STRABAG
SOCIETAS EUROPAEA

Annual Report 2018

STRABAG is a European-based technology group for construction services, a leader in innovation and financial strength. Our services span all areas of the construction industry and cover the entire construction value chain. We bring together people, materials and machinery at the right place and at the right time in order to realise even complex construction projects – on schedule, of the highest quality and at the best price.

KEY FIGURES

KEY FINANCIAL FIGURES

	2014	2015	2016	2017	Δ %	2018
Output volume (€ mln.)	13,566.00	14,289.76	13,491.03	14,620.89	12	16,322.88
Revenue (€ mln.)	12,475.67	13,123.48	12,400.46	13,508.72	13	15,221.83
Order backlog (€ mln.)	14,403.44	13,134.58	14,815.79	16,591.87	2	16,899.71
Employees (FTE)	72,906	73,315	71,839	72,904	4	75,460

KEY EARNINGS FIGURES

	2014	2015	2016	2017	Δ %	2018
EBITDA (€ mln.)	719.94	816.10	855.18	834.58	14	952.60
EBITDA margin (% of revenue)	5.8	6.2	6.9	6.2		6.3
EBIT (€ mln.)	281.96	341.04	424.91	448.36	25	558.21
EBIT adjusted (€ mln.)[1]			397.10	448.36	12	502.90
EBIT margin (% of revenue)	2.3	2.6	3.4	3.3		3.7
EBIT margin adjusted (% of revenue)[1]			3.2	3.3		3.3
EBT (€ mln.)	255.76	316.62	421.13	421.21	26	530.78
Net income (€ mln.)	147.50	182.49	282.00	292.36	24	362.78
Net income after minorities (€ mln.)	127.97	156.29	277.65	278.91	27	353.53
Net income after minorities margin (% of revenue)	1.0	1.2	2.2	2.1		2.3
Earnings per share (€)	1.25	1.52	2.71	2.72	27	3.45
Dividend per share (€)	0.50	0.65	0.95	1.30	0	1.30[2]
Cash flow from operating activities (€ mln.)	805.33	1,240.35	264.17	1,345.19	-45	736.18
ROCE (%)	4.3	4.1	6.4	6.7		7.6
Investment in fixed assets (€ mln.)	346.49	395.75	412.46	457.62	41	644.99

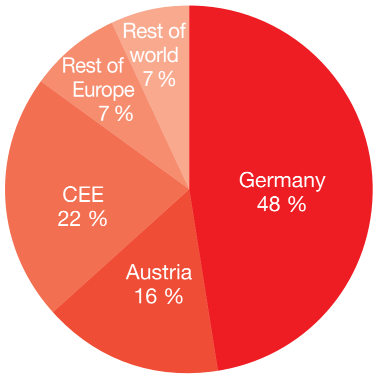
KEY BALANCE SHEET FIGURES

	2014	2015	2016	2017	Δ %	2018
Equity (€ mln.)	3,144.30	3,320.63	3,264.59	3,397.72	8	3,653.77
Equity ratio (%)	30.6	31.0	31.5	30.7		31.4
Net debt (€ mln.)	-249.11	-1,094.48	-449.06	-1,335.04	9	-1,218.28
Gearing ratio (%)	-7.9	-33.0	-13.8	-39.3		-33.3
Capital employed (€ mln.)	5,357.82	5,448.01	5,258.17	5,242.91	6	5,552.09
Balance sheet total (€ mln.)	10,275.54	10,728.87	10,378.41	11,054.12	5	11,621.45

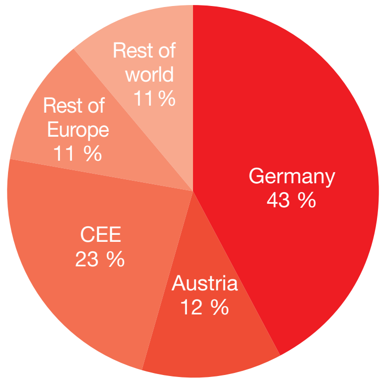
EBITDA = earnings before net interest income, income tax expense and depreciation and amortisation
EBIT = earnings before net interest income and income tax expense
EBT = earnings before income tax expense
ROCE = (net income + interest on debt - interest tax shield (25 %)) / (average group equity + interest-bearing debt)
Net debt = financial liabilities - non-recourse debt + provisions for severance and pension obligations - cash and cash equivalents
Gearing ratio = net debt / group equity
Capital employed = group equity + interest-bearing debt

1 2016 adjusted for non-operating income in the amount of € 27.81 million
2018 adjusted for a non-operating step-up profit in the amount of € 55.31 million
2 Proposed dividend

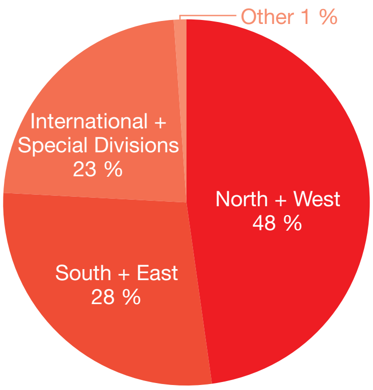
OUTPUT VOLUME BY REGION 2018



ORDER BACKLOG BY REGION 2018

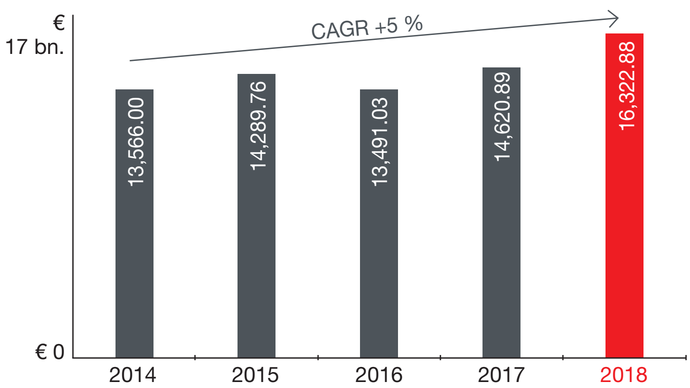


OUTPUT VOLUME BY SEGMENT 2018

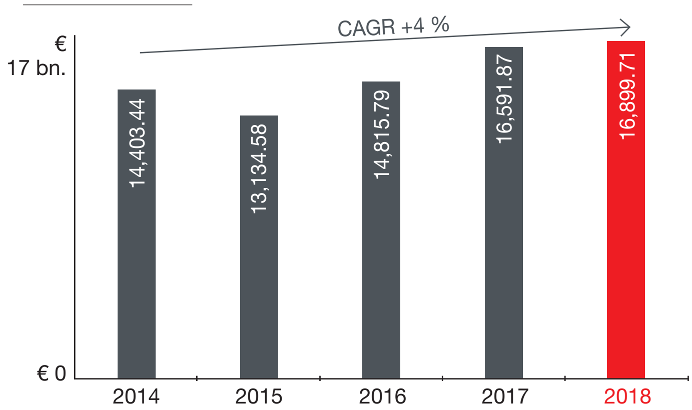


ORDER BACKLOG BY SEGMENT 2018

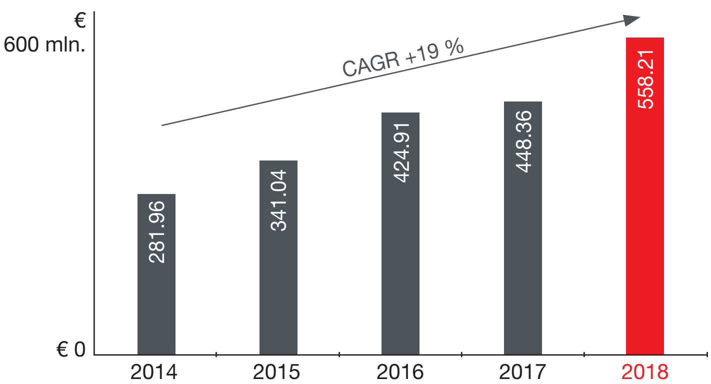
OUTPUT VOLUME



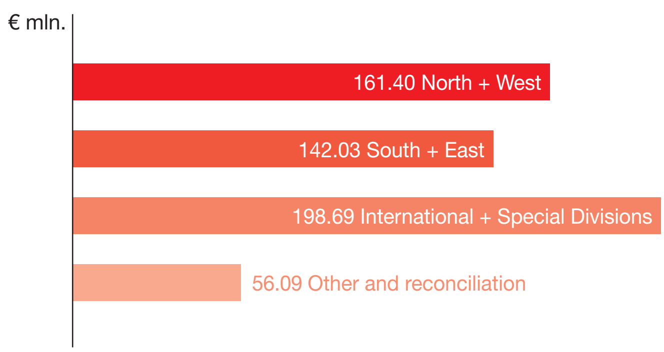
ORDER BACKLOG



EBIT



EBIT BY SEGMENT 2018



CAGR = Compound annual growth rate
CEE = Central and Eastern Europe comprises the following countries: Bulgaria, Croatia, Poland, Romania, Russia, Serbia, Slovakia, Slovenia, Czech Republic, Hungary

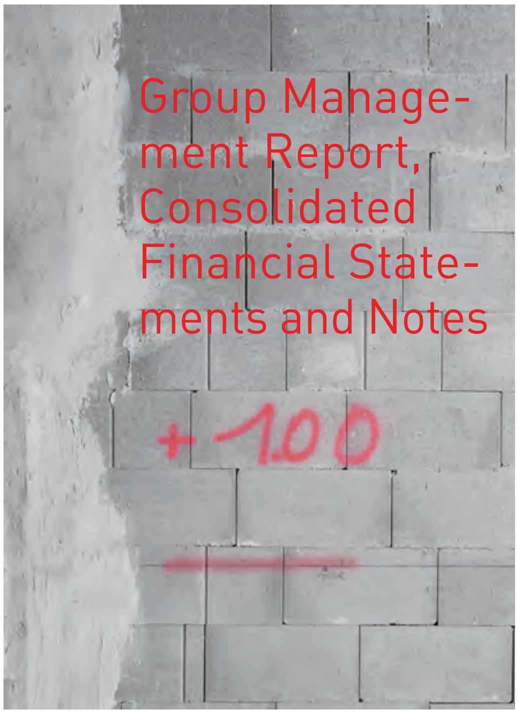
The business of construction requires an open-minded spirit. That is why we have been building a successful bridge to art for more than 30 years. In addition to economic, ecological and social responsibility, cultural commitment is also strategically anchored at STRABAG SE. According to Leonardo da Vinci, art speaks "to all generations of the world". It also is our conviction that contact with art opens up new perspectives and expands one's horizons. Art can help to get people excited about new ideas. So we took some winning works from the STRABAG Value Awards and put them on our construction sites. Because for us, the world of construction is conceivable only with a foundation built on values.

CONTENT

- Economic Responsibility
- Corporate Governance
- People & Workplace
- Business Compliance
- Ecological Responsibility
- Corporate Citizenship

81

129[1]



1 This part has been audited by the financial auditor KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft, Linz.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THE ART OF BUILDING

STRABAG has set itself the objective to execute all of its projects on time and to the best quality, meaning: to the highest satisfaction. In performing these tasks, our corporate culture builds especially on our nine guiding values of **partnership, commitment, reliability, trust, respect, sustainability, solidarity, modesty** and **innovative spirit.** They form the basis of our success.

Following STRABAG's **project of anchoring the values in our day-to-day work**, artists in the STRABAG Artcollection were invited to submit works based thematically on one or more of the nine values. From among the submissions, the members of the top class jury awarded a prize to ten artists, whose works were presented at a special exhibition in the Gironcoli-Kristall at the STRABAG headquarters in Vienna in the spring of 2018. Seven of these works are shown here in this Annual Report; one of the three remaining works is included as a special edition.

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COVER
Masha Sha,
NEW NOW, 2017,
coloured pencil
on tracing paper,
92 × 182 cm

Masha Sha's large-format graphite and coloured pencil drawings require incredible effort and exertion in their production. The artist uses dozens of pencils to meticulously fill the substrate with lines. What then appears on the surface are wordplays that irritate, rouse associations and are cause for reflection. So, too, in her work titled "TRUST", which stands for the corporate value of **trust**. Although the artist places the initial letter "T" on its head, the word is still clear to read. The upside-down "T", however, lays bare a second word, namely, "rust", which calls into question whether **trust** is forever, or if it corrodes or grows with time. The work "NEW NOW", meanwhile, is a nod to the **innovative spirit**. Masha Sha places the two words on a red background with the appearance of an advertising slogan. The word combination "NEW NOW" is short and concise, a single letter being the only difference between them.

Masha Sha (Chukotka/Russia 1982) was originally at home in the field of video art but has gradually devoted herself to drawing, as it offers far more freedom than the moving, constructed and controlled images of video art. With works that are expressive and spontaneous, she explores her interest in human feelings: suffering, yearning, power, desire. The Russian artist, who currently lives in the United States, took part in the 2014 STRABAG Artaward International and won a recognition prize.

Birgit Pleschberger, Life Lines ∞, 2017, paper cutting, nero on paper, four-piece, each 100 × 70 cm

The work "Life Lines ∞" by Birgit Pleschberger is a delicate papercut consisting of countless paper lines that wind their way in all directions and are intertwined with one another. Such lines are a recurring feature in Pleschberger's oeuvre. In "Life Lines ∞", however, they stand all by themselves and recall streams that flow lively, straight, fast, slowly, playfully, direct, structured or wildly and which condition and influence one another. Every path, every direction and every decision exert an influence on the whole and stand for the values of **trust** and **partnership**. The interwoven paper lines are like a web that conveys a feeling of security and support. If one looks more closely, however, one notices that the entire network consists of just one matching pair of lines forming the infinity symbol: A constant flow of life lines that mutually condition one another.

Birgit Pleschberger (Villach/Austria 1978) studied art and art education at the Mozarteum University Salzburg. She works mainly with black chalk on paper, drawing contours which she shapes into forms, people and animals. Pleschberger joins countless fine lines together into a single image. Often the artist uses several sheets of paper that she places next to each other to produce one large piece. This creates demarcations and frames within a work. Birgit Pleschberger received a STRABAG Artaward recognition prize in 2007.

Martina Tscherni, grid, 2017, graphite, coloured pencil, collage on paper, 90 × 190 cm

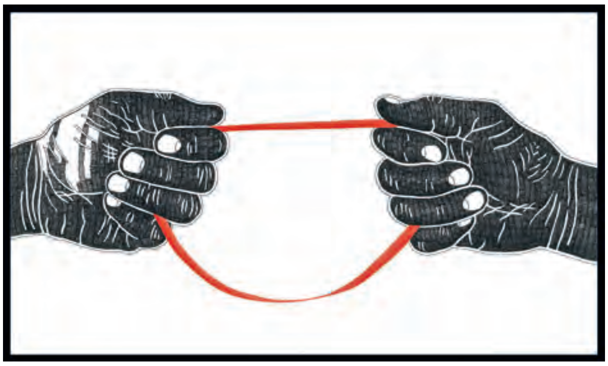
Martina Tscherni uses a street map of Vienna as the foundation for her drawing titled "grid", depicting a section of the city in a grid format. The starting point is the STRABAG head office, where the idea for the Value Award was born. Tscherni often includes organic forms and minerals in her works, taking them out of their natural context and making them seem magnified as if under a microscope. A closer look reveals letters of the alphabet incorporated into the forms. The attempt to sort them out and search for their meaning ultimately leads the observer to STRABAG's nine values which lie scattered in the cityscape. It is like a treasure hunt on a map which at first glance appears greatly reduced but is at once extremely detailed. The beholder is asked to go on a search, open-minded and curious, and to observe how the values are sprawled across the space.

Martina Tscherni (Hall in Tirol/Austria 1963) lives and works in Vienna. She is a graduate of the master classes for tapestry and graphic design at the University of Applied Arts Vienna. Through the careful combining of drawing and embroidery, Martina Tscherni creates works resulting from precise contemplation and depicting elements of flora and fauna that have been isolated from their natural environment. Martina Tscherni uses thread and yarn to extend and complete her drawings and to give them a three-dimensional character. In 2000, she was the winner of the Bauholding art promotion award.

Jochen Höller, Schumpeter, Polanyi, Marx, 2017, books

The works created by Jochen Höller for the Value Award consist of three literary standard works from the field of economics: “Das Kapital. Volume I” by Karl Marx, “The Great Transformation: The Political and Economic Origins of Our Time” by Karl Polanyi and Joseph Schumpeter’s “Writings on economics and sociology”. Höller went through all three books looking for the words **reliable, modest, partnership, commitment, sustainability, solidarity, confidence, innovation, trust** and **respect**, carving them out of the pages, excising them from their lines and sentences, and removing them from their original context. From the vision of all three authors of an economically functioning, homogenous and free society, only a few keywords remain when looking at the books, keywords that continue to shape our societal structures and point the way for the value system we have today.

Jochen Höller (Amstetten/Austria 1977) studied sculpture at the University of Art and Design Linz before dedicating himself fully to the medium of paper. The artist assembles his works from words that have been carefully cut out of standard works from various academic disciplines. The idea is to prompt the viewer to think critically on a philosophical level about certain elementary issues. Jochen Höller is a winner of the STRABAG Artaward International 2016. He lives and works in Vienna.



Moussa Kone, Untitled, 2017, Indian ink, watercolour on paper, 35 × 58 cm

The work by Moussa Kone consists of two sheets of paper. Drawing with Indian ink, the artist depicts two hands connected with each other by a red ribbon. The closed circular band is reminiscent of the reins for a horse. The thumb and index finger of both hands pull on the red ribbon to create tension while the lower end hangs loosely in the air. The connection created by the band requires attention and delicacy; it symbolises **partnership**. Each movement by one of the hands, each pulling and letting loose of the reins has an effect on the other hand. **Trust**, leading and being led, the breaking up of hierarchies, and the attempt by both partners to create balance testify to enormous mutual **respect**. In terms of colours, the work is completely reduced: the white, black and red reflect the STRABAG company colours.

Moussa Kone (Scheibbs/Austria 1978) studied at the University of Applied Arts Vienna. His precise, finely detailed ink drawings fascinate with their ornamentalism and symmetry that hold the compositions together, while the figures – people or animals – are always depicted very reduced and faceless. The artist’s intention is to point out the tight corset of societal conventions in which his protagonists find themselves constricted. Moussa Kone was a recipient of the STRABAG Artaward International recognition prize in 2009.

Joseph Marsteurer,
2_15, 2015,
acrylic on acrylic glass,
203 × 175 cm

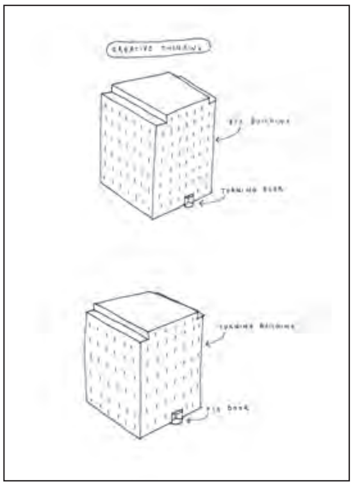
In his work, Joseph Marsteurer picks out transparency as a central theme – a quality that can be understood as the foundation for the STRABAG values. The translucent clarity of the strokes of colour on the acrylic glass represents the absolute transparency and the associated unambiguity of the creative process. The work has neither top and bottom nor front and back. Equilibrium and equality are part of the aesthetic concept. For the artist, values require space in which to develop and manifest themselves. This process of things arising, changing and passing away is an essential aspect for Marsteurer in his work. As in his artistic oeuvre, the values are only created and established through action.

Joseph Marsteurer (Miesenbach in Lower Austria/Austria 1963) studied music, art history and philosophy at the University of Vienna before devoting himself to the fine arts. Marsteurer works like a research scientist, arranging on a substrate the results of an analysis based on paint spots, brush strokes, lines and weight. His approach is conceptual and systematic but not rigid; instead, it is subject to constant change. The meeting of space and material provides many possibilities for combination, arrangement and contextualisation. Joseph Marsteurer won the Bauholding art promotion award in 1999.

Stefan Wykydal,
Untitled, 2017,
Limoges porcelain,
30 × 30 × 30 cm,
Edition 1/3

Stefan Wykydal's work brings all nine STRABAG values of **partnership, commitment, reliability, trust, respect, sustainability, solidarity, modesty** and **innovative spirit** into a formal balance with one another. It is an attempt to find a harmonious form in the inter-relational constructs which result from the value canon. The porcelain sculpture consists of three separate modules that can be taken apart and arranged in different ways, but which always function statically and optically as a single whole. The individual modules remain discernible yet interlock with and depend on one another. Each of the three parts is in a different tone of grey. Harmony results within the elements as a consequence of reliable and mutual sustainability. Innovation and motion, restructuring and rearrangement are a constant incentive.

Stefan Wykydal (Vienna/Austria 1976) studied painting at the University of Applied Arts Vienna. His immediate surroundings, the cityscape in all its facets, serve as a source of inspiration for his work. Bus stops, buildings, art in architecture, people and playgrounds are applied to paper with acrylic paint as rough silhouettes using broad brush strokes, but Wykydal always remains representational. In his porcelain works, he also takes everyday objects out of their place and puts them in a new context. Stefan Wykydal was a recipient of the 2005 STRABAG Artaward.



Aldo Giannotti, Creative thinking, 2017, fineliner on paper, 30 × 21 cm

Aldo Giannotti's work “Winds of Change” is a reference to the similarly named 1989 power ballad by the Scorpions that became an anthem for the progress and change then sweeping Europe and a symbol for a fresh wind and a new era. At the same time, the work alludes to the special wind conditions around the STRABAG head office in Vienna, illustrating the nine values as nine winds blowing about the company headquarters. The works “Levelled/Unlevelled” and “Equals”, on the other hand, take up the theme of equality and **partnership** within the company and bear testimony to a strong sense of cooperation. In “Creative Thinking”, Giannotti highlights the importance of **innovative spirit**. The work is an invitation to see beyond the end of one's nose and to think visionarily!

Aldo Giannotti (Genoa/Italy 1977) studied at the Academy of Fine Arts in Carrara, Italy. He lives and works in Vienna. Drawing plays a central role in Giannotti's artistic practice. It allows the Italian artist to convey concise, succinct and often socially critical statements without coming across as moralising. The themes revolve humorously around concepts of spatial utilisation and the interplay between architecture and society. In 2016, Giannotti won the STRABAG Artaward International recognition prize.

Micha Payer and Martin Gabriel, In Defence of the Accidental, 2017, pencil, Indian ink on paper, 89 × 84 cm

The work “In Defence of the Accidental (the great attractor)” by the artist duo Micha Payer and Martin Gabriel alludes to the observable universe. Executed with pencil and Indian ink on paper, the work depicts a source of light on the substrate in neutral surroundings. The light pouring out of the lamp encompasses and illuminates every detail within its radius no matter how small. Suddenly the invisible becomes visible. This spontaneously creates new spaces within which to think and act. The work symbolises the value of **innovative spirit**, which involves finding and uncovering spaces for possibilities. The light is the light of knowledge, opening up new horizons and revealing novel world spaces. At the same time, it sees human existence in relative terms: We are like a speck of dust in the cosmos.

Micha Payer (Wolfsberg/Austria 1979) and Martin Gabriel (Linz/Austria 1976) form the artist duo Micha Payer/Martin Gabriel. The two artists studied at the School for Artistic Photography in Vienna, the Academy of Fine Arts Vienna and the University of Applied Arts Vienna. Their enormous interest in philosophy and psychology, alongside found material from books, photographs and encyclopaedias, serve as a source of inspiration for the often large-format or multi-piece works created with graphite and coloured pencils on paper. In 2010, Micha Payer and Martin Gabriel won a STRABAG Artaward International recognition prize.

Miye Lee, Together, 2017, acrylic on canvas, 145 × 125 cm

In her series “Together”, Miye Lee depicts a highly abstracted crowd of people. The figures are merely implied and reduced to the essential – the outlines of eyes, heads and bodies appear tightly packed and crowded together on the canvas. The figures are lined up in rows into a seemingly solid, impermeable wall. As such, they symbolise **solidarity**, **partnership** and **reliability** – all qualities that make up a well-functioning team. The people stand for and represent a single whole that can achieve anything by sticking together. The sparing use of colour and the deliberately placed brush strokes reflect the value of **modesty**. Miye Lee’s lines are reminiscent of the art of calligraphy and symbolise exactness and precision – both important elements of respectful interaction. The reduction of the formal vocabulary resists any temporal categorisation; it contains no stylish or otherwise superfluous gesture. The figures are created functionally, precisely and clearly; in their entirety, they form a universally intelligible image.

Miye Lee (Jeonju/South Korea 1970) lives and works in Vienna. She often uses square canvases to create visual worlds that are clearly inspired by traditional Korean art and colour schemes. Open, unprimed surfaces contrast with dynamically applied colours. In her works, the artist combines bright and intense circular shapes, brush strokes or splashes of colour into an abstract, gestural painting that is timeless, clear and poetic. Miye Lee, who studied at the University of Applied Arts Vienna, received a recognition prize as part of the Bauholding art promotion award in 1999.

ABOUT THIS REPORT

For the 2018 financial year, as in the years before, STRABAG SE has drafted a **combined Annual Report** reflecting the situation of the group as at 31 December 2018. Both financial and non-financial information provide insight into the fundamental economic, ecological, socia, societal and corporate governance consequences of our business activity. Most of the non-financial information is summarised in a separate section of the report – the **"Consolidated Non-Financial Report"**. We do so not only in response to the transparency demands of our most important stakeholder groups, but also to comply with the Sustainability and Diversity Improvement Act (NaDiVeG), which requires mandatory reporting on non-financial matters from large companies.

Sustainable business activity

Just as our corporate strategy is focused on responsible, sustainable action, this focus is also reflected in our reporting. The system presented by our strategic fields serves as basis for the structure of the chapters in this report. This Annual Report shows the extent to which all aspects of sustainability are fully integrated into our strategy. We comprehensively treat each of our **six strategic fields** – Economic Responsibility, Environmental Responsibility, Corporate Citizenship, People & Workplace, Business Compliance, Corporate Governance – in a chapter of its own. Wherever the information in one chapter overlaps with that of another, we indicate this by placing the symbol of each field of action next to the relevant text passages. This presentation offers the advantage of more clearly showing the relationships between the various factors. In this way, we deliver a complete picture of our situation and of the positioning of the group.

Together with the relevant online information, this report was created in compliance with the **standards on sustainable reporting of the Global Reporting Initiative (GRI)** . The "Consolidated Non-Financial Report"" has not been evaluated by an external auditor.

We launched our first multistep materiality analysis in line with GRI G4 in the 2015 financial year and reached a decisive milestone in 2016 with the identification of the material aspects and the drafting of the first STRABAG materiality matrix. Central element of the materiality analysis is the inclusion of our stakeholder groups as part of our STRABAG stakeholder dialogue. The results of the materiality analysis were reviewed by the STRABAG SE Management Board in autumn 2017. As a result of the analysis, "resource management" was defined as an additional material issue. The 2018 review resulted in further adaptations to the materiality matrix through a more precise definition of this issue.

Detailed information about the materiality analysis, the dialogue with stakeholders, how we steer our projects, which measures we are initiating, how we determine their effectiveness and how we organise ourselves for these tasks is available in the chapter "Strategy" in this report and at www.strabag.com > Strategy. To present the many aspects of sustainability more quickly and in an up-to-date manner, we have been providing detailed online reporting on this subject for several years. Here, too, we take advantage of the system of our strategic approach in combination with the GRI requirements.

Our aim for the future is to present all information on the identified material aspects for the entire group. A large portion of the data – especially in the area of environmental and quality management – is available via the internal data management system or the STRABAG-developed energy and CO_2 data software CarbonTracker and FuelTracker or can be taken from other sources. Nevertheless, the decentralised group structure and the country-specific conditions make it necessary for some group companies and holdings to use their own management and enterprise resource planning (ERP) systems, which means that complete, uniform data are not available. **Data** that do not comprise all group countries are pointed out at the corresponding indicator in the GRI content index.

GRI CONTENT INDEX

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GRI 102: GENERAL DISCLOSURES 2016					
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	102-2	Activities, brands, products and services	32-33; 162	www.strabag.com > Activities www.strabag.com > STRABAG SE > Our Brands	
	102-3	Location of headquarters	Imprint 267		
	102-4	Location of operations	33	www.strabag.com > Locations	
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	102-6	Markets served	33; 138		
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GRI 102: General disclosures 2016	102-12	External initiatives		www.strabag.com > Strategy > Strategic Approach > (Download)	
	102-13	Membership of associations		www.strabag.com > Strategy > Strategic Approach > (Download)	
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GRI standards	Disclosure number and title		Page number in the Annual Report 2018	More information is available on the group website	Comment
		Research and development funding provided by the company	119		
	Own indicator	Number of subdivisions with at least one person responsible for innovation	119		
	Own indicator	STRABAG events on the topic of innovation • Number of participants • Number of participating organisations	119		
	Own indicator	Publication of relevant development projects to expand the innovation activities of the company	119		
GRI 103: Management approach 2016	103-1/2/3	Disclosures on management approach to digitalisation	121–123		
	Own indicator	Construction equipment fleet management with telematics (partial outfitting of the defined construction equipment classes with telematics)	122		
	Own indicator	Mobile digital office: use of mobile devices (notebooks, tablets in % to fixed workplace computers) and MS 365 roll-out in the group	122		
	Own indicator	Capacity utilisation of the digital control for construction equipment (partial outfitting of the defined construction equipment classes with digital equipment control)	122		
		Project-related risk management			
GRI 103: Management approach 2016	103-1/2/3	Disclosures on management approach to project-related risk management	110–117		
	Own indicator	The project-related risk management supports the positive development of the EBIT margin.	114		
		Employment conditions			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	86		
		Occupational safety and health			
GRI 103: Management approach 2016	103-1/2/3	Disclosures on management approach to occupational safety and health	86–89		
GRI 403: Occupational health and safety 2016	403-2	Hazard identification, risk assessment, and incident investigation	87; 89		
		Equal treatment of women and men			
GRI 103: Management approach 2016	103-1/2/3	Disclosures on management approach to equal treatment of women and men	72–73		
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	57–69; 83–86		
		Human rights			
GRI 103: Management approach 2016	103-1/2/3	Disclosures on management approach to human rights	90–91		

GRI standards	Disclosure number and title		Page number in the Annual Report 2018	More information is available on the group website	Comment
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	91		
		Resource management			
GRI 103: Management approach 2016	103-1/2/3	Disclosures on management approach to resource management (includes energy, emissions and materials)	101–106		
GRI 301: Materials 2016	301-1	Materials used by weight or volume	102		
	301-2	Recycled input materials used	102; 105		Germany, Austria and Poland
GRI 302: Energy 2016	302-1	Energy consumption within the organization	103		
GRI 305: Emissions 2016	305-1	Direct GHG emissions (Scope 1)	104		
	305-2	Energy indirect GHG emissions (Scope 2)	104		
	Own indicator	Energy consumption and CO_2 intensity of the relevant energy consumption categories	105		Germany (and Austria)
		Business compliance			
GRI 103: Management approach 2016	103-1/2/3	Disclosures on management approach to business compliance	98–100		
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	99		
	205-3	Confirmed incidents of corruption and actions taken	99		
		Societal engagement			
GRI 103: Management approach 2016	103-1/2/3	Disclosures on management approach to societal engagement[1]	107–109		
	Own indicator	Expenditures for core projects and initiatives in the reporting period	107		

1 Not a material topic defined by the GRI standards, but a topic of the strategic approach in the strategic field of Corporate Citizenship

CEO'S REVIEW

Dear shareholders, associates and friends of STRABAG SE,

This year's Annual Report combines the topic "construction", as the field of activity that defines us as a company, with "art", one of the activities we are engaged in at a societal level. Calling what we do the "art of construction", however, seems a bit old-fashioned. We see ourselves as a pacesetter for innovation in our industry.

But I believe that on the following pages we can convincingly prove that "construction" and "art" are in perfect harmony with one another today in a leading technology company for construction services – in many ways. But see for yourself!

The art of mindfulness

It may astonish some people to think of the construction of a street, a building or a tunnel as a work of art – and, on top of that, as an art that is in harmony with nature – but this is exactly what I find to be so special about our group: We try to create something lasting, without excessively harming what already exists. Using resources as sparingly as possible is one of many fundamental values that define our work, anchored in our corporate values as "sustainability".

Working on construction projects without this sort of mindfulness and without this focus – that is something others are capable of. There really is no trick to simply realising the pure basics of construction. An outstanding skill must be permeated by quality and values for it to be something special and thus have an artistic aspect to it as well.

The art of commitment

True artists never rest on their laurels but strive to constantly grow and evolve. For the "art of construction", this means that we are constantly on the lookout for new technologies and new methods or are actively developing them. Because our role as a technology partner in construction is a high standard, and one we must meet day after day. To stay competitive tomorrow, we are already looking at the day after tomorrow.

In order to provide all employees with the necessary orientation and help, we took an important step in 2018 with a group-wide programme: Interdisciplinary teams work together with the innovation management on finding new solutions in close cooperation with the operating units in several individual initiatives – e.g. BIM 5D®, LEAN.Construction or teamconcept. In this Annual Report, we take a look at all initiatives in one place or another because they summarise those issues that we believe make STRABAG fit for the challenges ahead and help us to continually improve.

Even if we have another record year with good results behind us, we must face future changes timely and in a proactive manner. This requires not only comprehensive knowledge of developments and technologies but also aspects such as active networking or a positive error culture. Here we can build on a solid and proven basis of fruitful and efficient cooperation with our group motto "TEAMS WORK."

The art of wise management

Of course, all these measures and priorities also have an economic background. Not only the technologies are changing. The strong demand for our services, a positive development by itself, also results in an increased cost pressure on wages and salaries, on construction materials and on subcontractor services. Because of these developments, our margins aren't exactly skyrocketing. Therefore, despite full order books, we are encouraged to turn all the available screws of efficiency – the initiatives mentioned also serve this purpose.

Nothing is more enjoyable than when the accomplished "art of construction" is reflected in the figures. The fact that we again succeeded in 2018 can be seen from the new records for all key figures:

The **output volume**, especially due to the favourable weather conditions, was even higher than had been expected, reaching another historic high with € 16.3 billion. The increase of 12 % over the previous year was driven by growth in all of the group's most important markets. In the Americas, the output volume grew as a result of a contract extension for a large-scale project in Chile – the group's largest project. We only saw decreases in smaller markets like Switzerland, Denmark and Russia.

Numerous orders in the group's largest markets, above all in Germany, Austria and Poland, also drove the **order backlog** up to a new record high at year's end. A significant development was the aforementioned contract extension for the "Alto Maipo" tunnelling project in Chile with a value in the triple-digit million-euro range. With the working-off of large-scale projects, the order backlog fell back in places like Hungary, Slovakia and Russia, however, which explains the low

Triple record
Highs in output volume, order backlog and EBIT

€ 1.30
Proposed dividend unchanged at record high of previous year

≥3.3 %
Predicted EBIT margin for 2019

overall growth of just 2 % versus the record of the previous year. In the end, it was enough for a new high of € 16.9 billion.

The **earnings before interest and taxes** (EBIT), our most important financial performance indicator, came in at € 558.21 million – its highest level ever, not only in absolute terms but also relative to revenue: With an EBIT margin of 3.7 %, we significantly exceeded our target of an operating margin of at least 3.0 % set in the previous year. This even is the case if we disregard the non-operating step-up profit, a one-off effect in 2018 as part of the full consolidation of a concession company. Adjusted for this effect, we generated an EBIT margin of 3.3 %.

The **equity ratio** remained stable as usual with 31.4 % after 30.7 % in the previous year. Our **S&P investment grade rating** of BBB, stable outlook, was confirmed. And we continued to report a **net cash position**.

So what does this mean for the future and for the immediate **outlook** for 2019? The unusually high output volume in 2018 – in part due to the excellent weather conditions for construction – greatly exceeded the planning and so leaves little room for further growth expectations in 2019. However, we expect that the output volume will continue to be at a high level with approx. € 16.0 billion. Compared with the original planning for 2018, this corresponds to an increase by € 1 billion. From today's perspective, there is nothing to be said against issuing the target of an operating EBIT margin of at least 3.3 % for the ongoing 2019 financial year.

The economic situation in the STRABAG Group's large geographic markets is expected to remain positive. The continued strong demand in the construction sector, however, is resulting in increasing cost pressure. For this reason, the margins can no longer be expected to grow as continuously as they have in the past few years. Our earnings forecast is based on the expectation that the Property & Facility Management entities, the Real Estate Development and the Infrastructure Development continue to contribute positively to the earnings and that large risks, for example in tunnelling and civil engineering, do not manifest at the same time.

The art of gratitude

In view of the third record year in a row, in conjunction with the expectations for the future, the Management Board would like to propose to the Annual General Meeting on 28 June 2019 a **dividend** of € 1.30 per share, unchanged from the previous year. The payout ratio of 38 % – as in every year since our IPO in 2007 – is within the range of 30–50 % of the net income after minorities as defined by our dividend policy. The dividend yield of 5.1 % based on the year-end price is also a record.

All of this good news, however, was not reflected in the development of the STRABAG SE share on the Vienna Stock Exchange in the year under review. Closing at € 25.65, the share price ended 2018 with double-digit declines – in line with the Austrian benchmark index and the industry index STOXX Europe 600 Construction & Materials.

THE MOST IMPORTANT FACTS FOR OUR SHAREHOLDERS

Share price of STRABAG SE at year-end 2018	**€ 25.65**
Proposed dividend per share	**€ 1.30**
Earnings per share	**€ 3.45**
Dividend yield	**5.1 %**
Ex-dividend date	**5 July 2019**
Payment date for dividend	**9 July 2019**
Annual General Meeting	**28 June 2019**

Confirming the **earnings improvement** as **sustainable** is an essential task for us on the Management Board team so that the STRABAG SE share price can continue to reflect the value of the company now and in the future. To guarantee a broad basis for attaining this goal, the management and certain members of the staff are given a long-term share of the earnings in the form of bonuses and profit percentages.

Our achievements are team achievements. And so I – also on behalf of my Management Board colleagues – **thank** the more than 75,000 people in the group as well as all **partner companies** for their reliability and commitment. Together we realise some 12,000 construction projects every year, including countless smaller construction sites as well as numerous large-scale and megaprojects.

All in all, our business model has proven its robustness, and we control the risks that are inherent to the construction business using a group-wide risk management and realistic planning. We owe you, our **shareholders**, gratitude for sharing this responsibility. Thank you for your trust!

Yours,

Thomas Birtel
CEO of STRABAG SE

Vienna, 29 April 2019

THE STRABAG GROUP AT A GLANCE

- OUR BUSINESS: INTEGRATE SERVICES ALONG THE CONSTRUCTION VALUE CHAIN AND ASSUME RESPONSIBILITY FOR THEM
- OUTPUT VOLUME OF € 16.3 BILLION IN 2018
- BUSINESS IN FOUR OPERATING SEGMENTS: NORTH + WEST (48 % OF THE GROUP OUTPUT VOLUME), SOUTH + EAST (28 %), INTERNATIONAL + SPECIAL DIVISIONS (23 %) AND OTHER (1 %)

Our mission statement and guiding principles

STRABAG is a European-based technology group for construction services, a leader in innovation and financial strength. Our services span all areas of the construction industry. We create added value for our clients by our specialised entities integrating the most diverse services and assuming responsibility for them. We bring together people, materials and machinery at the right place and at the right time in order to realise even complex construction projects – on schedule, of the highest quality and at the best price. In short: We assume a part of the risk, thus relieving our clients.

Thanks to the hard work and dedication of our more than 75,000 employees, we are one of the few companies capable of offering services along the entire construction value chain – from design to planning, from construction to property and facility services, from operation all the way to demolition. In this way, we generate an annual output volume of around € 16 billion. At the same time, a dense network of numerous subsidiaries in many European countries and on other continents is helping to expand our area of operation far beyond the borders of Austria and Germany. This broad diversification puts us in a position to build cost- and resource-effectively.

We keep our mission statement in mind when planning our future and distributing our resources – such as financial means or employee capacities – within the company. Moreover, we let the following principles guide us in all of our considerations:

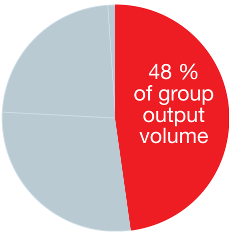
How we see these guiding principles in detail > www.strabag.com

Commitment
Trust
Reliability
Respect
Partnership
Solidarity
Sustainability
Modesty
Innovative spirit

Four segments

We provide our services in four operating segments:

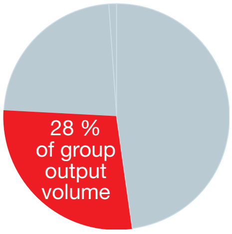
NORTH + WEST



The North + West segment executes construction services of nearly any kind and size with a focus on Germany, Poland, the Benelux countries and Scandinavia. Ground engineering can also be found in this segment.

	2018	2017
Revenue (€ mln.)	7,242.42	6,377.91
EBIT (€ mln.)	161.40	199.25
EBIT margin (%)	2.2	3.1
Employees (FTE)	24,222	23,366

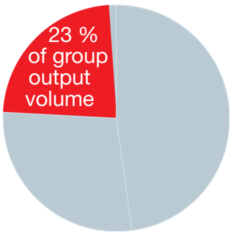
SOUTH + EAST



The geographic focus of the segment South + East is on Austria, the Czech Republic, Slovakia, Hungary, the region South-East Europe, Russia as well as on Switzerland. The environmental engineering activities are also handled within this segment.

	2018	2017
Revenue (€ mln.)	4,521.81	4,073.31
EBIT (€ mln.)	142.03	204.61
EBIT margin (%)	3.1	5.0
Employees (FTE)	18,729	17,916

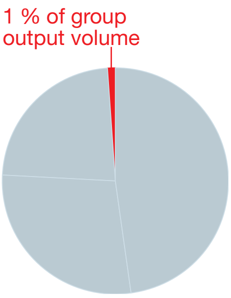
INTERNATIONAL + SPECIAL DIVISIONS



The segment International + Special Divisions includes, on the one hand, the field of tunnelling. The concessions business, on the other hand, represents a further important area of business, with global project development activities in transportation infrastructures in particular. Regardless of where the services are rendered, the construction materials business, including the company's dense network of production plants but with the exception of asphalt, also belongs to this segment. The real estate business, which stretches from project development and planning to construction and operation and also includes the property and facility services business, completes the wide range of services. Additionally, most of the services in non-European markets are also bundled in the International + Special Divisions segment.

	2018	2017
Revenue (€ mln.)	3,437.82	3,029.34
EBIT (€ mln.)	198.69	62.40
EBIT margin (%)	5.8	2.1
Employees (FTE)	26,279	25,618

OTHER



This segment contains the intra-company Central Divisions and Central Staff Divisions.

	2018	2017
Revenue (€ mln.)	19.78	28.16
EBIT (€ mln.)	0.86	0.67
EBIT margin (%)	4.3	2.4
Employees (FTE)	6,230	6,004

STRABAG
TEAMS WORK.

TEAMS WORK. reflects the essence of what matters in the construction industry: namely the work of people and their smooth cooperation with one another. In this way, we breathe life into our vision. Teamwork – on a small or large scale, internally or externally, across brands, countries and organisational boundaries – makes possible what cannot be done alone.

STRATEGY

Our strategic approach

We operate across Europe as well as on other continents and offer services along the entire construction value chain. The consequences from our business activities, therefore, are many. And it is our intention to assume responsibility for these consequences. By considering the needs of people, the environment and society in strategic decisions, we therefore **ensure** the **long-term existence** of our company.

Doing business responsibly means, on the one hand, that we work within our defined values like partnership, for example. But assuming responsibility also means giving balanced consideration to the increasingly complex demands placed on our core business. We build according to our clients' wishes, which means that we basically orient ourselves in line with the requirements of the market. In making our decisions about how we build and how we design our processes, however, we take into account criteria that go beyond purely economic considerations.

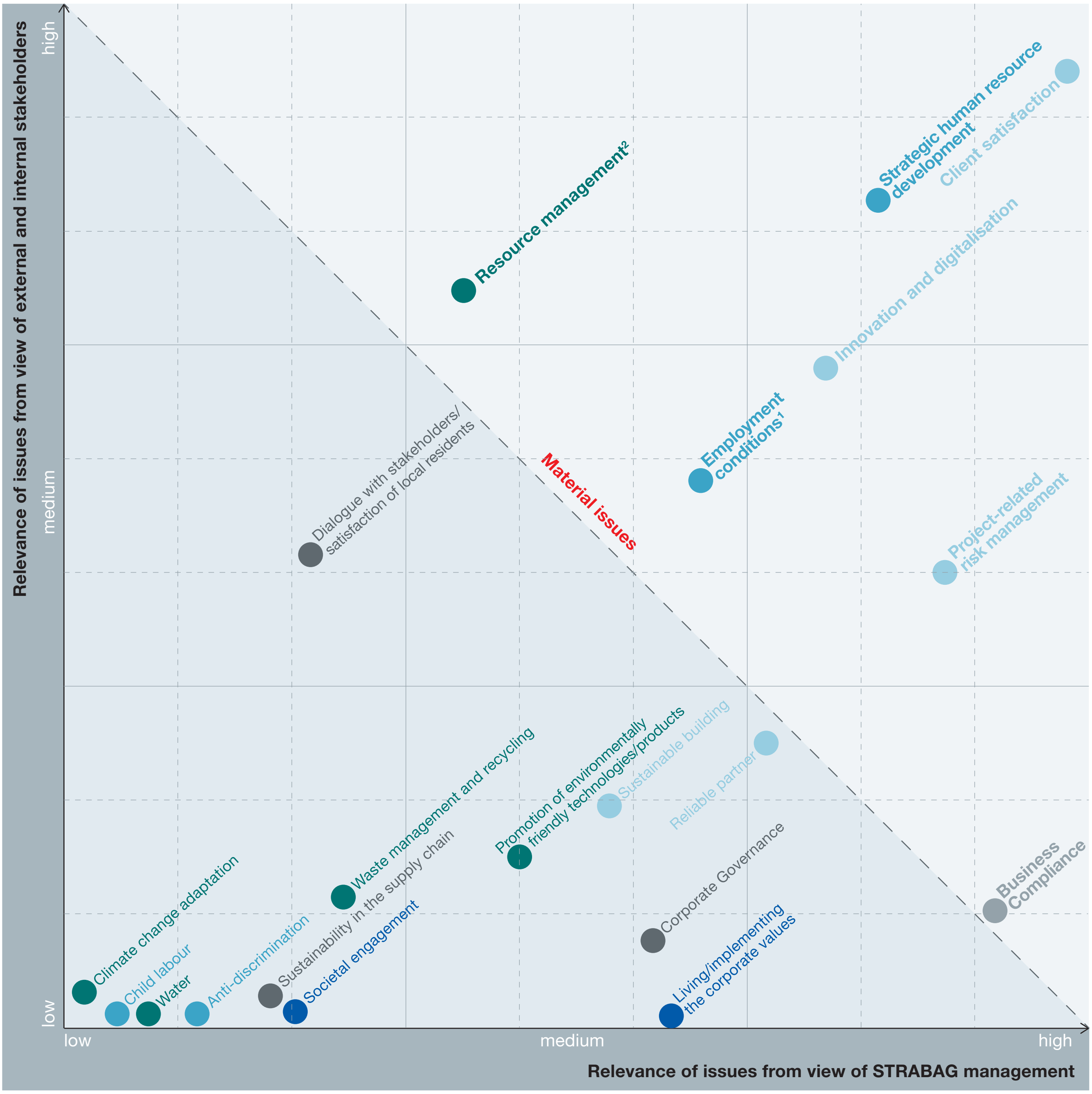
Our internal stakeholders aren't the only impulse in this regard. Demands in this direction include, for example, aspects of labour law in our supply chain or standards regarding the environment; these demands are placed upon us from many different sides: from non-governmental organisations, from our investors, or from an increasingly sensitised clientele – in particular in our markets in Western and Northern Europe.

A systematic approach makes it easier for us to deal with these many diverse demands. We have therefore defined **six strategic fields** which represent our full understanding of entrepreneurial responsibility:

"How we measure our strategy's success", p. 46–47

For us, upholding our earnings responsibility towards our shareholders and employees is in accord with demonstrating environmental awareness and, as a member of society, promoting its prosperity. Our comprehensive, certified energy management system helps us to increase our efficiency and save resources through the reduction of CO_2 emissions (Environmental Responsibility), while at the same time achieving cost reductions that are reflected in the earnings (Economic Responsibility). We train our employees with regard to the consequences of and measures against corruption and anti-competitive violations (Business Compliance), but also to increase their methodological and professional skills and to ensure their safety (People & Workplace). The tight mesh of these fields shows quite clearly that close cooperation is necessary across the various group organisations and with our external partners in order to successfully deal with these tasks. We use this strategic approach as a framework for structuring our **reporting**. In each field, we report on the most important issues, explain why we consider them to be relevant, and clarify the strategic importance they have for the STRABAG Group.

Materiality analysis



The materiality matrix contains the 20 relevant issues for the sustainable development of the organisation, of which seven were defined as being of material importance.

Detailed information: www.strabag.com > Strategy > Stakeholder Involvement

Given the many issues of relevance for our organisation, we want to focus in our reporting and our daily work on those issues which, considering among other things our economic, environmental and societal impact, are of material importance both from STRABAG's own point of view as well as from the viewpoint of our stakeholders. To identify the material issues, we conduct an annual materiality analysis involving a multistep process applied in whole or in parts. The process involves the internal and external stakeholders in order to assess the relevance of the issues from various perspectives.

An important milestone in the materiality analysis was reached in 2015 with the identification of 23 central issues, out of more than 100 sustainability-relevant aspects, that are especially relevant for the group's future development. We then expanded on the assessment of our own experts and CR representatives by including, on the one hand, the wishes and needs expressed

1 Includes, among others, work safety and health, equal treatment of women and men, and human rights.

2 Includes, among others, energy and emissions as well as material use.

by our stakeholder groups during order acquisition or investor dialogues and, on the other hand, political specifications, legal requirements, and industry and market trends. The results of this first analysis were reviewed, discussed, complemented and prioritised throughout 2016 at various internal and external dialogue events with selected representatives of the most important stakeholder groups together with the CEO (see the "stakeholder dialogue" section). In 2016, following review and approval by the STRABAG SE Management Board, we published our first materiality matrix based on the GRI guidelines reflecting the material issues[1] and showing the assessment of the STRABAG management and of relevant internal and external stakeholders.

In 2017, the annual review conducted by the STRABAG SE Management Board defined "resource management" as an additional material issue. This was further specified in 2018 by including the previously separate issues of "energy and emissions" as well as "material use".

For seven issues that are of material importance for our competitiveness and long-term existence, a management approach was developed by the person responsible within the group. The management approach makes clear how we ensure priority treatment within the group (rules and responsibility areas), which figures we develop as key performance indicators (objectives and indicators) and what measures we set to reach our targets (projects and initiatives). The management approaches are presented in this report:

- Client satisfaction: 124
- Strategic human resource development: 92
- Innovation: 118
- Digitalisation: 121
- Project-related risk management: 110
- Employment conditions (work safety, health, human rights, equal treatment of women and men): 83; 72
- Resource management (energy & emissions, material): 101
- Business compliance: 98

1 Definition of material issues according to GRI: Topics and indicators that reflect the organisation's significant economic, environmental and social impacts, or that would substantively influence the assessments and decisions of stakeholders

Stakeholder dialogue

Partnership and trust are central values of STRABAG. In keeping with these guiding principles, we constantly, and with transparent communication, attend to the concerns, wishes and needs of our stakeholders. With stakeholders, we mean those groups who are influenced by our services or who, for their part, influence the business activity of our company.

In 2016, we complemented the **dialogue formats** that had already existed in our daily work (e.g. the regular client talks) by initiating the stakeholder dialogue at the group level as outlined by the Global Reporting Initiative (GRI). The stakeholder dialogue is an important process step in the materiality analysis. Its organisation is handled by the Corporate Responsibility staff division. So far, we have limited the dialogue to the two countries with the largest contribution to the group output volume, Germany and Austria. There are plans to expand it to other group countries in the medium and long term.

The dialogue was founded on a **stakeholder analysis** that helped us to identify the most important stakeholder groups with regard to their level of influence by and on our organisation. These include our employees, clients, investors and suppliers. Furthermore, we maintain contacts to universities, the media, non-governmental organisations and political institutions as well as the people living in direct proximity to our projects.

The dialogue formats we use include not only online and print media but also attendance-based events (e.g. in the form of workshops) as well as written surveys. One example that is particularly worth mentioning was a dialogue event held at our company headquarters in Vienna in March 2016 in which external representatives from our most important stakeholder groups and our CEO came together to discuss and prioritise the issues of strategic relevance for STRABAG. Besides our clients, suppliers and investors, our invitation was also answered by representatives from universities and the media as well as by people living in direct proximity to our projects. Just as valuable for us was the participation of representatives from environmental organisations and human rights groups. It is our goal to repeat this successful dialogue event in 2020.

Our employees were equally committed in their contributions to prioritising the issues in 2015 and 2016. In addition to talks at the management level, selected workshop participants in the two business fields of building construction and civil engineering and transportation infrastructures, across all hierarchies and functions, discussed the preselection of relevant and further issues. Written surveys were also conducted.

The stakeholder dialogues allow us to include new points of view in our strategic considerations and to incorporate additional aspects into the catalogue of the most urgent topics for the future. Due to the different forms of stakeholder dialogue, we are able to identify a number of factors, such as the necessity to focus more strongly on innovative solutions that need to be developed in close coordination with our partners, especially given the progress of digitalisation. Strategic human resource development is another key issue for STRABAG that will have decisive influence on the sustained success of the entire construction sector. Compliance, risk management and resource protection are issues which already have a solid foundation, but in which the stakeholders expect to see continuous further development. It goes without saying that STRABAG's future viability depends to a large degree on the satisfaction of our clients. **Client satisfaction** was therefore identified as **the most material issue** and is assessed as part of the quality management system through regular client surveys.

Factors influencing the business model of construction

Investment story: four trends make the construction sector attractive

Buildings are made with the aim of being available for a very long useful life. This requires forward-looking planning, thinking and acting. It seems reasonable to conclude, therefore, that the industry would be of interest to long-term investors; after all, the fundamental demand for construction is unlikely to dry up. But you don't need to have centuries in mind for an investment in construction to pay off – the following four trends make the construction sector an attractive option for the current decade:

Trend 1 – Urbanisation: The United Nations (UN) estimates that 68 % of the world's population will be living in cities by the year 2050 – this represents an increase of the urban population by 2.5 billion people. Accompanying this growth is a higher demand for infrastructure. An example: the 2016 report by the so-called Bodewig II-Commission puts at € 45 billion the backlog demand in public transport infrastructures on our German home market that results from unperformed maintenance measures alone. And according to calculations by McKinsey&Company from February 2018, Germany needs to increase its annual construction volume by about € 40 billion in order to reach its political goals for infrastructure and residential construction.

Environmental Responsibility

Trend 2 – Energy efficiency: The European Union wants to cut its greenhouse gas emissions by the year 2030 to 40 % below 1990 levels. For this reason, among others, clients are increasingly demanding that existing buildings be adapted with a view towards higher energy efficiency and lower emission levels during operation. After all, the International Energy Agency estimates that the construction sector is responsible for about 40 % of the direct and indirect CO_2 emissions.

Trend 3 – Financing environment: Low interest rates make real estate an attractive investment for several investor groups – a situation we are continuing to observe to a great degree in our largest market of Germany. Moreover, low interest rates are facilitating the financing of project developments. However, local overheating of property and rental prices can no longer be ruled out.

Economic Responsibility

Trend 4 – Digitalisation: In contrast to sectors like the automotive industry or consumer goods industry, the degree of digitalisation in the construction sector remains relatively low. Experience has shown, however, that the digitalisation and networking of data during the lifecycle of a building holds advantages for the various project participants – be it during the design, build or operate phases of the building. The increasing digitalisation of processes, therefore, allows us to expect significant productivity growth in the construction industry.

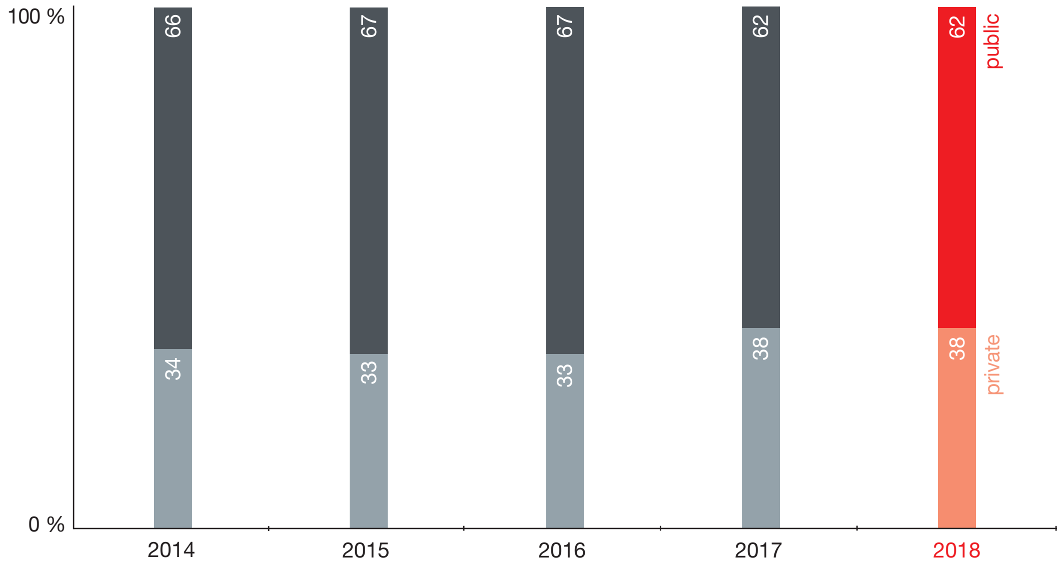
These four large trends are thus decisive for the attractiveness of the sector. But what is decisive in determining which company is awarded a contract? What do building clients look for in this regard?

Here it is important to make a distinction between the public and the private sector: While price is still mostly the decisive criterion for public-sector clients, private clients often look for the best offer – and this need not always be the lowest bid. The costs over the entire lifecycle, including the operating costs, are also taken into consideration. Additional criteria play a role as well: As every building is unique, clients must be able to trust the abilities of the construction company. This trust is established through references, among other things. During tender processes, we are often asked about comparable projects that we have successfully completed in the past. Just as important are the experience and the know-how of the staff of the bidding construction company, the technical characteristics of the bid, and the existence of innovative solutions which may save the client money and time, as well as professional and comprehensible processes.

In some parts of the public sector, the **best bidder principle** is beginning to gain a foothold. This principle entails public-sector contracts not being automatically awarded to the company with the lowest monetary bid, but also taking social, environmental and sustainability criteria into account. The STRABAG Group supports this principle, an initiative that is being driven by the trade unions and other organisations. From an overall perspective, the best bidder principle is better for the population and for the national economy than choosing what at first glance appears to be lowest bid. On the one hand, it is a way of securing local jobs. On the other hand, the costs of a building after the actual construction phase must also be taken into consideration – best bids include these costs in their cost estimate so as to minimise expenses over a building's full lifecycle.

Every building is unique. Unlike in industries with standardised products, therefore, it is not possible in the construction sector to perform sensitivity analyses showing the influence of changes to a dominant production factor on a company's key performance indicator. Our business is not determined by just one driving factor; rather, the margins are influenced by several factors. These include certain business realities, such as the risk management system or the quality of our employees, as well as external influences such as economic growth (GDP) and demographic trends which affect the availability of qualified personnel as well as the demand for infrastructure. The level of public infrastructure spending – a euro invested in construction leads to demand in other sectors, with the result that the positive impact is multiplied in production and employment – and the financing environment for our clients constitute further factors.

OUR CLIENT STRUCTURE



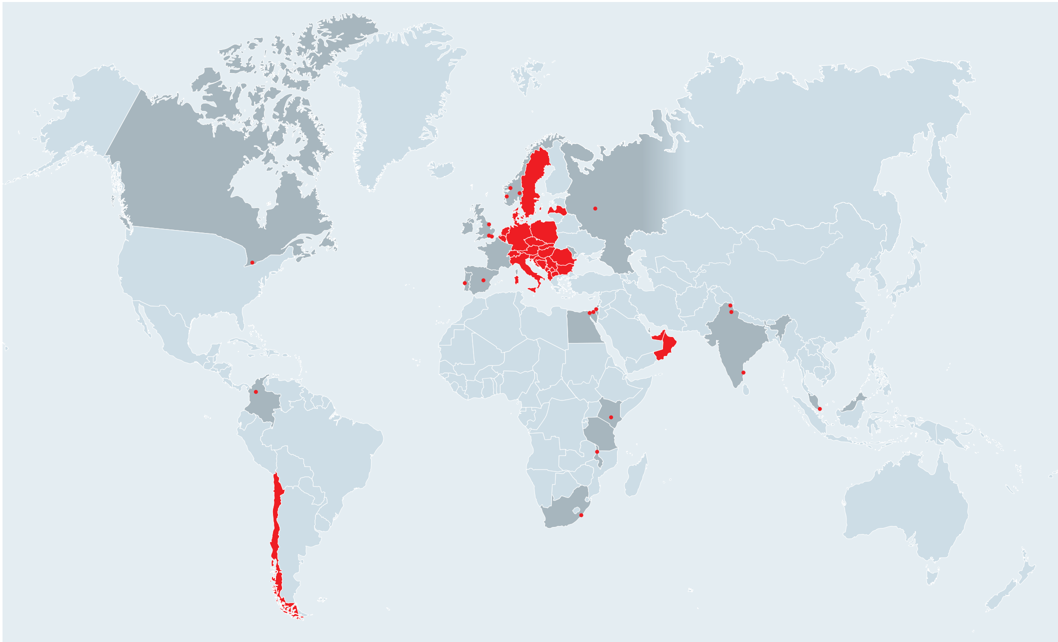
Three strategic priorities

#1 – STAYING DIVERSIFIED

The various forces driving the construction industry and its subsectors advise a corporate strategy that is built on diversity. This diversity can be seen in our employees but also in the regions and construction segments in which we operate. We therefore see ourselves as a European group that offers a broad range of construction services internationally. Selective diversification brings a number of advantages. For one, it allows us to respond quickly to opportunities in different markets. Also, the existing country network helps us in our expansion, allowing us to deploy large equipment to different regions and to pass on know-how and technologies to the local management so they are of benefit there. Moreover, we spread our risk by not concentrating our business on just a few countries (see graph "Total construction output by country").

Firmly established in our home markets of Austria and Germany – which account for 64 % of our output –, we generate an additional 22 % of our business in Central and Eastern Europe and another 8 % in other European countries. We are also active outside of Europe in projects requiring a high degree of technological know-how, currently in places such as Chile or the Middle East. We handle these international markets – they account for 7 % of our output volume – mostly as part of the direct export business.

STRABAG – AN INTERNATIONALLLY ACTIVE, EUROPEAN-BASED GROUP[1]



region-wide presence

project business; in Russia the STRABAG Group operates exclusively in the western part of the country.

Details >
Country report

In addition to this broad level of diversification, we also believe it is important for us to achieve a strong market position in the markets in which we operate. Construction companies need a critical mass and sufficient capital resources, especially in the more mature markets, in order to successfully bid for and pre-finance large-scale projects. This also makes it possible to take advantage of economies of scale. Size is further associated with qualities such as reliability and stability – and this, together with our references, creates trust.

STRONG MARKET POSITION

region-wide presence

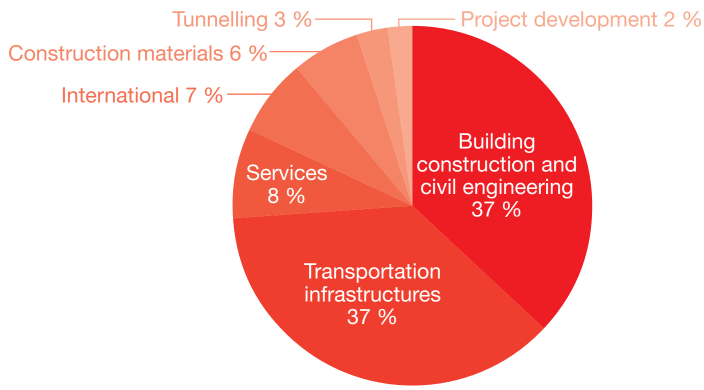
project business; in Russia the STRABAG Group operates exclusively in the western part of the country.

1 Only countries with a minimum annual output volume as well as a minimum order backlog of € 1 million are considered.

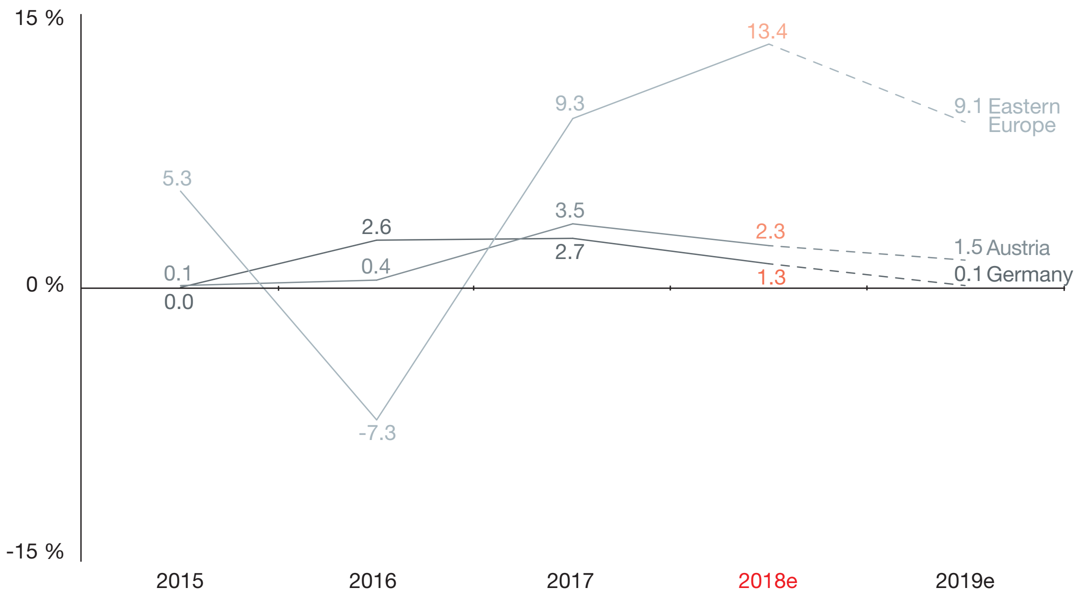
More information on our activities in the various segments is available in our Segment report

In addition to diversifying geographically, we also try to offer services along the entire construction value chain and in different **construction segments**. After all, the construction industry does not follow just one cycle; each segment – differentiated in part by the type of client – follows its own. In economically difficult times, for example, the public sector invests more in infrastructure as a way of stimulating the economy, and the transportation infrastructures segment booms. Lower interest rates, on the other hand, are of benefit especially in building construction. The diversification in different construction segments thus reduces risk, and the extension of the value chain balances out cyclical and seasonal effects by trend. This is why we expanded our range of services a few years ago, for example, in the field of intelligent transport systems and electronic toll solutions or in the services business, so that today around 84 % of our business comes from construction, 8 % from services, 6 % from the construction materials sector and 2 % from real estate project development and concessions. The output volume from the latter segment is low by nature, however, as it refers only to the management of a project without including its actual construction.

OUTPUT VOLUME BY SEGMENT



TOTAL CONSTRUCTION OUTPUT BY COUNTRY[1]



1 Source: Euroconstruct, winter 2018

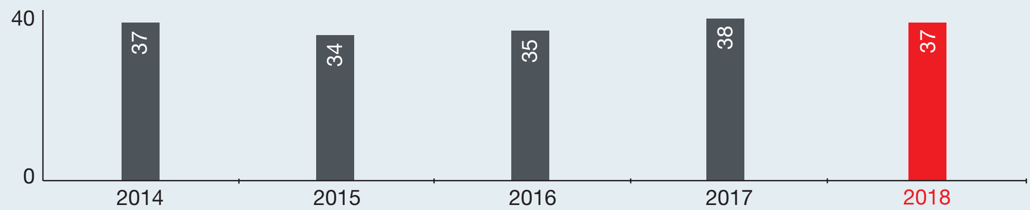
See the chapter “Client Satisfaction”

Especially in economically difficult times, it is important not to depend on just a few specific markets. We therefore began to focus on diversification at an early stage – and this strategy has paid off. It is thanks to this strategy that the STRABAG Group has not had to report a drop in output volume and earnings in recent years. Germany, a market which had not been given a lot of hope ten years ago, proved to be a growth driver in recent years. Investors have sought refuge in real estate, as other investment options involve high risk without being very lucrative. Additionally, public-sector infrastructure investments are picking up speed in Germany, so that the activity in transportation infrastructure is expected to continue at a high level in the coming years.

But we are not the only ones who benefit from our broad geographic presence and diversification in different construction segments; our clients profit as well, as they can expect the same quality from STRABAG-executed works at all of their sites. Partnership arrangements such as our teamconcept and the single-source execution of all works (design-build-operate) reduce redundancies and simplify the process so that projects are completed quickly and smoothly.

PUBLIC-PRIVATE PARTNERSHIPS AS PART OF A DIVERSIFIED SERVICE PORTFOLIO

NUMBER OF PPP PROJECTS IN THE GROUP



>€ 10.2 billion
total investment volume

€ 515 million
equity invested

We have been working successfully with operator models for more than two decades. In the areas of building construction and infrastructure, the portfolio comprises 37 public-private partnership (PPP) projects with a **total investment volume** of € 10.2 billion (2017: € 10.3 billion). Of these, 18 projects are building construction and 19 are infrastructure projects. As the project sizes tend to be much larger in the infrastructure sector than in building construction, however, nearly € 9.8 billion of the total investment volume is attributable to projects in infrastructure. Across all concession projects, we had a proportionate **share of equity** in the amount of € 515.30 million invested in 2018 and had committed a further € 54.07 million for a total of € 569.37 million.

In the 2018 financial year, the following developments are to be emphasised:

- Construction of the **“Mar 1” road construction project in Colombia**, which will last for a total of five years, is continuing according to plan.
- As a result of the exit of an investor in the **A8 motorway project in Germany**, STRABAG took over the shares of the partner. The STRABAG Group now holds 100 % of this important project.
- In the energy sector, we remain engaged in the **geothermal business**, where we successfully completed the deep drilling for a German geothermal project (Bruck).
- With regard to ongoing portfolio optimisation, the sale of our **Irish concession investments** (Fermoy, Limerick, N17/N18) was realised in Q1/2019.

In addition to the more efficient utilisation of resources during a project’s lifecycle, the driving forces behind PPP projects include the public finance situation and the financing environment. This involves at times conflicting effects: On the one hand, PPP financing widens the public sector’s scope of action; on the other hand, the low interest environment has led to a reduced importance of this financing alternative in several countries that had traditionally been heavily involved in PPP.

Due to the **regular cash flows** in later project phases, institutional investors in particular, such as insurance companies or pension funds, have an interest in making capital available for PPP projects in the long term. Moreover, a competitive advantage gives STRABAG good chances in the PPP business: Our strong financial position allows us to act as equity provider for concession companies more easily than other companies. Thanks to the inclusion of specialist providers from within the group, such as STRABAG Property & Facility Services, A-WAY, EFKON and STRABAG Infrastructure & Safety Solutions, we are in a position to efficiently and completely cover all specifications from structuring to financing and planning all the way to construction and operation. This gives both the client as well as the capital providers a high degree of security regarding contract fulfilment.

Measurement principles

How the individual projects are recognised in the balance sheet depends on the legal definition. An **intangible asset** is recognised if the concession grants the company the right to charge users a usage fee or a usage based fee. The **accounts receivable** approach is used if the company has an unconditional contractual right to receive a payment (see Receivables from Concession Arrangements, item 19 in the Notes). Non-recourse debt resulting from these consolidated project companies is considered in the liabilities section of the consolidated balance sheet. A large portion of the existing PPP projects within the STRABAG Group is handled by associated group companies. These are incorporated into the consolidated financial statements using, for the most part, the **equity method**. The investment in the concession company is therefore recognised with the proportional equity.

We are pleased to say that our portfolio is developing in line with the financing models underlying the projects, which form the basis for measurement according to the DCF method. This underlines the careful and conservative method of our measurement.

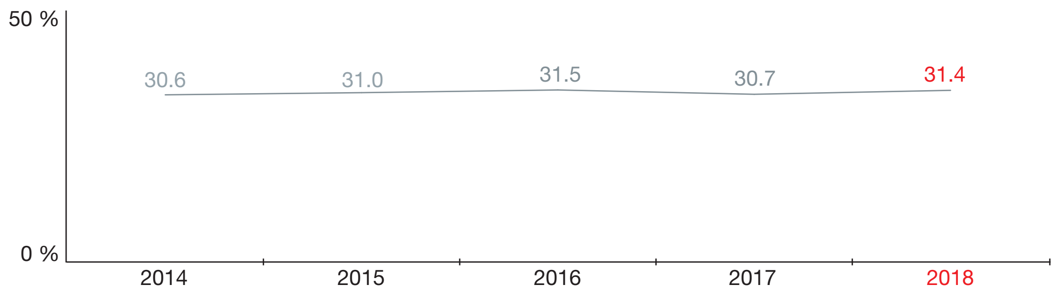
#2 – MAINTAINING FINANCIAL STRENGTH

Economic Responsibility

Equity ratio: 31.4 %

Despite all differences between private and public clients, financial strength is the basic prerequisite for having our bid considered – it represents a decisive advantage in competition. We therefore see financial strength as being both the foundation as well as the framework for our business activity. Moreover, only financially strong construction companies are capable of participating in concession projects, as these must be partly co-financed with company equity. Additionally, meaningful acquisitions can be transacted more easily and quickly when there is an available budget. This is why maintaining our financial strength is a strategic priority. We see the equity ratio as a suitable figure with which to measure STRABAG's financial stability and strength. We are satisfied with an equity ratio (group equity/total equity) above 25 %. As at 31 December 2018, this figure stood at 31.4 % – despite the own shares held by the company in the amount of 6.7 % of the share capital, the value of which is deducted from the equity.

DEVELOPMENT OF THE EQUITY RATIO



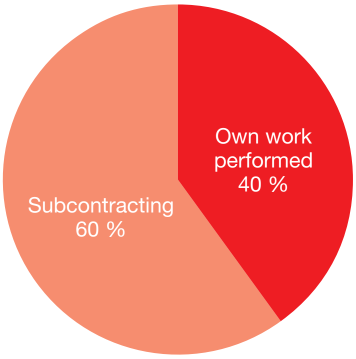
S&P rating: BBB, stable outlook

The financial strength of our company is also evaluated independently. In June 2015, the ratings agency Standard & Poor's (S&P) raised the investment grade rating for STRABAG SE by one level from BBB- to BBB. This rating was last confirmed in July 2018. S&P left the outlook at "stable". The group's financial strength – expressed in form of a high equity ratio, a net cash position of € 1,218.28 million with a balance sheet total of € 11.6 billion, and the S&P investment grade rating – allows us to ensure the long-term existence of the group and to finance at favourable conditions.

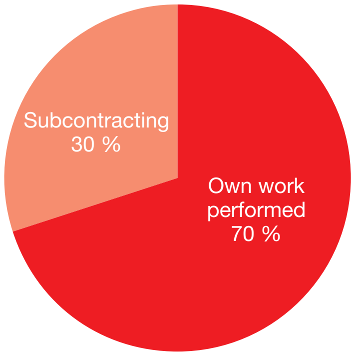
#3 – SHOWING FLEXIBILITY

Our flexibility, which helps us to respond quickly to changes on the market, is another important competitive advantage. This flexibility is nourished by our financial strength as well as by the possibility of serving markets outside of Europe and – depending on the market environment – of being able to pass on specific works to subcontractors. As one way of ensuring this flexibility, we are working on maintaining our geographic presence in non-European countries to become less dependent on individual markets.

SUBCONTRACTING BUILDING CONSTRUCTION AND CIVIL ENGINEERING



SUBCONTRACTING TRANSPORTATION INFRASTRUCTURES



OWN CONSTRUCTION MATERIALS NETWORK TO INCREASE FLEXIBILITY

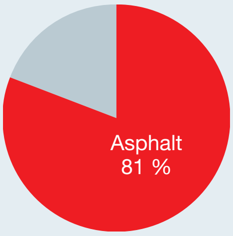
Due to our construction materials network, which helps to ensure a supply of resources from within the group, dependence on external suppliers is reduced and we are able to better plan our access to resources. Moreover, approval for new production facilities is granted only to a limited extent in regions in which such facilities already exist; this creates higher **hurdles** to market entry for newcomers.

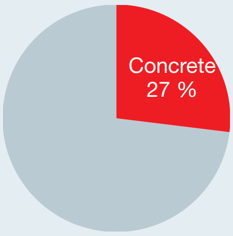
We already possess an extensive construction materials network that is especially dense in our home markets. With 269 active asphalt mixing plants[1] (2017: 252), we covered 81 % of our group asphalt needs last year (2017: 78 %). In this area, we have already enjoyed an optimal degree of self-sufficiency for several years. In terms of proprietary coverage, the other construction materials also exhibited a stable trend in 2018. Proprietary coverage with concrete remained nearly unchanged at 27 %, after 28 %, with a total of 147 active concrete mixing plants (2017: 146). Our investments in five (2017: five) cement works covered 25 % of the supply compared to 28 % in the previous year. In the field of stone/gravel, coverage stood at 15 %, after 17 % in 2017, and the number of active production sites fell from 154 to 150.

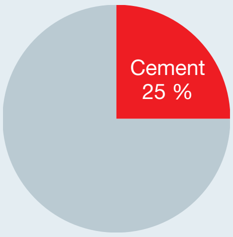
Since the 2016 financial year, Sec 267b of the Austrian Commercial Code (UGB) requires STRABAG SE to publish a consolidated report on behalf of its subsidiaries in the extractive industries concerning payments to governments. This report is available at www.strabag.com.

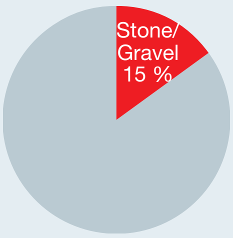
1 Own facilities and investments

CONSTRUCTION MATERIAL NEEDS USING OWN RESOURCES









Asphalt

We produced 16.4 million tonnes of asphalt in the past financial year, compared to 15.8 million tonnes in 2017. Most of this amount was produced in Germany, Poland, Austria and the Czech Republic. Of the asphalt produced, 59 % (2017: 61 %) was sold within the group – thereof about 60 % to the segment North + West and 40 % to the segment South + East – at the usual market rate; the rest was sold to third parties.

Concrete

The production of concrete – 70 % of which takes place in Hungary, Austria, the Czech Republic and Germany – amounted to 4.4 million m^3 in 2018, compared to 3.9 million m^3 in 2017. Some 30 % of the concrete produced was sold within the group (2017: 32 %)[1].

Cement

We started operations of our first proprietary cement factory in Hungary in September 2011. These cement activities were brought into Lafarge Cement CE Holding GmbH, our joint venture with construction materials manufacturer LafargeHolcim. We hold 30 % of the joint venture, so that it is reported in the consolidated financial statements using the equity method. In addition to the Hungarian site, the company also owns two production facilities in Austria (Mannersdorf and Retznei), amongst others. Thanks to the joint procurement and administration handled by this joint venture, STRABAG benefits from economies of scale and from the know-how of global cement market leader LafargeHolcim. We also hold a minority interest in the Slovakia-based cement firm Cemmac a.s.

Stone/Gravel

The STRABAG Group produced around 31.8 million tonnes of stone and gravel in 2018, slightly more than in the previous financial year (2017: 29.3 million tonnes). Some 29 % of these resources were used by group companies (2017: 27 %)[1]. Being active in the production of stone and gravel, STRABAG is considered to be part of the extractive industries.

With the exception of asphalt, where our coverage is already very high, our aim is to continuously cover more of our construction material needs with own resources. For us, increasing our independence from construction materials suppliers is a priority. In comparison, raising the revenues from construction materials sales to third parties is not an objective per se. Nevertheless, revenues in this area reached about € 660 million in the past financial year (2017: € 515 million).

1 The relatively high percentage of third-party sales and purchases is explained by the fact that the desired construction material type and quality were not available in the region where they were needed or that the projects at times lie outside of the supply radius of the production facilities. This highlights the importance of area-wide access to construction materials in a given geographic area.

How we measure our strategy's success

We translate our strategy into action in numerous initiatives. So that we can also measure our success, we have set targets for each of the strategic fields and have worked out the following key figures. In this way, we can review whether we are coming closer to reaching our target of doing business responsibly from start to finish.

Strategic field	Issue	Key figure/Criteria	2017	2018	Targets
Economic Responsibility	Capital market appeal	Equity ratio	30.7 %	31.4 %	≥25 %
	Capital market appeal	S&P rating	BBB	BBB	Maintain investment grade rating
	Capital market appeal	Output growth	+8 %	+12 %	2019: -2 %
	Capital market appeal	Dividend	48 % of net income after minorities	38 % of net income after minorities	30–50 % of net income after minorities
	Client satisfaction[1]	Client satisfaction (index)	1.84	1.86	2019: <1.86
	Project-related risk management[1]	The project-related risk management supports the positive development of the EBIT margin	3.3 %	3.7 % 3.3. % adjusted[6]	2019: EBIT margin ≥3.3 %
	Innovation[1]	Research and development funding provided by the company	€ ~11 million	€ ~14 million	Maintain at least the previous year's level
		Number of subdivisions with at least one person responsible for innovation	23 (of 100)	23 (of 118)	Increase in relation to the number of subdivisions
		STRABAG events on the topic of innovation: Number of participants and number of participating organisations	339 participants from 61 organisational entities	72 participants from 22 organisational entities	2019: ≥72 participants ≥22 organisational entities
		Publication of relevant development projects to expand the innovation activities of the company	40	47	–
	Digitalisation[1]	Collection and analysis of machine data	–	26 %	2019: > 26 %
		BIM 5D® workstations	–	1,350	2019: double-digit percentage growth
		Share of workplace computers with Office 365 installed	17 %	68 %	2019: 88 %
		Percentage of employees using mobile end devices	Tablets: 5.4 %	Tablets: 10.8 %	2019: >10.8 %
People & Workplace	**Employment conditions: Work safety[1]**	Lost-time accident rate[2]	0.24 %	0.22 %	–
		Accident incident rate[3]	17.4	15.9	–
	Employment conditions: Health[1]	Lost-time illness rate[4]	5.1 %	5.2 %	–
	Employment conditions: Human rights[1]	Number of cases of discrimination	1	0	–
	Employment conditions: Equal treatment of women and men[1]	Diversity in governing bodies and among employees – Number of women as a percentage of employees and the management	14.9 % 9.0 %	14.6 % 9.2 %	2019: >14.6 % 2019: >9.2 %
	Strategic human resource development[1]	Number of appraisal interviews held and recorded in the reporting period versus number of employees[5]	46 %	51 %	Until 2021: 80 %
		Seminar days per employee[5]	1.33	1.31	–

1 Material issue as defined by the GRI standards
2 Calculated as the number of working hours lost to accidents versus productive working hours
3 Calculated as the number of accidents at work per 1 million productive working hours
4 Ratio of sick leave days to working days
5 Employee numbers expressed as head count
6 2018 adjusted for a non-operating step-up profit in the amount of € 55.31 million

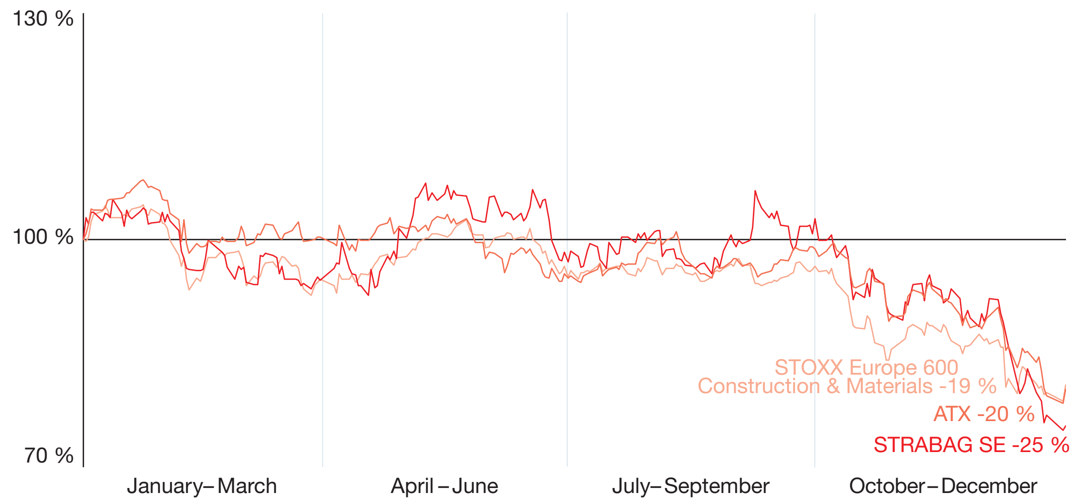
Strategic field	Issue	Key figure/Criteria	2017	2018	Targets
Environmental Responsibility	**Resource Management[1] Materials**	Recycled input materials used – Percentage of recycled asphalt used in the production of asphalt mixture	32.7 % (DE) 29.8 % (PL)	32.2 % (DE) 32.0 % (PL) 12.6 % (AT)	Increase the previous year's level
	Resource Management[1] Energy and emissions	Energy consumption and CO_2 intensity in Germany and Austria – Vehicle fleet	7.80 litre/100 km and 200 g CO_2/km	7.40 litre/100 km and 198 g CO_2/km	Annual reduction by 1 %
		Energy consumption and CO_2 intensity in Germany – Asphalt mixing plants	94.3 kWh/t of asphalt mixture produced 32.6 kg CO_2/t of asphalt mixture produced	90.5 kWh/t of asphalt mixture produced 30.8 kg CO_2/t of asphalt mixture produced	–
		Energy consumption and CO_2 intensity – Construction equipment	–	Because of the insufficient data that are available, we are currently running pilot projects for the registration and monitoring of energy consumption and CO_2 intensity values for construction equipment.	–
Corporate Governance	Austrian Code of Corporate Governance (ÖCGK)	Compliance with C-Rules and R-Rules	All C-Rules and R-Rules were complied with	All C-Rules and R-Rules were complied with	Comply with all C-Rules and R-Rules in the valid version of the Code and provide transparent reporting
Business Compliance	**Business Compliance[1]**	Training penetration rate (initial training):			100 %
		• E-learning course "The Right Behaviour in Day-to-Day Business"	• 93 %	• 87 %	
		• Classroom course "Avoidance of Corruption and Anti-Competitive Violations"	• 96 %	• 93 %	
		• Classroom course "Cartel Risks, Basics and Code of Conduct"	• 80 %	• 87 %	
		Training penetration rate (refresher course)			
		• E-learning course "The Right Behaviour in Day-to-Day Business"	• 96 %	• 91 %	
		• Classroom course "Avoidance of Corruption and Anti-Competitive Violations"	• 94 %	• 95 %	
		• Classroom course "Cartel Risks, Basics and Code of Conduct"	–	84 %	
		Number of business compliance violations discovered in the year	1	2	
		Number of compliance-supporting measures in the year	5	9	
Corporate Citizenship	Cultural projects and charitable projects	Expenditures for core projects and initiatives in the reporting period	€ 4.70 million	€ 3.80 million	Promote selected initiatives in the long term

1 Material issue as defined by the GRI standards

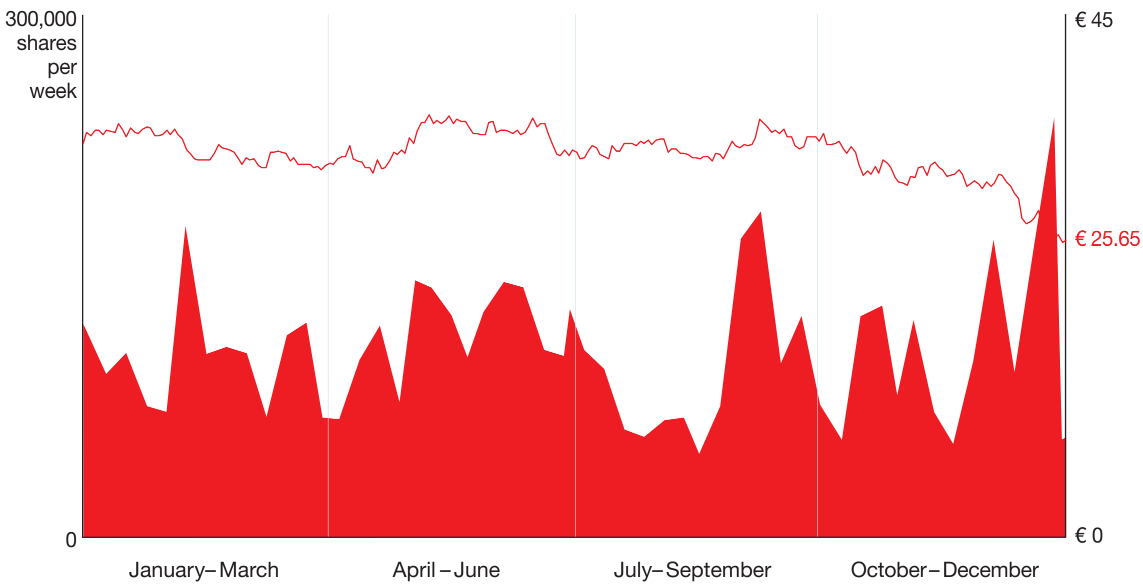
SHARES, BONDS & INVESTOR RELATIONS

The STRABAG SE share

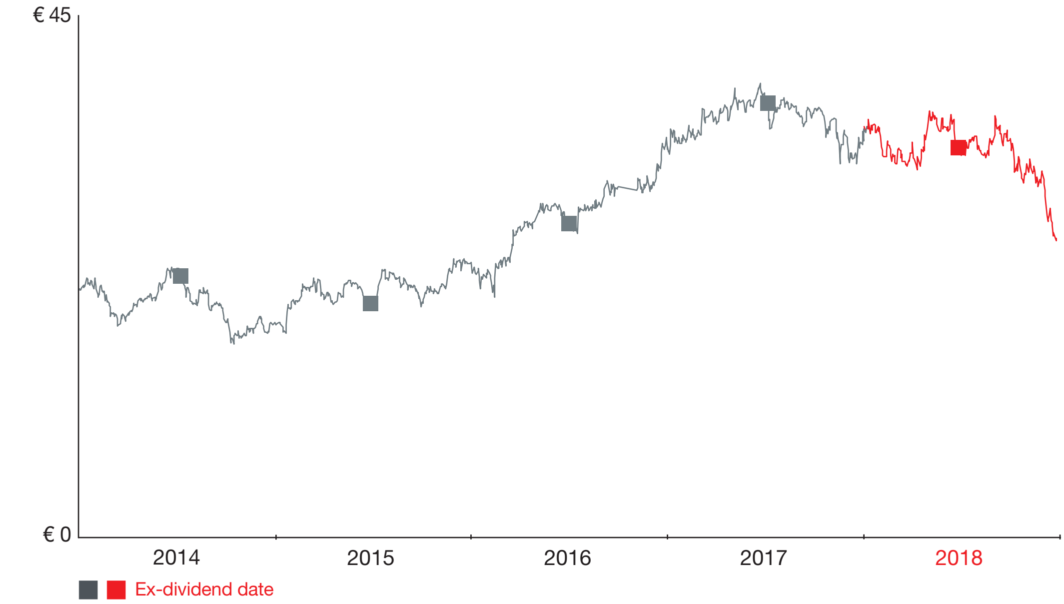
DEVELOPMENT OF THE STRABAG SE SHARE PRICE AND OF THE BENCHMARK INDEXES 2018



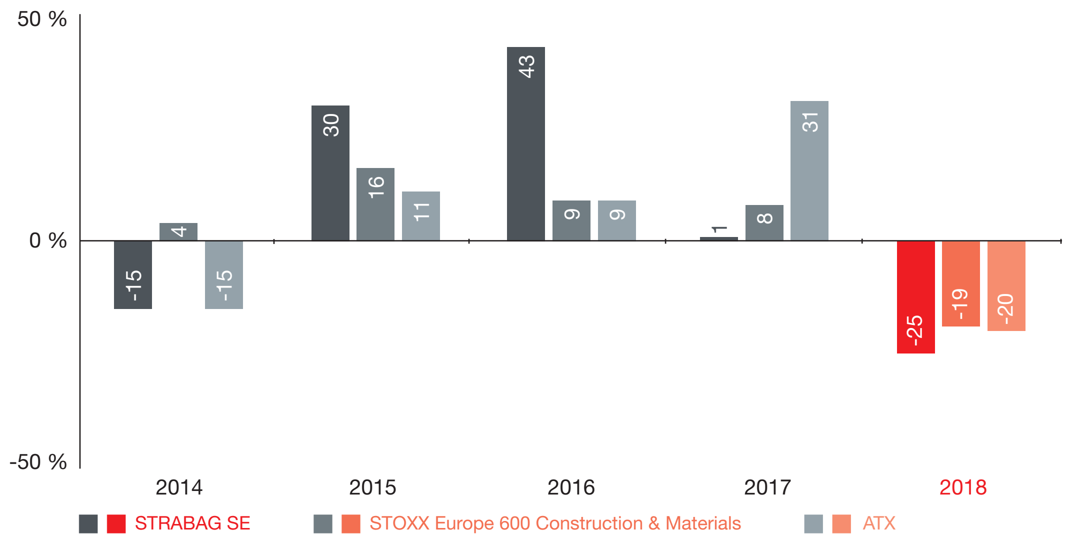
TRADE VOLUME OF STRABAG SE SHARES VERSUS SHARE PRICE 2018



LONG-TERM DEVELOPMENT OF THE STRABAG SE SHARE PRICE



MULTI-YEAR DEVELOPMENT OF THE STRABAG SE SHARE PRICE AND THE BENCHMARK INDEXES



The 2018 stock market year was characterised by a clear tripartite division: a roughly one-month period of steeply rising prices, a long period of highly volatile price action, and finally a correction in the markets. This correction occurred in different markets at different times, but it hit most markets at least at the beginning of the fourth quarter and gained considerable strength in the last month of the year. As a result of this development, the closing price for 2018 on almost all major stock exchanges was lower than in the previous year. The world equity index **MSCI World**, for example, fell 10 % year-on-year.

The US benchmark index **Dow Jones Industrial** reached several historic highs in 2018. The losses that followed in the fourth quarter, however, turned the annual performance into negative territory – and the Dow Jones Industrial ultimately lost nearly 6 % versus the previous year.

Confronted with the global challenges of economic slowdown, interest rate hikes and trade conflict, the equity markets in Europe and Japan were even weaker, as, unlike the US, they lacked fiscal stimulus. The pan-European index **EURO STOXX 50** fell by 14 % and the Japanese benchmark index **Nikkei 225** recorded a minus of 12 %. The example of the German stock index **DAX** shows the degree to which economic and trade fears hit export-oriented economies and their stock exchanges in particular. In the euphoria of the beginning of the year, a new historic high was reached in January 2018, but overall the index lost nearly one fifth of its value in the full year.

STRABAG SE share price at year's end: € 25.65

In line with the global price development, the Vienna Stock Exchange also started 2018 with momentum and reached the highest closing price of the decade on 23 January 2018. Although the profits of the first few weeks were largely lost in the further course of events, the Vienna Stock Exchange – as one of only a few international stock exchanges – reported a small price increase in the first quarter. Subsequently, the share price development was particularly influenced by concerns over trade policy disputes due to the high export share of large Austrian companies. Following a modest decline in the second and a slight increase in the third quarter, the **ATX** fell sharply in the final quarter and reached the lowest closing price of the year on 27 December 2018. After a counter-move on the last day of trading, the ATX ended 2018 down 20 %. This decline corresponds almost exactly to the performance of the German leading index DAX as well as that of the **industry index STOXX Europe 600 Construction & Materials**.

The **STRABAG SE share** closed at € 25.65, thus showing a negative performance for the first time in four years after a sideways movement in 2017. The share price hardly moved in the first three quarters, with the share peaking at € 36.55 on 7 May 2018. The share lost ground especially in the fourth quarter, however, reaching its lowest value of € 25.45 on 27 December 2018.

KEY SHARE INDICATORS

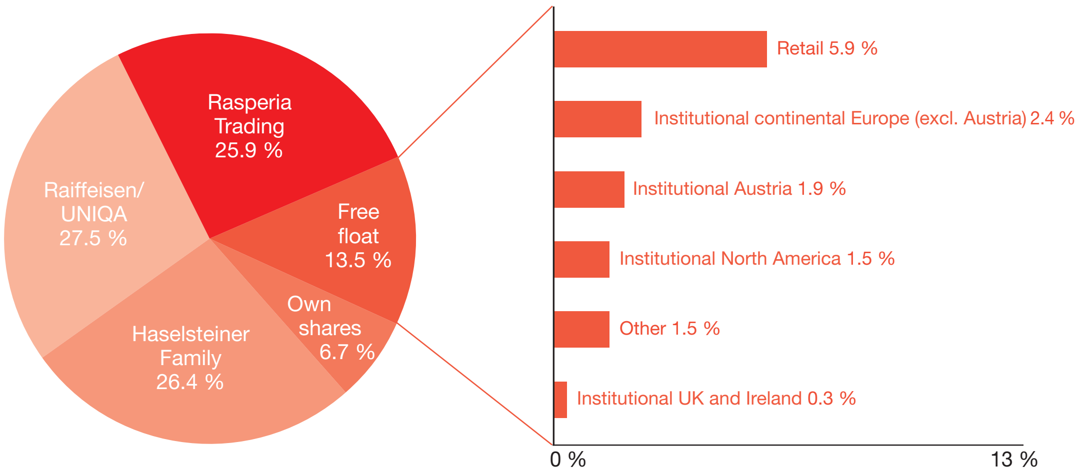
Share figures	2014	2015	2016	2017	2018
Closing price at year's end (€)	18.18	23.58	33.65	34.03	25.65
Year's high (€)	23.13	23.88	34.30	38.90	36.55
Year's low (€)	16.55	17.45	20.52	32.00	25.45
Number of outstanding bearer shares at year's end (shares)	102,599,997	10,599,997	102,599,997	102,599,997	102,599,997
Number of outstanding bearer shares. weighted (shares)	102,599,997	102,599,997	102,599,997	102,599,997	102,599,997
Market capitalisation at year's end (€ billion)	1.9	2.4	3.5	3.5	2.6
Average trade volume per day (€ million)[1]	0.8	0.6	0.6	0.8	0.7
Number of STRABAG SE shares traded (shares)[1]	9,747,782	7,261,792	5,230,976	5,538,568	5,532,640
Volume of STRABAG SE shares traded (€ billion)[1]	0.2	0.2	0.1	0.2	0.2
P/E ratio on 31 December	15	16	12	13	7
Earnings per share (€)	1.25	1.52	2.71	2.72	3.45
Book value per share (€)	28.1	29.6	31.1	32.9	35.3
Price-to-book ratio	0.7	0.8	1.1	1	0.7
Cash flow from operating activities per share (€)	7.8	12.1	2.6	13.1	7.2
Dividend per share (€)	0.50	0.65	0.95	1.30	1.30[2]
Dividend payout ratio (%)	40	43	35	48	38
Dividend yield (%)	2.8	2.8	2.8	3.8	5.1
Share capital (€ million)	114	114	110	110	110
Weight in ATX (%)	n. a.	n. a.	n. a.	n. a.	n. a.
Weight in ATX-Prime (%)	1.11	1.34	1.7	1.22	1.23
Weight in WBI (%)	2.66	3.12	3.9	2.99	2.83

1 Double count
2 Proposed dividend

Shareholder structure

SHAREHOLDER STRUCTURE AS AT 1 JANUARY 2019

DISTRIBUTION OF THE FREE FLOAT BY JANUARY 2019



The **shareholder structure** of STRABAG SE did not change in the 2018 financial year. The Haselsteiner Family, Raiffeisen Group, UNIQA Group and Rasperia Trading Ltd. continue to hold the majority. To our knowledge, no investor other than the core shareholders holds more than 5 % of the company.

In January 2019, we commissioned a shareholder ID to learn more about the distribution of our **free float**. The percentage of retail investors fell slightly to 5.9 %. The number of institutional investors was largely stable at 6.1 % (2017: 6.2 %). The regional trend to continental Europe (2.4 %) and especially Austria (1.9 %) remained nearly unchanged. Larger sales in 2018 were registered in continental Europe.

Annual General Meeting

The agenda of the 14th Annual General Meeting on 15 June 2018 had six resolution items. With 99 % of the votes cast in each case, the 2018 Annual General Meeting approved the actions of the Management Board and of the Supervisory Board, confirmed the payment of a dividend in the proposed amount of € 1.30 per no-par share for the 2017 financial year, reaffirmed the selection of the financial auditor, elected Dr. Andreas Brandstetter and Dr. Oleg G. Kotkov to the Supervisory Board, and raised the remuneration of the members of the Supervisory Board.

ANNUAL GENERAL MEETING TAKES PLACE ON 28 JUNE 2019

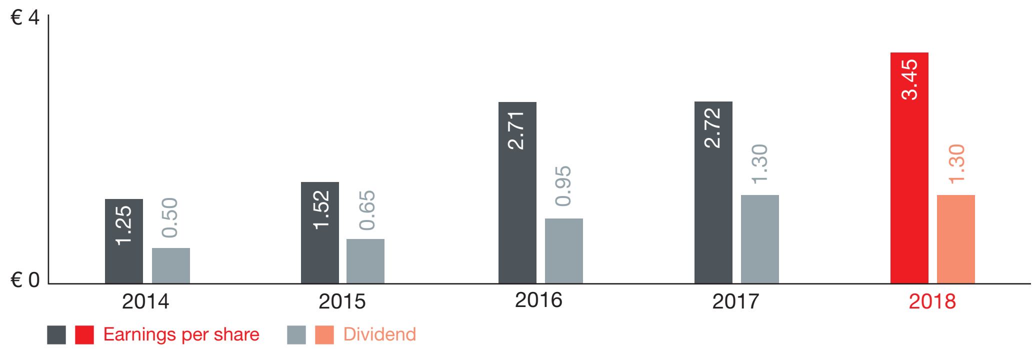
The next Annual General Meeting will again be held at Tech Gate Vienna starting at 10:00 a.m. CEST on 28 June 2019. Shareholders wishing to attend are requested to provide proof of shareholder status with their bank by 18 June 2019. Details regarding the correct procedure can be found on our website at www.strabag.com > Investor Relations > Annual General Meeting

Dividend

Dividend:
€ 1.30 per share

STRABAG places great value on a constant dividend policy. The Management Board is keeping to its goal of paying out 30–50 % of the net income after minorities to company shareholders in the form of a dividend once a year. The exact payout ratio is determined by the general development of the business as well as by the group's opportunities for growth. In accordance with this goal, the Management Board of STRABAG SE will propose to the Annual General Meeting of 28 June 2019 a dividend of € 1.30 per share for the 2018 financial year. This corresponds to a dividend payout ratio of 38 %. Based on the share price of € 25.65 on 31 December 2018, the dividend yield is 5.1 %. The ex-dividend day has been set for 5 July 2019; the dividend payout date for 9 July 2019.

EARNINGS PER SHARE AND DIVIDEND



Bonds and bonded loans

OVERVIEW OF THE LISTED BONDS

Term	Interest %	Volume € mln.	ISIN	Exchange
2012–2019	4.25	100	AT0000A0V7D8	Vienna
2013–2020	3.00	200	AT0000A109Z8	Vienna
2015–2022	1.625	200	AT0000A1C741	Vienna

STRABAG SE (and its predecessor, FIMAG) has to date issued twelve corporate bonds, of which three are still listed. On 10 May 2019, one of the bonds will mature.

S&P CONFIRMS CORPORATE CREDIT RATING OF BBB

STRABAG SE and its bonds are regularly rated by the international ratings agency Standard & Poor's (S&P). In November 2007, S&P raised the corporate credit rating for STRABAG SE from BB+ to BBB-, thus elevating STRABAG SE to "investment grade". In June 2015, S&P raised the credit rating another level to BBB with stable outlook. The rating was last confirmed in 2018. The key indicators that had led to the ratings increase continued to develop well, according to S&P. STRABAG SE's strengths are seen above all in the stable margins in an otherwise quite cyclical market environment, the increasing infrastructure investments in Germany and CEE, the strategic access to raw materials and in the strong market positions.

Investor Relations

As we pursued our investor relations activities persistently in 2018, investor interest also remained stable despite the lower trade activity of our shares. In addition to the prescribed quarterly reports, we informed 63 capital market participants (2017: 71) in 33 (38) one-on-ones, telephone conferences and group talks. We took part in seven (five) **roadshows** and **investor conferences** organised by Baader Bank, Erste Group, Kepler Cheuvreux, LBBW and Raiffeisen Centrobank as well as by the Vienna Stock Exchange and conducted investor talks in places such as London, Frankfurt, Warsaw, Munich, Bucharest and Vienna.

If you want to learn more about our future roadshow activities, please visit our website at www.strabag.com > Investor Relations. The corporate calendar is updated continuously and includes all the planned roadshow events as well as the dates for the publication of our financial results.

WE ARE IN CONSTANT CONTACT WITH OUR INVESTORS

Unpaid share coverage

Not only are we in constant e-mail and telephone contact with our institutional investors and analysts, we also provide extensive information to our private investors. We do so among other things by offering web and audio broadcasts of parts of our Annual General Meeting and investor conferences on our website, and we try to reach our private shareholders and interested parties through a variety of different channels. In 2018, STRABAG SE CEO Thomas Birtel took part in the Vienna Stock Exchange's new **video channel Austrian Stock Talk**. We also took advantage of the possibility of reaching an interested audience through interviews in the Börsen Radio Network.

Every individual investor benefits from our taking the time to communicate with the market and to strive for constant improvement in our investor relations work – because excellent investor relations have a positive effect on the share price and reduce the amount of time required to form an opinion of the company. It is our goal to maintain the strength of our investor relations efforts, to keep a steady flow of information and, in so doing, to help the analysts of banks and institutional investors make correct assessments of STRABAG SE's shares and bonds.

Analyst research provides current as well as potential shareholders with a first indication of the assessment of STRABAG SE. We are therefore delighted that eight banks continue to regularly analyse STRABAG SE – at no cost to the company – in order to issue target prices and recommendations for our share:

- Commerzbank, Frankfurt (Norbert Kretlow)
- Deutsche Bank, Vienna (Matthias Pfeifenberger)
- Erste Group, Vienna (Daniel Lion)
- HSBC, Frankfurt (Christian Korth)
- Kepler Cheuvreux, Vienna (Stephan Trubrich)
- LBBW, Stuttgart (Jens Münstermann)
- MainFirst Bank, Frankfurt (Patrick Horch)
- Raiffeisen Centrobank, Vienna (Markus Remis)

Additionally, credit analysts at these banks are currently covering our bonds:

- Erste Group, Vienna (Elena Statelov)
- Raiffeisen Bank International, Vienna (Eva-Maria Grosse)

HOW TO RECEIVE INFORMATION ABOUT STRABAG SE

STRABAG SE's Investor Relations department reports directly to the CEO and sees itself as the service department for existing and potential private shareholders, institutional investors and analysts, as well as the point of contact for capital market issues for the group's operating units. For us, quick response times, comprehensive information and a constant dialogue with the capital market and the general public are a matter of course. We place great importance on informing all shareholder groups quickly and simultaneously. To achieve this, we publish all company-relevant news on our website at the same time that we send our **Investor Relations newsletter** per e-mail. If you would also like to receive this information, please register on the Investor Relations page on our website www.strabag.com or give us a call.

Your questions and suggestions are important to us for the continued improvement of our services. We look forward to hearing from you:

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At www.strabag.com > Investor Relations you will also find:

- Up-to-date roadshow documents
- Company presentations
- Analyst recommendations and bank consensus estimates
- Complete versions of the credit research reports
- Recordings of telephone and investor conferences
- Stock calculator
- Subscription to receive daily share price information
- Individual share price charts
- Download versions of the Annual Reports and Interim Reports
- Order form for the print versions of our publications
- Corporate calendar

Corporate Governance

CONSOLIDATED CORPORATE GOVERNANCE REPORT

General principles

CONSOLIDATED REPORT

The present report is a Consolidated Corporate Governance Report as defined by Sec 267b UGB (Austrian Commercial Code) which also covers the corporate governance report as defined by Sec 243c UGB.

COMMITMENT TO THE AUSTRIAN CODE OF CORPORATE GOVERNANCE

The Consolidated Corporate Governance Report explains the rules, structures and processes implemented by STRABAG SE in the interest of a well-functioning corporate governance system. We are fully and without exception committed to the Austrian Code of Corporate Governance (ÖCGK) and its aims and we see compliance with all the rules contained within the Code as a top priority. This commitment represents a self-obligation on the part of STRABAG SE with the aim to boost shareholder confidence and to constantly optimise our high internal legal, behavioural and ethical standards. We are further obligated to fulfil the standards of the Code due to the listing of our shares in the Prime Market segment of the Vienna Stock Exchange.

The Austrian Code of Corporate Governance is a set of rules for good corporate governance and control systems on the Austrian capital market. It was introduced in 2002 in line with international standards and has been revised several times since. The aim of the Code is to establish a responsible system of management and supervision of companies that is geared towards creating sustained, long-term value while ensuring a high level of transparency for all stakeholders. Investors and issuers therefore value the Code and recognise it as an indispensable part of the Austrian system of corporate governance and of Austrian business life.

The Austrian Code of Corporate Governance defines three categories of rules: L-Rules refer to legal requirements with mandatory compliance on the part of publicly listed companies in Austria. Deviation from C-Rules (comply or explain) must be explained publicy and the reasons stated. R-Rules are recommendations requiring neither disclosure nor explanation. The version of the Code that was valid for the 2018 financial year is the January 2018 version. It is available for download from the website of the Austrian Working Group for Corporate Governance (www.corporate-governance.at) and from STRABAG SE (www.strabag.com > Investor Relations > Corporate Governance > Formal Obligation and Evaluation).

The Management Board and the Supervisory Board of STRABAG SE declare that STRABAG SE has complied with all L-Rules of the Austrian Code of Corporate Governance as well as all C-Rules with the exception of those rules stated and explained below. The company furthermore endeavours to abide not only by the minimum requirements but also by all of the Code’s R-Rules without exception.

NON-COMPLIANCE WITH THE AUSTRIAN CODE OF CORPORATE GOVERNANCE[1]

C-Rule 2: On the basis of a resolution passed by the Annual General Meeting, the shares of STRABAG SE include two special registered shares with an associated right to nominate one member of the Supervisory Board each. The registered shares bind significant shareholder groups more strongly to the company and guarantee the availability of know-how from important stakeholders for the Supervisory Board. This is in the interest of good corporate governance and represents a long-term advantage for STRABAG SE, which further benefits especially from the commitment, expertise and experience of the respective Supervisory Board member. It also significantly improves the contact and communication between the company

1 January 2018 version

and its shareholders and promotes the transparency of the shareholder structure.

C-Rule 27: It is a key concern for STRABAG SE that the remuneration of the Management Board members be made according to measurable criteria in a way that is transparent and easily comprehensible. The remuneration of the Management Board is based on the scope of the work, the responsibilities and the personal performance of the individual Management Board member, the achievement of the corporate goals as well as the size and the economic situation of the company. The variable component of the remuneration also considers sustainable, long-term, multi-year performance criteria if these can be measured. It may not exceed a fixed maximum. It is nearly impossible, however, to meaningfully define non-financial criteria that would be applicable equally to all segments. Very general non-financial criteria don't say very much about the sustainable success and economic situation of the company. On the other hand, a differentiated definition of non-financial criteria for each business segment would be to the detriment of transparency and ease of understanding. As a result of thorough debate in the Executive Committee of the STRABAG SE Supervisory Board, the decision was made not to use non-financial criteria to calculate the remuneration of the members of the Management Board.

Boards

MANAGEMENT BOARD

Management Board composed of five members

Christian Harder, Peter Krammer, Thomas Birtel, Alfred Watzl (Member of the Management Board since 1 January 2019), Siegfried Wanker; not pictured: Hannes Truntschnig (Member of the Management Board until 31 December 2018) (from left to right)

Name	Year of birth	Position held	Responsible for	First appointment	End of current period of office	Supervisory Board mandates or similar functions in national or foreign companies not included in the consolidated financial statements	Management and supervisory tasks at important[1] subsidiaries
Dr. Thomas Birtel	1954	CEO	Central Staff Divisions and Central Divisions Zentrale Technik, BMTI and TPA Division 3L Russia	1 January 2006 (Member of the Management Board) 15 June 2013 (CEO)	31 December 2022	Deutsche Bank AG, Germany (Member of the Advisory Board) HDI-Global SE, Germany (Member of the Advisory Board) VHV Allgemeine Versicherung AG, Germany (Member of the Supervisory Board) VHV Vereinigte Hannoversche Versicherung a.G., Germany (Member of the Supervisory Board) VHV Holding AG, Germany (Member of the Supervisory Board)	Bau Holding Beteiligungs AG[2], Austria (Chairman of the Supervisory Board until 19 July 2018) Bau Holding Beteiligungs GmbH (Managing Director since 20 July 2018) Ed. Züblin AG, Germany (Chairman of the Supervisory Board) STRABAG AG[3], Germany (Member of the Supervisory Board since 16 April 2018, Chairman of the Supervisory Board since 2 July 2018) STRABAG AG, Austria (Chairman of the Supervisory Board) STRABAG PFS GmbH, Germany (Member of the Supervisory Board since 15 March 2018, Chairman of the Supervisory Board since 28 June 2018) STRABAG Sp. z o.o., Poland (Chairman of the Supervisory Board)
Mag. Christian Harder	1968	CFO	Central Division BRVZ	1 January 2013	31 December 2022	Syrena Immobilien Holding AG, Austria (Member of the Supervisory Board)	AKA Alföld Koncessziós Autópálya Zártkörüen Müködö Részvénytársaság, Hungary (Member of the Supervisory Board) Bau Holding Beteiligungs AG[2], Austria (Member of the Management Board until 19 July 2018) Bau Holding Beteiligungs GmbH (Managing Director since 20 July 2018) Ed. Züblin AG, Germany (Member of the Supervisory Board since 5 July 2018) STRABAG AG[3], Germany (Member of the Supervisory Board, until 2 July 2018 Chairman of the Supervisory Board) STRABAG AG, Austria (Vice Chairman of the Supervisory Board) STRABAG BRVZ GmbH, Austria (Managing Director) STRABAG Property & Facility Services GmbH, Germany (Member of the Supervisory Board)
Dipl.-Ing. Dr. Peter Krammer	1966	Member of the Management Board	Segment North + West[4]	1 January 2010	31 December 2022	None	Bau Holding Beteiligungs AG[2], Austria (Member of the Management Board until 19 July 2018) Ed. Züblin AG, Germany (Member of the Supervisory Board) STRABAG AG[3], Germany (Member of the Supervisory Board since 16 April 2018) STRABAG AG, Austria (Member of the Supervisory Board) STRABAG Property & Facility Services GmbH, Germany (Member of the Supervisory Board since 15 March 2018) STRABAG Sp. z o.o., Poland (Member of the Supervisory Board)

1 € 10 million minimum average consolidated output volume over past two years
2 Bau Holding Beteiligungs AG was transformed to a GmbH (a private limited company) effective 20 July 2018.
3 STRABAG AG is identical with the former Ilbau Liegenschaftsverwaltung AG. Ilbau was renamed and its registered seat was moved. The former STRABAG AG, Germany, was then merged into the new company.
4 North + West: Germany, Poland, Benelux, Scandinavia, Ground Engineering

Name	Year of birth	Position held	Responsible for	First appointment	End of current period of office	Supervisory Board mandates or similar functions in national or foreign companies not included in the consolidated financial statements	Management and supervisory tasks at important[1] subsidiaries
Mag. Hannes Truntschnig	1956	Member of the Management Board	Segment International + Special Divisions[4]	1 April 1995	31 December 2018	Syrena Immobilien Holding AG, Austria (Vice Chairman of the Supervisory Board until 31 December 2018)	AKA Alföld Koncessziós Autópálya Zártkörüen Müködö Részvénytársaság, Hungary (Chairman of the Supervisory Board until 31 December 2018) Bau Holding Beteiligungs AG[2], Austria (Member of the Management Board until 19 July 2018) Ed. Züblin AG (Member of the Supervisory Board from 5 July 2018 to 31 December 2018) STRABAG AG[3], Germany (Member of the Supervisory Board until December 31 2018) STRABAG AG, Austria (Member of the Supervisory Board until 31 December 2018) STRABAG Property & Facility Services GmbH, Germany (Member of the Supervisory Board until 31 December 2018, Chairman of the Supervisory Board until 28 June 2018) STRABAG Sp. z o.o., Poland (Member of the Supervisory Board until 31 December 2018)
Dipl.-Ing. Siegfried Wanker	1968	Member of the Management Board	Segment South + East[5], (except Division 3L Russia)	1 January 2011	31 December 2022	None	Bau Holding Beteiligungs AG[2], Austria (Member of the Management Board until 19 July 2018) Ed. Züblin AG (Member of the Supervisory Board since 15 March 2018) STRABAG AG[3], Germany (Member of the Supervisory Board) STRABAG AG, Austria (Member of the Supervisory Board) STRABAG a.s., Czech Republic (Chairman of the Supervisory Board)

Dr. Thomas Birtel

Thomas Birtel graduated with a doctorate degree in economics from Ruhr-University Bochum in 1982. He began his career in 1983 at the former German trading and industrial plant construction group Klöckner & Co, where he advanced to head of accounting for Klöckner Industrie-Anlagen GmbH. In 1989, he moved on to managing director's position at Sweden's Frigoscandia Group. He joined the STRABAG Group in 1996 as a member of the Management Board of STRABAG Hoch- und Ingenieurbau AG, was appointed to the Management Board of STRABAG AG, Germany, in 2002 and to the Management Board of STRABAG SE in 2006. Thomas Birtel has held the position of CEO of STRABAG SE since 15 June 2013.

Mag. Christian Harder

Christian Harder completed a degree in applied business administration at the University of Klagenfurt before joining the STRABAG Group through its predecessor Bau Holding Group in 1994. He advanced to director of accounting, to head of financial accounting and, finally, to Central Division director of Bau-, Rechen- und Verwaltungszentrum Gesellschaft m.b.H. (today STRABAG BRVZ GmbH). From 2008, he held the position of chairman of the central division management of BRVZ. He was appointed CFO of STRABAG SE effective on 1 January 2013.

1 € 10 million minimum average consolidated output volume over past two years
2 Bau Holding Beteiligungs AG was renamed Bauholding Beteiligungs GmbH effective 20 July 2018 with a corresponding transformation of the legal form from an AG (a public limited company) to a GmbH (a private limited company).
3 STRABAG AG is identical with the former Ilbau Liegenschaftsverwaltung AG. Ilbau was renamed and its registered seat was moved. The former STRABAG AG was then merged into the new company.
4 International + Special Divisions: Tunnelling, Construction Materials, Services, Real Estate Development, Infrastructure Development, Direct Export
5 South + East: Austria, Switzerland, Hungary, Czech Republic, Slovakia, Adriatic, Rest of Europe, Environmental Engineering

Dipl.-Ing. Dr. Peter Krammer

Peter Krammer graduated with a doctorate degree in engineering sciences from the Faculty of Civil Engineering at TU Wien in 1995. He gained his first professional experience at Porr Technobau AG, STRABAG and Swietelsky Bau GesmbH before returning to STRABAG AG, Austria, in 2005. As a member of the Management Board, he was in charge of building construction and civil engineering in Eastern Europe and of environmental engineering for the entire group. Peter Krammer has been a member of the Management Board of the group since 1 January 2010.

Mag. Hannes Truntschnig (until 31 December 2018)

After completing studies in business administration at Karl Franzens University in Graz, Hannes Truntschnig in 1981 joined ILBAU AG (today's STRABAG Group) where he acquired profound leadership experience through various commercial management positions at a number of different group companies. In 1992, he was appointed authorised signatory for Bau Holding Aktiengesellschaft. Hannes Truntschnig was a member of the Management Board of STRABAG SE from 1 April 1995 to 31 December 2018.

Dipl.-Ing. Siegfried Wanker

Siegfried Wanker studied civil engineering at Graz University of Technology before joining the STRABAG Group as site manager in 1994. Between 2001 and 2004, he held the position of managing director at several engineering service providers before rejoining the STRABAG Group in 2005. As a member of the Management Board of STRABAG AG, Austria, he was initially in charge of the international building construction business, then for corporate development and services, and finally for infrastructure project development. Siegfried Wanker has been a member of the Management Board of STRABAG SE since 1 January 2011.

Dipl.-Ing. (FH) Alfred Watzl (since 1 January 2019)

Alfred Watzl studied civil engineering at the Deggendorf Institute of Technology before beginning his professional career as site manager for STRABAG Sp. z o.o., Poland, in 1999. After several different management positions at the Polish subsidiary – including technical subdivision manager for Building Construction and Civil Engineering – he was a member of the Management Board of STRABAG Sp. z o.o. with responsibility for the group's Polish activities from 2013 to 2018. Alfred Watzl has been a member of the Management Board of STRABAG SE since 1 January 2019.

Working method of the Management Board: open exchange in meetings usually every two weeks

The Management Board of STRABAG SE – like the Supervisory Board – sees it as a priority obligation and task to comply with all the rules of the Austrian Code of Corporate Governance and to continually optimise the high internal legal, behavioural and ethical standards of STRABAG SE. Collegiality, openness, a constant exchange of experience and short decision-making chains are among the main guiding principles. In line with the rules of the Code, the Management Board of STRABAG SE works closely together with the Supervisory Board. In particular,

- the Management Board regularly and extensively informs the Supervisory Board as to all relevant matters concerning the development of the company's business, including the risk situation and risk management in the company and the important group entities;
- a regular exchange of information and opinions takes place between the CEO and the Chairman of the Supervisory Board concerning strategy, the development of the business, risk management and important business transactions, particularly acquisitions and disposals;
- the Chairman of the Supervisory Board is informed immediately of any important occurrences;
- the Management Board reports to the Supervisory Board at least once a year on the provisions taken to fight corruption.

The Management Board of STRABAG SE and its individual members conduct their business in accordance with the prevailing laws and legislation, the Articles of Association, and the Management Board's Rules of Procedure as approved by the Supervisory Board. The Rules of Procedure obligate the Management Board and its individual members to provide extensive information and reporting to the Supervisory Board. The Rules of Procedure also define an extensive catalogue of measures and legal transactions requiring approval by the Supervisory Board.

Coordination within the Management Board occurs during regular meetings held approximately every two weeks as well as in the form of the daily informal exchange of information. Matters discussed at the Management Board meetings include the current operations and the long-term company strategies. Also coordinated are any current or outstanding management measures to be implemented by the relevant Management Board members.

SUPERVISORY BOARD

Supervisory Board composed of eleven members

Name	Year of birth	Citizen of	Position held	First appointment	End of current period of office	Other Supervisory Board mandates or similar functions in national or foreign listed companies	Independent pursuant to Rule 53 ÖCGK
Shareholder representatives							
Dr. Alfred Gusenbauer	1960	Austria	Chairman	18 June 2010	Ends with 2020 Annual General Meeting	Gabriel Resources Ltd., Canada (Member)	Yes
Mag. Erwin Hameseder	1956	Austria	Vice Chairman	10 September 1998	Indefinite as of 17 August 2007	AGRANA Beteiligungs-AG, Austria (Chairman) Raiffeisen Bank International AG, Austria (Chairman) Südzucker AG, Germany (2nd Vice Chairman) UNIQA Insurance Group AG, Austria (2nd Vice Chairman)	Yes
Mag. Hannes Bogner (until 15 June 2018)	1959	Austria	Member	15 June 2013	14 June 2018	Palfinger AG, Austria (Member)	Yes
Dr. Andreas Brandstetter (since 15 June 2018)	1969	Austria	Member	15 June 2018	Ends with 2020 Annual General Meeting	None	Yes
Thomas Bull	1964	Germany	Member	9 February 2017	Indefinite as of 9 February 2017	None	Yes
Mag. Kerstin Gelbmann	1974	Austria	Member	18 June 2010	Ends with 2020 Annual General Meeting	Binder+Co AG, Austria (Chairwoman) SEMPER CONSTANTIA PRIVATBANK AG, Austria (Member until 8 August 2018)	Yes
Dr. Oleg Kotkov (since 15 June 2018)	1957	Russia	Member	15 June 2018	Ends with 2020 Annual General Meeting	None	Yes
William R. Spiegelberger (until 15 June 2018)	1961	USA	Member	12 June 2015	15 June 2018	None	Yes

Name	Year of birth	Citizen of	Position held	First appointment	End of current period of office	Other Supervisory Board mandates or similar functions in national or foreign listed companies	Independent pursuant to Rule 53 ÖCGK
Delegated by the works council							
Dipl.-Ing. Andreas Batke	1962	Germany	Member	1 October 2009	Indefinite	None	Yes
Miroslav Cerveny	1959	Czech Republic	Member	1 October 2009	Indefinite	None	Yes
Magdolna P. Gyulainé	1962	Hungary	Member	1 October 2009	Indefinite	None	Yes
Georg Hinterschuster	1968	Austria	Member	13 October 2014	Indefinite	None	Yes
Wolfgang Kreis	1957	Germany	Member	1 October 2009	Indefinite	None	Yes

Shareholder representatives

Dr. Alfred Gusenbauer
Chairman of the Supervisory Board

Alfred Gusenbauer studied law, philosophy, political science and economy at the University of Vienna, completing his doctorate in 1987. In 1991, he became a member of the Austrian senate, two years later a member of parliament. From 2000 to 2008, Alfred Gusenbauer was President of the Social Democratic Party of Austria, serving as Federal Chancellor of the Republic of Austria and member of the European Council from 2007 to 2008. In addition to his current activities at Brown University and Columbia University, Alfred Gusenbauer is President of the Austrian-Spanish Chamber of Commerce.

Mag. Erwin Hameseder
Vice Chairman of the Supervisory Board

Erwin Hameseder received a master of law degree from the University of Vienna. From 1975 to 1987, he served as an officer in the Austrian Armed Forces, where he achieved the rank of colonel in the directorship services in 2002 and of brigadier in 2006. In 2017, he was promoted to major general as militia officer of the Austrian Armed Forces. In 1987, he joined the legal department of RAIFFEISENLANDESBANK NIEDERÖSTERREICH-WIEN reg.Gen.m.b.H. From 1988 to 1994, he was responsible for investment management, from 1991 as head of the department. He was managing director of RAIFFEISENLANDESBANK NIEDERÖSTERREICH-WIEN reg.Gen.m.b.H. from 1994 to 2001 and director-general of RAIFFEISEN-HOLDING NIEDER-ÖSTERREICH-WIEN reg.Gen.m.b.H (a spin-off from RAIFFEISENLANDESBANK NIEDERÖSTERREICH-WIEN AG) from 2001 to 2012. From 2007 to 2012, Erwin Hameseder also assumed the position of chairman of the Management Board of RAIFFEISENLANDESBANK NIEDERÖSTERREICH-WIEN AG.

1 STRABAG AG is identical with the former Ilbau Liegenschaftsverwaltung AG. Ilbau was renamed and its registered seat was moved. The former STRABAG AG was then merged into the new company.

Since 4 May 2012, he has been chairman of RAIFFEISEN-HOLDING NIEDERÖSTERREICH-WIEN reg.Gen.m.b.H. Erwin Hameseder has been a member of the Supervisory Board since 1998. In 2007, he was delegated to the Supervisory Board of STRABAG SE for an indefinite period of time by the authorised holder of registered share number 1. *Annex 1 of the 2015 Austrian Code of Corporate Governance allows periods of office of more than 15 years for Supervisory Board members who are shareholders with a direct investment in the company or who represent the interests of such a shareholder.*

Dr. Andreas Brandstetter (since 15 June 2018)

Andreas Brandstetter has been CEO of UNIQA Insurance Group AG since 2011. Before entering the insurance business in 1997, where he has held various leadership positions, he was head of the EU office of Österreichischer Raiffeisenverband. From 1993 to 1995, he was active in politics. Andreas Brandstetter graduated from the University of Vienna in 1994 with a doctorate degree in political science, also holds an Executive MBA from the California State University, Hayward, and completed further courses at the Stanford Graduate School of Business and the Harvard Business School. Since 2018, he has been the president of Insurance Europe, the European insurance and reinsurance federation.

Thomas Bull

Thomas Bull has 25 years of experience in international project management, M&A projects and corporate investment management in Russia, Central and Eastern Europe, and the United States. After graduating from Voronezh State University in Russia in 1987, he held various management positions at Hochtief, E.ON and Enel Russia, among others. From 2013 to 2014, he was Director of the Central Department for Construction Projects at OAO Sberbank. Since 2014, Thomas Bull has been a member of the Supervisory Board of engineering company NGI Group. He holds a Master of Business Administration from the University of Dresden.

Mag. Kerstin Gelbmann

Kerstin Gelbmann studied trade and commerce in Vienna. After graduating, she began her career at Auditor Wirtschaftsprüfungs- und Steuerberatungsgesellschaft mbH. Kerstin Gelbmann has worked for E.F. Grossnigg Finanzberatung und Treuhandelsgesellschaft m.b.H. since 2002, most recently as managing director, and for grosso holding Gesellschaft mbH since 2007. In January 2010, she assumed the additional position of managing director at Austro Holding GmbH.

Dr. Oleg Kotkov (since 15 June 2018)

Oleg G. Kotkov has been a member of the Supervisory Board of PJSC Asian-Pacific Bank in Moscow, Russia, since 2016. From 2016 to 2018, he also was adviser to the Chairman of the Supervisory Board of PJSC Asian-Pacific Bank. From 2013 to 2016, he was in charge of international projects at CJSC SPC Engineering Center for New Materials and Technologies in Moscow. From 2010 to 2013, he worked for Rusal Global Management B.V. as adviser to the

International Projects Protection Department with responsibility for risk assessment and management in the International Alumina Division. From 2008 to 2010, he held the position of Deputy Head of International Cooperation Directorate of the state corporation Russian Technologies. In the years from 2003 to 2007, he was Military Adviser at the Permanent Mission of the Russian Federation to the OSCE in Vienna, Austria. Oleg Kotkov is a graduate of the Ryazan Airborne Command Academy (1978) and Russian Military Academy (1987). He completed 30 years of military service as an officer, including overseas assignments, and retired with the rank of colonel. He received his doctorate degree in International Economics in 2003.

Mag. Hannes Bogner (until 15 June 2018)

Hannes Bogner studied business administration at the University of Innsbruck and qualified as a tax advisor in 1988 and as a statutory auditor in 1993. He worked at THS Treuhand Salzburg Wirtschaftsprüfungsgesellschaft from 1984 to 1988 and at Price Waterhouse from 1988 to 1994. From 1994 to 2016, he worked for UNIQA and its predecessor companies. From 1998 to 1999, he served as deputy member of the Management Board of Bundesländer-Versicherung AG and Austria-Collegialität. In 1999, he was appointed to the Management Board of UNIQA Versicherungen AG as Chief Financial Officer. He was CFO at UNIQA Insurance Group AG from 2011 to 2014 and held the function of Chief Investment Officer (CIO) from 2015 to 2016.

William R. Spiegelberger (until 15 June 2018)

William R. Spiegelberger is an attorney in New York. From 2007 to 2017, he was Director of the International Practice Department at Rusal Global Management B.V. in Moscow, where he was responsible for all major legal risks of the RUSAL Group outside the Commonwealth of Independent States. From 1994 to 2007, he worked as a lawyer in New York, Paris and Moscow for the international law firms White & Case LLP and Milbank, Tweed, Hadley & McCloy LLP. Spiegelberger is a graduate of Columbia University in New York (B.A., M.A., M.Phil, J.D.) and member of the National Advisory Council of the Harriman Institute (Columbia University).

Delegated by the works council

Dipl.-Ing. Andreas Batke

Andreas Batke joined STRABAG AG, Germany, as a land surveyor in 1991. He has been a member of the works council since May 1998. Batke currently serves as chairman of the group works council and vice chairman of the works council of STRABAG SE. Since 30 April 2018, he has been a member of the Supervisory Board of STRABAG AG, Germany.

Miroslav Cerveny

Miroslav Cerveny has worked for a Czech subsidiary of the STRABAG Group since 1988, holding positions in IT administration, accounting, and occupational health and safety.

Magdolna P. Gyulainé

Magdolna P. Gyulainé is chairwoman of the works council of STRABAG Hungary. She joined a predecessor company of STRABAG Hungary as bookkeeper in 1981.

Georg Hinterschuster

Georg Hinterschuster completed an apprenticeship in commercial site management at STRABAG Bau GmbH from 1984 to 1987. He then worked as group commercial manager in the engineering ground works business in St. Valentin, Lower Austria, before taking over a commercial management task for the Transportation Infrastructures and the Building Construction & Civil Engineering segments in the Czech Republic from 1997 to 2000. Hinterschuster has been active in the works council since 1991 and has been a full-time employee representative in the group and central works council since 2008.

Wolfgang Kreis

Wolfgang Kreis joined Ed. Züblin AG as a commercial clerk in 1979. In 1987, he was elected to the works council and today is works council chairman for the Karlsruhe subdivision and chairman of the works council at Ed. Züblin AG. He has been vice chairman of the Supervisory Board of Ed. Züblin AG since 2002 and chairman of the works council of STRABAG SE since October 2013. In additional functions, he dedicates his time to the issue of occupational safety.

All members independent in accordance with the Austrian Code of Corporate Governance

All members of the Supervisory Board of STRABAG SE and its committees are independent in accordance with the conditions contained within the Austrian Code of Corporate Governance (see also www.strabag.com > Investor Relations > Corporate Governance > Supervisory Board > Independence of the Supervisory Board) and have declared in writing explicitly to adhere to all conditions of the Austrian Code of Corporate Governance. New members of the Supervisory Board receive detailed information regarding the avoidance of conflicts of interest upon assumption of their activities. The independence of the Supervisory Board members is defined by the following guidelines (excerpt from the Rules of Procedure for the Supervisory Board as amended on 28 April 2014):

<u>Guidelines for the independence of Supervisory Board members of STRABAG SE ("the company") in accordance with C-Rule 53 of the Austrian Code of Corporate Governance</u>

A member of the Supervisory Board of the company shall be deemed independent if he or she has no business or personal relations with the company or its Management Board which would constitute a material conflict of interest and thus could influence the member's behaviour. Moreover, the members of the Supervisory Board shall comply with the following guidelines adapted from the Austrian Code of Corporate Governance:

- The Supervisory Board member shall not have served as a member of the Management Board or as a manager of the company or one of its subsidiaries in the past five years.
- The Supervisory Board member shall not maintain or have maintained in the past year any business relations with the company or one of its subsidiaries to an extent of significance for the Supervisory Board member. This shall also apply to relationships with companies in which the Supervisory Board member has a considerable economic interest. The approval of individual transactions by the Supervisory Board according to C-Rule 48 does not automatically mean the person is qualified as not independent.
- The Supervisory Board member shall not have been auditor of the company or have owned a share in the auditing company or have worked there as an employee in the past three years.
- The Supervisory Board member shall not be a member of the Management Board of another company, in which a Management Board member of the company is a Supervisory Board member.
- The Supervisory Board member shall not be a close relative (direct offspring, spouse, partner, parent, uncle, aunt, sibling, niece, nephew) of a Management Board member or of persons in one of the aforementioned positions.

It shall be the responsibility of each member of the Supervisory Board of the company elected by the Annual General Meeting or delegated by the shareholders to declare his or her independence according to the criteria defined.

According to C-Rule 54 of the Austrian Code of Corporate Governance, the Supervisory Board of the company shall include at least one independent member delegated by the shareholders who is not a shareholder with a share of more than 10 % or who represents such a shareholder's interests. The independence of Supervisory Board members shall be published in the Annual Report. The Supervisory Board shall judge whether it and its committees contain a sufficient number of independent members in accordance with the Austrian Code of Corporate Governance (C-Rules 39 and 53).

In the period under report, no contracts subject to approval by the Supervisory Board were concluded by the company with members of the Supervisory Board (C-Rule 49 of the Austrian Code of Corporate Governance).

Working methods of the Supervisory Board: Seven meetings in 2018

Details > Supervisory Board Report

In the 2018 financial year, the Supervisory Board diligently performed the duties incumbent upon it under Austrian law, the Articles of Association, the Austrian Code of Corporate Governance (ÖCGK), and the Rules of Procedure. It met for a total of seven meetings last year and so complied with the Code's minimum requirement to meet at least once every three months (C-Rule 36). All members personally attended at least half of the meetings during their period in office, so no Supervisory Board member failed to attend more than half of the meetings (C-Rule 58). Furthermore, there were three meetings of the Audit Committee, one meeting of the Presidential and Nomination Committee, and one meeting of the Executive Committee. Besides these regular meetings, there is a constant open discourse and exchange of opinion among the individual members of the Supervisory Board as well as between the individual members of the Supervisory Board and the Management Board.

In accord with its tasks and obligations, the Audit Committee dedicated itself to monitoring the accounting procedures (including the preparation of the consolidated financial statements) and the work of the auditor (including the audit of the consolidated financial statements). During the review of the effectiveness of the internal control system and the risk management system, the Audit Committee focused especially on the anticompetitive accusations in Austria and on specific selected projects. Also reviewed and monitored were the function of the audit system and the qualification and independence of the auditor (group financial auditor), especially with respect to the additional services provided to the company being audited. The internal audit department informed the Audit Committee of the auditing plan and of material findings pursuant to C-Rule 18 of the Austrian Code of Corporate Governance.

The meeting of the Presidential and Nomination Committee was held to prepare the Management Board appointment. The meeting of the Executive Committee was dedicated to the contracts and remuneration of the Management Board members.

Committees: Executive Committee, Presidential and Nomination Committee, and Audit Committee

Details > Supervisory Board Report

Committee decisions are made by a simple majority. In the event of a tie, the vote of the committee chair is the deciding vote. The individual committees have the following composition and tasks:

Committee	Members	Tasks
Executive Committee	• Dr. Alfred Gusenbauer (Chairman) • Mag. Erwin Hameseder • Thomas Bull	The Executive Committee deals with all matters affecting the relations between the company and the members of the Management Board, especially matters relating to the remuneration of Management Board members but excluding decisions regarding the appointment or removal of a Management Board member or regarding the granting of stock options.
Presidential and Nomination Committee	• Dr. Alfred Gusenbauer (Chairman) • Mag. Erwin Hameseder • Thomas Bull • Georg Hinterschuster • Wolfgang Kreis	The Presidential and Nomination Committee submits proposals to the Supervisory Board for filling new mandates or ones that become free on the Management Board, deals with issues relating to successor planning and remuneration policy, and makes decisions in urgent cases.
Audit Committee	• Dr. Alfred Gusenbauer (Chairman) • Mag. Erwin Hameseder • Dr. Andreas Brandstetter • Thomas Bull • Dipl.-Ing. Andreas Batke • Georg Hinterschuster • Wolfgang Kreis	The responsibilities of the Audit Committee include the tasks assigned to it under Sec 92 Para 4a (4) of the Austrian Stock Corporation Act (AktG) as well as by Regulation (EU) No. 537/2014, namely: 1. monitoring the accounting procedures, as well as making recommendations or proposals to ensure their reliability; 2. monitoring the effectiveness of the internal control system, the internal audit system and the risk management system of the company, in particular through consideration of the report of the auditor on efficacy of the risk management system; 3. monitoring the statutory audit and the audit of the consolidated financial statements and incorporating findings and conclusions in reports to be published by the Audit Oversight Body in accordance with Sec 4 Para 2 (12) of the Austrian Audit Oversight Act (APAG); 4. assessing and monitoring the independence of the auditor (group financial auditor); in particular, the Audit Committee accepts the Annual Report of the Management Board on the non-audit-related services actually provided following its prior approval; 5. reporting to the Supervisory Board on the audit findings with a description of how the audit has contributed to the reliability of the financial reporting and of the role of the Audit Committee; 6. assessing the annual financial statements and preparing their approval, assessing the proposal for the appropriation of net income, of the management report and of the corporate governance report, as well as reporting on the audit findings to the Supervisory Board; 7. assessing the consolidated financial statements and the group management report, the Consolidated Corporate Governance Report as well as reporting on the audit findings to the Supervisory Board; 8. preparing the procedure to select the auditor (group financial auditor) in consideration of the adequacy of the fee as well as recommending the choice to the Supervisory Board; 9. assessing the report on specific requirements regarding statutory audits under Article 11 of Regulation (EU) No. 537/2014; 10. in accordance with C-Rule 81a of the Austrian Code of Corporate Governance, defining a mode of mutual communication during a meeting with the auditor.

ANNUAL GENERAL MEETING AND SHAREHOLDERS

The shareholders, as owners of the company, exercise their rights by vote at the Annual General Meeting. More information about the Annual General Meeting and the shareholder structure is available in the chapter “Shares, Bonds & Investor Relations”.

Transparency through constant communication

In the interest of an open communication with shareholders, creditors, clients, analysts, employees and the interested public, transparency is of great importance to STRABAG SE. Important elements of this open communication are the quarterly reporting of STRABAG SE, ongoing direct investor and analyst contacts, the participation in roadshows and conferences, as well as publications and disclosures online and especially on the company website. More details about the company's extensive information activities in this regard is available in the chapter "Shares, Bonds & Investor Relations".

CONFLICTS OF INTEREST

Conflicts of interest must be reported immediately

Both the Management Board and the Supervisory Board are required to disclose conflicts of interest. The members of the Management Board must immediately disclose to the Supervisory Board any material personal interests in transactions of the company and group companies as well as any other conflicts of interest. Furthermore, they must also inform the other members of the Management Board of this. Members of the Management Board who hold management positions at other companies must work towards a fair balance of interests of the companies involved.

Supervisory Board members who find themselves in a conflict of interest must immediately disclose this to the Chairperson of the Supervisory Board. If the Chairperson of the Supervisory Board finds himself or herself in a conflict of interest, he or she must immediately disclose this to their deputy. The conclusion of contracts with members of the Supervisory Board in which such members are committed to the performance of a service outside of their activities on the Supervisory Board for the company or a subsidiary for a remuneration not of minor value requires the consent of the Supervisory Board. This also applies to contracts with companies in which a member of the Supervisory Board holds a considerable economic interest.

Diversity concept

Seeing and judging things from different perspectives helps to comprehensively identify the risks of a situation or decision. This is one reason why STRABAG is so interested in diversity with regard to **age, sex, and educational and professional background** especially – but not exclusively – among its directors and officers.

On 31 December 2018, the Supervisory Board included two women and six non-Austrian nationals. The members of the Supervisory Board were between 44 and 62 years old as of the reporting date. With their expertise, they cover the fields of law, business management, taxes, engineering, accounting and information technology. They also have experience working in various sectors of construction, industry, banking, insurance and public administration.

At the end of 2018, the Management Board of STRABAG SE consisted of men between 50 and 64 years of age of which one – the CEO – is not Austrian. The members of the Management Board bring together managerial and engineering know-how and have many years of experience within the company, among the competition and in related industries.

Several mechanisms govern **appointments to the Supervisory Board**:

- The registered shares No. 1 and No. 2 are each associated with the right to nominate one person to the Supervisory Board of STRABAG SE.
- Four further members are selected per vote by the Annual General Meeting. They are usually proposed by shareholders' representatives to the Supervisory Board, which in turn passes a draft resolution to the Annual General Meeting.
- The employee representatives delegate five persons to the Supervisory Board.

The Supervisory Board is responsible for **appointments to the Management Board**. The Supervisory Board's Presidential and Nomination Committee makes proposals for filling vacant seats on the Management Board and deals with issues relating to successor planning. It submits a recommendation to the Supervisory Board after comparing the qualifications and experience of suitable candidates to a previously defined job description. The selection of a Management Board member is then made in the Supervisory Board.

Prerequisites for an appointment to the Management Board and Supervisory Board of STRABAG SE include the right expertise and personal qualifications as well as sufficient years of experience in management positions. The Management Board can best fulfil its management function and the Supervisory Board its supervisory and consulting functions with the broadest possible spectrum of skills and experience. This is achieved through diversity in terms of internationalism, educational and professional background, the representation of both sexes to an appropriate degree, and the age structure.

The job profile for a position on the Management Board calls for a minimum of ten years of experience in the construction industry or a related sector and preferably at least five years of management experience within the group. The board should consist of a good balance of members from both technical and commercial backgrounds. New appointees may be no older than 65 years of age.

The current nomination process has so far effectively addressed these requirements, with the result of a certain level of diversity on the boards. Through its draft resolutions to the Annual General Meeting, and through its decisions based on Presidential and Nomination Committee recommendations, the Supervisory Board helps to maintain the diversity of the Supervisory Board and the Management Board. This contribution to diversity is considered separately on a case-by-case basis. To allow a review of the implementation of the diversity criteria, short CVs of the current members of the Management Board and Supervisory Board are published in the Corporate Governance Report.

The Supervisory Board supports the efforts being made by the group to raise the percentage of women in the company and in management and endeavours to increase the **percentage of women** on the Supervisory Board. The aim is to have at least three women on the Supervisory Board in the medium term.

At this time, there still seems to be no point in imposing a voluntary self-obligation for a certain percentage of women on the Management Board: Management positions within the group are filled primarily internally, and currently women remain underrepresented in management. The Supervisory Board is convinced that, in the medium term, successful measures to promote women's careers will result in a higher percentage of women in management, which will end up being reflected at the higher hierarchy levels.

Remuneration report

REMUNERATION OF THE MANAGEMENT BOARD

REGULAR INCOME OF THE MANAGEMENT BOARD

T€

Name	**Fixed**		**Variable**		**Total**	
	2018	**2017**	**2018**	**2017**	**2018**	**2017**
Birtel	703	703	1,192	1,086	1,895	1,789
Harder	472	472	845	774	1,317	1,246
Krammer	472	472	845	774	1,317	1,246
Truntschnig	472	472	845	774	1,317	1,246
Wanker	472	472	845	774	1,317	1,246
Total	**2,591**	**2,591**	**4,572**	**4,182**	**7,163**	**6,773**

The total income of the Management Board members in the 2018 financial year amounted to € 7.16 million (2017: € 6.77 million). The payments are based on a long-term, multi-year remuneration plan which, in addition to a fixed base salary, foresees a variable portion dependent on the achievement of specific earnings and profitability targets for the STRABAG Group calculated using cost accounting methodology. Bonuses are calculated as a fixed percentage on the net income after minorities less minimum earnings of € 100 million. The variable portion of the income can amount to a maximum of 200 % of the fixed salary. If a minimum yield is surpassed (earnings under cost accounting versus output volume), a defined minimum applies for the variable income portion. Furthermore, on the basis of sustainable, long-term, multi-year performance criteria, 25 % of the bonuses are retained and deposited in a personal clearing account of the members of the Management Board. Any balance in the personal clearing account is paid out following expiration of the Management Board contract; however, any amount in excess of an annual fixed amount in the personal clearing account will be paid out in the year that this amount is exceeded.

Long-term, multi-year remuneration plans

The members of the Management Board also have the right to a company car. A private liability policy covers the legal liability of the members of the Management Board with regard to third-party personal injury, property damage or financial losses. Accident insurance provides coverage in the event of death or disability. The board members are also covered by a legal expense insurance in the event of claims resulting from administrative or criminal violations. The existing directors and officers (D&O) insurance covers damage claims resulting from financial losses for third parties or the company as the result of neglect of duty on the part of the Management Board members during their service as officers of the company. The company bears the costs for these insurance policies. The members of the Management Board are subject to a competition clause for the period of their service. If a member of the Management Board is dismissed without cause, the fixed base salary is paid for the full term of the contract. The management contracts of all members of the Management Board expired on 31 December 2018; the current term of office runs from 1 January 2019 to 31 December 2022.

One Management Board member is entitled to non-growing pension payments from subsidiaries of the company. No other pension agreements exist – and no new entitlements may be acquired – between the company and the members of the Management Board. In the event of the termination of service to the company, one Management Board member has a right to legal and contractual severance pay on the basis of the stipulations of the Austrian Employee Act (oAngG). All Management Board members perform their services on the basis of employment contracts and are subject to income tax regulations.

No stock option

STRABAG SE has decided against a stock option programme for Management Board members. No additional recompense is granted for internal group mandates or functions. The Management Board contracts contain no prior agreements or diverging provisions for the hypothetical case of a public takeover offer.

REMUNERATION SYSTEM FOR MANAGEMENT EMPLOYEES

Across the group, the three management levels directly below the Management Board are also remunerated with a fixed base salary plus a variable income portion. For these management employees, the variable income is also based on the earnings attributable to them as calculated under cost accounting methods. The variable portion of the income can amount to a maximum of 200 % of the fixed salary. On the basis of sustainable and long-term performance criteria, 25 % of the bonuses are also retained and deposited in a personal clearing account that may accrue a maximum of 200 % of the fixed salary depending on the management level. Any balance in the personal clearing account is paid out upon retirement, at the latest, or when the employee leaves the company at the company's request. With contracts of limited duration for the management level directly below the Management Board, the balance is paid out upon contract expiration in two instalments; however, any amount in excess of an annual fixed amount in the personal clearing account will be paid out in the year that this amount is exceeded.

SUPERVISORY BOARD REMUNERATION

REMUNERATION OF THE SUPERVISORY BOARD

€	2018	2017[1]
Alfred Gusenbauer	60,000	60,000
Erwin Hameseder	30,000	30,000
Andreas Brandstetter	9,814	–
Thomas Bull	18,000	16,077
Kerstin Gelbmann	18,000	18,000
Oleg G. Kotkov	9,814	–
Hannes Bogner	8,186	18,000
William R. Spiegelberger	8,186	18,000
Gulzhan Moldazhanova	–	1,923
Total	**162,000**	**162,000**

Supervisory Board remuneration increased

The Annual General Meeting of 15 June 2018 approved an increase of the annual compensation – retroactively also for the year 2017 – to € 18,000 for regular members of the Supervisory Board, € 30,000 for the Vice Chairman and € 60,000 for the Chairman. Members of the Supervisory Board who are elected to or who leave the board during a financial year are remunerated in accordance with the actual period of their membership on the Supervisory Board pro rata temporis. Changes to the amount of the annual compensation of the members of the Supervisory Board elected or nominated by the shareholders, as well as on any additional remuneration for special tasks and obligations performed, require a resolution to be passed by the Annual General Meeting.

In additional to their annual compensation, the Supervisory Board members also receive cash compensation for expenses. The members of the Supervisory Board are further covered by a company D&O (directors and officers) liability insurance – it covers the personal liability of the Supervisory Board members in the event of careless neglect of duty during their service as directors of the company – up to a certain maximum amount. In 2018, no other remuneration was paid to the members of the Supervisory Board. There also were no other transactions with members of the Supervisory Board.

DIRECTORS' DEALINGS

No transactions subject to disclosure obligation in 2018

Proprietary transactions with STRABAG SE shares and/or bonds by members of the company's boards, by persons or companies who maintain a close relationship to the board members, and by other management-level employees with group-wide responsibilities are reported as required by law and continually posted on the website of STRABAG SE (www.strabag.com > Investor Relations > Corporate Governance > Directors' Dealings) as well as on the website of the Austrian Financial Market Authority (www.fma.gv.at > Companies > Issuers > Directors' Dealings).

In 2018, no proprietary transactions with STRABAG SE shares and/or bonds were made by members of the aforementioned group of people. The following persons from the aforementioned group held shares and/or bonds of STRABAG SE on 31 December 2018:

Person subject to disclosure obligation	Board member	Number of shares	Number of bonds
Dr. Hans Peter Haselsteiner		70,002	0
Haselsteiner Familien-Privatstiftung	Dr. Hans Peter Haselsteiner Dr. Alfred Gusenbauer Mag. Christian Harder	29,017,451	0
Mag. Erwin Hameseder		210	0

1 The figures differ from those published in the previous year because the remuneration of the Supervisory Board was amended retroactively at the Annual General Meeting of 15 June 2018.

Measures for the advancement of women[1]

People & Workplace

Material issue according to GRI

Ombudspersons: See the “Business Compliance” chapter of the Consolidated Non-Financial Report

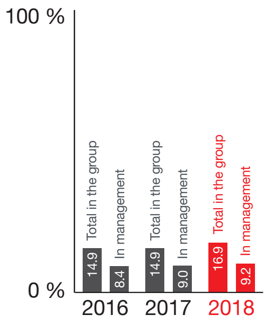
The construction industry employs predominantly men in the technical professions. Women are therefore underrepresented at all hierarchy levels. The shortage of skilled personnel, however, requires the sector to build on female labour in the future more strongly than before. STRABAG SE is also convinced that diversity sustainably increases the success of a company. STRABAG SE understands diversity to include different nationalities, cultures and educational backgrounds, a balanced age structure and men and women working together. Diversity needs fertile ground in which to grow – a working environment that is free from discrimination, harassment and retaliation. STRABAG has in place a system of ombudspersons and actively takes measures to allow diversity to thrive, for example with respect to the promotion and inclusion of women.

RULES AND RESPONSIBILITY AREAS

Since 2012, an internal team has been hard at work to elaborate and implement measures to promote women and their careers within the group. The team came together for three meetings in 2018. The Management Board of STRABAG SE is aware that the company must continue existing initiatives and remain open to new ones in order to raise the percentage of women in higher qualified positions.

OBJECTIVES AND INDICATORS

SHARE OF WOMEN IN THE GROUP[2]



To maintain our competitiveness and to benefit from the diversity of different points of view, STRABAG in 2013 set itself the goal to annually increase the global percentage of women in the group – i.e. to ensure a higher level of representation of women in the group. By signing the UN Women’s Empowerment Principles, then-CEO of STRABAG SE Hans Peter Haselsteiner demonstrated the company’s commitment to this goal.

In 2018, the number of women as a percentage of employees within the entire group amounted to 16.9 %[2] (2017: 14.9 %). Women make up 9.2 % (2017: 9.0 %) of the group management – i.e. persons with a management position as defined by Sec 80 of the Austrian Stock Corporation Act (AktG). Currently there are no women on the five-member Management Board of STRABAG SE. It is noteworthy, however, that two women sit on the eleven-member Supervisory Board of the company: Kerstin Gelbmann and Magdolna P. Gyulainé. Women made up about 18 % of the Supervisory Board and accounted for 20 % of the members delegated by the works council. As the percentage of women both at STRABAG SE and within the group as a whole is under 20 %, a mandatory quota for the Supervisory Board as laid out in Sec 86 Para 7 of the Austrian Stock Corporation Act is not applicable.

PROJECTS AND INITIATIVES

If we can interest more women for a career in construction and/or with STRABAG, then we will have laid the foundation for a higher representation of women at the management levels. The activities to date to increase the percentage of women and to promote the careers of women within the STRABAG Group focus on three areas:

- **Targeted marketing:** STRABAG uses both the masculine and feminine forms in its texts and job announcements in order to target female students and graduates and so secure a higher percentage of female applicants especially from the technical universities. Student surveys testify to the effectiveness of these measures and that women with a technical education in particular rank STRABAG high up in the list of attractive employers. According to the Universum Student Survey for 2018, STRABAG ranked in 10th place among women studying in the engineering and IT fields in Austria (16th among male students). Some of our activities target potential women employees even earlier on, namely at school age: Several of the group’s organisational units in Germany and Austria regularly organise events on “Töchtertag” (“Take Your Daughter to Work Day”) or Girls’ Day.
- **Compatibility of career and family:** Espe-

1 This section deals with the management approach to the material issue “Equal treatment of women and men” in the materiality matrix.
2 As of 2018, the employee numbers are expressed as head count; previously as FTE

Adequate consideration of women in the mentoring programme

cially with regard to high potentials and top performers, STRABAG is in competition with other construction companies for workers that are flexible and as mobile as possible. But if you want flexibility, you have to offer flexibility. STRABAG is therefore increasing its attractiveness as an employer through a better compatibility of family and career. Employees who are sent abroad, for example, have the possibility of taking their families with them. In 2014, a set of guidelines and a process were developed for parental leave, part-time work for parents and return management. The corresponding pilot project to put this family-friendly idea into practice was launched in Austria in 2015 and in Germany in 2016. Another way to promote the compatibility of career and family is mobile working (home office). A framework in this regard was defined in 2018 in a group directive with an initial period of validity of two years.

New group directive for mobile work

- **Career opportunities:** There are no salary differences in the company between men and women who perform comparable work and have the same level of education. Based on the results of internal surveys, workshops and analyses, STRABAG is also working towards adequately considering women in promotion and further education. Attention is therefore given to the adequate representation of women within the management of high potentials, in the composition of teams and working groups, and in the mentoring programme that was established in 2018. Moreover, the results of all measures in this regard are constantly being evaluated. When it comes to developing management employees, STRABAG SE sees joint measures for men and women as the most promising way. In addition to the events organised for members of the high-potential management pool, the group supports its female employees especially in their career planning and in further education. The group academy, for example, also offers seminars designed especially for women. Among the trade-specific training offers for all employees, those on IT and business management registered an above-average participation by women. As networking helps boost career opportunities, a STRABAG intranet platform offers female employees the opportunity to network with each other – an offer that was used by 300 female employees (2017: 315).

As the goal to annually increase the percentage of women employees is a group goal, the above-stated applies to the group as a whole.

Sustainability

High priority, long-term perspective

For STRABAG, doing business responsibly and sustainably means working within its defined values such as partnership. Assuming responsibility also means giving balanced consideration to the impact of the core business on society and the environment, systematically registering the increasingly complex wishes and needs of the various stakeholders and actively remaining up to date through continuous dialogue. This allows the group to remain competitive and to constantly realign its portfolio of services to the demands and developments on the market. At the same time, the company remains on the lookout for pioneering solutions outside of the group that could create fresh forward momentum in the core business.

Corporate Responsibility (CR) at STRABAG has deliberately been placed within the responsibility of the CEO. This sends an important signal that sustainability and corporate responsibility at STRABAG are carried by the top management and that they are seen from a long-term perspective. Sustainable management and entrepreneurial responsibility at STRABAG are integrated into the group strategy: Proposals for priority strategic issues as well as relevant indicators and objectives are drawn up by the responsible managers, with support from the internal CR organisation and in coordination with the CEO, and subsequently discussed by the STRABAG SE Management Board before being reworked if necessary and finally cleared for release. Strategically critical incidents are addressed ad hoc during the Management Board meetings.

Continuous development of the corporate governance system

Self-evaluation of the Supervisory Board

STRABAG strives to constantly improve its corporate governance system in the interests of the company and all stakeholders. In the year under review, the Supervisory Board again performed a self-evaluation of its activity pursuant to C-Rule 36 of the Austrian Code of Corporate Governance. At its meeting on 20 December 2018, the Supervisory Board examined in detail the efficiency of its work, especially of its organisation and working methods, which were largely evaluated as positive as in the years before. The evaluation corresponded in many areas with the one from the previous year, though some items were seen more critically and others more positively. The board again seized the opportunity to make concrete proposals on how to raise efficiency. The questions posed were examined even more intensely than the year before. To ensure the continued monitoring of the previous proposals to improve the efficiency of the Supervisory Board, the Supervisory Board decided to discuss these in a compiled format at one of its meetings in 2019.

Risk management and audit

RISK MANAGEMENT

The STRABAG Group is subject to a number of different risks in the course of its business activities. These risks are systematically identified and assessed using an active risk management system and dealt with using an appropriate risk policy. More information is available in the Management Report.

INTERNAL AUDIT REPORT

Business Compliance

The STRABAG Group's internal audit department is a neutral and independent authority which again conducted approximately 190 (2017: ~190) internal audits in all group divisions worldwide in the 2018 financial year. In accordance with the rules of the Austrian Code of Corporate Governance, the internal audit department is set up as a staff unit of the Management Board of STRABAG SE and so enjoys the greatest possible amount of independence.

Internal audit as part of risk management

The internal audit department – after planning the audits independently and making continual adaptations to risk assessment – conducts process-independent and neutral audits across all of the group's divisions and regions both nationally and abroad. Given its technical and commercial competence, the internal audit department is an important element of the group's internal control systems. The internal audits serve to monitor the effectiveness of the risk management and control and to evaluate the management and monitoring processes. The comprehensive approach, the use of uniform auditing standards and the neutral reporting further contribute to the standardisation of processes and structures.

The routine and special audits serve to recognise and avoid risks, to reveal opportunities, and to constantly monitor proper conduct and compliance with the group's value and business compliance system. In 2018, the internal audit department again audited both individual projects as well as entire organisational units. The audits covered the group's subdivisions as well as the most important contracts and orders of the year. The internal audit team also forms part of the company's task force looking into the suspicion of illegal price-fixing in construction projects in Austria.

The internal audit department reported regularly to the CEO and to the Audit Committee of the Supervisory Board regarding the audit plan and significant results of its work. The audit reports were sent to the audited units and divisions, to the unit and division managers, and to the Management Board, and were made available to the financial auditors.

FINANCIAL AUDIT

The Annual General Meeting of STRABAG SE on 15 June 2018, upon proposal of the Supervisory Board, designated KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft, Linz, as auditor of the financial statements and of the consolidated financial statements for the 2018 financial year. The expenses for KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft in the 2018 financial year amounted to T€ 679 excl. VAT (2017: T€ 622 excl. VAT) for the auditing of the separate and consolidated financial statements as well as T€ 570 excl. VAT (2017: T€ 563 excl. VAT) for the auditing of financial statements at subsidiaries of STRABAG SE. For additional consulting services, it received a fee of T€ 29 excl. VAT (2017: T€ 97 excl. VAT).

EXTERNAL EVALUATION

In keeping with C-Rule 62 of the Austrian Code of Corporate Governance, STRABAG SE regularly subjects its compliance with the Code to an external evaluation every three years. The next external evaluation will be conducted in 2020 for the 2019 financial year.

Details as to the results of the evaluation are available at www.strabag.com

The last evaluation, for the 2016 financial year, was performed at the beginning of 2017 by Fellner Wratzfeld & Partner Rechtsanwälte GmbH, Vienna. The evaluation revealed no indications that the declarations provided by the Management and Supervisory Board members regarding observation of and compliance with the C-Rules of the Austrian Code of Corporate Governance were untrue. The C-Rules of the Code were complied with – inasmuch as these were included in the formal obligation of STRABAG SE. Some rules did not apply to STRABAG SE during the evaluation period. The complete report including the results of the evaluation is available at www.strabag.com > Investor Relations > Corporate Governance > Formal Obligation and Evaluation.

Corporate governance reports of publicly listed subsidiaries

No subsidiaries were required to prepare and issue a corporate governance report during the year under report.

Villach, 5 April 2019
The Management Board

Dr. Thomas Birtel

Mag. Christian Harder

Dipl.-Ing. Dr. Peter Krammer

Dipl.-Ing. Siegfried Wanker

Dipl.-Ing. (FH) Alfred Watzl

SUPERVISORY BOARD REPORT

Dr. Alfred Gusenbauer

**Dear shareholders,
associates and friends of STRABAG SE,**

Another record year is behind us: With a further peak in the order backlog at the end of the year and a record output volume, the STRABAG Group has once again succeeded in exceeding the 2018 target of an EBIT margin of at least 3 %. The growth in earnings was primarily attributable to high demand in the core markets, extremely favourable construction weather everywhere and the absence of negative effects on earnings from the international business.

In addition to the positive economic situation, however, the success is also based on the consistent pursuit and implementation of the internal risk management system, which leads to a constant improvement of the selection, processing and calculation of the offers as well as the project management. The Supervisory Board is convinced that the constant promotion of risk awareness is an essential building block for success. For the benefit of all shareholders, the Supervisory Board will therefore continue to focus its monitoring duties on risk management and ensure that this is implemented accordingly by the Management Board – with the support of the Supervisory Board.

Open exchange of information and opinion in seven Supervisory Board meetings

In the 2018 financial year, the Supervisory Board duly fulfilled the responsibilities assigned to it by law, by the Articles of Association, by the Austrian Code of Corporate Governance (ÖCGK) and by the Rules of Procedure. The Supervisory Board convened seven times and regularly advised the Management Board in its management function and reviewed and monitored its management agenda. The Audit Committee met for three sessions in 2018. One meeting of the Presidential and Nomination Committee was held on 23 April 2018 to prepare the composition of the Management Board. At the meeting of the Executive Committee on 23 April 2018, the contracts and remuneration of the Management Board members were the subject of discussion.

The members of the Supervisory Board were duly represented at the respective board and committee meetings. All members of the Supervisory Board acted and made decisions independently as stipulated by the Austrian Code of Corporate Governance.

The exchange of information in 2018 also took place outside of the regular board and committee meetings, for example, by the Management Board reporting in writing on certain themes addressed by individual members of the Supervisory Board.

During the Supervisory Board meetings, the Management Board regularly and extensively informed the Supervisory Board as to the market situation, the business development and the company's situation. Open discussions in each session further enhanced the extensive exchange of information and opinions. As a result, the Supervisory Board was constantly informed about STRABAG's strategic direction, its cash flows and financial performance, the personnel situation, the investment and project development plans, and large-scale projects and it had a complete overview of the business development. The Supervisory Board monitored and questioned the corporate planning and its foundations and also analysed unplanned developments together with the Management Board.

The Management Board always obtained consent from the Supervisory Board for important business transactions. The following agenda items of the Supervisory Board meetings are particularly noteworthy:

SUPERVISORY BOARD MEETING 1: 2018 PLANNING INCLUDING INVESTMENTS AND FINANCIAL SITUATION

On the agenda of the first Supervisory Board meeting held on 20 February 2018 were the report on the current situation, the management report as of 31 December 2017 including the planning for 2018, as well as investments and the financial situation in 2017. All topics were discussed in detail with the Management Board and were approved where a resolution was required. The Supervisory Board also dealt with the medium-term planning for the period 2019–2021 and the investment budget for the rejuvenation of the equipment fleet.

SUPERVISORY BOARD MEETING 2: REPORTING ON SPECIAL TOPICS

In the second Supervisory Board meeting held on 20 March 2018, the Management Board provided detailed reports upon request from individual Supervisory Board members as to the situation in Chile and Poland. Furthermore, the approval of the Supervisory Board was obtained for the conclusion of an asset purchase agreement for the transfer of employment contracts and operating assets from STRABAG PFS to a competitor.

SUPERVISORY BOARD MEETING 3: 2017 ANNUAL FINANCIAL STATEMENTS

The third meeting of the Supervisory Board on 24 April 2018 served to prepare the 2018 Annual General Meeting. The Management Board and the Supervisory Board dealt with the annual financial statements, the management report, the Consolidated Corporate Governance Report, the consolidated non-financial report, the consolidated report on payments to governments, the consolidated financial statements, and the group management report of STRABAG SE for 2017. The Audit Committee reported on the audit of the annual financial statements, the consolidated financial statements, the management reports and the Consolidated Corporate Governance Report. The Audit Committee also reported to the Supervisory Board on the results of the financial audit in accordance with Sec 92 Para 4a No 4 lit e) of the Austrian Stock Corporation Act (AktG) and presented the degree to which the financial audit contributed to the reliability of the financial reporting and the role played by the Audit Committee in the process. There were no objections to the audit by the financial auditor and all questions of the Audit Committee could be answered satisfactorily.

The Supervisory Board thereupon acknowledged completion of the 2017 financial report. The Management Board's proposal for the appropriation of net income was also reviewed, with a recommendation for its acceptance by the Annual General Meeting. Also discussed and approved were the Supervisory Board report as well as the appointment of KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft, Linz, as financial auditor and group financial auditor. These issues also were on the agenda of the first meeting of the Audit Committee held earlier that same day.

In addition, following the proposal of the Presidential and Nomination Committee, the Supervisory Board passed resolutions on the composition of the Management Board for the years 2019–2022. Dr. Thomas Birtel, Mag. Christian Harder, Dr. Peter Krammer and Dipl.-Ing. Siegfried Wanker were reappointed. Newly appointed to the board was Dipl.-Ing. (FH) Alfred Watzl.

SUPERVISORY BOARD MEETING 4: REPORTING OF THE MANAGEMENT BOARD AND TRANSACTIONS REQUIRING APPROVAL

The fourth Supervisory Board meeting held on 13 July 2018 reported on the positive 14th Annual General Meeting of 15 June 2018. The Management Board further reported in detail on the current situation of the group. The Management Board also provided detailed information on the large-scale "Alto Maipo" project in Chile as well as on the internal investigations in connection with the cartel allegations against STRABAG AG in Austria. The Supervisory Board approved an increase of the 2018 investment budget for the rejuvenation of the equipment fleet and the sale of a real estate company in Hungary.

The second session of the Audit Committee, which preceded this meeting, dealt with the report by KPMG on the evaluation of the risk management system and adopted a resolution on the audit approach of the financial statements as at 31 December 2018. A report was also heard by the internal audit.

SUPERVISORY BOARD MEETING 5: SPECIAL REPORT "ALTO MAIPO"

The subject of the Supervisory Board meeting on 13 September 2018 was a supplementary report by the Management Board at the request of the Supervisory Board on the "Alto Maipo" project in Chile. The Management Board also reported on the situation of the company as well as on the financial planning. In addition, the Supervisory Board approved changes to the self-imposed conditions for participation in the tender for a concession project in Germany.

In its third meeting on 13 September 2018, the Audit Committee dealt with the IFRS Management Board reporting and the reports on the projects A100 Neukölln, Germany, and ARGE Val di Chienti, Italy.

SUPERVISORY BOARD MEETING 6: PROJECT "MAR 1 HIGHWAY", COLOMBIA

The meeting of 18 October 2018 dealt with the – finally granted – approval of the increase of the company's share in a concession project in Colombia.

SUPERVISORY BOARD MEETING 7: REPORTING ON VARIOUS TOPICS

In the last Supervisory Board meeting of the year on 20 December 2018, KPMG reported on the Readiness Check Compliance that was conducted and the follow-up measures taken. The Supervisory Board presented the results of its self-evaluation. The Management Board informed about the current situation of the company and the financial planning for 2018 and presented its analysis of a peer group comparison.

Consolidated financial statements awarded unqualified audit opinion

In accordance with C-Rule 18 of the Austrian Code of Corporate Governance, the internal auditing unit reported to the Audit Committee on the auditing plan and on any material findings. The Audit

Committee also monitored the accounting procedures (including group accounting) and the financial audit and convinced itself of the effectiveness of the internal control system, the risk management system and the audit system. The Audit Committee also reviewed and monitored the independence of the financial auditor and group financial auditor, especially as regards the additional services provided to the audited company.

KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft, Linz, audited the annual financial statements and the management report of STRABAG SE for the 2018 financial year. The findings of the audit did not give rise to any issues of concern and the financial auditor awarded an unqualified audit opinion.

The consolidated financial statements and the group management report of STRABAG SE for the 2018 financial year were prepared by the Management Board under application of Sec 245a of the Austrian Commercial Code (UGB) in compliance with the International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB) that were applicable at the end of the reporting period. These were also reviewed by KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft, Linz, and awarded an unqualified audit opinion.

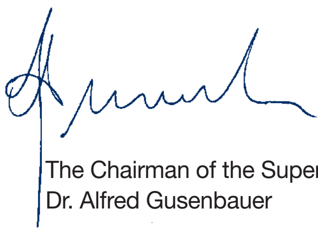
The auditor's and group financial auditor's reports were presented to the Supervisory Board. In the presence of the financial auditor, the Audit Committee thereupon reviewed the 2018 annual financial statements and the management report including the proposal for the appropriation of net income and the Consolidated Corporate Governance Report as well as the additional report of the financial auditor to the Audit Committee as required by Article 11 of Regulation (EU) No. 537/2014, and prepared the approval of the annual financial statements as well as the acknowledgement of the 2018 consolidated financial statements and group management report by the Supervisory Board. The Audit Committee also duly performed its obligations in accordance with Sec 92 Para 4a No 4 lit e) of the Austrian Stock Corporation Act (AktG) and reported to the Supervisory Board on the result of the financial audit. The report presented the degree to which the financial audit contributed to the reliability of the financial reporting and the role played by the Audit Committee in the process.

The Consolidated Corporate Governance Report was audited externally by Fellner Wratzfeld & Partner Rechtsanwälte GmbH, Vienna. This audit did not give rise to any issues of concern. This was taken note of by the Audit Committee and the Supervisory Board.

The Supervisory Board reviewed all documents as well as the report by the Audit Committee. In its meeting of 26 April 2019, it declared its agreement with the 2018 annual financial statements and consolidated financial statements and approved – and so adopted – the 2018 annual financial statements. It also approved the Management Board's proposal for the appropriation of net income. The Supervisory Board proposed appointing KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft, Linz, as financial auditor and group financial auditor for the 2019 financial year, in accordance with the proposal of the Audit Committee. Also presented at the meeting of 26 April 2019 were the consolidated report on payments to governments pursuant to Sec 243d of the Austrian Commercial Code (UGB) in connection with Sec 267c, the Consolidated Non-Financial Report pursuant to Sec 267a UGB in connection with Sec 243b as well as the report on the non-audit services provided by the auditor. The reports were reviewed by the Supervisory Board and taken note of without cause for complaint.

Word of thanks to Management Board and all employees

The Supervisory Board thanks the entire Management Board of STRABAG SE and all employees for their valuable contribution in the past financial year.



The Chairman of the Supervisory Board of STRABAG SE,
Dr. Alfred Gusenbauer

Vienna, 26 April 2019

Consolidated Non-Financial Report

ABOUT THIS CONSOLIDATED NON-FINANCIAL REPORT

As a large corporation[1], STRABAG SE falls under the reporting obligation of the Sustainability and Diversity Improvement Act (NaDiVeG) that took effect in Austria on 6 December 2016.

Since the 2017 financial year, in keeping with Sec 267a of the Austrian Commercial Code (UGB), STRABAG produces a special Consolidated Non-Financial Report that comprises the non-financial reporting of all subsidiaries of the STRABAG Group. The stakeholder dialogue and the 2015 materiality analysis identified certain issues which influence the future business activity of the group, which encourage or delay the attainment of the strategic priorities, or which are seen as relevant by stakeholders and influence their decisions.

The following material issues relate to the minimum environmental, social and employment concerns, respect for human rights and the fight against corruption and bribery, as defined in Sec 267a of the Austrian Commercial Code, and, from the point of view of the Management Board, reflect the issues that are required to understand the impact of the company's activities:

- Client satisfaction
- Strategic human resource development
- Innovation
- Digitalisation
- Project-related risk management
- Employment conditions (work safety, health protection, human rights, equal treatment of women and men)
- Resource management (energy & emissions, materials)
- Business compliance

This report was prepared in accordance with the **Global Reporting Initiative (GRI) standards**.[2] Nearly all material issues that were identified in the stakeholder dialogue and through the GRI materiality analysis, and their management approaches, are presented in this Consolidated Non-Financial Report. More information about GRI, the materiality analysis and the stakeholder dialogue is available in the chapters "About this Report" and "Strategy" in the Annual Report.

Building on the basis of a responsible corporate strategy, STRABAG takes into consideration the impact of its activities in its core business. Our business model comprises all areas of the construction industry and covers the entire construction value chain. We bring together people, materials and machinery at the right place and at the right time in order to realise even complex construction projects – on schedule, of the highest quality and at the best price. Detailed information about our services as well as our brands and subsidiaries can be found in the Annual Report or at www.strabag.com > Activities and www.strabag.com > STRABAG SE > Our Brands.

1 Large limited companies that are public-interest entities and have more than 500 employees on an annual average.
2 Conformity with the requirements of the "core option" is sought.

EMPLOYMENT CONDITIONS

Around the world, more than 75,000 people are putting their expertise and skill into practice at our more than 700 workplace and construction sites. Our employees work with combined effort and commitment to complete their projects on time and in the desired quality. For this task to succeed day after day, STRABAG, in its function as employer, must ensure fair and equitable employment conditions by guaranteeing work safety and health, promoting the equal treatment of women and men, and observing human rights at all locations.

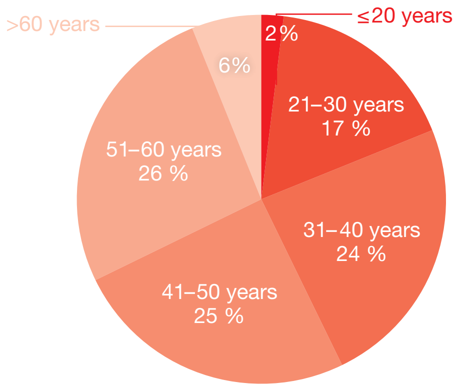
Figures[1]

NUMBER OF EMPLOYEES IN 2018 BY SEGMENT AND COUNTRY[2]

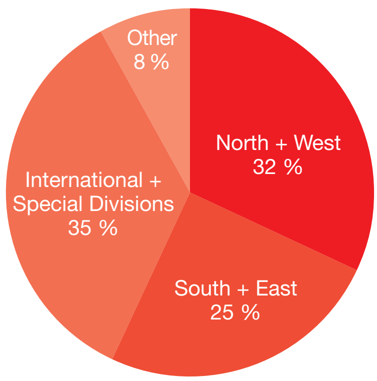
	North + West	South + East	International + Special Divisions	Other	Group
Germany	18,283	472	8,279	2,561	**29,595**
Austria	104	7,233	2,578	1,215	**11,130**
Americas	24	4	6,500	1	**6,529**
Poland	4,126	4	502	642	**5,274**
Middle East	71	8	3,723	0	**3,802**
Czech Republic	57	2,576	727	384	**3,744**
Hungary	7	1,871	856	310	**3,044**
Slovakia	0	1,324	364	217	**1,905**
Romania	87	919	209	186	**1,401**
Rest of Europe	215	657	388	26	**1,286**
Serbia	0	1,019	35	153	**1,207**
Africa	25	1	1,046	0	**1,072**
Croatia	2	799	58	120	**979**
Switzerland	76	765	10	116	**967**
Asia	0	21	763	0	**784**
Russia	0	585	38	106	**729**
Benelux	506	12	42	56	**616**
Sweden	360	0	39	34	**433**
Bulgaria	1	280	25	60	**366**
Denmark	274	0	1	10	**285**
Slovenia	0	142	12	15	**169**
Italy	4	37	84	18	**143**
Total	**24,222**	**18,729**	**26,279**	**6,230**	**75,460**

Balanced age structure

EMPLOYEE AGE STRUCTURE 2018[3]

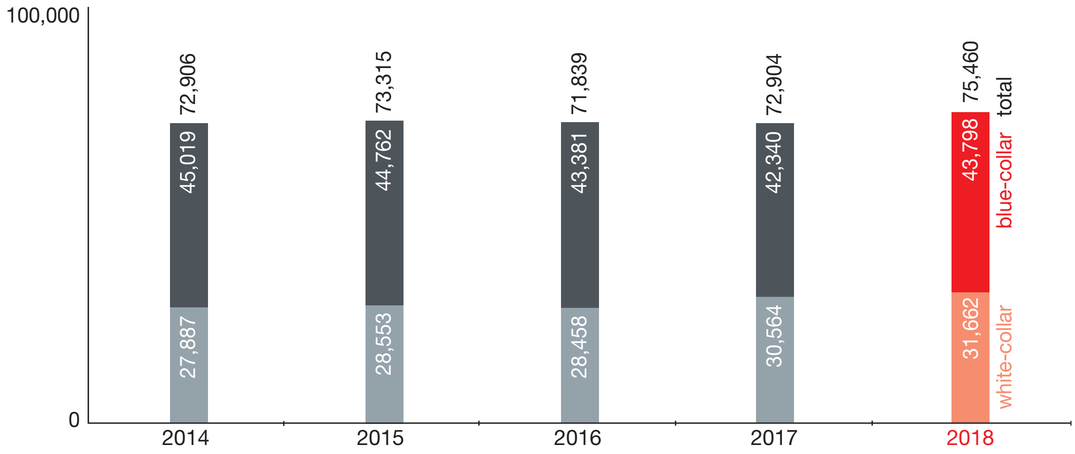


EMPLOYEES BY SEGMENT 2018[2]

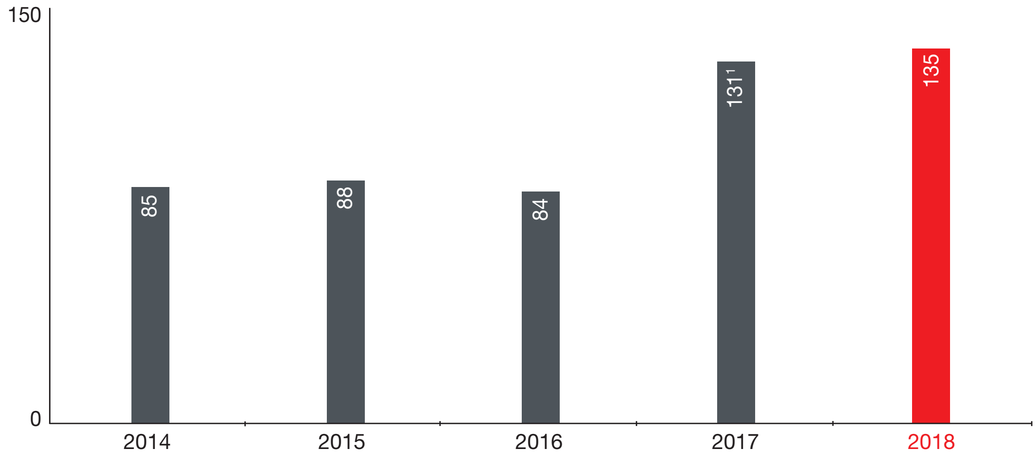


1 The employee figures were determined with proportional inclusion of all investees.
2 Employee numbers expressed as FTE
3 Employee numbers expressed as head count

DEVELOPMENT OF EMPLOYEE FIGURE (FTE)

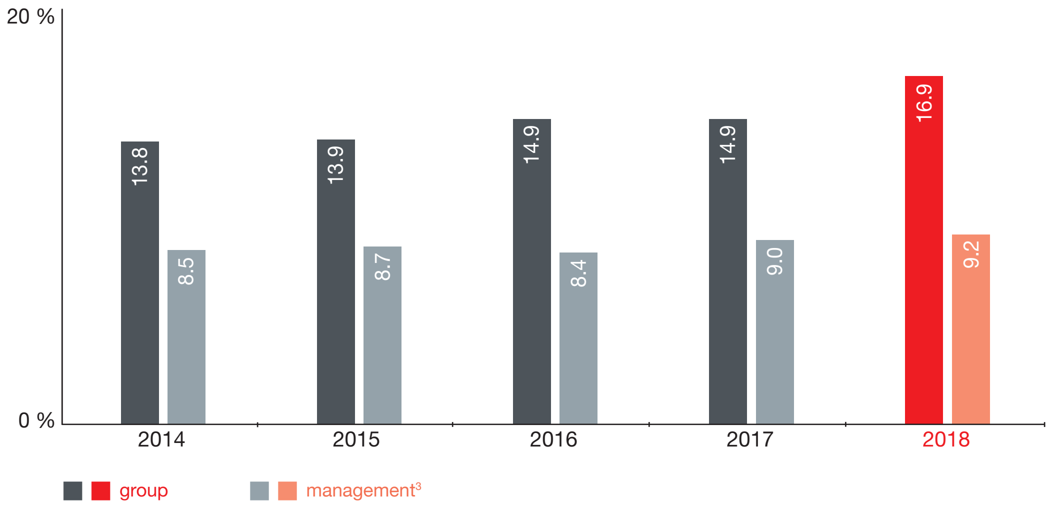


NUMBER OF NATIONALITIES WITHIN THE GROUP



For more about the promotion of women in the group, see the Consolidated Corporate Governance Report

PERCENTAGE OF WOMEN IN THE GROUP AND IN MANAGEMENT[2]



1 The increase in 2017 results, among other things, from the first inclusion of employee data from Chile and the Middle East.
2 As of 2018, the employee numbers are expressed as head count; previously as FTE
3 Definition of management: hierarchy levels from business unit management on up

DETAILED EMPLOYMENT INFORMATION[1]

GRI standards 2016 Disclosure number	Reporting requirements	Disclosures for 2018
102-8	a. Total number of employees by employment contract (permanent and temporary), by gender	Total permanent: 70,279 (87 %) Total temporary: 10,662 (13 %) Women permanent: 11,583 (85 %) Women temporary: 2,064 (15 %) Men permanent: 58,696 (87 %) Men temporary: 8,598 (13 %)
	b. Total number of employees by employment contract (permanent and temporary), by region	Germany permanent: 30,182 (90 %) Austria permanent: 11,744 (99 %) CEE[2] permanent: 15,456 (81 %) Rest of Europe permanent: 3,652 (93 %) Rest of world permanent: 9,245 (72 %) Germany temporary: 3,198 (10 %) Austria temporary: 84 (1 %) CEE[2] temporary: 3,606 (19 %) Rest of Europe temporary: 267 (7 %) Rest of world temporary: 3,507 (28 %)
	c. Total number of employees by employment type (full-time and part-time), by gender	Total full-time: 72,115 (89 %) Total part-time: 8,826 (11 %) Women full-time: 8,329 (61 %) Women part-time: 5,318 (39 %) Men full-time: 63,786 (95 %) Men part-time: 3,508 (5 %)
	d. Whether a significant portion of the organisation's activities are performed by workers who are not employees	Only in individual cases are portions of the organisation's activities performed by workers who are not employees.
	e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c	No significant variations in the number of employees could be determined.
	f. An explanation of how the data have been compiled, including any assumptions made	The information required for the GRI disclosures was taken from the HR master data of the ERP system at the group headquarters as well as from group organisational entities with other ERP systems through standardised monthly reporting.
102-41	Percentage of total employees covered by collective bargaining agreements	94 % The national requirements are kept at all subsidiaries.

1 Employee numbers expressed as head count
2 CEE = Central and Eastern Europe

GRI standards 2016 Disclosure number	Reporting requirements	Disclosures for 2018
401-1	New employee hires and employee turnover a. Total number and rate of new employee hires during the reporting period, by age group, gender and region b. Total number and rate of employee turnover during the reporting period, by age group, gender and region	See following table

A. NEW HIRES IN 2018[1,2]

	Age group									Total	Employee hire rate
	< 30 years			30–50 years			> 50 years				
	M	W	Total	M	W	Total	M	W	Total		%
Germany	613	121	**734**	763	145	**908**	264	42	**306**	**1,948**	5.8
Austria	416	59	**475**	465	158	**623**	104	36	**140**	**1,238**	10.5
CEE	229	56	**285**	412	79	**491**	139	12	**151**	**927**	4.9
Rest of Europe	94	14	**108**	149	22	**171**	70	4	**74**	**353**	9.0
Rest of world	364	36	**400**	1,126	43	**1,169**	275	8	**283**	**1,852**	14.5
Total	**1,716**	**286**	**2,002**	**2,915**	**447**	**3,362**	**852**	**102**	**954**	**6,318**	**7.8**

B. DEPARTURES 2018[1,2]

	Age group									Total	Employee departure rate %
	< 30 years			30–50 years			> 50 years				
	M	W	Total	M	W	Total	M	W	Total		
Germany	213	45	**258**	374	84	**458**	434	69	**503**	**1.219**	3.7
Austria	152	37	**189**	222	116	**338**	141	45	**186**	**713**	6.0
CEE	124	33	**157**	380	92	**472**	232	43	**275**	**904**	4.7
Rest of Europe	48	7	**55**	117	22	**139**	78	10	**88**	**282**	7.2
Rest of world	299	17	**316**	661	29	**690**	152	5	**157**	**1,163**	9.1
Total	**836**	**139**	**975**	**1,754**	**343**	**2,097**	**1,037**	**172**	**1,209**	**4,281**	**5.3**

Work safety

The accident risk is higher in the building and construction trade than in other branches of industry. Certain situations on the construction site involve the risk of falls, and work takes place near traffic and is performed using heavy machinery. Unique risks result, for example, because workers have to climb ladders and scaffolding and are subjected to extreme temperatures, UV radiation, noise, vibrations and dust. Construction work also involves a certain amount of physical exertion, such as lifting heavy loads. Accident prevention initiatives and an increased awareness for work safety on the part of the companies, however, have contributed to a downward trend in the number of accidents in the construction sector. According to BG BAU, the German occupational insurance association for the construction trade, the accident rate in Germany per 1,000 employees fell from 66.60 cases in 2007 to 53.64 in 2017.[3] For comparison: the accident rate in our group per 1,000 employees stood at 29.6 cases in 2018.

As one of the largest employers in the construction trade in Europe, we are aware of the importance of work safety. And, as demonstrated by the high priority given the issue from both stakeholders and management, expanding work safety is in everyone's interest.

1 Excluding temporary employments
2 Employee numbers expressed as head count
3 Retrieved 4 January 2019 from https://www.bgbau.de/termin/arbeitsunfaelle-auf-baustellen-ruecklaeufig/?tx_news_pi1%5Baction%5D=index&tx_news_pi1%5Bcontroller%5D=News&cHash=e4ae2542873098c266b5da5a3475448a

RULES AND RESPONSIBILITY AREAS

Since 2017, a special coordinator has been in charge of the **group-wide** organisation of issues of Health, Safety and the Environment (HSE). Additionally, an HSE committee was established to **manage interdisciplinary issues** such as work safety communication and e-learning courses as well as the use of digital aids to assess, process and avoid unsafe situations and near-accidents on construction sites. On a regional level, the work safety experts conduct regular site inspections. Approximately 80 work safety experts can be found at our construction sites and production facilities in Germany; in Austria there are about 20. As a rule, at least one person is responsible for HSE in each subdivision throughout the group. This number is adapted in relation to the number and size of construction sites in a country or region. To keep the risks related to employee safety and health under control, we have in place a work safety and health management system certified to OHSAS 18001 and/or SCC.

OBJECTIVES AND INDICATORS

Our goal is the continuous reduction of accident risks on our construction sites. We intend to reach this goal through training and further education, inspections with managers and construction site staff, analyses of (near-)accidents, and prevention measures. Two indicators help us to measure if an objective has been reached:

The **lost-time accident rate** – calculated as the number of working hours lost to accidents versus productive working hours – stood at 0.22 % in the group in 2018, with 0.33 % among blue-collar and 0.07 % among white-collar workers (2017: 0.24 % in the group, 0.36 % blue-collar, 0.05 % white-collar). The **accident incident rate**[1] – calculated as the number of accidents at work per 1 million productive working hours – was overall comparable to that of last year with 15.9 in the group, 22.5 among blue-collar workers and 5.8 among white-collar workers (2017: 17.4 in the group, 25.5 blue-collar, 4.8 white-collar). Regrettably there were two fatalities through workplace accidents in 2018.

LOST-TIME ACCIDENT RATE

	2014	2015	2016	2017	2018
Blue-collar	n. a.	0.34	0.36	0.36	0.33
White-collar	n. a.	0.07	0.07	0.05	0.07
Total	**n. a.**	**0.24**	**0.25**	**0.24**	**0.22**

ACCIDENT INCIDENT RATE[1]

	2014	2015	2016	2017	2018
Blue-collar	n. a.	24.5	25.0	25.5	22.5
White-collar	n. a.	5.6	5.2	4.8	5.8
Total	**n. a.**	**17.6**	**17.6**	**17.4**	**15.9**

PROJECTS AND INITIATIVES

Projects pursued and initiatives set in Germany and Austria in the 2018 financial year included, but were not limited, to the following:

- In Austria, all construction site workers received uniform basic instruction through the safety brochure “Wir arbeiten sicher auf Baustellen” (“We Work Safely on the Construction Site”) with a different safety focus communicated in each quarter.
- Digital tools assist our leadership employees to show their commitment to work safety at all management levels. A smartphone app, for example, allows them to create and save photographic documentation of the construction sites. The site inspection app was rolled out and tested internationally during 2018 in all local languages. The mandatory use of this app and of other digital tools is planned via a group-wide rule with specific objectives and targets in 2019.
- The work safety communication was reworked in 2018 with a new group-wide campaign to be rolled out in 2019.

1 The figures include accidents at work (excluding accidents occurring on the way to or from work as well as occupational illness) with lost time of at least one calendar day, counted from the day after the accident incident.

- An online instructional programme for workplace ergonomics was created and introduced.
- CPR face shields were distributed to all company first responders.
- A new version of the 2019 HSE calendar was designed with a focus on a monthly instructional theme especially for site and excavation forepersons.

In the other countries in which STRABAG is active, numerous campaigns on special work safety themes were carried out, HSE training sessions were held and extra staff was hired.

Health protection

Maintaining the health and productivity of our employees is a central concern for us and inevitable for the long-term success of the company. Health is not merely the “absence of disease” (source: WHO). Health is a state of individual well-being and subjectively felt productivity.

The general public usually associates construction sector work with hard physical labour. But psychological stress can also be an issue. In 2016, psychological stress for the first time surpassed all other factors as the main reason for lost time due to illness across all sectors in Germany.[1] In the construction sector, the main documented stress factors are time and price pressure, unwanted interruptions during work, and long working hours.[2] Strengthening psycho-social health through stress prevention and stress management therefore is one of our most important fields of action in workplace health management. Our measures, initiatives and projects always aim at the preventive reduction of work-related health disorders and occupational illness on the construction site and in the office.

RULES AND RESPONSIBILITY AREAS

WHM rolled out in ten countries as of 2019

The legal provisions for work safety and health protection form the basis for us as a minimum requirement. Apart from this, we have set ourselves the goal of systematically, specifically and sustainably promoting the health of our employees and to firmly anchor **workplace health management** (WHM) within the group. We therefore began to implement WHM by building on measures from the areas of work safety, health protection and ongoing activities of workplace health promotion. In the meantime, WHM has been rolled out across nine countries – Germany, Austria, Switzerland, Poland, the Czech Republic, Slovakia, Croatia, Hungary and Serbia – and will be introduced to Slovenia in 2019. Managed at the group level, the matter is coordinated in the individual countries by national WHM coordinators and systematically expanded by a national WHM committee of the most important disseminators (management, employee representatives, human resource department, work safety) within each country. The measures at the individual business locations are implemented and spread by the WHM coordinators with the help of dedicated healthcare volunteers and on-site teams.

OBJECTIVES AND INDICATORS

It is our objective to maintain the health and productivity of our employees. The aim of the measures is to improve the working conditions and strengthen the personal workplace resources of all employees and members of the management. We use the **lost-time illness rate**[3] to observe our progress in reaching this goal. It stood at 5.2 % in the group, with 6.8 % among blue-collar and 3.7 % among white-collar workers (2017: 5.1 % in the group, 6.6 % blue-collar, 3.6 % white-collar).

1 DAK, Psychische Erkrankungen: Höchststand bei Ausfalltagen, retrieved 30 November 2017 from https://www.dak.de/dak/bundesthemen/psychische-erkrankungen-hoechststand-bei-ausfalltagen-1873100.html
2 Psychische Belastung von Bauleitern, Bayerisches Landesamt für Gesundheit und Lebensmittelsicherheit, 2006
3 Ratio of sick leave days to working days

LOST-TIME ILLNESS RATE

	2014	2015	2016	2017	2018
Blue-collar	6.5	6.5	6.7	6.6	6.8
White-collar	3.2	3.6	3.6	3.6	3.7
Total	**4.9**	**5.0**	**5.1**	**5.1**	**5.2**

PROJECTS AND INITIATIVES

The cooperation between WHM, work safety and the occupational medical services foresees, among other things, the organisation and expansion of health campaigns at business locations and construction sites. Prevention measures, including hearing and vision exams, pulmonary function tests, spinal screenings, and custom health campaigns, expand the offer for our blue-collar workers. WHM also offers a broad range of targeted measures for our office locations. Besides eye, stress and preventive examinations, the offer includes different health courses such as back training, lectures and workshops related to the main issues of exercise, nutrition and stress prevention.

In response to the survey conducted in 2017 on the subject of psychological stress at the workplace, various health-promoting offers were launched in the white-collar field in Germany, including the possibility to take part in an online stop-smoking programme. The online health portal “gesundpass”, which offers extensive fitness services in the form of video training, saw enormous interest with more than 3,200 registrations. External Employee Consulting (EEC) is another initiative that was established in cooperation with an independent external institute as a confidential point of contact for persons under psychological strain. The feedback has been thoroughly positive. The focal areas of the initiative include workplace conflict, problems in the family or with the partner, and burnout.

One way in which we are working to counter the most important stress factors cited by our blue-collar workers, such as heat, cold and damp, but also time pressure or weekend and night shifts, was to improve the facilities of the break areas. We also started a constructive dialogue between workers and their supervisors in order to devise joint solutions to reduce stress and strain at work.

Leadership employees play an especially important role in presenting a company culture of health promotion. The two-day seminar “Success through Healthy Leadership” teaches our management employees how they can individually strengthen their own resources and how to implement healthy leadership. The seminar has already been rolled out in three countries; in 2018, it was attended by 153 leadership employees. Our non-management employees also have a wide range of health-promotion measures available to them. The “Fit4Work” seminar, which has been offered since 2015, explains how an individual health strategy can counter challenges such as lack of exercise, an unbalanced and unhealthy diet, and habituated stress patterns. To date, 598 employees have defined their personal strategy for more wellness at the workplace.

A further highlight worth mentioning are the health events that were held at four large company locations in Poland and in which about 250 participants were informed of preventive measures and could take part in various health screenings.

Employment and social fund

In order to help employees who are experiencing **financial difficulties** through **no fault of their own**, e.g. as a result of accidents, illness, natural disasters, etc., the STRABAG Group set up a private foundation called the "Arbeits- und Sozialfonds" ("Employment and Social Fund") almost 20 years ago. When it was established, the foundation was endowed with about € 3.60 million, an amount which by the year 2013 had been raised to about € 10.20 million in response to the rising number of employees. The application for financial assistance can be submitted by the affected employees, by their supervisors or by an employee representative.

Applications are reviewed by the foundation's board before a socially appropriate decision is made. The board is chaired by an employee representative and consists of four employer and four employee representatives. Financial assistance is granted primarily in the form of monthly payments for an employee's dependent children but may also take the form of one-off payments for a specific purpose.

Human rights

By providing construction services in structurally weak regions, we are making an important contribution to infrastructure expansion and job creation in those places. Some of our projects are located in countries that have received international criticism for their human rights situation. Due to the different standards regarding the protection of human rights in the various countries in which we do business, and because of the complexity of the supply and value chains, the protection of human rights requires intense effort on our part. Human rights include, among other things, the prohibition of discrimination in respect of employment and occupation, the prohibition of slavery and human trafficking, and the prohibition of child labour.

RULES AND RESPONSIBILITY AREAS

The STRABAG SE Code of Conduct precisely establishes the system of values to which the STRABAG Group and all its employees are committed; it forms an integral part of the employment documents for all group employees. STRABAG SE also expects its stakeholders (especially suppliers and subcontractors) to act in accordance with the Code of Conduct.

In the Code of Conduct, STRABAG SE expressly commits to equal opportunities regardless of race, nationality, gender, sexual orientation, religion, disability or age and to a working environment free from discrimination, harassment or reprisals. Rejecting illegal forms of employment is not just an internal group principle; the observation of this principle is also mandatory for all business partners and compliance is to be reviewed within the legal possibilities. In case of violation, a contract may not be concluded or must be terminated. The management is responsible for compliance with this rule.

Potential human rights violations, such as discrimination at the workplace, can be reported via an online whistleblowing system or to the stated contact persons (ombudspersons). Employees, as well as subcontractors and other third parties, have the possibility to anonymously pass on relevant information by phone or by e-mail. The current list of all contact persons for the whistleblowing system can be found on the STRABAG website at www.strabag.com > Strategy > Strategic Approach > Business Compliance. We actively call upon anyone with relevant information to come forward, so we can identify misconduct quickly, respond appropriately and avoid any possible damage. In the event of violations of the legal regulations or of the conduct guidelines applicable within the company, the company will take the requisite disciplinary and legal (labour law) measures.

OBJECTIVES AND INDICATORS

The creation and maintenance of employment conditions that are in compliance with the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and with the United Nations' Universal Declaration of Human Rights are an essential goal of the STRABAG Group's value system. Particularly relevant here are:

For more information about the whistle-blowing system, see the chapter "Business Compliance"

- the prohibition of discrimination in respect of employment and occupation
- the prohibition of slavery and human trafficking
- the prohibition of child labour

The following indicators are used to measure if an objective has been reached:

- number of cases of discrimination discovered in the financial year (cases of discrimination are assigned to the year in which they were conclusively discovered): 0

In the past financial year, the ombudspersons were contacted a total of four times. All matters could be resolved soon after the initial contact.

PROJECTS AND INITIATIVES

The "Principles of employment conditions and human rights" were added to the Code of Conduct as a complementary annex. All employees were informed of and asked to observe and comply with these principles, which were also incorporated into the existing general terms and conditions or comparable agreements. Additionally, a statement pursuant to the UK Modern Slavery Act was published on the website at www.strabag.com.

In the 2018 financial year, a group-wide digital whistleblowing platform was set up with an external provider where relevant information can be presented online and, if requested, also anonymously and processed systematically.

The subject of diversity and of equal treatment of women and men is dealt with in the Consolidated Corporate Governance Report.

STRATEGIC HUMAN RESOURCE DEVELOPMENT

The construction sector is a human-resource-intensive industry in which the commitment shown by our workers has a significant influence on business success – not least because, in light of shortages of skilled personnel and seasonal bottlenecks, they represent a critical factor. The STRABAG Group's response is consistent strategic human resource planning and the continuous training and development of its employees.

Rules and responsibility areas

Human Resource Development (HRD) is a group-wide organisational entity tasked with providing the best possible support to all parts of the STRABAG SE Group in all matters of human resource development. For a successful human resource development strategy, HRD elaborates and implements guidelines and standards for the search, selection, qualification, promotion and development of leadership and employees.

The responsibilities and tasks are governed by a group directive for the HRD employees. Their tasks include:

- Human resource marketing
- Recruiting and integration
- Leadership and employee coaching
- Qualification and training
- Talent management
- Occupational health management

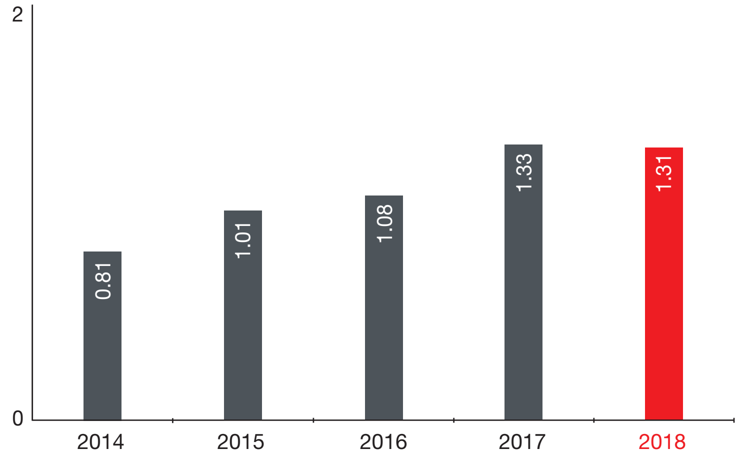
Objectives and indicators

To counter the lack of skilled labour, we aim to promote and optimise the needs-oriented professional and personal development and qualification of our employees. In this way, we can guarantee our clients the on-time, professional realisation of their projects.

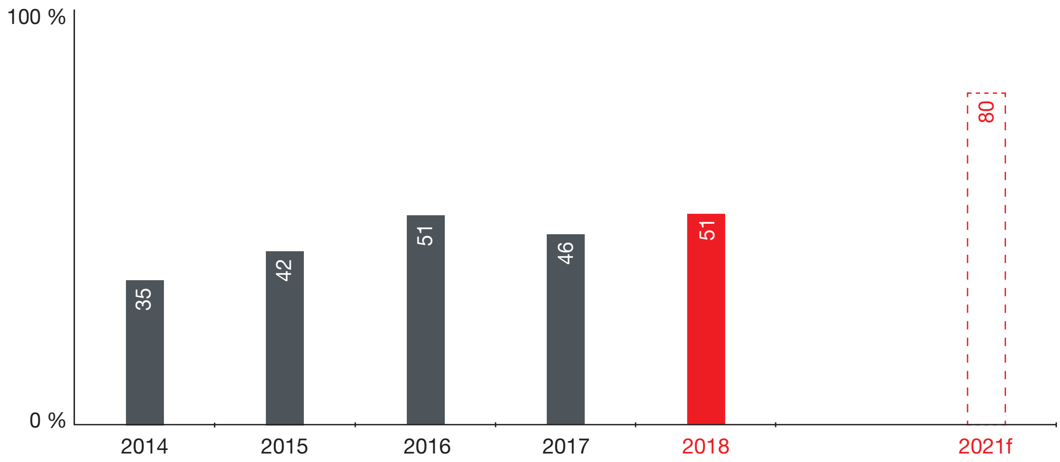
Training needs for our white-collar workers are ascertained mainly during the appraisal interviews. This essential instrument, which is to be conducted by supervisors at least once yearly, is an opportunity for mutual feedback, goal-setting and performance appraisal. The following indicators are used to measure if the objective has been reached:

In 2018, structured employee appraisal interviews were held with 51 % (2017: 46 %) of all white-collar employees in the group. We are aiming for 80 % by the year 2021. The training needs that were identified in the interviews were covered in the form of seminars. In the reporting period, there were 1.31 training days per employee – almost unchanged to the previous year (2017: 1.33).

TRAINING DAYS PER EMPLOYEE



NUMBER OF APPRAISAL INTERVIEWS HELD AND RECORDED IN THE REPORTING PERIOD VERSUS NUMBER OF EMPLOYEES



Projects and initiatives

Measures and projects relating to the above-mentioned tasks are implemented on a continuous basis:

HUMAN RESOURCE MARKETING

We are constantly working to position the group as an attractive employer on the labour market to make a sustained contribution to covering the future demand for skilled experts and leadership employees. For this reason, we put a lot of our energy into addressing the target groups. Our focus is on school-age students as much as on university students and recent graduates. In order to reach prospective employees, our human resource marketing activities include participating in **job fairs**, presenting our company at educational institutions, organising company tours, offering internships and work placement, and sponsoring bachelor and master theses. We are proud of our successful partnerships with more than 175 educational institutions in 2018. Additionally, we have our own profiles on **social media platforms**, such as Facebook, LinkedIn, Xing and YouTube, in order to be more accessible for interested persons. Our Facebook page has so far been liked by nearly 40,000 people, and more than 85,000 people follow us on LinkedIn. The Instagram account created in May 2018 for the young target group counted 3,200 subscribers by the end of the year.

We also actively participate in **employer certification programmes** aimed at graduates, trainees and apprentices to help us ascertain possibilities for improvement. In 2018, our trainee programme was certified by the job exchange Absolventa and by the fairness in training initiative Fair Company and received Germany's first Fair Trainee Programme certification from Absolventa. The certification is awarded on the basis of employee surveys regarding specific factors such as employee satisfaction. The company must then fulfil certain criteria to receive the recognition.

RECRUITING AND INTEGRATION

The recruiting and subsequent integration of human resources is designed to systematically, professionally and quickly cover the human resource demand at the individual organisational entities with qualified new employees.

LEADERSHIP AND EMPLOYEE COACHING

HR consultants are the first points of contact for all human resource development and certain decentral human resource administration tasks at the divisions. They advise employees about career opportunities within the group or coordinate with the employee supervisors to recommend training for their further development. For management-level employees, we have developed a special training and further education offer as part of our management development programme, consisting of a mix of classroom workshops, web-based training and content for self-organised learning. All offers can be individually combined and are available in German and in English. The offer is updated annually and is constantly being expanded.

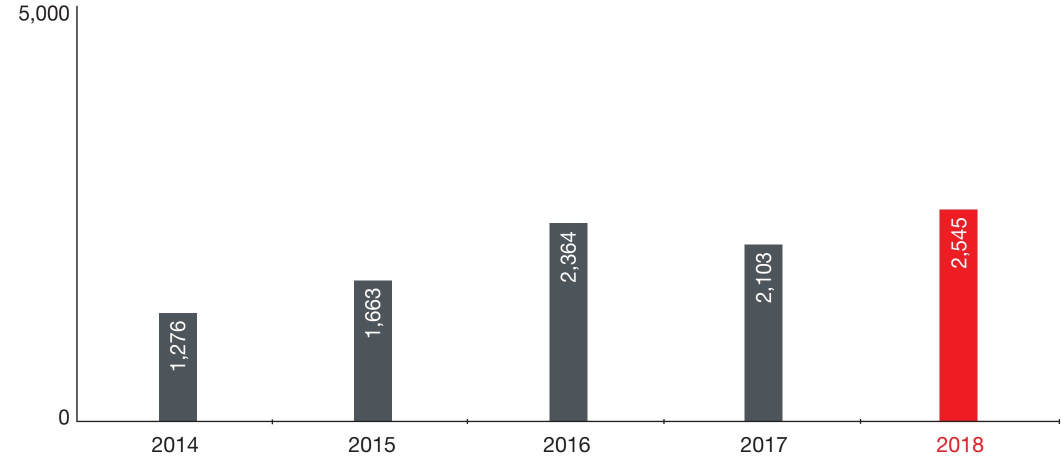
QUALIFICATION AND TRAINING

The STRABAG Group Academy offers internal further education options for all blue-collar and white-collar workers in the group. The planning and systematic use of training and educational measures is the responsibility of the respective organisational entity. Together with their supervisors, employees can choose from among the various qualification offerings.

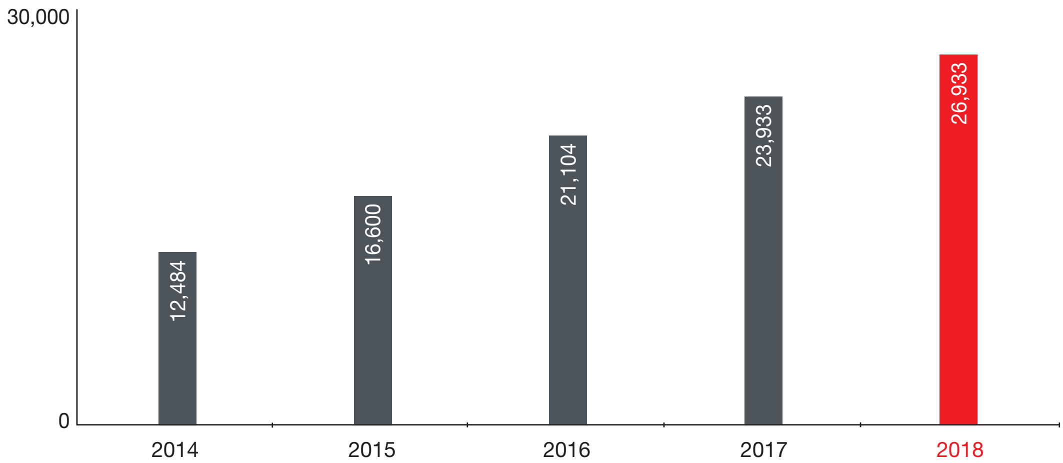
At the Group Academy, employees can find **specially developed training offers** in the categories of technology, law, business management, IT, personality and leadership. The trainers are internal and external experts who pass on their expertise to the participants. In 2018, we offered 2,545 training and further education sessions (2017: 2,103) with 26,253 participants (2017: 23,933). More than 26,100 persons (2017: >25,000) successfully completed an e-learning course, for example on the subjects of compliance, cybercrime and work safety.

All employees have the possibility to make proposals for new training offers using the internal knowledge management tool. Beyond the appraisal interview, they and their managers, depending on their position, also receive recommendations for a selection of seminar options. The Group Academy offers regular modular **qualifications** to reinforce and deepen the training of people in key positions.

NUMBER OF TRAININGS



NUMBER OF PARTICIPANTS



To counter the shortage of skilled labour, STRABAG invests a lot of time and money in the training and education of its **apprentices and trainees**[1]. For dedicated young people who have completed an apprenticeship, the door to a career at STRABAG is wide open.

Our main apprenticeship careers in **Austria** are bricklayer, ground engineering specialist, formwork carpenter and paver. But we also offer training as construction plant mechanic, electrical engineering technician, facilities and building technician, mechatronics technician, metal technician, sheet metal worker as well as plasterer and drywall finisher to complement our team. In Austria, STRABAG continually offers apprenticeship placements at around 50 locations nationwide. A special feature of STRABAG's offer is the possibility for apprentices of the main trades to attend the group's own apprentice academy BASIC-ADVANCED during the winter months. At two locations in Austria, specially trained STRABAG forepersons and site managers work with our apprentices to reinforce their practical and theoretical knowledge. The success of our apprenticeship programme has been demonstrated by the STRABAG team at the biannual World Skills competition. At the 44th World Skills held in Abu Dhabi in 2017, two of our apprentices took home the world champion title in the category of Concrete Construction. Thanks to their perfect training, hard work and dedication, they now rank them among the best skilled workers in the world.

In **Germany**, STRABAG and its construction equipment subsidiary STRABAG BMTI are pursuing the selective training of young talents at the group training workshop in Bebra. The focus here is on the commercial and technical fields. In Bebra, our apprentice road workers, ground engineering workers and construction equipment operators enjoy top quality vocational training and individual attention. The aim is to secure an efficient knowledge transfer under aspects of quality and time, away from the daily working routine.

1 Due to the differences in training systems from country to country, only the situation in the core markets of Austria and Germany can be presented here.

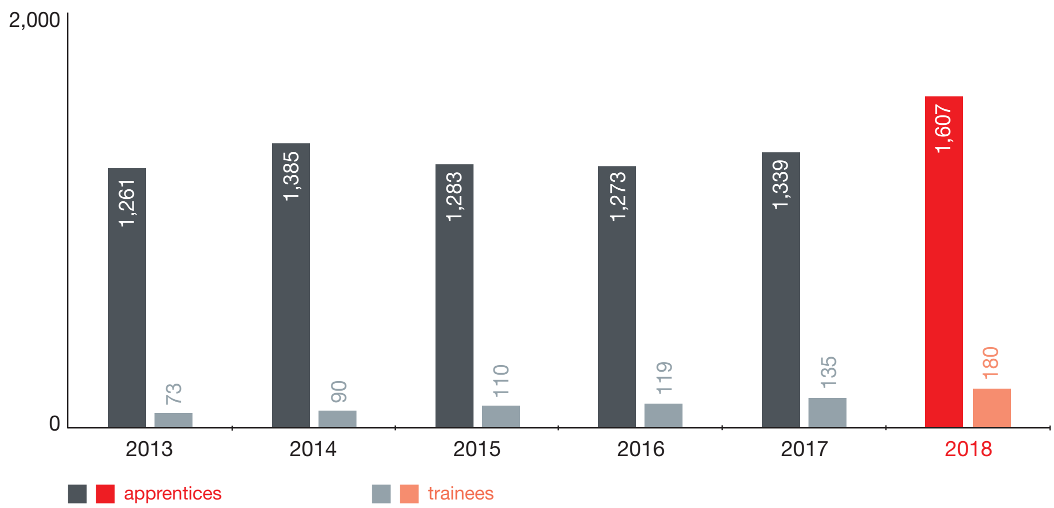
Increase of apprentice and trainee numbers planned

In Germany, Austria and Switzerland, a total of 516 (2017: 470) blue-collar apprentices were taken on in 2018. A significant increase of the apprentice and trainee numbers is planned in Germany and in Austria in the years to come. More information about the apprentice professions and work placement positions is available at karriere.strabag.com.

180 trainees at work for us

It is our aim to recognise, promote and develop young talents. In the competition for the best employees, STRABAG therefore offers a practical familiarisation programme for graduates with little professional experience holding selected bachelor and/or master degrees from academic universities as well as from universities of applied sciences. The aim of our trainee programmes is to best prepare the graduates for the requirements of their future position in the group. In 2018, the STRABAG Group had 142 technical and 38 commercial **trainees** (FTE) working for it, thereof 118 men and 62 women.

NUMBER OF APPRENTICES AND TRAINEES (FTE)



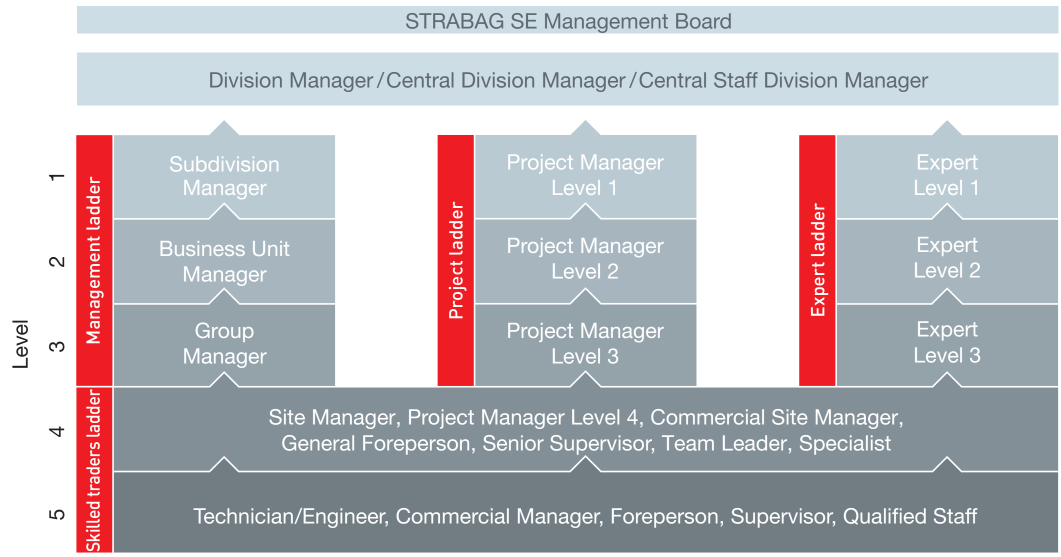
Trainees have their own personal schedule as a way of addressing individual wishes and needs and to offer flexible entry times. The commercial trainee programme lasts between eleven and 13 months, the technical programme varies between twelve and 15 months and both programmes include a period of three months abroad. At the beginning of the programme, trainees meet with a mentor to design the trainee schedule according to the specific professional and personal requirements of the target position. This experienced mentor is available to the trainee throughout the entire training period.

Regular feedback interviews help focus on the trainee's individual development. With instruction from experienced specialists and management employees, the trainees pass through different organisational divisions and are introduced to various areas of business and responsibility. Both the commercial as well as the technical programme include mandatory sessions, for example on the construction site. Specific training activities are used to develop the applicant's personal and professional skills. An individual training schedule is developed for each trainee.

TALENT MANAGEMENT

The purpose of talent management is to recognise, develop and bind high-performers and high-potential employees in the interest of filling (key) positions with young talent possessing the best possible qualifications from within our own ranks. Based on our career model, internal parameters are applied to identify high-potential employees, provide them with individual support, and deploy them in the right positions. Besides the management ladder, which focuses on general management tasks, two other career paths are available: The expert careers are characterised by a high degree of technical expertise in a specialty field. Project managers can fall back on their years of experience in the field of project management and are responsible for complex construction projects. Individual activities such as a development centre, special training programmes or job rotation schemes are offered to help develop the recognised potential. The goal-oriented recognition and promotion of high-potential employees creates a stronger bond to the group and, in the long term, helps to secure quality, continuity and performance within the group.

CAREER MODELS



STRABAG AND THE VIENNA TECHNICAL MUSEUM GIVE AN INSIGHT INTO THE CONSTRUCTION INDUSTRY OF TOMORROW

Digitalisation is creating new job profiles also in construction. And with new tools, the required skills will change as well. There will be less exhausting physical work, but in the future a foreperson or site manager will have to be experienced in using the tablet or cloud-based knowledge stores in order to be able to work professionally. The sharing of knowledge is changing the daily work processes, the quality of the results and, above all, the speed.

A partnership with the Vienna Technical Museum in 2018 offered STRABAG a new way of presenting itself as an attractive and innovative employer. It is STRABAG's aim to raise awareness of these new methods of working while at the same time highlighting the construction sector as an interesting choice for a career among school-age students and their parents.

In addition to co-sponsoring the special exhibition Work & Production.thinking_forward_, which dealt with topics such as Industry 4.0, digitalisation and automation, materials research and transport logistics, STRABAG also is a sponsor of the “das mini” hands-on area which seeks to awaken a basic interest in technology and the natural sciences among the youngest museum visitors. Thanks to STRABAG's help, the hands-on zone received a new coat of paint as well new bricks for the “construction site”.

STRABAG is co-sponsor of the special exhibition “Arbeit & Produktion. weiter_gedacht”.

Even the little ones are helping to build.

BUSINESS COMPLIANCE

The avoidance of corruption and anti-competitive behaviour has become an important management responsibility in recent years. The potential damage that a company may incur because of corrupt or anti-competitive behaviour on the part of individual employees can at times reach drastic proportions.

The construction sector is not immune to corrupt or anti-competitive behaviour by individual persons. Complex accounting processes and the necessity for a great number of contractual relationships during a construction project often make it difficult to fully resolve non-compliant behaviour.

Even if STRABAG generates much of its revenue in countries with a low risk of corruption, in places like Germany, Austria and Poland, the international nature of its business means that some activities are also performed in countries with a higher corruption risk as measured, for example, by the Corruption Perceptions Index[1]. Transparent behaviour to minimise risk is required in all regions, especially during contract award or in negotiations with partner companies and subcontractors.

STRABAG acted in 2008 by implementing a Compliance Management System (CMS) and has been continuously developing it ever since. The purpose of the CMS is to prevent violations of the law and any resulting material and immaterial damage, and to maintain the company's good reputation as a business partner, contractor and employer. With extensive measures for employees and leadership, we are working to promote compliant and ethical behaviour and to create a strong corporate culture based on partnership and trust.

Rules and responsibility areas

The STRABAG CMS is seen as a living system subject to continuous improvement and adaptation to changing circumstances. The focus is especially on preventing cases of corruption, avoiding the violation of competition law and averting all forms of money laundering. The CMS consists of:

- the Code of Conduct,
- the Business Compliance Guidelines,
- the Business Compliance Guidelines for Business Partners, and
- the personnel structure of the STRABAG Business Compliance System.

The **Code of Conduct** establishes the fundamental ethical values of the company and contributes to the development of a common value system. The **Business Compliance Guidelines** for employees and the **Business Compliance Guidelines for Business Partners** summarise the rules to follow to avoid corruption and anti-competitive violations. Potential compliance violations, such as bribery, fraud or corruption, can be reported to specially appointed contact persons (regional business compliance representatives) via our group-wide whistleblowing system. Employees, as well as subcontractors and other third parties, have the possibility to pass on relevant information by phone or by e-mail, if requested, also anonymously. The current list of all contact persons for the whistleblowing system can be found on the STRABAG website at www.strabag.com > Strategy > Strategic Approach > Business Compliance. We actively call upon anyone with relevant information to come forward, so we can identify misconduct quickly, respond appropriately and avoid any possible damage. In the event of violations of the legal regulations or of the conduct guidelines applicable within the company, the company will take the requisite disciplinary and legal (labour law) measures.

The **group business compliance coordinator** is the central point of contact for all business compliance matters and reports directly to the responsible member of the group's Management Board, in this case the CEO. Given the international organisation of our group, the compliance coordinator is supported by **regional business compliance representatives** and is in constant contact with them.

1 Transparency International, Corruption Perceptions Index 2016, retrieved 30 January 2018 from https://www.transparency.org/news/feature/corruption_perceptions_ index_2016#table

Objectives and indicators

The overriding objective of the STRABAG Compliance Management System is the complete avoidance of non-compliant behaviour. Recognising the impossibility of fully reaching this goal and understanding the difficulty of measuring the degree of goal attainment, it is necessary to define supporting goals leading to the main objective. The relevant indicators are monitored regularly and over the long term, as the effectiveness of initiatives to avoid compliance violations can only be meaningfully measured over longer periods of observation.

- **Training penetration rate at 31 December 2018**
  (percentage of employees completing certain courses)
  Target: 100 %

  – E-learning course "The Right Behaviour in Day-to-Day Business", initial training: 87 %

  – E-learning course "The Right Behaviour in Day-to-Day Business", refresher course: 91 %

  – Classroom course "Avoidance of Corruption and Anti-Competitive Violations", initial training: 93 %

  – Classroom course "Avoidance of Corruption and Anti-Competitive Violations", refresher course: 95 %

  – Classroom course "Cartel Risks, Basics and Code of Conduct", initial training: 87 %

  – Classroom course "Cartel Risks, Basics and Code of Conduct", refresher course: 84 %

  The training penetration rate of the e-learning courses decreased slightly in 2018. This is due to a migration of the e-learning software that involved an interruption of the automatic invitation for e-learning courses.

- **Number of employees trained in 2018**

  – E-learning course "The Right Behaviour in Day-to-Day Business"
  Target: 7,000 people/year over a three-year average
  - Initial training: 1,321
  - Refresher course: 1,054
  - Total: 2,375

- **Number of management employees trained in 2018**

  – Classroom course "Avoidance of Corruption and Anti-Competitive Violations"
  Target: 400 people/year over a three-year average
  - Initial training: 58
  - Refresher course: 17
  - Total: 75

  The relatively low number of classroom course participants in 2018 compared to 2017 is attributable to the fact that for many members of the management the three-year period since the last participation expired in 2017. This resulted in an above-average number of participants in 2017 and a relatively low training need in 2018.

  – Classroom course "Competition Law"
  Target: 400 people/year over a three-year average
  - Initial training: 174
  - Refresher course: 348
  - Total: 522

- **Number of compliance-supporting measures in the year:** 9
  For details, see "Projects and initiatives".

- **Number of business compliance violations discovered in the year**
  (violations are assigned to the year in which they were conclusively discovered): 2

Projects and initiatives

Continuous training

We continuously train our employees in e-learning and classroom settings on how to fight corruption. An important requirement for attaining the overriding objective of avoiding compliance violations is for employees to be as informed as possible about appropriate behaviour in their daily business practices and, especially, about the negative consequences of inappropriate behaviour. The training of all relevant company employees (usually white-collar employees) in the principles of compliance is therefore a logical and necessary objective of the work of every compliance organisation. To increase their sensitivity to the subject of compliance, all employees must complete mandatory training measures and management employees must attend more in-depth training, also mandatory, at regular intervals.

The training activities are monitored using indicators such as training penetration rates or the number of employees trained in one year. Since 2013, the e-learning module on the right behaviour in day-to-day business has been carried out in all relevant group languages in all group countries. In addition to the course “Avoidance of Corruption and Anti-Competitive Violations”, special cartel law training was introduced for the management in 2015. All of the classroom courses on the avoidance of corruption and anti-competitive violations are given by external legal experts or by lecturers from the group’s internal legal department. New members of management receive one day of initial training, while veteran employees must attend half-day refresher courses every three years.

Compliance Readiness Check

The continuous improvement of the STRABAG CMS is an important task of the business compliance organisation. This was supported especially by the Compliance Readiness Check that was initiated in 2017 and concluded in 2018. The aim of this initiative is the improvement of the STRABAG CMS in preparation for certification to international standards. The development of the corresponding concept and the management directives will be one of the main tasks of the business compliance organisation in 2019.

The importance of business compliance was highlighted by the following compliance-supporting measures in 2018:

- The central **business compliance team** was strengthened by two additional junior compliance officers.
- Two employees of the central business compliance team completed a course to become **certified compliance officers**.
- The realisation of an **online whistleblowing platform** as approved by the Management Board in 2017 was completed and the platform went online on 1 July 2018. The platform is available in 14 group languages on all local STRABAG websites.
- The launch of the online platform was supported by an insert in the STRABAG **Group intranet**.
- With the implementation of the online platform, STRABAG’s **local websites** were standardised with regard to business compliance to increase the focus on the subject.
- The **Compliance Readiness Check** started in 2017 by an external consulting firm was concluded in 2018.
- Building on the results of the Compliance Readiness Check, work began on the **further development** of the STRABAG CMS to a **CMS** that is certifiable to international standards (see above).
- The subject of business compliance was again given the adequate amount of time during the twice-yearly **group meetings** and the importance of this subject was expressly pointed out to the STRABAG top management.
- **Thematic classroom courses** were organised for individual organisational units to complement the mandatory regular compliance training.

RESOURCE MANAGEMENT

Economic growth, the global population increase and the necessary adaptations to climate change are stimulating the construction and maintenance of buildings and infrastructure. This requires considerable volumes of raw materials, such as **sand**, **gravel** and **quarry stone**. In Germany alone, this amounts to about 517 million tonnes of mineral resources a year, which corresponds to around 50 % of all processed raw materials within the country.[1] This increases, directly and indirectly, the impact on the environment, which is also noticeable locally in extreme weather, floods, loss of soil fertility and a decline in biological diversity. But the extraction of raw materials isn't the only important issue for the construction sector; in the end, the materials that are put into construction end up back in the environment in the form of emissions and waste as a result of maintenance or demolition works. Building rubble, road excavation material and construction site waste account for around 41 % of the overall mineral waste volume.[2] For this reason, we are committed to the transition to a more resource-friendly and more sustainable level of recycling management.

Besides the material consumption, the energy consumed in particular during the construction and the use of buildings is also an important issue: Buildings account for about **40 % of the overall energy consumption** and produce around **36 % of the related greenhouse gas emissions** in the European Union.[3] At the same time, besides the transport sector, the potential for energy savings is the greatest in the construction industry. To help raise this potential, we are continuously working on the development of our comprehensive energy and fuel management, among other things.

The increasing awareness among society and politics, as well as the changed environmental conditions as a result of climate change, have already caused a shift in customer demands. Our strategic focus, our innovative strength and our Architecture and Turnkey Construction business unit help to prepare us for the growing demand for resource-friendly services and products and allow us to proactively offer the corresponding solutions. Being able to integrate different disciplines over different lifecycle segments is our core competence as a general contractor. As such, we are familiar with the entire value creation process and are capable of thinking and planning across lifecycles. This gives us the possibility to perpetuate the philosophy of sustainability with the best possible technical solutions and the early interconnection of all involved.

Rules and responsibility areas

A group-wide energy and environmental policy lays the foundation for acting in a resource-friendly manner; opportunities and risks are recognised early, and the legal provisions are fulfilled.

MAJORITY OF ENVIRONMENTAL MANAGEMENT DESIGNED TO ISO 14001

Within the group, the subject of the environment is handled by the **Integrated Quality Management** (IQM) team. To properly address matters of the environment, an environmental management system certified to ISO 14001 has been introduced in nearly all group countries. The environmental management is headed by the group's environmental representative, who receives information as to developments – e.g. on environmentally relevant factors regarding contracts and investments – from the regional experts for environmental protection. In this way, he can give the best possible advice to the Management Board of STRABAG SE when it comes to setting environmental protection targets and measures. The information recorded by the environmental management system includes waste disposal, waste water, hazardous materials and products used.

1 Umweltbundesamt: Die Nutzung natürlicher Ressourcen – Bericht für Deutschland 2018 [German Environment Agency: The use of natural resources – Report for Germany 2018]
2 Mineralische Bauabfälle Monitoring 2014 – Bericht zum Aufkommen und zum Verbleib mineralischer Bauabfälle im Jahr 2014 [Mineral Construction Waste Monitoring 2014 – Report on the amount and location of mineral construction waste in the year 2014]
3 European Union, retrieved 10 December 2018 from https://ec.europa.eu/energy/en/topics/energy-efficiency/buildings

Energy management certified to ISO 50001

The energy management at STRABAG encompasses a set of tools to determine energy consumption and greenhouse gas emissions, on the one hand, while also developing and managing measures to increase energy efficiency and decrease greenhouse gas emissions, on the other hand. The group-wide energy and emissions management system is headed by the **Energy Steering Committee**, which determines the strategic orientation of the energy management. On the basis of the group-wide energy data, the energy experts at the various group entities formulate recommendations to the steering committee. Accordingly, operational targets are set for energy consumption, CO_2 emissions and relevant measures throughout the group. As of 2014, an energy management system certified to the international standard ISO 50001 is being introduced at various group entities. Thanks to the Energy Efficiency Act, it is possible to make use of the potential for lower energy consumption and the resulting cost savings.

Objectives and indicators

It is our declared goal to keep the negative impact that our business activity has on the environment as low as possible. To do so, we give priority to those issues that promise the greatest potential for improvement and which we can directly influence through our own actions, such as the reduction of energy use and the continued development of processes and technologies for resource- and energy-efficient buildings.

Indicators

- Percentage of recycled asphalt used in the production of asphalt mixture in Germany, Austria and Poland (combined share of group output: 70 %)
  - Germany: 32.2 % of total asphalt mixture production of 3,837,549 t
  - Poland: 32.0 % of total asphalt mixture production of 2,329,684 t
  - Austria: 12.6 % of total asphalt mixture production of 1,187,465 t (proprietary plants)

  Objective: We aim to increase the recycling share and also follow client demands in the process.
- Energy consumption and CO_2 intensity in the relevant energy consumption categories
  - Vehicle fleet (all vehicle categories in Germany and Austria): 7.4 litres/100 km and 198 g CO_2/km

    Objective: at least 1 % reduction per year
  - Asphalt mixing plants in Germany: 90.5 kWh per tonne of asphalt mixture produced and 30.8 kg of CO_2 per tonne of asphalt mixture produced

    Objective: The insufficient data that are available make it impossible to provide a target value in form of a percentage change. For this reason, we continue to cite absolute values.
  - Construction equipment: Because of the insufficient data that are available, we are currently running pilot projects for the registration and monitoring of energy consumption and CO_2 intensity values for construction equipment.

Projects and initiatives

ENERGY MANAGEMENT PERFORMED SYSTEMATICALLY

STRABAG has had a systematic energy management in place since 2012 to identify savings potential and continuously raise energy efficiency and reduce emissions. The cost savings that have been and remain to be achieved help us to increase our competitiveness. For economic and ecological reasons, the topic of energy remains of great importance for the STRABAG Group. The **energy costs** for the companies within STRABAG SE's scope of consolidation amounted to € 275.46 million in 2018 (2017: € 250.59 million).

The energy and CO_2 data for the group are systematically captured and analysed using **CarbonTracker**. The software was developed in-house and has been in use since 2012. On this basis, we are developing concepts to reduce the use of fossil energy sources and lower the resulting greenhouse gas emissions in the long term through more efficient conventional or innovative machines. Currently about 20 % of the energy data are acquired on a volume basis, with the remainder derived from prices taken from our internal accounting. We are continuously working on increasing the percentage of volume-based energy data.

In the second quarter of 2017, we began gradually introducing an electricity and gas data management system within the group to perform load profile analyses at stationary plants and administration buildings. This will help us to recognise and reduce power peaks and excessive base loads (demand for default electricity supply).

Group employees are sensitised to contribute to **increasing the energy efficiency**. This occurs, for example, through training courses in which the staff is informed on the issues of safety, environment and energy. The positive results of the energy management can be seen in the reduction of energy costs, the higher tax savings potential and the protection of the environment through lower emissions.

ENERGY USE WITHIN THE GROUP[1]

Form of energy	Unit	2014	2015	2016	2017	2018
Electricity	MWh	433,164	443,009	451,073	488,241	477,286
Fuel	MWh	2,311,287	2,224,192	2,065,409	2,108,339	1,976,423
Gas	MWh	455,996	479,303	409,098	449,372	497,899
Heating oil	MWh	143,934	176,575	153,896	169,257	172,550
Pulverised lignite	MWh	456,238	437,388	457,362	504,503	481,787
District heating	MWh	39,720	36,013	35,265	48,773	44,802

Fuel management as important building block of energy management

The group's most important energy source is **fuel**, which accounts for about 67 % of the total energy costs and therefore holds the greatest potential for savings for the group. In the 2017 financial year, we reassessed the efficiency potential of the passenger car and commercial vehicles fleet for the group's two largest markets, Germany and Austria. From today's point of view, there is a savings potential for fuel of about 3 %. **FuelTracker**, which was developed analogously to the CarbonTracker software, allows us to analyse the fuel use of the STRABAG passenger car and commercial vehicles fleet. To also analyse the fuel use and emissions volumes of the construction machinery and equipment, a system is currently being developed to allow a simple and comprehensive digital capture of the consumption data. Valuable results for the evolution of the system were attained in 2018 during pilot operation at several locations.

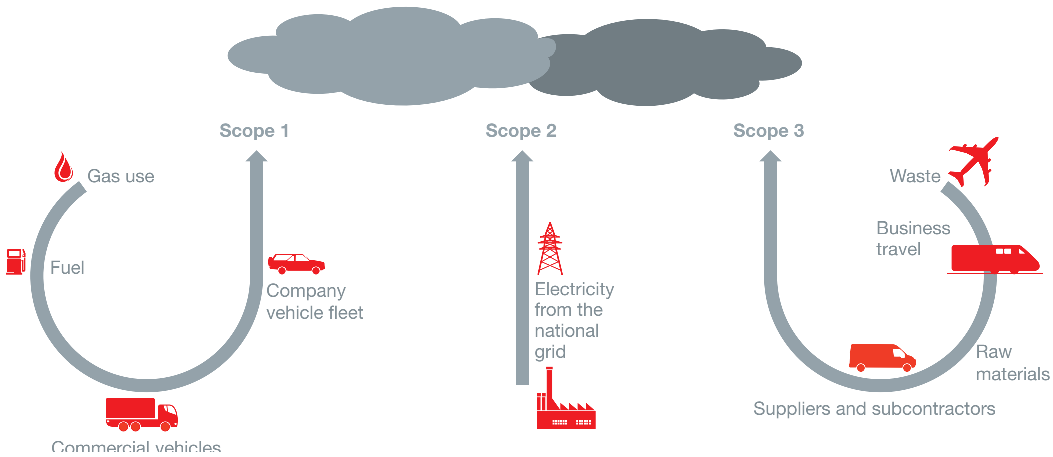
Driving energy management: current national and EU legislation

In response to the **EU Energy Efficiency Directive**, among other things, STRABAG has since 2014 maintained an ISO 50001-certified energy management system that was first introduced in the core countries of Austria and Germany. All companies in Austria that are at least 50 % owned by STRABAG SE are in possession of valid certification. Furthermore, energy efficiency measures are being implemented to lower the energy use by 0.6 % on the basis of the total annual energy use of these companies. In Germany, our largest market, the **Energy Services Act** (EDL-G) was amended in 2015. Since 2016, an ISO 50001-certified energy management system has been present in Germany. Other European countries have already implemented the EU Energy Efficiency Directive into national law and are calling for the total or partial introduction of an energy management system. A comprehensive system has also been established in Hungary, Serbia, Croatia and Slovenia. In Denmark, STRABAG is performing external energy audits to comply with the requirements. The necessary measures in Poland, Slovakia and Sweden are centrally coordinated and arranged in the individual countries.

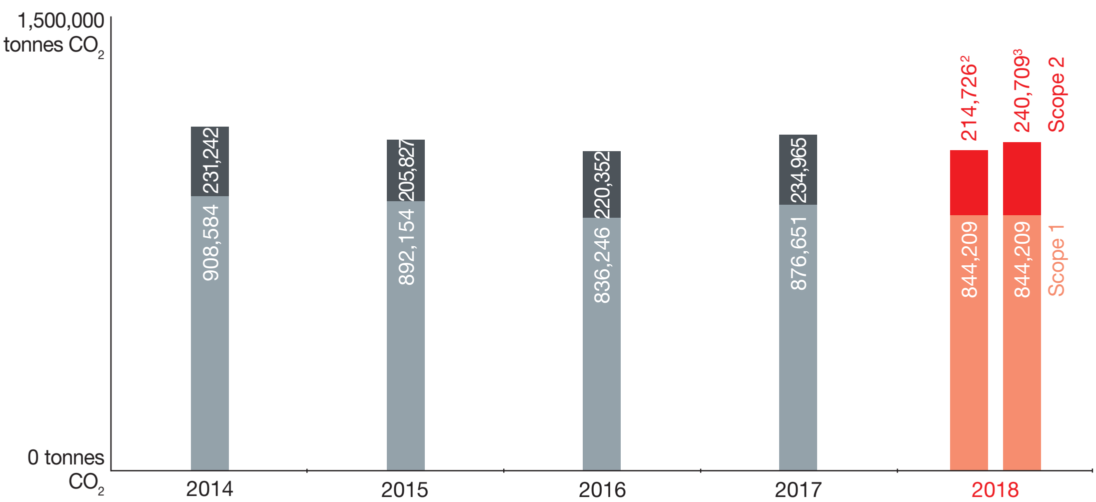
1 In accordance with the GRI standards, all energy forms were reported in MWh as a uniform standard unit for the first time in 2018. The figures for the previous years were adapted accordingly. The conversion factors were taken directly from the energy suppliers or from publicly recognised institutions.

The carbon footprint for the 2018 financial year refers to the group's full scope of consolidation and includes the emissions caused in 61 countries[1]. Within the group, a total of 844,209 t of CO_2 were emitted directly by the company in the year under report (Scope 1), with an additional 214,726[2] t of CO_2 attributable to electricity use (Scope 2). More than half of the CO_2 emissions in the group[2] result from the use of fuels, mainly diesel. This is followed by electricity and pulverised lignite with 19 % and 16 %, respectively. Germany, Poland, Austria and the Czech Republic are responsible for the greatest share of these emissions (69 %). With 74 %, these countries also accounted for the greatest share of the group's output volume in 2018.

THREE SCOPES

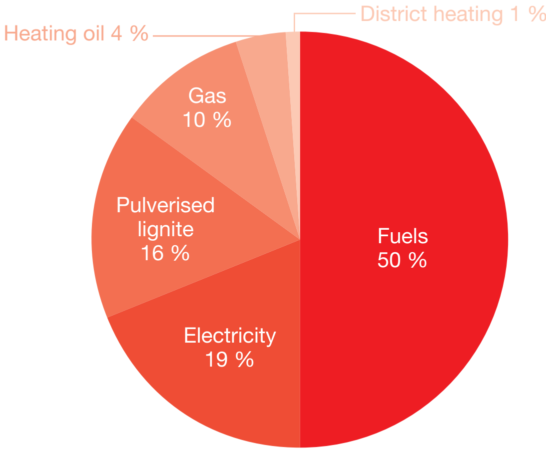


EMISSIONS OF THE STRABAG GROUP

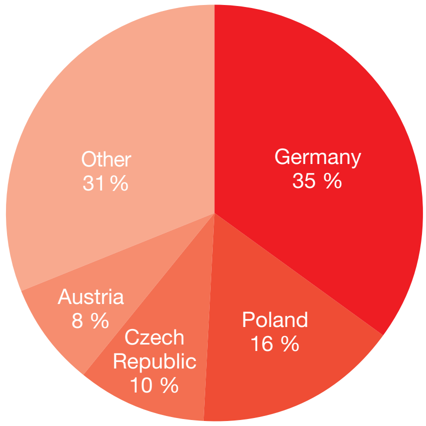


1 The emissions are reported in Scope 1 and Scope 2 in accordance with the definition of the Greenhouse Gas Protocol. In 2018, the Scope 2 emissions were for the first time calculated with the location-based method (using a conversion factor for the average carbon intensity of the national electricity network) as well as the contract-based method (using the carbon intensity of the purchased electricity or of the electricity provider).
2 Contract-based
3 Location-based

CO_2 EMISSIONS BY ENERGY SOURCE 2018



CO_2 EMISSIONS BY COUNTRY 2018



RESOURCE-EFFICIENT MATERIAL USE THROUGH RECYCLING

MATERIALS USED[1]

Material	Unit	2014	2015	2016	2017	2018
Stone/Gravel	thousands of tonnes	59,910	60,670	58,020	62,420	68,650
Asphalt	thousands of tonnes	13,110	13,840	13,690	14,000	13,985
Concrete	thousands of m³	4,934	4,986	4,986	4,589	5,746
Cement	thousands of tonnes	1,043	1,095	1,021	1,163	1,669
Structural steel	tonnes	n. m.	n. m.	421,336	417,381	478,290

The construction sector plays a key role in the future development of efficient ways to use primary raw materials. STRABAG recognised this development years ago and has been increasing its resource efficiency through **optimised production processes** for concrete, cement and asphalt, on the one hand, and, on the other hand, through the reprocessing and **recycling of construction materials**. In a European comparison, the recycling rates in two of our core countries – Austria and Germany – are already quite high. Technological advances and stricter legislation help to promote this positive development. The transportation infrastructures segment holds especially high potential. The recycling of used materials reduces greenhouse gas emissions and saves valuable primary raw materials. Moreover, with a rate of 81 %, we cover most of our asphalt needs ourselves. This puts us in a position to optimise the production process as needed and to initiate measures to raise energy efficiency.

SUSTAINABLE BUILDING IN ACCORDANCE WITH ESTABLISHED CERTIFICATION SYSTEMS

Rising energy prices, the increasingly noticeable impact of climate change, and rapid urban growth present the construction industry with new challenges: buildings are no longer optimised only according to investment criteria – lifecycle costs, quality and resource efficiency are also becoming more important. Thinking and working in cycles results in economical, environmentally friendly, low-resource buildings which also meet the high demands for functionality and flexibility.

Taking a building's entire lifecycle into account, **most of total energy demand occurs during the entire operating phase**. An important and growing business field for STRABAG therefore is to optimise buildings so they consume little or no energy, or even generate their own, during their period of use. We have the technical know-how and the necessary experience to design and construct sustainable buildings. In addition to consultation and execution, we also conduct audits of new and existing buildings in accordance with the established certification systems **DGNB**, **LEED**, **ÖGNI**, and **BREEAM**.

STRABAG Real Estate GmbH (SRE) is the first company worldwide to have created its own sustainability standard for the simplified certification of office buildings. The list of criteria, which was reviewed and approved by the German Sustainable Building Council (DGNB),

1 The volumes were derived from the average prices from the price data.

will expedite the certification process for future projects considerably. Certification usually requires a building to fulfil around 50 criteria. SRE is now able to document about half of these using the simplified procedure. A team of technical consultants – consisting of members from the SRE staff division Technical Controlling and Consulting and the Architecture and Turnkey Construction unit of STRABAG subsidiary Ed. Züblin AG – identified all sustainability-relevant and repetitive elements from previous DGNB-certified SRE projects. This was used to create a fictitious office model on the basis of which DGNB was able to certify the general sustainability. In exchange, SRE made these criteria a mandatory construction standard for all future office developments that would like to benefit from the simplified procedure. Only those factors were accepted into the sustainability standard which do not prevent buildings from being adapted to the location or to usage needs and thus continue to allow project-specific adaptation. For its DGNB Multiple Certification, SRE was honoured with the 2018 immobilienmanager Award in the category "sustainability".

Seven group buildings with DGNB or ÖGNI certification

We also want to offer our own employees a chance to experience the health benefits and level of comfort which the users of sustainable buildings enjoy: Seven of our group buildings at five locations have been built either fully or in part by STRABAG and its subsidiaries with subsequent certification according to DGNB or ÖGNI criteria.

HAUSLEITEN, LOWER AUSTRIA: AUSTRIA'S MOST STATE-OF-THE-ART ASPHALT MIXING PLANT PRODUCES UP TO 2,500 T OF ASPHALT EVERY DAY IN A RESOURCE-FRIENDLY MANNER

Asphalt is a mix of gravel and sand that is bound with bitumen at about 200°C. The mixing plant in Hausleiten in the state of Lower Austria has been in operation for almost half a century. As of autumn of 2018, the facility can boast of a new and very impressive distinction: Following a STRABAG investment of € 10 million, the old plant was torn down and in just six months of construction was converted into Austria's most state-of-the-art asphalt mixing plant. Up to 2,500 t of asphalt are mixed here every day.

The asphalt mixing plant processes up to 50 % recycling material.

What makes the new plant so special is that it requires only half of the previously necessary primary raw materials for the asphalt production process. The composition of the product is also sustainable. Most of the necessary materials – gravel and sand – come from a quarry in Gaaden, also in Lower Austria. To help conserve additional resources, the facility also utilises rubble from the demolition of old roads. The old road surface is carefully milled from the road and mixed in during the production as a secondary raw material.

But the most important and innovative part of the new plant in Hausleiten is the so-called recuperator. The recuperator heats the recycled material without contact with an open flame. This avoids damaging the bitumen present in the material. Under compliance with all the quality standards, a recycling mix of 40–50 % is possible during asphalt production.

SOCIETAL ENGAGEMENT

Focus on cultural and social projects as well as on team sports

Our business activity – the business of building – directly shapes people's living environment. The result is an interaction between construction and society: Only in a successful society can we succeed. At STRABAG, we therefore feel obliged to contribute to the healthy development of society as a whole. This means that we make contributions to maintain the social standards in Central Europe, to improve them in other countries, and that we support cultural projects as well as team sports to enhance team spirit.

Rules and responsibility areas

If and in which form we lend substantial support is decided by the STRABAG SE Management Board according to eligibility criteria such as:

- Can STRABAG, given the nature of its business, make a contribution to the project that companies in other industries could not?
- Is the project worth our long-term commitment?
- Does the project fit our strategy and our public image?

Objectives and indicators

We do not extend our social commitment indiscriminately, but instead support selected initiatives over the long term in order to make a lasting contribution. One of the indicators that measures our commitment is the contribution we make to the core projects and initiatives mentioned below. In 2018, this amounted to € 3.80 million (2017: € 4.70 million).

Projects and initiatives

CONCORDIA SOCIAL PROJECTS

With STRABAG's help, CONCORDIA supports people in need.

In the social sphere, we are especially committed to helping children and youth in Eastern and South-East Europe by giving them an opportunity for an education and the chance for a better future. This also helps to secure the future of our company in these markets. An important contribution is made to CONCORDIA:

CONCORDIA is an internationally active, independent charity organisation for children, youth, the elderly, and families in need. From its start in 1991 as a social project for street children in Bucharest, CONCORDIA has grown into an organisation which today helps more than 9,000 children, youth and families in Romania, Bulgaria and the Republic of Moldova.

The organisation's most important goal is keeping families together. Many parents are forced to leave the country in search for work. Sometimes children are unable to stay with their families due to existential poverty. CONCORDIA's services therefore comprise family-like children's homes, foster care, social centres for youth in precarious situations, assisted living facilities for young adults and outreach work. Another focus is on educational projects: from educational assistance or music instruction to separate training facilities, for example for cooking/baking or the carpentry trade.

In the Republic of Moldova, CONCORDIA also attends to the needs of around 6,000 people who have to live in extreme poverty. All over the country, CONCORDIA's social centres and soup kitchens provide elderly people and children in need with the essentials they require every day. STRABAG has been a partner of CONCORDIA for years, helping to build living facilities for (orphaned) children, setting up social centres and soup kitchens, and offering continuous support of the organisation's activities.

With STRABAG's support, CONCORDIA also provides assistance to children from low-income families in Austria and helps unaccompanied minor refugees take their first steps towards integration. Since 2016, an annual fundraising concert by Tyrolean Festival Erl on behalf of the CONCORDIA children's projects has been a regular part of the joint effort by STRABAG and CONCORDIA to help people in need.

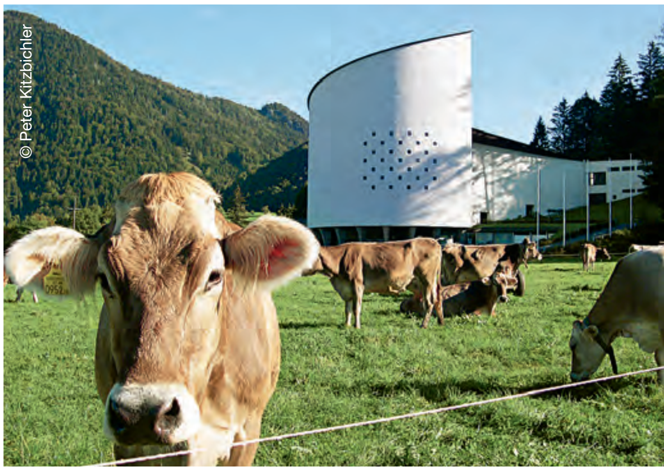
More information: www.concordia.or.at

TYROLEAN FESTIVAL ERL

Tyrolean Festival Erl was founded in 1997 and has been held in the illustrious Passion Play town of Erl in Austria every year since 1998. STRABAG has been a supporting partner from the beginning. To guarantee the long-term viability of this important cultural venue, the "Tiroler Festspiele Erl Gemeinnützige Privatstiftung" was established in 2017 with STRABAG SE as one of the foundation's sponsors.

Tyrolean Festival Erl has become a respected fixture in the cultural life of Tyrol and internationally. In 2018, more than 36,000 visitors came to enjoy the opera, concert and chamber music evenings. The focus in the summer is on Wagner and Rossini as well as on a classical and also contemporary concert repertoire. All year round, the unique acoustics in the new festival theatre also do justice to the works of Mozart, Bach, Italian composers and belcanto.

An attractive winter season programme was added to the summer programme in 2012 when performances became possible in the STRABAG-built festival theatre. Further events were added to the festival programme in 2017 with the piano days and the Thanksgiving concert series.



The festival and Passion Play theatre in Erl (Austria)

More information: www.tiroler-festspiele.at

ENSEMBLE:PORCIA

Ensemble:Porcia is the most important cultural institution in the small town of Spittal an der Drau in Upper Carinthia and has been adding life to the city and the region every summer for the past 58 years. In 2018, Ensemble:Porcia drew more than 15,500 visitors to the beautiful Renaissance-era Porcia Castle. Here the theatre troupe puts on comedies from the repertoire of all European languages, including classic comedies from Shakespeare, Nestroy and Feydeau as well as world premieres.

With around 40 performers and artistic staff, supported by a backstage team and a youthful front office, Ensemble:Porcia provides employment for more than 70 people in the summer. Large performances are held in the courtyard of Porcia Castle, while the smaller underground Salamanca Gallery features modern comedies and art exhibitions organised in cooperation with STRABAG Kunstforum for a synthesis of the visual with the performing arts. The Porcia Theatre Wagon that tours through the country is another unique cultural institution on the local and national stage made possible with STRABAG's support. In the summer of 2018, the theatre wagon performed on tour in front of about 5,500 people at town squares, in castle courtyards, in village streets, at retirement homes, in schools and on mountain tops in the middle of nature. The theatre wagon also stops in once a year at the STRABAG head office in Vienna.

More information: www.ensemble-porcia.at

STRABAG KUNSTFORUM

STRABAG Kunstforum has long been in the service of arts patronage – as organiser of the STRABAG Artaward International, with the exhibitions at the STRABAG Artlounge and through the establishment and maintenance of the permanent collections at more than 60 offices throughout Europe. The STRABAG Artaward has been presented since 1994 in Austria and since 2009 as an international art sponsorship award for artists in the fields of painting and drawing. Winners receive the opportunity to present their works at an individual exhibition in the STRABAG Artlounge. STRABAG Kunstforum also gives artists access to the art studio at the STRABAG head office in Vienna as a place that promotes the creativity, artistic productivity and exchange within the art scene.

For the years 2018–2020, the award is open to artists from Austria and Germany. In 2018, the prominent members of the STRABAG Artaward International jury selected Verena Dengler as the winner from a new record of 983 submissions. Also awarded were Alfredo Barsuglia (Austria), Larissa Leverenz (Austria/Germany), Erik Sturm (Germany) and Alexander Wagner (Germany). In addition to the focus on young artists, an individual exhibition of works by Alfred Hrdlicka paid homage to an established great from the Austrian art scene.

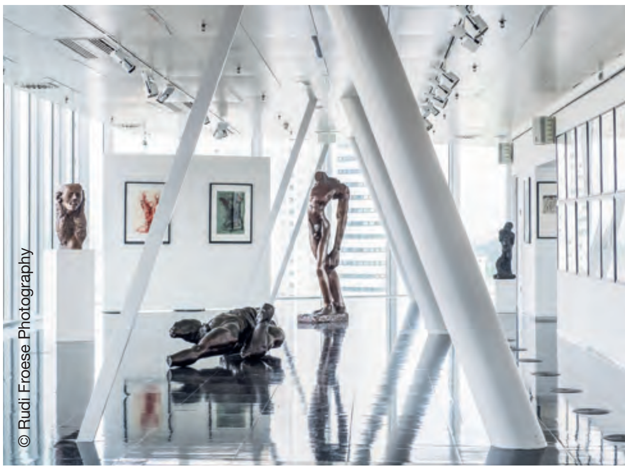
A special guest appearance was made by the fund *anders*ART that supports existing initiatives to promote outsider art. The fund is dedicated to the promotion, establishment and support of self-taught artists with psychological illness or mental handicaps. The three artists supported by the fund, Johanna Rohregger, Albert Masser and Martin Schauer, presented their works in the STRABAG Artlounge.

All temporary exhibitions at the STRABAG headquarters as well as the permanent exhibition of Bruno Gironcoli at the Gironcoli-Kristall, Vienna, are open to employees and the general public during regular office hours. Admission is free. Since 2018, the exhibition at hte Gironcoli-Kristall can be accompanied by a Hearonymus audio guide.

With over 3,000 works of art comprising the STRABAG Artcollection, STRABAG Kunstforum aims to promote the dialogue between art and everyday life and to give artists a platform where they can continue their work. In 2018, STRABAG Kunstforum provided art for the company locations in Stuttgart (Germany), Brunn am Gebirge, Trumau, Lienz and Tech Gate Vienna (Austria) and Bratislava (Slovakia).

More information: www.strabag-kunstforum.at

The Alexander Wagner exhibition in the STRABAG Artlounge



The Alfred Hrdlicka exhibition in the STRABAG Artlounge

RISK AND OPPORTUNITY MANAGEMENT – PROJECT-RELATED RISK MANAGEMENT

Why manage risks and opportunities?

Don't focus only on the macroeconomic development, but also – and above all – scrutinise a construction company's risk management system.

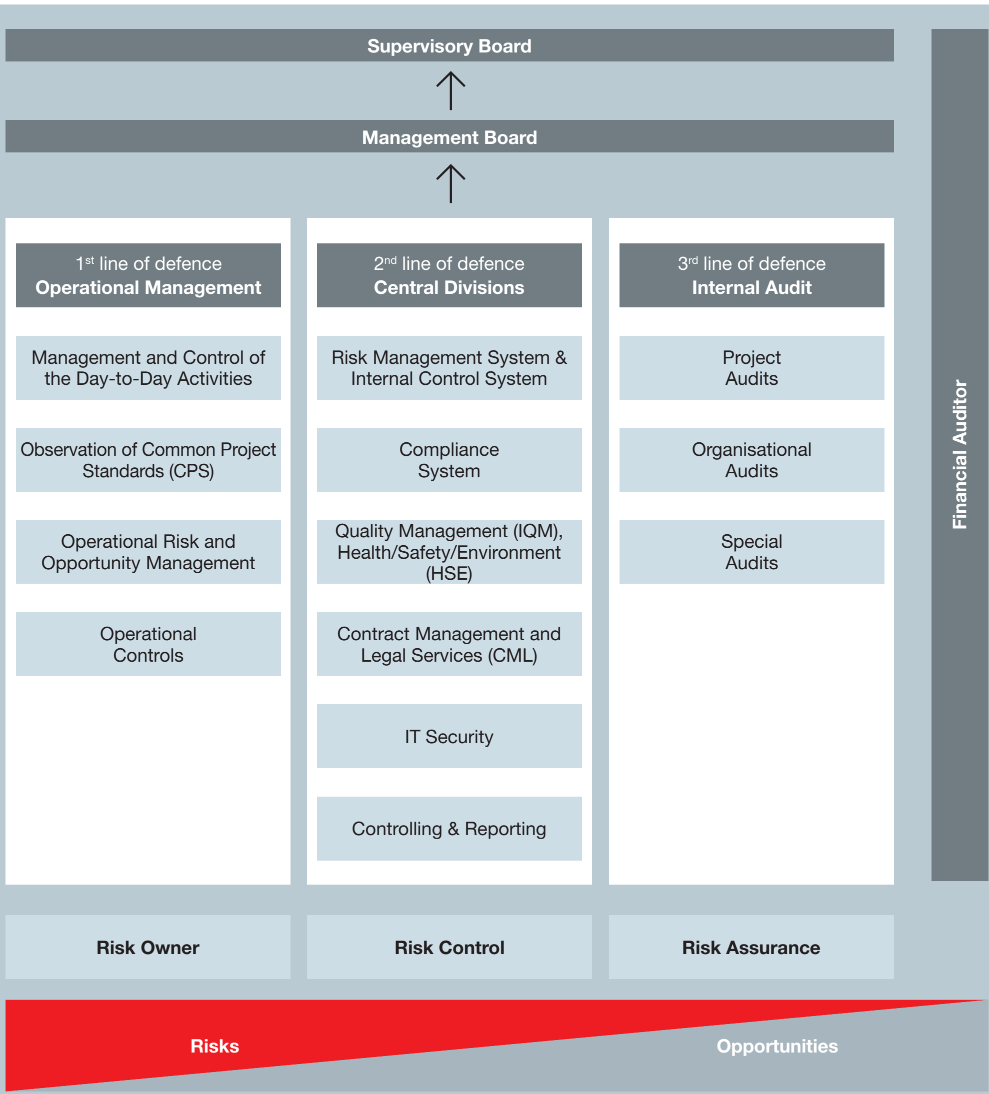
The STRABAG Group encounters many different risks and opportunities in the course of its business activities. These risks are systematically identified and assessed using an active risk management system and actively managed through an appropriate risk management policy. This risk management policy is an integral part of the management system and describes a set of fixed principles and responsibilities for risk management and how to deal with the material risk categories.

When capital market participants or suppliers scrutinise a company in the construction sector, the forecasts for the macroeconomic development of the individual markets are usually of great importance to them. Of course, our business is influenced by economic growth and public spending; at least as important, however, is a construction company's risk management. After all, the large number of unique projects translates into an increased risk potential. Keeping this under control requires a focused organisational structure with clearly defined responsibilities and effective instruments for an active risk and opportunity management. An end-to-end risk and opportunity management system also is a competitive advantage that is difficult for the competition to copy – it can only be established over the long term.

Managing risks and opportunities is part of the daily work at STRABAG. Additional information can therefore be found in the Management Report under "Risk management", "Financing/Treasury" and "Order backlog" or in the Consolidated Corporate Governance Report.

Rules and responsibility areas

To ensure a responsible and proactive approach to risks and opportunities, we integrated a comprehensive **risk management system** (RMS) with an **internal control system** (ICS) in our management system on the basis of the internationally recognised COSO Enterprise Risk Management Framework (COSO: Committee of Sponsoring Organisations of the Treadway Commission). Risk management is a **core activity of the management** with responsibility at the corresponding management level. The organisation and responsibilities for the risk management are determined according to the three lines of defence approach supported by the European Confederation of Institutes of Internal Auditing (ECIIA). This end-to-end corporate governance model applies to all disciplines of risk management and establishes clear roles and responsibilities for risk management to ensure a functioning and efficient control and monitoring framework.



Organisation of risk management following ECIIA: Guidance on the 8th EU Company Law Directive, Article 41

The **first line of defence** is the operational management, which has responsibility for identifying, analysing, assessing, managing and monitoring risks and opportunities. As **risk owner**, the operational management is responsible for establishing preventive measures to avoid or mitigate risks, for taking advantage of opportunities that arise in the day-to-day business and for ensuring that all activities coincide with the company objectives.

The **second line of defence** supports the operational management in **risk control** as well as in further developing the risk management system and the internal control system. This includes the central functions for risk management, compliance, quality management, health/safety/environment (HSE), IT security, and controlling and reporting. The central divisions establish standards, methods and processes for the risk management along with related standards and guidelines, manage and monitor their implementation in the operational areas, report periodically to the company management and review the level of sophistication and further development of the management system.

The **third line of defence** comprises the internal audit department as an objective and independent audit and consulting entity for **risk assurance**. The internal audit department supports the company management, the operational management and the monitoring entities in early risk recognition and reviews the effectiveness of the measures established to minimise or avoid risk.

Complementing the above, the **financial auditor**, as part of its annual audit activities, assesses the effectiveness and efficacy of the risk management system and the internal control system and so supports the ongoing monitoring of the efficiency of the three lines of defence. The essential success factors of our integrated governance system are explained below:

#1 – MANAGEMENT SYSTEM WITH ASSOCIATED POLICIES AND RULES

The management system of the STRABAG Group is described with the associated policies in the Management Manual and is documented with superordinate and subordinate rules. The rules apply across the group and have been translated and communicated in all relevant group languages.

#2 – ORGANISATIONAL STRUCTURE WITH CENTRAL ENTITIES

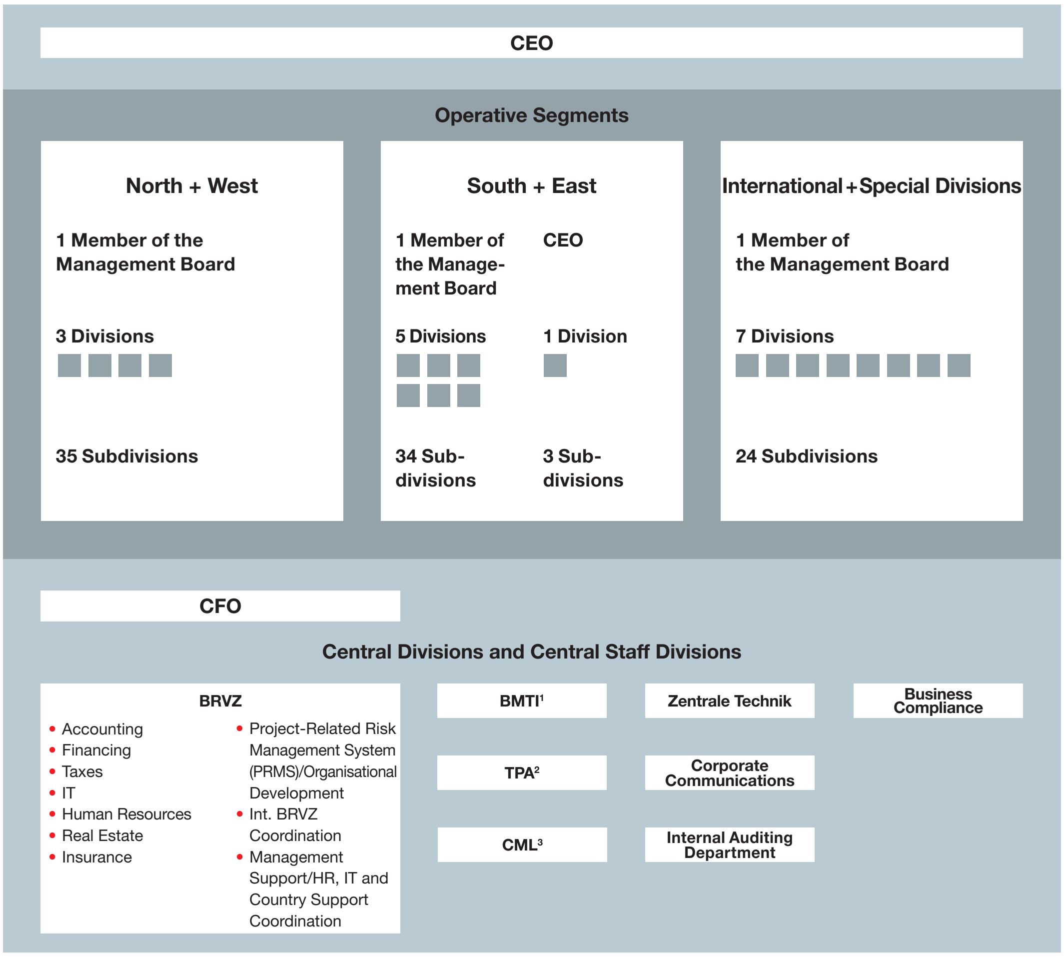
The management of the risks and opportunities receives significant support from the group's organisational structure. The uniformity of the organisation creates economies of scale and results in efficient controlling and reporting. Under the roof of the parent company STRABAG SE, a number of legally independent subsidiaries are active in their respective national markets. The top level of organisation are the segments North + West, South + East, International + Special Divisions and Other (this segment comprises the central divisions and the central staff divisions), each of which is headed by at least one member of the Management Board.

The STRABAG SE **Management Board** is the group's top management body. It is responsible for maintaining the group's financial balance and determines its strategic goals. The Management Board regularly discusses matters of corporate responsibility and sustainability. During the execution of these tasks, the Management Board is supported by the **divisions** as well as by the central divisions and central staff divisions (service companies).

The division managers coordinate and steer their subdivisions and report directly to the member of the Management Board responsible for their division. They manage their business independently and on their own responsibility within the framework of the group's business policy. It is their responsibility to reach the objectives laid out in the strategic and operational planning and to realise the specified individual measures. The operating business is managed by the **subdivisions**, which in turn are organised into individual business units. They are responsible for the greatest possible success in their regional markets or business fields and are managed by the superordinate division managers.

The **central divisions** handle the group's internal services in areas such as accounting, financing, taxes, IT, human resources, real estate, insurance, project-related risk management system and organisational development, equipment and vehicle management, quality management, safety/health/environment and energy management, technical consultation, quality assurance, innovation management, prequalification, contract management and legal services. As competence centres, they support the operating units so these can concentrate on their core business and deliver their services to the clients in an efficient manner. The **central staff divisions** are responsible for internal audit and communications and report directly to the CEO.

While important decisions at the Management Board level are made during regular board meetings, the **four-eyes principle** applies at the levels below. For us, this dual management structure ensures efficient risk management and foresees that responsibility is largely assumed jointly by one technical and one commercial manager.



1 BMTI: equipment and vehicle management

2 TPA: quality management, technical consultation, quality assurance, innovation management, safety/health/environment and energy management

3 CML: prequalification, contract management and legal services

Last updated: 1 January 2019

#3 – PROJECT SELECTION AND INTERNAL PRICE COMMISSION

Project-related risks often have their origin long before contract signing. In order to recognise significant risks and opportunities at an early stage, we select projects before participation in a prequalification or before the start of bid processing on the basis of defined criteria and disclosure thresholds. Especially with large projects, the management can set framework conditions for the further bid processing and for the early inclusion of specialists from the group's central divisions and central staff divisions. When defined disclosure thresholds are exceeded, a bid, before it is submitted, must be closely reviewed and approved by internal **price commissions** composed of members from various hierarchy levels depending on the project size.

"We have a self-developed management information system that helps us to apply the same standards in all regions in which we operate. That means clear criteria for the assessment of new projects, a standardised process for the submission of bids, and control systems that serve as filters to avoid loss-bringing projects."

#4 – MANAGEMENT INFORMATION SYSTEM

Our management information system gives us an up-to-date overview of the financial status of all our projects with data that can be compared from country to country. In addition, evaluations are analysed by the respective management and members of the STRABAG SE Management Board at regular intervals.

Thomas Birtel, CEO of STRABAG SE

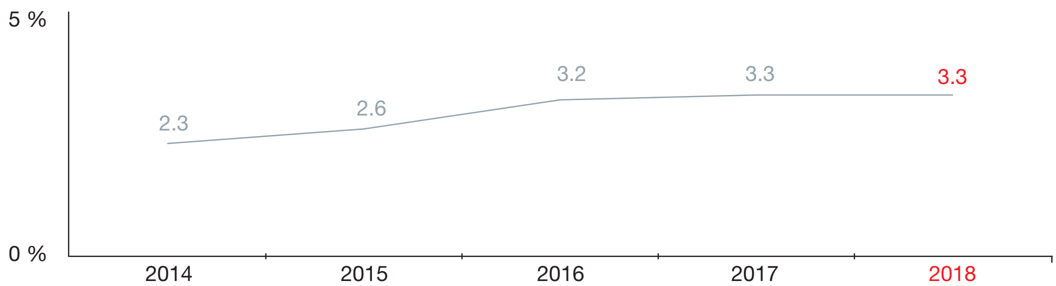
Objectives and indicators

A primary objective is the **long-term existence of our company**, which we strive to ensure by maintaining our focus on cost efficiency and the disciplined use of capital. To reach this overriding objective, we set ourselves the following specific goals:

REACH AND SUSTAIN THE DEFINED EBIT MARGIN TARGET

The **EBIT margin** is our **most important financial indicator**. The margin is especially crucial for our investors. Given our policy of paying out 30–50 % of the net income after minorities in the form of a dividend, our investors are especially interested in seeing a sustained achievement of the EBIT margin target.

DEVELOPMENT OF EBIT MARGIN[1]



Since 2016, we have made it our goal to confirm a sustainable EBIT margin (EBIT/revenue) of at least 3 %. In the 2018 financial year, with an operating EBIT margin of 3.3 % – the same as in the previous year – we again succeeded in reaching our self-imposed target. The margin was adjusted for a non-operating step-up profit related to the full consolidation of a German concession company.

1 2016 adjusted for non-operating income in the amount of € 27.81 million
2018 adjusted for a non-operating step-up profit in the amount of € 55.31 million

CONSTANTLY INCREASE THE EFFICIENCY OF THE PROJECT-RELATED RISK MANAGEMENT SYSTEM

To maintain the EBIT margin at the level attained, and raise it if possible, we must consistently and sustainably reduce the flop rate by constantly improving the efficiency of our project-related risk management. We have implemented a risk management system (RMS) with an integrated internal control system (ICS) across the group to help us in the early identification, accurate assessment, effective management, and transparent end-to-end monitoring of significant project-related risks and opportunities. We periodically review the efficiency and effectiveness of the systems, processes and controls for early recognition of all material risks and related countermeasures in order to deflect impending damage to the company and rule out any potential threat to its existence. Weak points that are identified in the process are transparently documented and immediately rectified.

For the monitoring of the overriding objective, several **indicators** are periodically measured and tracked on the basis of multi-year comparisons. These indicators include:

- Financial figures
- Project-related and organisational figures
- Economic and industry situation
- Market position and competition
- Client situation
- Services offered
- Management quality

However, the effectiveness and efficacy of the risk management system cannot be measured or assessed on the basis of an isolated observation of individual risk parameters. Many different indicators must be observed in the context of various influencing and correlating factors.

We are working on developing a more uniform, group-wide understanding of risk and a standardised, end-to-end method for the identification, categorisation, assessment and tracking of risks and opportunities. On this basis, the project-related documented risks and opportunities can be aggregated over the long term and the associated risk indicators can be ascertained. Using cause/effect analyses, we also evaluate the degree to which this allows us to derive correlations or dependencies that could serve as early-warning indicators to deliver important information for the management of risks and opportunities.

ENSURE COST EFFICIENCY AND DISCIPLINED USE OF CAPITAL

To sustain an EBIT margin of at least 3.0 % in the long term, it will not be necessary for the market – i.e. the macroeconomic environment – to change. Besides our increased efforts to improve the project-related risk management, we are maintaining our focus on **cost efficiency and the disciplined use of capital**. This was at the centre of the work of the internal **STRABAG 2013ff task force** that over a four-year period visited the locations of all our organisational entities, viewed construction sites, and engaged in conversations with the local management. The aim now is to stabilise and consolidate the efficiency improvements achieved by the work of the task force with regard to the organisational and strategic position of the group. Help and assistance in this regard should come from the **central division Project-Related Risk Management System/Organisational Development/International BRVZ Coordination** that was created in 2015. The main tasks of this team include the development of organisational indicators and benchmarks for efficiency improvement as well as the consultation and support in organisational development measures at individual company entities.

Projects and initiatives

Also see the "Strategy" chapter of the Annual Report

Based on the strategic principles for the management of risks and opportunities, the measures we are taking include the following:

MEASURES TO STRENGTHEN THE PROJECT-RELATED RISK MANAGEMENT SYSTEM

The STRABAG Group's risk management system was improved through the following changes and enhancements in the 2018 financial year:

- Coordination and implementation of improvement processes with regard to the minimum standards with group-wide validity for the procurement and execution of construction projects (common project standards) on the basis of an evaluation of the core processes of "selection" and "price commission", including, but not limited to:
  - Extension of the matrix of reporting thresholds
  - Expanded rules and stricter requirements for the preparation and implementation of selection and price commission among large-scale and megaprojects
  - Deregulation and de-bureaucratisation in the region-wide business through extension of the problem-solving and decision-making ability for operating entities when establishing specifications for selection and price commission for smaller projects (< € 5 million)
- Extension of the common project standards through rules and regulations specific to the respective business units and countries
- Further development of the decision-making foundations in the project procurement phase to support the decision-making process in final tender meetings or price commission
- Implementation of workshops on the use of the evolved catalogue of possible causes, based on the common project standards, for the categorisation of material positive and negative earnings causes
- Further analysis of cause-and-effect relationships
- Improvement and extension of the data management for the gradual establishment of a knowledge database complemented by analysis and assessment options for the promotion of a needs-based exchange of experience among the project participants
- Improvement of system interfaces to avoid redundant data capture and to improve quality and transparency in data management and the determination of key performance indicators

In the 2018 financial year, we also continued the following long-term developments which are either in the evaluation and conception phase or are finding implementation in subprojects:

- Improvement of the project data management in the areas of data structuring, archiving, functionalities and interfaces to support the decision-making processes during the project procurement phase
- Extension of the standardised reporting through project management tools for the early recognition of opportunities and errors (including comparison of target/actual quantities for main works)
- Development and introduction of an IT tool for the standardised, systemic end-to-end documentation and tracking of risks and opportunities
- Derivation of indicators and the development of efficient early-warning systems on the basis of the periodically analysed lessons learned and experiences in order to avoid errors or the repetition of errors
- Stabilisation of the efficiency improvements initiated by the STRABAG 2013ff task force through the development and complementation of suitable organisational indicators as a decision-making basis for sustained structural optimisations
- Planned merger of the reporting in a modular controlling portal

An essential prerequisite for the improvement of our project-related risk management system is the active contribution of all employees with a clear commitment to an open error culture. This is where our values of partnership, trust and respect, based on honesty, fairness and mutual appreciation, are of particular importance, as they form the foundation for a learning organisation.

DIGITALISATION TO PROVIDE NEW TOOLS FOR THE REDUCTION OF CONSTRUCTION RISKS

Also see chapters "Innovation" and "Digitalisation"

The new tools being used in **BIM 5D**® processes facilitate, among other things, regular consistency reviews of the construction designs, a model-based quantity, cost and performance assessment, and schedule planning, and, on this basis, an end-to-end rendering of the construction sequence with digitally linked processes and consistent data across the entire lifecycle of a building. This can help uncover and correct errors at an early stage, thus minimising the risks in a construction project, the roots of which are often found in the design phase. The digitally retrievable data can then be used for different analyses (including building analyses and simulations, sustainability studies or building certification). The digital tools also promote an efficient and transparent working relationship with clients, designers and partner companies.

INNOVATION

STRABAG is a technology group for construction services. For a technology-focused company, it is essential to embrace innovation in order to remain competitive in the long term.

The trend towards **integrated end-to-end solutions** is increasingly taking hold in the construction sector as well. Clients want benefit, rather than things and individual functions. This results in complex changes. The function of buildings and transportation infrastructures is increasingly seen over the entire lifecycle – in terms of technology, profitability and environmental impact. Yet **production costs** still **decide** over most contract awards. This price competition can be countered not only through increased efficiency but also by applying innovative solutions. Customers are increasingly looking at the operating and lifecycle costs; rarely, but more and more, an assessment of the environmental impact of the relevant construction-related processes is wanted. In the future, construction companies will be asked to build highly functioning buildings with maximum comfort, high health standards and low impact on the environment. The bid submission for and execution of the Axel Springer Campus in Berlin is a distinctive example of this development.

Production costs usually still decide over award

In the meantime, policymakers have also recognised the role of the resource-intensive construction sector when it comes to tackling challenges such as **climate change** and **resource scarcity**. There is a considerable need for energy-efficient residential and non-residential buildings and, considering the increasing traffic volume, for modern transportation infrastructures. This finds expression in extensive national and EU subsidy programmes and announces large investment volumes.

All these demands fit in well with the basic understanding and the role of a **main contractor**. Whereas in the past contractors were usually invited to join the process at the construction stage – which is quite late in the game –, in the future they will participate earlier and more extensively during the design phase. But “front-loaded design”, which involves comprehensive planning early in the project’s lifecycle, also means that the people, information, means and materials necessary to carry out a project are made available promptly, fully and comprehensibly. This is why we offer our clients the STRABAG teamconcept contract model which commits all participants to the project as early as possible.

The aim is to recognise the scope and, ideally, the implications of the changes. Because entrepreneurial success in the future will depend on the ability to recognise trends in time and to be prepared for this new complexity. Our innovation activity must therefore be steered strategically.

Strategically steering innovation

Initially, an organisation’s desire to innovate stands in conflict with the aim to successfully do business using tried-and-tested technologies, methods and products for as long as possible. Because innovation stands for a process leading to novelties. That requires changing routines, overcoming resistance and adapting the organisation. For innovations to become successful, they must be introduced into the organisation’s structure as prudently as possible and under consideration of the varied interests of the different stakeholder groups – including shareholders, clients and employees. Allowing a balanced **freedom to try out** new ideas makes it possible to better estimate and manage risks; moreover, such freedom is often crucial for new solutions, it motivates employees and it is seen as especially attractive among job applicants.

Rules and responsibility areas

One **STRABAG SE Management Board member**, Peter Krammer, acts as a sponsor of innovation and digitalisation within the group. **Innovation managers** at the **divisions and central divisions** collect development proposals and approve their realisation in line with the strategic alignment of their business field. They are supported by the **Innovation Management** team from Zentrale Technik on how to recognise relevant trends; on questions pertaining to the systematic development of new solutions, public funding or development partnerships; and on the internal and external rollout and reporting on the group-wide innovation activities.

Objectives and indicators

We want to develop new solutions (products, processes, systems and services, materials and constructions), tap new business fields and be a forward-looking employer. The following indicators show us if we are on the right path to reach our objectives:

- Provision of research and development funding by the company: € ~14 million

  Objective: maintain at least the previous year's level

- Number of subdivisions with at least one person responsible for innovation: 23 (out of 118 subdivisions total)

  Objective: increase the ratio of innovation managers per subdivision to total number of subdivisions in the group next year.

- Number of participants at STRABAG events on the topic of innovation: 72 people from 22 organisational units attended the event "STRAcafé: Innovation as a Factor for Success within the Group".

  Objective: maintain at least the previous year's level

- Publication of relevant development projects to inform of the group's innovation activities (via "Research, Development & Innovation" brochure and digital channels): 47

  Objective: As the communications strategy for innovation projects is currently being reworked, the objectives will be redefined in 2019.

Projects and initiatives

On average, about **100 development projects annually** are carried out in the group, which cover the entire construction value chain, including drone-supported digital site surveying. In general, a clear trend can be seen to data-driven design, construction and operation. Our subsidiary EFKON AG is developing software and hardware with which traffic data can be captured and analysed more comprehensively. Model-based working, e.g. for design and construction logistics, can be complemented through tools such as the HoloLens data glasses whose use in facility management we are currently reviewing together with Microsoft – and it expands our possibilities for assessing the complex facts quickly and extensively. Our annual **group brochure** "Research, Development & Innovation" features reports on the most important works in this area and serves to network management, clients, investors and our employees.

To further support the research and development activities, the company established a professional in-house funding management in 2018 with the goal of subsidising the necessary development tasks through the public sector as much as possible. The services offered jointly by the group entities TPA and Zentrale Technik include the systematic identification of funding possibilities for development projects as well as applicant support at all stages from request submission to project execution. In 2018, a total of 14 projects were carried out with public funding.

An important networking tool at STRABAG is the in-house platform **connect**, which allows our employees to exchange ideas and propose solutions quickly across organisational and geographic boundaries. An especially active community is the LEAN.Construction community. Here improvements resulting from the use of LEAN methods are shared with other interested persons.

STRABAG has been a proactive member of the European Network of Construction Companies for Research and Development **(ENCORD)** since 2004 and has held the chair of the network since 2018. STRABAG also is a member of the European Technology Construction Platform **(ECTP)**.

SKAIO – Record-breaking timber building

© Architecture: Kaden+Lager, visualisation: JSB Stuttgart

SKAIO, the 34 m hybrid high-rise

The tallest timber building in Germany was constructed 2018/2019 in the Neckarbogen neighbourhood of Heilbronn: 34 m high, ten storeys. Timber high-rises already exist, but none had ever exceeded a height of 22 metres.

The decisive element behind this project idea was not the height of the building, however, but its sustainability. All building materials were designed according to the cradle-to-cradle principle, meaning they can be dismantled or recycled so that all raw materials can be reintroduced into the cycle. SKAIO was built exclusively using PEFC-certified spruce wood harvested mainly from German forests.

SKAIO is not a pure timber high-rise but a **hybrid building**, as wood is simply not the best or most suitable material for all uses. For fire safety reasons, for example, the façade was clad with aluminium panels instead of the wood cladding that had been originally planned. Steel and concrete were also required to provide the necessary structural stability. The base floor and the stairwell consist of concrete, while steel was used for the pillars, beams and corbels. But the walls and ceilings, which comprise the majority of the building, were made of wood.

The greatest benefit of timber construction in comparison with conventional building materials is the **short construction time**. The timber elements were all prefabricated at the group's facility in Aichach, Germany. The parts were then assembled straight from the transporter at the construction site. This, together with good planning, made it possible to build a whole floor in just one week.

DIGITALISATION

Digitalisation is currently one of the most important issues within the context of innovation at STRABAG. It is a megatrend that will change the traditional construction processes by allowing the fast, global **networking of things and machines** (Internet of Things) and **people**. Components that gather and send data can be built into nearly everything, even into construction materials, construction machinery and construction parts, to provide information during the construction of buildings or to send status updates during their operation. This makes it possible to monitor and optimise processes from almost anywhere – whether from the office or the construction site. Using model-based renderings that present the information in an extremely compact and easily understandable form, people are able to work together in real time from different locations no matter where they are.

Robots will not replace people.

Self-learning algorithms will support the decision-making in ever more complex processes – decisions made not only by management but also by robots. Robots can already lay bricks, perform freeform welding operations and "print" structures, structural elements and construction parts using cementitious pastes. Still, robots won't be replacing human workers any time soon; even in the future, people will continue to put their skills to good use on our construction sites. At the same time, we see the opportunity that digitalisation gives us to let machines perform routine tasks so that people can spend more time looking for creative solutions to specific problems.

For STRABAG, the trend towards digitalisation means that **all material business processes** – design, construction, production, operation and administration – must be **gradually adapted** to this new way of processing information. We want to introduce digitalisation in the design-and-build process and use the "digital twins" in all phases of construction because we want to remain competitive and viable as an attractive employer and construction partner, and because we expect that the connectedness of all project participants will lead to increased quality and efficiency as well as better time and cost planning. This means that we must also look at the processes of our suppliers and examine possible intersections. In keeping with our corporate value of partnership, we have therefore begun to offer BIM 5D® training to our external partner companies so that we can elaborate the standards of the future together.

Rules and responsibility areas

Steering Committee for Digitalisation

To develop and continuously track the digitalisation processes, a **Steering Committee for Digitalisation** (SCD) is in place as a committee of the Management Board. The committee meets regularly. The SCD is advised by the Team Digitalisation STRABAG (TDS), which consists of one representative each from the operating business, from Zentrale Technik and from BRVZ-IT and who have direct responsibility with regard to digitalisation. The operating business is represented by a Head of Digitalisation, a position that was created in 2017.

Additionally, the **group directive for a BPM organisation** (business process management) regulates the management of those business processes requiring central IT support. Local BPM representatives were appointed to serve as speakers for their respective divisions. The BPM evaluation board set up within the BPM organisation, consisting of representatives from the operating business and the central divisions BRVZ-IT and Zentrale Technik, is responsible for the evaluation of the submitted project ideas and coordinates the preparation of the decision-making foundations for the SCD together with the TDS.

Objectives and indicators

More efficient design of existing processes

STRABAG is actively driving forward the digital transformation of construction site processes and is working on the resulting new business models. The company is convinced that the focus here must be on the expectations of the customers and the more efficient design of existing processes.

A focus of this process optimisation is on a higher penetration of digital methods such as BIM 5D® (Building Information Modelling), another is on the development of more efficient and more collaborative ways of working with customers and partner companies with the support of suitable tools. To this end, we are investing in the **continuous qualification** of our existing employees and are strengthening our teams with the right specialists. The following indicators refer to the digital penetration on the construction site and at the workplace – because the digital transformation influences not only the object of construction and the people involved, it also changes the processes within the group organisation:

- **Collection and analysis of machine data starting with 2019:** Increasingly higher expectations are being placed on quality and performance documentation and on a more sustainable use of environmental resources. For this reason, we plan to increase our use of telematics systems with key equipment in 2019 to record and analyse their movement and operation – at the end of 2018, around 26 % of the key equipment was outfitted with telematics systems.
- **BIM 5D® workstations:** STRABAG is gradually upgrading its CAD workstations for use with BIM 5D® technology in building construction and civil engineering, transportation and infrastructure projects. The number of BIM-capable workstations has been growing continually and in 2018 reached 1,350 across the entire group. That corresponds to a dynamic year-on-year increase of 38 %. The goal now is to achieve further double-digit growth in 2019.
- **Digital workplace:** STRABAG is investing in the digital workplace and is driving ahead the digital transformation with cloud applications. The complete penetration of an organisation with state-of-the-art working tools is a fundamental requirement for flexible and efficient collaboration. A first step is the STRABAG-wide introduction of Office 365. The migration to Office 365 reached 68 % at the end of 2018 (2017: 17 %). A target of 88 % has been set for 2019.
- **Mobile end devices for a more flexible work design:** Digitalisation is changing the work routine – for example, with a shift towards mobile working. Using end devices such as tablets, employees can benefit from the more flexible work design that digitalisation makes possible. The percentage of employees using tablets for work purposes currently stands at 10.8 % (2017: 5.4 %).

Projects and initiatives

Find out more about these projects in our brochure “Research, Development and Innovation”.

The construction sites are supported in the digital transformation by STRABAG specialists. These specialists **work on-site** with the **construction site teams** to advise them in their day-to-day business and take on the practical requirements. This should help persons responsible on construction sites to choose among the many digital tools offered by the group – such as software, platforms and apps – and so increase efficiency. The focus is currently on the operating units in building construction and civil engineering.

We continued to drive the **development of BIM 5D®** during the 2018 financial year. On the one hand, we are growing our experience when we apply our know-how of digital building in specific projects, such as the construction of an office building and a production hall for Siemens in Zug, Switzerland. On the other hand, we are engaged in research projects to help us apply BIM.5D® in all relevant construction phases if possible. The “eEmbedded” project, for example, aims at using BIM methods already during the design phase. The focus here is on energy considerations and the integration of the planned building into the surroundings.

The training offer in this regard was also further expanded in 2018. In addition to the established BIM 5D® training at our company locations in Stuttgart and Vienna, the first participants successfully completed their BIM management training in autumn of last year. The internal programme, the only training of its kind, will be further developed in scope and depth in 2019 in order to prepare future STRABAG BIM managers even better for their role.

In transportation infrastructures, we are looking into the use of sensors to monitor the load-bearing behaviour of asphalt roads to better forecast the operating life of a road section. The sensors are currently deployed along the A2 motorway in Germany in a project commissioned by the Federal Ministry of Transport and Digital Infrastructure. Additionally, a new undertaking started in 2018 is the group project **BIM 2020 Roadmap in Transportation Infrastructures**, which, among other things, is testing BIM 5D® applications in several pilot projects on the basis of the German Transport Ministry's 2020 Roadmap for Digital Design and Construction.

Increasing efficiency requires the digitalisation of the construction sites. The large construction sites of tomorrow will be automated. Drones are already common on job sites, and intelligent construction machines or the networked connection of devices and construction parts via smart sensors also aren't that far off. The **Connected Construction Site** group project is an important STRABAG lighthouse project in transportation infrastructures. The focus is on concrete, application-based solutions to efficiently support the digital and seamless interaction of all project participants. This project was concluded at the end of 2018 but to further pursue the goal of digitalisation on the construction site, the project will be continued in 2019 under the name Connected Construction Site 2.0.

For an international group for construction services like STRABAG, the close cooperation with suppliers and subcontractors is of vital importance. The goal of the group project **SPS (STRABAG Procurement Solution)** is to digitally depict the supply processes in purchasing using platform functionalities – with the aim of simplifying the processes for everyone involved in purchasing and to establish an even closer relationship with the suppliers and subcontractors. A development in this regard was the concept for a modular purchasing solution and its gradual rollout.

In 2018, STRABAG established the business unit **Digital Object Surveying and UAV** as the organisation for a new business field. The entity offers first-rate services with innovative measuring systems for object surveying. The entire value chain – from data capture to 3D data analysis – will be depicted digitally.

CLIENT SATISFACTION

Long-term, sustainable success is our goal. This is why the demands and **expectations** of our **clients** are at the heart of each and every project. "We create added value for our clients by our specialised entities integrating the most diverse services and assuming responsibility for them. We bring together people, materials and machinery at the right place and at the right time in order to realise even complex construction projects – on schedule, of the highest quality and at the best price." In line with this central message of our vision, the issue of client satisfaction was given top priority in the stakeholder dialogue from both an internal and external perspective. Under our strategy, we assign client satisfaction to the strategic field of "Economic Responsibility". Because **on-time delivery, quality and price** (or, more precisely, cost) are all decisive factors for the economic success of each individual project and of the entire company.

So there is good reason why reliability forms part of our guiding principles. From the prequalification and bidding process to contract awarding and repeat orders to **permanent client relationships**, the satisfaction of our clients always drives our image – which substantially increases our opportunities and is ultimately reflected in our order backlog. Risks – such as those arising from non-fulfilment of client expectations in terms of quality or legal and normative requirements – are systematically countered through the STRABAG management system with measures for **quality assurance, environmental protection** and project-specific **risk management**. In this way, we aim to prevent the negative impacts our business activities may have on the safety of users, on the environment and, consequently, on our reputation.

Rules and responsibility areas

As part of our efforts to increase client satisfaction, the management in the group entities, during the operational corporate planning and assessment, establishes, implements and evaluates specific targets, structures, tools and measures under consideration of the relevant markets and business fields. The systematic measurement and evaluation of client satisfaction is laid out in the STRABAG Management Manual. The **central division TPA** oversees all coordination, reporting, and monitoring through the use of internal audits.

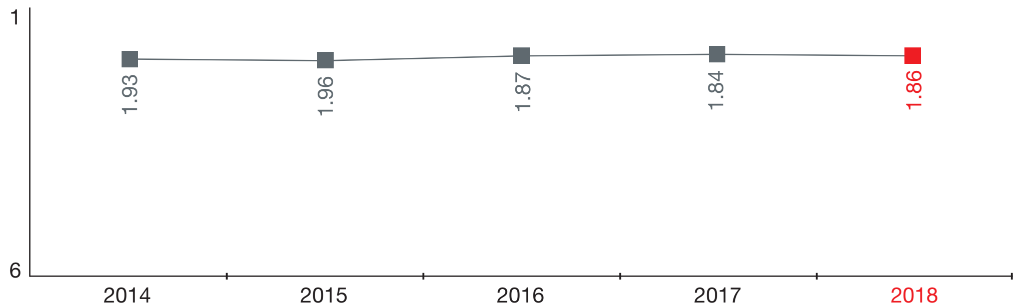
Objectives and indicators

The stated objective of the Management Board is to increase client satisfaction in order to win and maintain the highest possible share of regular clients.

The measurement of client satisfaction via a **client survey** has been carried out for construction projects using a uniform group standard since 2005. A written questionnaire is sent to clients in all group countries, asking for their project-specific or contract-related evaluation of the following five aspects: response to faults and complaints; documentation and reporting; competence of the site manager; competence of the foreperson; orderliness and cleanliness on the construction site. The operating entities can add specific questions to the survey or implement additional procedures for measuring client satisfaction. The evaluation of the questions specified by the group is performed by the central division TPA. The assessment of the results and the extrapolation of objectives and measures is the responsibility of the operating entities during their annual planning and assessment process.

During the review period 2014–2018, we were again able to fulfil our clients' expectations:

RESULTS OF THE CLIENT SURVEY (ALL GROUP COUNTRIES)



Degree to which clients saw their expectations fulfilled
Expectations were 1=exceeded; 2=fulfilled; 4=partly fulfilled; 6=not fulfilled

Projects and initiatives

In 2018, the research project with the Graz University of Technology to evaluate the current procedure for measuring client satisfaction was successfully concluded. The aim of the project was to determine which factors influence the clients' satisfaction with the construction projects and which methods could be used to increase the quantity and quality of the customer feedback. This was done by comparing the assessment of construction projects from an internal point of view and from the viewpoint of the client. In this regard, about 70 interviews were carried out with project managers and customer representatives.

The client representatives gave the construction projects an average mark of 1.6 on a scale from 1=very good to 5=insufficient. The strengths they cited included the competence of the project participants, the quality of the communication on the construction sites and the quality of the partnership – one of STRABAG's core values.

The results of the study will be taken in 2019 to optimise the feedback questionnaire for the written client survey and to develop an application-supported process for survey and evaluation. The positive experiences with an online survey tool from the year before will also be used.

The switch-over of the internal system for measuring client satisfaction is expected in January 2020, pending a corresponding resolution. Specific knowledge about variables of client satisfaction and the increased quality of the feedback of our clients provide support in determining quantitative objectives and concrete measures for customer loyalty.

STRABAG LEAN.CONSTRUCTION: ANALYSING. UNDERSTANDING. IMPROVING. BUILDING.

More than 300 group employees support the construction teams in the planning and on-site in order to realise the projects more easily and efficiently – and thus also contribute to customer satisfaction. Different LEAN.Construction methods are used. Here are two examples:

- **Pull planning** is used to establish the construction milestones as a team (including all internal and external project participants), starting from the date of completion and going all the way back to the very first task to be performed on the construction site. Potential interface conflicts and construction site problems are continuously visualised using takt control boards, discussed in good time and solved accordingly.
- **The STRAtakt paving planner** ensures even, continuous asphalt paving and avoids waiting times for the trucks.

BUILDING IN PARTNERSHIP. TEAMCONCEPT

New Axel Springer building, Berlin

How do we avoid conflicts in our construction projects? How can we work together with our customers as partners? How can we make complex construction projects profitable for all involved?

teamconcept is a partnering scheme with a clear goal: realising complex construction projects without stress, with commitment and in partnership. We include the interests of all project participants even before we begin, and we create a clear framework, binding rules and common goals. This creates a sense of security and helps to jointly keep the costs under control. We believe in trust through absolute transparency and open communication. Our incentive: cost, scheduling and quality advantages for our customers as well as a more conflict-free work routine for our employees.

Projects realised under our teamconcept model include:

- New Axel Springer building, Berlin
- Oosterdokseiland, Amsterdam
- adidas World of Sports ARENA, Herzogenaurach

Villach, 5 April 2019
The Management Board

Dr. Thomas Birtel

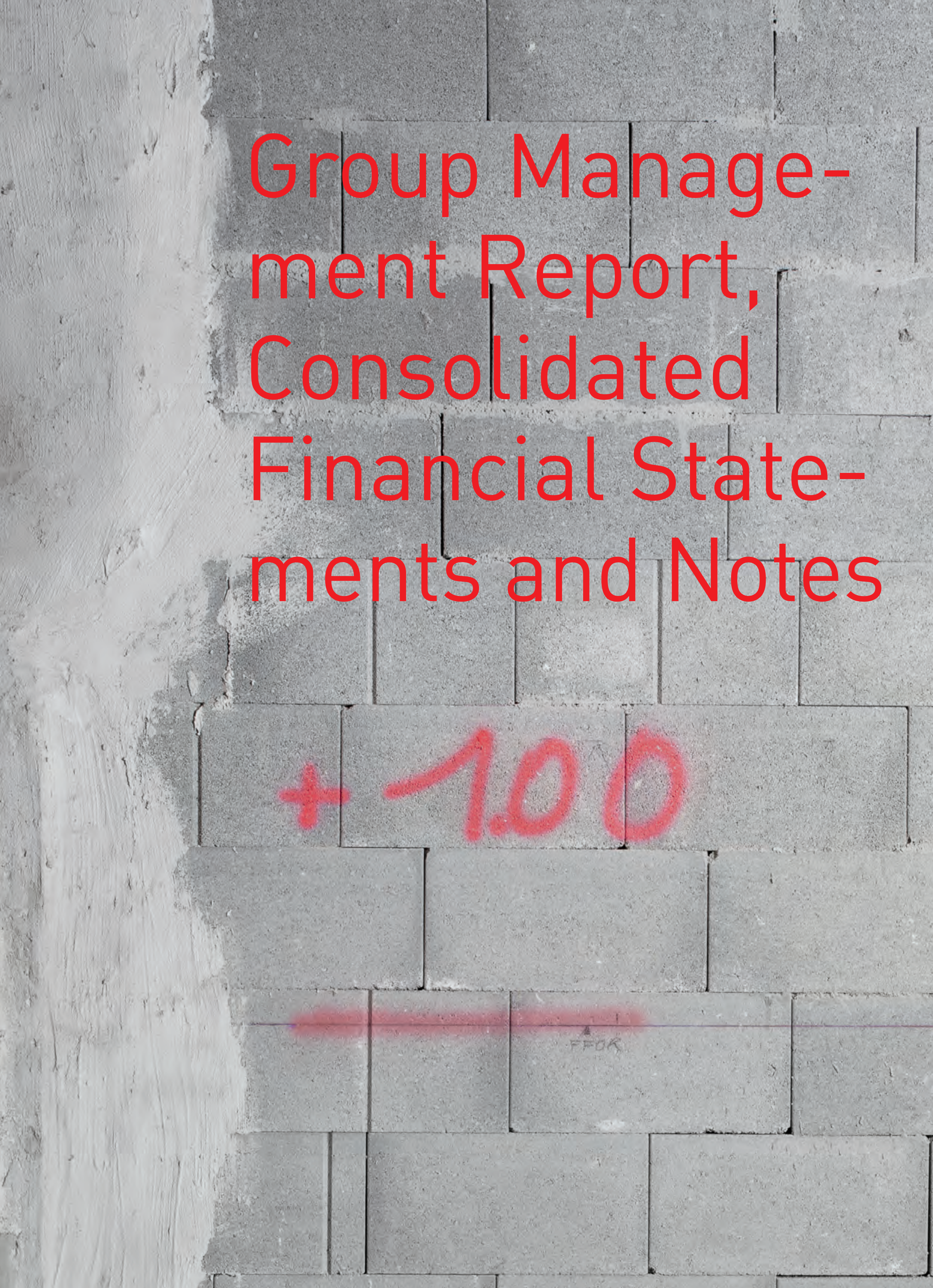
Mag. Christian Harder

Dipl.-Ing. Dr. Peter Krammer

Dipl.-Ing. Siegfried Wanker

Dipl.-Ing. (FH) Alfred Watzl

Group Management Report, Consolidated Financial Statements and Notes



GROUP MANAGEMENT REPORT

Important events

JANUARY

STRABAG subsidiary ZÜBLIN starts construction on Germany's first timber high-rise

Stadtsiedlung Heilbronn GmbH and STRABAG subsidiary Ed. Züblin AG are building the ten-storey SKAIO high-rise in Heilbronn based on a design by Berlin-based architectural firm Kaden+Lager. The 34 m building, being erected as part of the city exhibition for the BUGA 2019 horticulture show in Heilbronn, will be Germany's first timber high-rise. With an aboveground gross floor area of 5,685 m², it will offer space for 60 rental units with a total of 3,300 m² of living space.

Two additional sections of S7 in Poland for € 200 million

Two subsidiaries of STRABAG have been awarded the contract in Poland to design and build two sections of the S7 expressway north of Warsaw. The two orders have a total value of PLN 828 million, which is equivalent to approx. € 198 million. The project is scheduled for completion after a construction time of 34 months. One section leads from Strzegowo to Pieńki and is 22 km long, the second section has a length of 14 km and leads from Pieńki on to Płońsk. The S7 is being built as a four-lane facility. The contract also includes the construction of several junctions and rest areas as well as the illumination and drainage systems.

ZÜBLIN awarded € 85 million contract for "Sonnenhöfe im Sternenviertel"

Sonnenhöfe GmbH & Co. KG, a joint venture of EYEMAXX and DIE Deutsche Immobilien Entwicklungs AG, has hired ZÜBLIN as general contractor for the turnkey construction of 18 four- to five-storey buildings in Berlin Neu-Schönefeld, Germany. The € 85 million contract also includes the construction of two underground car parks. The plot to be built upon covers approx. 51,100 m² in the centre of Neu-Schönefeld north of the future Berlin Brandenburg Airport. Overall completion is scheduled for August 2021.

Buildings forming part of the project "Sonnenhöfe im Sternenviertel"

MARCH

ZÜBLIN conducts research with moss to 'swallow up' particulate matter

Modular wall systems to bind particulate matter and for noise abatement

European cities regularly exceed the established limits for fine particulate matter (PM). Congestion charges, speed limits or bans on diesel vehicles are often imposed to remedy the situation. ZÜBLIN is currently researching an alternative solution: moss-covered walls to "swallow up" particle pollution. Mosses have a large leaf surface to bind and degrade fine particulate matter, and they are very resistant. To best exploit the potential of moss walls, Ed. Züblin AG, Helix Pflanzen GmbH and DITF-German Institutes of Textile and Fiber Research Denkendorf have joined forces in the MoosTex research project.

STRABAG to build LEED-certified office tower in central Bucharest

STRABAG, through its Romanian subsidiary, has been awarded the contract to build a 110 m tall office tower in central Bucharest. The contract has a value of about € 39 million. Completion is scheduled for October 2019. Thanks to the use of innovative construction materials, the office building should receive the highest level of LEED certification, LEED Platinum, when it is completed.

Visualisation Ana Tower in central Bucharest

Tunnelling contract for North Yorkshire Polyhalite Project of Sirius Minerals

Sirius Minerals Plc. has hired STRABAG to build an approx. 13 km tunnel section for the underground transport system of the Woodsmith Mine near Whitby, England. The design-and-build contract was signed on 28 March 2018. The Woodsmith Mine will begin extraction of the world's largest deposit of polyhalite, a mineral used in the production of fertilizer, in 2021. The section to be built by STRABAG is part of a 37 km tunnel with a diameter of 4.7 m for an environmentally friendly conveyor system to transport the mined polyhalite to Wilton for processing.

APRIL

Successful contract conclusion between STRABAG and ISS

Effective 1 July 2019, the facility management services for Deutsche Telekom AG and its subsidiaries in Germany will no longer be provided by the companies of the STRABAG Group but by ISS. Since the end of last year, STRABAG and ISS had negotiated on ways to continue to employ the more than 3,000 employees of STRABAG Property and Facility Services GmbH (STRABAG PFS) and STRABAG Facility Services GmbH (STRABAG FS) who are currently working on the Deutsche Telekom account. An agreement was concluded on 10 April 2018 covering the transfer of the employees affected by the change as of 1 July 2019.

STRABAG SE: Management Board appointed for the period 2019 to 2022

The Supervisory Board of STRABAG SE passed the resolutions regarding the appointment of the Management Board for the period from 2019 to 2022. The focus was on continuity: Dr. Thomas Birtel, a member of the Management Board since January 2006 and CEO since June 2013, was confirmed in his office. Also re-appointed were his colleagues, CFO Mag. Christian Harder as well as Dr. Peter Krammer and Dipl.-Ing. Siegfried Wanker. A new appointment resulted from the request of Mag. Hannes Truntschnig to retire after 23 years on the Management Board of STRABAG SE and its predecessor companies. Dipl.-Ing. (FH) Alfred Watzl was appointed as his successor to complete the five-member board effective 1 January 2019.

MAY

STRABAG takes on another section of Alto Maipo hydropower project in Chile – order plus of € 800 million

After the refinancing that was successfully concluded on 8 May 2018, STRABAG has taken on another construction section for the Alto Maipo hydropower complex in Chile. The new addition to the order books resulted in a plus of about € 800 million for STRABAG for a total contract value of approx. € 1.5 billion. In November 2012, STRABAG announced it had been awarded the contract to build a part of the Alto Maipo hydropower complex 50 km southeast of Santiago de Chile. Difficult technical conditions and the withdrawal of a contractor led the client, AES Gener, to conclude a new construction agreement with STRABAG S.p.A. of Chile on 19 February 2018. The agreement had been pending the bank financing and therefore became effective on 8 May 2018. With this construction contract, STRABAG S.p.A. is taking on another construction section, the Yeso/Volcán System, that had previously been the responsibility of the client or of third parties. The new total contract price is a lump sum that covers both the work that has already been rendered as well as all future work to be provided by STRABAG S.p.A. on the basis of the construction agreement.

ZÜBLIN to erect building complex in Copenhagen's Carlsberg quarter

Carlsberg Byen P/S has commissioned ZÜBLIN with the construction of two new buildings in Copenhagen's Carlsberg quarter. ZÜBLIN A/S will complete an 80 m high-rise as well as an adjoining building with five aboveground floors in the Danish capital by the year 2021. The project foresees the creation of apartments, offices, shops, cafés, restaurants and an underground car park for 200 cars and 1,000 bicycles on a total space of about 40,000 m².

JUNE

STRABAG reports new searches of its offices

Searches were conducted in June at five Austrian offices of STRABAG. The searches were in connection with those that had been conducted at several Austrian construction companies in May 2017. According to the public prosecutor's office, the investigation centres on the suspicion of illegal price fixing. The focus is on projects from the years 2006 to 2015 in multiple regions of Austria, mostly in the field of transportation infrastructures, involving several Austrian construction companies. STRABAG is committed to completely clearing up the allegations made by the authorities. The company will, of course, continue to cooperate fully with the authorities in the investigation, and appropriate consequences will be taken in the event that fault is proven. The STRABAG Group has a comprehensive business compliance system in place that applies to its employees at all group companies. Its Code of Conduct commits all employees to correct and compliant conduct above and beyond the legal requirements. Price fixing is expressly prohibited.

Züblin Scandinavia AB to build FSE309 Lovö Interchange near Stockholm

Rendering of Lovö Interchange, Stockholm Bypass

Züblin Scandinavia AB has been awarded the contract by the Swedish Transport Administration (Trafikverket) to build FSE309 Lovö Interchange, a part of the Stockholm Bypass road project. The interchange is situated in a nature reserve with a sensitive historico-cultural background. The project, which has a contract value of SEK 505 million (approx. EUR 49 million), comprises, among other things, the construction of a new four-lane road with interchanges, pedestrian and cycle paths, rock tunnels, a service tunnel and concrete troughs.

ZÜBLIN to build “Project House for Future Technologies for Autonomous Driving”

IN-Campus GmbH, a joint venture of the city of Ingolstadt and AUDI AG, has hired Ed. Züblin AG to build the turnkey “Project House for Future Technologies for Autonomous Driving”. The project is part of the new “IN-Campus” being developed on the former site of the Bayernoil refinery, an area in the east of Ingolstadt measuring about 100 soccer fields. ZÜBLIN as general contractor will be building four symmetrically arranged building modules in a U shape on the site. The design calls for approx. 47,300 m^2 to be developed as a hybrid building with office and workshop space including a conference area and bistro/restaurant spaces. The new structures will have up to seven storeys and provide space for teams of AUDI employees and other companies to develop new technologies. The contract value is in the double-digit million-euro range.

BPD Europe awards large project in Amsterdam to ZÜBLIN

ZÜBLIN is building a new commercial and residential building in the heart of Amsterdam with eleven aboveground floors and two underground levels. The project, called ODE, is named after the Oosterdokseiland neighbourhood of Amsterdam where it is being built. ZÜBLIN Nederland B.V. is realising ODE as main contractor on behalf of the Dutch project company OOA C.V., a subsidiary of BPD Europe. The tenant, Booking.com B.V., will open its new European headquarters at ODE and will occupy all of the office space. When it is completed in March 2021, ODE will have about 102,000 m^2 of space, including the Booking.com offices (approx. 65,000 m^2) as well as 42 exclusive owner-occupied apartments (total of about 7,000 m^2), 30,000 m^2 of parking on two underground levels, a café, a restaurant and 1,500 m^2 of retail space.

ZÜBLIN awarded contract for A44 motorway section at Boyneburg tunnel

DEGES (Deutsche Einheit Fernstraßenplanungs- und -bau GmbH) has awarded ZÜBLIN the contract for the approximately 6 km long third section of the A44 motorway between Kassel and Herleshausen. The A44 motorway is part of the German Unity Transport Project No. 15 and is intended to close the gap in the federal motorway network between the A7 at Kassel and the A4 at Wommen. The contract value for this section amounts to approx. € 183 million. The section starts east of the town of Wehretal-Oetmannshausen and extends southwards to the Sontra-West interchange. The project’s centrepiece is the 1.7 km long Boyneburg tunnel which consists of two two-lane tunnel tubes.

JULY

STRABAG to realise “Triiiple” building construction project in Vienna: three 100 m residential towers

STRABAG was hired by SORAVIA and ARE DEVELOPMENT to build three residential towers in Vienna as part of the Triiiple building construction project for a contract value of € 110 million. The three 100 m towers near the city centre will house 480 owner-occupied flats in Towers 1 and 2 as well as 670 micro-apartments in Tower 3. Construction works are scheduled to be completed by summer 2021.

Three residential towers near the Vienna city centre

EFKON enters Norwegian toll collection market

EFKON, the STRABAG subsidiary specialising in toll collection systems, will provide Norway’s two largest cities, Oslo and Bergen, with new toll collection solutions. EFKON has already implemented projects in Austria, Belgium, Germany and Ireland and is also active outside Europe in Malaysia, South Africa and India. These two projects have now paved the way for EFKON to enter the Norwegian market. A total of 100 toll collection stations will be constructed for the Norwegian Public Roads Administration (NPRA). The contract value amounts to approx. € 11 million (about NOK 100 million) and includes maintenance services for a period of eight years, which may be extended to a maximum of 17 years.

AUGUST

Contract for section of A1 in Poland

The Polish subsidiary of STRABAG will be part of a syndicate to build a 16 km section of the A1 motorway between Tuszyn and Bełchatów. The Polish General Directorate for National Roads and Motoways (GDDKiA) has awarded a design-and-build contract to the syndicate, which means that the construction companies will be responsible for both the planning and the subsequent execution of the plans. The contract value amounts to approx. € 111 million, STRABAG’s share accounting for 50 % thereof. The entire section will be constructed using concrete with two lanes going in each direction. The contract also covers two interchanges, 17 bridges, several intersections and access roads, noise barriers and wildlife crossings.

Large contract for the Oldenburg–Wilhelmshaven rail upgrade line

An internal consortium consisting of STRABAG AG, Ed. Züblin AG and STRABAG Rail GmbH has been hired by Deutsche Bahn AG to upgrade a 5.7 km railway line within the municipal limits of Sande, Lower Saxony. The contract is part of the Oldenburg–Wilhelmshaven rail upgrade line. The new track section will bypass Sande to the east of the municipality and comprises a 4 km long double-track new line as well as the addition of a second track to an existing 1.7 km section. The tracks within the municipality itself will be dismantled. The contract has a value of about € 115 million. The construction works are scheduled to last 3.5 years.

SEPTEMBER

€ 133 million contract for further section of A1 in Poland

Through its Polish subsidiary, STRABAG was awarded another contract for a section of the A1 motorway. STRABAG is leading a consortium (92 %) with Poland’s Budimex SA. The 17 km long Section C begins at the Kamieńsk interchange and ends at Radomsko, where a motorway interchange is also being built. The total value of the design-and-build contract amounts to € 133 million. Project handover scheduled after 32 months. The contract includes the construction of a motorway section with three lanes in each direction as well as 16 bridge objects and three rest areas.

STRABAG to build new REHAU production facility in Hungary for € 50 million

STRABAG-MML Kft., the Hungarian subsidiary of STRABAG Group, has been picked to build a new production facility for Swiss automotive supplier REHAU in Újhartyán. Work on the 63,000 m² facility started in September 2018 and is expected to be completed after 15 months of construction. The contract value amounts to € 50 million.

Increased stake in A8 motorway operator PANSUEVIA from 50 % to 100 %

STRABAG has acquired the 50 % stake in PANSUEVIA that had been held by HOCHTIEF, making it the 100 % owner of the concession company operating the Ulm–Augsburg section of the A8 motorway in Germany. The closing of the transaction took place 28 September 2019. The approximately 58 km long, partially widered, section of the A8 between Ulm and Augsburg was opened to traffic on schedule in September 2015 after slightly more than four years of construction. PANSUEVIA designed, financed and carried out the widening of the section to six lanes and took over the maintenance and operation of the section for a period of 30 years. Construction was carried out by a joint venture consisting of STRABAG Großprojekte GmbH, HOCHTIEF Infrastruktur GmbH and Ed. Züblin AG.

View of the A8 motorway

OCTOBER

ZÜBLIN awarded another large contract in Copenhagen

STRABAG, through its Danish subsidiary ZÜBLIN A/S, has signed another turnkey contract for the construction of a building ensemble in the Carlsberg quarter of Copenhagen. After the contract for the Dahlerup Tower that was awarded earlier this year, this is the second major contract that ZÜBLIN is building on behalf of Carlsberg Byen on the former brewery site in Copenhagen's Valby district. The new project, with a floor area of 49,000 m², is expected to be completed in 2021. The total value of the two contracts is more than DKK 1.2 billion (€ 161 million). The newly signed contract covers the construction of another tower block also with a height of 80 metres including two adjoining buildings.

NOVEMBER

Contract to build school centre in Nuremberg

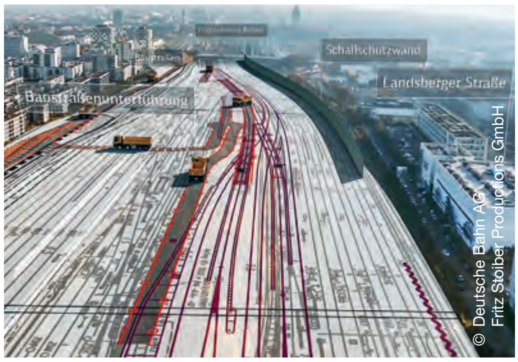
Rendering of the Bertolt Brecht School educational centre in Nuremberg

ZÜBLIN was awarded the contract to design and build the Bertolt Brecht School in Nuremberg, Germany, after a one-year tender procedure. The preliminary contract value amounts to € 108 million, with a project schedule from November 2018 to November 2021. The cooperative school centre consists of a Gymnasium, a Realschule and a Mittelschule. The school building was designed as a low-energy building with a very high coverage of its own needs through renewable energies.

DECEMBER

Deutsche Bahn awards first contracts for main construction works on Munich's second rapid transit core route

Deutsche Bahn has awarded the first two contracts for the main construction works on Munich's second core rapid transit route. The companies Wayss & Freytag Ingenieurbau AG, Ed. Züblin AG, Max Bögl Stiftung & Co. KG and Bauer Spezialtiefbau GmbH, in a joint bidding consortium, were awarded the contracts for the main construction works covering the above-ground area from the Munich-Laim station to Donnersberger Brücke as well as the area around the main station including the tunnel from Donnersberger Brücke to Marienhof. Both contracts together have a value of approximately € 865 million.



Rendering of the site preparation at section "Oberirdisch West"

Milan court denies injunction request by STRABAG consortium for "Pedemontana" project in Italy in the first instance

The legal dispute involving a consortium led by Austria's STRABAG AG in connection with the Pedemontana motorway project in northern Italy led the client on 2 March 2018 to invoke a guarantee. The consortium saw this invocation as unjustified and on 15 March 2018 filed a request with the competent court in Milan to issue an injunction against this recourse. The request was denied in a written decision served on 6 December 2018. The consortium lodged an appeal against the decision. Negotiations are continuing with the client side. The bank guarantee has not been paid out to date. In the event that the guarantee amount of up to about € 260 million has to be paid out provisionally, the consortium believes that a claim for restitution exists that is to be capitalised in full. This claim is (also) to be asserted in the pending legal disputes related to the construction delays and the accompanying considerable cost overruns. The possible payout of the guarantee will not influence the legal position of the consortium in these pending court proceedings.

Residential construction contract worth about € 80 million for ZÜBLIN in Berlin

Rendering of the residential complex "Stadtquartier Südkreuz" in Berlin-Schöneberg, Germany

ZÜBLIN has received the turnkey construction contract for a residential complex in Berlin-Schöneberg, Germany. The client of the Stadtquartier Südkreuz project at Tempelhofer Weg is Rondus Erste Immobilienbesitz GmbH & Co. KG, represented by Hines Immobilien GmbH. For a contract value of about € 80 million, ZÜBLIN will build eleven turnkey residential buildings with a total of 665 apartment units, an underground car park and approximately 14,600 m² of outdoor facilities. The building construction works are scheduled to start in late January 2019 with the handover of the building excavation and will last approximately 21 months.

Expansion of services in digital surveying

The STRABAG Group is concentrating its expanded range of services in digital surveying at its new, highly modern office facilities in Regensburg, Germany. Besides the core business of efficient drone surveying for all important areas of application, the service repertoire now also includes mobile mapping with two high-performance scanners for detailed corridor surveying even at high speeds. The offerings in both business fields are complemented by extensive 3D data processing services for every purpose, from point cloud classification to digital terrain modelling (DTM) and the vectorisation of 3D data.

Digital surveying with drones

STRABAG PFS acquires FM service provider Caverion Polska

STRABAG PFS Austria GmbH on 18 December 2018 signed the agreement for the acquisition of 100 % of the shares of Caverion Polska Sp. z o.o. of Warsaw, a Polish specialist in the field of technical facility management (TFM). The previous owner, Finland's Caverion Oyj, has chosen to withdraw from this market. Caverion Polska, founded in 1993, has about 170 employees and in 2017 generated an output volume of around PLN 50 million (approx. € 12 million). Of this amount, approximately 70 % are accounted for by TFM and 30 % by plant engineering.

Contract for modernisation of D1 motorway in the Czech Republic

A consortium including STRABAG's Czech subsidiary STRABAG a.s. has been awarded the contract for the modernisation of the D1 motorway in the Czech Republic. The contract, which has a total value of CZK 1.88 billion (approx. € 72.7 million), comprises the complete renewal of the cement concrete surface of the D1 motorway between Velký Beranov and Měřín. The total section to be modernised measures 14.8 km in length. The project is scheduled to be completed within three years.

Country report

DIVERSIFYING THE COUNTRY RISK

Despite its strong presence in the home markets of Austria and Germany, STRABAG sees itself as a European company. The group has been active in Central and Eastern Europe for decades. On the one hand, it is a tradition for the company to follow its clients into new markets; on the other hand, the existing country network with local management and established organisational structures makes it easier to export and to use the technology and the equipment in new regions. To diversify the country risk even further, and to profit from the market opportunities in other parts of the world, STRABAG is also active internationally, i.e. in countries outside of Europe.

The STRABAG SE Group generated another record output volume of € 16.3 billion in the 2018 financial year, which was even higher than expected due to weather conditions. This represents an increase of 12 % over the previous year. Increases in all major markets of the group contributed to this growth. In the Americas region, the output volume also rose due to an order extension for a major project in Chile – the group's largest project. Only in smaller markets, such as Switzerland, Denmark and Russia, did the output volume decline.

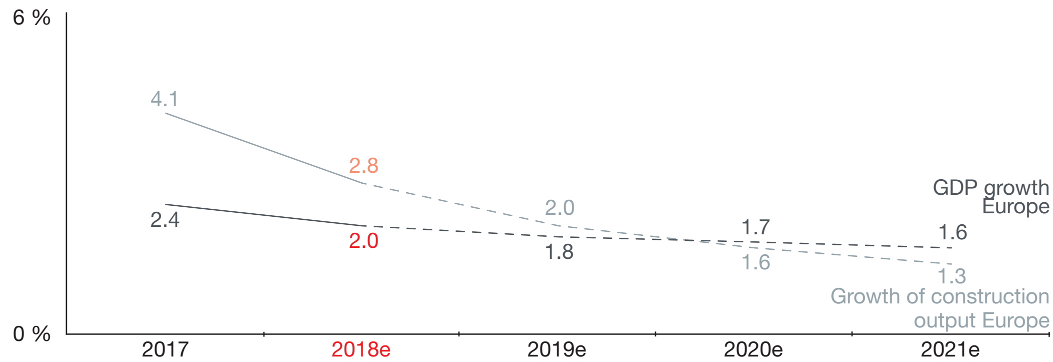
OUTPUT VOLUME BY COUNTRY

€ mln.	2018	% of total output volume 2018	2017	% of total output volume 2017	Δ %	Δ absolute
Germany	7,877	48	6,960	48	13	917
Austria	2,542	16	2,333	16	9	209
Poland	975	6	848	6	15	127
Hungary	714	4	551	4	30	163
Czech Republic	706	4	629	4	12	77
Americas	667	4	385	3	73	282
Slovakia	515	3	528	4	-2	-13
Benelux	351	2	295	2	19	56
Rest of Europe	275	2	277	2	-1	-2
Switzerland	273	2	320	2	-15	-47
Middle East	206	1	303	2	-32	-97
Romania	197	1	183	1	8	14
Sweden	178	1	162	1	10	16
Croatia	163	1	120	1	36	43
Asia	162	1	99	1	64	63
Serbia	111	1	113	1	-2	-2
Denmark	92	1	159	1	-42	-67
Russia	78	1	143	1	-45	-65
Italy	74	1	67	0	10	7
Slovenia	68	0	53	0	28	15
Africa	57	0	48	0	19	9
Bulgaria	42	0	45	0	-7	-3
Total	**16,323**	**100[1]**	**14,621**	**100[1]**	**12**	**1,702**

1 Rounding differences are possible.

ECONOMIC GROWTH LOSES MOMENTUM[1]

GROWTH COMPARISON CONSTRUCTION VS. GDP EUROPE



After a promising start, the **economic momentum slowed** gradually in 2018. Political issues, in particular, put a lasting strain on the mood of companies and private households, causing a moderation in investment growth, exports and private consumption. As a result, the forecasts for the coming years are also subject to much higher uncertainties.

The International Monetary Fund still reports growth of 3.7 % for the global economy in 2018, but forecasts for the coming years have been revised downwards due to increasing risks. Growth in the Chinese economy has already slowed significantly in 2018, driven mainly by trade sanctions and the devaluation of the renminbi. Thanks to massive fiscal measures such as tax relief and deregulation in the reporting period, the US economy still grew at the similarly high rate as in the previous year. Euroconstruct, however, expects the positive impact of these measures to diminish over the coming years and that a more restrictive US Federal Reserve monetary policy will further dampen the upward trend.

In the 19 Euroconstruct countries, economic growth slowed significantly in 2018, but according to current estimates, economic growth is still expected to have reached a total of 2.0 %. The economy in Ireland and in the countries of Central and Eastern Europe developed significantly above the European average, while Germany was in the European midfield. The economic development in the EU countries is currently mainly driven by domestic consumption, while exports, which are very important for the eurozone, are already losing momentum. At the same time, purchasing power declined, as higher oil prices drove inflation higher. Geopolitical risks, increasing protectionism and a shortage of the production factors capital and labour also set growth limits. Euroconstruct therefore forecasts a growth rate of 1.8 % for the eurozone in 2019 and a slight slowdown to +1.7 % in 2020. The political uncertainty surrounding Brexit is causing many companies to postpone investment decisions into the future. The unemployment rate is likely to continue its general downward trend, at the same time that it is becoming more difficult for companies across Europe to find suitable professionals.

CONSTRUCTION SECTOR AGAIN BETTER THAN OVERALL ECONOMY

With solid growth of 2.8 %, the **construction industry** in the 19 Euroconstruct countries **grew for the fifth consecutive year** in 2018, thus growing faster than the economy as a whole. With the exception of the United Kingdom, all member states recorded positive rates of increase. The growth of the construction sector – in a consolidated view – should continue to develop in parallel with the general economy in the coming years. The current Euroconstruct forecasts for the period 2019–2021 range between +2.0 % and +1.3 %.

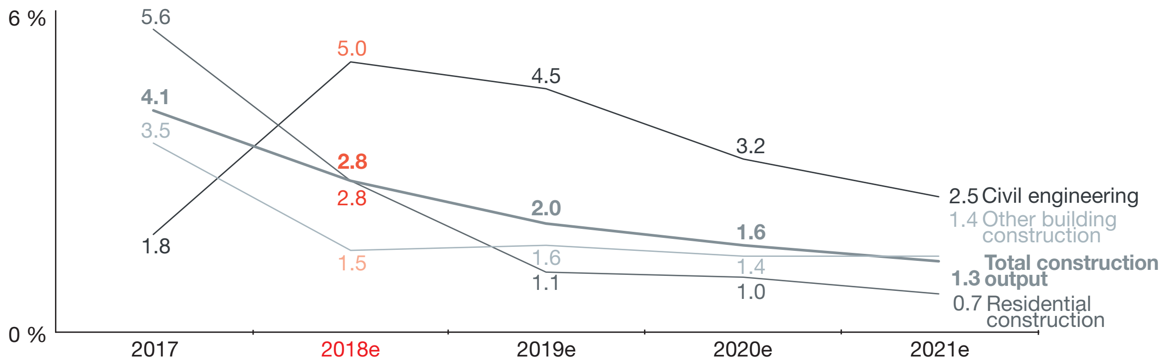
In a country-by-country comparison, the development continued to be heterogeneous. With double-digit growth rates, Hungary, Poland and the Czech Republic posted stronger-than-average growth. Likewise, construction output in Portugal, the Netherlands, Ireland and Spain grew at a strong rate of between 7.6 % and 5.7 %. Germany and France in turn – together accounting for about one third of total European construction output – were in the lower midfield with growth rates of 1.3 % and 3.2 %, respectively. While Euroconstruct predicts a gradual slowdown

1 All growth forecasts as well as the particular national construction volumes are taken from the Euroconstruct and EECFA (Eastern European Construction Forecasting Association) winter 2018 reports. The indicated market share data are based on the data from the year 2017.

in construction growth to 1.0 % for Western European countries by 2021, Eastern European countries are forecast to grow significantly by an average 9.1 % in 2019 as well. In 2020, the plus is expected to stabilise at a still strong 3.9 %, before rising again to 6.0 % in 2021.

CIVIL ENGINEERING OUTPERFORMS RESIDENTIAL CONSTRUCTION AND OTHER BUILDING CONSTRUCTION

DEVELOPMENT OF CONSTRUCTION SECTOR EUROPE



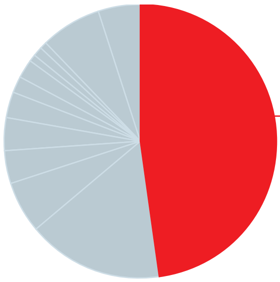
In a sector-by-sector comparison, European civil engineering recorded the strongest upward trend with a plus of 5.0 % in the past year, followed by residential construction with +2.8 %. Other building construction contributed below-average growth of 1.5 %.

Residential construction, which accounts for almost half of total European construction output, grew by 2.8 % in 2018. In absolute terms, France and Germany were again at the top, followed by the United Kingdom and Italy. The largest growth rates were recorded in Hungary, Ireland, Slovakia, Portugal, the Czech Republic, Poland and Spain. In 2019, however, the growth of the sector will likely continue to weaken to a total of 1.1 %. Above-average growth rates are predicted for Ireland, which has ranked among the leaders for years, and above all for Portugal, Hungary, the Czech Republic and Poland. In Germany, the development is likely to stagnate.

The forecasts for **other building construction** – in 2018, almost one third of the European construction volume was attributable to it – had to be revised downwards several times in the course of the year, in contrast to the previous year. Ultimately, it increased by only 1.5 % in the 19 Euroconstruct countries. By country, Hungary, the Czech Republic, Poland, the Netherlands and Portugal recorded the highest growth. Ireland declined the most, albeit after peaking in previous years, followed by Slovakia and the United Kingdom. While Euroconstruct is forecasting moderate declines in this sector for Germany over the coming years, the United Kingdom is expected to achieve growth of 0.4 % and 1.6 % in 2020 and 2021, respectively, after a slight decline of 2.1 % in the Brexit year.

Civil engineering, which accounts for around 20 % of European construction volume, showed a highly mixed picture in 2018 but, with a plus of 5.0 %, was well above forecasts overall. The strongest growth was recorded in Hungary, Poland, Slovakia and Norway, while Germany, with a plus of 0.7 %, was just barely developing positively. For the future, Euroconstruct sees a more consistent picture and expects solid growth of 4.5 % in 2019. This development is to be supported above all by the high level of dynamism in the Eastern European countries and in Norway. For Germany, the largest market by volume, Euroconstruct forecasts a slight decline from 2019 to 2021.

GERMANY



Overall construction volume:	€ 332.0 billion
GDP growth:	2018e: 1.6 % / 2019e: 1.7 %
Construction growth:	2018e: 1.3 % / 2019e: 0.1 %

The German economy was in its fifth year of economic upswing in 2018. The projected 1.6 % GDP growth resulted primarily from the further increase in private consumption, though it has lost some of its momentum in the meantime. German consumption was boosted by secure jobs and low savings interest rates. At the same time, the economic situation is characterised by optimal capacity utilisation and the interplay of three key factors: high employment, a surplus in the household budget and the greater investment propensity of businesses. In the medium term, the robust global economy and the high German export ratio continue to provide good conditions for stable growth.

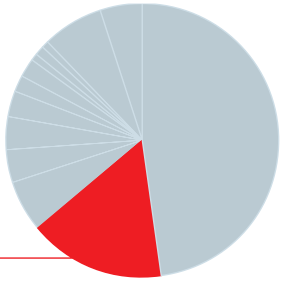
The German construction industry potentially reached a provisional high in 2018 with further growth of 1.3 %. The residential construction is being stimulated by low lending rates and rising real wages. In the next few years, this sector, which still represents more than half of the total German construction volume, will likely be characterised by a slight downward trend. For the entire construction sector, Euroconstruct expects stagnation (+0.1%) for 2019 and a slight decline of -0.6 % and -0.9 % for 2020 and 2021, respectively.

Other building construction remained high with a plus of 0.9 % in 2018 due to the generally strong economic development. In the medium term, however, rising energy prices, the growing importance of foreign manufacturing, the trend towards a service economy, and the triumphal march of online commerce, which is dampening demand for new business premises, are expected to result in a slight decline in this sector.

Civil engineering was revitalised primarily by federal and state measures, notably investment programmes for rail and road infrastructure as well as the expansion of broadband network coverage by the telecommunications industry. While the sector still achieved an increase of 1.4 % in 2018, it also faces a modest correction phase in the coming years, despite increased public-sector investment in road infrastructure.

With a market share of 2.1 %, the STRABAG Group is the market leader in Germany. At 16.4 %, the share of the German road construction sector is significantly higher than that of the market as a whole. With € 7,876.65 million, around 48 % of STRABAG's total group output volume was generated in Germany in 2018, as in the previous year. Most of the output is allocated to the North + West segment, while the property and facility services provided in Germany are allocated to International + Special Divisions.

AUSTRIA



Overall construction volume:	€ 41.0 billion
GDP growth:	2018e: 3.0 % / 2019e: 2.0 %
Construction growth:	2018e: 2.3 % / 2019e: 1.5 %

With expected GDP growth of 3.0 % in 2018, Austria was again significantly above the EU average and the average development of its neighbouring countries. In addition to a rise in private consumption and a favourable labour market situation, industrial production also rose sharply, while the inflation rate remained relatively stable at 2.1 %. In addition, the positive trade balance had a favourable effect in Austria's comparatively small and open economy.

Euroconstruct also attests significant growth rates to the Austrian construction industry in 2018. The revival of the economy – primarily driven by the construction of new office and commercial buildings in the greater Vienna area – especially boosted the field of building construction, while at the same time providing financial scope for investments in infrastructure. In total, the Austrian construction output grew by 2.3 % in 2018. The upward curve is expected to flatten somewhat in the coming two years, however, before it consolidates in 2021 with growth of 1.1 %.

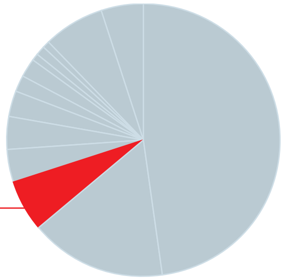
According to estimates by Euroconstruct, Austrian residential construction recorded considerable growth of 2.5 % in 2018. As for the construction industry as a whole, however, a slight slowdown in growth is expected over the next few years until the plus settles at 0.6 % in 2021.

The other building construction sector was also able to benefit from the positive economic development with growth of 2.2 %. The construction of office real estate was particularly strong at + 3.3 %. The outlook for other building construction remains positive until 2021, but growth rates are likely to decline to 1.2 % over the coming years.

Even civil engineering increased by 2.0 % in 2018, primarily due to investments – in the form of public-sector subsidies – in transportation infrastructures. The further expansion of the road and in particular of the rail network will continue to occupy a fixed place in the Austrian budget in the coming years. In this sector, the growth rate should therefore remain at an average value of 1.9 % over the next three years.

The STRABAG Group once again generated a total of 16 % of the total group output volume in its home market of Austria in 2018. Austria thus continues to be one of its top three markets along with Germany and Poland. The output reached a volume of € 2,541.50 million in 2018. With a share of 5.8 %, STRABAG defended its position as market leader in the country. In road construction, the market share stands at 36.3 %.

POLAND



Overall construction volume: € 55.5 billion
GDP growth: 2018e: 4.6 % / 2019e: 4.2 %
Construction growth: 2018e: 12.9 % / 2019e: 10.1 %

Building on the positive development of recent years, the Polish economy was again able to record a stable increase of 4.6 % in 2018, and similarly high growth is forecast for the coming years. Rising consumption, which in turn is boosted by the good situation on the job market, should also shape the next few years, especially since households will have more money available thanks to the increased child allowance. But massive public-sector investment in key infrastructure projects co-financed by EU funding programmes is also contributing to the positive development.

Following strong fluctuations in recent years, the Polish construction industry recorded a record year with growth of 12.9 % in 2018. Euroconstruct is forecasting an increase of 10.1 % for 2019, before growth is expected to stabilise at a solid 4.7 % in 2020. The lack of domestic labour, on the other hand, is proving to be a bottleneck.

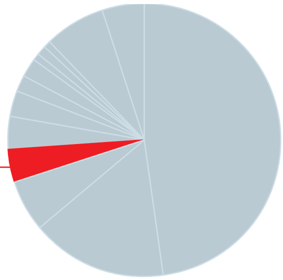
The boom in residential construction, which had already delivered a sizeable plus of 9.2 % to this sector in the previous year, reached its expected peak in 2018 – supported by low lending and mortgage rates – with growth of 10.2 %. The rising demand for residential property can be attributed, among other factors, to the positive development of private income in relation to real estate prices. For the year 2018, Euroconstruct still forecasts that the sector will experience above-average growth of 6.8 %, though it is likely to stabilise at 4.5 % by 2020.

A peak of +10.5 % was also achieved in other building construction in 2018. In addition to massive orders from the public sector, investments by foreign companies in new production facilities provided a high level of dynamism. As part of the modernisation of the rail network, the renovation of 200 railway stations is also planned in the next few years. Euroconstruct therefore forecasts the sector to grow by 7.4 % in 2019, before the plus falls slightly to 3.7 % and 4.2 % in 2020 and 2021, respectively.

By far the strongest growth in Poland in 2018 was recorded in civil engineering with a plus of 18.8 %. In addition to the good development of the economy as a whole, this is mainly due to the EU funding programmes. Under the EU's 2014–2020 Infrastructure and Environment Programme, for example, thousands of co-financing agreements were signed for investment projects by 2018 alone, more than half of them funded with EU money. The largest increases were recorded in rail construction, followed by harbour installations and waterways, leisure facilities and roads. Against this background, Euroconstruct predicts a further strong increase of 16.5 % in Polish civil engineering in 2019; growth should again consolidate at 6.0 % and 7.0 % in 2020 and 2021, respectively.

As the number three in the construction sector in Poland, STRABAG realised a construction volume of € 975.35 million here in 2018, representing 6 % of the group's total output volume (2017: 6 %). Poland thus represents the third-largest market of the STRABAG Group. Its market share in the entire Polish construction market was 1.7 % and its share of road construction was 9.2 %.

HUNGARY



Overall construction volume: € 13.5 billion
GDP growth: 2018e: 4.4 % / 2019e: 3.5 %
Construction growth: 2018e: 24.7 % / 2019e: 10.3 %

The Hungarian economy picked up significantly in 2018, posting a very solid performance of 4.4 %. Rising household incomes and higher mandatory wages with a simultaneously decreasing unemployment rate greatly boosted domestic consumption. The main driver of the high economic growth, however, was the increase in EU funding for the period 2014–2020 and the resulting public procurement, especially in the construction sector. At the same time, rising foreign demand and the export strength of the Hungarian economy resulted in a high trade surplus in 2018. Against this backdrop, Euroconstruct forecasts further strong GDP growth of 3.5 % in 2019.

The Hungarian construction industry once again registered a massive upturn of 24.7 % in 2018. The positive development was largely driven by above-average momentum in the residential construction and civil engineering segments. For 2019, Euroconstruct forecasts a further 10.3 % increase in the sector, before growth will slow to 1.7 % in 2020 with the expiry of the current EU financial framework and will consolidate back to 5.6 % in 2021.

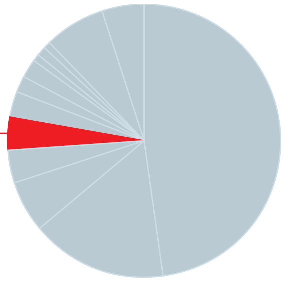
As the most successful segment, residential construction posted an outstanding result of +42.1 % in 2018. Thanks to persistently low interest rates and a generous fiscal policy, which seeks to increase the living standards of young families in particular with subsidies and special loans, the market for new buildings boomed here. At the same time, the revival of the tourism industry triggered a massive renovation and modernisation boom in the hotel sector. For 2019, Euroconstruct forecasts an increase of 9.3 %, though the beginning of a correction phase with declines of -9.7 % and -2.1 % is expected for 2020 and 2021, respectively.

Stimulated by massive public investment and the availability of new EU funds, other building construction also achieved a remarkable increase of 13.6 % in the reporting period. On the one hand, investments by small and medium-sized enterprises increased significantly thanks to EU subsidies. On the other hand, foreign investors invested heavily in new industrial facilities. Hungary already has 193 industrial parks with a total of more than 3,400 companies; 18 science and technology parks cooperate with universities and private enterprises. From 2018 to 2020, between 200,000 and 250,000 m² of new office space is to be created annually in large cities alone. At the same time, the government is investing in urban and village renewal programmes and the renovation of historic buildings in the cultural sector. For the period 2019 to 2021, Euroconstruct therefore continues to forecast average growth of 7.4 % a year in other building construction.

Civil engineering also recorded a big plus of 24.3 % in 2018. One of the primary objectives of the Hungarian catching-up process is the creation of modern infrastructure for the exchange of goods and services as well as for passenger transport and telecommunications. In the reporting year, sufficient EU funds were also available for major projects in road and rail construction. Euroconstruct therefore expects that the growth trend in civil engineering should – albeit at a slightly weaker rate – continue until 2021.

The STRABAG Group generated € 713.89 million, and thus 4 % of its output, in Hungary in 2018 (2017: 4 %). This puts STRABAG in first place in the Hungarian construction market. Its share of the total market reached 5.1 %, that in road construction 19.9 %.

CZECH REPUBLIC



Overall construction volume: € 19.5 billion
GDP growth: 2018e: 3.2 % / 2019e: 3.1 %
Construction growth: 2018e: 10.0 % / 2019e: 6.9 %

After a very good year in 2017, with GDP growth of 4.3 %, the Czech economy consolidated to a stable plus of 3.2 % in the period under review. The sustained positive development is supported by temporarily effective factors such as EU subsidies and a very positive employment situation. In 2017, the unemployment rate had already reached its lowest level since 1993 at 2.9 % and is expected to have declined even further to 2.2 % in 2018. As positive changes are also expected in the coming years, above all with rising industrial production and an increase in private consumption and public investment, Euroconstruct continues to expect moderate growth rates of around 3.0 % p. a.

After several years of volatile development, the Czech construction sector recorded strong growth of 10.0 % in 2018, with all three subsegments posting sensational results. For 2019 and 2020, Euroconstruct predicts solid growth rates of 6.9 % and 4.3 %, respectively, for the Czech construction industry as a whole. As funds from the new EU financial framework 2021–2027 will begin to flow in 2021, the experts predict that the country will have a construction boom in this year with a growth rate of 10.0 %.

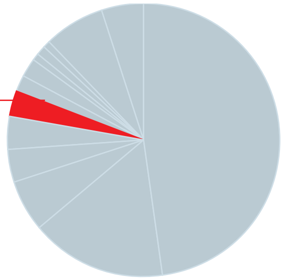
Residential construction was buoyed by the high demand for new apartments and single-family homes, boosted by the low mortgage rates, with growth of 11.6 % in 2018. After real estate developers had already reached their limits in recent years in finding suitable building sites and obtaining building permits for them, two amendments to Czech construction law helped to considerably ease tensions in 2018. The number of building permits issued in residential construction increased by 31.5 % in 2018 and increases of 44.6 % and 45.1 % are expected by for 2020 and 2021, respectively. Against this backdrop, Euroconstruct continues to forecast considerable growth of 9.1 % for residential construction in 2019. In the following year, the value is expected to drop to a still solid 6.9 % before returning to 11.6 % in 2021.

Other building construction also recorded strong growth of 11.1 % in 2018 after the sector had already recovered from a multi-year recession the year before. Investments in industrial and logistics centres as well as the construction of shopping centres and large office buildings are expected to add 6.9 % to this sector in 2019 and, after muted growth of 2.7 % in 2020, to return it to a solid +8.3 % in 2021.

With a plus of 6.3 %, Czech civil engineering also recovered significantly in 2018. Similar to other building construction, growth rates of 4.8 % are also forecast here for the next two years. In addition to investments already initiated in sewage systems, sewage treatment plants and flood protection structures, overdue rail and road construction projects as well as the expansion of two airports are also planned for the coming years. With the start of funding under the new EU financial framework 2021–2027, Euroconstruct is forecasting a new civil engineering boom in 2021 with a plus of 11.6 %.

STRABAG is the number two on the market in the Czech Republic. With an output volume of € 706.44 million in 2018, around 4 % of the group's total output (2017: 4 %) was generated in the country. The market share in the entire construction market is 3.6 % and in road construction even amounts to 21.2 %.

SLOVAKIA



Overall construction volume:	€ 5.2 billion
GDP growth:	2018e: 4.1 % / 2019e: 4.5 %
Construction growth:	2018e: 5.9 % / 2019e: 3.7 %

The upturn in the Slovak economy continued in 2018, with GDP growth of 4.1 % thanks to net exports and high levels of consumer spending by private households. Despite an expected decline in public investment, Euroconstruct also forecasts significant growth of between 4.5 % and 3.3 % for the Slovak economy over the next three years. Among other factors, this forecast is based on the good order situation of the car manufacturers Jaguar Land Rover and Volkswagen, which have operations here.

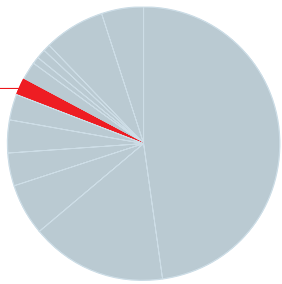
The Slovak construction industry, following strong fluctuations in the years before, recorded solid growth of 5.9 % in 2018. According to Euroconstruct, however, this value is likely to weaken significantly in the coming years and will return to a minus of 0.7 % in 2021. Residential construction, which grew by 12.5 % in 2018, again benefited from the low lending rates. This effect should only be regarded as temporary, however, and Euroconstruct predicts a decline in the growth momentum to below the zero line for the next few years.

Despite the positive general economic data, other building construction in Slovakia contracted by 4.3 % in 2018, even though large-scale investments by the automotive industry in the expansion of their production capacity still had a positive effect on the sector and retailers also demanded modern logistics centres and warehouses. The construction of several large shopping centres and the construction of a new national football stadium should provide somewhat better capacity utilisation in 2019 (+1.2 %) and 2020 (+1.0 %), according to Euroconstruct, before the curve flattens down again to +0.2 % in 2021.

Civil engineering, which experienced an extreme fluctuation range between +53.4 % and -25.1 % in 2015 and 2016, achieved a solid plus of 14.0 % in 2018. Contributing to this upward trend has been public investment in transport infrastructures co-financed by EU funds. In the next two years, according to estimates by Euroconstruct, such projects should still lead to positive growth rates of 5.5 % and 1.3 %, respectively, before the sector eases slightly again at -0.5 % in 2021.

With a market share of 10.7 % and an output volume of € 514.49 million in 2018, STRABAG continues to lead the market in Slovakia. In road construction, STRABAG's share is 17.1 %. In 2018, Slovakia contributed 3 % to the group's total output volume (2017: 4 %).

BENELUX (BELGIUM AND NETHERLANDS)



BELGIUM

Overall construction volume:	€ 45.7 billion
GDP growth:	2018e: 1.5 % / 2019e: 1.5 %
Construction growth:	2018e: 2.3 % / 2019e: 1.8 %

NETHERLANDS

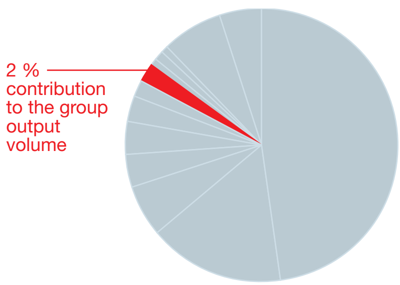
Overall construction volume:	€ 79.9 billion
GDP growth:	2018e: 2.8 % / 2019e: 2.6 %
Construction growth:	2018e: 6.3 % / 2019e: 4.6 %

The economy in the Benelux countries developed moderately dynamic, albeit at different levels, in 2018. The low yet stable GDP growth of 1.5 % in Belgium and somewhat higher growth of 2.8 % in the Netherlands are due to slightly higher household incomes, a somewhat lower unemployment and rising corporate investments. The **Belgian construction industry** achieved a plus of 2.3 % in the reporting period, with civil engineering in particular posting a disproportionate increase of 10.4 %. Large infrastructure projects and the expansion of the regional rapid transit network contributed to this positive development. For 2019, Euroconstruct predicts a moderate increase of 2.8 % for this sector and another peak of +9.8 % in 2020. In 2021, however, growth should slow back down to 1.6 %. Although the other building construction, which had been flagging in recent years, slid into negative growth with -2.6 %, Euroconstruct expects growth rates of between 1.4 % and 4.5 % over the next three years, thanks to various measures taken by the public sector. Residential construction, which had benefited in recent years above all from temporary tax concessions and a significant expansion of building permits, grew at a moderate rate of 3.3 % in 2018. Due to upcoming energy efficiency promotion programmes, however, Euroconstruct is forecasting growth of between 1.7 % and 2.8 % for the next three years.

The **construction industry in the Netherlands** was much stronger in 2018, surpassing the very positive result of the previous year (+4.2 %) with a plus of 6.3 %. The main pillar of this development continues to be residential construction with a growth of 6.0 % – once again it is the new buildings that gained significantly with +9.0 %. Thanks to the combination of historically low lending rates and tax incentives for housing renovation, Euroconstruct is forecasting solid growth of between 2.9 % and 3.6 % for the coming years. In other building construction, a significant expansion of building permits in 2018 led to an increase of 6.4 %. The focus was on industrial buildings, warehouses and buildings for the educational sector. In 2019, new retail and healthcare buildings and new office space should contribute to further strong growth of 4.1 %; for 2020 and 2021, Euroconstruct also predicts growth of 4.5 % and 3.3 %, respectively. In civil engineering, which grew by a respectable 6.8 % in 2018, substantial public investment in ports, roads, rail and climate protection is expected to keep growth more or less stable at 6.7 % in 2019 after years of austerity, before slipping to 3.0 % in 2020 and stagnating with a value of 0.0 % in 2021.

STRABAG achieved an output volume of € 350.76 million in the Benelux countries in 2018. This corresponds to a 2 % share of the group output volume (2017: 2 %).

SWITZERLAND



Overall construction volume:	€ 63.9 billion
GDP growth:	2018e: 2.9 % / 2019e: 1.7 %
Construction growth:	2018e: 2.5 % / 2019e: 1.0 %

Stimulated by the general economic upswing of its trading partners, the Swiss economy returned to solid growth in 2018 for the first time since the so-called “Swiss franc shock” with an expected GDP plus of 2.9 %. By normalising its fiscal policy, Euroconstruct is forecasting a positive development for Switzerland over the period 2019–2021, with an annual average increase of 1.9 %.

The Swiss construction industry grew by 2.5 % in 2018. While residential construction had been the main engine of growth in recent years, momentum is now more likely to come from civil engineering. For 2019, Euroconstruct forecasts an overall increase of 1.0 % for the Swiss construction industry due to extensive infrastructure projects, before growth is again expected to slow down slightly to 0.5 % and 0.7 % in 2020 and 2021, respectively.

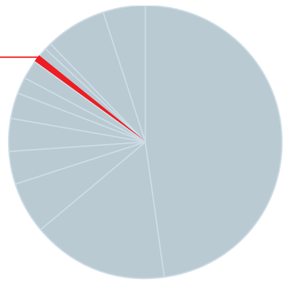
Swiss residential construction proved to be the weakest segment of the industry in 2018, with an increase of only 0.3 %. Strong market saturation combined with rising real estate prices and high vacancy rates prompt Euroconstruct to forecast that the sector will decline for the next few years (2019: -2.7 %, 2020: -2.4 %).

Thanks to the good state of the economy, on the other hand, Swiss companies have more flexibility for investing in corporate real estate. The moderate growth of 2.2 % in other building construction was due primarily to large construction projects by biotechnology and pharmaceutical companies. Not least due to planned investments in the health and education sectors, Euroconstruct predicts growth rates of around 3.0 % in this sector for the next two years.

While residential construction performed weakly last year, civil engineering, with a plus of 8.1 %, was, as already mentioned, the growth engine and is expected to continue to grow significantly in 2019 and 2020 with expected increases of 6.0 % and 3.0 %, respectively. This development is supported, for example, by a nationwide railway infrastructure programme. Likewise, the National Road and Agglomeration Transport Fund foresees annual investments of CHF 4.3 billion.

In 2018, Switzerland contributed € 273.21 million or 2 % (2017: 2 %) to the total output volume of the STRABAG Group.

ROMANIA



Overall construction volume: € 17.5 billion
GDP growth: 2018e: 3.6 % / 2019e: 3.8 %
Construction growth: 2018e: 5.9 % / 2019e: 5.7 %

The Romanian economy showed a solid upward movement in 2018 with a plus of 3.6 %, although the GDP growth originally projected by EECFA at 4.5 % had to be revised downwards slightly. Primarily, the growth dynamic resulted from the further increase in private consumption despite it having lost some of its momentum. Positive influences also came from the growth in industrial production and retail sales. The cumulative effect of these factors should continue over the next two years, leading to growth rates of 3.8 % and 3.6 %, respectively, in 2019 and 2020.

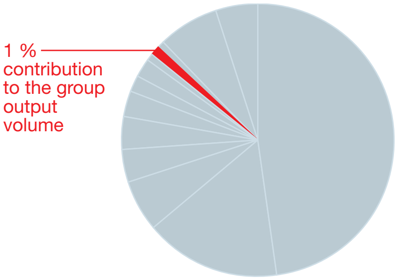
The Romanian construction industry posted positive growth of 5.9 % in 2018 and is expected to increase by 5.7 % in 2019, before the curve flattens slightly to +3.1 % in 2021. Buoyed by rising wages and low lending rates, residential construction once again posted strong growth of 9.8 % in 2018, mainly driven by new buildings. Rising real estate prices and lending rates – in some places coupled with an oversupply – dampen expectations of growth to just 3.7 % for the sector in 2019 before nearly stagnating at +0.9 % in 2020.

Other building construction also recorded a strong increase of 8.3 % in 2018, supported in particular by investments by international real estate developers in new office buildings. But investments in industry and trade also contributed to the positive performance. Foreign corporations took advantage of the comparatively lower wage and, at the same time, high qualification level of Romanian labour. Against this backdrop, EECFA also forecasts strong growth of 7.2 % and 6.4 %, respectively, for the next two years.

Civil engineering developed negatively in the year under review, with a slight decline of 0.8% in the third year. A key factor in this development was the low call for funds from the new EU funding programmes, in particular for infrastructure investments in the road sector. Due to new EU funding, however, EECFA is forecasting a new upswing in the sector with +6.8 % in 2019; in 2020, the growth should remain at a solid 2.9 %.

With an output volume of € 197.37 million in 2018 and a market share of 1.1 % (2017: 1.4 %), the STRABAG Group will continue to occupy the position of market leader in the Romanian construction market. In Romanian road construction, the share of the market stands at 5.1 % (2017: 2.9 %).

SWEDEN



Overall construction volume: € 44.4 billion
GDP growth: 2018e: 2.4 % / 2019e: 1.9 %
Construction growth: 2018e: 2.0 % / 2019e: -3.8 %

The Swedish economy grew by 2.4 % in 2018. In addition to an expansionary fiscal policy and private investments, this growth was supported not least by falling unemployment and rising real wages and the resulting higher domestic consumption. Euroconstruct's medium-term forecast, however, remains unchanged: High private household debt and the expected decline in public investments are expected to lead to a slight reduction in GDP growth to 1.9 % per annum over the next three years.

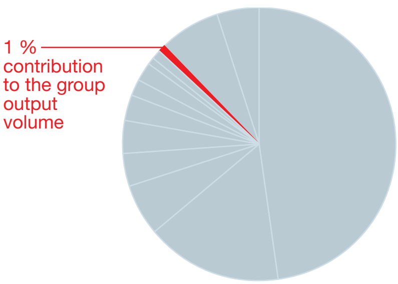
The upswing in the Swedish construction industry, which had been very dynamic in previous years, slowed significantly in 2018 with growth of only 2.0 %. Euroconstruct even expects construction output to decline by 3.8 % in 2019 and foresees drops of -0.7 % and -2.4 % in 2020 and 2021, respectively. In residential construction, the previous construction boom had already come to a standstill in autumn 2017 as a result of the entry into force of new financial regulations for private households. After a slight increase of 2.0 % in 2018, this sector is predicted to see a massive decline of -12.3 % in 2019, which should continue in the following two years with negative growth of -3.5 % and -6.1 %, respectively.

After several years of dynamic growth, other building construction also entered a period of consolidation in 2018 with a minus of 1.4 %. The main reason for this is the weak Swedish currency, as a result of which the role of growth engine passed from the Swedish construction sector to the country's export industry. The forecasts are not overly optimistic either: According to Euroconstruct, the momentum in other building construction should continue to cool slightly to -0.3 % and -0.5 % in 2019 and 2020, respectively, before declining significantly in 2021 with -4.7 %.

By contrast, Swedish civil engineering grew at an above-average rate of 6.2 % in 2018. Public-sector investments in rail infrastructure and public transport, as well as the implementation of several major projects in Stockholm and Gothenburg, provided significant impetus here, some of which goes beyond the year under review. Euroconstruct is therefore expecting solid growth rates in civil engineering for the coming years (2019: +7.0 %, 2020: +3.2 % and 2021: +5.0 %).

The output volume of the STRABAG Group in Sweden amounted to € 178.34 million in 2018.

CROATIA



Overall construction volume: € 3.5 billion
GDP growth: 2018e: 2.8 % / 2019e: 2.8 %
Construction growth: 2018e: 4.9 % / 2019e: 2.8 %

The Croatian economy has overcome the crisis of previous years and, with a plus of 2.8 %, was well above the EU average in 2018. This development was supported not only by private consumption but also by strong investment momentum and flourishing tourism. Another reason for the positive development is the better use of EU funding for infrastructure and utilities projects. For example, EU funding totalling € 10.8 billion is available to the country during the 2014–2020 funding period. EECFA therefore expects largely stable GDP growth rates for the coming years as well.

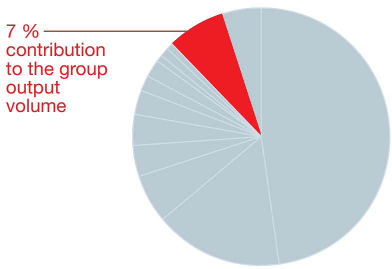
An increase of 4.9 % in 2018 once again confirmed the upward trend in the Croatian construction sector. The strongest and most welcome growth at 15.2 % was in residential construction. However, this trend will weaken significantly in the next few years due to rising construction costs and the massive emigration of well-trained young workers to other European countries. EECFA estimates that growth will stagnate at +0.2 % and -0.2 % in 2019 and 2020, respectively.

The other building construction also showed solid growth with a plus of 3.1 % in the year under review. Output in warehousing and industrial construction grew as strongly as in health and education buildings, while the mixed picture in the office sector reflected the more cautious attitude in real estate development. Hotel construction also fell slightly short of expectations. Overall, EECFA predicts increases in other building construction in the coming years of 3.1 % (2019) and 2.3 % (2020).

Croatian civil engineering declined again in 2018 with a minus of 3.9 %. For 2019, however, EECFA is forecasting a strong plus of 5.7 % for the sector and a further 4.5 % for 2020. In addition to the optimised use of EU subsidies, the main driving forces are large-scale infrastructure projects for rail and shipping traffic as well as water collection and treatment plants.

The STRABAG Group generated € 162.81 million in the Croatian market in 2018. It is the country's largest market participant.

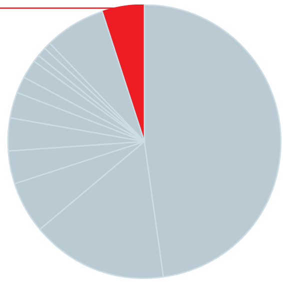
AMERICAS, MIDDLE EAST, ASIA, AFRICA



In order to be as independent as possible from the economic development of individual countries, STRABAG spreads its country risk by also operating outside its main European markets. As a rule, the company acts as a main contractor in direct export. In this sense, the group has been present in Africa and Asia, Canada, Chile and the Middle East for many years – often even decades. STRABAG focuses on areas in which high technological expertise is required: civil engineering, industrial and infrastructure projects as well as tunnelling. The 2018 milestones included the contract extension for the "Alto Maipo" hydropower project in Chile, which made this project the largest in the group.

In 2018, the STRABAG Group generated a total of € 1,091.96 million, or 7 % of its total output outside Europe (2017: 6 %). The activities in non-European countries are – with a few exceptions – assigned to the International + Special Divisions segment.

SERBIA, DENMARK, RUSSIA, ITALY, SLOVENIA, BULGARIA AND REST OF EUROPE



RUSSIA

Overall construction volume:	€ 134.3 billion
GDP growth:	2018e: 1.8 % / 2019e: 1.3 %
Construction growth:	2018e: 0.5 % / 2019e: -0.8 %

ITALY

Overall construction volume:	€ 168.4 billion
GDP growth:	2018e: 1.2 % / 2019e: 1.0 %
Construction growth:	2018e: 1.7 % / 2019e: 2.1 %

SERBIA

Overall construction volume:	€ 2.7 billion
GDP growth:	2018e: 4.3 % / 2019e: 3.9 %
Construction growth:	2018e: 12.7 % / 2019e: 8.0 %

SLOVENIA

Overall construction volume:	€ 2.8 billion
GDP growth:	2018e: 4.4 % / 2019e: 3.7 %
Construction growth:	2018e: 10.8 % / 2019e: 7.0 %

DENMARK

Overall construction volume:	€ 32.0 billion
GDP growth:	2018e: 1.6 % / 2019e: 1.6 %
Construction growth:	2018e: 2.7 % / 2019e: 2.6 %

BULGARIA

Overall construction volume:	€ 6.2 billion
GDP growth:	2018e: 3.5 % / 2019e: 3.7 %
Construction growth:	2018e: 7.4 % / 2019e: 7.0 %

Serbia

With GDP growth of 4.3 %, the Serbian economy continued its upswing in 2018. The construction industry also made significant contributions following the approval of several projects across all sectors. In addition to higher employment figures and rising wages, investments by industry and commerce also boosted the economy. GDP forecasts of +3.9 % (2019) and +4.5 % (2020) therefore seem quite realistic.

Serbia's construction industry grew by a healthy 12.7 % in 2018 and all signs continue to point to growth. Residential construction again exceeded all expectations in the period under review, with an increase of 12.0 % following a very strong prior-year figure (+25.4 %). The reform of the procedure for building permits in other building construction also had a positive effect (+10.4 %). In particular, shopping centres, hotel buildings and industrial buildings contributed to the construction boom, while the business with office space was only slowly catching up. Civil engineering (+14.1 %), which also accounts for the largest share of the Serbian construction volume, developed most strongly in 2018. For the coming years, EECFA forecasts increases in the total Serbian construction industry of 8.0 % (2019) and 4.9 % (2020).

The STRABAG Group generated an output volume on the Serbian market of € 111.03 million in 2018.

Denmark

With fundamentally good health, the Danish economy posted GDP growth of 1.6 % over the period under review. This development was supported by private consumption, new residential construction and the positive trade balance. The considerable wealth of the private sector and the Maastricht-compliant public debt give reason to expect modest but steady growth over the next few years.

The Danish construction sector even outperformed the economy as a whole with a plus of 2.7 % in 2018, and Euroconstruct predicts similarly high growth rates for the next few years (2019: +2.6 %, 2020: +2.2 %). Residential construction grew most strongly, up 3.3 % in the period under review, a trend that is expected to continue over the next few years (2019: +3.5 %, 2020: +2.9 %). For other building construction, which increased by 2.9 % in 2018, new impulses can be expected from a comprehensive programme for hospital buildings over the next five to ten years. Here, Euroconstruct expects growth of 2.3 % for 2019 and 2.0 % for 2020. The civil engineering sector recorded the lowest growth, with 1.1 % in 2018. In the run-up to the parliamentary elections of 2019, political priorities regarding major infrastructure investments are shifting, and several major projects have been completed. In view of the uncertainties involved, Euroconstruct is only venturing a cautious growth forecast of 1.0 % for this sector in each of the years 2019 and 2020.

The output volume of the STRABAG Group in Denmark amounted to € 91.71 million in 2018.

Russia

After the turnaround in the previous year, the Russian economy confirmed its tentative upward trend at +1.8 % in the reporting period. The continuing sanctions of the West, however, as well as the low rouble exchange rate, continued to dampen the development noticeably. Another negative factor was a significant decline in the agricultural sector, a low propensity for investments and stagnating domestic demand. For 2019, therefore, EECFA is again forecasting a slightly weaker growth rate of 1.3 %. By 2020, however, momentum should pick up again at +2.0 %.

The construction industry, as always, is reacting to the general economic development with a time lag and differently depending on the sector. Overall, however, the Russian construction industry also turned positive with a plus of 0.5 % after three years of recession. Although EECFA is forecasting another decline of -0.8 % for 2019, the sector is likely to pick up slightly again at +1.1 % in 2020.

The decline of -2.5 % recorded in residential construction in 2018 is mainly due to the low purchasing power of private households. This sector is likely to still end negative (-1.0 %) in 2019 before state housing programmes take hold in 2020 (+2.4 %). Other building construction also suffered a minus of 0.1 % in the year under review and can only expect tentative growth rates of 0.1 % and 0.8 % for the next two years, not least thanks to austerity measures by the public sector. Stimulated by extensive gas pipeline projects and massive investments in the road network, Russian civil engineering, on the other hand, posted strong growth of 3.8 %. For 2019 and 2020, however, EECFA is also forecasting a decline of -0.8 % and -0.1 % in this sector.

The STRABAG Group generated an output volume of € 77.46 million in Russia in 2018. In the region, STRABAG is active almost exclusively in building and industrial construction.

Italy

With an increase of 1.2 % in 2018, the Italian economy reflects the uncertainty of the markets in response to the government's lack of budgetary discipline. Despite a higher employment rate, domestic consumption remained well below expectations due to a lack of confidence in a recovery.

The Italian construction industry performed slightly above the moderate overall economic growth in 2018. The 1.7 % gain confirms the tentative upturn that had begun in 2016 after nearly a decade of negative momentum. Residential construction was stable at 1.3 % in 2018, albeit at a low level. By contrast, other building construction and civil engineering, with growth rates of 2.3 % and 2.0 %, showed slightly more dynamic growth which is likely to continue at a similarly high level over the next three years. For the entire construction sector, Euroconstruct forecasts stable annual growth rates of 2.0 % for the next two years.

The output volume of the STRABAG Group amounted to € 74.24 million in Italy in 2018. STRABAG is mainly active in tunnelling and road construction in the north of the country and the output volume is therefore assigned largely to the segment International + Special Divisions.

Slovenia

The Slovenian economy again grew significantly above the EU average in 2018, with GDP growth of 4.4 %. A new Investment Promotion Act, which equates domestic and foreign investment, is stimulating both the production and the services sector. Together with a very good employment situation, rising real wages and a positive development of exports, EECFA estimates that this will give the country solid GDP growth of 3.7 % and 3.4 % over the next two years.

The good economic situation was also reflected in the Slovenian construction industry, which posted a pleasingly positive result in 2018 with a plus of 10.8 %. This trend is likely to continue in the next two years with significant increases of 7.0 % and 4.6 %. Residential construction grew at a much higher rate of 5.1 % in the reporting period than in the previous year, driven mainly by the construction of new single-family homes. Other building construction developed even more dynamically with an increase of 10.1 %. It was buoyed by the establishment of new shopping and business centres in the capital but also by the good development in tourism. Due to the generally favourable economic conditions, EECFA predicts a high growth rate for the sector (+8.7 %) for 2019 before the curve flattens again slightly in 2020 (+2.6 %). Civil engineering saw the strongest growth of 16.5 % in 2018. Thanks to new public-sector infrastructure projects, growth rates of 5.8 % and 4.8 % should also be possible here in 2019 and 2020, respectively.

The STRABAG Group achieved an output volume of € 68.34 million in Slovenia in 2018.

Bulgaria

The Bulgarian economy once again proved to be very robust in 2018 with a plus of 3.5 %. The growth was driven by a good employment situation with rising real wages and the resulting higher private consumption. Stable fiscal conditions and the favourable development of the state budget allow EECFA to predict GDP growth of 3.7 % and 3.6 %, respectively, for the next two years.

Following the dramatic slump in 2016 (-40.2 %), the Bulgarian construction industry continued its upswing for the second year in a row with a plus of 7.4 % in 2018. The development was mainly supported by residential construction (+14.9 %), which benefited primarily from favourable mortgage rates and rising real wages. In view of government programmes to improve energy efficiency, EECFA also predicts high growth rates of 14.1 % and 9.0 % in this sector for 2019 and 2020, respectively. Other building construction, whose development has been very volatile for years, recorded solid growth of 7.3 % in 2018. Especially in the capital of Sofia, investments by foreign companies in 2018 pushed the demand for modern office space noticeably higher. Civil engineering (+3.9 %) benefited from numerous large projects in rail and road construction and the expansion of gas grid connections to neighbouring states. These developments also suggest growth rates of 5.3 % and 6.8 % for the next two years.

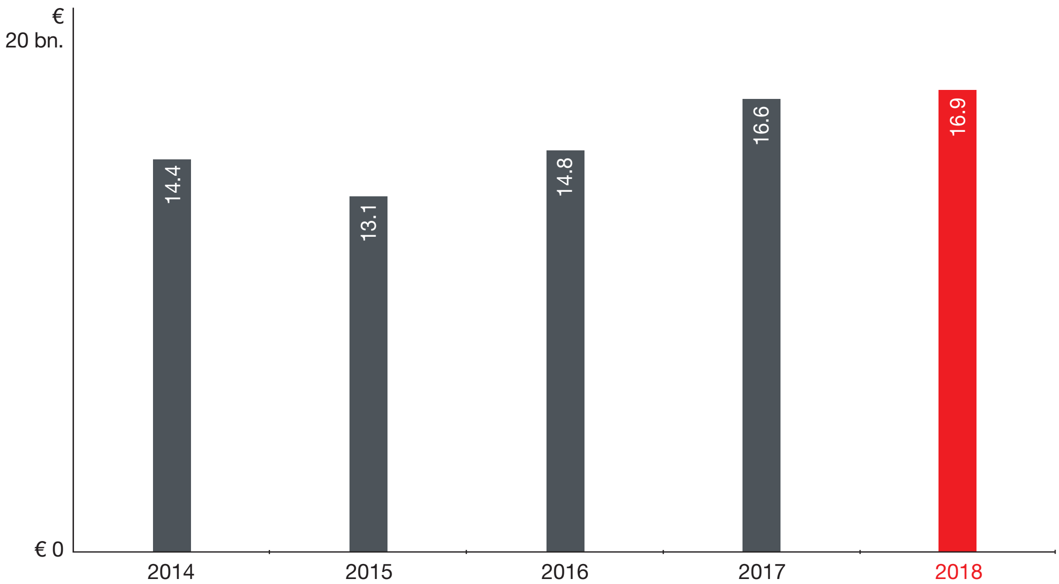
The STRABAG Group generated € 42.10 million on the Bulgarian market in 2018.

Order backlog

ORDER BACKLOG BY SEGMENT AS AT 31 DECEMBER 2018

€ mln.	Total 2018	North + West	South + East	International + Special Divisions	Other	Total 2017	Δ total %	Δ total absolute
Germany	7,178	6,010	135	1,032	1	6,929	4	249
Austria	2,056	20	1,637	399	0	1,986	4	70
Poland	1,632	1,615	0	17	0	1,416	15	216
Americas	1,134	14	1	1,119	0	786	44	348
Hungary	967	0	932	35	0	1,225	-21	-258
Benelux	567	557	5	5	0	573	-1	-6
Czech Republic	454	0	437	16	1	376	21	78
Rest of Europe	431	30	107	294	0	218	98	213
Asia	398	0	15	383	0	513	-22	-115
Sweden	390	335	0	55	0	383	2	7
Slovakia	262	0	249	13	0	476	-45	-214
Denmark	211	208	0	3	0	63	235	148
Romania	187	4	179	4	0	138	36	49
Switzerland	181	9	171	1	0	197	-8	-16
Middle East	173	1	0	172	0	327	-47	-154
Africa	125	1	0	124	0	148	-16	-23
Italy	115	0	9	106	0	273	-58	-158
Serbia	108	0	108	0	0	74	46	34
Bulgaria	105	0	105	0	0	95	11	10
Croatia	92	0	87	5	0	153	-40	-61
Russia	84	0	84	0	0	187	-55	-103
Slovenia	50	0	50	0	0	56	-11	-6
Total	**16,900**	**8,804**	**4,311**	**3,783**	**2**	**16,592**	**2**	**308**

DEVELOPMENT OF ORDER BACKLOG



Numerous orders in the group's largest markets, above all in Germany, Austria and Poland, again raised the order backlog to a record level at the end of the year. The aforementioned contract extension for the "Alto Maipo" tunnelling project in Chile with a value in the triple-digit million euro range was also characteristic. With the working-off of large projects, the order backlog declined, for example in Hungary, Slovakia and Russia, coming to rest at € 16.9 billion, just 2 % above the record level of the previous year.

CONSTRUCTION SITES INCLUDED IN THE ORDER BACKLOG AS AT 31 DECEMBER 2018

Category	Number of construction sites	Number of construction sites as % of total	Order backlog € mln.[1]	Order backlog as % of total
Small orders (€ 0–1 mln.)	9,423	81	1,576	9
Medium-sized orders (€ 1–15 mln.)	1,864	16	3,559	21
Large orders (€ 15–50 mln.)	292	2	3,978	24
Very large orders (>€ 50 mln.)	128	1	7,788	46
Total	**11,707**	**100**	**16,900**	**100**

Part of the risk management

The total order backlog is comprised of 11,707 individual projects. More than 9,400 of these, or 81 %, involve small orders with a volume of up to € 1 million each; the much smaller remaining proportion of 19 % covers medium-sized to very large orders with contract volumes of € 1 million and up. A total of merely 128 projects have a volume above € 50 million. The high number of individual contracts guarantees that the risk involved with one project does not, as far as possible, threaten the group success as a whole. The ten largest projects in the order backlog as at 31 December 2018 added up to 14 % of the order backlog, the same as at the end of 2017.

THE TEN LARGEST PROJECTS IN THE ORDER BACKLOG AS AT 31 DECEMBER 2018

Country	Project	Order backlog € mln.	as % of total order backlog
Chile	Alto Maipo power plant	680	4.0
Singapore	Deep Tunnel Sewerage System	279	1.7
United Kingdom	North Yorkshire Polyhalite Project – Drive 1	250	1.5
Germany	Stuttgart 21, underground railway station	237	1.4
Germany	Second core rapid transit route Munich	203	1.2
Germany	A44 Tunnel Boyneburg	171	1.0
Chile	Candelaria Norte	163	1.0
Germany	Messe-City 1–4, Cologne	163	1.0
Germany	New Office Düsseldorf	143	0.8
Sweden	Expansion of Södertälje Canal	132	0.8
Total		**2,420**	**14.3**

Financial performance

The consolidated **group revenue** for the 2018 financial year amounted to € 15,221.83 million. This corresponds to a plus of 13 % – similar to the output volume. The ratio of revenue to output increased slightly to 93 % after spending several years at 92 %. The operating segments North + West contributed 48 %, South + East 30 % and International + Special Divisions 22 % to the revenue.

The **changes in inventories** involve mainly the real estate project development business; under the new provisions of IFRS 15, this now only applies to projects without an external investor. Although the business remained as active as before, new developments were overcompensated by project sales. The **own work capitalised** increased from a low level due to the construction of new corporate locations. The total of **expenses for construction materials, consumables and services used** and the **employee benefits expense**, expressed in relation to the revenue, remained unchanged at 90 % – the same as in previous years.

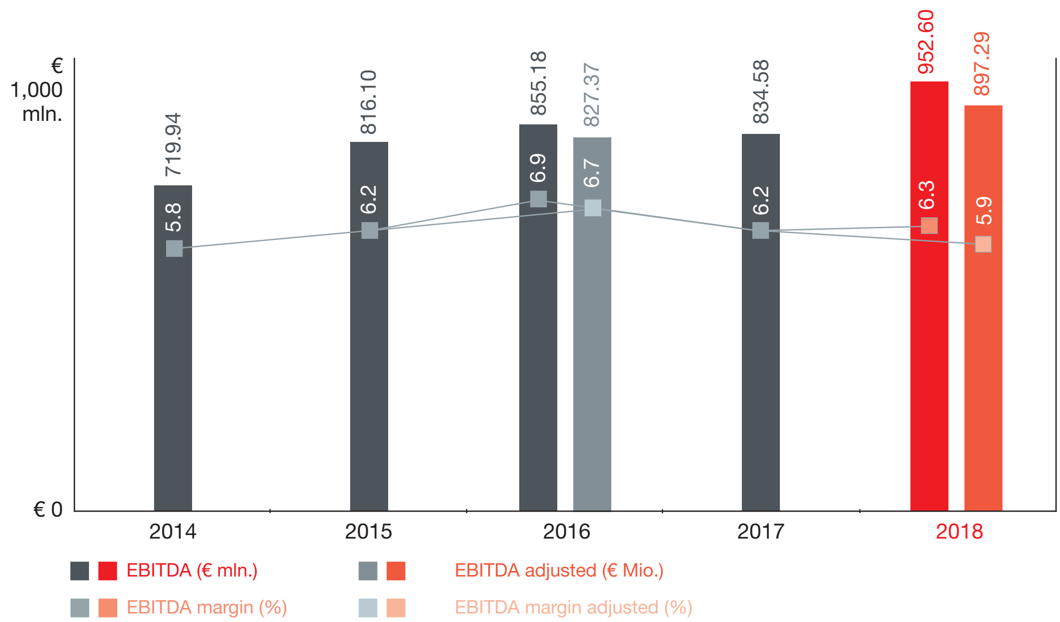
1 Rounding differences

EXPENSES

€ mln.	2018	2017	Δ %
Construction materials, consumables and services used	10,125.77	8,839.87	15
Employee benefits expense	3,618.94	3,367.17	7
Other operating expenses	854.89	842.79	1
Depreciation and amortisation	394.39	386.22	2

Lower earnings from joint ventures led to a reduction by around one third of the **share of profit or loss of equity-accounted investments**. This item also includes a non-recurring, non-operating step-up profit in the amount of € 55.31 million resulting from the full consolidation of the concession company PANSUEVIA that operates the A8 motorway in Germany. The **net income from investments** is composed of the dividends and expenses of many smaller companies or financial investments; however, the increase is primarily due to the negative earnings development in a single project during the previous year.

DEVELOPMENT OF EBITDA AND EBITDA MARGIN[1]



In total, the **earnings before interest, taxes, depreciation and amortisation** (EBITDA) increased by 14 % to € 952.60 million with slight growth of the EBITDA margin from 6.2 % to 6.3 %. Adjusting the EBITDA for the aforementioned non-operating step-up profit results in an EBITDA margin of 5.9 % and EBITDA growth of 8 %. The **depreciation and amortisation** increased by 2 %.

The **earnings before interest and taxes** (EBIT) increased by 25 % to € 558.21 million, which corresponds to an EBIT margin of 3.7 % after 3.3 % in 2017. Even when adjusted for the non-operating step-up profit, the EBIT grew by 12 % with an EBIT margin of 3.3 %. The earnings improvement is attributable to the International + Special Divisions segment. The property and facility services and real estate development businesses continued to make very positive contributions to the earnings, while burdens from large, loss-making projects in the international area were absent.

The **net interest income** was comparable to that of the previous year. Although a positive exchange rate result of € 4.65 million was achieved with regard to exchange rate differences, an exchange rate loss of € -9.40 million had still been reported in the previous year. This was, however, cancelled out by a lower income from interest, resulting, among other things, from the first-time consolidation of the aforementioned German concession project.

Effective tax rate: 31.7 %

In the end, the **earnings before taxes** grew by 26 %. The income tax rate stood at 31.7 %, slightly higher than in the previous year (2017: 30.6 %). The **net income** amounted to € 362.78 million, an increase of 24 % compared to 2017.

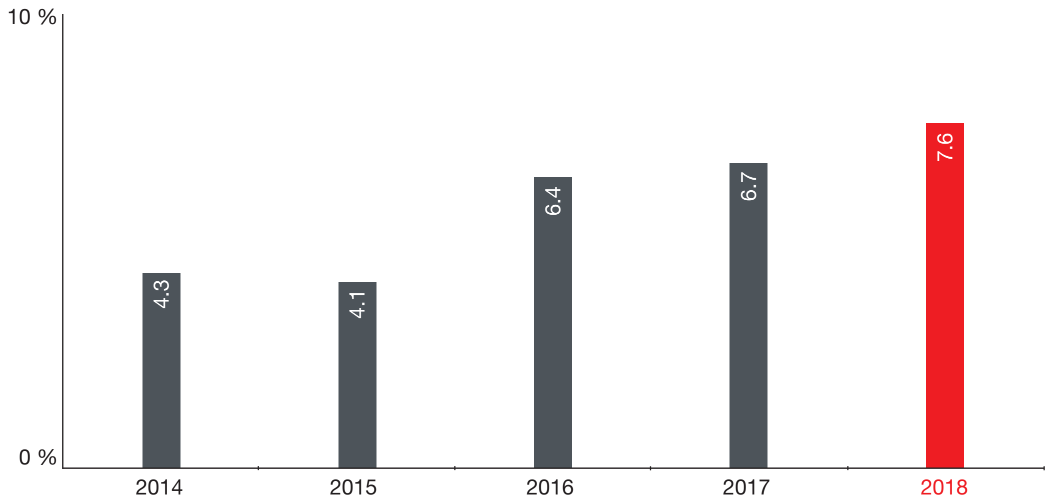
1 2016 adjusted for non-operating income in the amount of € 27.81 million
2018 adjusted for a non-operating step-up profit in the amount of € 55.31 million

Earnings per share: € 3.45

The earnings owed to minority shareholders amounted to € 9.25 million. On the one hand, 2018 was the first year in which no minority shareholders had to be considered at STRABAG AG, Germany. On the other hand, projects in the successful real estate development business are at times performed with partner companies. The **net income after minorities** for 2018 stood at € 353.53 million – an increase of 27 %. The **earnings per share** amounted to € 3.45 (2017: € 2.72).

The **return on capital employed** (ROCE)[1] increased from 6.7 % to 7.6 %. It reached a high again.

DEVELOPMENT OF ROCE



Financial position and cash flows

BALANCE SHEET

€ mln	31.12.2018	% of balance sheet total[2]	31.12.2017	% of balance sheet total
Non-current assets	4,829.76	42	4,095.74	37
Current assets	6,791.69	58	6,958.38	63
Equity	3,653.77	31	3,397.72	31
Non-current liabilities	2,380.03	20	2,145.36	19
Current liabilities	5,587.65	48	5,511.04	50
Total	**11,621.45**	**100**	**11,054.12**	**100**

The balance sheet, due to the increased shareholding in PANSUEVIA from 50 % to 100 % and the subsequent full consolidation, grew from € 11.1 billion on 31 December 2017 to € 11.6 billion. This also explains the growth of the non-current financial liabilities. For the first time, the balance sheet includes the items "Contract assets" and "Contract liabilities", which, in accordance with IFRS 15, report receivables and payables from construction contracts. Despite the balance sheet growth, the **equity ratio** increased from 30.7 % to 31.4 %.

1 ROCE = (net income + interest on debt – interest tax shield (25 %))/(average group equity + interest-bearing debt)
2 Rounding differences

KEY BALANCE SHEET FIGURES

	31.12.2014	31.12.2015	31.12.2016	31.12.2017	31.12.2018
Equity ratio (%)	30.6	31.0	31.5	30.7	31.4
Net debt (€ mln.)	-249.11	-1,094.48	-449.06	-1,335.04	-1,218.28
Gearing ratio (%)	-7.9	-33.0	-13.8	-39.3	-33.3
Capital employed (€ mln.)	5,357.82	5,448.01	5,258.17	5,242.91	5,552.09

Net cash position of more than € 1.2 billion

As usual, a **net cash position** was reported on 31 December 2018. This figure fell in the face of higher investments and the repayment of bank borrowings from € 1.3 billion to € 1.2 billion.

CALCULATION OF NET DEBT[1]

€ mln.	31.12.2014	31.12.2015	31.12.2016	31.12.2017	31.12.2018
Financial liabilities	1,609.92	1,579.75	1,426.08	1,293.98	1,363.33
Severance provisions	97.66	96.13	110.02	111.10	114.68
Pension provisions	505.94	451.50	457.48	440.11	420.31
Non-recourse debt	-538.61	-489.53	-439.38	-389.78	-730.77
Cash and cash equivalents	-1,924.02	-2,732.33	-2,003.26	-2,790.45	-2,385.83
Total	**-249.11**	**-1,094.48**	**-449.06**	**-1,335.04**	**-1,218.28**

The **cash flow from operating activities** fell despite the higher cash flow from earnings from € 1,345.19 million to € 736.18 million due to the weaker working capital decrease as compared to the previous year. The expectation of a significant reduction in advance payments in 2018 and a concomitant increase in working capital to familiar levels thus did not materialise. The **cash flow from investing activities**, at € -587.93 million, was 76 % more negative, due in part to the higher investments in property, plant and equipment and because of the PANSUEVIA transaction. The repayment of a bond and the cash outflow related to the acquisition of the minority shares of the now delisted German subsidiary STRABAG AG influenced the **cash flow from financing activities**, which reached a value of € -534.17 million after € -234.52 million in the previous year.

REPORT ON OWN SHARES

On 31 December 2018, STRABAG SE held 7,400,000 bearer shares equalling 6.7 % of the share capital. The corresponding value of the share capital amounts to € 7,400,000.00. The acquisition took place over a period from July 2011 to May 2013 to any purpose allowed by Sec 65 Para 1 No 8 of the Austrian Stock Corporation Act (AktG), especially for the purpose of using own shares as acquisition currency. The average purchase price per share was € 20.79.

1 The non-recourse liabilities that were considered are related to two PPP projects. Non-recourse liabilities from other PPP projects had, based on their amount, only an immaterial impact and are therefore not subtracted in the calculation of net debt.

Capital expenditures

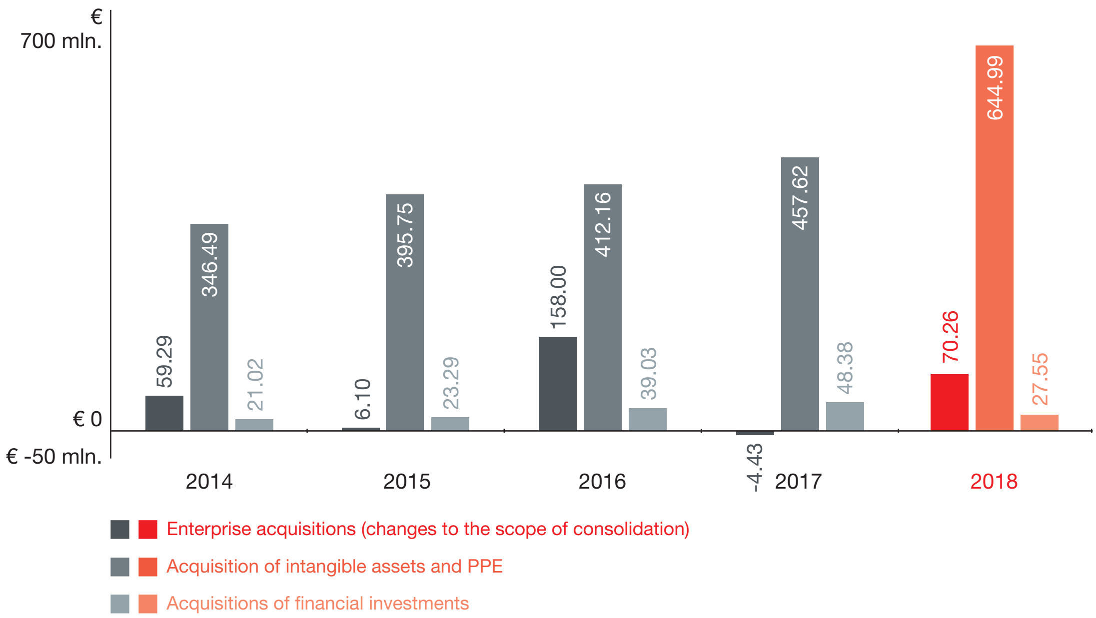
STRABAG had forecast net capital expenditures (cash flow from investing activities) in the amount of approximately € 550 million for the 2018 financial year. In the end, they totalled € 587.93 million.

The gross investments (CAPEX) before subtraction of proceeds from asset disposals stood at € 742.80 million. This figure includes **expenditures on intangible assets and on property, plant and equipment** of € 644.99 million, the **purchase of financial assets** in the amount of € 27.55 million and € 70.26 million from **changes to the scope of consolidation**. Maintenance expenditures in 2018 were made primarily in Germany, Austria, Poland and the Czech Republic.

Noteworthy was the high percentage of capital investments, which at times greatly exceeded the maintenance expenditures in markets like Austria, Croatia and Hungary. This can be explained by the general expansion of the permanent business and of the raw materials network.

Expenditures on intangible assets and on property, plant and equipment during the year under report must be seen against depreciation and amortisation in the amount of € 394.39 million. The goodwill impairment of € 1.73 million is almost unchanged from the previous year.

COMPOSITION OF CAPEX



Financing/Treasury

KEY FIGURES TREASURY

	2014	2015	2016	2017	2018
Interest and other income (€ mln.)	82.17	82.07	73.90	46.90	38.62
Interest and other expense (€ mln.)	-108.37	-106.49	-77.68	-74.05	-66.05
EBIT/net interest income (x)	-10.8	-14.0	-112.4	-16.5	-20.4
Net debt/EBITDA (x)	-0.3	-1.3	-0.5	-1.6	-1.3

The number one objective for the treasury management of STRABAG SE is assuring the continued existence of the company through the maintenance of constant solvency. This objective is to be reached through the provision of sufficient short-term, medium-term and long-term liquidity. Liquidity for STRABAG SE means not only solvency in the strict sense but also the availability of guarantees. The activity of building requires the constant availability of bid, contract fulfilment, pre-payment and warranty guarantees and/or sureties. The financial scope of action is thus defined on the one hand by sufficient cash and cash credit lines, on the other hand by sufficient surety credit lines.

The management of **liquidity risks** has become a central element of the corporate management at STRABAG. In practice, liquidity risks come in various forms:

- In the short term, all daily payment obligations must be covered in time and/or in their entirety.
- In the medium term, liquidity levels must be sufficient so that no transactions or projects become impossible due to a lack of sufficient financial means or guarantees or that they cannot be executed at the desired pace.
- In the long term, there should be sufficient financial means available to be able to pursue the strategic development targets.

In the past, STRABAG has always oriented its financing decisions according to the risk aspects outlined above and has organised the maturity structure of the financial liabilities in such a way as to avoid a refinancing risk. In this way, the company has been able to maintain a great scope for action, which is of particular importance in a difficult market environment. The respective liquidity needed is determined by targeted liquidity planning. Based on this, liquidity assurance measures are made and a liquidity reserve is defined for the entire group.

The medium- and long-term liquidity needs have so far also been covered by the **issue of corporate bonds**. STRABAG SE (and its predecessor FIMAG) has regularly issued bonds on the Austrian capital market since 2002. In the 2015 financial year, the company successfully placed a € 200 million tranche with a coupon of 1.625 % and a term to maturity of seven years. With the proceeds from the issue, which were used for general business purposes such as refinancing the € 100 million bond issued in 2010 or making investments in property, plant and equipment, STRABAG SE preserved its optimal financing structure. As per 31 December 2018, STRABAG SE had three bonds with a total volume of € 500 million on the market. One bond with a volume of € 100 million is scheduled to mature in 2019.

In order to diversify the financing structure, STRABAG SE had placed its first **bonded loan** in the amount of € 140.00 million in the 2012 financial year. The variable interest portion of the bonded loan, in the amount of € 108.50 million, was refinanced at better conditions in 2015. This long-term debt financing instrument is in many ways similar to a bond, with an important difference being that bonded loans are issued directly to institutional investors without using an organised capital market, i.e. an exchange. In 2017, € 13.00 million of the fixed interest portion were paid off on schedule; the variable interest portion was paid off in full ahead of time, leaving an outstanding volume of € 18.50 million as at 31 December 2018.

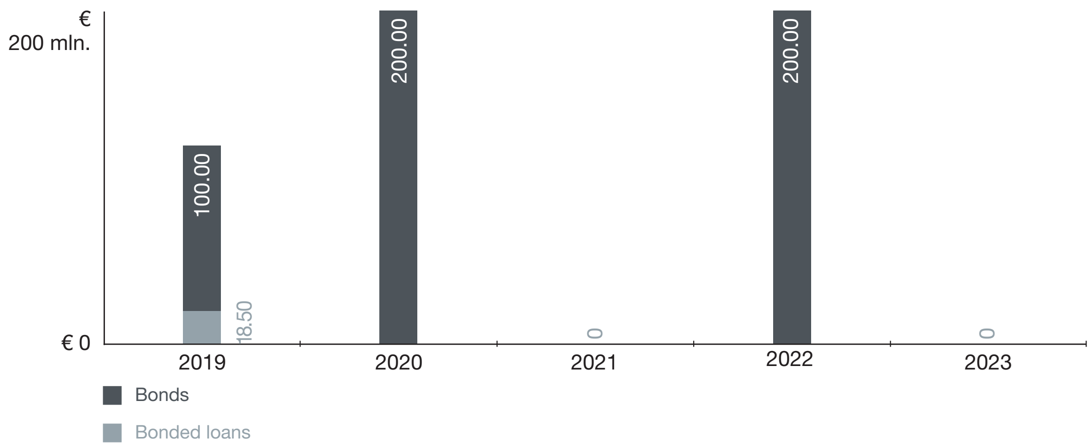
The existing liquidity of € 2.4 billion assures the coverage of the group's liquidity needs. STRABAG SE has a total credit line for cash and surety loans in the amount of € 7.8 billion. The credit lines include a **syndicated surety credit line** in the amount of € 2.0 billion and a revolving **syndicated cash credit line** of € 0.4 billion, each with a term to maturity until 2024. These two credit lines were refinanced ahead of maturity in March 2019, with terms and maturities redefined. The group also has bilateral credit lines with banks. With a high degree of diversification regarding its surety and cash credit, STRABAG creates an adequate risk spread in the provision of the credit lines and secures its comfortable liquidity position.

In June 2015, Standard & Poor's (S&P) raised STRABAG SE's investment grade rating by one level from BBB-, outlook stable, to BBB, outlook stable. This rating was again confirmed in July 2018. S&P sees STRABAG SE's strengths above all in the stable margins in an otherwise quite cyclical market environment, in the effective risk management, in the strategic access to construction materials and in the strong market positions.

PAYMENT OBLIGATIONS

€ mln.	**Book value 31.12.2018**
Bonds	500.00
Bank borrowings	863.33
Total	**1,363.33**

PAYMENT PROFILE OF BONDS AND BONDED LOANS



Segment report

OVERVIEW OF THE FOUR SEGMENTS WITHIN THE GROUP

The business of STRABAG SE is divided into four segments, of which there are three operating segments North + West, South + East and International + Special Divisions, and the segment Other, which encompasses the group's central divisions and central staff divisions.

The segments are comprised as follows[1]:

NORTH + WEST
Management Board responsibility[2]:
Peter Krammer
Germany, Poland, Benelux, Scandinavia, Ground Engineering

SOUTH + EAST
M. B. responsibility[2]: Siegfried Wanker
Austria, Czech Republic, Slovakia, Hungary, South-East Europe, Switzerland, Environmental Engineering
M. B. responsibility: Thomas Birtel
Russia

INTERNATIONAL + SPECIAL DIVISIONS
M. B. responsibility[2]: Hannes Truntschnig
International, Tunnelling, Services, Real Estate Development, Infrastructure Development, Construction Materials

OTHER
M. B. responsibility: Thomas Birtel and Christian Harder
Central Divisions, Central Staff Divisions

Construction projects are assigned to one of the segments (see chart below). Of course, projects may also be assigned to more than one segment. This is the case, for example, with PPP projects in which the construction part is assigned to its respective geographic segment, but the concession part is assigned to the concessions unit of International + Special Divisions. In projects which span more than one segment, the commercial and technical responsibility is generally assigned to that segment which has the higher share of the overall project value.

Geographic segments may be desirable, but they are not always possible. Particularly the specialty fields – e.g. tunnelling – are in demand all around the world. As it is therefore not possible to assign these to a certain country, such business fields are listed under the segment International + Special Divisions. At the same time, the two segments North + West and South + East may contain international business fields such as sports facilities. These are usually organised from a country assigned to one of the respective geographic segments.

With only a few exceptions, STRABAG offers its services in all areas of the construction industry in the individual European markets in which it operates and covers the entire construction value chain. These services include:

	North + West	South + East	International + Special Divisions
Residential Construction	✓	✓	✓
Commercial and Industrial Facilities	✓	✓	✓
Public Buildings	✓	✓	✓
Production of Prefabricated Elements		✓	
Engineering Ground Works	✓	✓	✓
Bridge Construction	✓	✓	✓
Power Plants	✓	✓	✓
Environmental Engineering		✓	
Railway Construction	✓	✓	
Roads, Earthworks	✓	✓	✓
Waterway Construction, Embankments	✓	✓	
Landscape Architecture and Development, Paving, Large-Area Works	✓	✓	
Sports and Recreation Facilities	✓	✓	
Protective Structures	✓	✓	✓
Sewerage Systems	✓	✓	✓
Production of Construction Materials	✓	✓	✓
Ground Engineering	✓		
Tunnelling			✓
Real Estate Development			✓
Infrastructure Development			✓
Operation/Maintenance/Marketing of PPP Projects			✓
Property and Facility Services			✓

1 Services may be performed in more than one segment. The activities and countries below have been assigned to those segments in which the most significant portion of the services was provided. Details are available in the table.
2 Until 31 December 2018

NORTH + WEST PROFITS FROM GERMANY

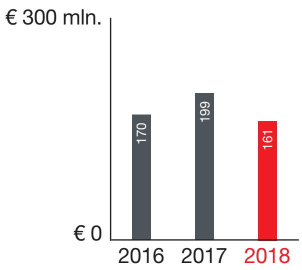
The North + West segment executes construction services of nearly any kind and size with a focus on Germany, Poland, the Benelux countries and Scandinavia. Ground engineering can also be found in this segment.

€ mln.	2018	2017	Δ 2017–2018 %	Δ 2017–2018 absolute
Output volume	7,827.48	6,843.36	14	984.12
Revenue	7,242.42	6,377.91	14	864.51
Order backlog	8,804.15	8,138.06	8	666.09
EBIT	161.40	199.25	-19	-37.85
EBIT margin (% of revenue)	2.2	3.1		
Employees (FTE)	24,222	23,366	4	856

OUTPUT VOLUME NORTH + WEST

€ Mio.	2018	2017	Δ 2017–2018 %	Δ 2017–2018 absolute
Germany	6,221	5,315	17	906
Poland	895	787	14	108
Benelux	305	273	12	32
Sweden	169	156	8	13
Denmark	87	152	-43	-65
Rest of Europe	59	67	-12	-8
Switzerland	28	32	-13	-4
Austria	25	20	25	5
Romania	13	9	44	4
Americas	9	8	13	1
Middle East	7	11	-36	-4
Africa	7	3	133	4
Czech Republic	1	0	n. a.	1
Hungary	1	10	-90	-9
Total	**7,827**	**6,843**	**14**	**984**

EBIT

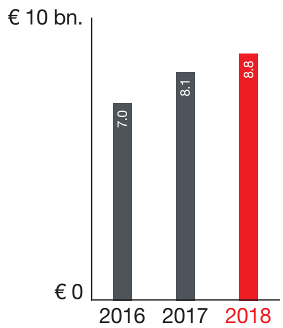


Excellent weather conditions in Germany

The output volume in the North + West segment was up by 14 % in 2018 compared to the previous year. This is attributable to the high order backlog in Germany and Poland and the excellent weather conditions. Especially in Germany, hardly any restrictions were noticed during the winter months. In Denmark, the output declined as new large-scale projects did not immediately follow up on the working-off of the current order backlog.

The revenue increased, like the output, by 14%, while the EBIT declined by 19 % to € 161.40 million. This is due to provisions for individual large-scale projects in several countries in the segment.

ORDER BACKLOG



Order backlog driven by Germany, Poland and Denmark

The order backlog climbed up by 8 %. This growth was primarily driven by increases in Germany, Poland and Denmark. New orders acquired in Germany in 2018 included the projects "Sonnenhöfe im Sternenviertel" near the new Berlin Brandenburg Airport; "Stadtquartier Südkreuz" in Berlin; the INC "Project House for Autonomous Driving" in Ingolstadt; SKAIO, the first timber high-rise in the country; the Oldenburg–Wilhelmshaven rail upgrade line; and the contracts for main construction works on Munich's second rapid transit core route from Deutsche Bahn AG. In Poland, STRABAG was commissioned with two additional sections of the S7 motorway north of Warsaw and with several sections of the A1 motorway. Order successes were also recorded in the northern European countries and Scandinavia, for example with regard to several buildings in the Copenhagen Carlsberg quarter, Denmark, the FSE309 interchange Lovö in Stockholm, Sweden, and the business and residential building ODE in Amsterdam, the Netherlands, which Booking.com B.V. will use, among others.

Employee numbers grow with output

The number of employees increased by 4 %, growing less strongly than the output in part because, for capacity reasons, work was awarded to subcontractors to a greater extent than previously. Here, too, Germany and Poland posted growth, while the number of employees in the other markets fell.

Outlook: Equally stable at a high level

For the 2019 financial year, the North + West segment is expected to generate a somewhat lower output volume than in the previous year, with business stabilising at a high level. The **German building construction and civil engineering business** should continue to make a positive contribution to both output volume and earnings. The situation in the subcontractor and supplier markets, which remains very tense in the light of the construction boom, will be counteracted by binding these partners with the client side prior to concluding the contract or by calculating corresponding risk premiums for expected price increases during project execution.

The **transportation infrastructures business in Germany** posted an excellent year in 2018. The situation was defined by a lasting low interest rate, unusually mild weather, high tax revenues and the long-standing investment backlog in public infrastructure. A limiting factor for further expansion of the business, however, remains staff and limited capacities among subcontractors.

The general environment in **Poland** remained bleak. There is a shortage of skilled workers, construction materials and capacities in general to meet the enormous demand in the industry. In the past two years, this had led to double-digit increases in the cost of labour, construction materials and subcontractor prices. At the same time, in view of budget overruns, tenders are being cancelled more frequently even before they are awarded. However, the very high order backlog allows for a greater selection of projects for which tenders are placed. A still satisfactory result should therefore be achieved nonetheless.

SELECTED PROJECTS NORTH + WEST

Country	Project	Order backlog in € mln.	as % of total group order backlog
Netherlands	Oosterdokseiland Amsterdam	108	0.6
Germany	Berthold Brecht School, Nuremberg	107	0.6
Germany	Sande rail upgrade line	107	0.6
Germany	New Axel Springer building, Berlin	106	0.6
Poland	A1 Kamieńsk–Radomsko	105	0.6

SOUTH + EAST: STRONG AT A HIGH LEVEL

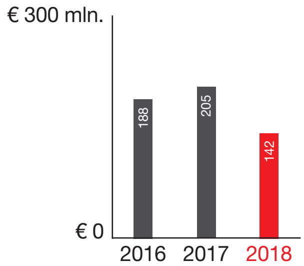
The geographic focus of the South + East segment is on Austria, the Czech Republic, Slovakia, Hungary, South-East Europe, Russia and Switzerland. The environmental engineering activities are also handled within this segment.

€ mln.	2018	2017	Δ 2017–2018 %	Δ 2017–2018 absolute
Output volume	4,639.26	4,241.60	9	397.66
Revenue	4,521.81	4,073.31	11	448.50
Order backlog	4,311.00	4,504.75	-4	-193.75
EBIT	142.03	204.61	-31	-62.58
EBIT margin (% of revenue)	3.1	5.0		
Employees (FTE)	18,729	17,916	5	813

OUTPUT VOLUME SOUTH + EAST

€ mln.	2018	2017	Δ 2017–2018 %	Δ 2017–2018 absolute
Austria	1,979	1,775	11	204
Czech Republic	557	506	10	51
Hungary	545	404	35	141
Slovakia	460	467	-2	-7
Switzerland	235	266	-12	-31
Romania	156	148	5	8
Croatia	148	107	38	41
Germany	145	122	19	23
Serbia	109	111	-2	-2
Rest of Europe	99	145	-32	-46
Russia	70	80	-13	-10
Slovenia	61	45	36	16
Bulgaria	37	41	-10	-4
Asia	15	7	114	8
Italy	11	9	22	2
Benelux	8	6	33	2
Americas	4	0	n. a.	4
Middle East	0	1	-100	-1
Africa	0	2	-100	-2
Total	**4,639**	**4,242**	**9**	**397**

EBIT

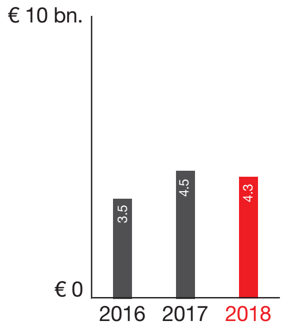


EBIT margin lower than usual

The output volume in the South + East segment was up 9 % year-on-year in 2018 at € 4,639.26 million. Increases were recorded mainly in the home market of Austria as well as in Hungary and the Czech Republic, while the output declined in Switzerland.

The revenue increased by 11 %. The competition – above all for personnel and subcontractor services – also intensified in the Central and Eastern European markets, which pushed margins from an exceptionally high level to a lower level. With an EBIT of € 142.03 million, an EBIT margin of only 3.1 % was achieved.

ORDER BACKLOG



Order backlog: Declines in Hungary and Slovakia outstrip growth in Austria

The order backlog fell by 4 %. In Hungary and Slovakia, this figure dropped down from an exceptionally high level at the beginning of 2018, while in Austria, the order backlog continued to increase. Newly acquired projects include a production facility in Hungary for the Swiss automotive supplier REHAU, the “Triiiple” residential construction project in Vienna, Austria, and the modernisation of the D1 motorway in the Czech Republic.

Order-related increases in the number of employees

The number of employees grew in line with the output volume, gaining 5 % to 18,729. Particularly noteworthy are the increases in Austria, Hungary, Serbia and Croatia.

Outlook: Output growth and attractive margins expected

The output volume in the 2019 financial year should increase slightly, with margins expected to remain at an attractive level. The general situation in the majority of the markets is defined by a strong inflation of costs due to high demand coupled with a shortage of skilled labour.

The situation in the home market of **Austria** remains positive. New large-scale building construction projects in the cities are continually restocking the order backlog as similar projects reach completion.

In the **Czech Republic** and **Slovakia**, the margins have been falling for several years. The climate in the construction industry is getting tenser, as has been expected. In Slovakia, tenders are mostly for transportation projects with EU financing, including several railway projects, though the situation here is characterised by fierce competition, a labour shortage and volatile prices for construction materials. In the Czech Republic, the focus previously had been on building construction for the automobile industry as well as commercial centres and office buildings for industrial clients. Now STRABAG has bid for several infrastructure projects that have also come up for tender.

In **Hungary**, the challenge in the coming months and years will be to work off the high order backlog. The company is therefore being selective with regard to the acquisition of new contracts. The entire Hungarian construction industry is currently in an unusually active phase.

The markets of **South-East Europe** are developing quite differently. On the one hand, an increasing number of large projects are coming up for tender. At the same time, however, competition and political risks are again on the rise in individual countries of the region.

The **environmental engineering** business is developing very positively.

The business in **Switzerland** is going as expected. Demand is stagnating at a high level, yet the competition among the market participants is usually carried out over the price. STRABAG will therefore focus on infrastructure projects here in the future.

In **Russia**, the state budget situation is easing in response to the increased price of oil. The policy focus is on reducing the negative impact from the sanctions. The construction industry has probably passed through the lowest point. Given the fact that the market volume remains high, STRABAG continues to bid mainly for large residential projects in Moscow and increasingly also in St. Petersburg. Financing problems have had a dampening effect on project realisation, however.

SELECTED PROJECTS SOUTH + EAST

Country	Project	Order backlog in € mln.	as % of total group order backlog
Hungary	JV M30 motorway Miskolc–Tornyosnémeti	121	0.7
Austria	Triiiple, Vienna	86	0.5
Hungary	Modernisation of M0 motorway	71	0.4
Hungary	JV M2 motorway Budapest–Vác	58	0.3
Slovakia	JV D3 motorway Čadca–Svrčinovec	53	0.3

INTERNATIONAL + SPECIAL DIVISIONS: EARNINGS GROWTH AFTER A NUMBER OF DIFFERENT EFFECTS

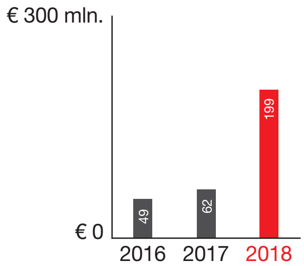
The International + Special Divisions segment includes, on the one hand, the field of tunnelling. The concessions business, on the other hand, represents a further important area of business, with global project development activities in transportation infrastructures in particular. Regardless of where the services are rendered, the construction materials business, including the company's dense network of production plants but with the exception of asphalt, also belongs to this segment. The real estate business, which stretches from project development and planning to construction and operation and also includes the property and facility services business, completes the wide range of services in this segment. Additionally, most of the services in non-European markets are also bundled in International + Special Divisions.

€ mln.	2018	2017	Δ 2017–2018 %	Δ 2017–2018 absolute
Output volume	3,740.30	3,403.53	10	336.77
Revenue	3,437.82	3,029.34	13	408.48
Order backlog	3,782.41	3,943.73	-4	-161.32
EBIT	198.69	62.40	218	136.29
EBIT margin (% of revenue)	5.8	2.1		
Employees (FTE)	26,279	25,618	3	661

OUTPUT VOLUME INTERNATIONAL + SPECIAL DIVISIONS

€ mln.	2018	2017	Δ 2017–2018 %	Δ 2017–2018 absolute
Germany	1,464	1,459	0	5
Americas	652	377	73	275
Austria	506	502	1	4
Middle East	198	291	-32	-93
Hungary	163	135	21	28
Asia	147	92	60	55
Czech Republic	144	117	23	27
Rest of Europe	117	65	80	52
Poland	74	57	30	17
Italy	63	58	9	5
Slovakia	52	60	-13	-8
Africa	50	43	16	7
Benelux	36	15	140	21
Romania	27	24	13	3
Croatia	14	12	17	2
Sweden	8	4	100	4
Slovenia	7	8	-13	-1
Russia	6	60	-90	-54
Bulgaria	4	3	33	1
Denmark	4	7	-43	-3
Switzerland	3	14	-79	-11
Serbia	1	1	0	0
Total	**3,740**	**3,404**	**10**	**336**

EBIT

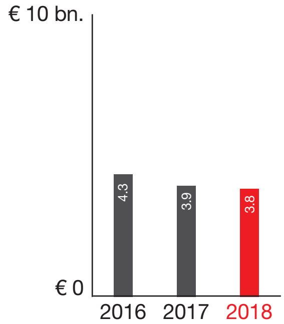


Absence of prior-year earnings burdens

The International + Special Divisions segment closed 2018 with a plus of 10 % in output volume, attributable especially to the completion of a large project in the Americas. The other markets were mixed.

With a plus of 13 %, the revenue grew slightly more strongly than the output volume. This development is attributable to the sales of real estate project developments and to the changed presentation of such projects under IFRS 15 applicable as of this year. The EBIT more than tripled from € 62.40 million in the year 2017 to € 198.69 million. The absence of prior-year earnings burdens from international construction contracts and the continued strong contributions to earnings from the property & facility services and real estate project development businesses had a particularly strong positive impact.

ORDER BACKLOG



Order backlog lower despite new projects in the UK and expansion in Chile

The order backlog was down by 4 %. Difficult technical conditions at the “Alto Maipo” hydropower project in Chile and the withdrawal of a contractor led the client to conclude a new construction agreement with STRABAG S.p.A. of Chile on 19 February 2018. The agreement had been pending the bank financing and became effective on 8 May 2018. With the contract, STRABAG took on another construction section of this large project, adding approximately € 800 million to the order volume for a total contract value of about € 1.5 billion.

This contract extension and an increase in the United Kingdom stand in contrast to a reduction in Austria, Italy and Asia, among other places. New large-scale contracts this year involve the construction of an approximately 13 km tunnel section for the underground conveyor system at the Woodsmith Mine in the United Kingdom and the 1.7 km Boyneburg tunnel, consisting of two tunnel tubes, in Germany.

Staff increased for Alto Maipo project in Chile

The number of employees was 3 % higher. The increase in the Americas region due to the contract extension for the Alto Maipo project in Chile exceeded the decrease in Germany.

Outlook: Slightly lower output volume and earnings at about 2018 levels expected

In the 2019 financial year the International + Special Divisions segment is expected to generate a slightly lower output volume and the earnings are expected to remain on the same level as the previous year. The **real estate development** business should continue to make very positive earnings contributions, as the ongoing low interest rates and the continuously high demand for commercial and residential real estate are responsible for a generally good framework for this business field. Against the backdrop of rising property prices and, above all, significantly higher construction costs, it is becoming increasingly more difficult to initiate new project developments with a sustainable profit given the circumstance that real estate prices currently remain largely stable and are growing – if at all – only slightly and in specific sectors. STRABAG's acquisition focus in Germany is therefore also on locations outside of the major cities and on the recently established field of development services, where project developments are performed other than for own account, as well as on geographic markets such as Romania, Poland, Hungary, the Czech Republic, Slovakia and Slovenia. The countries of Central and Eastern Europe offer above-average growth rates and an increasing level of prosperity – but also an increasing lack of skilled labour with a corresponding rise in wage costs. The already available property reserves, however, form the foundation for new project developments. In Austria, the group continues to offer the entire range of residential construction from subsidised to affordable to privately financed housing as well as related uses – such as student housing – and commercial project developments.

Although the market for concession projects remains a difficult one, the income from existing public-private partnerships (PPP) should also help the **infrastructure development** business to another significant earnings contribution. In the third quarter of 2018, STRABAG increased its previous stake of 50 % in PANSUEVIA, the operator of the German A8 motorway, to 100 %. With the exception of a few lighthouse projects in Germany, Poland and the Czech Republic, however, no new PPP tenders are expected in the field of road construction in the group's core countries at this time. For this reason, the company is also focusing on selected markets in Latin America and Southeast Africa.

The **international business** – i.e. the business that STRABAG conducts in countries outside of Europe – has for several years been focused on this part of Africa, where larger investments in the fields of infrastructure, energy and water are expected. In the Middle East, traditionally an important market for the group, the relatively low price of oil had brought the construction markets to a standstill. Although the forecasts predict another recovery of the oil price and tender activity is up again for projects in the infrastructure and tourism fields, the general environment is unlikely to improve in the short term. Because the competition in the aforementioned regions remains intense, the group is only pursuing projects here in which it can contribute its know-how and its technical expertise in a way to generate value. This includes specialities such as test track construction. The focus in new markets is on projects in the infrastructure sector that are financed by international organisations and have a clear contract structure.

In **tunnelling**, on the other hand, new markets are not a focus at this time. Besides its core European markets, the group is also especially active in tunnelling in Canada, Chile, the United Kingdom and Singapore at technically very challenging projects. While the harsh competition on the home markets is unlikely to improve even in the medium term, opportunities are expected especially in the United Kingdom, in Canada, and in the mining sector in Chile.

In the field of **electrotechnical tunnel equipment**, intense competition can be observed in Austria. Potential contracts are to be found among expected tenders in Germany and large-scale projects in northern Europe. In the market for **tolling systems**, group subsidiary EFKON has expanded its radius to Norway with the contract to deliver a tolling solution for the cities of Oslo and Bergen.

In the field of **property & facility services**, the signing of a contract with the service provider ISS eliminated a factor that had been the cause of some uncertainty. As reported, effective 1 July 2019, the facility management services for Deutsche Telekom AG and its subsidiaries in Germany will no longer be provided by the companies of the STRABAG Group but by ISS. Since the end of last year, STRABAG and ISS had negotiated on ways to continue to employ the more than 3,000 employees of STRABAG Property and Facility Services GmbH (STRABAG PFS) and STRABAG Facility Services GmbH (STRABAG FS) who are currently working on the Deutsche Telekom account. On 10 April 2018, an asset purchase agreement was concluded which foresees the transfer of the affected employees as at 1 July 2019. In light of the continued stable order situation at Deutsche Telekom and the volume of new orders, the earnings development in property and facility services is expected to remain at an attractive level. STRABAG PFS further diversified its client portfolio in 2018 and more than doubled the volume of new orders year on year. The new acquisitions include companies like Airbus, Deutsche Bahn, Esprit, Hahn Gruppe, HypoVereinsbank, Immofinanz, Nordex and Orsay. In addition, STRABAG PFS is expanding its geographical radius. On 18 December 2018, STRABAG PFS Austria GmbH signed an agreement to acquire 100 % of the shares of Caverion Polska Sp. z o.o. of Warsaw, a Polish specialist in the field of technical facility management (TFM). The company, with around 170 employees, in 2017 generated an output volume of around PLN 50 million (approx. € 12 million).

Overall, the **construction materials business** is again showing a very positive trend. The market positions can be maintained especially in the core markets of Austria, Germany, Hungary, the Czech Republic and Poland. Only in Romania, due to the fiercely competitive market and the very low price level, the business development is below expectations and is putting pressure on margins. The dense network of construction material operations, however, including construction material-based services, remains an important basis for self-supply within the group and thus a foundation for greater competitiveness.

SELECTED PROJECTS INTERNATIONAL + SPECIAL DIVISIONS

Country	Project	Order backlog in € mln.	as % of total group order backlog
Chile	Chuquicamata, underground mine	131	0.8
Austria	JV Koralm Tunnel 2	108	0.6
Israel	JV 5th Line Water Supply Jerusalem	104	0.6
Colombia	JV Autopista al Mar 1	100	0.6
Germany	A44 Tunnel Boyneburg	97	0.6

OTHER (SERVICE COMPANIES AND CENTRAL STAFF DIVISIONS)

This segment encompasses the group's internal central divisions and central staff divisions.

€ mln.	2018	2017	Δ 2017–2018 %	Δ 2017–2018 absolute
Output volume	115.84	132.40	-13	-16.56
Revenue	19.78	28.16	-30	-8.38
Order backlog	2.15	5.33	-60	-3.18
EBIT	0.86	0.67	28	0.19
EBIT margin (% of revenue)	4.3	2.4		
Employees (FTE)	6,230	6,004	4	226

Risk management

The STRABAG Group is subject to a number of risks in the course of its business activities. These risks are systematically identified and assessed using an active risk management system and dealt with using an appropriate risk management policy. This risk management policy is an integral part of the management system. It describes a set of fixed principles and responsibilities for risk management and how to deal with the material risk categories.

RISK MANAGEMENT AS A CORE TASK OF MANAGEMENT

Risk management is a core task of the management. The identification and assessment of risks is the responsibility of the respective management level. The risk controlling process includes the integrated quality management system with internal group guidelines and complementary business, process and technical instructions for the workflow in the operating units, supportive central divisions and central staff divisions with technical, legal and administrative service and consulting activities, and Internal Audit as a neutral and independent auditing entity.

Responsibility for the implementation of the project-related risk management systems in the divisions was transferred to the commercial division management. The central division Project-Related Risk Management System/Organisational Development/International BRVZ Coordination handles the continuous improvement and development of the risk management system for the procurement and execution of construction projects.

All STRABAG management employees, within the scope of their duties and responsibilities, and according to the Rules of Procedure and relevant company regulations, are obliged to

- work with the employees to set risk identification measures,
- monitor the risks,
- introduce countermeasures, and
- pass on relevant information about risks to other units or levels within the company. This requirement especially applies to all employees of the STRABAG Group.

The STRABAG SE Management Board prohibits engaging in business transactions whose realisation could endanger the company's existence.

RISK MANAGEMENT USING DEFINED RISK GROUPS

The group's internal risk report defines the following central risk groups:

- External risk
- Operating and technical risks
- Financial risks
- Ethical risks
- Human resource risks
- IT risks
- Investment risks
- Legal risks
- Political risks

Additional risks exist with regard to work safety, environmental protection, quality, business continuity and supply chain. These are described in separate policies within the management system. The rules for proper business behaviour are conveyed by the ethics and business compliance system.

Following ISO 31000 and the Committee of Sponsoring Organisations of the Treadway Commission (COSO), our risk management system forms part of our integrated management system. We deal with the risks identified by us as follows:

EXTERNAL RISKS COUNTERED THROUGH DIVERSIFICATION

The entire construction industry is subject to **cyclical fluctuations** and reacts to varying degrees depending on region and sector. Overall economic growth, development of the construction markets, the competitive situation, the conditions on the capital markets and technological changes in construction can all result in risks. These risks are continually observed and monitored by the central departments and operating units. Changes in external risks lead to adjustments in STRABAG's organisation, market presence and range of services as well as the adaptation of strategic and operating planning. STRABAG further responds to market risk with geographic and product-related **diversification** in order to keep the influence on the company's success exerted by an individual market or by the demand for certain services as low as possible. To avoid bearing the risk of rising prices, STRABAG makes efforts at signing **cost escalation clauses** and **cost-plus-fee contracts** in which the client pays a previously agreed margin on the costs of the project.

REDUCE OPERATING AND TECHNICAL RISKS WITH BINDING MINIMUM STANDARDS

These risks primarily include the complex risks regarding project selection and execution along with the technical risks that need to be assessed for each project, e.g. site, geology, construction method, technology, materials, equipment, design, work planning, etc. An integral part of the project-related risk management system are minimum standards with group-wide validity for the procurement and execution of construction projects (common project standards). These comprise clearly defined criteria for the evaluation of new projects, a standardised process for preparing and making bids, as well as integrated internal control systems serving as filters to avoid loss-making projects. Business transactions requiring consent are reviewed and approved by business unit and subdivision managers or by division managers according to internal rules of procedure.

Principally, bids must be analysed by **internal commissions** and reviewed for their technical and economic feasibility. The construction and project teams can contact the experts at the central divisions BMTI, TPA and Zentrale Technik for assistance in assessing the technical risks and working out innovative solutions for technical problems. Project execution is managed by the construction or project team on-site using documented procedures and controlled by **monthly target/performance comparisons**. At the same time, our central controlling provides constant commercial office support for these projects, ensuring that risks of individual projects do not endanger the continuity of the company.

FINANCIAL RISKS: ACTIVE LIQUIDITY AND RECEIVABLES MANAGEMENT

Under financial risks, STRABAG understands risks in financial matters and in accounting, including instances of manipulation. Special attention is paid to the **liquidity and receivables management**, which is secured through continuous financial planning and daily status reports. Compliance with internal commercial guidelines is guaranteed by the central accounting and controlling departments, which are also responsible for internal reporting and the periodic planning process. Risks from possible instances of manipulation (acceptance of advantages, fraud, deception or other infringements of the law) are monitored by all business areas in general and by the **internal audit** department in particular.

STRABAG is subject to interest, currency, credit and liquidity risks related to its assets, liabilities and planned transactions. The goal of financial risk management is to minimise these risks through ongoing financial activities. The basics of the financial policy are set by the Management Board and monitored by the Supervisory Board. The implementation of the financial policy and responsibility for the risk management are the domain of the group treasury. Detailed information can be found in the Notes under item 32 Financial Instruments.

Business Compliance

COUNTERING ETHICAL RISKS WITH ETHICS AND BUSINESS COMPLIANCE SYSTEM

As corruption is a risk in the construction industry, STRABAG has in place a number of proven instruments to fight corruption within the company. The rules for proper business behaviour are conveyed by the ethics and business compliance system. These have group-wide validity. The STRABAG business compliance model is based on the Code of Conduct, the Business Compliance Guidelines, the Business Compliance Guidelines for Business Partners, and the personnel structure of the STRABAG business compliance model, consisting of the group business compliance coordinator, the regional business compliance representatives, the internal ombudspersons and the external ombudsperson. Details on the ethical risks are available in the Consolidated Non-Financial Report pursuant to Sec 267a of the Austrian Commercial Code (UGB).

People & Workplace

HUMAN RESOURCE RISKS: COUNTERMEASURES WITH CENTRAL HUMAN RESOURCE MANAGEMENT AND NEEDS-ORIENTED HUMAN RESOURCE DEVELOPMENT

Material human resource risks, such as recruiting bottlenecks, skilled labour shortages, fluctuation and labour law risks, are countered with a **central human resource administration** and **long-term, needs-oriented human resource development**. Human resource risks are to be reduced as far as possible through the targeted recruiting of qualified skilled workers and managers, extensive training activities, performance-based pay based on binding compliance with labour law provisions, as well as early succession planning. Additionally, systematic potential management is in place to ensure the development and career planning of company employees. Complementary initiatives to promote employee health, improve employment conditions and raise employee satisfaction further contribute to the company's attractiveness and prestige. Details on the human resource risks are available in the Consolidated Non-Financial Report pursuant to Sec 267a UGB.

IT RISKS: IT USAGE GUIDELINES AND CONTINUOUS REVIEW OF SECURITY CONCEPTS TO COUNTER CYBERCRIME

With the increasing threat of IT risks, different measures are being implemented in the form of multistep security and anti-virus concepts, user access rights, password-controlled access, appropriate backups and independent power supply. The company is also working together with professional **specialty service providers** to ensure an efficient defence against cybercrime and is constantly reviewing its security concepts. By issuing IT usage guidelines and repeatedly informing on the necessity of risk awareness when working with information and communication technologies, we aim to ensure the security, availability, performance and compliance of the IT systems. Project ideas to improve and develop IT-related processes and control systems are evaluated and prepared by nominated IT committees using a structured business process management (BPM) approach and are approved for implementation by the Steering Committee for Digitalisation (SCD).

INVESTMENT RISKS: SECTOR-TYPICAL MINORITY HOLDINGS OF MIXING PLANTS

The shares in mixing companies typically involve **minority interests**, as is **usual in this sector**. With these companies, economies of scope are at the fore.

AVOIDING LEGAL RISKS THROUGH EXTENSIVE RISK ANALYSIS

The central division CML Construction Services supports the risk management of the operating divisions with regard to construction industry questions or in the analysis of risks in the construction business in all project phases (contract management) and provides, organises and coordinates legal advice (legal services). Its most important tasks include comprehensive reviews and consultation in project acquisition – e.g. analysis and clarification of tender conditions, performance specifications, pre-contract agreements, tender documents, draft contracts and framework conditions – as well as support in project management.

POLITICAL RISK: INTERRUPTIONS AND DISPOSSESSION POSSIBLE

The group also operates in countries which experience political instability. Interruptions of construction activity, restrictions on ownership interests of foreign investors, and even dispossession or expropriations are among the possible consequences of political changes which could have an impact on the group's financial structure. These risks are analysed during the tendering phase and assessed by internal committees.

MANAGEMENT SYSTEM FOR WORK SAFETY AND HEALTH IN PLACE

In order to control the risks related to employee safety and health, STRABAG is implementing a work safety and health management system in accordance with **OHSAS 18001** and/or **SCC**. Moreover, the company works to maintain this system and ensures a suitable emergency organisation. Persons with designated responsibility make sure that the group-wide work safety standards are followed. The aspects of work safety and health also form part of the evaluation of subcontractors and suppliers. Details on the risks related to employee safety and health are available in the Consolidated Non-Financial Report pursuant to Sec 267a UGB.

CERTIFIED ENVIRONMENTAL AND ENERGY MANAGEMENT SYSTEM DESIRED

STRABAG works at reducing the negative environmental impact from its activities as far as this is technically possible and economically feasible. The company has made it its goal to implement an environmental and energy management system based on **ISO 14001** and/or **ISO 50001**, maintain this system and – wherever possible – minimise the use of natural resources, avoid waste and promote recycling. Details on the environmental risks are available in the Consolidated Non-Financial Report pursuant to Sec 267a UGB.

QUALITY MANAGEMENT AS COMPONENT OF THE INTEGRATED MANAGEMENT SYSTEM

In concordance with its vision and values, it is the company's aim to realise **construction projects on schedule, of the highest quality** and **at the best price**. This helps to ensure the quality of the company's processes, services and products at any time. In this process, quality management forms a component of an integrated management system. This system is documented in the Management Manual, in group guidelines and in subordinated provisions.

BUSINESS CONTINUITY: RIGOROUS INCLUSION OF GROUP CENTRAL DIVISIONS

The failure of equipment and production facilities, of subcontractors and suppliers, of human resources, of the IT system, of office buildings and accommodation must not be allowed to threaten the company's existence. For this reason, precautions are being made under a business continuity management system to make sure that incidents or **disasters only temporarily interrupt business activity** – if at all. This includes the rigorous inclusion of the group's own specialised central divisions. These are capable of procuring, for example, equipment, accommodation, IT systems or staff on short notice, they build up long-term strategic partnerships with selected subcontractors and suppliers, and they have emergency scenarios audited in the IT division.

EVALUATION OF PARTNER COMPANIES TO REDUCE RISKS IN THE SUPPLY CHAIN

In the interest of quality and profitability, STRABAG not only taps its own skills and resources to work off its orders, but also relies on the support of proven subcontractors and suppliers. The company focuses on long-term partnerships, a clear, transparent and complete description of the services and products to be procured, and an agreement on acceptance criteria for the products and services. STRABAG also systematically **evaluates** subcontractors, service providers and suppliers as part of its **decision-making foundation** for **future orders**.

A review of the current risk situation reveals that there were no risks which jeopardised the company's existence, nor were there any visible future risks.

REPORT ON KEY FEATURES OF THE INTERNAL CONTROL AND RISK MANAGEMENT SYSTEM IN RELATION TO THE FINANCIAL REPORTING PROCESS

Introduction

The control structure as defined by COSO (Committee of Sponsoring Organisations of the Treadway Commission) provides the basis for the description of the key features of the internal control and risk management systems in relation to the financial reporting process in the management report. The COSO framework consists of five related components: control environment, risk assessment, control activities, information and communication, and monitoring. On this basis, the STRABAG Group set up a company-wide risk management according to generally accepted principles. The aim of the internal control system is to support management in such a way that it is capable of assuring internal controls in relation to financial reporting which are effective, and which are improved on an ongoing basis. The system is geared to the compliance with rules and regulations and to creating conditions which are conducive to performing specific controls in key accounting processes.

Control environment

Internal audit report in the Consolidated Corporate Governance Report

The corporate culture determines the control environment in which management and employees operate. STRABAG is constantly working to improve its communication and to convey its corporate values as defined in its Code of Conduct and its Business Compliance Guidelines in order to guarantee moral standards, ethics and integrity within the company and in its dealings with others.

The implementation of the internal control system in relation to the financial reporting process is done on the basis of internal rules and guidelines. Responsibilities for internal control were adapted to fit the corporate organisation.

The internal audit department carries out periodic, announced as well as unannounced inspections of all relevant business units as part of its responsibility for monitoring compliance with the law and corporate guidelines in the technical and commercial areas. The internal audit department also monitors the effectiveness of business compliance. During these inspections, the internal audit department analyses the legality and correctness of individual actions. The department also conducts regular, independent reviews of compliance with internal guidelines in the area of accounting. The head of the internal audit department reports directly to the CEO. The effectiveness of the work of the internal audit department is reviewed periodically by the financial auditor. The most recent review was performed in the first quarter of 2015.

Risk assessment

The management identifies and monitors risks relating to the financial reporting process, with a focus on those risks that are typically considered to be material.

The preparation of the financial statements requires regular forecasts, with the inherent risk that the actual future development will deviate from the forecast. This especially affects the following matters/items of the consolidated financial statements: assessment of unfinished construction projects, recognition and measurement of provisions (including social capital), the outcome of legal disputes, the collectability of receivables as well as the recoverability of investments and goodwill. In individual cases, external experts are called in or publicly available sources are considered in order to minimise the risk of a false assessment.

Control activities

All control activities are applied in the current business process to ensure that errors or deviations in financial reporting are prevented or detected and subsequently corrected. The control activities range from a review of the period results to specific monitoring of accounts and cost centres to the analysis of ongoing accounting processes. It is the responsibility of the Management Board to design the levels of hierarchy in such a way that an activity and the control of that activity are not performed by the same person (**four-eyes principle**). This separation of functions encompasses a separation between decision-making, implementation, inspection and reporting. The organisational units of the BRZV central division support the Management Board in this task.

Processes which are relevant to financial reporting are increasingly automated. **IT security** control activities therefore represent a cornerstone of the internal control system. The separation of sensitive activities is supported by a restrictive approach to IT access authorisation. For its accounting and financial reporting, the company mainly uses self-developed software which reflects the unique features of the construction sector. The effectiveness of the financial reporting system is further assured through automated IT controls included in the system.

Information and communication

The management regularly updates the rules and regulations for financial reporting and communicates them to all employees concerned. In addition, regular discussions regarding the financial reporting and the rules and regulations in this context take place in various committees. These **committees** are composed of the corporate management as well as the department head and senior **staff from the accounting department**. The committees' work aims, among other things, at guaranteeing compliance with accounting rules and regulations and at identifying and communicating weak points and potential areas for improvement in the financial reporting process. Accounting employees receive regular **training** regarding new methods of national and international financial reporting in order to identify risks of unintended misreporting at an early stage.

Monitoring

The Management and Supervisory Boards bear responsibility for the ongoing company-wide monitoring. Additionally, the remaining management levels are responsible for the monitoring of their respective areas of responsibility. Controls and plausibility checks are carried out at regular intervals. The internal audit department is also involved in the monitoring process.

The top management receives monthly summarised financial reports on the development of the output volume, the results of the respective segments and countries, and the liquidity. Financial statements to be published are reviewed internally by several instances within management, receiving a final appraisal by the senior accounting staff and the Chief Financial Officer before being passed on to the Supervisory Board's Audit Committee.

Research and development

As a technology group for construction services, the STRABAG Group does business in a rapidly changing environment. It is in this environment that the company applies its assets, comprised not only of its material and financial means but also of its human resources – the knowledge and know-how of its employees –, its structural and organisational capital, and its relational and market capital. The growing crossover between industries – driven by increasing societal demands, by the fast pace of technological progress, particularly in information and communications technology, and by customer demands – confront the company with ever more rapidly shifting challenges.

To take a more active role in shaping this change, and to use it for its own benefit, the STRABAG Group gave itself a more **technological focus**, represented by the organisationally established, **systematic innovation management** that has been in place since 2014. The aim is to support the exchange of experience and information with regard to the development activities between the employees and the decision-makers – after all, the diversity of the STRABAG Group is reflected as much in the number of different competencies as in the different demands placed upon it.

The cooperation among the various divisions facilitates new developments across the individual business units. A special focus in 2018 was on the **digitalisation** of the construction sites in building construction. Countless time-consuming, error-prone surveys on paper forms during construction – in terms of work safety inspections, workstations, concrete deliveries and reinforcement performance levels – are now handled in an app-based manner. The data are now entered on mobile end devices suitable for construction sites: Protocols and target/actual comparisons are generated automatically and made available to the participating construction offices and back office personnel. This significantly reduces the time required for administrative tasks related to the construction.

Cooperation with international universities and research institutions, joint development activities with partner companies around the world, and internal research and development projects have also been a routine part of the group's daily activities for years. In overall charge of the planning and execution of these projects within the STRABAG Group are the two central divisions **Zentrale Technik** (ZT) and **TPA Gesellschaft für Qualitätssicherung und Innovation GmbH** (TPA), both of which report directly to the CEO.

ZT is present **at 21 locations with over 1,000[1] highly qualified employees**. It provides services in the areas of tunnelling, civil and structural engineering, and turnkey construction along the entire construction process. From the early acquisition stage and bid processing to construction design and site management, ZT offers innovative solutions with regard to construction materials technology, construction management, building physics, and software solutions. Central topics for innovation activities are digitalisation, sustainable construction, renewable energy and, as of recent, additive processes (3D printing). Among other things, the employees at ZT develop methods and tools to optimise construction activity from the digital design to the impact on the environment. The specialist Development and Innovation staff department oversees the systematic networking of people and relevant topics, promotes new ideas and helps to drive innovation.

TPA is the group's competence centre for asphalt, concrete, earthworks, geotechnics and environmental engineering, quality management and materials-related research and development with a focus on road construction and transportation infrastructures. Its main tasks include ensuring the quality of the construction materials, structures and services, the safety and improvement of the processes, as well as developing and reviewing standards for the handling and processing of construction materials. The research focus in 2018 included the development of long-lived asphalt layers on the basis of existing and alternative material resources; the quality improvement of asphalt layers by optimising the production and asphalting processes, partially in cooperation with STRABAG BMTI; as well as a series of projects in the field of cement/

1 Head count

concrete with regard to raising process safety and building quality. TPA has about **950[1] employees at 130 locations in 18 countries**, making it one of Europe's largest private laboratory companies.

EFKON GmbH – a subsidiary of STRABAG – is active in the research and development of intelligent traffic telematics systems, especially with regard to electronic toll collection and enforcement – a business field that requires intensive research, development and innovation activities. The focus last year was on increasing the performance of existing control systems. Worthy of mention is a handheld device for entry into the new market of smart tachographs. The EFKON-developed device, which is aimed primarily at the customer base of vehicle repair shops, can read data out of electronic tachographs. In addition, a novel, highly integrated visual recognition system of vehicles was developed for use in current projects in Norway.

The STRABAG Group spent about € 14 million on research, development and innovation activities during the 2018 financial year (2017: about € 11 million).

Much of the **development activity** is triggered **by ongoing construction projects** in all our business areas. Here challenges or specific questions regularly arise that require a technologically new process or an innovative solution on site. In many cases, support is offered by the aforementioned central divisions. Some issues require medium-term research and development projects, often with partner organisations.

Website Corporate Governance Report

The STRABAG SE Consolidated Corporate Governance Report is available online at www.strabag.com > Investor Relations > Corporate Governance > Corporate Governance Report.

Disclosures under Sec 243a Para 1 UGB

One share – one vote

1. The share capital of STRABAG SE amounts to € 110,000,000 and consists of 110,000,000 fully paid-in, no-par value shares with a pro rata value of € 1 per share of the share capital. 109,999,997 shares are bearer shares and are traded in the Prime Market Segment of the Vienna Stock Exchange. Three shares are registered shares. Each bearer share and each registered share accounts for one vote (one share – one vote). The nomination rights associated with registered shares No. 1 and No. 2 are described in more detail under item 4.

2. The Haselsteiner Group (Haselsteiner Familien-Privatstiftung, Dr. Hans Peter Haselsteiner), the Raiffeisen Group (Raiffeisen-Holding Niederösterreich-Wien reg. Gen.m.b.H, BLR-Baubeteiligungs GmbH, "GULBIS" Beteiligungs GmbH), the UNIQA Group (UNIQA Insurance Group AG, UNIQA Beteiligungs-Holding GmbH, UNIQA Österreich Versicherungen AG, UNIQA Erwerb von Beteiligungen Gesellschaft m.b.H.) and Rasperia Trading Limited (controlled by Oleg Deripaska), as shareholder groups of STRABAG SE, have signed a syndicate agreement governing (1) nomination rights regarding the Supervisory Board, (2) the coordination of voting during the Annual General Meeting, (3) restriction on the transfer of shares and (4) joint development of the Russian market as a core market. The Haselsteiner Group, the Raiffeisen Group together with the UNIQA Group, and Rasperia Trading Limited each have the right to nominate two members of the Supervisory Board. The syndicate agreement also requires the syndicate partners to exercise their voting rights from syndicated shares unanimously at the Annual General Meeting of STRABAG SE. The syndicate agreement further foresees restrictions on the transfer of shares in the form of mutual pre-emptive rights as well as a minimum shareholding on the part of the syndicate partners. In accordance with Sec 65 Para 5 of the Austrian Stock Corporation Act (AktG), all rights were suspended for 7,400,000 no-par shares (6.7 % of the share capital) effective 31 December 2018 as these shares are held by STRABAG SE as own shares as defined in Sec 65 Para 1 No 8 of the Austrian Stock Corporation Act (AktG).

1 Head count

3. To the knowledge of STRABAG SE, the following shareholders held a direct or indirect interest of at least 10.0 % of the share capital of STRABAG SE on 31 December 2018:

   - Haselsteiner Group .... 26.4 %
   - Raiffeisen Group .... 13.2 %
   - UNIQA Group.................................... 14.3 %
   - Rasperia Trading Limited .... 25.9 %

   The company itself held 7,400,000 no-par shares on 31 December 2018, which corresponds to 6.7 % of the share capital. These shares are currently intended, among others, as acquisition currency. The remaining shares of the share capital of STRABAG SE, amounting to about 13.5 % of the share capital, are in free float.

4. Three shares are – as mentioned under item 1 – registered shares entered in the shareholder register. Registered shares No.1 and No. 2 require the consent of the Supervisory Board for their full or partial sale and pledging. Registered shares No. 1 and No. 3 are held by the Haselsteiner Group and registered share No. 2 is held by Rasperia Trading Limited. Registered shares No. 1 and No. 2 allow their bearers to nominate a member each to the Supervisory Board of STRABAG SE.

5. No employee stock option programmes exist.

6. No further regulations exist beyond items 2 and 4 regarding the nomination and recall of members of the Management and Supervisory Boards or regarding changes to the Articles of Association which do not result directly from relevant law and legislation.

7. The Management Board of STRABAG SE, in accordance with Sec 169 of the Austrian Stock Corporation Act (AktG), was authorised by resolution of the 10th Annual General Meeting of 27 June 2014 and with approval by the Supervisory Board to increase the share capital of the company by up to € 57,000,000 by 27 June 2019, in several tranches if necessary, by issuing up to 57,000,000 registered no-par shares for cash or contributions in kind (in this case also to the partial or full exclusion of the shareholders' subscription rights).

8. With the exception of the agreements over a syndicated surety loan and a syndicated cash credit line, there exist no significant agreements to which STRABAG SE is party and which would become effective, change or end due to a change of ownership in STRABAG SE following a takeover offer.

9. No compensation agreements exist between STRABAG SE and its Management and Supervisory Board members or employees in the event of a public takeover offer.

Related parties

Business transactions with related parties are described in item 34 of the Notes.

Outlook

The unusually high output volume in 2018 – in part due to the excellent weather conditions for construction – greatly exceeded the planning and so leaves little room for further growth expectations in 2019. The Management Board of STRABAG SE expects an output volume of about € 16.0 billion (-2 %). Compared with the original planning for 2018, this corresponds to an increase by € 1 billion. The segments North + West and International + Special Divisions are expected to post slight declines, while an increase is expected in South + East.

Although there are certain risks inherent to the construction business, from today's perspective, there is nothing to be said against issuing the target of an operating EBIT margin of at least 3.3 % also for the 2019 financial year. The economic situation in the STRABAG Group's large geographic markets is expected to remain positive. The continued strong demand in the construction sector, however, is resulting in increasing cost pressure on subcontractor services, labour and construction materials. For this reason, the margins can no longer be expected to grow as continuously as they have in the past few years. The earnings forecast is based on the expectation that the Property & Facility Management entities, the Real Estate Development and the Infrastructure Development continue to contribute positively to the earnings and that large risks, for example in tunnelling and civil engineering, do not manifest at the same time.

The net investments (cash flow from investing activities) in 2019 are not expected to exceed the value of € 550 million.

Events after the reporting period

The material events after the reporting period are described in item 37 of the Notes.

CONSOLIDATED FINANCIAL STATEMENTS AS AT 31 DECEMBER 2018

Consolidated income statement

T€	Notes	2018	2017
Revenue	(1)	15,221,832	13,508,725
Changes in inventories		-66,328	-61,656
Own work capitalised		33,268	13,570
Other operating income	(2)	222,977	282,992
Construction materials, consumables and services used	(3)	-10,125,771	-8,839,874
Employee benefits expenses	(4)	-3,618,941	-3,367,173
Other operating expenses	(5)	-854,892	-842,790
Share of profit or loss of equity-accounted investments	(6)	83,176	123,985
Net income from investments	(7)	57,282	16,800
EBITDA		**952,603**	**834,579**
Depreciation and amortisation expense	(8)	-394,388	-386,222
EBIT		**558,215**	**448,357**
Interest and similar income		38,617	46,900
Interest expense and similar charges		-66,049	-74,048
Net interest income	**(9)**	**-27,432**	**-27,148**
EBT		**530,783**	**421,209**
Income tax expense	(10)	-167,999	-128,845
Net income		**362,784**	**292,364**
attributable to: non-controlling interests		9,249	13,451
attributable to: equity holders of the parent company		353,535	278,913
Earnings per share (€)	**(11)**	**3.45**	**2.72**

Statement of total comprehensive income

T€	Notes	2018	2017
Net income		**362,784**	**292,364**
Differences arising from currency translation		-2,205	12,275
Recycling of differences arising from currency translation		779	78
Change of interest rate swaps		-3,902	-476
Recycling of interest rate swaps		12,896	22,849
Change in cost-of-hedging reserves		72	0
Change in fair value of currency hedging instruments		-10,600	0
Change in fair value of financial instruments under IAS 39		0	238
Deferred taxes on neutral change in equity	(10)	3,349	-2,632
Other income from equity-accounted investments		-3,174	1,048
Total of items which are later recognised ("recycled") in the income statement		*-2,785*	*33,380*
Change in actuarial gains or losses		1,478	493
Deferred taxes on neutral change in equity	(10)	1,285	252
Other income from equity-accounted investments		78	-25
Total of items which are not later recognised ("recycled") in the income statement		*2,841*	*720*
Other income		**56**	**34,100**
Total comprehensive income		**362,840**	**326,464**
attributable to: non-controlling interests		9,389	14,137
attributable to: equity holders of the parent company		353,451	312,327

Consolidated balance sheet

T€	Notes	31.12.2018	31.12.2017
Intangible assets	(12)	493,407	498,827
Rights from concession arrangements	(13)	601,080	0
Property, plant and equipment	(14)	2,144,015	1,942,276
Equity-accounted investments	(15)	378,617	350,013
Other investments	(16)	185,297	182,698
Receivables from concession arrangements	(19)	630,262	662,311
Other financial assets	(22)	250,137	270,648
Deferred taxes	(17)	146,940	188,968
Non-current assets		**4,829,755**	**4,095,741**
Inventories	(18)	890,157	1,137,805
Receivables from concession arrangements	(19)	36,268	33,724
Contract assets	(20)	1,282,907	0
Trade receivables	(21)	1,735,944	2,532,919
Non-financial assets		127,008	122,948
Income tax receivables		40,200	63,879
Other financial assets	(22)	293,381	276,660
Cash and cash equivalents	(23)	2,385,828	2,790,447
Current assets		**6,791,693**	**6,958,382**
Assets		**11,621,448**	**11,054,123**
Share capital		110,000	110,000
Capital reserves		2,315,384	2,315,384
Retained earnings and other reserves		1,195,301	945,089
Non-controlling interests		33,088	27,246
Total equity	**(24)**	**3,653,773**	**3,397,719**
Provisions	(25)	1,116,592	1,160,536
Financial liabilities[1]	(26)	1,087,621	882,879
Other financial liabilities	(28)	78,755	77,716
Deferred taxes	(17)	97,059	24,230
Non-current liabilities		**2,380,027**	**2,145,361**
Provisions	(25)	734,481	747,318
Financial liabilities[2]	(26)	275,709	411,098
Contract liabilities	(20)	974,566	0
Trade payables	(27)	2,615,255	3,402,367
Non-financial liabilities		520,227	476,593
Income tax liabilities		74,609	78,424
Other financial liabilities	(28)	392,801	395,243
Current liabilities		**5,587,648**	**5,511,043**
Equity and liabilities		**11,621,448**	**11,054,123**

1 Thereof T€ 665,861 concerning non-recourse liabilities from concession arrangements (2017: T€ 338,728)
2 Thereof T€ 64,912 concerning non-recourse liabilities from concession arrangements (2017: T€ 51,053)

Consolidated cash flow statement

T€	Notes	2018	2017
Net income		362,784	292,364
Deferred taxes		52,348	58,759
Non-cash effective results from consolidation		-1,191	3,718
Non-cash effective results from equity-accounted investments		-58,826	1,394
Other non-cash effective results		-12,196	-52,900
Depreciations/write-ups		406,350	390,954
Change in non-current provisions		-34,122	-25,216
Gains/losses on disposal of non-current assets		-60,764	-35,260
Cash flow from earnings		**654,383**	**633,813**
Change in inventories		-103,422	47,752
Change in receivables from concession arrangements, trade receivables, contract assets and consortia		-57,726	-48,723
Change in receivables from subsidiaries and receivables from participation companies		10,353	24,702
Change in other assets		-47,822	94,468
Change in trade payables, contract liabilities and consortia		194,965	572,165
Change in liabilities from subsidiaries and liabilities from participation companies		3,595	-4,548
Change in other liabilities		106,344	22,716
Change in current provisions		-24,494	2,842
Cash flow from operating activities		**736,176**	**1,345,187**
Purchase of financial assets		-27,552	-48,374
Purchase of property, plant, equipment and intangible assets		-644,988	-457,616
Inflows from asset disposals		116,053	120,745
Change in other financing receivables		38,822	47,508
Change in scope of consolidation		-70,263	4,435
Cash flow from investing activities		**-587,928**	**-333,302**
Issue of bank borrowings		33,465	78,254
Repayment of bank borrowings		-184,589	-83,313
Repayment of bonded loans		0	-121,500
Repayment of bonds		-175,000	0
Repayment of payables relating to finance leases		0	-5,304
Change in other financing liabilities		-20,068	739
Change in non-controlling interests due to acquisition		-78,027	-2,694
Distribution of dividends		-109,953	-100,702
Cash flow from financing activities		**-534,172**	**-234,520**
Net change in cash and cash equivalents		**-385,924**	**777,365**
Cash and cash equivalents at the beginning of the period		2,789,687	1,997,574
Change in cash and cash equivalents due to currency translation		-18,695	9,822
Change in restricted cash and cash equivalents		-725	4,926
Cash and cash equivalents at the end of the period	**(31)**	**2,384,343**	**2,789,687**

Statement of changes in equity

T€	Share capital	Capital reserves	Retained earnings	Hedging reserves	Foreign currency reserves	Group equity	Non-controlling interests	Total equity
Balance as at 1.1.2017	**110,000**	**2,315,384**	**920,899**	**-97,737**	**-62,508**	**3,186,038**	**78,551**	**3,264,589**
Net income	0	0	278,913	0	0	278,913	13,451	292,364
Differences arising from currency translation	0	0	715	0	11,203	11,918	435	12,353
Change in financial instruments IAS 39	0	0	255	0	0	255	-17	238
Change in equity-accounted investments	0	0	-26	-467	1,487	994	29	1,023
Change of actuarial gains and losses	0	0	700	0	0	700	-207	493
Neutral change of interest rate swaps	0	0	0	21,948	0	21,948	425	22,373
Deferred taxes on neutral change in equity	0	0	140	-2,541	0	-2,401	21	-2,380
Total comprehensive income	**0**	**0**	**280,697**	**18,940**	**12,690**	**312,327**	**14,137**	**326,464**
Transactions concerning non-controlling interests due to acquisition[1]	0	0	-30,219	0	-203	-30,422	-62,210	-92,632
Distribution of dividends[2]	0	0	-97,470	0	0	-97,470	-3,232	-100,702
Balance as at 31.12.2017	**110,000**	**2,315,384**	**1,073,907**	**-78,797**	**-50,021**	**3,370,473**	**27,246**	**3,397,719**

	Share capital	Capital reserves	Retained earnings	Hedging reserves[3]	Foreign currency reserves	Group equity	Non-controlling interests	Total equity
Balance as at 31.12.2017	**110,000**	**2,315,384**	**1,073,907**	**-78,797**	**-50,021**	**3,370,473**	**27,246**	**3,397,719**
Initial application of IFRS 9	0	0	2,742	0	0	2,742	-180	2,562
Initial application of IFRS 15	0	0	27,502	0	0	27,502	1,528	29,030
Balance as at 1.1.2018	**110,000**	**2,315,384**	**1,104,151**	**-78,797**	**-50,021**	**3,400,717**	**28,594**	**3,429,311**
Net income	0	0	353,535	0	0	353,535	9,249	362,784
Differences arising from currency translation	0	0	-65	0	-1,504	-1,569	143	-1,426
Change in hedging reserves	0	0	0	-10,528	0	-10,528	0	-10,528
Change in equity-accounted investments	0	0	-106	906	-3,896	-3,096	0	-3,096
Change of actuarial gains and losses	0	0	1,483	0	0	1,483	-5	1,478
Neutral change of interest rate swaps	0	0	0	8,994	0	8,994	0	8,994
Deferred taxes on neutral change in equity	0	0	1,283	3,349	0	4,632	2	4,634
Total comprehensive income	**0**	**0**	**356,130**	**2,721**	**-5,400**	**353,451**	**9,389**	**362,840**
Transactions concerning non-controlling interests due to acquisition	0	0	-106	0	3	-103	-836	-939
Transactions due to changes in scope of consolidation	0	0	0	0	0	0	104	104
Distribution of dividends[4]	0	0	-133,380	0	0	-133,380	-4,163	-137,543
Balance as at 31.12.2018	**110,000**	**2,315,384**	**1,326,795**	**-76,076**	**-55,418**	**3,620,685**	**33,088**	**3,653,773**

1 The transactions largely concerned the acquisition of shares of STRABAG AG, Cologne.
2 The total dividend payment of T€ 97,470 corresponds to a dividend per share of € 0.95 based on 102,600,000 shares.
3 The hedging reserve includes also the cost of hedging, see page 248.
4 The total dividend payment of T€ 133,380 corresponds to a dividend per share of € 1.30 based on 102,600,000 shares.

Consolidated statement of fixed assets as at 31 December 2018

				Acquisition and production costs		
T€	Balance as at 31.12.2017	Additions in scope of consolidation	Disposals in scope of consolidation	Currency translation	Additions	Transfers
I. Intangible assets						
1. Concessions, software, licences, rights	132,408	3,175	9	-553	4,519	307
2. Goodwill	685,427	1,398	0	-644	0	0
3. Advances paid	447	0	0	0	72	-249
Total	**818,282**	**4,573**	**9**	**-1,197**	**4,591**	**58**
II. Rights from concession arrangements	**0**	**605,636**	**0**	**0**	**0**	**0**
III. Tangible assets						
1. Properties and buildings	1,498,108	4,835	5,109	-3,652	62,503	27,247
2. Technical equipment and machinery	2,759,145	4,033	30	-17,765	268,638	20,376
3. Other facilities, furniture and fixtures and office equipment	1,104,408	1,062	351	-2,116	214,074	778
4. Advances paid and facilities under construction	73,377	25	0	-994	94,741	-48,459
5. Investment property	155,203	0	0	-11	441	0
Total	**5,590,241**	**9,955**	**5,490**	**-24,538**	**640,397**	**-58**

Consolidated statement of fixed assets as at 31 December 2017

				Acquisition and production costs		
T€	Balance as at 31.12.2016	Additions in scope of consolidation	Disposals in scope of consolidation	Currency translation	Additions	Transfers
I. Intangible assets						
1. Concessions, software, licences, rights	133,503	323	0	358	3,808	318
2. Goodwill	685,185	0	0	242	0	0
3. Advances paid	390	0	0	0	375	-318
Total	**819,078**	**323**	**0**	**600**	**4,183**	**0**
II. Tangible assets						
1. Properties and buildings	1,494,617	5,063	1	2,648	25,126	18,357
2. Technical equipment and machinery	2,682,580	4,315	1	-9,185	203,924	6,042
3. Other facilities, furniture and fixtures and office equipment	1,063,735	251	0	-531	175,890	6,102
4. Advances paid and facilities under construction	58,151	7	0	-565	48,001	-30,501
5. Investment property	157,444	0	0	81	492	0
Total	**5,456,527**	**9,636**	**2**	**-7,552**	**453,433**	**0**

1 Of this amount, impairments of T€ 5,665, reversal of depreciation T€ 120
2 Of this amount, impairments of T€ 12,489, reversal of depreciation T€ 0

		Accumulated depreciation									
Disposals	**Balance as at 31.12.2018**	**Balance as at 31.12.2017**	**Additions in scope of consolidation**	**Disposals in scope of consolidation**	**Currency translation**	**Additions[1]**	**Transfers**	**Disposals**	**Balance as at 31.12.2018**	**Values as at 31.12.2018**	**Values as at 31.12.2017**
2,918	136,929	89,340	1,201	9	-380	8,011	0	1,847	96,316	40,613	43,068
0	686,181	230,115	0	0	1,808	1,734	0	0	233,657	452,524	455,312
0	270	0	0	0	0	0	0	0	0	270	447
2,918	**823,380**	**319,455**	**1,201**	**9**	**1,428**	**9,745**	**0**	**1,847**	**329,973**	**493,407**	**498,827**
0	**605,636**	**0**	**0**	**0**	**0**	**4,556**	**0**	**0**	**4,556**	**601,080**	**0**
30,606	1,553,326	658,391	96	1,490	-1,396	37,233	140	14,180	678,794	874,532	839,717
236,986	2,797,411	2,112,529	1,374	30	-12,394	206,260	-37	213,559	2,094,143	703,268	646,616
123,871	1,193,984	728,086	233	267	-884	136,300	-103	112,287	751,078	442,906	376,322
821	117,869	0	0	0	0	0	0	0	0	117,869	73,377
8,759	146,874	148,959	0	0	0	294	0	7,819	141,434	5,440	6,244
401,043	**5,809,464**	**3,647,965**	**1,703**	**1,787**	**-14,674**	**380,087**	**0**	**347,845**	**3,665,449**	**2,144,015**	**1,942,276**

		Accumulated depreciation									
Disposals	**Balance as at 31.12.2017**	**Balance as at 31.12.2016**	**Additions in scope of consolidation**	**Disposals in scope of consolidation**	**Currency translation**	**Additions[2]**	**Transfers**	**Disposals**	**Balance as at 31.12.2017**	**Values as at 31.12.2017**	**Values as at 31.12.2016**
5,902	132,408	86,775	39	0	104	8,126	0	5,704	89,340	43,068	46,728
0	685,427	235,901	0	0	-7,404	1,618	0	0	230,115	455,312	449,284
0	447	0	0	0	0	0	0	0	0	447	390
5,902	**818,282**	**322,676**	**39**	**0**	**-7,300**	**9,744**	**0**	**5,704**	**319,455**	**498,827**	**496,402**
47,702	1,498,108	629,950	3,214	1	448	37,971	1	13,192	658,391	839,717	864,667
128,530	2,759,145	2,018,559	3,809	0	-4,373	216,253	-18	121,701	2,112,529	646,616	664,021
141,039	1,104,408	722,835	163	0	-1,201	120,639	17	114,367	728,086	376,322	340,900
1,716	73,377	0	0	0	0	0	0	0	0	73,377	58,151
2,814	155,203	149,528	0	0	0	1,615	0	2,184	148,959	6,244	7,916
321,801	**5,590,241**	**3,520,872**	**7,186**	**1**	**-5,126**	**376,478**	**0**	**251,444**	**3,647,965**	**1,942,276**	**1,935,655**

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

Basic principles

The STRABAG Group is a leading European technology group for construction services. The company has its headquarters in Triglavstraße 9, 9500 Villach, Austria. From its core markets of Austria and Germany, STRABAG is present via its numerous subsidiaries in all countries of Eastern and South-East Europe including Russia, in selected markets in North and Western Europe and the Arabian Peninsula, as well as in the project business in Africa, Asia and the Americas. STRABAG's activities span the entire construction industry (Building Construction & Civil Engineering, Transportation Infrastructures, Tunnelling, construction-related services) and cover the entire value-added chain in the field of construction.

The consolidated financial statements of STRABAG SE, at the reporting date 31 December 2018, were drawn up under application of Section 245a Paragraph 2 of the Austrian Commercial Code (UGB) in accordance with the International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB), including the interpretations of the International Financial Reporting Interpretations Committee (IFRIC).

Applied were exclusively those standards and interpretations adopted by the European Commission before the reporting deadline and published in the Official Journal of the European Union. Further reporting requirements of Section 245a Paragraph 1 of the Austrian Commercial Code (UGB) were fulfilled as well.

In addition to a statement of total comprehensive income and the balance sheet, the financial statements include a cash flow statement in accordance with IAS 7, and a statement of changes in equity (IAS 1). The disclosures in the Notes also contain a segment reporting section in accordance with IFRS 8.

In order to improve the clarity of the representation, various items in the balance sheet and the income statement have been combined. These items have been shown separately and are explained in the Notes. The income statement has been drawn up in accordance with the nature of expense method.

The consolidated financial statements were drawn up in T€. The presentation in T€ may result in rounding differences.

Changes in accounting policies

NEW AND REVISED STANDARDS AND INTERPRETATIONS THAT ARE EFFECTIVE FOR THE 2018 FINANCIAL YEAR

The IASB has made the following amendments to the existing IFRS and passed several new IFRS and IFRIC, which have also been adopted by the European Commission. Application thus became mandatory on 1 January 2018.

	Application for financial years which begin on or after (according to IASB)	**Application for financial years which begin on or after (according to EU endorsement)**
IFRS 15 Revenue from Contracts with Customers (incl. clarification)	1.1.2018	1.1.2018
IFRS 9 (2009, 2010, 2013) Financial Instruments	1.1.2018	1.1.2018
Amendments to IFRS 2 Share-based Payment Transactions	1.1.2018	1.1.2018
Amendments to IFRS 4 Insurance Contracts	1.1.2018	1.1.2018
Annual Improvements to IFRS 2014–2016	1.1.2018	1.1.2018
Amendments to IAS 40 Transfers of Investment Property	1.1.2018	1.1.2018
IFRIC 22 Foreign Currency Transactions and Advance Consideration	1.1.2018	1.1.2018

FIRST-TIME ADOPTION OF IFRS 15 REVENUE FROM CONTRACTS WITH CUSTOMERS

STRABAG SE adopted IFRS 15 Revenue from Contracts with Customers on 1 January 2018. The modified retrospective method was chosen for adoption, in which the cumulative effect of applying IFRS 15 for the first time was recognised in the retained earnings. The 2017 comparison period, in accordance with IFRS 15, was not adjusted. Additional practical expedients were not elected.

With regard to **revenues from construction contracts with customers**, which regularly account for more than 80 % of the total revenue, revenue recognition continues to be made over time, as the construction projects are built on the customers' properties and the customers thus always control the assets that are created or enhanced.

In this regard, we refer to our remarks on contract assets in the section "Accounting policies" on page 215.

Contract assets and contract liabilities must be presented as a separate item in the balance sheet. Previously, receivables and payables from construction contracts were presented under trade receivables and payables.

There were no systematic changes to the previous presentation from the first-time adoption of IFRS 15 with regard to the determination of impending losses and the claims approach. An individual analysis is continued.

The first-time adoption of IFRS 15 led to reclassifications of inventories that have not yet been used in the construction process but are already present on the construction sites. These inventories, in the amount of € 120.1 million, are no longer accounted for as separate assets but are instead assigned to the respective contract and presented as contract assets.

In the **project development** business, the first-time adoption of IFRS 15 results in changes to the point in time when revenue is recognised. IFRS 15.35c requires revenue to be recognised over time if a contractual agreement excludes the possibility of any alternative use and there exists a right to payment including profit margin on the work performed. These conditions are always met if real estate projects are sold already prior to their completion.

In these cases, the revenue is recognised pro rata based on the degree of completion. If the real estate projects are only partially sold, for example in the case of owner-occupied flats, the revenue is recognised pro rata only for those parts already sold. The project is then presented only pro rata under contract assets.

The Notes on contract assets set out in the chapter Accounting policies on page 215 apply by analogy.

For equity-accounted investments with project developments, the pro rata revenue recognition is presented in the income from equity-accounted investments if there is an investor.

The recognition of revenue from **property and facility management services, construction material sales and other services** remains largely unaffected by the first-time adoption of IFRS 15.

The table below presents the impact of first-time adoption of IFRS 15 on the opening balance sheet as at 1 January 2018:

T€	31.12.2017	Reclassification under IFRS 15	Remeasurement under IFRS 15	1.1.2018
Assets				
Equity-accounted investments	350,013	0	3,399	353,412
Inventories	1,137,805	-365,327[1]	0	772,478
Contract assets	0	1,282,272	32,247	1,314,519
Trade receivables	2,532,919	-916,945	0	1,615,974
Equity and liabilities				
Contract liabilities	0	1,111,470	0	1,111,470
Trade payables	3,402,367	-1,111,470	0	2,290,897
Retained earnings	945,090	0	29,030	974,120
Deferred taxes	24,230	0	6,616	30,846

1 Thereof material inventories on construction sites in the amount of T€ 120,101 and proprietary projects with investors in the amount of T€ 245,226

IMPACT OF IFRS 15

The table below presents the changes to the balance sheet and the income statement as a result of the adoption of IFRS 15 in comparison to the previously applicable standards IAS 11 and IAS 18:

T€	Consolidated financial statements 31.12.2018	Transfer under IFRS 15	Change under IFRS 15	Consolidated financial statements 31.12.2018 without IFRS 15 adoption
Revenue	15,221,832	-58,142	-101,867	15,061,823
Changes in inventories	-66,328	1,117	0	-65,211
Other operating income	222,977	51,093	0	274,070
Construction materials, consumables and services used	-10,125,771	0	85,768	-10,040,003
Share of profit or loss of equity-accounted investments	83,176	0	-8,534	74,642
EBIT	**558,215**	**-5,932**	**-24,633**	**527,650**
Net interest income	-27,432	5,932	0	-21,500
EBT	**530,783**	**0**	**-24,633**	**506,150**
Income tax expense	-167,999	0	4,556	-163,443
Net income	**362,784**	**0**	**-20,077**	**342,707**

T€	Consolidated financial statements 31.12.2018	Transfer under IFRS 15	Change under IFRS 15	Consolidated financial statements 31.12.2018 without IFRS 15 adoption
Assets				
Equity-accounted investments	378,617	0	-8,534	370,083
Inventories	890,157	373,346	-2,178	1,261,325
Contract assets	1,282,907	-1,268,986	-13,921	0
Trade receivables	1,735,944	872,883	0	2,608,827
Equity and liabilities				
Total equity	3,653,773	0	-42,834	3,610,939
Contract liabilities	974,566	-974,566	0	0
Trade payables	2,615,255	974,566	0	3,589,821
Deferred taxes	2,380,027	0	-4,556	2,375,471

There is no impact on the cash flow; there are merely shifts within the positions of the cash flow from operating activities.

FIRST-TIME ADOPTION OF IFRS 9 FINANCIAL INSTRUMENTS

IFRS 9 was also adopted on 1 January 2018 using the modified retrospective method, in which the cumulative effect of first-time adoption was recognised in the retained earnings. The 2017 comparison period, in accordance with IFRS 9, was not adjusted.

IFRS 9 changes the classification and subsequent measurement of financial assets. Depending on the business model, a distinction is made between measurement at amortised cost and measurement at fair value through other comprehensive income (FVOCI) and fair value through profit and loss (FVPL). Financial instruments for which there exists an intention to hold to maturity and whose contractual cash flows are solely payments of principal and interest (SPPI criterion) are measured at amortised cost. Within the STRABAG SE Group, this essentially applies to the entire receivables and payables segment.

IFRS 9 introduces impairment requirements based on an expected credit loss (ECL) model.

Financial assets were recognised in accordance with the country risk and the creditworthiness of the respective debtor less the expected credit loss.

For trade receivables, the expected credit loss (ECL) was determined on a collective basis. It should be noted that a large amount is attributed to ongoing construction projects and is not yet due. Because of the broad diversification, the constant advances for construction projects and the public sector as an important customer, the general credit risk can be classified as low. For private customers, a higher credit risk was recognised than for customers from the public sector.

IFRS 9 requires investments below 20 % to be measured at FVPL. For materiality reasons, investments in subsidiaries, joint ventures or associated companies that are not included in the consolidated financial statements and which do not fall under the scope of IFRS 9 will continue to be measured at amortised cost.

The IFRS 9 hedging requirements were adopted for the first time as of 1 January 2018. This had no material impact on the consolidated financial statements.

The table below presents the impact of first-time adoption of IFRS 9 on the opening balance sheet as at 1 January 2018:

T€	31.12.2017	Adjustments under IFRS 9	1.1.2018
Assets			
Investments below 20 %	31,906	5,299	37,205
Receivables from concession arrangements	732,459	-4,175	728,284
Trade receivables	2,532,919	4,315	2,537,234
Other financial assets	587,417	-2,330	585,087
Equity and liabilities			
Retained earnings	945,090	2,562	947,652
Deferred taxes	24,230	547	24,777

The table below presents the reconciliation of the measurement categories under IFRS 9 and IAS 39 with the respective carrying values as at 1 January 2018 or as at 31 December 2017:

T€	Measurement category according to IFRS 9	Carrying value as at 1.1.2018	Measurement category according to IAS 39	Carrying value as at 31.12.2017
Assets				
Investments below 20 %	FVPL	37,205	AfS	31,906
Trade receivables	AC	1,537,461	L&R	1,533,146
Net receivables from construction contracts	n. a.	0	L&R	916,945
Receivables from concession arrangements	AC	728,284	L&R	732,459
Other financial assets	AC	516,748	L&R	519,078
Cash and cash equivalents	AC	2,787,367	L&R	2,787,367
Securities	FVPL	26,888	AfS	26,888
Cash and cash equivalents (securities)	FVPL	3,080	AfS	3,080
Derivatives held for hedging purposes (receivables from concession arrangements)	Derivatives	-36,424	Derivatives	-36,424
Derivatives held for hedging purposes (other financial assets)	Derivatives	1,342	Derivatives	1,342
Equity and liabilities				
Financial liabilities	FLaC	-1,293,977	FLaC	-1,293,977
Trade payables	FLaC	-2,290,897	FLaC	-2,290,897
Other financial liabilities	FLaC	-472,210	FLaC	-472,210
Derivatives held for hedging purposes (other financial liabilities)	Derivatives	-748	Derivatives	-748
	By measurement category (IFRS 9)		**By measurement category (IAS 39)**	
	AC	5,569,860	L&R	6,488,995
	FVPL	67,173	AFS	61,874
	FLaC	-4,057,084	FLaC	-4,057,084
	Derivatives	-35,830	Derivatives	-35,830
	Total	**1,544,119**	**Total**	**2,457,955**

The reconciliation of the measurement categories and impairments is as follows:

T€				Derivatives held for hedging purposes		
Category according to IAS 39	**L&R**		**AfS**		**FLaC**	**Total**
Category according to IFRS 9	**AC**	**FVPL**	**FVOCI**			
Carrying value as at 31.12.2017	**6,488,995**	**0**	**61,874**	**-35,830**	**-4,057,084**	**2,457,955**
Requalification construction contracts (IFRS 15)[1]	-916,945					-916,945
Reclassification						
Investments		31,906	-31,906			0
Securities		29,968	-29,968			0
Remeasurement						
Expected loss	-2,190					-2,190
Fair value measurement investments		5,299				5,299
Carrying value as at 1.1.2018	**5,569,860**	**67,173**	**0**	**-35,830**	**-4,057,084**	**1,544,119**

The reclassification among the investments affects those investments below 20 % which, under IFRS 9, must be measured at fair value. The option to measure these investments at FVOCI is not exercised.

The securities in question are debt instruments whose cash flows are not solely payments of principal and interest, which is why measurement at FVPL becomes necessary.

T€	Impairment	
Category according to IAS 39	**L&R**	**AfS**
Category according to IFRS 9	**AC**	**FVPL**
As at 31.12.2017	**136,804**	**7,788**
ECL on trade receivables and contract assets	8,449	
ECL on other financial assets	6,505	
Reversal of lump sum impairment	-12,764	
Reclassification	-36,664	
Reversal due to reclassification	0	-7,788
As at 1.1.2018	**102,330**	**0**

First-time adoption of IFRIC 22

Due to the decentralised structure of the group, characterised by local companies in the respective countries, the projects are predominantly priced in the respective functional currency. Payments of advance consideration in a currency other than the functional currency are made only as rare exceptions. In these cases, the non-monetary liability is recognised with the exchange rate valid on the date of the transaction. Adoption of IFRIC 22 has an immaterial impact on the consolidated financial statements.

The first-time adoption of the other above-stated IFRS standards and IFRIC interpretations had only an immaterial impact on the consolidated financial statements as at 31 December 2018, as the changes were only applicable in individual cases.

FUTURE CHANGES OF FINANCIAL REPORTING STANDARDS

The IASB and the IFRIC approved further standards and interpretations. However, these were neither required to be applied in the 2018 financial year nor adopted by the European Commission. The amendments affect the following standards and interpretations:

1 In accordance with IFRS 9 not classified as financial instruments

	Application for financial years which begin on or after (according to IASB)	Application for financial years which begin on or after (according to EU endorsement)	Impact on the consolidated financial statements
IFRS 16 Leases	1.1.2019	1.1.2019	see below
Amendments to IFRS 9 Financial Instruments	1.1.2019	1.1.2019	minor
IFRS 17 Insurance Contracts	1.1.2021	n. a.[1]	no
IFRIC 23 Uncertainty over Income Tax Treatments	1.1.2019	1.1.2019	minor
Amendments to IAS 28 Long-term Interests in Associates and Joint Ventures	1.1.2019	1.1.2019	minor
Annual Improvements to IFRS 2015-2017	1.1.2019	1.1.2019	minor
Amendments to IAS 19 Plan Amendment, Curtailment or Settlement	1.1.2019	1.1.2019	minor
Amendments to IFRS framework	1.1.2020	n. a.	is being analysed
Amendments to IFRS 3 Business Combinations	1.1.2020	n. a.	is being analysed
Amendments to IAS 1 and IAS 8	1.1.2020	n. a.	is being analysed

Impacts on the consolidated financial statements are expected especially from the adoption of **IFRS 16 Leases:**

IFRS 16 supersedes the current standard and related interpretations on lease accounting (IAS 17, IFRIC 4, SIC 15 and SIC 27). It specifies how lessees and lessors will recognise, measure, present and disclose leases. IFRS 16 requires a lessee to recognise a right-of-use asset and a lease liability for all leases.

STRABAG SE will adopt IFRS 16 on 1 January 2019 using the modified retrospective method. The 2018 comparison period will not be adjusted.

The practical expedients for short-term leases with a term of twelve months or less and leases where the underlying assets have a low value will be elected.

The option not to consider the initial costs of leases existing on 1 January 2019 is exercised. Leases expiring by 31 December 2019 are no longer considered.

Impacts on the consolidated financial statements result mainly from real estate leases (offices, storage areas, etc.). These leases involve a large number of stand-alone contracts with comparatively low annual rental expense, concluded as fixed-term as well as indefinite leases with rights to terminate for convenience. The lease term is determined by estimating the most likely term in consideration of extension and termination options.

Equipment leasing from site offices, which is common practice in the construction business, is to be classified as short-term, which results in no changes to the consolidated financial statements.

Vehicles and IT hardware are generally purchased within the group and are therefore not affected either.

By accounting for right-of-use assets and lease liabilities, a change in the balance sheet total in the amount of € 327.7 million is to be expected. This is based on annual lease payments of € 57.7 million, which were previously recorded in EBITDA.

Leases will be recognised in profit or loss as depreciation and interest expense. For 2019, depreciation will amount to € 55.0 million and interest expense to € 5.3 million.

The operating lease obligations (see page 229) contain expenses for low value leases in the amount of € 6.3 million and for short-term leases in the amount of € 7.8 million.

The option was exercised to recognise all leases with an effective date of 1 January 2019 with the present value of the remaining lease payments. This will lead to a tendency of higher interest payments in the near future than towards the end. This will have an impact of around € -2.6 million in 2019.

First-time adoption has no impact on equity, as the simplified retrospective approach was elected, in which the right-of-use assets are measured at the same amount of the lease liabilities.

1 n. a. – endorsement process is still in progress

As the ongoing lease payments are assigned to the cash flow from financing activities, this results in a shift of the lease payments from the cash flow from operating activities to the cash flow from financing activities in the amount of about € 57.7 million.

Early application of the new standards and interpretations is not planned.

Consolidation

The financial statements of the domestic and foreign companies included in the scope of consolidation are drawn up in accordance with uniform methods of accounting and valuation. The annual financial statements of the domestic and foreign group companies are adapted accordingly.

SUBSIDIARIES

Entities whose financial and operating policies are controlled by the group constitute subsidiaries.

The consolidated financial statements include the financial statements of the parent company and entities (including structured entities) over which the group has control. An entity is considered to be under control if the following criteria are met:

- The parent company has power over the investee.
- The parent company is exposed to variable returns on the investment.
- The parent company has the ability to affect the returns from the investment through its power over the investee.
- Control over an entity is reassessed if facts and circumstances indicate that there are changes to one or more of the three elements of control discussed above.
- Owning a majority of the voting rights is not always necessary to have power and control over an investee, but can be achieved through other rights or contractual agreements which give the parent company the possibility to affect the returns of the investee.

A subsidiary is included in the consolidated financial statements from the date on which the parent company acquired control. Conversely, the entity is deconsolidated when control ends.

Capital consolidation is performed in accordance with IFRS 3 using the acquisition method. The cost of acquisition of the subsidiary is measured as the sum of the fair values of assets given, equity instruments issued and liabilities assumed. Contingent considerations are also measured at their fair value from the date of the business combination. Later deviations from this value are recognised in profit or loss. Transaction costs are also recognised immediately in profit or loss.

Non-controlling interests are recognised based on their proportional interest in the net assets of the acquired entity (partial goodwill method). The option of recognising non-controlling interests at fair value is not used.

In business combinations achieved in stages (step acquisitions), the existing equity interest of the entity is remeasured at fair value from the date of acquisition. The resulting profit or loss is recognised in the income statement.

The acquisition costs, contingent considerations, existing equity interests and non-controlling interests are to be compared with all identifiable assets and liabilities of the subsidiary, measured at fair value. Any remaining difference on the assets side is classified as goodwill. Differences arising from the capital consolidation on the liabilities side are recognised immediately in profit and loss following another review. Goodwill is subjected to an impairment test in accordance with IAS 36 at least once a year.

In the 2018 financial year, T€ 1,399 (2017: T€ 0) in goodwill arising from capital consolidation were recognised as assets. Impairments in the amount of T€ 1,734 (2017: T€ 1,618) were made.

Immaterial subsidiaries are not consolidated; these are reported at amortised cost and recognised in the item other investments.

TRANSACTIONS WITH NON-CONTROLLING INTERESTS THAT DO NOT RESULT IN LOSS OF CONTROL

Differences arising from the acquisition or disposal of investments in affiliated entities without acquisition or loss of control are recognised in full in equity outside profit or loss.

DISPOSAL OF SUBSIDIARIES

When control over a subsidiary is lost, any remaining investment is remeasured at fair value. The difference to the existing carrying amounts is recognised in profit or loss. Associates, joint arrangements or financial assets are initially recognised at this fair value. All previous amounts recognised to date in other income are accounted for as if the assets and liabilities of the affected entities had been sold directly.

STRUCTURED ENTITIES

Structured entities are entities that are not controlled by voting rights, but mainly through contractual arrangements for a specific business purpose. The business purpose is usually restricted to a narrow field of activity. Structured entities typically have little equity capital and rely on owner financing.

ASSOCIATES

Entities in which the group exercises significant influence constitute associates. This is generally the case with a holding of between 20 % and 50 % of the voting rights. Investments in associates are accounted for using the equity method and recognised in the item equity-accounted investments: the acquired investment is initially measured at cost. Any differences that arise are treated according to the principles of consolidation. In subsequent years, the carrying amount of the investment increases or decreases in proportion to the share of profit or loss and/or the investee's other income. Distributions reduce the carrying amount of the investment. As soon as the group's share of losses equals or exceeds the interest in the associate, no further losses are recognised unless the group is liable for the associate's losses.

At the end of every accounting period, the group determines whether there are any indications for an impairment of the investment in the associate. If there are, then the difference between the carrying amount and the recoverable amount is recognised as an impairment expense in the income statement.

In the year under review, the initial equity measurement of newly acquired entities resulted in net goodwill in the amount of T€ 0 (2017: T€ 0), which is recognised as a component of equity-accounted investments.

Associates which are immaterial and therefore not recognised using the equity method, are recognised at amortised cost and accounted for in the item other investments.

JOINT ARRANGEMENTS

Joint ventures are entities over which the group exercises joint control together with a third entity. Joint control exists when the determination of the financial and operating policies requires the unanimous consent of all parties to the joint control. STRABAG accounts for joint ventures using the equity method and these are recognised in the item equity-accounted investments.

Joint ventures which are immaterial and therefore not recognised using the equity method, are recognised at amortised cost and accounted for in the item other investments.

Consortia are quite common in the construction industry in Austria and Germany. According to the Institute of Public Auditors in Germany (IDW) and a statement by the Austrian Financial Reporting and Auditing Committee (AFRAC), the typical German and Austrian construction consortium meets the requirements to be classified as a joint venture. Earnings from construction consortia are presented proportionately under share of profit or loss of equity-accounted investments. The receivables from and payables to construction consortia include mainly in- and outflows of cash, charges resulting from services as well as proportional contract results and are recorded under trade receivables and trade payables.

Joint arrangements for the execution of construction work in the remaining countries are accounted for either as joint ventures or as joint operations depending on the substance of the arrangement.

INVESTMENTS

Investments which do not constitute subsidiaries, joint ventures or associates are recognised in profit or loss at fair value in accordance with IFRS 9.

CONSOLIDATION PROCEDURES

As part of the consolidation of intercompany balances, any trade receivables, loans and other receivables existing within the group are set off against the corresponding liabilities and provisions of the subsidiaries included in the consolidated financial statements.

Expenses and revenues from intra-group transactions are eliminated. Results incurred from intra-group transactions that are recognised in the non-current and current assets are eliminated if they are material. Non-controlling interests are taken into consideration during the elimination of intra-group profits or losses.

Unrealised profits from transactions between group entities and associates are eliminated in proportion to the group's share in the associate.

Non-controlling interests in equity and profits of companies controlled by the parent company are shown separately in the consolidated financial statements.

The necessary tax deferrals are made for consolidation procedures.

Scope of consolidation

The consolidated financial statements as at 31 December 2018 include STRABAG SE as well as all major domestic and foreign subsidiaries over which STRABAG SE either directly or indirectly has control. Associates and joint ventures are reported in the balance sheet using the equity method (equity-accounted investments).

Group companies which are of minor importance for the purpose of giving a true and fair view of the financial position, financial performance and cash flows of the group are not consolidated. The decision to include an entity in the scope of consolidation is based on quantitative and qualitative considerations.

Subsidiaries and equity-accounted investments included in the 2018 consolidated financial statements are given in the list of investments.

The financial year for all consolidated and associated companies, with the exception of the following companies that are included in the scope of consolidation on the basis of an interim report effective 31 December 2018, is identical with the calendar year.

Companies	Reporting date	Method of inclusion
EFKON INDIA Pvt. Ltd., Mumbai	31.3.	consolidation
Thüringer Straßenwartungs- und Instandhaltungsgesellschaft mbH & Co. KG, Apfelstädt	30.9.	equity-accounted investments

The number of consolidated companies changed in the 2017 and 2018 financial years as follows:

	Consolidation	Equity method
Situation as at 31.12.2016	**297**	**25**
First-time inclusions in year under report	9	0
First-time inclusions in year under report due to merger/accretion	2	0
Merger/accretion in year under report	-7	0
Exclusions in year under report	-6	-3
Situation as at 31.12.2017	**295**	**22**
First-time inclusions in year under report	12	3
First-time inclusions in year under report due to merger/accretion	6	0
Merger/accretion in year under report	-11	0
Exclusions in year under report	-12	-1
Situation as at 31.12.2018	**290**	**24**

ADDITIONS TO SCOPE OF CONSOLIDATION

The following companies formed part of the scope of consolidation for the first time on the reporting date:

Consolidation	Direct stake %	Date of acquisition or foundation
BEWO - Projekt Q4a Reininghausstraße GmbH & Co KG, Graz	60.00	9.5.2018
Krems Sunside Living Projektentwicklung GmbH, Vienna	100.00	16.7.2018
Kuhwald 55 Projekt GmbH & Co. KG, Cologne	100.00	1.1.2018[1]
PANSUEVIA GmbH & Co. KG, Jettingen-Scheppach	100.00	28.9.2018
Preduzece za puteve BEOGRAD doo Beograd, Beograd	100.00	1.1.2018[1]
Q4a Immobilien GmbH, Graz	60.00	9.5.2018
SILO DREI Beteiligungsverwaltungs GmbH & Co KG, Vienna	100.00	19.5.2018
SILO DREI next LBG 57 Liegenschaftsverwertung GmbH & Co KG, Vienna	51.00	27.6.2018
SILO II LBG 57 - 59 Liegenschaftsverwertung GmbH & Co KG, Vienna	51.00	25.4.2018
SILO ZWEI Beteiligungsverwaltungs GmbH & Co KG, Vienna	100.00	19.5.2018
SRE Lux Projekt SQM 27E, Belvaux	100.00	1.1.2018[1]
Wohnquartier Reininghausstraße GmbH, Graz	60.00	9.5.2018
Merger/Accretion		
Büro Campus Deutz Torhaus GmbH, Cologne	100.00	1.8.2018[2]
Industrielles Bauen Betreuungsgesellschaft mbH, Stuttgart	100.00	2.10.2018[2]
KIAG AG, Kreuzlingen	100.00	2.10.2018[2]
Mineral Kop doo Beograd, Beograd	100.00	31.12.2018[2]
Projektgesellschaft Willinkspark GmbH, Cologne	100.00	10.9.2018[2]
ZDE Projekt Oberaltenallee GmbH, Cologne	100.00	15.8.2018[2]
at-equity		
A2 ROUTE SPOLKA Z OGRANICZONA ODPOWIEDZIALNOSCIA, Pruszkow	50.00	1.1.2018
DESARROLLO VIAL AL MAR S.A.S., Medellin	37.50	1.1.2018
FLARE Living GmbH & Co. KG , Cologne	50.00	1.1.2018

ACQUISITIONS

STRABAG acquired the 50 % interest in PANSUEVIA GmbH & Co. KG, Jettingen-Scheppach (PANSUEVIA), from HOCHTIEF, becoming the 100 % owner of the concession company operating the Ulm–Augsburg section of the A8 motorway in Germany. The closing of the transaction took place on 28 September 2018.

1 Due to their increased business volumes, the companies were included in the scope of consolidation of the group for the first time effective 1 January 2018. The foundation/acquisition of the companies occurred before 1 January 2018.
2 The companies listed under Merger/Accretion were merged with/accrued on already consolidated companies and as such are at once represented as additions to and removals from the scope of consolidation.

The following table presents a preliminary allocation of the purchase price into the assets and liabilities acquired:

T€	**Acquisition PANSUEVIA**
Acquired assets and liabilities	
Right from concession arrangement	605,636
Other non-current assets	38,644
Current assets	39,222
Non-current liabilities	494,919
Current liabilities	77,955
Non-operating step-up profit	55,314
Consideration (purchase price)	**55,314**
Acquired liabilities	36,151
Acquired cash and cash equivalents	-20,425
Net cash outflow from acquisition	**71,040**

STRABAG's previous 50 % interest, which had been accounted for at equity in the consolidated financial statements, was revalued through profit or loss in the amount of T€ 55,314. The non-operating step-up profit is presented in the share of profit or loss of equity-accounted investments.

Companies included for the first time were consolidated at the date of acquisition or a near reporting date, provided this had no significant difference to an inclusion at the date of acquisition.

From the first-time consolidation of the other companies in the 2018 financial year, negative goodwill in the amount of T€ 428 (2017: T€ 1,036) occurred. This amount is reported under other operating income.

Assuming a fictitious first-time consolidation on 1 January 2018 for all new acquisitions, consolidated revenue would amount to T€ 15,246,033 and consolidated net income would change by T€ -14,433.

All companies which were consolidated for the first time in 2018 contributed T€ 38,007 to revenue (2017: T€ 87,822) and T€ -3,397 (2017: T€ 12,140) to net income after minorities.

ACQUISITIONS AFTER THE REPORTING PERIOD

On 18 December 2018, STRABAG signed the agreement for the acquisition of 100 % of the shares of **Caverion Polska Sp. z o.o.** of Warsaw, a Polish specialist in the field of technical facility management. Caverion Polska has about 170 employees and in 2017 generated an output volume of around PLN 50 million. The acquisition broadens the service portfolio with additional technical competences in Poland. The transaction is subject to the cartel approval.

STRABAG and JOHANN BUNTE Bauunternehmung GmbH & Co. KG are combining their forces in northwestern Germany in the production and sale of asphalt mixtures. With an effective date of 1 January 2019, the two companies founded a joint venture with headquarters in Ahlhorn. Both partners intend to transfer workers and machinery from a total of 13 asphalt mixing plants in Lower Saxony, Hamburg and Schleswig-Holstein to **Nordwestdeutsche Mischwerke (NWM) GmbH & Co. KG**. STRABAG, through its 100 % subsidiary Deutsche Asphalt GmbH, and BUNTE will each hold 50 % of the shares in the new company. The European Commission has already approved the project under competition law.

DISPOSALS FROM THE SCOPE OF CONSOLIDATION

As at 31 December 2018, the following companies were no longer included in the scope of consolidation:

Disposals from scope of consolidation	
"DOMIZIL" Bauträger GmbH, Vienna	Fell below significant level
Artholdgasse Errichtungs GmbH, Vienna	Sale
Gudrunstraße Errichtungs GmbH, Vienna	Sale
Hotel AVION Management s.r.o., Bratislava	Fell below significant level
Hotel AVION s.r.o., Bratislava	Fell below significant level
IVERUS ENTERPRISES LTD, Limassol	Fell below significant level
KFX Holding Kft., Budapest	Fell below significant level
LaVie Projektgesellschaft mbH & Co. KG, Dusseldorf	Sale
LW 280 Bauträger GmbH, Vienna	Sale
STRABAG ABU DHABI LLC, Abu Dhabi	Fell below significant level
STRABAG Anlagentechnik GmbH, Thalgau	Fell below significant level
Züblin Gebäudetechnik GmbH, Erlangen	Sale
Merger/Accretion[1]	
Büro Campus Deutz Torhaus GmbH, Cologne	Merger
CESTAR d.o.o., Gornja Vrba	Merger
Expert Kerepesi Kft., Budapest	Merger
Industrielles Bauen Betreuungsgesellschaft mbH, Stuttgart	Merger
KAFEX Kft., Budapest	Merger
KIAG AG, Kreuzlingen	Merger
Mineral Kop doo Beograd, Beograd	Merger
ÓBUDA-APARTMAN Kft., Budapest	Merger
Projektgesellschaft Willinkspark GmbH, Cologne	Merger
ZDE Projekt Oberaltenallee GmbH, Cologne	Merger
Züblin Wasserbau GmbH, Berlin	Merger
at-equity	
PANSUEVIA GmbH & Co. KG, Jettingen-Scheppach	Transition consolidation

The disposals of assets and debt resulting from deconsolidation are comprised as follows:

T€	Disposals from scope of consolidation
Assets and liabilities	
Non-current assets	3,766
Current assets	26,164
Non-current liabilities	2,545
Current liabilities	16,748

Resulting profit in the amount of T€ 2,629 (2017: T€ 2,709) and losses in the amount of T€ 3,675 (2017: T€ 78) are recognised in profit or loss.

There were no significant restrictions on the use of assets or risks related to structured entities at the end of the reporting period.

NON-CONTROLLING INTERESTS

As of 31 December 2018, the amount of the non-controlling interests stood at T€ 33,088 (2017: T€ 27,246) in the STRABAG SE Group and is thus immaterial. The non-controlling interests comprise numerous subsidiaries and concern mainly the 5.1 % share in Strabag Real Estate GmbH, Cologne, and its subsidiaries.

Besides the above-mentioned investments, the ownership interests in other subsidiaries in the financial year changed only insignificantly or had insignificant impact. The changes are represented in the list of investments.

1 The companies listed under Merger/Accretion were merged with already consolidated companies or, as a result of accretion, formed part of consolidated companies.

Currency translation

The items contained in the financial statements of each group entity are measured on the basis of the currency corresponding to the currency of the primary economic environment in which the entity operates (functional currency).

The functional currency of STRABAG's subsidiaries is the respective local currency, with the exception of the following companies, whose functional currency is the euro:

- AKA Alföld Koncesszios Autopalya Zrt., Budapest
- AMFI HOLDING Kft., Budapest
- BHK KRAKÓW JOINT VENTURE Sp. z o.o., Warsaw
- BONDENO INVESTMENTS LTD, Limassol
- EVOLUTION TWO Sp. z o.o., Warsaw
- EXP HOLDING Kft., Budapest
- OOO “RANITA“, Moscow

The consolidated financial statements are prepared in euro, STRABAG's reporting currency.

Foreign currency transactions are translated into the functional currency at the foreign exchange rate on the day of the transaction. On the reporting date, monetary items are translated at the closing rate, while non-monetary items are translated at the rate on the day of the transaction. Exchange differences are recognised in profit or loss.

Assets and liabilities of group entities whose functional currency is not the euro are translated from the respective local currency into euro at the average exchange rate on the reporting date. As well as the corresponding profit for the period, the income statements of foreign group entities whose functional currency is not the euro are translated at the average exchange rate for the reporting period. The differences resulting from the use of both rates are reported outside profit or loss.

Monetary items in form of receivables or payables which settlement is neither planned nor likely to occur in the foreseeable future are, in substance, a part of an entity´s net investment in a foreign operation. Currency translation differences arising on such monetary items are initially recognised in other comprehensive income and reclassified from equity to profit and loss on disposal of the net investment.

The most important currencies, including their average exchange rates, are listed under item 32. Currency translation differences of T€ -1,426 (2017: T€ 12,353) were recognised directly in equity in the financial year. Forward exchange operations (hedging), excluding deferred taxes, in the amount of T€ -10,528 (2017: T€ 0) were recognised directly in equity.

Restatements in accordance with IAS 29 (Financial Reporting in Hyperinflationary Economies) were not necessary.

Consolidated companies and equity-accounted investments

The following list shows the consolidated companies included in the consolidated financial statements:

Austria		Nominal capital T€/TATS	Direct stake %
"A-WAY Infrastrukturprojektentwicklungs- und -betriebs GmbH", Spittal an der Drau		35	100.00
"SBS Strabag Bau Holding Service GmbH", Spittal an der Drau		35	100.00
"Wiener Heim" Wohnbaugesellschaft m.b.H., Vienna		741	100.00
ABR Abfall Behandlung und Recycling GmbH, Schwadorf		37	100.00
Asphalt & Beton GmbH, Spittal an der Drau		36	100.00
AUSTRIA ASPHALT GmbH & Co OG, Spittal an der Drau	TATS	500	100.00
Bau Holding Beteiligungs GmbH, Spittal an der Drau		48,000	100.00
BEWO - Projekt Q4a Reininghausstraße GmbH & Co KG, Graz		0	60.00
Bitumen Handelsgesellschaft m.b.H. & Co KG, Loosdorf	TATS	3,000	100.00
BITUNOVA Baustofftechnik Gesellschaft m.b.H., Spittal an der Drau	TATS	2,000	100.00
BLUMENFELD Liegenschaftsverwaltungs GmbH, Vienna	TATS	1,000	100.00
Böhm Stadtbaumeister & Gebäudetechnik GmbH, Vienna		36	100.00
BrennerRast GmbH, Vienna		35	100.00
Bug-AluTechnic GmbH, Vienna		5,000	100.00
Campus Eggenberg Immobilienprojekt GmbH, Graz		36	60.00
DC1 Immo GmbH, Vienna		35	100.00
Diabaswerk Saalfelden Gesellschaft m.b.H., Saalfelden		363	100.00
Eckstein Holding GmbH, Spittal an der Drau		73	100.00
EFKON GmbH, Raaba		28,350	100.00
Erdberger Mais GmbH & Co KG, Vienna		1	100.00
F. Lang u. K. Menhofer Baugesellschaft m.b.H. & Co. KG, Wiener Neustadt		1,192	100.00
Goldeck Bergbahnen GmbH, Spittal an der Drau		363	100.00
Ilbau Liegenschaftsverwaltung GmbH, Spittal an der Drau		4,500	100.00
InfoSys Informationssysteme GmbH, Spittal an der Drau		363	94.90
Innsbrucker Nordkettenbahnen Betriebs GmbH, Innsbruck		35	51.00
KAB Straßensanierung GmbH & Co KG, Spittal an der Drau		133	50.60
Kanzel Steinbruch Dennig Gesellschaft mit beschränkter Haftung, Gratkorn	TATS	500	75.00
Krems Sunside Living Projektentwicklung GmbH, Vienna		35	100.00
Leopold Ungar Platz 3 GmbH, Vienna		35	100.00
M5 Beteiligungs GmbH, Vienna		70	100.00
M5 Holding GmbH, Vienna		35	100.00
Mineral Abbau GmbH, Spittal an der Drau		36	100.00
Mischek Bauträger Service GmbH, Vienna		36	100.00
Mischek Systembau GmbH, Vienna		1,000	100.00
Mobil Baustoffe GmbH, Spittal an der Drau		50	100.00
Nottendorfer Gasse 13 Kom GmbH, Vienna		35	100.00
OAT - Bohr- und Fugentechnik Gesellschaft m.b.H., Spittal an der Drau	TATS	1,000	51.00
Osttiroler Asphalt Hoch- und Tiefbauunternehmung GmbH, Lavant i. Osttirol		36	80.00
Q4a Immobilien GmbH, Graz		35	60.00
Raststation A 3 GmbH, Vienna		35	100.00
RBS Rohrbau-Schweißtechnik Gesellschaft m.b.H., Linz		291	100.00
RE Beteiligungsholding GmbH, Vienna		35	100.00
RE Klitschgasse Errichtungs GmbH, Vienna		35	67.00
RE Projekt Errichtungs GmbH, Vienna		35	100.00
RE Wohnraum GmbH, Vienna		35	100.00
RE Wohnungseigentumserrichtungs GmbH, Vienna		35	100.00
Sakela Beteiligungsverwaltungs GmbH, Vienna		35	100.00
SF Bau vier GmbH, Vienna		35	100.00
SILO DREI Beteiligungsverwaltungs GmbH & Co KG, Vienna		50	100.00
SILO DREI next LBG 57 Liegenschaftsverwertung GmbH & Co KG, Vienna		200	51.00
SILO II LBG 57 - 59 Liegenschaftsverwertung GmbH & Co KG, Vienna		200	51.00
SILO ZWEI Beteiligungsverwaltungs GmbH & Co KG, Vienna		50	100.00
SQUARE One GmbH & Co KG, Vienna		1	100.00
SQUARE Two GmbH & Co KG, Vienna		10	100.00
STRABAG AG, Spittal an der Drau		12,000	100.00

STRABAG Bau GmbH, Vienna	1,800	100.00
STRABAG BMTI GmbH, Vienna	1,454	100.00
STRABAG BRVZ GmbH, Spittal an der Drau	37	100.00
STRABAG Holding GmbH, Vienna	35	100.00
STRABAG Infrastructure & Safety Solutions GmbH, Vienna	727	100.00
Strabag Liegenschaftsverwaltung GmbH, Linz	4,500	100.00
STRABAG Property and Facility Services GmbH, Vienna	1,500	100.00
STRABAG Real Estate GmbH, Vienna	44	100.00
STRABAG SE, Villach	110,000	100.00
TECH GATE VIENNA Wissenschafts- und Technologiepark GmbH, Vienna	440	100.00
TPA Gesellschaft für Qualitätssicherung und Innovation GmbH, Vienna	37	100.00
VIOLA PARK Immobilienprojekt GmbH, Vienna	45	75.00
Wohnquartier Reininghausstraße GmbH, Graz	35	60.00
Züblin Holding GesmbH, Vienna	55	100.00
Züblin Spezialtiefbau Ges.m.b.H., Vienna	1,500	100.00

Germany		**Nominal capital T€/TDEM**	**Direct stake %**
Alpines Hartschotterwerk GmbH, Leinfelden-Echterdingen		25	100.00[1]
ARGE STRABAG, Cologne			100.00
Baumann & Burmeister GmbH, Halle/Saale		51	100.00[1]
BBS Baustoffbetriebe Sachsen GmbH, Hartmannsdorf	TDEM	30,000	100.00[1]
BHG Bitumenhandelsgesellschaft mbH, Hamburg		26	100.00[1]
BITUNOVA GmbH, Dusseldorf		256	100.00[1]
Blees-Kölling-Bau GmbH, Cologne	TDEM	2,500	100.00[1]
Blutenburg Projekt GmbH, Cologne		25	100.00
CML Construction Services GmbH, Cologne		25	100.00
Deutsche Asphalt GmbH, Cologne		28	100.00[1]
DIW Aircraft Services GmbH, Stuttgart		25	100.00[1]
DIW Instandhaltung GmbH, Stuttgart		25	100.00[1]
DIW Mechanical Engineering GmbH, Stuttgart		25	100.00[1]
DIW System Dienstleistungen GmbH, Fürstenfeldbruck		25	100.00[1]
DYWIDAG International GmbH, Munich		5,000	100.00[1]
DYWIDAG-Holding GmbH, Cologne		600	100.00[1]
E S B Kirchhoff GmbH, Leinfelden-Echterdingen		1,500	100.00[1]
Ed. Züblin AG, Stuttgart		20,452	100.00[1]
F 101 Projekt GmbH & Co. KG, Cologne		10	100.00
F. Kirchhoff GmbH, Leinfelden-Echterdingen		23,319	100.00[1]
F.K. SYSTEMBAU GmbH, Münsingen		2,000	100.00[1]
Fahrleitungsbau GmbH, Essen		1,550	100.00[1]
Gaul GmbH, Sprendlingen		25	100.00
GBS Gesellschaft für Bau und Sanierung mbH, Leuna		513	100.00
Griproad Spezialbeläge und Baugesellschaft mbH, Cologne	TDEM	400	100.00[1]
Hexagon Projekt GmbH & Co. KG, Cologne		10	100.00[1]
Ilbau GmbH Deutschland, Berlin		4,700	100.00
IQ Generalübernehmer GmbH & Co. KG, Oststeinbek		25	75.00
Kuhwald 55 Projekt GmbH & Co. KG, Cologne		10	100.00
Lift-Off GmbH & Co. KG, Cologne		10	100.00[1]
LIMET Beteiligungs GmbH & Co. Objekt Köln KG, Cologne		10	94.00[1]
LIMET Beteiligungs GmbH, Cologne	TDEM	50	100.00[1]
MAV Kelheim GmbH, Kelheim		25	100.00
MAV Mineralstoff - Aufbereitung und - Verwertung GmbH, Krefeld		600	50.00[2]
MAV Mineralstoff - Aufbereitung und Verwertung Lünen GmbH, Lünen		250	100.00
Mineral Baustoff GmbH, Cologne		25	100.00[1]
Mitterhofer Projekt GmbH & Co. KG, Cologne		10	100.00[1]
MOBIL Baustoffe GmbH, Munich		100	100.00[1]
NE Sander Immobilien GmbH, Sande		155	100.00[1]
PANSUEVIA GmbH & Co. KG, Jettingen-Scheppach		1,000	100.00[1]
Pyhrn Concession Holding GmbH, Cologne		38	100.00[1]
REPASS-SANIERUNGSTECHNIK GMBH Korrosionsschutz und Betoninstandsetzung, Munderkingen	TDEM	51	100.00[1]

1 For these companies, the option allowed by Sec 264 Para 3 or by Sec 264b of the German Commercial Code (HGB) was exercised.
2 Direct stake amounted to 95.96 % as at 31.12.2017

ROBA Transportbeton GmbH, Berlin		520	100.00[1]
SAT Straßensanierung GmbH, Cologne		30	100.00[1]
SF-Ausbau GmbH, Freiberg		600	100.00[1]
SRE Erste Vermögensverwaltung GmbH, Cologne		25	100.00
SRE Projekt 1 GmbH & Co. KG, Cologne		10	100.00
STRABAG AG, Cologne		7,670	100.00[1]
STRABAG BMTI GmbH & Co. KG, Cologne		307	100.00[1]
STRABAG BRVZ GmbH & Co. KG, Cologne		30	100.00[1]
STRABAG Facility Management GmbH, Berlin		30	100.00[1]
STRABAG Facility Services GmbH, Nürnberg		53	100.00[1]
STRABAG GmbH, Bad Hersfeld		15,000	100.00[1]
STRABAG Großprojekte GmbH, Munich		18,100	100.00[1]
STRABAG Infrastructure & Safety Solutions GmbH, Cologne		9,220	100.00[1]
STRABAG Infrastrukturprojekt GmbH, Bad Hersfeld		1,280	100.00[1]
STRABAG International GmbH, Cologne		2,557	100.00[1]
STRABAG Kieserling Flooring Systems GmbH, Hamburg		1,050	100.00[1]
STRABAG Projektentwicklung GmbH, Cologne	TDEM	20,000	100.00[1]
STRABAG Property and Facility Services GmbH, Münster		5,000	100.00[1]
STRABAG Rail Fahrleitungen GmbH, Berlin		600	100.00[1]
STRABAG Rail GmbH, Lauda-Königshofen		25	100.00[1]
STRABAG Real Estate GmbH, Cologne		30,000	94.90
STRABAG Real Estate Invest GmbH (formerly: JUKA Justizzentrum Kurfürstenanlage GmbH), Cologne		26	100.00[1]
STRABAG Sportstättenbau GmbH, Dortmund	TDEM	200	100.00[1]
STRABAG Umwelttechnik GmbH, Dusseldorf		2,000	100.00[1]
STRABAG Wasserbau GmbH, Hamburg		6,833	100.00[1]
Torkret GmbH, Stuttgart		1,023	100.00[1]
TPA GmbH, Cologne		511	100.00
Turm am Mailänder Platz GmbH & Co. KG, Stuttgart		10	100.00[1]
Wolfer & Goebel Bau GmbH, Stuttgart		25	100.00[1]
Z. Brückenbau Immobiliengesellschaft mbH & Co. KG, Cologne		10	94.90[1]
Z. Holzbau Immobiliengesellschaft mbH & Co. KG, Cologne		10	94.90[1]
Z. Immobiliengesellschaft mbH & Co. KG, Cologne		10	94.90[1]
Z. Sander Immobiliengesellschaft mbH & Co. KG, Cologne		10	94.90[1]
Z. Stahlbau Immobiliengesellschaft mbH & Co. KG, Cologne		10	94.90[1]
Z-Bau GmbH, Magdeburg		100	100.00[1]
ZDE Sechste Vermögensverwaltung GmbH, Cologne		25	100.00
ZÜBLIN Bau GmbH, Munich		32	100.00[1]
Züblin Chimney and Refractory GmbH, Cologne		511	100.00[1]
Züblin Hoch- und Brückenbau GmbH, Bad Hersfeld		2,500	100.00[1]
Züblin International GmbH, Stuttgart		2,500	100.00[1]
Züblin Projektentwicklung GmbH, Stuttgart		2,557	94.88[1]
Züblin Spezialtiefbau GmbH, Stuttgart	TDEM	6,000	100.00[1]
Züblin Stahlbau GmbH, Hosena		1,534	100.00[1]
ZÜBLIN Timber Gaildorf GmbH, Gaildorf		25	100.00[1]
ZÜBLIN Timber GmbH, Aichach		1,534	100.00[1]
Züblin Umwelttechnik GmbH, Stuttgart		2,000	100.00[1]

Egypt	**Nominal capital TEGP**	**Direct stake %**
Züblin Egypt LLC, Cairo	20,000	100.00

Albania	**Nominal capital TALL**	**Direct stake %**
Trema Engineering 2 sh p.k., Tirana	545,568	51.00

Belgium	**Nominal capital T€**	**Direct stake %**
N.V. STRABAG Benelux S.A., Antwerp	6,863	100.00
N.V. STRABAG Belgium S.A., Antwerp	18,059	100.00

Bosnia und Herzegovina	**Nominal capital TBAM**	**Direct stake %**
STRABAG d.o.o. Sarajevo, Sarajevo	10	100.00

1 For these companies, the option allowed by Sec 264 Para 3 or by Sec 264b of the German Commercial Code (HGB) was exercised.

Bulgaria	Nominal capital TBGN	Direct stake %
"BOYANA VIEW" EOOD, Sofia	4,635	100.00
"VITOSHA VIEW" EOOD, Sofia	2,071	100.00
STRABAG EAD, Sofia	13,313	100.00

Chile	Nominal capital TCLP	Direct stake %
Strabag SpA, Santiago de Chile	500,000	100.00
Züblin Chuquicamata SpA, Santiago de Chile	945,862	100.00
Züblin International GmbH Chile SpA, Santiago de Chile	7,909,484	100.00

China	Nominal capital TCNY	Direct stake %
Shanghai Changjiang-Züblin Construction&Engineering Co.Ltd., Shanghai	29,312	75.00

Denmark	Nominal capital TDKK	Direct stake %
KMG - KLIPLEV MOTORWAY GROUP A/S, Copenhagen	500	100.00
Züblin A/S, Trige	1,000	100.00

India	Nominal capital TINR	Direct stake %
EFKON INDIA Pvt. Ltd., Mumbai	50,000	100.00

Italy	Nominal capital T€	Direct stake %
STRABAG S.p.A., Bologna	10,000	100.00

Canada	Nominal capital TCAD	Direct stake %
Strabag Inc., Toronto	11,700	100.00
Züblin Inc., Saint John/New Brunswick	100	100.00

Colombia	Nominal capital TCOP	Direct stake %
STRABAG S.A.S., Bogotá, D.C.	4,829,402	100.00

Croatia	Nominal capital THRK	Direct stake %
MINERAL IGM d.o.o., Zapuzane	10,701	100.00
POMGRAD INZENJERING d.o.o., Split	25,534	100.00
PZC SPLIT d.d., Split	18,810	100.00[1]
STRABAG BRVZ d.o.o., Zagreb	20	100.00
STRABAG d.o.o., Zagreb	48,230	100.00
TPA odrzavanje kvaliteta i inovacija d.o.o., Zagreb	20	100.00

Latvia	Nominal capital T€	Direct stake %
STRABAG SIA, Milzkalne	1,423	100.00

Luxembourg	Nominal capital T€	Direct stake %
SRE Lux Projekt SQM 27E, Belvaux	13	100.00

Malaysia	Nominal capital TMYR	Direct stake %
ZUBLIN PRECAST INDUSTRIES SDN. BHD., Johor	500	100.00

Moldavia	Nominal capital TMDL	Direct stake %
I.C.S. "STRABAG" S.R.L., Chisinau	279,630	100.00

Montenegro	Nominal capital T€	Direct stake %
"Crnagoraput" AD, Podgorica, Podgorica	9,779	95.32
"Strabag" d.o.o. Podgorica, Podgorica	50	100.00

The Netherlands	Nominal capital T€	Direct stake %
STRABAG B.V., Vlaardingen	450	100.00
Züblin Nederland B.V., Vlaardingen	500	100.00

Oman	Nominal capital TOMR	Direct stake %
STRABAG OMAN L.L.C., Muscat	1,000	100.00

1 Direct stake amounted to 97.40 % as at 31.12.2017

Poland	Nominal capital TPLN	Direct stake %
BHG Sp. z o.o., Pruszkow	500	100.00
BHK KRAKÓW JOINT VENTURE Sp. z o.o., Warsaw	58	100.00
BITUNOVA Sp. z o.o., Warsaw	2,700	100.00
EVOLUTION GAMMA Sp. z o.o., Warsaw	50	100.00
EVOLUTION ONE Sp. z o.o., Warsaw	50	100.00
EVOLUTION THREE Sp. z o.o., Warsaw	50	100.00
EVOLUTION TWO Sp. z o.o., Warsaw	50	100.00
Mineral Polska Sp. z o.o., Czarny Bor	19,056	100.00
POLSKI ASFALT Sp. z o.o., Kracow	1,000	100.00
SAT Sp. z o.o., Olawa	4,171	100.00
STRABAG BMTI Sp. z o.o., Pruszkow	2,000	100.00
STRABAG BRVZ Sp. z o.o., Pruszkow	500	100.00
STRABAG INFRASTRUKTURA POLUDNIE Sp. z o.o., Wroclaw	16,140	100.00
STRABAG Sp. z o.o., Pruszkow	73,328	100.00
TPA Sp. z o.o., Pruszkow	600	100.00
Züblin Sp. z o.o., Pruszkow	7,765	100.00

Romania	Nominal capital TRON	Direct stake %
ANTREPRIZA DE REPARATII SI LUCRARI A R L CLUJ SA, Cluj-Napoca	64,974	98.59
BITUNOVA Romania SRL, Bucharest	16	100.00
MINERAL ROM SRL, Brasov	10,845	100.00
STRABAG BRVZ S.R.L., Bucharest	278	100.00
STRABAG SRL, Bucharest	43,519	100.00
TPA SOCIETATE PENTRU ASIGURAREA CALITATII SI INOVATII SRL, Bucharest	0	100.00
ZUBLIN ROMANIA SRL, Bucharest	4,580	100.00

Russia	Nominal capital TRUB	Direct stake %
AO "Strabag", Moscow	14,926	100.00
OOO "RANITA", Moscow	10	100.00
OOO "STRABAG BRVZ", Moscow	313	100.00

Saudi Arabia	Nominal capital TSAR	Direct stake %
Dywidag Saudi Arabia Co. Ltd., Jubail	10,000	100.00

Sweden	Nominal capital TSEK	Direct stake %
Nimab Entreprenad AB, Sjöbo	501	100.00
STRABAG AB, Stockholm	50	100.00
STRABAG BRVZ AB, Kumla	100	100.00
STRABAG Projektutveckling AB, Stockholm	1,000	100.00
STRABAG Rail AB, Kumla	500	100.00
STRABAG Sverige AB, Stockholm	15,975	100.00
Züblin Scandinavia AB, Stockholm	100	100.00

Switzerland	Nominal capital TCHF	Direct stake %
STRABAG AG, Schlieren	8,000	100.00
STRABAG BMTI GmbH, Erstfeld	20	100.00
STRABAG BRVZ AG, Erstfeld	100	100.00

Serbia	Nominal capital TRSD	Direct stake %
PUTEVI CACAK DOO, Cacak	122,638	100.00
PZP BEOGRAD doo, Beograd	520,000	100.00
STRABAG d.o.o., Novi Beograd	1,306,748	100.00
TPA za obezbedenje kvaliteta i inovacije d.o.o. Beograd, Novi Beograd	32,550	100.00
VOJVODINAPUT-PANCEVO DOO, Pancevo	108,011	100.00

Slovakia	Nominal capital T€	Direct stake %
BITUNOVA spol. s r.o., Zvolen	1,195	100.00
ERRICHTUNGSGESELLSCHAFT STRABAG SLOVENSKO s.r.o., Bratislava-Ruzinov	7	100.00
KSR - Kamenolomy SR, s.r.o., Zvolen	25	100.00

STRABAG BRVZ s.r.o., Bratislava		33	100.00
STRABAG Pozemne a inzinierske stavitel'stvo s. r. o., Bratislava		133	100.00
STRABAG s.r.o., Bratislava		66	100.00
TPA Spolocnost pre zabezpecenie kvality a inovacie s.r.o., Bratislava		7	100.00
Viedenska brana s.r.o., Bratislava		25	100.00

Slovenia	**Nominal capital T€**	**Direct stake %**
DRP, d.o.o., Ljubljana	9	100.00
STRABAG BRVZ d.o.o., Ljubljana	9	100.00
STRABAG gradbene storitve d.o.o., Ljubljana	500	100.00

South Africa	**Nominal capital T€**	**Direct stake %**
EFKON SOUTH AFRICA (PTY) LTD, Pretoria	166	100.00

Thailand	**Nominal capital TTHB**	**Direct stake %**
STRABAG Industries (Thailand) Co.,Ltd., Bangkok	180,000	100.00

Czech Republic	**Nominal capital TCZK**	**Direct stake %**
BHG CZ s.r.o., Ceske Budejovice	200	100.00
BITUNOVA spol. s r.o., Jihlava	2,000	100.00
FRISCHBETON s.r.o., Prague	20,600	100.00
KAMENOLOMY CR s.r.o., Ostrava	106,200	100.00
Na Belidle s.r.o., Prague	100	100.00
SAT s.r.o., Prague	1,000	100.00
STRABAG a.s., Prague	1,119,600	100.00
STRABAG Asfalt s.r.o., Sobeslav	10,000	100.00
STRABAG BMTI s.r.o., Brno	100	100.00
STRABAG BRVZ s.r.o., Prague	1,000	100.00
STRABAG Property and Facility Services a.s., Prague	46,800	100.00
STRABAG Rail a.s., Usti nad Labem	180,000	100.00
TPA CR, s.r.o., Ceske Budejovice	1,000	100.00
ZÜBLIN stavebni spol. s r.o., Prague	100,000	100.00

Ukraine	**Nominal capital TUAH**	**Direct stake %**
Chustskij Karier, Zakarpatska	3,279	100.00[1]
Zezelivskij karier TOW, Zezelev	13,130	100.00[2]

Hungary		**Nominal capital THUF/T€**	**Direct stake %**
AKA Zrt., Budapest	TEUR	96,000	100.00
AMFI HOLDING Kft., Budapest	TEUR	10	100.00
ASIA Center Kft., Budapest		1,830,080	100.00
Bitunova Kft., Budapest		50,000	100.00
EXP HOLDING Kft., Budapest	TEUR	10	100.00[3]
First-Immo Hungary Kft., Budapest		100,000	100.00
Frissbeton Kft., Budapest		100,000	100.00
Generál Mély- és Magasépitö Zrt., Budapest		1,000,000	100.00
KÖKA Kft., Budapest		761,680	100.00
OAT Kft., Budapest		25,000	100.00
STRABAG Általános Építö Kft., Budapest		1,000,000	100.00
STRABAG BMTI Kft., Budapest		2,000,000	100.00
STRABAG BRVZ Kft., Budapest		1,545,000	100.00
STRABAG Épitö Kft., Budapest		352,000	100.00
STRABAG Épitöipari Zrt., Budapest		20,000	100.00
STRABAG Generálépitö Kft., Budapest		3,000	100.00
STRABAG Property and Facility Services Zrt., Budapest		20,000	51.00
STRABAG Rail Kft., Budapest		189,120	100.00
STRABAG Real Estate Kft., Budapest		3,000	100.00
STRABAG Vasútépítö Kft., Budapest		3,000	100.00
STRABAG-MML Kft., Budapest		510,000	100.00
TPA HU Kft., Budapest		113,000	100.00

1 Direct stake amounted to 95.96 % as at 31.12.2017
2 Direct stake amounted to 99.36 % as at 31.12.2017
3 The presentation of interest is done using the economic approach, the interest as defined by civil law may deviate from this presentation.

Treuhandbeteiligung H		10,000	100.00[1]
Züblin Kft., Budapest		3,000	100.00

United Arab Emirates		**Nominal capital TAED**	**Direct stake %**
Züblin Construction L.L.C., Abu Dhabi		150	100.00
Züblin Ground and Civil Engineering LLC, Dubai		1,000	100.00

Cyprus		**Nominal capital T€**	**Direct stake %**
BONDENO INVESTMENTS LTD, Limassol		55	100.00

The following list shows the equity-accounted investments included in the consolidated financial statements:

Austria		**Nominal capital T€**	**Direct stake %**
Lafarge Cement CE Holding GmbH, Vienna		50	30.00

Germany		**Nominal capital T€/TDEM**	**Direct stake %**
AMB Asphaltmischwerke Bodensee GmbH & Co KG, Singen (Hohentwiel)		767	50.00
AMH Asphaltmischwerk Hauneck GmbH & Co. KG, Hauneck		500	50.00
Bayerische Asphaltmischwerke GmbH & Co.KG für Straßenbaustoffe, Hofolding		12,300	48.33
Bodensee - Moränekies Gesellschaft mit beschränkter Haftung & Co. Kommanditgesellschaft Tettnang, Tettnang	TDEM	300	33.33
FLARE Living GmbH & Co. KG, Cologne		1	50.00
Kieswerk Rheinbach GmbH & Co. KG, Rheinbach		256	50.00
Kieswerke Schray GmbH & Co. KG, Steißlingen		2,045	50.00
Messe City Köln GmbH & Co. KG, Hamburg		100	50.00
MesseCity Köln Generalübernehmer GmbH & Co. KG, Oststeinbek		25	50.00
Natursteinwerke im Nordschwarzwald NSN GmbH & Co. KG, Mühlacker		3,100	25.00
PANSUEVIA Service GmbH & Co. KG, Jettingen-Scheppach		50	50.00
SeniVita Social Estate AG, Bayreuth		10,000	46.00
Steinbruch Spittergrund GmbH, Erfurt		80	50.00
Thüringer Straßenwartungs- und Instandhaltungsgesellschaft mbH & Co. KG, Apfelstädt		2,582	50.00

Ireland		**Nominal capital T€**	**Direct stake %**
DIRECTROUTE (LIMERICK) HOLDINGS LIMITED, Fermoy		50	20.00

Colombia		**Nominal capital TCOP**	**Direct stake %**
DESARROLLO VIAL AL MAR S.A.S., Medellín		12,637,280	37.50

Croatia		**Nominal capital THRK**	**Direct stake %**
Autocesta Zagreb-Macelj d.o.o., Zagreb		88,440	51.00[2]

The Netherlands		**Nominal capital T€**	**Direct stake %**
A-Lanes A15 Holding B.V., Nieuwegein		18	24.00

Poland		**Nominal capital TPLN**	**Direct stake %**
A2 ROUTE Sp. z o.o., Pruszkow		5	50.00

Qatar		**Nominal capital TQAR**	**Direct stake %**
Strabag Qatar W.L.L., Doha		200	49.00
Züblin International Qatar LLC, Doha		200	49.00

Romania		**Nominal capital TRON**	**Direct stake %**
SOCIETATEA COMPANIILOR HOTELIERE GRAND SRL, Bucharest		41,779	35.32

Hungary		**Nominal capital T€**	**Direct stake %**
MAK Mecsek Autopalya Koncesszios Zrt., Budapest		64,200	50.00

1 The presentation of interest is done using the economic approach, the interest as defined by civil law may deviate from this presentation.
2 There are deviating contractual provisions concerning this joint venture.

Accounting policies

INTANGIBLE ASSETS

Acquired intangible assets are recognised at their initial costs less depreciation and impairment if applicable.

Development costs for an internally generated intangible asset are capitalised if the group can demonstrate the technical feasibility of completing the intangible asset so that it will be available for internal use or sale and if it can demonstrate the intent to complete the intangible asset and use or sell it. The group must also demonstrate that the intangible asset will generate probable future economic benefits, that it has adequate resources to complete the asset and that it is able to reliably measure the expenditure attributable to the asset during its development. The construction costs for these assets comprise all construction costs directly attributable to the construction process as well as production-related overheads. Borrowing costs are capitalised for qualified assets. Research costs which do not fulfil these criteria are recognised as an expense in the period in which they are incurred. Costs that have already been recognised as an expense are not capitalised in a subsequent period.

The subsequent measurement of intangible assets with definite useful lives is performed at cost less accumulated depreciation and impairment losses. Within the group, there are no intangible assets with indefinite useful lives.

The following useful lives were assumed for intangible assets using the straight-line method:

Intangible assets	**Useful life in years**
Property rights/utilisation rights/other rights	3–50
Software	2–5
Patents, licences	3–10

GOODWILL

Goodwill from a business combination is initially measured at cost. This is calculated as the excess of the consideration transferred over the identifiable assets acquired and liabilities assumed. Subsequent to initial recognition, goodwill is measured at cost less accumulated impairment losses. Goodwill is not amortised, rather, it is subjected to an annual impairment test in accordance with IAS 36. The group conducts its annual test for goodwill impairment at year's end. Testing is also performed if events or circumstances indicate that the figure could be impaired. For the purpose of the impairment test, goodwill is assigned to one or more of the group's cash-generating units that should benefit from the synergy effects of the combination. The recoverability of goodwill is determined by comparing the carrying amount of the respective cash-generating unit (CGU) or units with the recoverable amount. If the goodwill is impaired, an impairment loss is recognised. The possibility of a write-back once the reasons for the impairment no longer apply is not foreseen for goodwill.

RIGHTS FROM CONCESSION ARRANGEMENTS

Service concession arrangements between the STRABAG Group and the public sector to build, operate, maintain and finance infrastructure facilities are treated in accordance with the requirements of IFRIC 12.

A right from a concession arrangement is recognised if the consideration does not represent an enforceable right to payment, but instead a right to charge a usage fee is granted.

The right from the concession arrangement is accounted for at the fair value of the consideration and subsequently recognised less depreciation over the period of the concession and impairment losses. If the reasons for the previously recognised impairment no longer apply, these assets are written back through profit or loss. The amount may not exceed the carrying amount that would have resulted if no impairment loss had been recognised in previous periods.

PROPERTY, PLANT AND EQUIPMENT

Property, plant and equipment is initially recognised at cost. STRABAG performs subsequent measurements using the cost model – cost less accumulated depreciation and impairment losses. If the reasons for a previously recognised impairment loss no longer apply, these assets are written back through profit or loss. The amount may not exceed the carrying amount that would have resulted if no impairment loss had been recognised in the previous periods.

Subsequent acquisition costs are capitalised if it is probable that future economic benefits will flow to the group and if the costs can be reliably determined. Repair and maintenance costs which do not constitute significant maintenance expenditures are recognised as expenses in the period in which they are incurred.

Property, plant and equipment is depreciated using the straight-line method over the expected useful life. If there is an indication that an asset may be impaired and if the present values of the future cash inflow surpluses are below the carrying amounts, the amount is revalued to the lower recoverable amount in accordance with IAS 36.

The following useful lives were assumed for property, plant and equipment:

Property, plant and equipment	**Useful life in years**
Buildings	10–50
Investments in third-party buildings	5–40
Machinery	3–15
Office equipment/furniture and fixtures	3–10
Vehicles	4–8

INVESTMENT PROPERTY

Investment property is property held to earn rentals or for the purpose of capital gains. Investment property is initially measured at cost. STRABAG uses the cost model for subsequent measurements, i.e. the measurement is performed at cost less accumulated depreciation and impairment losses. If the present values of the future cash inflow surpluses are below the carrying amounts, the amount is revalued to the lower recoverable amount in accordance with IAS 36. The recoverable amount of this investment property is disclosed separately. The fair value is determined using recognised methods such as derivation from the current market price of comparable properties or the discounted cash flow method.

The useful life of investment property varies between ten and 35 years. Investment property is depreciated using the straight-line method.

This is presented in the balance sheet under property, plant and equipment.

LEASES

Finance leases

Leased assets are capitalised where STRABAG is the lessee and bears all the substantial risks and rewards associated with the asset in accordance with the criteria of IAS 17. The lease is capitalised at the lower of the fair value of the asset and the present value of the minimum lease payments. The asset is depreciated over the shorter of the lease term or the economic life of the asset. The depreciation method used is the same as for comparable acquired or internally generated assets.

Payment obligations resulting from future lease payments are recognised as a liability. In this case, the present value of the minimum lease payment is to be used. In subsequent years, lease payments are apportioned between an interest component and a repayment component so that the lease liability has a constant rate of return. The interest component is recognised in profit or loss.

Operating leases

Both expenses as well as income from operating leases are recognised in the income statement using the straight-line method over the term of the respective lease.

GOVERNMENT GRANTS

Government subsidies and investment grants are offset against the cost of the assets and amortised in proportion to their useful lives. A government grant is recognised when there is reasonable assurance that the grant will be received and the group complies with the necessary conditions for receiving the grant.

BORROWING COSTS

Borrowing costs that are directly attributable to the acquisition or production of a qualifying asset are recognised as part of the cost of that asset. Qualifying assets are assets that necessarily take a substantial period of time to get ready for their intended use or sale. Other borrowing costs are recognised as an expense in the period in which they are incurred.

IMPAIRMENT OF NON-FINANCIAL ASSETS

Assets that are subject to depreciation or amortisation, as well as associates, are tested for impairment whenever events or changes in circumstances indicate that their carrying amount may no longer be recoverable. Assets that have an indefinite useful life, such as goodwill or intangible assets not yet available for use, are tested for impairment annually as such assets are not subject to depreciation or amortisation.

To identify the need for impairment, the recoverable amount is determined. The recoverable amount is the higher of fair value of the asset less costs to sell and value in use. If it is not possible to determine the recoverable amount for an individual asset, then the recoverable amount is determined for the smallest identifiable group of assets (cash-generating unit) to which the asset in question can be assigned.

Considering that, as a rule, market prices are not available for individual units, the present value of net cash inflows is used to determine the fair value less costs to sell. The forecast of the cash flows is based on STRABAG's latest planning, with a planning horizon of at least four years. The last detailed planning year forms the basis for calculating the perpetuity if applicable legislation and legal requirements do not limit the usability of the cash-generating unit to a shorter period of time.

For the purpose of determining the fair value less costs to sell, the cash-generating unit is measured from the viewpoint of an independent market participant. In calculating the value in use of an asset, on the other hand, the cash flows are considered on the basis of the previous use. For the net cash inflows beyond the detailed planning period, individual growth rates derived from market information are determined on the basis of long-term business expectations in both methods of calculation.

Net cash inflows are discounted at the cost of capital, which is calculated as the weighted average cost of equity and debt. Consideration is given to the different yield and risk profiles of STRABAG's various areas of expertise by determining the individual costs of capital using comparison companies. The cost of equity corresponds to the required rate of return for investors, while the cost of debt is based on the long-term financing conditions available to comparison companies. Both components are derived from capital market information.

The following table shows the parameters growth rate and cost of capital for the impairment tests:

%	2018	2017
Growth rate	0.0–0.5	0.0–0.5
Cost of capital (after taxes)	5.9–7.4	5.5–7.2
Cost of capital (before taxes)	6.6–9.3	7.8–8.9

The Management Board has calculated the budgeted gross margin based on past developments and on expectations for future market development.

If the recoverable amount of an asset is lower than the carrying amount, the impairment is recognised immediately in profit or loss. In the case of impairment losses related to cash-generating units which contain goodwill, existing goodwill is initially reduced. If the impairment exceeds the carrying amount of the goodwill, the difference is generally apportioned proportionally over the remaining non-current assets of the cash-generating unit.

With the exception of goodwill, non-financial assets for which an impairment loss was charged in the past are reviewed at every balance sheet date to determine whether the impairment loss should be reversed.

FINANCIAL ASSETS

Financial assets are recognised in the consolidated balance sheet if STRABAG has a contractual right to receive cash or other financial assets from another party. Regular way purchases and sales of financial assets are recognised using settlement date accounting.

Financial assets that are not measured at fair value through profit or loss are initially recognised at fair value plus transaction costs which are directly attributable to the acquisition.

Transaction costs which arise upon the acquisition of financial assets measured at fair value through profit or loss are immediately recognised as an expense.

Receivables bearing no interest or interest below the market rate are initially recognised at the present value of the expected future cash flows.

For purposes of subsequent measurement, financial assets are classified in one of the following categories in accordance with IFRS 9, with each category having its own measurement requirements. The classification is determined at initial recognition.

For measurement and accounting purposes, financial assets are to be assigned to one of the following categories:

- Financial assets measured at amortised cost (AC)
- Financial assets measured at fair value through profit or loss
- Financial assets, classified as debt instruments under IAS 32, measured at fair value through other comprehensive income (FVOCI-debt)
- Financial assets, classified as equity instruments under IAS 32, measured at fair value through other comprehensive income (FVOCI-equity)

Financial assets measured at amortised cost

Financial assets in this category are measured at amortised cost if the objective of the business model is to hold the financial asset to collect the contractual cash flows and the contractual terms of the instrument give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding. These are classified as current financial assets if they mature within twelve months after the reporting date or within the usual business cycle. Otherwise they are classified as non-current financial assets. As part of the subsequent measurement, financial assets measured at amortised cost are valued using the effective interest method. When applying the effective interest method, all directly attributable fees, fees paid or received, transaction costs and other premiums or discounts included in the calculation of the effective interest rate are amortised over the expected life of the financial instrument. Interest income from the application of the effective interest method is recognised through profit or loss under interest income from financial instruments.

Service concession arrangements which provide an absolute contractual right to receive payment are shown separately. All receivables from concession arrangements are accounted for under the special balance sheet item receivables from concession arrangements. The receivables are carried at the present value of the payments to be made. The accumulation amount calculated annually using the effective interest method is recognised in revenue, where it is balanced with the interest expense from related non-recourse financing. Impairment allowances are made for expected credit losses.

Trade receivables, receivables from consortia, receivables from subsidiaries and receivables from participation companies, as well as other receivables, are measured at cost less impairment allowances for expected credit losses.

Financial assets measured at fair value through profit or loss

A financial asset that is to be classified as a debt instrument under IAS 32 is measured at fair value through profit or loss if it is held for trading purposes, the cash flow criteria are not met, or it is designated as at FVPL at initial recognition. A financial asset at STRABAG is assigned to this category if it was principally acquired with an intention to sell in the short term. Derivatives also belong to this category if they are not qualified as hedging instruments. Assets in this category are recognised as current assets if the asset is expected to be realised within twelve months. All other assets are classified as non-current. Value changes of financial assets measured at fair value through profit or loss are recognised through profit or loss.

This category contains mainly securities presented under non-current financial assets.

The fair value option may be elected for financial assets which, on the basis of the underlying business model and the contractual cash flows, are classified as measured at amortised cost if doing so eliminates or significantly reduces a measurement or recognition inconsistency. The fair value option is not elected at STRABAG.

Financial assets which represent equity instruments under IAS 32 are measured at fair value through profit or loss. Value changes are recognised through profit or loss in the income statement.

This category contains mainly investments below 20 % that are held under other investments.

Without exception, equity instruments are measured at fair value. If an equity instrument is not held for trading purposes, there exists an irrevocable option at initial recognition to measure value changes not in the income statement but in the other comprehensive income. Equity investments recognised in the other comprehensive income may not be later reclassified to the income statement. The option is not exercised at STRABAG.

IMPAIRMENT OF FINANCIAL ASSETS AND CONTRACT ASSETS

For the recognition of impairments, STRABAG allows for expected credit losses under IFRS 9. The expected loss impairment model is used for debt instruments for which subsequent measurement is made at amortised cost. The impairment requirements under IFRS 9 are also applied to non-financial contract assets.

Equity instruments measured at fair value through profit or loss or through other comprehensive income are not within the scope of the IFRS 9 impairment requirements.

IFRS 9 outlines a three-stage model to determine the scope of the risk provision, requiring expected credit losses to be measured from initial recognition at an amount equal to the twelve-month expected credit losses or, if the credit risk has worsened significantly, the full expected credit losses over the remaining life of the financial instrument. The general impairment model (general approach) is used for receivables from concession arrangements and for current and non-current other financial assets in the group. Besides the general impairment model, the simplified impairment model (simplified approach) is used for trade receivables and for contract assets under IFRS 15. The simplified impairment model requires a risk provision equal to the expected losses over the full remaining life of the financial instrument to be recognised for trade receivables or contract assets regardless of the respective credit quality.

To determine the expected credit losses, trade receivables and contract assets are grouped into different portfolios with similar risk characteristics. In establishing the portfolios, STRABAG also considers the underlying country risk and the creditworthiness.

During the initial recognition of financial assets, STRABAG takes into consideration the probability of defaults and continually monitors the development of the credit risk in each reporting period, taking into account all reasonable and supportable information and forecasts. This includes especially the following indicators:

- internal estimate of creditworthiness by the client
- external information on creditworthiness based on the corresponding country risk

Macroeconomic information (such as market interest rates) and other forecasts are included in the assessment of the credit risk.

Besides the application of the general and the simplified impairment approach, financial assets are impaired if there is objective evidence of credit default indicators. STRABAG makes such impairments if the debtor has significant financial difficulty; if there is a high probability that insolvency proceedings will be commenced against the debtor; if a breach of contract and payment default has occurred; or if the issuer's technological, economic, legal and market environment changes substantially.

Application of the 30-days-past-due criterion is not useful in the construction sector, on the one hand because of incomplete performance recognition, on the other hand because contracts are often fulfilled for public-sector clients, whose internal processes to release payment may be lengthy but usually result in full and complete payment.

Impairments lower the carrying value of the financial assets. The impairment loss or gain resulting from the application of the impairment requirements is recognised through profit or loss in the other operating expense or income.

A financial asset defaults if bankruptcy proceedings have been started or it is highly probable that there is no reasonable expectation for repayment. These financial assets are then derecognised. When derecognising financial assets, STRABAG continues to undertake enforcement measures to attempt to recover the receivables that are due.

During the year under report, there were no material changes with regard to the impairment approaches and criteria that were applied.

DERECOGNITION OF A FINANCIAL ASSET

Financial assets are derecognised when the contractual rights to receive payment from the financial assets no longer exist or if the financial assets are transferred along with all substantial risks and rewards. An asset is also derecognised if the substantial risks and rewards of ownership of the asset are neither transferred nor retained and control is relinquished. If control is retained, such transferred financial assets are recognised to the extent of the continuing involvement.

DERIVATIVE FINANCIAL INSTRUMENTS AND HEDGING

Derivative financial instruments are employed exclusively to mitigate risks arising from movements in currency exchange rates and interest rates. The utilisation of financial derivatives is subject to internal guidelines and controls.

Derivative financial instruments are classified as financial assets measured at fair value through profit and loss at the date of contract conclusion. Derivative financial instruments are initially recognised at cost and measured at fair value in subsequent periods. Unrealised gains or losses on the measurement are recognised in the income statement if the conditions for hedge accounting under IFRS 9 are not met. Derivative financial instruments are stated under other financial assets or other financial liabilities.

Derivative financial instruments are measured on the basis of observable market data (interest and exchange rates) and non-observable market data (the competition's credit rating). The fair value is determined using generally accepted methods of mathematical finance.

On application of the hedge accounting requirements, the group designates derivative financial instruments as hedging instruments to either:

- hedge the exposure to changes in the fair value of a recognised asset or liability (fair value hedge), or to

- hedge the exposure to variability in cash flows (cash flow hedge).

In the case of fair value hedge accounting, the change in the fair value of the hedged item that is attributable to the hedged risk and the change in the fair value of the hedging derivative are recognised in the income statement. Fair value hedging is not used in the STRABAG Group.

If, however, a derivative financial instrument is used as a hedging instrument in a cash flow hedge, the unrealised gains or losses from the hedging instrument are initially accounted for under other income. They are reclassified to profit or loss when the hedged item affects profit or loss. Any changes resulting from the ineffectiveness of these financial instruments are recognised immediately in profit or loss in the income statement.

When concluding a hedging transaction, STRABAG documents the clear hedging relationship between the hedging instrument and the hedged item, the objective of its risk management, and the underlying strategy. It is also established that there exists an economic relationship between the hedged item and the hedging instrument and that credit risk does not dominate the resulting value changes. The hedging relationship's hedging ratio reflects the ratio between the designated nominal amount of the hedged item actually used by STRABAG and the designated nominal amount actually designated by STRABAG to hedge the nominal amount of the hedged item. An assessment is made at the beginning of the hedging relationship, with documentation provided continually thereafter, of whether the derivatives used in the hedge are effective or not in offsetting the changes in fair value or cash flow of the hedged item. Hedging relationships are renewed when there are changes in the hedged item.

The critical term match method is used to determine the prospective hedge effectiveness, provided that the conditions for use are met. The retrospective determination of hedge ineffectiveness is made on the basis of the dollar offset method.

CURRENT AND DEFERRED INCOME TAXES

The income tax payables and receivables contain mainly rights and obligations with regard to domestic and foreign income taxes. These comprise the current year as well as possible rights and obligations from previous years. The receivables/payables are calculated on the basis of the tax regulations in the respective countries.

Deferred taxes are measured using the balance sheet liability method for all temporary differences between the valuation of the balance sheet items in the IFRS financial statements and the existing tax value at the individual companies. Furthermore, any realisable tax advantage from existing losses carried forward will be included in the calculation. Exceptions to this comprehensive tax deferral are balances from non-tax-deductible goodwill.

Deferred tax assets may only be recognised if the associated tax advantage is likely to be realisable. The calculation of the tax deferral is based on the usual income tax rate in the respective country at the point of the predicted reversal.

Recognition is made of deferred tax liabilities arising from temporary differences in relation to investments in subsidiaries and associates unless the timing of the reversal of the temporary differences in the group can be determined and the temporary differences are unlikely to reverse in response to this influence in the foreseeable future.

INVENTORIES

Inventory costs include cost of purchase and production and are required to be stated at the lower of cost and net realisable value.

Production costs include all direct costs as well as appropriate parts of overhead arising in the production. Distribution costs, as well as costs for general administration, are not included in the production costs. Borrowing costs related to production are recognised for inventories which are to be classified as qualifying assets.

CONTRACT ASSETS AND CONTRACT LIABILITIES

With regard to **construction contracts with customers**, revenue is recognised over time as required by IFRS 15, as the construction projects are built on the customers' properties and the customers thus always control the assets that are created or enhanced.

Construction is performed on the basis of stand-alone contracts. Transaction prices for construction contracts in the STRABAG SE Group are determined on the basis of the contract value agreed with the customer. If significant integration services are provided, a separate performance obligation is assumed. The allocation of the transaction price to each performance obligation from construction contracts with customers is made on the basis of the work estimate for the respective stand-alone item. Contractual penalties or bonus payments during the construction period may lead to amendments of the transaction price. These are carried with the most probable value by reason and amount on the basis of the project controlling.

Revenue recognition over time is made using the output-oriented method on the basis of the work performed. The actual work performed and the corresponding revenue are determined at the level of the stand-alone item according to the work estimate. Because of unforeseen deviations in the budgeted costs, the best indicator here is the percentage of completion as derived directly from the actual work performed. The performance completed to date, one of the key controlling figures, must be directly determined by the construction site team on a monthly basis.

The contract asset represents the group's right to consideration from construction contracts with customers. If the value of a contract asset of a construction contract exceeds the payments received for it, then this is shown on the assets side under contract assets. In the opposite case, the figure is reported on the equity and liabilities side under contract liabilities.

Payments for construction contracts are usually made parallel to the performance on the basis of regular invoicing. Payments of advance consideration before the actual performance are common practice, especially in building construction. Agreements covering extended terms of payment or staggered invoicing of performance completed are made only on a case-by-case basis with special approval by the Management Board of STRABAG SE.

If it is probable that the production costs exceed the recoverable proceeds, an onerous contract provision is recognised in accordance with IAS 37. The onerous contract provision, considered individually, is recognised at the amount that is required for the completion of the obligation from the construction contract. Up to the value of the contract asset, an impairment is recognised. If the value of the respective contract asset is exceeded, an onerous contract provision is recognised on the equity and liabilities side under the current provisions.

With regard to impairment, see the section "Impairment of financial assets and contract assets".

Inventories that have not yet been used in the construction process but are already present on the construction sites are no longer accounted for as a separate asset but are instead assigned to the respective contract and recognised as a contract asset.

Claims in relation with construction contracts involve services which, based on the existing contractual agreements, cannot be invoiced until their invoicing potential or recognition is agreed with the client. While the costs are recognised through profit or loss immediately when they arise, revenue from claims is recognised generally only after receipt of written acceptance by the client or, in the event that payment is received before the written recognition, with the payment itself.

The considerations for revenue from project developments which, on the basis of the work performed by the reporting date are realised over time, are recorded under contract assets. The contract asset represents the group's right to considerations from project developments.

Revenue is recognised over time if a contractual agreement excludes the possibility of any alternative use and there exists a right to payment including profit margin on the work performed. These conditions are always met if real estate projects are sold already prior to their completion.

In these cases, the revenue is recognised pro rata based on the degree of completion of the work. If the real estate projects are only partially sold, for example in the case of owner-occupied flats, the revenue is recognised pro rata only for those parts already sold. The project is then presented pro rata under contract assets.

The Notes on construction contracts with customers apply by analogy.

The advances received are offset against the cost of the contract asset. If the advances received exceed the value of the contract asset, presentation is made on the equity and liabilities side under contract liabilities.

CASH AND CASH EQUIVALENTS

The cash and cash equivalents include all liquid financial assets which at the date of acquisition or investment have a remaining term of less than three months. This comprises bank deposits, time deposits and cash on hand. Cash and cash equivalents are measured at amortised cost.

PROVISIONS

The following defined benefit plans for which provisions must be recognised exist within the group.

The company's obligation relating to defined benefit plans consists in fulfilling the promised benefits to current and former employees.

Defined contribution plans in the form of financing through third-party support funds exist for employees of Austrian subsidiaries whose employment began after 1 January 2003. The defined benefit obligations are funded by the regular payment of contributions into the employee provident fund.

PROVISIONS FOR SEVERANCE PAYMENTS

The group is legally required to provide a one-off severance payment to employees of Austrian subsidiaries in the case of termination or at the date of retirement if their employment began before 1 January 2003. The level of this payment depends on the number of years at the company and amount due at the date of severance and comes to between two and twelve monthly salaries. A provision is made for this obligation.

Additionally, the severance payment rights in other countries in the case of termination or retirement amount from one to three monthly salaries. Due to the relatively insignificant amounts involved, provisions for severance payments arising from these obligations are determined using financial mathematical methods.

PENSION PROVISIONS

The provisions for pensions are formed for obligations from the right to future pension payments and current payments to present and past employees and their dependents. The group's pension promises in **Germany and Austria** exist on the basis of individual contracts or internal labour-management agreements. The obligations are based on a number of different pension arrangements. The number of different employee benefit plans is the result of the group's enterprise acquisitions in Germany. New agreements are not concluded within the group.

As a rule, the pension promises foresee the granting of monthly old age, invalidity and survivors' benefits. With some promises, the pension arrangement foresees benefits to be paid in the form of a capital payment.

The benefit plans exist in various designs. The range of plan structures includes specified benefit systems (e.g. specified amount per year of employment), dynamic systems (e.g. % per year of employment) and benefit promises (e.g. specified promise). Plans also exist with or without survivors' benefits.

In **Switzerland**, the legal regulations governing pension plans require payments to be made into pension foundations. One half of the contributions are made by the employer, the other half by the employee. The employee contributions depend on the years of service and are treated as reduction of the service cost. At retirement, the employees can choose to receive either a one-off severance payment or regular monthly pension payments.

As restructuring contributions are required if the pension foundation has insufficient funds for coverage, the promises are categorised as defined benefit plan in accordance with IAS 19.

Within the STRABAG Group, the obligations of the pension funds are reinsured.

MEASUREMENT OF SEVERANCE AND PENSION PROVISIONS

The group's obligations relating to defined benefit plans are determined separately for each plan using actuarial principles in accordance with the projected unit credit method. The projected unit credit method is used to determine the discounted pension entitlements acquired up to the end of the accounting period. The existing plan assets at their fair value are subtracted from the defined benefit obligations. This yields the defined benefit liability (asset) to be recognised.

Determination of the net defined benefit liability at the end of the reporting year is based on an actuarial report from a certified actuarial analyst.

The rate used to discount severance and pension provisions is determined on the basis of market yields at the end of the respective reporting period on high-quality fixed-interest industrial bonds with a comparable term.

The assumptions relating to discounting, pay rises and fluctuation that are used to calculate the severance and pension provisions vary in proportion to the economic situation of each specific country. Life expectancy is calculated according to the respective country's mortality tables.

Actuarial gains and losses are recognised in equity outside profit or loss. The service cost is stated in employee benefits expense, while the interest component of the allocation to the provision is reported in the net interest income.

If the present value of a defined benefit obligation changes in response to plan amendments, the resulting effects are recognised in profit or loss as past service cost in the year of the amendment. Any income resulting from a settlement is also recognised directly in the income statement.

The company is exposed to various risks in relation to the defined contribution severance and pension plans. Besides the general actuarial risks such as the longevity risk and the interest rate risk, the group is also exposed to currency risk as well as to capital market risk or investment risk.

More information concerning the risks is available in the sensitivity analysis under item 25.

OTHER PROVISIONS

The other provisions take into consideration all realisable risks and uncertain obligations. They are recognised at the respective amount which, according to commercial judgement, is necessary at the balance sheet date to cover future payment obligations of the group. Hereby the respective amount which arises as the most probable on careful examination of the facts is recognised.

Long-term provisions are, as far as they are not immaterial, entered into the accounts at their discounted discharge amount as at the balance sheet date. The discharge amount also includes the cost increases to be considered on the reporting date. Provisions which arise from the obligation to recultivate gravel sites are allocated according to the rate of utilisation.

NON-FINANCIAL LIABILITIES

Non-financial liabilities are carried at the repayment amount. Contract liabilities under IFRS 15 are qualified as non-financial liabilities.

FINANCIAL LIABILITIES

The financial liabilities at STRABAG comprise non-derivative liabilities and derivatives with a negative fair value on the reporting date.

Non-derivative financial liabilities are recognised in the consolidated balance sheet if STRABAG has a contractual obligation to transfer cash or other financial assets to another party. Initial recognition of non-derivative financial liabilities is made at fair value. As part of the subsequent measurement of non-derivative financial liabilities at amortised cost, any premiums, discounts or other differences between the cash inflow and the repayment amount are distributed over the financing term using the effective interest method and stated on an accruals basis in interest expense.

Financial liabilities that are not measured at fair value through profit or loss are initially recognised at fair value plus transaction costs, which are directly attributable to the acquisition.

Differing thereof transaction costs which arise upon the acquisition of financial liabilities measured at fair value through profit or loss are immediately recognised as an expense.

Financial liabilities are derecognised if the contractual obligations are discharged, cancelled or have expired. Costs related to the issue of corporate bonds are offset over the term using the effective interest method.

CONTINGENT LIABILITIES

Contingent liabilities are present or possible future obligations for which an outflow of resources is not probable. They are – as long as IFRS 3 does not require recognition on acquisition – not reflected in the balance sheet.

REVENUE RECOGNITION

The revenue within the STRABAG SE Group comprises revenue from construction contracts with customers, which regularly account for more than 80 % of the total revenue, revenue from project developments, revenue from construction materials, revenue from facility management, and other revenue.

The **revenue from construction contracts with customers** is recognised over time as required by IFRS 15. Revenue recognition over time is made using the output-oriented method on the basis of the work performed at the reporting date.

For further information, please see the notes on contract assets.

The recognition of revenue from construction contracts performed in consortia is made over time corresponding to the actual work performed by the reporting date. Impending losses arising from further construction work are accounted for by means of appropriate depreciation.

The **revenue from project developments** is recognised at a point in time after the performance obligation is satisfied by the STRABAG SE Group and after the customer assumes control and has the opportunity to derive benefit from the project.

Alternatively, the revenue is recognised over time on the basis of the work performed by the reporting date if a contractual agreement for the STRABAG SE Group excludes the possibility of any alternative use and the contractual agreement foresees a right to payment including a share of the profit on the work performed.

For real estate projects that are sold already prior to their completion, the revenue is therefore recognised pro rata and the right to payment including the share of the profit is presented under the contract assets.

For further information, please see the Notes on contract assets.

The **revenue from construction materials, from the facility management, and the other revenue** is recognised with satisfaction of the performance obligation upon obtainment of control by the customer.

Interest income is recognised as it accrues using the effective interest method. Interest related to concession models and default interest are part of the transaction price of contracts with customers and are therefore recognised under revenue.

Revenue that is to be seen as purely transitory due to consortial structures, as well as its corresponding expense, is not recognised.

Other income, such as rental income or expenses passed through, is stated on the basis of the amount accrued in accordance with the respective agreements.

The revenue from dividends and the share of profits from investments are recognised if a legal right to payment exists.

NET INTEREST INCOME

The net interest income includes interest income and interest expenses as well as foreign exchange gains and losses on financing, as these are not part of the operating business. Changes in value as well as gains and losses on disposals of securities are also included in net interest income.

ESTIMATES

Estimates and assumptions which refer to the amount and recognition of the assets and liabilities accounted, the income and expenditure as well as the statement of contingent liabilities are necessary for the preparation of the consolidated financial statements according to IFRS.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

(a) Recoverability of goodwill

The group conducts an annual test to determine whether its goodwill is impaired in accordance with the accounting policies described in the section “Impairment of non-financial assets”. The recoverable amount of the CGUs was determined using fair value less costs of disposal. These calculations are based on assumptions about the expected business development and the recoverable margin. Estimates about the expected business development are based on the facts and circumstances prevailing at the time of preparation of the consolidated financial statements as well as on realistic assumptions about the future development of the global and industry-specific environment. In response to changes in these underlying conditions which deviate from the assumptions and are beyond the Management Board’s control, actual values may deviate from the estimated values.

All other things remaining equal, an annual 5 % decrease of the free cash flow used to calculate the recoverable amount would result in an impairment loss of T€ 44 (2017: T€ 1,607) while an isolated increase of the cost of capital by one percentage point would lead to an impairment of T€ 222 (2017: 4,588). These two effects together would trigger an impairment loss of T€ 1,303 (2017: T€ 7,367).

(b) Recognition of revenue from construction contracts with customers and project developments

The revenue from construction contracts with customers is recognised over time. The group estimates the work performed by the reporting date as a percentage of the total volume of the order backlog as well as the remaining contract cost to be incurred. If it is probable that the production costs will exceed the recoverable proceeds, an impairment is recognised up to the value of the contract asset; if the value of the respective contract asset is exceeded, an onerous contract provision is recognised. Technically complex and demanding projects, in particular, involve the risk that the estimate of the total cost deviates considerably from the actual cost incurred.

The above also applies to over-time recognition of revenue from project developments.

(c) Equity-accounted investments

The group holds a 30 % investment in **Lafarge Cement CE Holding GmbH**. Lafarge operates cement works in Austria, Hungary, the Czech Republic and Slovenia. The carrying amount of the investment amounted to T€ 230,996 on 31 December 2018 (2017: T€ 237,395). The investment was tested for impairment by means of an impairment test.

All other things remaining equal, an annual 5 % decrease of the free cash flow used to calculate the recoverable amount would result in an impairment loss of T€ 0 (2017: T€ 0), while an isolated increase of the cost of capital by one percentage point would lead to an impairment of T€ 0 (2017: T€ 0). These two effects together would trigger an impairment loss of T€ 0 (2017: T€ 0).

Ed. Züblin AG, a subsidiary of the STRABAG Group, is a 33.33 % **consortium member for the construction of the North-South urban metro line in Cologne**. In March 2009, an accident resulted in the collapse of the Historical Archive of the City of Cologne and significant portions of two neighbouring buildings. Two people were trapped under the rubble, and rescuers were only able to recover their bodies.

Two independent civil proceedings are currently being conducted at the District Court in Cologne: one to collect evidence as to the cause of the accident and another to establish the damage to the buildings and archives.

In the criminal proceedings concluded in 2018 in the first instance, both the expert for the public prosecutor and the expert in the civil evidentiary proceedings into the cause of the damage, who testified as a witness, identified a defect in the diaphragm wall as the cause of the damage. The consortium therefore faces the possibility of recourse. The amount of the recognised provision depends substantially on the estimation of the damage amount to the archival contents and on the degree of fault of the consortium, so that the actual value of recourse may deviate from the amount recognised as a provision.

(d) Income taxes

STRABAG has to calculate the actual income tax expected for each taxable entity and must assess the temporary differences arising from the different treatment of certain balance sheet items in the IFRS consolidated financial statements and the statutory financial statements required for tax purposes. The existence of temporary differences usually results in the recognition of deferred tax assets and liabilities in the consolidated financial statements.

The management must make assessments in the calculation of current and deferred taxes. Deferred tax assets are recognised to the extent that their use is probable. The use of deferred tax assets depends on the possibility of realising sufficient taxable income under the respective tax type and jurisdiction under consideration of any possible legal restrictions regarding the maximum loss carryforward period. A number of different factors is used to assess the probability of the future usability of deferred tax assets, such as the past financial performance, operational planning, loss carryforward periods and tax planning strategies. If the actual results deviate from these estimates, or if these estimates must be adjusted in future periods, this could have a negative impact on the financial position, financial performance and cash flows. In the event of a changed assessment of the recoverability of deferred tax assets, the deferred tax assets which have been recognised are written down in profit or loss or, depending on their original formation, outside profit or loss; impaired deferred tax assets are similarly recognised either in profit or loss or outside profit or loss.

(e) Fair value of derivatives and other financial instruments

The fair value of financial instruments that are not traded in an active market is determined by using suitable valuation techniques selected from among a number of different methods. The assumptions used are mainly based on market conditions existing at the balance sheet date. The group uses present value techniques to determine the fair value of a number of available-for-sale financial assets that are not traded in an active market.

(f) Severance and pension provisions

The present value of the pension obligations depends on a number of different factors based on actuarial assumptions. One of the assumptions used to determine the net expenses or income for pensions is the discount rate. Any change to these assumptions will influence the carrying amount of the pension obligation.

The group determines the appropriate discount rate at the end of every year. The discount rate is the interest rate used to determine the present value of future cash flows required to settle the obligation. For the purpose of determining the discount rate, the group employs the interest rate of highest-grade industrial bonds in the same currency in which the benefits are paid and which have terms to maturity equivalent to those of the pension obligations.

Additional substantial assumptions relating to pension obligations are based in part on market conditions. Further information and sensitivity analyses can be found in item 25.

(g) Other provisions

Other construction-related provisions, in particular, involve the risk that in individual cases the actual costs for warranty obligations or remaining performance obligations will turn out higher than expected. The balance sheet item other construction-related provisions is composed of several individual projects together, however, as a result of which the risk is reduced to the individual consideration of the projects. The same applies to provisions in connection with litigations.

Provisions have been set up in response to the investigation by the Public Prosecutor’s Office for Combating Economic Crimes and Corruption into suspicions of illegal price fixing that has been ongoing for the past two-plus years. The focus is on projects from the years 2006 to 2015 in multiple regions of Austria, mostly in the field of transportation infrastructures. Due to the long period covered and because of the large number of construction projects involved, of which only some were executed by STRABAG, the facts of the case are extremely complex. The full investigation is therefore expected to take several more years to complete. If and to what extent STRABAG will be affected negatively cannot be definitively determined until after the conclusion of the investigation. The exact financial impact may therefore differ from the estimated amount.

Notes on the items of the consolidated income statement

(1) REVENUE

Revenue is represented as follows:

Revenue 2018

T€	North + West	South + East	International + Special Divisions	Other	Group
Business					
Construction	**6,987,730**	**4,328,391**	**1,370,388**		**12,686,509**
Germany	5,620,290	121,095	203,100		5,944,485
Austria	21,065	1,760,722	128,380		1,910,167
Poland	764,061	115	8,570		772,746
Chile	0	0	586,389		586,389
Other countries below € 500 million	582,314	2,446,459	443,949		3,472,722
Construction materials	**149,679**	**100,858**	**379,615**		**630,152**
Facility management	**0**	**0**	**1,064,707**		**1,064,707**
Project development	**0**	**0**	**534,047**		**534,047**
Other	**105,007**	**92,564**	**89,063**	**19,783**	**306,417**
Total	**7,242,416**	**4,521,813**	**3,437,820**	**19,783**	**15,221,832**

Revenue 2017

T€	North + West	South + East	International + Special Divisions	Other	Group
Business					
Construction	**6,156,332**	**3,884,249**	**1,032,276**		**11,072,857**
Germany	4,895,667	87,181	263,020		5,245,868
Austria	22,398	1,649,750	234,541		1,906,689
Poland	708,854	6	4,104		712,964
Other countries below € 500 million	529,413	2,147,312	530,611		3,207,336
Construction materials	**136,753**	**101,406**	**309,252**		**547,411**
Facility management	**0**	**0**	**1,051,039**		**1,051,039**
Project development	**0**	**0**	**561,004**		**561,004**
Other	**84,824**	**87,653**	**75,770**	**28,167**	**276,414**
Total	**6,377,909**	**4,073,308**	**3,029,341**	**28,167**	**13,508,725**

Service concession arrangements to develop, design, build and finance infrastructure facilities are part of the operating business of STRABAG SE. Net interest income from these concession arrangements are therefore recognised in revenue (see also the Notes on receivables from concession arrangements) and is as follows:

T€	2018	2017[1]
Interest income	73,188	0
Interest expense	-22,095	0
Net interest income	**51,093**	**0**

1 In 2017 recognised under other operating income

The interest income is calculated using the effective interest method.

All other values presented under revenue involve revenue from contracts with customers.

In the 2018 financial year, revenue from approved claims in the amount of T € 103,651 was recognised. This involves a large number of individual projects. The costs arising from claims are recognised immediately in profit or loss as they occur, whereas realisation takes place only following acknowledgement from the client.

Due to the complexity of construction projects, there can be numerous claims, some of which are approved during the construction process while others are negotiated only after project completion. During the execution of a construction project, therefore, new claims may arise on an ongoing basis while existing claims from previous periods may be approved. Up to 100 individual claims are quite common in a medium-sized construction project. It is therefore not possible to clearly allocate the expenses to the approved claims, so that assumptions must be made when determining the value.

Revenue provides only an incomplete picture of the output volume achieved in the financial year. Output volume is a usual concept in the construction industry and at the STRABAG Group comprises the value of the produced goods and services. The total output volume of the group is therefore represented in addition to the revenue to also include the proportional output of consortia and associates:

T€	2018	2017
Germany	7,876,652	6,959,630
Austria	2,541,497	2,333,322
Poland	975,346	848,259
Hungary	713,889	551,086
Czech Republic	706,445	628,751
Americas	667,015	385,456
Slovakia	514,490	527,854
Benelux	350,762	294,483
Rest of Europe	275,234	277,148
Switzerland	273,208	320,320
Middle East	205,677	302,626
Romania	197,366	182,814
Sweden	178,343	161,966
Croatia	162,811	120,043
Asia	162,128	99,249
Serbia	111,034	112,847
Denmark	91,710	159,450
Russia	77,459	143,109
Italy	74,241	66,562
Slovenia	68,338	53,100
Africa	57,133	47,641
Bulgaria	42,098	45,169
Total output volume	**16,322,876**	**14,620,885**

(2) OTHER OPERATING INCOME

Interest income from concession arrangements which is included in other operating income is represented as follows (see also item 19):

T€	2018[1]	2017
Interest income	0	60,932
Interest expense	0	-24,602
Net interest income	**0**	**36,330**

In the 2017 financial year other operating income includes the write-back on a receivable in connection with a concession project in Poland in the amount of T€ 52,900.

1 In 2018 recognised under revenue

In addition, other operating income includes insurance compensation and indemnification in the amount of T€ 47,067 (2017: T€ 37,223), exchange rate gains from currency fluctuations in the amount of T€ 8,684 (2017: T€ 6,312) as well as gains from the disposal of fixed assets without financial assets in the amount of T€ 73,438 (2017: T€ 50,943).

(3) CONSTRUCTION MATERIALS, CONSUMABLES AND SERVICES USED

T€	2018	2017
Construction materials, consumables	2,994,170	2,699,326
Services used	7,131,601	6,140,548
Construction materials, consumables and services used	**10,125,771**	**8,839,874**

Services used are mainly attributed to services of subcontractors and professional craftsmen as well as planning services, machine rentals and third-party repairs. The allocation to provisions for the fulfilment of obligations arising from construction contracts is included in this item.

(4) EMPLOYEE BENEFITS EXPENSES

T€	2018	2017
Wages	1,252,942	1,134,781
Salaries	1,730,834	1,625,662
Social security and related costs	581,625	550,693
Expenses for severance payments and contributions to employee provident fund	14,431	20,226
Expenses for pensions and similar obligations	9,556	8,960
Other social expenditure	29,553	26,851
Employee benefits expenses	**3,618,941**	**3,367,173**

The expenses for severance payments and contributions to the employee provident fund and expenses for pensions and similar obligations include the expenses for service costs and indemnity claims resulting from old age part-time claims in the business year. The proportion of interest included in the expenses for severance payments as well as for pensions and similar obligations are recognised in the item net interest income.

Expenses from defined contribution plans amounted to T€ 11,539 (2017: T€ 10,053).

The **average number of employees** with the proportional inclusion of all participation companies is as follows:

Average number of employees (FTE)	2018	2017
White-collar workers	31,662	30,564
Blue-collar workers	43,798	42,340
Total	**75,460**	**72,904**

(5) OTHER OPERATING EXPENSES

Other operating expenses of T€ 854,892 (2017: T€ 842,790) mainly include general administrative costs, travel and advertising costs, insurance premiums, impairment of receivables, the balance of allocations to and utilisation of provisions, legal and advisory costs, rental and lease costs and losses on the disposal of assets (excluding financial assets). Other taxes amounting to T€ 59,535 (2017: T€ 45,924) are included.

Other operating expenses include losses from exchange rate differences from currency fluctuations in the amount of T€ 4,671 (2017: T€ 30,392).

Other operating expenses include impairments for expected credit losses under IFRS 9 in the amount of T€ 3,183 (2017: T€ 0).

Spending on research and development arose in various special technical proposals, in connection with concrete competitive projects and in the introduction of building processes and products into the market, and was therefore recognised in full in the income statement.

(6) SHARE OF PROFIT OR LOSS OF EQUITY-ACCOUNTED INVESTMENTS

T€	2018	2017
Income from equity-accounted investments	87,622	23,532
Expenses arising from equity-accounted investments	-3,663	-2,987
Profit from construction consortia	166,519	152,560
Losses from construction consortia	-167,302	-49,120
Share of profit or loss of equity-accounted investments	**83,176**	**123,985**

The income from equity-accounted investments includes the non-cash remeasurement amount for the remaining 50 % interest of PANSUEVIA due to the full acquisition of the company in the amount of T€ 55,314.

The increase in losses from construction consortia is mainly attributable to provisions for individual large-scale projects.

(7) NET INCOME FROM INVESTMENTS

T€	2018	2017
Investment income	67,058	55,337
Expenses arising from investments	-9,234	-35,020
Gains on the disposal of investments	11,425	1,380
Impairment and write-up of investments	-11,962	-4,732
Losses on the disposal of investments	-5	-165
Net income from investments	**57,282**	**16,800**

In the financial year 2017 the expenses arising from investments included a provision in the amount of T€ 20,700 for a Dutch subsidiary that is in charge of the maintenance for a motorway project.

(8) DEPRECIATION AND AMORTISATION EXPENSE

Depreciations and impairments are represented in the consolidated statement of fixed assets. In the year under report impairments on intangible assets and on property, plant and equipment to the amount of T€ 3,930 (2017: T€ 10,871) and reversals of depreciation in the amount of T€ 120 (2017: T€ 0) were made. Impairment on goodwill amounts to T€ 1,734 (2017: T€ 1,618). For goodwill impairments we refer to the details under item 12.

(9) NET INTEREST INCOME

T€	2018	2017
Interests and similar income	38,617	46,900
Interests and similar charges	-66,049	-74,048
Net interest income	**-27,432**	**-27,148**

Included in interests and similar charges are interest components from the allocation of severance payment and pension provisions amounting to T€ 8,825 (2017: T€ 9,427) as well as currency losses of T€ 13,352 (2017: T€ 18,114).

Included in interests and similar income are gains from exchange rates amounting to T€ 18,000 (2017: T€ 8,712) and interest components from the plan assets for pension provisions in the amount of T€ 1,449 (2017: T€ 1,032).

(10) INCOME TAX EXPENSE

Income tax includes taxes paid in the individual companies or owed on income, as well as deferred taxes and the payments of additional tax payments resulting from tax audits:

T€	2018	2017
Current taxes	115,651	70,086
Deferred taxes	52,348	58,759
Income tax expense	**167,999**	**128,845**

The following tax components are recognised directly in equity in the statement of comprehensive income:

T€	2018	2017
Change in hedging reserves	3,349	-2,541
Actuarial gains/losses	1,285	252
Fair value of financial instruments under IAS 39	0	-91
Total	**4,634**	**-2,380**

The reasons for the difference between the Austrian corporate income tax rate of 25 % valid in 2018 and the actual consolidated tax rate are as follows:

T€	2018	2017
EBT	**530,783**	**421,209**
Theoretical tax expenditure 25 %	132,696	105,302
Differences to foreign tax rates	2,502	-5,726
Change in tax rates	2,977	0
Non-tax deductible expenses	6,896	10,897
Tax-free earnings	-25,574	-15,168
Additional tax payments/tax refund	9,029	-17,072
Change of valuation adjustment on deferred tax assets	38,668	53,325
Others	805	-2,713
Recognised income tax	**167,999**	**128,845**

(11) EARNINGS PER SHARE

The basic earnings per share are calculated by dividing the consolidated profit or loss by the weighted average number of ordinary shares.

As there are no stock options at the STRABAG Group, the diluted earnings per share equal the basic earnings per share.

	2018	2017
Number of ordinary shares	110,000,000	110,000,000
Number of shares bought back	-7,400,000	-7,400,000
Number of shares outstanding as at 31.12.	102,600,000	102,600,000
Profit or loss attributable to equity holders of the parent company (consolidated profit/loss) T€	353,535	278,913
Weighted number of shares outstanding during the year	102,600,000	102,600,000
Earnings per share €	**3.45**	**2.72**

Notes on the items in the consolidated balance sheet

(12) INTANGIBLE ASSETS

The composition of and changes in intangible assets and goodwill is shown in the consolidated statement of fixed assets.

No borrowing costs were capitalised for intangible assets in the year under report.

Notes to goodwill

The goodwill at the balance sheet date is composed as follows:

T€	31.12.2018	31.12.2017
STRABAG COLOGNE (N+W)	128,838	128,838
STRABAG COLOGNE (S+E)	61,105	61,105
Czech Republic (S+E)	70,720	71,243
STRABAG POLAND (N+W)	61,096	62,916
DIW Group (incl. SPFS Austria, SPFS Czech Republic; I+S)	50,931	50,938
Ed. Züblin AG (N+W)	17,057	17,057
Germany N+W (various CGUs)	42,262	42,598
Construction materials (various CGUs; I+S)	10,953	11,005
Other	9,562	9,612
Total goodwill	**452,524**	**455,312**

The comparison of the carrying amounts with the recoverable amounts of the cash-generating units determined by the annual impairment test showed a need for goodwill impairment of T€ 1,734 (2017: T€ 1,618). This figure is shown under depreciation and amortisation. The recoverable amount of the impaired cash-generating unit amounts to T€ 629 (2017: T€ 3,711).

The impairments in the financial year concern mainly asphalt mixing plants assigned to the segment North + West. The impairment became necessary due to a reduction in the output and earnings estimate for the future. The recoverable amount of this cash-generating unit (CGU) corresponds to its fair value less costs to sell. The necessary impairment of the CGU exclusively affected the goodwill; impairment was not necessary for other assets of the unit.

The methods of measurement are explained in the section “Accounting policies” (Impairment of non-financial assets). The method applied here is a Level 3 measurement.

Regarding the sensitivity analysis of goodwill, we refer to our Notes under “Estimates (a) Recoverability of goodwill” on page 219.

The following table presents the **key assumptions** used in calculating the recoverable amount for **significant goodwill**.

There were no intangible assets with indefinite useful lives allocated to the CGUs listed below.

T€	Carrying amount 31.12.2018	Methodology 31.12.2018	Detailed planning period 31.12.2018	Growth rate 31.12.2018	Discount rate after tax 31.12.2018
STRABAG COLOGNE (N+W)		FV less Cost of Disposal (Level 3)	4	0	6.59
	128,838	[2017: FV less Cost of Disposal (Level 3)]	(2017: 4)	(2017: 0)	(2017: 6.22)
STRABAG COLOGNE (S+E)		FV less Cost of Disposal (Level 3)	4	0	6.99
	61,105	[2017: FV less Cost of Disposal (Level 3)]	(2017: 4)	(2017: 0)	(2017: 6.68)
Czech Republic (S+E)		FV less Cost of Disposal (Level 3)	4	0	7.30
	70,720	[2017: FV less Cost of Disposal (Level 3)]	(2017: 4)	(2017: 0)	(2017: 7.04)
STRABAG POLAND (N+W)		FV less Cost of Disposal (Level 3)	4	0	7.43
	61,096	[2017: FV less Cost of Disposal (Level 3)]	(2017: 4)	(2017: 0)	(2017: 7.20)
DIW Group (incl. SPFS Czech		FV less Cost of Disposal (Level 3)	4	0	6.59
Republic, Austria; I+S)	50,931	[2017: FV less Cost of Disposal (Level 3)]	(2017: 4)	(2017: 0)	(2017: 6.22)

The method used is a discounted cash flow model based on recognised valuation techniques, with the forecast of the cash flows calculated by the management on the basis of experience. An annual 5 % decrease of the cash flow and a simultaneous increase of the interest rate by one percentage point would not result in any impairment loss of the goodwill mentioned above.

Capitalised development costs

At the balance sheet date, development costs in the amount of T€ 0 (2017: T€ 0) were capitalised as intangible assets. In the 2018 financial year, development costs in the amount of T€ 8,707 (2017: T€ 8,220) were incurred, which were included in the expenses.

(13) RIGHTS FROM CONCESSION ARRANGEMENTS

STRABAG has held 100 % of PANSUEVIA GmbH & Co. KG of Jettingen-Scheppach since 28 September 2018. (See also the Notes under “Changes to the scope of consolidation”)

The company concluded a concession arrangement with the Federal Republic of Germany to design, build and finance a section of the A8 motorway and to maintain and operate a section of the A8 motorway between Ulm and Augsburg.

In exchange, PANSUEVIA receives the right to charge trucks a uniform toll rate per kilometre on an approx. 57 km long concession section. The toll may be adapted annually. The term of the concession arrangement is set at 30 years and ends on 30 June 2041.

The cost for the concession right in the amount of T€ 605,636 is amortised over the term of 30 years on the basis of the use of the concession section. The annual income from the toll collections is recognised as revenue.

The right from the concession arrangement is offset by variable and fixed interest rate non-recourse financing in the amount of T€ 392,046 that is recognised either as a current or non-current liability depending on the term to maturity. The interest risk was hedged through the conclusion of interest rate swap agreements that satisfy the requirements for presentation as a cash flow hedge. The changes in the value of the interest rate swap are therefore recognised in the other comprehensive income.

(14) PROPERTY, PLANT AND EQUIPMENT

The composition of and changes in property, plant and equipment is shown in the consolidated statement of fixed assets.

Borrowing costs in the amount of T€ 1,612 were capitalised for property, plant and equipment in the year under report.

Leasing

Finance leases

In 2018 and 2017 no finance leases existed.

Operating leases

There are operating leases for the utilisation of property, technical equipment and machinery. The expenses from these contracts are recognised in the income statement. The payments made for the financial year 2018 amount to T€ 78,740 (2017: T€ 94,495).

Payment obligations arising from operating lease agreements in subsequent business years are represented as follows:

T€	31.12.2018	31.12.2017
Term up to one year	57,662	69,905
Term between one and five years	110,221	111,367
Term over five years	68,838	26,163
Total	**236,721**	**207,435**

Restrictions on property, plant and equipment/purchase obligations

As at the balance sheet date there were T€ 80,189 (2017: T€ 133,192) in contractual commitments for acquisition of property, plant and equipment which were not considered in the financial statements.

Restrictions exist for non-current assets in the amount of T€ 326 (2017: T€ 1,554).

Investment property

The development of investment property is shown separately in the consolidated statement of fixed assets. The fair value of investment property amounts to T€ 5,834 as at 31 December 2018 (2017: T€ 6,565). The fair value was determined using internal valuation reports or by employing the fair value of development land at market prices.

The rental income from investment property in the 2018 financial year amounted to T€ 8,359 (2017: T€ 6,920) and direct operating expenses totalled T€ 6,108 (2017: T€ 6,186). In the financial year, as in the year before, no direct expenses were incurred from unlet investment property. Additionally, gains from asset disposals in the amount of T€ 356 (2017: T€ 2,822) and losses from asset disposals in the amount of T€ 0 (2017: T€ 0) were achieved. A write-back in the amount of T€ 0 was made in the financial year 2018 (2017: T€ 0).

The internal valuation reports are to be classified as Level 3 methods of measurements and build on data that are also based on values that cannot be observed in the market.

(15) EQUITY-ACCOUNTED INVESTMENTS

T€	2018	2017
Carrying amount as at 1.1.	**350,013**	**347,605**
Additions in scope of consolidation	14,311	0
Disposals in scope of consolidation	-55,314	-8,570
Acquisitions/contributions	10,433	24,665
Proportional annual results	83,960	20,545
Received distributions	-22,911	-34,741
Disposals of carrying values	0	0
Proportional other income	-3,096	1,023
Other	1,221	-514
Carrying amount as at 31.12.	**378,617**	**350,013**

Notes on associates

Lafarge Cement CE Holding GmbH, Vienna, is a significant associate. The group's share of the capital and voting rights amounts to 30 %. The company is accounted for using the equity method. We also refer to item 34 (Notes on related parties).

The following financial information concerns the consolidated financial statements prepared in accordance with IFRS.

T€	2018	2017
Revenue	222,666	202,785
Income from continuing operations	13,916	9,051
Other income	-5,156	6,016
Total comprehensive income	**8,760**	**15,067**
attributable to: non-controlling interests	91	-38
attributable to: equity holders of the parent company	8,669	15,105

	31.12.2018	31.12.2017
Non-current assets	577,348	591,135
Current assets	152,887	143,973
Non-current liabilities	-171,712	-155,706
Current liabilities	-74,696	-74,336
Net assets	**483,827**	**505,066**
attributable to: non-controlling interests	4,120	4,027
attributable to: equity holders of the parent company	479,707	501,039

The financial information presented here can be transferred to the equity carrying amount of the Lafarge Cement CE Holding GmbH in the consolidated financial statements as follows:

T€	2018	2017
Group's share in net assets as at 1.1.	**150,311**	**154,780**
Group's share of net income from continuing operations	4,101	2,657
Group's share of other income	-1,500	1,874
Group's share of total comprehensive income	2,601	4,531
Dividends received	-9,000	-9,000
Group's share in net assets as at 31.12.	**143,912**	**150,311**
Fair value adjustment	87,084	87,084
Equity-carrying value as at 31.12.	**230,996**	**237,395**

The following table arranges in aggregate form the carrying amount and the group's share of the profit and other income from associates that would be insignificant by themselves:

T€	2018	2017
Total of equity-carrying values as at 31.12.	100,849	86,233
Group's share of net income from continuing operations	8,949	14,262
Group's share of other income	-1,574	-851
Group's share of total comprehensive income	7,375	13,411

Notes on joint ventures

The following table arranges in aggregate form the carrying amount and the group's share of the profit and other income from joint ventures that would be insignificant by themselves:

T€	2018	2017
Total of equity-carrying values as at 31.12.	46,772	26,385
Group's share of net income from continuing operations	70,910	3,626
Group's share of other income	-22	0
Group's share of total comprehensive income	70,888	3,626

Notes on accumulated losses from equity-accounted investments

Proportionate losses from equity-accounted investments in the amount of T€ 19,843 (2017: T€ 30,949) were not recognised in profit or loss, as the carrying amounts of these investments already are T€ 0.

Notes on consortia

The group classifies construction consortia as joint ventures and records their earnings under share of profit or loss of equity-accounted investments. The following table shows the group's ten most important consortia with regard to the output volume in the 2018 financial year.

Construction consortia	Stake in %
A-LANES A15 CIVIL V.O.F., the Netherlands (A15)	45.00
ARGE B29 OU MÖGGLI.BA2+3, Germany (B29)	50.00
ARGE DAIMLER BAU 2 SIFI, Germany (DAIS)	47.50
ARGE KORALMTUNNEL KAT 2, Austria (KAT)	85.00
ARGE NEUBAU DAIMLER HALLE 80 BREMEN, Germany (DAIB)	45.00
ARGE ROHTANG PASS HIGHWAY TUNNEL LOT 1, India (ROHT)	60.00
ARGE TULFES PFONS, Austria (TULF)	51.00
ARGE TUNNEL ALBABSTIEG; ULM,PA 2.4 VE 240, Germany (ALB)	60.00
ARGE TUNNEL KRIEGSSTRASSE KARLSRUHE, Germany (KRST)	84.00
STRABAG A.S. SDR.LAKOVNA ML.BOLESLAV, Czech Republic (LAK)	55.00

The financial information in the 2018 financial year on these consortia is presented 100 % before consolidation.

T€	Revenue	Non-current assets	Current assets	thereof cash and cash equivalents	Non-current liabilities	Current liabilities
KAT	96,392	7,156	51,187	1,437	0	58,343
TULF	133,961	13,643	65,544	65,544	0	79,187
DAIB	90,124	2	51,277	40,226	0	51,279
ALB	51,109	258	16,297	9,283	0	16,555
ROHT	44,732	9,430	28,398	7,032	0	37,828
DAIS	57,772	49	17,795	10,281	0	17,844
A15	19,319	0	12,084	3,606	0	12,084
B29	42,602	2	9,354	9,067	0	9,356
LAK	49,422	0	15,161	2,809	0	15,161
KRST	27,072	700	8,805	2,195	0	9,505

In the 2018 financial year, the share of profit or loss of equity-accounted investments recorded for the above-mentioned consortia included T€ 70,825 in profits from consortia and T€ 2,213 in losses from consortia including impending losses.

The financial information in the 2017 financial year on these consortia is presented 100 % before consolidation.

T€	Revenue	Non-current assets	Current assets	thereof cash and cash equivalents	Non-current liabilities	Current liabilities
KAT	109,014	11,716	53,700	2,550	0	65,416
TULF	134,269	20,173	34,699	28,312	0	54,872
DAIB	0	0	0	0	0	0
ALB	46,852	2,052	7,234	105	0	9,286
ROHT	34,824	11,282	14,529	3,883	0	25,811
DAIS	52,239	73	15,766	2,746	0	15,839
A15	15,937	0	14,479	6,082	0	14,479
B29	1,404	0	18	18	0	18
LAK	5,889	0	6,158	55	0	6,158
KRST	10,236	72	6,246	6,180	0	6,318

In the 2017 financial year, the share of profit or loss of equity-accounted investments recorded for the above-mentioned consortia included T€ 13,180 in profits from consortia and T€ 14,286 in losses from consortia including impending losses.

The business transactions with the consortia in the financial year can be presented as follows:

T€	2018	2017
Work and services performed	897,169	746,172
Work and services received	14,197	61,938
Receivables as at 31.12.	481,711	471,414
Liabilities as at 31.12.	322,432	234,694

(16) OTHER INVESTMENTS

The other investments in companies include investments in subsidiaries, associated companies, joint ventures and other investments which, being immaterial, are reported as not consolidated and are not included at equity in the consolidated financial statements. Detailed information on the group's investments (shares of more than 20 %) can be found in the list of subsidiaries, equity-accounted investments and participation companies, which is included in the Yearly Financial Report.

The development of the other investments in the financial year was as follows:

T€	Balance as at 1.1.2018	IFRS 9 Change	Currency translation	Changes in scope of consolidation	Additions	Transfers	Disposal	Impairment/ Write-up	Balance as at 31.12.2018
Investments in subsidiaries	82,711	0	0	1,107	12,948	284	-702	-10,277	86,071
Investee companies	99,987	5,299	690	-14,351	9,907	-284	-337	-1,685	99,226
Other investments	**182,698**	**5,299**	**690**	**-13,244**	**22,855**	**0**	**-1,039**	**-11,962**	**185,297**

The development of the other investments in the previous financial year was as follows:

T€	Balance as at 1.1.2017	Currency translation	Changes in scope of consolidation	Additions	Transfers	Disposal	Impairment/ Write-up	Balance as at 31.12.2017
Investments in subsidiaries	77,382	238	-13	10,569	0	-3,135	-2,330	82,711
Investee companies	89,349	-1,521	166	15,993	0	-1,598	-2,402	99,987
Other investments	**166,731**	**-1,283**	**153**	**26,562**	**0**	**-4,733**	**-4,732**	**182,698**

(17) DEFERRED TAXES

Tax accruals and deferrals recognised in the balance sheet on temporary differences between the amounts stated in the IFRS financial statements and the respective tax amounts as well as on losses carried forward developed as follows:

T€	Balance as at 1.1.2018	Currency translation	Changes in scope of consolidation	Other changes	Balance as at 31.12.2018
Intangible assets and property, plant and equipment	39,255	-338	0	-4,369	34,548
Financial assets	4,372	-1	0	-3,758	613
Inventories	3,134	-10	0	11,434	14,558
Trade and other receivables	72,195	89	26,977	4,001	103,262
Provisions	213,481	-1,344	0	-18,449	193,688
Liabilities	40,198	-432	0	-2,631	37,135
Tax loss carryforwards	87,036	-267	0	-28,621	58,148
Deferred tax assets	**459,671**	**-2,303**	**26,977**	**-42,393**	**441,952**
Netting out of deferred tax assets and liabilities of the same tax authorities	-270,703	0	0	-24,309	-295,012
Deferred tax assets netted out	**188,968**	**-2,303**	**26,977**	**-66,702**	**146,940**
Intangible assets and property, plant and equipment	-49,816	646	-82,523	-3,660	-135,353
Financial assets	0	0	0	-12,851	-12,851
Inventories	-15,348	288	-304	6,536	-8,828
Trade and other receivables	-206,560	-15	-2,630	853	-208,352
Provisions	-6,932	34	0	-4,429	-11,327
Liabilities	-16,277	12	0	905	-15,360
Deferred tax liabilities	**-294,933**	**965**	**-85,457**	**-12,646**	**-392,071**
Netting out of deferred tax assets and liabilities of the same tax authorities	270,703	0	0	24,309	295,012
Deferred tax liabilities netted out	**-24,230**	**965**	**-85,457**	**11,663**	**-97,059**

Deferred taxes on losses carried forward were capitalised as these can probably be offset with future taxable profits. The planning period is limited to five years.

No deferred tax assets were made for tax losses carried forward on the corporate income tax and on the German trade tax (Gewerbesteuer) totalling T€ 1,447,104 (2017: T€ 1,334,952), as their effectiveness as final tax relief is not sufficiently assured.

Of the non-capitalised losses carried forward T€ 1,274,665 (2017: T€ 1,211,987) have unrestricted use.

For the STRABAG SE tax group, Austria, deferred taxes were capitalised despite tax losses in the previous years as well as in the year under report. The deemed cost of losses carried forward in excess of the earnings arising from the reversal of existing taxable temporary differences amounts to T€ 42,589 (2017: T€ 53,097) for the STRABAG SE tax group. This contains deferred tax assets on open one-seventh impairments in the amount of T€ 37,741 (2017: T€ 50,327). The Austrian Corporate Income Tax Act (Körperschaftsteuergesetz) requires a tax-effective impairment of investments to be claimed over a period of seven years.

The losses of the ongoing year and of the past were strongly influenced by negative special items. To avoid such negative projects, the group has continuously expanded and improved its opportunity and risk management and implemented organisational and strategic improvements. The tax planning for the STRABAG SE tax group for the next five years documents the usability of the tax loss carryforwards.

(18) INVENTORIES

T€	31.12.2018	31.12.2017
Construction materials, auxiliary supplies and fuel	234,456	309,376
Finished buildings	146,795	241,128
Unfinished buildings	145,361	347,992
Development land	284,653	183,428
Finished and unfinished goods	29,415	25,550
Payments made	49,477	30,331
Inventories	**890,157**	**1,137,805**

In the financial year, impairment (2017: appreciation) in the amount of T€ 2,862 (2017: T€ 173) was recognised on inventories excluding construction materials, auxiliary supplies and fuel. T€ 27,836 (2017: T€ 56,560) of the inventories excluding construction materials, auxiliary supplies and fuel were reported with the net realisable value.

For qualifying assets, interest on borrowings was recognised in the amount of T€ 1,796 (2017: T€ 2,798).

(19) RECEIVABLES FROM CONCESSION ARRANGEMENTS

STRABAG has a 100 % interest in the Hungarian M5 motorway concession company, AKA Alföld Koncesszios Autopalya Zrt., Budapest (AKA).

In the concession arrangement with the Hungarian state, AKA committed to develop, plan, finance and to build and operate the M5 motorway. The motorway itself is the property of the state; all vehicles and equipment necessary for motorway operation are to be transferred to the state free of charge following the end of the concession period.

In exchange, AKA will regularly receive an availability fee, independent of transit volume, from the Hungarian state for making the motorway available to the public. AKA bears the operator's risk of motorway closure and non-compliance of contractually agreed roadway criteria.

The route totals 156.5 km and was built in three phases. The concession period runs until 2031. A one-time extension for up to 17.5 years is possible.

All services provided under this concession arrangement are accounted for under the separate balance sheet item receivables from concession arrangements. The receivables are carried at the present value of the payment to be made by the state. The annual accumulation amount is recognised in revenue.

A part of the availability fee consists of interest adjustment payments of the Hungarian state. As a result, the state bears the interest risk from the financing of AKA. These interest adjustment payments represent a hedging transaction which is measured separately. Presentation is made as a cash flow hedge; as a result, changes in the fair value of the interest rate swap are recognised in other comprehensive income.

The market value of the interest rate swap in the amount of T€ -28,222 (2017: T€ -36,424) is also recognised as long-term receivables from concession arrangements.

Recognisable receivables from concession arrangements are offset by non-recourse financing in the amount of T€ 338,728 (2017: T€ 389,781), classified either as a current or non-current liability depending on the term to maturity. The resulting interest expense is recognised in revenue.

(20) CONTRACT ASSETS AND CONTRACT LIABILITIES

The contract assets comprise the right to payment from construction contracts with customers as well as from project developments for the work performed by the reporting date. If the advances received exceed the payment rights, presentation is made under contract liabilities.

The **contractual balances** are comprised as follows:

T€	31.12.2018	1.1.2018
Contract assets (gross)	5,919,311	5,242,313
Advances received	-4,636,404	-3,927,794
Contract assets	**1,282,907**	**1,314,519**
Contract liabilities (gross)	-5,914,866	-4,263,443
Advances received	6,889,432	5,374,913
Contract liabilities	**974,566**	**1,111,470**

In the 2018 financial year, revenue was recognised in the amount of T€ 1,021,253 that had been contained under contract liabilities at the beginning of the financial year.

As of 31 December 2018, there are unsatisfied performance obligations from construction contracts with customers and project developments (order backlog) in the amount of T€ 14,228,066. The recognition of revenue from these performance obligations is expected with T€ 8,658,789 in the following financial year and with T€ 5,569,277 in the next four financial years.

In the year under report, no costs of contract initiation or contract satisfaction were capitalised as separate assets.

As is customary in the industry, the customer has the contractual right to retain part of the total amount of the invoice. As a rule, however, these retentions are redeemed by collateral (bank or group guarantees).

With regard to the contract assets and liabilities, we refer to our Notes in the section “Estimates - (b) Recognition of revenue from construction contracts with customers and project developments”.

(21) TRADE RECEIVABLES

Trade receivables are comprised as follows:

	31.12.2018			31.12.2017		
T€	Total	thereof current	thereof non-current	Total	thereof current	thereof non-current
Net receivables from construction contracts	0	0	0	916,945	916,945	0
Trade receivables and receivables from consortia	1,645,596	1,645,596	0	1,533,146	1,533,146	0
Advances paid to subcontractors	90,348	90,348	0	82,828	82,828	0
Trade receivables	**1,735,944**	**1,735,944**	**0**	**2,532,919**	**2,532,919**	**0**

(22) OTHER FINANCIAL ASSETS

Other financial assets are comprised as follows:

	31.12.2018			31.12.2017		
T€	Total	thereof current	thereof non-current	Total	thereof current	thereof non-current
Securities	25,324	0	25,324	26,888	0	26,888
Receivables from subsidiaries	97,329	96,302	1,027	116,405	109,175	7,230
Receivables from participation companies	210,746	115,744	95,002	256,716	110,222	146,494
Other financial assets	210,119	81,335	128,784	147,299	57,263	90,036
Other financial assets total	**543,518**	**293,381**	**250,137**	**547,308**	**276,660**	**270,648**

(23) CASH AND CASH EQUIVALENTS

T€	31.12.2018	31.12.2017
Securities	3,080	3,080
Cash on hand	1,291	1,242
Bank deposits	2,381,457	2,786,125
Cash and cash equivalents	**2,385,828**	**2,790,447**

(24) EQUITY

The fully paid in share capital amounts to € 110,000,000.00 and is divided into 109,999,997 no-par bearer shares and three registered shares.

As at 31 December 2018, STRABAG SE had acquired 7,400,000 no-par bearer shares equalling 6.7 % of the share capital. The corresponding value of the share capital amounts to € 7,400,000.00. The acquisition extended between the period July 2011 and May 2013. The average purchase price per share was € 20.79.

Details as to the development of the equity of STRABAG SE are represented in the statement of changes in equity.

Long-term economic success, within the context of responsibility to our shareholders, customers, employees, suppliers, subcontractors and the company itself, is the primary entrepreneurial objective of the STRABAG Group. Working to pursue these goals, recognising opportunities and risks before and as they arise, and responsibly taking these into consideration safeguards the continuity of the group and protects the interests of the shareholders.

To guarantee the continuity of the company, the management and responsible employees assure that there is a balanced relationship between opportunities and risks during the selection of projects and assess the individual risks against the background of the overall company risk.

The group equity ratio target was defined at between 20 % and 25 % during the IPO of STRABAG SE in October 2007. The equity capital ratio is calculated from the carrying amount of the equity as at 31 December divided by the balance sheet total as at 31 December. The equity contains all parts of the equity according to the balance sheet: share capital, capital reserves, retained earnings and non-controlling interests.

The group equity ratio as at 31 December 2018 amounted to 31.4 % (2017: 30.7 %). With this equity base, the STRABAG Group will be able to participate increasingly in tenders for Public-Private Partnership (PPP) projects. This means that the necessary funds for a participation in equity capital are available and that the related change in the balance sheet total will be manageable.

If the group is awarded the tender for large-scale projects, or if a strategically suitable acquisition is made, the equity ratio could briefly fall below the set minimum. In this case, the company reserves the right to adjust the dividend payments to the shareholders or to issue new shares.

(25) PROVISIONS

T€	Balance as at 1.1.2018	Currency translation	Changes in scope of consolidation	Additions	Utilisation	Balance as at 31.12.2018
Provisions for severance payments	111,100	-577	14	4,139	0	114,676
Provisions for pensions	440,107	217	135	0	20,148	420,311
Construction-related provisions	437,538	-4,764	-1,125	5,517	35,359	401,807
Personnel-related provisions	68,635	0	-17	13,064	61,965	19,717
Other provisions	103,156	-1,747	15,467	61,239	18,034	160,081
Non-current provisions	**1,160,536**	**-6,871**	**14,474**	**83,959**	**135,506**	**1,116,592**
Construction-related provisions	368,228	-2,518	81	316,598	327,391	354,998
Personnel-related provisions[1]	163,734	-1,008	-129	178,905	161,078	180,424
Other provisions	215,356	-313	-548	348,506	363,942	199,059
Current provisions	**747,318**	**-3,839**	**-596**	**844,009**	**852,411**	**734,481**
Total	**1,907,854**	**-10,710**	**13,878**	**927,968**	**987,917**	**1,851,073**

The **actuarial assumptions as at 31 December 2018** (in brackets as at 31 December 2017) used to calculate provisions for severance payments and pensions are represented as follows:

	Severance payments	Pension obligation Austria	Pension obligation Germany	Pension obligation Switzerland
Biometric tables	AVÖ 2018-P	AVÖ 2018-P	Dr. Klaus Heubeck	BVG 2015G
Discounting rate (%)	1.65	1.65	1.65	0.70
	(2017: 1.50)	(2017: 1.50)	(2017: 1.50)	(2017: 0.55)
Salary increase (%)	2.00	0.00	dependent on contractual	2.00
	(2017: 2.00)	(2017: 0.00)	adaption	(2017: 2.00)
Future pension increase (%)	dependent on contractual	dependent on contractual	1.50	0.25
	adaption	adaption	(2017: 1.50)	(2017: 0.25)
Retirement age for men	62	65	63–67	65
	(2017: 62)	(2017: 65)	(2017: 63–67)	(2017: 65)
Retirement age for women	62	60	63–67	64
	(2017: 62)	(2017: 60)	(2017: 63–67)	(2017: 64)

Sensitivity analysis

All other parameters remaining equal, a change in the discount rate by +/- 0.5 percentage points, a change in the salary increase by +/- 0.25 percentage points as well as a change in the pension increase by +/- 0.25 percentage points would have the following impact on the amount of the provisions for severance payments and pension obligations as at 31 December 2018:

T€	Change in discounting rate		Change in salary increase		Change in future pension increase	
Change[2]	-0.5 %-points	+0.5 %-points	-0.25 %-points	+0.25 %-points	-0.25 %-points	+0.25 %-points
Severance payments	-4,273	3,981	2,022	-2,086	n. a.	n. a.
Pension obligations	-39,103	35,342	506	-468	11,667	-11,828

1 In the other personnel-related provisions plan assets in the amount of T€ 2,487 (2017: T€ 1,035) are deducted.
2 Sign: - increase of obligation, + decrease of obligation

Provisions for severance payments show the following development:

T€	2018	2017
Present value of the defined benefit obligation as at 1.1.	**111,100**	**110,017**
Changes in scope of consolidation/currency translation	-563	46
Current service costs	7,226	4,576
Interest costs	1,311	1,429
Severance payments	-4,633	-3,123
Actuarial gains/losses arising from experience adjustments	871	-2,641
Actuarial gains/losses arising from changes in the discount rate	-1,251	796
Actuarial gains/losses arising from demographic changes	615	0
Present value of the defined benefit obligation as at 31.12.	**114,676**	**111,100**

The **development of the provisions for pensions** is shown below:

T€	2018	2017
Present value of the defined benefit obligation as at 1.1.	**624,457**	**663,208**
Changes in scope of consolidation/currency translation	6,845	-16,952
Current services costs	8,887	10,604
Interest costs	7,514	7,998
Pension payments	-43,385	-47,002
Actuarial gains/losses arising from experience adjustments	1,176	-1,543
Actuarial gains/losses arising from changes in the discount rate	-10,863	7,496
Actuarial gains/losses arising from demographic adjustments	7,724	648
Present value of the defined benefit obligation as at 31.12.	**602,355**	**624,457**

The **plan assets for pension provisions** developed as follows in the year under report:

T€	2018	2017
Fair value of the plan assets as at 1.1.	**184,350**	**205,726**
Changes to the scope of consolidation/currency translation	6,493	-15,636
Income from plan assets	1,449	1,032
Contributions	8,432	8,907
Pension payments	-18,430	-20,928
Actuarial gains/losses	-250	5,249
Fair value of the plan assets as at 31.12.	**182,044**	**184,350**

The **plan assets** consist of the following risk groups:

T€	31.12.2018	31.12.2017
Shares[1]	20,882	19,293
Bonds[1]	60,977	72,614
Cash	21,968	18,049
Investment funds	5,061	5,084
Real estate	9,772	9,316
Liability insurance	58,341	53,284
Other assets	5,043	6,710
Total	**182,044**	**184,350**

1 All shares and bonds are traded in an active market.

The plan assets involve almost exclusively the assets of the pension foundation of STRABAG AG, Switzerland. Any investments in this regard are subject to the applicable laws and regulations governing the supervision of foundations. Capital investments are to be chosen by trained experts in such a way as to guarantee the investment goal of revenue-generating and risk-minimising asset management while taking into consideration security, risk distribution, returns and the liquidity to fulfil the pension purposes. The assets are to be invested to 80 % in nominal investments such as cash and receivables in a fixed monetary amount and to 20 % in real investments such as shares and real estate.

The expected contributions to pension foundations in the following year will amount to T€ 3,998 (2017: T€ 4,185).

Asset-liability matching strategy

Pension payments in Switzerland are provided by pension foundations with funds dedicated to this purpose, while payments in Austria and in Germany are covered by readily available cash and cash equivalents as well as securities.

The actual return on plan assets amounted to T€ 690 (2017: T€ 6,155) in the financial year.

The following amounts for pension and severance provisions were recognised in the **income statement**:

T€	2018	2017
Current service cost	16,113	15,180
Interest cost	8,825	9,427
Return on plan assets	1,449	1,032

The **development of the net defined benefit obligation** for pension and severance provisions was as follows:

T€	31.12.2018	31.12.2017
Severance provisions obligation	114,676	111,100
Present value of the defined benefit obligation (pension provision)	602,355	624,457
Fair value of plan assets (pension provision)	-182,044	-184,350
Pension provision obligation	420,311	440,107
Obligation total	**534,987**	**551,207**

The **actuarial adjustments** to pension and severance provisions are represented as follows:

T€	31.12.2018	31.12.2017
Adjustments of severance provisions	235	-1,845
Adjustments of pension provisions	-1,713	1,352
Adjustments	**-1,478**	**-493**

The **maturity profile** of the benefit payments from the net defined benefit liability as at 31 December 2018 was as follows:

T€	< 1 year	1–5 years	6–10 years	11–20 years	> 20 years
Provisions for severance payments	7,737	24,812	30,227	37,388	6,556
Provisions for pensions	40,174	149,622	151,575	210,244	182,667

The **maturity profile** of the benefit payments from the net defined benefit liability as at 31 December 2017 was as follows:

T€	< 1 year	1–5 years	6–10 years	11–20 years	> 20 years
Provisions for severance payments	9,088	26,281	29,500	34,478	6,711
Provisions for pensions	36,411	152,111	144,128	208,882	189,817

The **durations** (weighted average term) are shown in the following table:

Years	31.12.2018	31.12.2017
Severance payments Austria	9.29	8.84
Pension obligations Austria	8.36	8.67
Pension obligations Germany	11.17	11.70
Pension obligations Switzerland	15.20	13.20

Other provisions

The construction-related provisions include warranty obligations, costs of the contract execution and subsequent costs of invoiced contracts, as well as impending losses from projects pending which are not accounted for elsewhere. The personnel-related provisions essentially include bonus obligations and premiums, service anniversary bonuses, contributions to occupational funds as well as costs of the old age part-time scheme and expenses for personnel downsizing measures. Other provisions especially include provisions for damages and litigations.

(26) FINANCIAL LIABILITIES

	31.12.2018			31.12.2017		
T€	Total	thereof current	thereof non-current	Total	thereof current	thereof non-current
Bonds	500,000	100,000	400,000	675,000	175,000	500,000
Bank borrowings	863,330	175,709	687,621	618,977	236,098	382,879
Financial liabilities	**1,363,330**	**275,709**	**1,087,621**	**1,293,977**	**411,098**	**882,879**

Physical securities were established to cover liabilities to banks in the amount of T€ 54,882 (2017: T€ 103,923).

The bank borrowings involve non-recourse liabilities from concession arrangements in the amount of T€ 730,773 (thereof non-current: T€ 665,861). This value amounted to T€ 389,781 (thereof non-current: T€ 338,728) in the previous year.

(27) TRADE PAYABLES

	31.12.2018			31.12.2017		
T€	Total	thereof current	thereof non-current	Total	thereof current	thereof non-current
Net liabilities from construction contracts	0	0	0	1,111,470	1,111,470	0
Other trade payables and payables to consortia	2,615,255	2,615,255	0	2,290,897	2,290,897	0
Trade payables	**2,615,255**	**2,615,255**	**0**	**3,402,367**	**3,402,367**	**0**

(28) OTHER FINANCIAL LIABILITIES

	31.12.2018			31.12.2017		
T€	Total	thereof current	thereof non-current	Total	thereof current	thereof non-current
Payables to subsidiaries	107,641	107,641	0	102,137	102,137	0
Payables to participation companies	11,858	11,858	0	35,931	35,931	0
Other financial liabilities	352,057	273,302	78,755	334,891	257,175	77,716
Other financial liabilities total	**471,556**	**392,801**	**78,755**	**472,959**	**395,243**	**77,716**

(29) CONTINGENT LIABILITIES

Guarantees

The company has issued the following guarantees:

T€	31.12.2018	31.12.2017
Guarantees without financial guarantees	182	174

(30) OFF-BALANCE SHEET TRANSACTIONS

In the construction industry, it is customary and necessary to provide various types of guarantees to secure the contractual obligations. These guarantees are usually issued by banks or credit insurers and most commonly comprise bid, contract performance, prepayment and warranty guarantees. In the event these guarantees are called upon, the relevant banks have a contractual right of recourse against the group. The risk that such guarantees are utilised and that a right of recourse arises materialises only if the primary contractual obligations are not properly performed.

Obligations and possible risks from such guarantees are recognised in the balance sheet as provisions or liabilities.

Not included in the balance sheet or the contingent liabilities as at 31 December 2018 are performance bonds in the amount of € 2.6 billion (2017: € 2.5 billion) of which an outflow of resources is unlikely.

As is customary in the industry, STRABAG SE shares liability with the other partners of consortia in which companies of the STRABAG Group hold a share interest.

(31) NOTES TO THE CONSOLIDATED CASH FLOW STATEMENT

The representation of the cash flow statement was made according to the indirect method and separated into the cash flows classified by operating, investing and financing activities. The cash and cash equivalents include exclusively cash on hand, bank deposits and short-term securities. Any effects from changes in the scope of consolidation were eliminated and represented in the cash flow from investing activities.

The **cash and cash equivalents** are composed as follows:

T€	31.12.2018	31.12.2017
Securities	3,080	3,080
Cash on hand	1,291	1,242
Bank deposits	2,381,457	2,786,125
Restricted cash abroad	0	-105
Pledge of cash and cash equivalents	-1,485	-655
Cash and cash equivalents	**2,384,343**	**2,789,687**

Moreover, in construction projects executed through consortia there are cash and cash equivalents whose use can only be determined jointly with other partner companies.

The **cash flow from operating activities** in the reporting year contains the following items:

T€	2018	2017
Interest paid	45,587	45,247
Interest received	25,164	37,812
Taxes paid	90,357	24,500
Dividends received	70,522	97,579

In the 2017 financial year, taxes paid had included high refunds of tax prepayments, in particular from Ed. Züblin AG due to the company's inclusion in the tax grouping of STRABAG AG, Cologne.

The **cash flow from financing activities** for the financial year 2018 can be derived from the balance sheet items as follows:

T€	Bonds	Bank borrowings	Other financial liabilities[1]	Total
Balance as at 1.1.2018	**675,000**	**618,977**	**98,889**	**1,392,866**
Issue	0	33,465	0	33,465
Repayment	-175,000	-184,589	0	-359,589
Increase (+) / decrease (-) of financing	0	0	-20,068	-20,068
Total cash flow from financing activities	**-175,000**	**-151,124**	**-20,068**	**-346,192**
Currency translation	0	-368	-122	-490
Changes in scope of consolidation	0	395,845	0	395,845
Other changes	0	0	-15,991	-15,991
Total of non cash-effective changes	**0**	**395,477**	**-16,113**	**379,364**
Balance as at 31.12.2018	**500,000**	**863,330**	**62,708**	**1,426,038**

The cash flow from financing activities can be derived as follows:

T€	Inflow (+) Outflow (-)
Total cash flows from financing activities	-346,192
Change in non-controlling interests due to acquisition	-78,027
Distribution of dividends	-109,953
Cash flow from financing activities	**-534,172**

The **cash flow from financing activities** for the financial year 2017 can be derived from the balance sheet items as follows:

T€	Bonds	Bonded loans	Bank borrowings	Other financial liabilities[1]	Finance lease liabilities	Total
Balance as at 1.1.2017	**675,000**	**121,500**	**624,273**	**85,347**	**5,304**	**1,511,424**
Issue	0	0	78,254	0	0	78,254
Repayment	0	-121,500	-83,313	0	-5,304	-210,117
Increase (+) / decrease (-) of financing	0	0	0	739	0	739
Total cash flow from financing activities	**0**	**-121,500**	**-5,059**	**739**	**-5,304**	**-131,124**
Currency translation	0	0	-237	-35	0	-272
Changes in scope of consolidation	0	0	0	0	0	0
Other changes	0	0	0	12,838	0	12,838
Total of non cash-effective changes	**0**	**0**	**-237**	**12,803**	**0**	**12,566**
Balance as at 31.12.2017	**675,000**	**0**	**618,977**	**98,889**	**0**	**1,392,866**

1 The recognition in the balance sheet was made under current and non-current other financial liabilities.

The cash flow from financing activities can be derived as follows:

T€	Inflow (+) Outflow (-)
Total cash flows from financing activities	-131,124
Change in non-controlling interests due to acquisition	-2,694
Distribution of dividends	-100,702
Cash flow from financing activities	**-234,520**

Notes on financial instruments

(32) FINANCIAL INSTRUMENTS

A financial instrument is a contract that results in a financial asset at one enterprise and a financial liability or equity instrument at another. Financial assets include especially cash and cash equivalents, trade receivables and other receivables and derivatives. Financial liabilities are obligations to pay cash or other financial assets on a regular basis. These include especially financial liabilities such as bank borrowings, bonds, liabilities arising from financial leases and trade payables.

The **financial instruments** as at the balance sheet date were as follows:

	31.12.2018			31.12.2017		
T€	Measurement category according to IFRS 9	Carrying value	Fair value	Measurement category according to IAS 39	Carrying value	Fair value
Assets						
Investments below 20 %	FVPL	40,660	40,660	AfS	31,906	
Trade receivables	AC	1,645,596		L&R	2,450,091	
Receivables from concession arrangements	AC	694,752		L&R	732,459	
Other non-current financial assets	AC	221,594		L&R	243,760	
Other current financial assets	AC	291,537		L&R	275,318	
Cash and cash equivalents	AC	2,382,749		L&R	2,787,367	
Securities	FVPL	25,324	25,324	AfS	26,888	26,888
Cash and cash equivalents (securities)	FVPL	3,080	3,080	AfS	3,080	3,080
Derivatives held for hedging purposes (receivables from concession arrangements)	Derivatives	-28,222	-28,222	Derivatives	-36,424	-36,424
Derivatives held for hedging purposes (other financial assets)	Derivatives	5,062	5,062	Derivatives	1,342	1,342
Liabilities						
Financial liabilities	FLaC	-1,363,330	-1,367,175	FLaC	-1,293,977	-1,326,157
Trade payables	FLaC	-2,615,255		FLaC	-2,290,897	
Other non-current financial liabilities	FLaC	-78,755		FLaC	-77,715	
Other current financial liabilities	FLaC	-381,808		FLaC	-394,495	
Derivatives held for hedging purposes (other financial liabilities)	Derivatives	-10,993	-10,993	Derivatives	-748	-748

Measurement categories according to IFRS 9			**Measurement category according to IAS 39**		
AC	5,236,228		L&R	6,488,995	
FVPL	69,064	69,064	AFS	61,874	29,968
FLaC	-4,439,148	-1,367,175	FLaC	-4,057,084	-1,326,157
Derivatives	-34,153	-34,153	Derivatives	-35,830	-35,830
Total	**831,991**	**-1,332,264**	**Total**	**2,457,955**	**-1,332,019**

No special disclosure of the fair value of financial instruments is represented if the carrying amount is a reasonable approximation of fair value.

Cash and cash equivalents, trade receivables and other receivables have for the most part short remaining terms. Accordingly, their carrying values on the balance sheet date approximate their fair value. The fair value of non-current financial assets corresponds to the present value of the related payments under consideration of the prevailing market parameters as far as market values were not available.

Trade payables and other financial liabilities typically have short terms; their carrying amounts approximate the fair value. The fair value of bonds, bank borrowing and liabilities arising from financial leases are measured at the present value of the payments associated with them and under consideration of the relevant applicable market parameters as far as market values were not available. The fair value of the financial liabilities would qualify as a Level 1 measurement at T€ 515,295 (2017: T€ 705,878) and as a Level 2 measurement at T€ 851,880 (2017: T€ 620,279).

T€ 1,485 (2017: T€ 655) of cash and cash equivalents, T€ 2,672 (2017: T€ 2,672) of securities and T€ 1,758 (2017: T€ 1,698) of other financial instruments were pledged as collateral for liabilities.

The non-recourse liabilities related to receivables from concession arrangements are hedged using the income from receivables from concession arrangements.

The financial instruments recognised at fair value, classified by method of measurement (Level 1 to Level 3), are as follows.

Level 1: In measurement at market prices, the assets and liabilities are measured at the quoted prices in an active market for identical assets and liabilities.

Level 2: The measurement based on observable market input takes into account not only market prices but also directly or indirectly observable data.

Level 3: Other methods of measurement also consider data that are not observable on the markets.

The **fair values as at 31 December 2018** for financial instruments measured at fair value in the balance sheet were determined as follows:

T€	Level 1	Level 2	Level 3	Total
Assets				
Investments below 20 %			40,660	40,660
Securities	25,324			25,324
Cash and cash equivalents (securities)	3,080			3,080
Derivatives held for hedging purposes		-23,160		-23,160
Total	**28,404**	**-23,160**	**40,660**	**45,904**
Liabilities				
Derivatives held for hedging purposes		-10,993		-10,993
Total		**-10,993**		**-10,993**

The **fair values as at 31 December 2017** for financial instruments measured at fair value in the balance sheet were determined as follows:

T€	Level 1	Level 2	Total
Assets			
Securities	26,888		26,888
Cash and cash equivalents (securities)	3,080		3,080
Derivatives held for hedging purposes		-35,082	-35,082
Total	**29,968**	**-35,082**	**-5,114**
Liabilities			
Derivatives held for hedging purposes		-748	-748
Total		**-748**	**-748**

During the financial years 2018 and 2017, there were no transfers between the levels.

Financial instruments in Level 1

The fair value is determined on the basis of quoted prices in an active market. An active market exists if the prices are regularly established and readily available to the market participant. The quoted market price for the financial instruments presented in Level 1 corresponds to the bid price on 31 December 2018.

Financial instruments in Level 2

These financial instruments are not traded in an active market. They involve exclusively derivatives concluded for hedging purposes in the group. The fair value is determined using methods of measurement on the basis of observable market data. Specifically, measurement is made using interest yield and currency curves in proportion to the term of the derivative.

Financial instruments in Level 3

These financial instruments involve exclusively a large number of smaller investments below 20 % that are not traded on an active market. The fair value is determined on the basis of simplified company valuations.

The following **derivatives** existed which are not offsettable but which can be set off in case of insolvency:

T€	31.12.2018			31.12.2017		
Bank	**Assets**	**Liabilities**	**Total**	**Assets**	**Liabilities**	**Total**
Deutsche Bank AG	0	-7,894	**-7,894**	0	0	**0**
KfW IPEX-Bank	582	0	**582**	0	0	**0**
Norddeutsche Landesbank	914	0	**914**	0	0	**0**
Republic of Hungary	-28,222	0	**-28,222**	-36,424	0	**-36,424**
SEB AG	979	-2,887	**-1,908**	0	-517	**-517**
Societe Generale	743	0	**743**	0	0	**0**
Total cash flow hedge	**-25,004**	**-10,781**	**-35,785**	**-36,424**	**-517**	**-36,941**
Bayerische Landesbank	195	-38	**157**	45	-119	**-74**
Commerzbank AG	0	-26	**-26**	0	0	**0**
Crédit Agricole Corp. & Investment	206	-31	**175**	604	0	**604**
Deutsche Bank AG	0	0	**0**	233	0	**233**
Erste Group Bank AG	42	-17	**25**	0	-112	**-112**
ING Bank N.V.	30	-30	**0**	219	0	**219**
Landesbank Baden-Württemberg	835	-68	**767**	241	0	**241**
Raiffeisenbank International AG	116	0	**116**	0	0	**0**
SEB AG	135	0	**135**	0	0	**0**
UniCredit Bank Austria AG	284	-1	**283**	0	0	**0**
Total other derivatives	**1,843**	**-211**	**1,632**	**1,342**	**-231**	**1,111**
Total	**-23,161**	**-10,992**	**-34,153**	**-35,082**	**-748**	**-35,830**

No hedge accounting is used for other derivatives.

The **net income effects of the financial instruments** according to valuation categories are as follows:

	2018				2017			
T€	AC	FVPL	FLaC	Derivates	L&R	AfS	FLaC	Derivatives
Interest	18,141	0	-40,707	0	36,013	0	-46,192	0
Interest from receivables from concession arrangements	73,188	0	-15,964	-6,131	60,932	0	-18,074	-6,528
Result from securities	0	-474	0	0	0	783	0	0
Impairment losses and reversal of impairment losses	-23,425	-754	0	-10,504	-28,141	-128	0	-321
Disposal losses/profits	0	11	0	0	0	3	0	0
Gains from derecognition of liabilities and payments of written-off receivables	47	0	9,484	0	5	0	9,093	0
Net income recognised in profit or loss	**67,951**	**-1,217**	**-47,187**	**-16,635**	**68,809**	**658**	**-55,173**	**-6,849**
Value changes recognised directly in equity	0	0	0	8,994	0	238	0	22,373
Net income	**67,951**	**-1,217**	**-47,187**	**-7,641**	**68,809**	**896**	**-55,173**	**15,524**

Dividends and income from investments shown in net income from investments are part of operating income and therefore not part of net income of financial instruments.

Impairment losses, reversal of impairment losses, disposal profits and disposal losses of loans & receivables (L&R) and of financial liabilities measured at amortised cost (FLaC) are carried in other income or other expenses.

Impairment losses, reversal of impairment losses, disposal profits and disposal losses of the financial instruments are carried in net income from investments if they are investments in subsidiaries or participation companies, otherwise in net interest income.

Principles of risk management

The STRABAG Group is subject to credit, market and liquidity risks related to its assets, liabilities and planned transactions. The goal of financial risk management is to minimise these risks through ongoing financially oriented activities.

The basics of the financial policy are set by the Management Board and monitored by the Supervisory Board. The implementation of the financial policy and responsibility for the risk management are the domain of the group treasury. Certain transactions require prior approval by the Management Board, which is regularly informed as to the scope and amount of the current risk exposure.

Interest rate risk

The financial instruments bear variable interest rates on the assets side, on the liabilities side there are both variable and fixed interest obligations. The risk of financial instruments bearing variable interest rates consists of increasing interest charges and sinking interest revenue resulting from an unfavourable change in market interest rates. Fixed interest obligations mainly result from the bonds issued by STRABAG SE amounting to a total of T€ 500,000.

The amount of bank deposits and bank borrowings according to currency – giving the average interest rate at balance sheet date – is represented as follows:

Bank deposits

Currency	Carrying value 31.12.2018 T€	Weighted average interest rate 2018 %
EUR	1,730,357	0.03
PLN	142,250	1.20
HUF	44,756	0.00
CZK	179,446	0.39
Others	284,648	0.50
Total	**2,381,457**	**0.18**

Bank borrowings

Currency	Carrying value 31.12.2018 T€	Weighted average interest rate 2018 %
EUR	860,513	1.26
Others	2,817	9.80
Total	**863,330**	**1.29**

Had the interest rate level at 31 December 2018 been higher by 100 basispoints, then the EBT would have been higher by T€ 19,425 (2017: T€ 24,649) and the equity at 31 December 2018 would have been higher by T€ 61,022 (2017: T€ 39,950). Had the interest rate level been lower by 100 basispoints, this would have meant a correspondingly lower equity and EBT. The calculation is made based on the level of interest-bearing financial assets and liabilities as at 31 December. Tax effects from interest rate changes were not considered.

Currency risk

Due to the decentralised structure of the group, characterised by local companies in the respective countries, mainly closed currency positions appear in the balance sheet. Loan financing and investments were predominantly made by the group companies in the respective country's local currency. Receivables and liabilities from business activities mainly offset each other in the same currency.

The internal financing of companies within the group using different functional currencies resulted in an earnings-relevant currency risk. To limit this risk derivative financial instruments are transacted. The market value in the amount of T€ 1,138 (2017: T€ 1,111) are recognised in profit or loss in the income statement. The hedging transactions are reported under other financial assets or other financial liabilities.

Development of the important **currencies in the group**:

Currency	Exchange rate 31.12.2018: 1 € =	Average rate 2018: 1 € =	Exchange rate 31.12.2017: 1 € =	Average rate 2017: 1 € =
HUF	320.9800	319.9725	310.3300	309.3165
CZK	25.7240	25.6784	25.5350	26.2893
PLN	4.3014	4.2684	4.1770	4.2429
CHF	1.1269	1.1516	1.1702	1.1162

Essentially, the Polish zloty, the Czech crown, the Hungarian forint and the Swiss franc are affected by revaluation (devaluation). The following table shows the hypothetical changes in EBT and equity if the euro in the year **2018** had been revalued or devalued by 10 % in relation to another currency:

T€	Revaluation euro of 10 %		Devaluation euro of 10 %	
Currency	change in EBT	change in equity	change in EBT	change in equity
PLN	-10,917	-3,418	10,917	3,418
HUF	-8,520	10,173	8,520	-10,173
CHF	-2,006	-7,330	2,006	7,330
CZK	8,100	17,600	-8,100	-17,600
Others	-9,415	-9,418	9,415	9,418

The following table shows the hypothetical changes in EBT and equity if the euro in the year **2017** had been revalued or devalued by 10 % in relation to another currency:

T€	**Revaluation euro of 10 %**		**Devaluation euro of 10 %**	
Currency	**change in EBT**	**change in equity**	**change in EBT**	**change in equity**
PLN	-4,155	3,345	4,155	-3,345
HUF	-12,347	6,987	12,347	-6,987
CHF	-585	-5,712	585	5,712
CZK	679	10,179	-679	-10,179
Others	3,426	3,426	-3,426	-3,426

The calculation is based on original and derivative foreign currency holdings in non-functional currency as at 31 December as well as underlying transactions for the next twelve months. The effect on tax resulting from changes in currency exchanges rates was not taken into consideration.

Cash flow hedges

Currency risks in the group result when the currency of the order differs from the functional currency of the company. The planned proceeds are received in the currency of the order (for example, euro or US dollar), while a substantial part of the associated costs is made in the local currency.

The group uses foreign exchange forwards to hedge against this risk. These contracts are classified as hedges against future payments and are presented as cash flow hedges.

The group determines the spot element of foreign exchange forwards to hedge against its currency risks using a hedging relationship of 1:1. The forward elements are excluded from designation as hedging instruments and are presented as cost of hedging. The critical conditions of the foreign exchange forward correspond to the hedged item.

To hedge against variable interest rate obligations, interest rate swaps with fixed interest rates are used especially with financing obligations from concession arrangements. This serves to hedge the variability of future cash flows from variable interest rate payments. Presentation of interest rate swaps is made as cash flow hedges.

The group determines the existence of an economic relationship between the hedging instrument and the hedged item based on the reference interest rates, terms, repricing dates and maturities of the nominal amounts.

The amounts of the hedged items as at 31 December 2018 are as follows:

T€ **Hedged item**	**Value changes in the basis for effectiveness measurement**	**Hedging reserves**	**Cost-of-hedging reserves**
Exchange risk			
USD sale	10,600	-10,600	72
Interest rate risk			
Interest AKA	-2,608	-45,395	0
Interest PANSUEVIA	6,416	-5,602	0
Interest A-WAY	**94**	**-253**	**0**
Total	**14,502**	**-61,850**	**72**

The amounts of the hedged items as at 31 December 2017 are as follows:

T€ **Hedged item**	**Value changes in the basis for effectiveness measurement**	**Hedging reserves**	**Cost-of-hedging reserves**
Interest rate risk			
Interest AKA	626	-61.310	0
Interest A-WAY	-150	-517	0
Total	**476**	**-61.827**	**0**

The hedging instruments as at 31 December 2018 were comprised as follows:

T€ Hedge	Nominal value	Carrying amount	Balance sheet item where the hedge is presented	OCI change in value of the hedge	Costs of-hedging recognised in OCI	Recycling amount from hedging reserves	Recycling amount from cost-of-hedging reserves	P&L item where the recycling value is recognised
Exchange risk								
USD sale	170,306	-10,528	other financial liabilities	-10,600	72	0	0	n. a.
Interest rate risk								
Interest rate swap AKA	338,728	-28,222	receivables from concession arrangements	2,608	0	11,725	0	interest expense
Interest rate swaps PANSUEVIA	262,999	3,218	other financial assets	-6,416	0	814	0	interest expense
Interest rate swap A-WAY	8,833	-253	other financial liabilities	-94	0	357	0	interest expense
Total	**780,866**	**-35,785**		**-14,502**	**72**	**12,896**	**0**	

In the 2018 financial year, no amounts from value changes resulting from ineffectiveness were recognised in the income statement.

The hedging instruments as at 31 December 2017 were comprised as follows:

T€ Hedge	Nominal value	Carrying amount	Balance sheet item where the hedge is presented	OCI change in value of the hedge	Costs of-hedging recognised in OCI	Recycling amount from hedging reserves	Recycling amount from cost-of-hedging reserves	P&L item where the recycling value is recognised
Interest rate risk								
Interest rate swap AKA	389,781	-36,424	receivables from concession arrangements	-626	0	19,704	0	interest expense
Interest rate swap A-WAY	9,483	-517	other financial liabilities	150	0	413	0	interest expense
Interest rate swap bonded loan	0	0	other financial liabilities	0	0	2,732	0	interest expense
Total	**399,264**	**-36,941**		**-476**	**0**	**22,849**	**0**	

In the 2017 financial year, no amounts from value changes resulting from ineffectiveness were recognised in the income statement.

On 31 December 2018, the group held the following instruments for the purpose of hedging exchange rate and interest rate fluctuation:

		Maturity	
T€	1–6 months	6–12 months	>1 year
Foreign exchange forward			
Nominal amount in TUSD	90,000	90,000	15,000
Average USD-CLP forward rate	651.22	649.59	652.63
Interest rate swap			
Nominal amount in TEUR	40,699	30,867	538,994
Average fixed interest rate (%)	2.83	2.63	1.89

On 31 December 2017, the group held the following instruments for the purpose of hedging interest rate fluctuation:

		Maturity	
T€	1–6 months	6–12 months	>1 year
Interest rate swap			
Nominal amount in TEUR	26,300	25,402	347,562
Average fixed interest rate (%)	2.81	2.81	2.82

The reconciliation of the equity components as at 31 December 2018 is as follows:

T€	Hedging reserves	Cost-of-hedging reserves
As at 1.1.	**-78,797**	**0**
Fair value changes		
Currency risk	-10,600	72
Interest rate risk	-3,902	0
Recycling		
Currency risk	0	0
Interest rate risk	12,896	0
Deferred taxes		
Currency risk	2,978	0
Interest rate risk	371	0
Change in hedging reserves from equity-accounted investments	906	0
As at 31.12.	**-76,148**	**72**

The reconciliation of the equity components as at 31 December 2017 is as follows:

T€	Hedging reserves	Cost-of-hedging reserves
As at 1.1.	**-97,737**	**0**
Fair value changes		
Currency risk	0	0
Interest rate risk	-476	0
Non-controlling interests	144	0
Recycling		
Currency risk	0	0
Interest rate risk	22,849	0
Non-controlling interests	-569	0
Deferred taxes		
Currency risk	0	0
Interest rate risk	-2,541	0
Change in hedging reserves from equity-accounted investments	-467	0
As at 31.12.	**-78,797**	**0**

Credit risk

Credit risks arise when contractual parties do not meet their payment obligations by the date of settlement. Such risks exist with regard to payments of receivables from the operating business as well as the contractual cash flows from debt instruments in the category of measured at amortised cost (AC). To manage the credit risk from the operating business, STRABAG established a credit risk management system in line with the market rates and customers.

The maximum credit risk of the financial assets corresponds to the carrying amounts presented in the balance sheet.

The risk for receivables from clients can be rated as low due to the wide dispersion, a constant creditworthiness check and the presence of the public sector as an important client.

The risk of default for other financial instruments shown on the assets side can also be regarded as low, as the contract partners are mainly financial institutions with the highest level of creditworthiness and/or the risk of default has been significantly reduced as a result of assumed liabilities of third parties.

STRABAG SE holds no non-financial assets as security collateral. Financial collateral is only of minor importance, as the large number of public-sector customers presents hardly any payment risk. The performance of work for private customers is largely secured by payments of advance consideration.

Impairments on trade receivables and on contract assets are determined using the simplified approach. The impairments are determined taking into consideration the country-specific risks and the creditworthiness of the customers.

Impairments, considered individually, are also made of financial assets if the carrying amount of the financial asset is higher than the present value of the future cash flows. This can be triggered by financial difficulties, insolvency of the client, breach of contract or significant default of payment. These impairments are composed of many individual items of which none, seen alone, is significant.

During the period under report, there were no material changes with regard to the determination methods and criteria that were applied.

The risk provision as at 31 December 2018 for trade receivables and for contract assets developed as follows during the financial year:

T€	Trade receivables	Contract assets
Gross carrying amount as at 31.12.2018	**1,759,412**	**1,288,175**
Lifetime ECL as at 1.1.	**4,809**	**3,640**
Exchange differences/change in scope of consolidation	-35	-20
Addition ECL proprietary projects	0	1,483
Change due to volume change	1,884	15
Change due to rating change	239	150
Lifetime ECL as at 31.12.	**6,897**	**5,268**
Impairment as at 1.1.	**100,140**	**0**
Exchange differences/change in scope of consolidation	-927	0
Transfer/use	7,706	0
Impairment as at 31.12.	**106,919**	**0**
Net carrying amount as at 31.12.2018	**1,645,596**	**1,282,907**

In addition, impairment losses on other financial assets amounting to T€ 5,330 exist as at 31 December 2018.

T€	2017
Other trade receivables before impairment as at 31.12.	**1,669,950**
Impairment as at 1.1.	**151,379**
Currency translation	1,559
Changes in scope of consolidation	132
Allocation/utilisation	-16,266
Impairment as at 31.12.	**136,804**
Carrying amount of other trade receivables as at 31.12.	**1,533,146**

The following overview summarises by risk class the gross carrying amounts of the financial assets for which the expected losses were recognised over the entire remaining life:

T€	Trade receivables	Contract assets
Low risk	1,488,557	1,161,103
Medium risk	192,631	78,866
High risk	78,224	48,206
Gross carrying amount as at 31.12.2018	**1,759,412**	**1,288,175**

The risk classes were determined according to the probabilities of default depending on country risk and creditworthiness of the debtors. Below 0.55 % is assumed to be low, between 0.55 % and 1 % medium, and above 1 % high risk.

Financial guarantees in the amount of T€ 62,145 (2017: T€ 44,746) are issued.

Liquidity risk

Liquidity for the STRABAG SE Group means not only solvency in the strict sense but also the availability of the necessary financial margin for mainstay business through sufficient aval lines.

To guarantee financial flexibility, liquidity reserves are kept in the form of cash and credit lines for cash and aval loans. The STRABAG SE Group keeps bilateral credit lines with banks and syndicated cash and aval credit lines in the amount of € 0.4 billion (2017: € 0.4 billion) respectively € 2.0 billion (2017: € 2.0 billion). The overall line for cash and aval loan amounts to € 7.8 billion (2017: € 7.7 billion). The syndicated surety credit line contains covenants which were fulfilled at the balance sheet date.

The medium- and long-term liquidity needs have so far also been covered by the issue of corporate bonds. In the years 2012 and 2013, STRABAG issued bonds of € 100 million and € 200 million, respectively, with a term to maturity of seven years each. The most recent was a € 200 million seven-year bond floated in 2015. As per 31 December 2018, STRABAG SE had three bonds with a total volume of € 500 million on the market.

The following **payment obligations** arise from the financial liabilities (interest payments based on interest rate as at 31 December and redemption) for the subsequent years:

Payment obligations as at 31 December 2018

T€	Carrying value 31.12.2018	Cash flows 2019	Cash flows 2020–2023	Cash flows after 2023
Bonds	500,000	113,500	419,000	0
Bank borrowings	863,330	192,919	340,836	422,898
Financial liabilities	**1,363,330**	**306,419**	**759,836**	**422,898**

Payment obligations as at 31 December 2017

T€	Carrying value 31.12.2017	Cash flows 2018	Cash flows 2019–2022	Cash flows after 2022
Bonds	675,000	196,813	529,241	0
Bank borrowings	618,977	250,170	271,597	117,116
Financial liabilities	**1,293,977**	**446,983**	**800,838**	**117,116**

The trade payables and the other liabilities essentially lead to cash outflows in line with the maturity at the amount of the carrying values.

Segment report

(33) SEGMENT REPORTING

The rules of IFRS 8 Operating Segments apply to the segment reporting. IFRS 8 prescribes defining the segments and reporting the earnings on the basis of the internal reporting (management approach). Segment assets are not disclosed as these do not form part of the regular internal reporting.

The internal reporting in the STRABAG Group is based on Management Board areas, which also represent the segments. The settlement between the single segments is made at arm's length prices.

The segment North + West bundles the construction activities in Germany, Poland, Benelux and Scandinavia as well the ground engineering activities.

The segment South + East comprises the construction activities in Austria, Switzerland, Hungary, Czech Republic, Slovakia, Adriatic, Rest of Europe and Russia and the environmental engineering business.

The segment International + Special Divisions includes the international construction activities, tunnelling, services, real estate development and infrastructure development as well as the construction materials business.

In addition, there are the Central Divisions and Central Staff Divisions, which handle services in the areas of accounting, group financing, technical development, machine management, quality management, logistics, legal affairs, contract management etc. These services are included in the segment Other.

Segment reporting for the financial year 2018

T€	North + West	South + East	International + Special Divisions	Other	Reconciliation to IFRS financial statements	Group
Output volume	**7,827,484**	**4,639,263**	**3,740,298**	**115,831**		**16,322,876**
Revenue	**7,242,416**	**4,521,813**	**3,437,820**	**19,783**	**0**	**15,221,832**
Inter-segment revenue	116,114	130,304	315,535	855,708		
EBIT	**161,398**	**142,027**	**198,691**	**859**	**55,240**	**558,215**
thereof share of profit or loss of equity-accounted investments	-28,693	18,893	37,110	552	55,314	83,176
Interest and similar income	0	0	0	38,617	0	38,617
Interest expense and similar charges	0	0	0	-66,049	0	-66,049
EBT	**161,398**	**142,027**	**198,691**	**-26,573**	**55,240**	**530,783**
Investments in property, plant and equipment, and in intangible assets	0	0	0	644,988	0	644,988
Write-ups, depreciation and amortisation	1,734	0	0	392,654	0	394,388
thereof extraordinary write-ups, depreciation and amortisation	1,734	0	0	3,811	0	5,545

Segment reporting for the financial year 2017

T€	North + West	South + East	International + Special Divisions	Other	Reconciliation to IFRS financial statements	Group
Output volume	**6,843,355**	**4,241,594**	**3,403,534**	**132,402**		**14,620,885**
Revenue	**6,377,909**	**4,073,308**	**3,029,341**	**28,167**	**0**	**13,508,725**
Inter-segment revenue	73,228	146,159	275,179	800,547		
EBIT	**199,252**	**204,613**	**62,396**	**674**	**-18,578**	**448,357**
thereof share of profit or loss of equity-accounted investments	70,762	26,664	25,905	654	0	123,985
Interest and similar income	0	0	0	46,900	0	46,900
Interest expense and similar charges	0	0	0	-74,048	0	-74,048
EBT	**199,252**	**204,613**	**62,396**	**-26,474**	**-18,578**	**421,209**
Investments in property, plant and equipment, and in intangible assets	0	0	0	457,616	0	457,616
Write-ups, depreciation and amortisation	9,618	0	0	376,604	0	386,222
thereof extraordinary depreciation and amortisation	9,618	0	0	2,871	0	12,489

Reconciliation of the sum of the segment earnings to EBT according to IFRS financial statements

Income and expense in the internal reporting are essentially shown in accordance with IFRS. An exception is income taxes, including those applicable to deferred tax, which are not considered in the internal reporting.

The basis for the internal reporting is formed by all subsidiaries. In the IFRS financial statements, earnings from companies which were not fully consolidated or reported using the equity method are recognised in conformity with dividends, transfer of earnings and/or depreciation and amortisation. For this reason, the internal reporting does not conform with EBIT in regards to EBT in the consolidated financial statements in terms of the investment result.

Other minor differences result from entries in other consolidations.

Reconciliation of the internal reporting to IFRS financial statements is allocated as follows:

T€	2018	2017
Net income from investments	2,463	-14,320
Non-operating step-up profit	55,314	0
Other consolidations	-2,537	-4,258
Total	**55,240**	**-18,578**

Breakdown of revenue by geographic region

T€	2018	2017
Germany	7,606,231	6,857,876
Austria	2,427,847	2,206,188
Rest of Europe	4,350,411	3,998,696
Rest of world	837,343	445,965
Revenue	**15,221,832**	**13,508,725**

Presentation of revenue by region is done according to the company's registered place of business.

Other Notes

(34) NOTES ON RELATED PARTIES

The core shareholders of STRABAG SE are the Haselsteiner Group, as well as the Raiffeisen-Holding NÖ-Wien Group, the UNIQA Group and Rasperia Trading Limited, owned by Russian businessman Oleg Deripaska. A syndicate agreement remains in effect between the core shareholders.

Arm's-length finance and insurance transactions exist with the Raiffeisen Holding NÖ-Wien Group and the UNIQA Group. The payables on 31 December 2018 to Raiffeisen Group relating to financing and current accounts amounted to T€ 37,817 (2017: T€ 68,396). The interest expense in the 2018 financial year amounted to T€ 2,936 (2017: T€ 3,452).

Premiums for insurance contracts with the UNIQA Group were recognised as an expense in the amount of T€ 763 (2017: T€ 1,090).

Haselsteiner Group

The Haselsteiner Group holds 5.1 % of Strabag Real Estate GmbH, Cologne, a 5.1 % share in five real estate companies of the Züblin subgroup and 5.1 % of Züblin Projektentwicklung GmbH. The income from real estate companies attributable to the Haselsteiner Group is included in net interest income at T€ 100. For the remaining companies, the amount recognised in income attributable to non-controlling interests in 2018 amounts to T€ 932. In the 2018 financial year, the dividends from the abovementioned companies amounted to T€ 127 (2017: T€ 57).

The business relations between STRABAG SE and the companies of the Haselsteiner Group during the financial year are presented below.

T€	2018	2017
Work and services performed	19,328	23,639
Work and services received	5,307	11,185
Receivables as at 31.12.	9,647	11,196
Liabilities as at 31.12.	37	673

Basic Element

The Basic Element Group, a group with numerous industrial holdings, among other things in the area of construction, construction materials and infrastructure, is owned by Russian businessman Oleg Deripaska.

In the 2018 financial year, there were no business relations with the companies of the Basic Element Group.

The US Department of the Treasury's Office of Foreign Assets Control (OFAC) on 6 April 2018 designated various persons, including Oleg Deripaska, as so-called Specially Designated Nationals (SDN) and imposed economic sanctions on them. This also applies to companies that are more than 50 % owned by these persons, meaning that Rasperia Trading Limited (Rasperia), a direct shareholder of Strabag SE, must also be designated as a SDN. The payment of dividends to Rasperia would therefore subject STRABAG SE to the risk of having secondary sanctions imposed on it.

To avoid these serious consequences, Rasperia was not paid the dividend for the 2018 financial year. The dividend payable to Rasperia, less capital gains tax in the amount of T€ 26,861, is recognised under other financial liabilities.

In 2017, construction receivables from the Basic Element Group in the amount of T€ 11,032 were paid before their due date. Interest income from these receivables in the amount of T€ 124 were recognised in the previous year in the income statement.

IDAG

IDAG Immobilienbeteiligung u. -Development GmbH is entirely held by private foundations whose beneficiaries are the Haselsteiner Group and the Raiffeisen-Holding NÖ-Wien Group. It is the business purpose of IDAG Immobilienbeteiligung u. -Development GmbH to develop property and to participate in property projects.

STRABAG's headquarters in Vienna and office buildings in Graz are held in the real estate portfolio of subsidiaries of IDAG Immobilienbeteiligung u. -Development GmbH. The buildings are let to and in part sublet by STRABAG Group at the usual market conditions. Rental costs arising from both buildings in the 2018 financial year amounted to T€ 8,340 (2017: T€ 8,156). Other services in the amount of T€ 312 (2017: T€ 352) were obtained from the IDAG Group.

Furthermore, revenues of T€ 1,014 (2017: T€ 754) were made with IDAG Immobilienbeteiligung u. -Development GmbH in the 2018 financial year. At the balance sheet date of 31 December 2018, the STRABAG Group had receivables from rental deposits amounting to T€ 28,209 (2017: T€ 27,039) from IDAG Immobilienbeteiligung u. -Development GmbH.

Investments in equity-accounted investments

Lafarge Cement CE Holding GmbH bundles the cement activities of Lafarge, a market leader in construction materials manufacturing, and STRABAG in the countries of Central Europe. The joint activities aim at maintaining a commensurate cement supply in the group's core countries. In 2018, STRABAG procured cement services worth T€ 27,388 (2017: T€ 22,268) from Lafarge. At the balance sheet date, there were liabilities to Lafarge Cement CE Holding GmbH Group in the amount of T€ 1,003 (2017: T€ 15).

The **business transactions with the other equity-accounted investments** can be presented as follows:

T€	2018	2017
Work and services performed	113,803	61,977
Work and services received	46,216	45,313
Receivables as at 31.12.	14,764	13,973
Liabilities as at 31.12.	16,661	15,516
Financing receivables as at 31.12.	92,067	126,878

For information about consortia we refer to item 15 (Notes on construction consortia).

Concerning business transactions with the Management Board members and employees of the first management level (management in key positions) and with their family members and companies which are controlled by the management in key positions or decisively influenced by them in the year under report, services worth T€ 299 (2017: T€ 1,034) were provided and services worth T€ 176 (2017: T€ 137) were procured. At the balance sheet dates, there were receivables in the amount of T€ 73 (2017: T€ 85) and liabilities in the amount of T€ 17 (2017: T€ 13) out of these business relations.

The total remuneration including any severance and pension payments, as well as other long-term payments for employees of the first management level amounted to T€ 19,573 (2017: T€ 18,163) in the year under report. Of this amount, T€ 19,398 (2017: T€ 17,936) is attributable to the current remuneration and T€ 175 (2017: T€ 227) to severance and pension payments.

(35) NOTES ON THE MANAGEMENT AND SUPERVISORY BOARDS

Management Board

Dr. Thomas Birtel (CEO)
Mag. Christian Harder
Dipl.-Ing. Dr. Peter Krammer
Dipl.-Ing. Siegfried Wanker
Dipl.-Ing. (FH) Alfred Watzl (since 1 January 2019)
Mag. Hannes Truntschnig (until 31 December 2018)

Supervisory Board

Dr. Alfred Gusenbauer (Chairman)
Mag. Erwin Hameseder (Vice Chairman)
Dr. Andreas Brandstetter (since 15 June 2018)
Thomas Bull
Mag. Kerstin Gelbmann
Dr. Oleg G. Kotkov (since 15 June 2018)
Mag. Hannes Bogner (until 15 June 2018)
William R. Spiegelberger (until 15 June 2018)

Dipl.-Ing. Andreas Batke (works council)
Miroslav Cerveny (works council)
Magdolna P. Gyulainé (works council)
Georg Hinterschuster (works council)
Wolfgang Kreis (works council)

The total salaries of the Management Board members in the financial year amount to T€ 7,163 (2017: T€ 6,773). The severance payments for Management Board members amount to T€ 149 (2017: T€ 80).

The remunerations for the Supervisory Board members amounted to T€ 162 (2017: T€ 162). Neither the Management Board members nor the Supervisory Board members of STRABAG SE received advances or loans.

(36) EXPENSES FOR THE AUDITOR

The expenses for the auditor, KPMG Austria GmbH, incurred in the financial year amount to T€ 1,279 (2017: T€ 1,282) of which T€ 1,250 (2017: T€ 1,185) were for the audit of the consolidated financial statements (including the audit of separate financial statements of group companies) and T€ 29 (2017: T€ 97) for other services.

(37) EVENTS AFTER THE BALANCE SHEET DATE

No relevant material event occurred after the reporting date for these annual consolidated financial statements.

(38) DATE OF AUTHORISATION FOR ISSUE

In Austrian companies organised as corporations limited by shares, the consolidated financial statements prepared by the Management Board are approved by the Supervisory Board. The STRABAG SE Supervisory Board meeting for the approval of the consolidated financial statements for the year ended 31 December 2018 will take place on 26 April 2019.

Villach, 5 April 2019

The Management Board

Dr. Thomas Birtel
CEO
Responsibility Central Divisions and Central Staff Divisions (except BRVZ)
as well as Division 3L Russia

Mag. Christian Harder
CFO
Responsibility Central Division BRVZ

Dipl.-Ing. Dr. Peter Krammer
Responsibility Segment South + East
(except Division 3L Russia)

Dipl.-Ing. Siegfried Wanker
Responsibility Segment
International + Special Divisions

Dipl.-Ing. (FH) Alfred Watzl
Responsibility Segment North + West

STATEMENT OF ALL LEGAL REPRESENTATIVES

We confirm to the best of our knowledge that the consolidated financial statements give a true and fair view of the assets, liabilities, financial position and profit or loss of the group as required by the applicable accounting standards and that the group management report gives a true and fair view of the development and performance of the business and the position of the group, together with a description of the principal risks and uncertainties the group faces.

We confirm to the best of our knowledge that the separate financial statements of the parent company[1] give a true and fair view of the assets, liabilities, financial position and profit or loss of the parent company as required by the applicable accounting standards and that the management report gives a true and fair view of the development and performance of the business and the position of the company, together with a description of the principal risks and uncertainties the company faces.

Villach, 5 April 2019

The Management Board

Dr. Thomas Birtel
CEO
Responsibility Central Staff Divisions and Central Divisions (except BRVZ)
as well as Division 3L Russia

Mag. Christian Harder
CFO
Responsibility Central Division BRVZ

Dipl.-Ing. Dr. Peter Krammer
Responsibility Segment South + East
(except Division 3L Russia)

Dipl.-Ing. Siegfried Wanker
Responsibility Segment
International + Special Divisions

Dipl.-Ing. (FH) Alfred Watzl
Responsibility Segment North + West

1 The separate financial statements are included in the Yearly Financial Report.

AUDITOR'S REPORT

REPORT ON THE CONSOLIDATED FINANCIAL STATEMENTS

Audit Opinion

We have audited the consolidated financial statements of

STRABAG SE,
Villach, Austria,

and its subsidiaries (the Group), which comprise the Consolidated Balance Sheet as of 31 December 2018, the Consolidated Income Statement, the Statement of Total Comprehensive Income, the Statement of Changes in Equity and the Consolidated Cash Flow Statement for the year then ended, and the Notes to the Consolidated Financial Statements.

In our opinion, the Consolidated Financial Statements present fairly, in all material respects, the consolidated financial position of the Group as of 31 December 2018, and its consolidated financial performance and consolidated cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRSs) as adopted by the EU as well as Austrian Generally Accepted Accounting Principles.

Basis for our Opinion

We conducted our audit in accordance with the EU Regulation 537/2014 "AP Regulation" and Austrian Standards on Auditing. These standards require the audit to be conducted in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the "Auditor's Responsibilities" section of our report. We are independent of the audited Group in accordance with Austrian company law and professional regulations, and we have fulfilled our other responsibilities under those relevant ethical requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, however, we do not provide a separate opinion thereon.

Measurement of construction contracts and revenue and earnings from construction contracts

Refer to Notes section 15 and 20

Risk for the Financial Statements

Revenue recognised in the consolidated financial statements of STRABAG SE as of 31 December 2018 mainly consists of revenue from construction contracts, which is accounted for by reference to their stage of completion (over time recognition using an output-oriented method on the basis of the work already performed). Furthermore, the item share of profit or loss of equity-accounted investments includes significant amounts of profit or loss from projects managed in cooperation with partners in construction consortia, which are also measured over time based on an output method.

The stage of completion for construction contracts, whether executed alone or in cooperation with partners, is updated on an ongoing basis by means of periodic reporting. Besides the services already performed and the order backlog, in particular taking contract deviations and supplementary claims into account, periodic reporting also includes the costs incurred to date as well as remaining costs to be incurred. The data used in the measurement of construction contracts includes estimates regarding the progress and expected outcome of the projects. Profit or loss is recognized by refer-ence to the stage of completion of a project (over time recognition using an output-oriented method on the basis of the work already performed).

Technically complex and demanding projects, in particular, involve the risk that estimated total cost deviate considerably from actual cost incurred. Additionally, there is also a risk that receivables from construction contracts and construction consortia are not recoverable.

Our response

Our audit procedures included the assessment of controls in connection with the recognition and measurement of construction contracts as well as detailed tests of individual cases for significant large projects and random samples of other projects.

In the course of testing internal controls in respect of the accounting for projects, we critically analyzed the relevant controls and performed an assessment of their operating effectiveness. These controls include, on the one hand, automated IT-supported controls for the purpose of determining the relevant amounts respective in the financial statements as well as system test routines for identifying abnormalities, and on the other hand manual controls in connection with order acceptance, ongoing project management as well as project monitoring and finalization of projects.

The tests of individual cases primarily included the following audit procedures:

- Systematic and detailed inquiries regarding selected significant construction contracts, in order to verify the correct accounting method, particularly in respect of project risks
- Sample-based examination of contracts in respect of their components significant to the assessment
- Discussions with the Management Board and the operating management regarding individually significant projects in order to assess the planning assumptions.
- A critical analysis of the internal project reporting, in order to evaluate whether all known information was taken into account in the preparation of the financial statements
- Sample-based evaluation of the recoverability of accounts receivable from construction contracts (contract assets) and construction consortia
- Retrospective assessment of individually significant projects in connection with estimation uncertainties

Furthermore, we analyzed whether the required disclosures in the notes to the consolidated financial statements include all necessary explanations in regards to revenue recognized from construction contracts and construction consortia and whether they appropriately describe the significant estimation uncertainties.

Recoverability of deferred tax assets

Refer to notes section 17

Risk for the Financial Statements

Deferred tax assets represent a significant asset of STRABAG SE.

Before offsetting, deferred tax assets recognized in the consolidated financial statements of STRABAG SE as of 31 December 2018 amount to EUR 441,952 k (thereof EUR 58,148 k from tax loss carryforwards). Furthermore, deferred tax assets were not recognized for tax loss carryforwards amounting to EUR 1,447,104 k, since utilization of the tax losses is not sufficiently assured. Recognition of deferred tax assets is based mainly on the expected realization of future taxable profits as well as tax planning opportunities available to the entity.

Due to the significance of deferred tax assets recognized and those not recognized as well as existing uncertainties in respect of their recoverability, this represents a key audit matter.

Our response

Our audit procedures included the assessment of controls in connection with the recognition and measurement of deferred tax assets and assumptions made by the Management Board and representatives of the operating divisions in respect of future taxable profit as well as tax planning opportunities.

We compared the estimated future profits used as input data with the planning for the group of which the Supervisory Board has taken notice. Furthermore, we compared the assumed earnings trend of the group with its historic data, specifically taking into account its sensitivity with regard to performance and outcome. Tax planning opportunities were analyzed particularly in regard to their feasibility.

Furthermore, we examined whether the Notes to the consolidated financial statements include all required disclosures in connection with deferred tax assets and whether all significant estimation uncertainties have been described adequately.

Responsibilities of Management and the Audit Committee for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with International Financial Reporting Standards (IFRSs) as adopted by the EU as well as Austrian Generally Accepted Accounting Principles and for such internal controls as management determines are necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Management is also responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless management either intents to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

The audit committee is responsible for overseeing the Group's financial reporting process.

Auditor's Responsibilities

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement – whether due to fraud or error – and to issue an auditor's report that includes our audit opinion. Reasonable assurance represents a high level of assurance, but provides no guarantee that an audit conducted in accordance with the AP Regulation and and Austrian Standards on Auditing (and therefore ISAs), will always detect a material misstatement, if any. Misstatements may result from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with the AP Regulation and Austrian Standards on Auditing, we exercise professional judgment and maintain professional skepticism throughout the audit.

Moreover:

- We identify and assess the risks of material misstatement in the consolidated financial statements, whether due to fraud or error, we design and perform audit procedures responsive to those risks and obtain sufficient and appropriate audit evidence to serve as a basis for our audit opinion. The risk of not detecting material misstatements resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or override of internal control.

- We obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.

- We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- We conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our audit report to the respective note in the consolidated financial statements. If such disclosures are not appropriate, we will modify our audit opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.

- We evaluate the overall presentation, structure and content of the consolidated financial statements, including the notes, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- We obtain sufficient appropriate audit evidence regarding the financial information of the entities and business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

- We communicate with the audit committee regarding, amongst other matters, the planned scope and timing of our audit as well as significant findings, including any significant deficiencies in internal control that we identify during our audit.

- We communicate to the audit committee that we have complied with the relevant professional requirements in respect of our independence, that we will report any relationships and other events that could reasonably affect our independence and, where appropriate, the related safeguards.

- From the matters communicated with the audit committee, we determine those matters that were of most significance in the audit i.e. key audit matters. We describe these key audit matters in our auditor's report unless laws or other legal regulations preclude public disclosure about the matter or when in very rare cases, we determine that a matter should not be included in our audit report because the negative consequences of doing so would reasonably be expected to outweigh the public benefits of such communication.

REPORT ON OTHER LEGAL REQUIREMENTS

Group Management Report

In accordance with the Austrian company law, the group management report is to be audited as to whether it is consistent with the consolidated financial statements and prepared in accordance with legal requirements.

Management is responsible for the preparation of the group management report in accordance with Austrian company law.

We have conducted our audit in accordance with generally accepted standards on the audit of group management reports as applied in Austria.

Opinion

In our opinion, the group management report is consistent with the consolidated financial statements and has been prepared in accordance with legal requirements. The disclosures pursuant to Section 243a UGB (Austrian Commercial Code) are appropriate.

Statement

Based on our knowledge gained in the course of the audit of the consolidated financial statements and our understanding of the Group and its environment, we did not note any material misstatements in the group management report.

Other Information

Management is responsible for other information. Other information is all information provided in the annual report, other than the consolidated financial statements, the group management report and the auditor's report. We expect the annual report to be provided to us after the date of the auditor's report.

Our opinion on the consolidated financial statements does not cover other information and we do not provide any kind of assurance thereon.

In conjunction with our audit, it is our responsibility to read this other information as soon as it becomes available, to assess whether, based on knowledge gained during our audit, it contains any material inconsistencies with the consolidated financial statements or any apparent material misstatement of fact.

Additional Information in accordance with Article 10 AP Regulation

At the Annual General Meeting dated 15 June 2018, we were elected as group auditors. We were appointed by the Supervisory Board on 15 June 2018. We have been the Group's auditors from the year ended 31 March 1999 without interruption.

We declare that our opinion expressed in the *"Report on the Consolidated Financial Statements"* section of our report is consistent with our additional report to the Audit Committee, in accordance with Article 11 AP Regulation.

We declare that we have not provided any prohibited non-audit services (Article 5 Paragraph 1 AP Regulation) and that we have ensured our independence throughout the course of the audit, from the audited Company.

Engagement Partner

The engagement partner is Mr. Dr. Helge Löffler.

Linz, 5 April 2019

KPMG Austria GmbH
Wirtschaftsprüfungs- und Steuerberatungsgesellschaft

Dr. Helge Löffler
Wirtschaftsprüfer
(Austrian Chartered Accountant)

This report is a translation of the original report in German, which is solely valid.

The consolidated financial statements together with our auditor's opinion may only be published if the consolidated financial statements and the group management report are identical with the audited version attached to this report. Section 281 Paragraph 2 UGB (Austrian Commercial Code) applies.

GLOSSARY

ATX	Austrian Traded Index; the index of leading shares of the Vienna Stock Exchange (Wiener Börse)
BIM	Building Information Modelling
Book value per share	Book value of equity/number of outstanding shares
BPM	Business process management
BREEAM	Building Research Establishment Environmental Assessment Methodology; a rating system for environmental and social-culturall aspects for sustainable building
CAPEX	Capital expenditure, investments; acquisition of financial assets + acquisition of intangible assets as well as property, plant and equipment + changes to the scope of consolidation
Capital employed	Total of group equity + interest-bearing debts
Carbon footprint	Measure of carbon emissions caused by an activity
Cash flow	Cash and cash equivalents being received and spent
CO_2	Carbon dioxide (greenhouse gas)
Code of Conduct	Guidelines which reflect the company's policy; compliance is mandatory for all employees, directors and officers
Compliance	Abidance with applicable laws and relevant regulations
Construction value chain	The individual steps and actions required to create a product or deliver a service in the construction industry
Corporate Governance	A code of conduct for publicly listed companies; corporate governance comprises all guidelines which maximise transparency and control in order to avoid conflicts of interest
cost-plus-fee	Contract model under which the client pays the contractor a previously agreed percentage of the costs of the project as a fee
DCF method	Discounted cash flow method
DGNB	German Society for Sustainable Construction (Deutsche Gesellschaft für Nachhaltiges Bauen e.V.)
Directors' dealings	Transactions with company securities by company directors or officers
Dividend yield	Ratio of dividend to price per share at year's end in %
Earnings per share	Net income after minorities/weighted average number of shares
EBIT	Earnings before interest and taxes
EBIT margin	Ratio of EBIT to revenue in %
EBITDA	Earnings before interest, taxes, depreciation and amortisation
EBITDA margin	Ratio of EBITDA to revenue in %
EECFA	Eastern European Construction Forecasting Association
ENCORD	European Network of Construction Companies for Research and Development
Equity method	Method of consolidation of shares in associated companies and joint ventures; mostly companies in which STRABAG holds a stake between 20 % and 50 %
Equity ratio	Ratio of book value of equity to balance sheet total
ERP systems	Enterprise Resource Planning

Four-eyes principle	Principle according to which an activity is carried out and monitored by different persons
FTE	Full-Time Equivalents
GDP	Gross Domestic Product
Gearing ratio	Net debt/total group equity
GRI	Global Reporting Initiative
IASB	International Accounting Standards Board, issues the IFRS
IFRS	Financial reporting standards and interpretations adopted by the International Accounting Standards Board (IASB)
ISO 14001	International standard designed to help organisations establish environmental management systems
ISO 50001	International standard designed to help organisations establish energy management systems
LEED	Leadership in Energy and Environmental Design
NaDiVeg	Sustainability and Diversity Improvement Act (Nachhaltigkeits- und Diversitätsverbesserungsgesetz)
Net debt	Financial liabilities - non-recourse debt + severance and pension provisions - cash and cash equivalents; called net cash in case of negative result
OHSAS 18001	British Standard Occupational Health and Safety Assessment
Order backlog	Future revenues from contracts signed to a specific date less work already accomplished
ÖCGK	Austrian Corporate Governance Code (Österreichischer Corporate Governance Kodex)
ÖGNI	Austrian Sustainable Building Council (Österreichische Gesellschaft für Nachhaltige Immobilienwirtschaft)
Payout ratio	Dividends/earnings per share in %
PPP	Public-Private Partnership; project which is funded and operated through a partnership of private investors and public-sector institutions
Pro rata temporis	lat. “at the rate for the time”; allocation of an amount at a rate proportional to the time allotted
Risk management	An approach to recognise potential risks to the company and develop strategies to manage these risks
ROCE	Return on Capital Employed; (Net income + interest on debt - interest tax shield (25 %))/(average group equity + interest-bearing debt)
SCC	Safety Certificate Contractors
SHE	Safety, health, environment
Sureties	Bank guarantees or surety bonds
WBI	Vienna Stock Exchange Share Index, made up of all companies listed on the Vienna Stock Exchange (Wiener Börse Index)

FINANCIAL CALENDAR

Annual Report 2018	**29 April 2019**
Disclosure	7:30 a.m.
Press conference	10:00 a.m.
Investor and analyst conference call	3:00 p.m.
Trading Statement January–March 2019	**29 May 2019**
Disclosure	8:00 a.m.
Notice of Annual General Meeting	29 May 2019
Shareholding confirmation record date	18 June 2019
Annual General Meeting 2019	**28 June 2019**
Start 10:00 a.m.	
at Tech Gate Vienna	
Ex-dividend date	5 July 2019
Record date	8 July 2019
Payment date for dividend	9 July 2019
Semi-Annual Report 2019	**30 August 2019**
Disclosure	7:30 a.m.
Investor and analyst conference call	10:00 a.m.
Trading Statement January–September 2019	**13 November 2019**
Disclosure	8:00 a.m.

All times are CET/CEST. Please find the roadshow schedule on the website www.strabag.com > Investor Relations > Company Calendar.

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The Annual Report was prepared with the highest possible attention to detail. All information was verified. In case of discrepancy the German version prevails. The possibility of rounding errors, printing errors or misprints, however, cannot be completely excluded. The Annual Report contains information and forecasts related to the future development of STRABAG SE. These forecasts represent estimates made on the basis of all available information at the time of publication. Should the assumptions underlying the forecasts fail to appear, the actual results could deviate from the expectations.

Many of the projects contained in this Annual Report were carried out in joint ventures. We hereby extend a warm “thank you” to all our partners.

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