.00	0.00	0.00
<b>Total water withdrawn from areas with water stress</b>	<b>0.43</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.11</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.32</b>

<sup>1</sup> NO: The high values are mainly caused by a large bridge construction project  
QA and UAE: Water withdrawal based on properties, no detailed breakdown is therefore possible

## Appendix

GRI  
303-4 Water discharge<sup>1</sup>  
(MI)

2020	Total	AT	CH	CZ	DE <sup>2</sup>	NO	PL	QA	RO	SK
<b>Total water discharge</b>	<b>662</b>	<b>57</b>	<b>7</b>	<b>6</b>	<b>510</b>	<b>0</b>	<b>62</b>	<b>0</b>	<b>20</b>	<b>0</b>
<b>Discharged into surface water – total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Discharged into surface water – fresh water	0	0	0	0	0	0	0	0	0	0
Discharged into surface water – other water	0	0	0	0	0	0	0	0	0	0
<b>Discharged into groundwater – total</b>	<b>374</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>374</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Discharged into groundwater – fresh water	374	0	0	0	374	0	0	0	0	0
Discharged into groundwater – other water	0	0	0	0	0	0	0	0	0	0
<b>Recirculated as water from third parties – total</b>	<b>288</b>	<b>57</b>	<b>7</b>	<b>6</b>	<b>136</b>	<b>0</b>	<b>62</b>	<b>0</b>	<b>20</b>	<b>0</b>
Recirculated as water from third parties – fresh water	288	57	7	6	136	0	62	0	20	0
Recirculated as water from third parties – other water	0	0	0	0	0	0	0	0	0	0
<b>Total water discharged in areas with water stress</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>

<sup>1</sup> Groundwater retention in excavation pits with groundwater inflow was not included in the year under review due to the lack of use of the pumped-off water

<sup>2</sup> DE: The high value is caused by pumping out and recirculating groundwater generated in the course of construction activities and the groundwater discharged at a gravel washing plant  
UAE: Water withdrawal based on properties, no detailed breakdown is therefore possible

2019	Total	AT	CH	CZ	DE <sup>1</sup>	NO	PL	RO	SK
<b>Total water discharge</b>	<b>1,689.93</b>	<b>104.32</b>	<b>7.00</b>	<b>17.68</b>	<b>1,499.76</b>	<b>0.04</b>	<b>49.98</b>	<b>6.65</b>	<b>4.50</b>
<b>Discharged into surface water – total</b>	<b>556.55</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>556.55</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
Discharged into surface water – fresh water	555.88	0.00	0.00	0.00	555.88	0.00	0.00	0.00	0.00
Discharged into surface water – other water	0.67	0.00	0.00	0.00	0.67	0.00	0.00	0.00	0.00
<b>Discharged into groundwater</b>	<b>986.88</b>	<b>69.95</b>	<b>0.00</b>	<b>5.29</b>	<b>911.64</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
Discharged into groundwater – fresh water	986.37	69.95	0.00	5.29	911.13	0.00	0.00	0.00	0.00
Discharged into groundwater – other water	0.51	0.00	0.00	0.00	0.51	0.00	0.00	0.00	0.00
<b>Recirculated as water from third parties</b>	<b>146.50</b>	<b>34.37</b>	<b>7.00</b>	<b>12.39</b>	<b>31.57</b>	<b>0.04</b>	<b>49.98</b>	<b>6.65</b>	<b>4.50</b>
Recirculated as water from third parties – fresh water	125.31	34.37	7.00	12.39	10.38	0.04	49.98	6.65	4.50
Recirculated as water from third parties – other water	21.19	0.00	0.00	0.00	21.19	0.00	0.00	0.00	0.00

<sup>1</sup> DE: The high value is caused by pumping out and recirculating groundwater generated in the course of construction activities  
QA and UAE: Water withdrawal based on properties, no detailed breakdown is therefore possible

## Appendix

GRI  
303-5

### Water consumption (MI)

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK
Total water consumption	171	96	0	6	69	0	0	0	0	0
Total waster consumption from areas with water stress	5	0	0	0	0	0	0	5	0	0

UAE: Water withdrawal based on properties, no detailed breakdown is therefore possible

2019	Total	AT	CH	CZ	DE	NO <sup>1</sup>	PL	RO	SK
Total water consumption	568.06	-32.85	0.00	0.00	-448.33	1,040.36	8.56	0.00	0.32
Total waster consumption from areas with water stress	0.43	0.00	0.00	0.00	0.11	0.00	0.00	0.00	0.32

<sup>1</sup> NO: The high values are mainly caused by a large bridge construction project

QA and UAE: Water withdrawal based on properties, no detailed breakdown is therefore possible  
Negative values are accounted for by rainwater discharge

GRI  
305-1

### Energy-direct GHG emissions (Scope 1) (t)

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Energy-direct GHG emissions	132,543	73,717	421	9,149	15,195	205	14,692	145	11,896	463	6,660

Diesel, petrol, heating oil, natural gas, liquid gas and wood

2019	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Energy-direct GHG emissions	123,048.58	79,726.70	614.40	8,475.42	14,990.43	1,835.66	13,266.21	206.55	1,130.58	88.75	2,713.88

Data relate to all direct energy consumption such as diesel, petrol, heating oil, natural gas, liquid gas and wood  
Basis for calculation: legal, country-specific calculation key

GRI  
305-2

### Energy-indirect GHG emissions (Scope 2) (t)

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Energy-indirect GHG emissions	29,042	8,388	119	1,101	7,758	8	11,027	0	586	55	0

e.g. power and district heating

2019	Total	AT	CH	CZ	DE	NO	PL	QA <sup>1</sup>	RO	SK	UAE
Energy-indirect GHG emissions	24,566.62	6,771.89	281.88	1,109.00	4,861.14	2.25	11,406.95	0.00	98.25	35.26	0.00

<sup>1</sup> QA: Final completion phase

Data relate to types of energy where the primary energy consumption was prior to PORR usage, e.g. power and district heating  
Basis for calculation: legal, country-specific calculation key

GRI  
305-3

### Other indirect GHG emissions (Scope 3) (t)

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Other indirect GHG emissions	904	561	11	0	260	34	7	8	23	0	0

Flights, rail travel and car rentals

2019	Total	AT	CH	DE	NO	PL	QA	RO	SK	UAE
Other indirect GHG emissions	2,640.07	1,276.84	28.51	921.61	253.74	9.85	129.64	0.05	0.23	19.60

CZ: Standardisation process for reporting underway

Data relates to flights, rail travel and car rentals  
Basis for calculation: legal, country-specific calculation key



## Appendix

GRI 305-4	GHG emissions intensity	2020	2019	Change
	Total GHG emissions (t CO <sub>2</sub> )	162,489	150,255.27	8.1%
	Production output (TEUR)	5,139,818	5,518,038.00	-6.9%
	GHG emissions/production output (t CO <sub>2</sub> /TEUR)	0.032	0.027	18.5%

GRI 305-7	Air emissions (kg/kW)				
2020		Total/weighted	AT	CZ	DE
	Carbon monoxide (CO)	1.56	1.43	1.82	2.19
	Hydrocarbons (HC)	0.07	0.08	0.05	0.04
	Nitrogen oxide (NO <sub>x</sub> )	0.77	0.77	0.73	0.80
	Particulate matter (PM)	0.05	0.05	0.03	0.04

Standardisation process for reporting in other countries underway

2019		Total/weighted	AT	CZ	DE
	Carbon monoxide (CO)	1.87	1.80	2.14	2.18
	Hydrocarbons (HC)	0.12	0.14	0.02	0.05
	Nitrogen oxide (NO <sub>x</sub> )	1.82	1.83	1.48	1.97
	Particulate matter (PM)	0.13	0.14	0.09	0.09

Standardisation process for reporting in other countries underway

Change in air emissions (kg/kW)	2020	2019	Change
Carbon monoxide (CO)	1.56	1.87	-16.6%
Hydrocarbons (HC)	0.07	0.12	-41.7%
Nitrogen oxide (NO <sub>x</sub> )	0.77	1.82	-57.7%
Particulate matter (PM)	0.05	0.13	-61.5%

## Appendix

GRI  
306-2

### Waste by type (t)

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
<b>Total waste by waste type</b>	<b>9,436</b>	<b>4,752</b>	<b>14</b>	<b>525</b>	<b>1,570</b>	<b>503</b>	<b>1,413</b>	<b>201</b>	<b>392</b>	<b>56</b>	<b>10</b>
<b>Hazardous waste</b>	<b>639</b>	<b>407</b>	<b>1</b>	<b>3</b>	<b>73</b>	<b>70</b>	<b>13</b>	<b>69</b>	<b>-</b>	<b>3</b>	<b>0</b>
Mineral oil	257	230	0	0	17	0	9	0	-	1	0
Workshop waste	184	36	0	0	20	64	3	60	-	1	0
Other hazardous waste	198	141	1	3	36	6	1	9	-	1	0
<b>Non-hazardous waste</b>	<b>8,797</b>	<b>4,345</b>	<b>13</b>	<b>522</b>	<b>1,497</b>	<b>433</b>	<b>1,400</b>	<b>132</b>	<b>392</b>	<b>53</b>	<b>10</b>
Household waste	1,575	837	7	125	430	48	25	34	46	23	0
Paper	881	217	4	1	647	4	5	2	0	0	1
Paper packaging	89	57	1	6	22	2	-	0	0	1	0
Plastic packaging	70	35	0	5	28	1	-	1	0	0	0
Glass	61	50	1	5	2	0	3	-	-	0	0
Metal	2,180	551	0	63	188	164	1,198	10	6	0	0
Wood or wood waste	936	179	0	104	48	211	5	34	340	6	9
Bulky waste	256	93	0	71	18	0	0	51	-	23	0
Other non-hazardous waste	2,749	2,326	0	142	114	3	164	-	-	0	0

Primary office and production sites as well as some partly based on properties, thereby no reporting possible (-)

2019	Total	AT	CH	CZ	DE	NO	PL	RO	SK	UAE
<b>Total waste by waste type</b>	<b>9,895.56</b>	<b>6,165.72</b>	<b>14.00</b>	<b>258.88</b>	<b>1,303.83</b>	<b>659.37</b>	<b>354.23</b>	<b>609.80</b>	<b>64.32</b>	<b>465.41</b>
<b>Hazardous waste</b>	<b>743.29</b>	<b>440.32</b>	<b>0.80</b>	<b>1.87</b>	<b>74.03</b>	<b>159.60</b>	<b>9.55</b>	<b>-</b>	<b>0.00</b>	<b>57.12</b>
Mineral oil	220.38	194.95	0.00	0.00	19.15	0.60	5.68	-	0.00	0.00
Workshop waste	229.47	48.73	0.00	0.00	18.61	159.00	3.13	-	0.00	0.00
Other hazardous waste	293.44	196.64	0.80	1.87	36.27	-	0.74	-	0.00	57.12
<b>Non-hazardous waste</b>	<b>9,152.27</b>	<b>5,725.40</b>	<b>13.20</b>	<b>257.01</b>	<b>1,229.80</b>	<b>499.77</b>	<b>344.68</b>	<b>609.80</b>	<b>64.32</b>	<b>408.29</b>
Household waste	1,959.82	899.39	7.00	140.52	229.32	55.12	135.37	259.00	54.00	180.10
Paper	664.42	195.72	3.50	0.46	455.75	1.99	-	7.00	0.00	-
Paper packaging	222.57	54.47	1.40	4.33	30.29	1.50	0.68	127.00	1.85	1.05
Plastic packaging	101.61	19.98	0.30	6.54	36.77	1.02	0.05	36.80	0.02	0.13
Glass	47.37	43.49	0.70	2.42	0.76	-	-	-	0.00	-
Metal	1,771.58	1,263.63	0.30	0.00	211.95	137.00	78.70	80.00	-	-
Wood or wood waste	724.50	194.30	0.00	51.84	70.09	274.14	9.96	100.00	5.00	19.17
Bulky waste	119.67	61.11	0.00	45.90	12.66	-	-	-	0.00	-
Other non-hazardous waste	3,540.73	2,993.31	0.00	5.00	182.21	29.00	119.92	-	3.45	207.84

Data relate to offices and production sites  
PL, RO: Waste disposal partly based on properties

## Appendix

### Waste by type - disposal methods (t)

2020	Landfill	Waste incineration (mass burn)	Recycling	Recovery (incl. recovered energy)	Miscellaneous
<b>Total waste by waste type</b>	<b>345</b>	<b>1,756</b>	<b>2,470</b>	<b>93</b>	<b>4,772</b>
<b>Hazardous waste</b>	<b>0</b>	<b>302</b>	<b>49</b>	<b>0</b>	<b>288</b>
Mineral oil	0	230	27	0	0
Workshop waste	0	36	21	0	127
Other hazardous waste	0	36	1	0	161
<b>Non-hazardous waste</b>	<b>345</b>	<b>1,454</b>	<b>2,421</b>	<b>93</b>	<b>4,484</b>
Household waste	148	1,274	0	0	153
Paper	0	0	874	0	7
Paper packaging	0	0	87	0	2
Plastic packaging	0	0	69	0	1
Glass	0	0	58	0	3
Metal	0	0	808	0	1,372
Wood or wood waste	104	48	525	0	259
Bulky waste	93	18	0	93	52
Other non-hazardous waste	0	114	0	0	2,635

For companies included in the report see GRI 306-2, p. 96

Other: The waste disposal method is left to the disposal service provider or is determined by the selection of the disposal service provider

2019	Landfill	Waste incineration (mass burn)	Recycling	Recovery (incl. recovered energy)	Miscellaneous
<b>Total waste by waste type</b>	<b>555.74</b>	<b>5.00</b>	<b>1,087.12</b>	<b>51.84</b>	<b>8,195.86</b>
<b>Hazardous waste</b>	<b>1.87</b>	<b>0.00</b>	<b>159.60</b>	<b>0.00</b>	<b>581.82</b>
Mineral oil	0.00	0.00	0.60	0.00	219.78
Workshop waste	0.00	0.00	159.00	0.00	70.47
Other hazardous waste	1.87	0.00	0.00	0.00	291.57
<b>Non-hazardous waste</b>	<b>553.87</b>	<b>5.00</b>	<b>927.52</b>	<b>51.84</b>	<b>7,614.04</b>
Household waste	399.52	0.00	0.00	0.00	1,560.30
Paper	0.00	0.00	12.95	0.00	651.47
Paper packaging	0.00	0.00	134.68	0.00	87.89
Plastic packaging	0.00	0.00	44.38	0.00	57.23
Glass	0.00	0.00	3.12	0.00	44.25
Metal	0.00	0.00	429.25	0.00	1,342.33
Wood or wood waste	100.00	5.00	274.14	51.84	293.52
Bulky waste	45.90	0.00	0.00	0.00	73.77
Other non-hazardous waste	8.45	0.00	29.00	0.00	3,503.28

## Appendix

GRI  
306-4

### Transport of hazardous waste (t)

2020	Total	AT	CH	CZ	DE	NO	PL	QA	SK	UAE
<b>Hazardous waste transported<sup>1</sup></b>	<b>126,166</b>	<b>125,934</b>	<b>1</b>	<b>3</b>	<b>73</b>	<b>70</b>	<b>13</b>	<b>69</b>	<b>3</b>	<b>0</b>
Miscellaneous hazardous waste transported <sup>2</sup>	18,012	17,780	1	3	73	70	13	69	3	0
Hazardous waste imported	3,485	3,485	0	0	0	0	0	0	0	0
Hazardous waste exported	399	399	0	0	0	0	0	0	0	0
Hazardous waste treated and transported	104,270	104,270	0	0	0	0	0	0	0	0
Hazardous waste shipped internationally (%) <sup>3</sup>	3.1	3.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

<sup>1</sup> No comparative data as this indicator is used for the first time

<sup>2</sup> Transported but not exported, not imported, not treated

<sup>3</sup> Imported + exported hazardous waste/transported hazardous waste

RO: Standardisation process for reporting underway

2019	Total	AT	CH	CZ	DE	NO	PL	QA	SK	UAE
Miscellaneous hazardous waste transported <sup>1</sup>	4,479.92	4,176.00	0.80	2.00	74.00	160.00	10.00	0.00	0.00	57.12
Hazardous waste imported	5,357.00	5,357.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Hazardous waste exported	1,699.00	1,699.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Hazardous waste treated and transported	94,823.00	94,823.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Hazardous waste shipped internationally (%)	6.6	6.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

<sup>1</sup> Hazardous waste transported = miscellaneous hazardous waste transported (not exported, not imported, not treated)

RO: Standardisation process for reporting underway

Total of all hazardous waste transported = transported hazardous + imported hazardous + exported hazardous + treated and transported hazardous waste

## Appendix

### Social

GRI  
401-1

New employee hires and turnover											
2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
<b>Total new hires by age group</b>	<b>3,702</b>	<b>2,051</b>	<b>60</b>	<b>224</b>	<b>331</b>	<b>93</b>	<b>405</b>	<b>70</b>	<b>442</b>	<b>24</b>	<b>2</b>
New hires aged below 30	1,419	903	24	88	154	9	122	4	111	4	0
New hires aged 30 to 50	1,773	909	23	107	132	62	220	56	246	17	1
New hires aged 50+	510	239	13	29	45	22	63	10	85	3	1
<b>Total new hires by gender</b>	<b>3,702</b>	<b>2,051</b>	<b>60</b>	<b>224</b>	<b>331</b>	<b>93</b>	<b>405</b>	<b>70</b>	<b>442</b>	<b>24</b>	<b>2</b>
New hires men	3,176	1,804	52	178	263	92	327	41	405	12	2
New hires women	526	247	8	46	68	1	78	29	37	12	0
Rate new hires aged below 30 (%)	38.3	44.0	40.0	39.3	46.5	9.7	30.1	5.7	25.1	16.7	0.0
Rate new hires aged 30 to 50 (%)	47.9	44.3	38.3	47.8	39.9	66.7	54.3	80.0	55.7	70.8	50.0
Rate new hires aged 50+ (%)	13.8	11.7	21.7	12.9	13.6	23.7	15.6	14.3	19.2	12.5	50.0
Rate new hires men (%)	85.8	88.0	86.7	79.5	79.5	98.9	80.7	58.6	91.6	50.0	100.0
Rate new hires women (%)	14.2	12.0	13.3	20.5	20.5	1.1	19.3	41.4	8.4	50.0	0.0
<b>Total fluctuation by age group</b>	<b>4,046</b>	<b>2,263</b>	<b>31</b>	<b>232</b>	<b>554</b>	<b>46</b>	<b>455</b>	<b>126</b>	<b>242</b>	<b>28</b>	<b>69</b>
Left the company aged below 30	1,103	675	6	53	170	6	107	13	60	3	10
Left the company aged 30 to 50	1,852	942	18	97	219	34	244	108	124	18	48
Left the company aged 50+	1,091	646	7	82	165	6	104	5	58	7	11
<b>Total fluctuation by gender</b>	<b>4,046</b>	<b>2,263</b>	<b>31</b>	<b>232</b>	<b>554</b>	<b>46</b>	<b>455</b>	<b>126</b>	<b>242</b>	<b>28</b>	<b>69</b>
Men who left the company	3,534	1,984	22	197	466	34	397	121	222	22	69
Women who left the company	512	279	9	35	88	12	58	5	20	6	0
Fluctuation rate aged below 30 (%)	27.3	29.8	19.4	22.8	30.7	13.0	23.5	10.3	24.8	10.7	14.5
Fluctuation rate aged 30 to 50 (%)	45.8	41.6	58.1	41.8	39.5	73.9	53.6	85.7	51.2	64.3	69.6
Fluctuation rate aged 50+ (%)	27.0	28.5	22.6	35.3	29.8	13.0	22.9	4.0	24.0	25.0	15.9
<b>Total fluctuation rate (%)<sup>1</sup></b>	<b>21.5</b>	<b>21.0</b>	<b>9.7</b>	<b>20.4</b>	<b>18.6</b>	<b>24.2</b>	<b>21.0</b>	<b>75.9<sup>3</sup></b>	<b>27.6</b>	<b>17.1</b>	<b>313.6<sup>3</sup></b>
Fluctuation rate men (%) <sup>2</sup>	22.1	21.1	8.2	20.5	19.2	19.9	23.3	88.3 <sup>3</sup>	30.5	17.9	313.6 <sup>3</sup>
Fluctuation rate women (%) <sup>2</sup>	18.0	20.3	17.0	20.2	15.9	63.2	12.7	17.2 <sup>3</sup>	13.5	14.6	0.0 <sup>3</sup>

Basis for calculation: staff employed for the full year (salaried employees and waged workers)

<sup>1</sup> No comparative figures as this indicator is used for the first time

<sup>2</sup> The fluctuation rate men/women is calculated using the absolute number of staff from 2020

<sup>3</sup> QA, UAE: project finalisation phase

## Appendix

2019	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
<b>Total new hires by age group</b>	<b>4,160</b>	<b>1,999</b>	<b>69</b>	<b>226</b>	<b>466</b>	<b>55</b>	<b>684</b>	<b>23</b>	<b>503</b>	<b>100</b>	<b>35</b>
New hires aged below 30	1,572	928	22	69	195	5	222	1	105	17	8
New hires aged 30 to 50	1,986	861	35	113	205	39	355	17	276	61	24
New hires aged 50+	602	210	12	44	66	11	107	5	122	22	3
<b>Total new hires by gender</b>	<b>4,160</b>	<b>1,999</b>	<b>69</b>	<b>226</b>	<b>466</b>	<b>55</b>	<b>684</b>	<b>23</b>	<b>503</b>	<b>100</b>	<b>35</b>
New hires men	3,584	1,769	54	195	368	51	580	21	436	75	35
New hires women	576	230	15	31	98	4	104	2	67	25	0
Rate new hires aged below 30 (%)	37.8	46.4	31.9	30.5	41.8	9.1	32.5	4.3	20.9	17.0	22.9
Rate new hires aged 30 to 50 (%)	47.7	43.1	50.7	50.0	44.0	70.9	51.9	73.9	54.9	61.0	68.6
Rate new hires aged 50+ (%)	14.5	10.5	17.4	19.5	14.2	20.0	15.6	21.7	24.3	22.0	8.6
Rate new hires men (%)	86.2	88.5	78.3	86.3	79.0	92.7	84.8	91.3	86.7	75.0	100.0
Rate new hires women (%)	13.8	11.5	21.7	13.7	21.0	7.3	15.2	8.7	13.3	25.0	0.0
<b>Total fluctuation by age group</b>	<b>2,129</b>	<b>387</b>	<b>67</b>	<b>48</b>	<b>512</b>	<b>36</b>	<b>578</b>	<b>334</b>	<b>137</b>	<b>23</b>	<b>7</b>
Left the company aged below 30	624	133	18	17	180	6	182	52	34	2	0
Left the company aged 30 to 50	1,048	161	26	13	193	25	276	260	75	13	6
Left the company aged 50+	457	93	23	18	139	5	120	22	28	8	1
<b>Total fluctuation by gender</b>	<b>2,129</b>	<b>387</b>	<b>67</b>	<b>48</b>	<b>512</b>	<b>36</b>	<b>578</b>	<b>334</b>	<b>137</b>	<b>23</b>	<b>7</b>
Men who left the company	1,742	264	53	37	397	30	504	315	128	9	5
Women who left the company	387	123	14	11	115	6	74	19	9	14	2
Fluctuation rate aged below 30 (%)	29.3	34.4	26.9	35.4	35.2	16.7	31.5	15.6	24.8	8.7	0.0
Fluctuation rate aged 30 to 50 (%)	49.2	41.6	38.8	27.1	37.7	69.4	47.8	77.8	54.7	56.5	85.7
Fluctuation rate aged 50+ (%)	21.5	24.0	34.3	37.5	27.1	13.9	20.8	6.6	20.4	34.8	14.3
Fluctuation rate men (%)	81.8	68.2	79.1	77.1	77.5	83.3	87.2	94.3	93.4	39.1	71.4
Fluctuation rate women (%)	18.2	31.8	20.9	22.9	22.5	16.7	12.8	5.7	6.6	60.9	28.6

Basis for calculation: staff employed for the full year

## Appendix

GRI  
401-3

### Parental leave

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
<b>Total staff on parental leave</b>	<b>273</b>	<b>127</b>	<b>2</b>	<b>14</b>	<b>88</b>	<b>2</b>	<b>24</b>	<b>0</b>	<b>8</b>	<b>8</b>	<b>0</b>
Male staff	93	31	0	1	53	1	2	0	4	1	0
Female staff	180	96	2	13	35	1	22	0	4	7	0
<b>Total returned after parental leave</b>	<b>156</b>	<b>74</b>	<b>2</b>	<b>9</b>	<b>52</b>	<b>2</b>	<b>8</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>0</b>
Male staff	74	27	0	0	43	1	0	1	0	2	0
Female staff	82	47	2	9	9	1	8	0	4	2	0
<b>Staff retained after 12 months<sup>1</sup></b>	<b>208</b>	<b>71</b>	<b>0</b>	<b>0</b>	<b>41</b>	<b>1</b>	<b>95</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Male staff	136	38	0	0	29	0	69	0	0	0	0
Female staff	72	33	0	0	12	1	26	0	0	0	0
Staff retention rate (%)	88.1	86.6	0.0	0.0	82.0	100.0	100.0	0.0	0.0	0.0	0.0
Retention rate male staff (%)	93.8	86.4	0.0	0.0	90.6	0.0	100.0	0.0	0.0	0.0	0.0
Retention rate female staff (%)	79.1	86.8	0.0	0.0	66.7	100.0	100.0	0.0	0.0	0.0	0.0

<sup>1</sup> No comparative figures as this indicator is used for the first time for multiple years

2019	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
<b>Total staff on parental leave</b>	<b>377</b>	<b>162</b>	<b>1</b>	<b>27</b>	<b>72</b>	<b>1</b>	<b>101</b>	<b>0</b>	<b>6</b>	<b>7</b>	<b>0</b>
Male staff	159	52	0	0	35	0	70	0	1	1	0
Female staff	218	110	1	27	37	1	31	0	5	6	0
<b>Total returned after parental leave</b>	<b>236</b>	<b>82</b>	<b>0</b>	<b>5</b>	<b>50</b>	<b>1</b>	<b>95</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>
Male staff	145	44	0	0	32	0	69	0	0	0	0
Female staff	91	38	0	5	18	1	26	0	3	0	0
<b>Staff retained after 12 months<sup>1</sup></b>	<b>184</b>	<b>69</b>	<b>0</b>	<b>0</b>	<b>36</b>	<b>0</b>	<b>73</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>0</b>
Male staff	110	37	0	0	24	0	49	0	0	0	0
Female staff	74	32	0	0	12	0	24	0	1	5	0
Staff retention rate (%)	78.0	84.1	0.0	0.0	72.0	0.0	76.8	0.0	33.3	0.0	0.0
Retention rate male staff (%)	75.9	84.1	0.0	0.0	75.0	0.0	71.0	0.0	0.0	0.0	0.0
Retention rate female staff (%)	81.3	84.2	0.0	0.0	66.7	0.0	92.3	0.0	33.3	0.0	0.0

<sup>1</sup> Basis for calculation for staff retained after twelve months: staff on parental leave and those returned after parental leave within the year under review – the figure is not for multiple years

## Appendix

GRI  
403-9

### Work-related injuries

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Fatalities caused by work-related injuries	0	0	0	0	0	0	0	0	0	0	0
Serious injury (without fatalities)	10	9	0	0	0	0	0	0	1	0	0
Work-related injuries documented	584	440	4	8	103	1	21	0	2	5	0
Hours worked	38,166,154	18,433,527	510,656	1,882,678	6,012,206	287,349	3,731,227	3,656,203	1,373,472	278,836	2,000,000
Rate of fatalities caused by work-related injuries	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Rate of serious work-related injuries (without fatalities)	0.3	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.7	0.0	0.0
Rate of work-related injuries documented	15.3	23.9	7.8	4.2	17.1	3.5	5.6	0.0	1.5	17.9	0.0

QA, UAE: pro rata project volumes

Basis for calculation: staff employed for the full year

Rate calculation: number of fatalities, work-related injuries, work-related injuries documented\*1.000.000/hours worked

2019	Total	AT	CH	CZ	DE	NO	PL	QA <sup>1</sup>	RO	SK	UAE
Fatalities caused by work-related injuries	1	0	0	0	1	0	0	0	0	0	0
Serious injury (without fatalities)	8	8	0	0	0	0	0	0	0	0	0
Work-related injuries documented	571	430	5	7	94	3	29	1	0	2	0
Hours worked	36,080,526	18,394,357	382,600	1,752,304	5,830,066	567,680	3,677,279	2,494,628	851,926	219,210	1,910,476
Rate of fatalities caused by work-related injuries	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0
Rate of serious work-related injuries (without fatalities)	0.2	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Rate of work-related injuries documented	15.8	23.4	13.1	4.0	16.1	5.3	7.9	0.4	0.0	9.1	0.0

<sup>1</sup> QA: low number of hours worked due to completion of projects in 2018 and final completion phase in 2019

Calculation key QA: pro rata project volumes in accordance with the requirements of the Qatar Construction Standard 2014 and client specifications

Basis for calculation: staff employed for the full year

Rate calculation: number of fatalities, work-related injuries, work-related injuries documented\*1.000.000/hours worked

GRI  
403-10

### Work-related ill health

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Fatalities caused by work-related ill health	0	0	0	0	0	0	0	0	0	0	0
Documented instances of work-related ill health	6	6	0	0	0	0	0	0	0	0	0

Five cases of noise-induced hearing loss, one case of silicosis

2019	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Fatalities caused by work-related ill health	0	0	0	0	0	0	0	0	0	0	0
Documented instances of work-related ill health	4	4	0	0	0	0	0	0	0	0	0

Four cases of noise-induced hearing loss



## Appendix

GRI  
404-1 Average hours of training

2020	Total	AT	CH	DE	NO	PL	QA	SK	UAE
<b>Training hours by gender</b>	<b>68,311</b>	<b>37,002</b>	<b>393</b>	<b>19,844</b>	<b>715</b>	<b>7,903</b>	<b>264</b>	<b>2,180</b>	<b>10</b>
Male employees	44,797	22,292	348	15,228	442	4,925	192	1,360	10
Female employees	23,514	14,710	45	4,616	273	2,978	72	820	0
<b>Training hours by employee category</b>	<b>68,311</b>	<b>37,002</b>	<b>393</b>	<b>19,844</b>	<b>715</b>	<b>7,903</b>	<b>264</b>	<b>2,180</b>	<b>10</b>
Upper management	254	206	0	8	0	40	0	0	0
Middle and lower management	13,686	6,715	118	3,212	24	2,975	232	400	10
Non-management	54,371	30,081	275	16,624	691	4,888	32	1,780	0
<b>Average training hours by employee category</b>									
Upper management	12	12	0	4	0	40	0	0	0
Middle and lower management	10	9	3	10	6	14	7	20	3
Non-management	9	10	2	11	13	5	0	20	0
<b>Average training hours by gender</b>									
Male employees	9	8	2	12	12	6	5	20	5
Female employees	10	13	1	8	14	7	2	20	0

Salaried employees

Upper management level: Executive Board, managing directors; Middle and lower management levels: department, unit, group and team manager  
CZ, RO: Data could not be recorded

2019	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
<b>Training hours by gender</b>	<b>112,435.00</b>	<b>58,159.00</b>	<b>799.00</b>	<b>1,233.00</b>	<b>29,657.00</b>	<b>1,146.00</b>	<b>16,348.00</b>	<b>315.00</b>	<b>1,200.00</b>	<b>3,473.00</b>	<b>105.00</b>
Male employees	74,488	38,875	632	780	20,682	707	9,894	288	832	1,693	105
Female employees	37,947	19,284	167	453	8,975	439	6,454	27	368	1,780	0
<b>Training hours by employee category</b>	<b>112,435.00</b>	<b>58,159.00</b>	<b>799.00</b>	<b>1,233.00</b>	<b>29,657.00</b>	<b>1,146.00</b>	<b>16,348.00</b>	<b>315.00</b>	<b>1,200.00</b>	<b>3,473.00</b>	<b>105.00</b>
Upper management	108.00	54.00	0.00	0.00	12.00	0.00	42.00	0.00	0.00	0.00	0.00
Middle and lower management	34,601.00	13,834.00	182.00	488.00	6,769.00	18.00	11,663.00	288.00	768.00	585.00	6.00
Non-management	77,726.00	44,271.00	617.00	745.00	22,876.00	1,128.00	4,643.00	27.00	432.00	2,888.00	99.00
<b>Average training hours by employee category</b>											
Upper management	4.91	3.18	0.00	0.00	4.00	0.00	42.00	0.00	0.00	0.00	0.00
Middle and lower management	23.13	18.92	5.69	8.00	21.29	2.25	52.07	9.60	12.59	36.56	0.40
Non-management	11.18	14.50	4.44	1.27	14.33	17.35	4.64	0.40	1.59	30.40	1.25
<b>Average training hours by gender</b>											
Male employees	12.51	14.27	5.02	1.66	15.34	15.71	12.45	3.65	4.14	22.57	1.15
Female employees	15.16	17.89	3.63	2.54	16.26	15.68	14.97	1.35	2.81	49.44	0.00

Upper management level: Executive Board, managing directors; Middle and lower management levels: department, unit, group and team manager  
Basis for calculation: salaried employees

## Appendix

GRI  
404-3

### Performance and career development reviews

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
<b>Performance review by gender</b>	<b>6,451</b>	<b>3,123</b>	<b>129</b>	<b>289</b>	<b>1,397</b>	<b>59</b>	<b>1,000</b>	<b>101</b>	<b>208</b>	<b>95</b>	<b>50</b>
Male employees	4,538	2,215	100	228	990	38	655	82	114	67	49
Female employees	1,913	908	29	61	407	21	345	19	94	28	1
<b>Percentage of all employees who received a performance review</b>	<b>87.5</b>	<b>89.0</b>	<b>81.6</b>	<b>54.6</b>	<b>89.0</b>	<b>100.0</b>	<b>100.0</b>	<b>99.0</b>	<b>68.9</b>	<b>99.0</b>	<b>100.0</b>
Male employees (%) <sup>1</sup>	86.0	87.0	82.0	56.4	88.0	100.0	100.0	98.0	61.3	98.5	100.0
Female employees (%) <sup>1</sup>	91.2	94.0	80.6	48.8	92.0	100.0	100.0	100.0	81.0	100.0	100.0
<b>Performance reviews by employee category</b>	<b>6,451</b>	<b>3,123</b>	<b>129</b>	<b>289</b>	<b>1,397</b>	<b>59</b>	<b>1,000</b>	<b>101</b>	<b>208</b>	<b>95</b>	<b>50</b>
Upper management	16	13	0	0	1	0	1	1	0	0	0
Middle and lower management	1,173	634	29	28	253	2	155	16	39	16	1
Non-management	5,262	2,476	100	261	1,143	57	844	84	169	79	49
Upper management (%) <sup>1</sup>	94.1	100.0	0.0	0.0	50.0	0.0	100.0	100.0	0.0	0.0	0.0
Middle and lower management (%) <sup>1</sup>	89.5	90.0	100.0	51.9	87.0	100.0	100.0	100.0	90.7	94.1	100.0
Non-management (%) <sup>1</sup>	87.1	87.0	77.5	54.9	90.0	100.0	100.0	98.8	65.3	100.0	100.0

Upper management level: Executive Board, managing directors  
 Middle and lower management levels: department, unit, group and team manager  
<sup>1</sup> Number of actual reviews conducted in relation to planned reviews

2019	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
<b>Performance review by gender</b>	<b>6,234</b>	<b>3,041</b>	<b>122</b>	<b>278</b>	<b>1,218</b>	<b>44</b>	<b>1,027</b>	<b>218</b>	<b>171</b>	<b>62</b>	<b>53</b>
Male employees	4,440	2,196	89	211	851	27	674	187	110	46	49
Female employees	1,794	845	33	67	367	17	353	31	61	16	4
<b>Percentage of all employees who received a performance review</b>	<b>86.7</b>	<b>90.0</b>	<b>84.7</b>	<b>61.8</b>	<b>75.8</b>	<b>67.7</b>	<b>100.0</b>	<b>100.0</b>	<b>98.8</b>	<b>86.1</b>	<b>100.0</b>
Male employees (%)	84.8	88.2	83.2	61.5	72.1	64.3	100.0	100.0	98.2	86.8	100.0
Female employees (%)	92.1	95.1	89.2	62.6	86.4	73.9	100.0	100.0	100.0	84.2	100.0
<b>Performance reviews by employee category<sup>1</sup></b>	<b>6,234</b>	<b>3,041</b>	<b>122</b>	<b>278</b>	<b>1,218</b>	<b>44</b>	<b>1,027</b>	<b>218</b>	<b>171</b>	<b>62</b>	<b>53</b>
Upper management	12	12	0	0	0	0	0	0	0	0	0
Middle and lower management	1,169	609	25	25	226	10	208	10	35	9	12
Non-management	5,053	2,420	97	253	992	34	819	208	136	53	41
Upper management (%)	75.0	80.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Middle and lower management (%)	87.4	90.5	89.3	51.0	75.6	100.0	100.0	100.0	100.0	64.3	100.0
Non-management (%)	86.6	89.9	83.6	63.1	76.0	61.8	100.0	100.0	98.6	91.4	100.0

<sup>1</sup> No comparative data as the indicator was applied for the first time in 2019  
 Basis for calculation: salaried employees  
 The basis for calculation is the number of talks actually held in relation to the number of employees with whom a talk had been planned; Upper management: Executive Board, managing directors  
 Middle and lower management: department, unit, group and team managers

## Appendix

**GRI 405-1 Diversity of governance bodies and employees**

2020	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Male members of governance bodies (%)	83.3	83.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Female members of governance bodies (%)	16.7	16.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Members of governance bodies aged below 30 (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Members of governance bodies aged 30 to 50 (%)	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Members of governance bodies aged 50+ (%)	75.0	75.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Men in upper management (%)	100.0	100.0	0.0	0.0	100.0	0.0	100.0	100.0	0.0	0.0	0.0
Women in upper management (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Men in middle and lower management (%)	86.9	90.1	94.6	93.3	91.7	100.0	71.3	97.0	59.6	70.0	100.0
Women in middle and lower management (%)	13.1	9.9	5.4	6.7	8.3	0.0	28.7	3.0	40.4	30.0	0.0
Men in non-management (%)	84.6	87.1	82.0	83.4	80.3	89.8	79.7	78.8	84.6	75.7	100.0
Women in non-management (%)	15.4	12.9	18.0	16.6	19.7	10.2	20.3	21.2	15.4	24.3	0.0
Upper management aged below 30 (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Upper management aged 30 to 50 (%)	28.6	23.5	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0
Upper management aged 50+ (%)	71.4	76.5	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Middle and lower management aged below 30 (%)	0.5	0.8	0.0	0.0	0.3	0.0	0.5	0.0	0.0	0.0	0.0
Middle and lower management aged 30 to 50 (%)	58.8	57.4	56.8	61.7	47.5	75.0	74.6	51.5	83.0	60.0	75.0
Middle and lower management aged 50+ (%)	40.6	41.8	43.2	38.3	52.2	25.0	24.9	48.5	17.0	40.0	25.0
Non-management aged below 30 (%)	20.1	21.8	23.7	14.5	19.2	9.1	20.4	9.1	15.5	11.8	6.3
Non-management aged 30 to 50 (%)	49.9	47.4	46.3	55.4	45.5	71.0	57.4	80.3	57.3	67.4	87.5
Non-management aged 50+ (%)	30.0	30.9	30.0	30.1	35.3	19.9	22.3	10.6	27.2	20.8	6.3

No comparative data as governance body has been newly defined = Supervisory Board of PORR AG

## Appendix

### Diversity of governance bodies and employees

2019	Total	AT	CH	CZ	DE	NO	PL	QA	RO	SK	UAE
Male members of governance bodies (%)	91.2	83.3	100.0	100.0	91.7	0.0	100.0	0.0	0.0	0.0	0.0
Female members of governance bodies (%)	8.8	16.7	0.0	0.0	8.3	0.0	0.0	0.0	0.0	0.0	0.0
Members of governance bodies aged below 30 (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Members of governance bodies aged 30 to 50 (%)	23.5	33.3	0.0	50.0	8.3	0.0	50.0	0.0	0.0	0.0	0.0
Members of governance bodies aged 50+ (%)	76.5	66.7	100.0	50.0	91.7	0.0	50.0	0.0	0.0	0.0	0.0
Men in upper management (%)	100.0	100.0	0.0	0.0	100.0	0.0	100.0	100.0	0.0	0.0	0.0
Women in upper management (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Men in middle and lower management (%)	89.1	90.3	90.6	95.1	93.7	87.5	80.8	93.3	75.4	75.0	93.3
Women in middle and lower management (%)	10.9	9.7	9.4	4.9	6.3	12.5	19.2	6.7	24.6	25.0	6.7
Men in non-management (%)	84.6	86.8	82.6	83.7	80.7	79.9	80.2	87.1	81.5	78.8	100.0
Women in non-management (%)	15.4	13.2	17.4	16.3	19.3	20.1	19.8	12.9	18.5	21.2	0.0
Upper management aged below 30 (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Upper management aged 30 to 50 (%)	13.6	5.9	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0
Upper management aged 50+ (%)	86.4	94.1	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Middle and lower management aged below 30 (%)	0.5	0.8	0.0	0.0	0.0	0.0	0.0	3.3	0.0	0.0	0.0
Middle and lower management aged 30 to 50 (%)	58.2	57.9	65.6	63.9	47.2	37.5	65.2	63.3	88.5	50.0	46.7
Middle and lower management aged 50+ (%)	41.4	41.3	34.4	36.1	52.8	62.5	34.8	33.3	11.5	50.0	53.3
Non-management aged below 30 (%)	20.9	22.3	25.9	13.8	19.3	11.5	23.4	10.8	13.7	13.2	22.8
Non-management aged 30 to 50 (%)	49.3	47.5	50.2	53.2	46.3	74.8	51.3	85.6	58.8	69.5	69.6
Non-management aged 50+ (%)	29.8	30.3	23.9	33.0	34.5	13.7	25.4	3.6	27.4	17.2	7.6

# Responsibility Statement

We confirm to the best of our knowledge that this consolidated non-financial report, which has been produced in accordance with the reporting guidelines of the GRI Standards (“Core” option), contains the disclosures required in accordance with Sections 267a(2) and 243b(2) of the Austrian Commercial Code to facilitate an understanding of the business performance, the business results, the current state of PORR AG and the impacts of its activities, and shows as a minimum how they relate to

environmental, social and employee matters, to upholding human rights, and to preventing corruption and bribery. The disclosures include a description of the business model of PORR AG and the concepts pursued in relation to the issues including due-diligence processes, material risks that would probably have a negative impact on the matters referenced, as well as the results of these concepts and the most important performance indicators.

Vienna, April 2021  
The Executive Board



**Karl-Heinz Strauss**  
Chairman of the Executive Board and CEO



**Andreas Sauer**  
Executive Board member and CFO



**Josef Pein**  
Executive Board member and COO



**Jürgen Raschendorfer**  
Executive Board member and COO

# Independent report on a limited assurance engagement on consolidated non-financial report for the financial year 2020

GRI  
102-56

The German text of the signed confirmation report, which refers to the German version of the non-financial reporting 2020, is the only legally binding version. The English translation has no legal effect. In particular, it cannot be used for interpreting the German text.

We have conducted the limited assurance engagement on the consolidated non-financial report for the business year 2020 of PORR AG (hereinafter referred to as the “Company”), Vienna.

## Responsibility of the legal representatives

The legal representatives of the Company are responsible for the proper preparation of the consolidated non-financial report in accordance with the requirements pursuant to Section 267a UGB (Austrian Commercial Code) and the GRI Standards Option “Core”.

The legal representative’s responsibility includes the selection and application of appropriate non-financial reporting methods (in particular the selection of material topics) and the use of assumptions and estimates for individual sustainability disclosures that are reasonable in the circumstances. An auditor’s responsibility includes designing, implementing and maintaining systems, processes and internal controls relevant to the preparation and fair presentation of the Sustainability Report that are free from material misstatement, whether due to fraud or error.

## Auditor’s responsibility

Our responsibility is to express an opinion, based on our audit procedures and the evidence we have obtained, as to whether any matters have come to our attention that cause us to believe that the consolidated non-financial report of the Company as of 31 December 2020 is not, in all material respects, in accordance with the legal requirements as set out in the Austrian Sustainability and Diversity Improvement Act (§ 267a UGB) and the GRI Standards (option “Core”).

We conducted our audit in accordance with Austrian generally accepted standards for other audits (KFS/PG 13) and the International Standard on Assurance Engagements (ISEA 3000) applicable to such engagements. Those standards require that

we comply with ethical requirements, including independence requirements, and plan and perform the engagement, under consideration of materiality, to express our conclusion with limited assurance.

In a limited assurance engagement, the procedures performed are less extensive than in a reasonable assurance engagement and, accordingly, less assurance is obtained.

The procedures selected depend on the auditor’s judgment and included in particular the following procedures:

- Interviewing employees at Group level responsible for materiality analysis to gain an understanding of the approach used to identify material sustainability topics and corresponding reporting boundaries of the Company;
- Risk assessment, including media analysis, of relevant information about the Company’s sustainability performance during the reporting period;
- Assessing the design and implementation of systems and processes for identifying, processing, and monitoring environmental, social, and labor disclosures, respect for human rights, and anti-corruption and anti-bribery disclosures, including the consolidation of data;
- Interviewing employees at Group level responsible for identifying, consolidating, and performing internal control procedures on disclosures relating to concepts, risks, due diligence processes, results and performance indicators. All interviews as well as audit procedures were conducted virtually due to the ongoing COVID-19 pandemic and Corona protective measures;
- Reviewed selected internal and external documents to determine whether qualitative and quantitative information was supported by sufficient evidence and presented in an accurate and balanced manner;
- Reviewing the consolidated non-financial report for completeness in accordance with the requirements of Section 267a UGB and GRI Standards Option “Core”;

- Assessment of the overall presentation of the disclosures and non-financial information.

The subject matter of our engagement is neither an audit of financial statements nor a review of financial statements. Likewise, neither the detection and clarification of criminal offences, such as embezzlement or other acts of embezzlement and misdemeanors, nor the assessment of the effectiveness and efficiency of the Company's management is the subject of our engagement.

### **Conclusion**

Based on our audit procedures and the evidence obtained, nothing has come to our attention that causes us to believe that the consolidated non-financial report of the Company is not prepared, in all material respects, in accordance with the legal

provisions of the Austrian Sustainability and Diversity Improvement Act (§ 267a UGB) and the GRI Standards (option "Core").

### **Limitation of use**

As our report is prepared exclusively on behalf of and in the interest of the client, it does not form the basis for any reliance by third parties on its contents. Claims of third parties can therefore not be derived from it. Accordingly, this report may not be passed on to third parties, either in whole or in part, without our express consent.

### **Terms of engagement**

With regard to our responsibility and liability towards the company and towards third parties, point 7 of the General Conditions of Contract for the Public Accounting Professions applies.

Vienna, 15 April 2021

**BDO Austria GmbH**  
**Wirtschaftsprüfungs- und Steuerberatungsgesellschaft**

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# Acknowledgements

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## **Photos**

Altlastensanierung und Abraumdeponie Langes Feld GmbH (p. 51), Astrid Knie (cover, p. 5), Harry Schiffer Photodesign (p. 2), Linus Lintner Fotografie (p. 37), Piotr Krajewski (p. 11, 22 et seq.), PNC (p. 8), PNC/PORR (p. 19), PORR (p. 6, 13, 19, 22 et seq., 25, 27, 31, 33, 34f, 39, 45, 47, 49, 57, 59, 62, 68, 72 et seq.), PORR/APA/Hetfleisch (p. 54 et seq.), PORR/APA/Tesarek (p. 67), Tomas Maly (p. 42, 53), Wolfgang Gollmayer/SCHNITTRAUM (p. 65)

As some of the photos were taken prior to the COVID-19 pandemic, no protective measures were as yet required.

## **Printing**

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## **Further information**

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### Disclaimer

Every care has been taken to ensure that all information contained in every part of this Sustainability Report is accurate and complete. The figures have been rounded off using the compensated summation method. We regret that we cannot rule out possible round-off, typesetting and printing errors.

This report is a translation into English of the report issued in the German language and is provided solely for the convenience of English-speaking users. In the event of a discrepancy or translation error, the German-language version prevails.







