

A diversified leader in **construction**, **innovation** and **financial strength**.

Company Presentation



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**STRABAG is the
strongest force for
building a better
future.**

How our vision becomes reality

By advancing progress along the entire value chain. We create value for people and the environment by taking an end-to-end view of construction over the entire life cycle.

We are actively shaping the future of construction with a clear goal: to design, build and operate construction projects in a way that protects the climate and conserves resources.

The STRABAG value proposition



01

Leading.

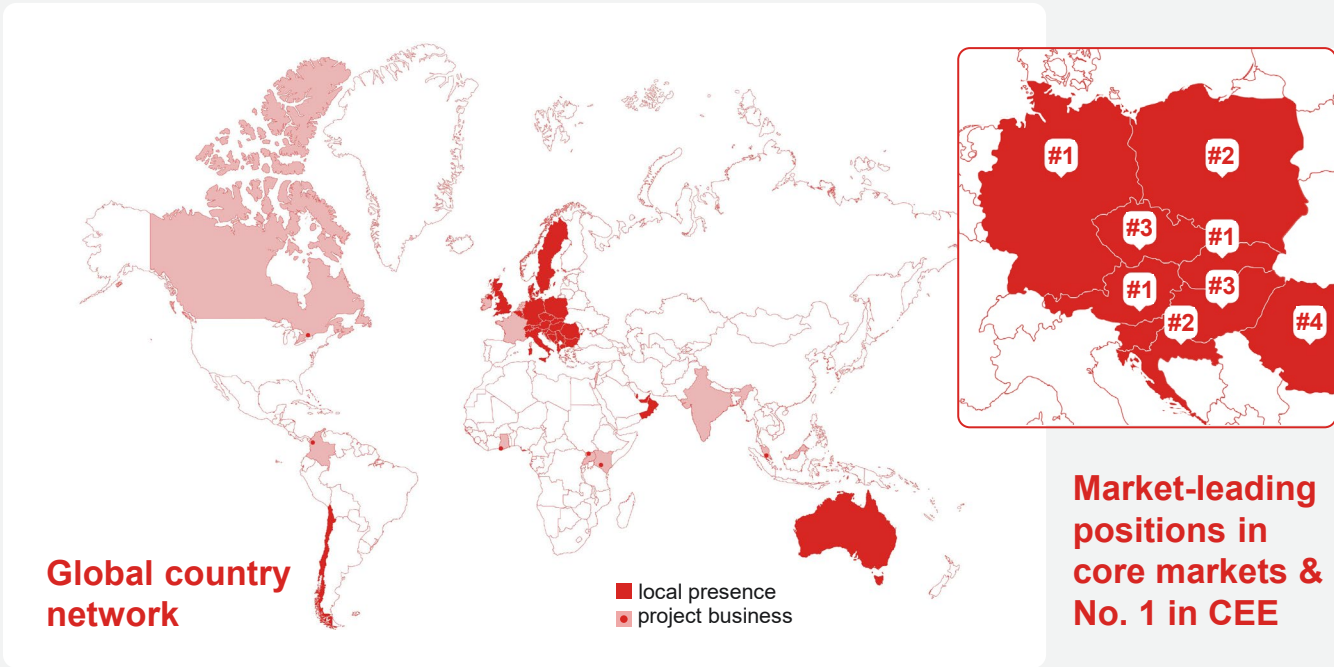
STRABAG is the largest construction group in CEE, combining local expertise with global reach.



GROUP PROFILE

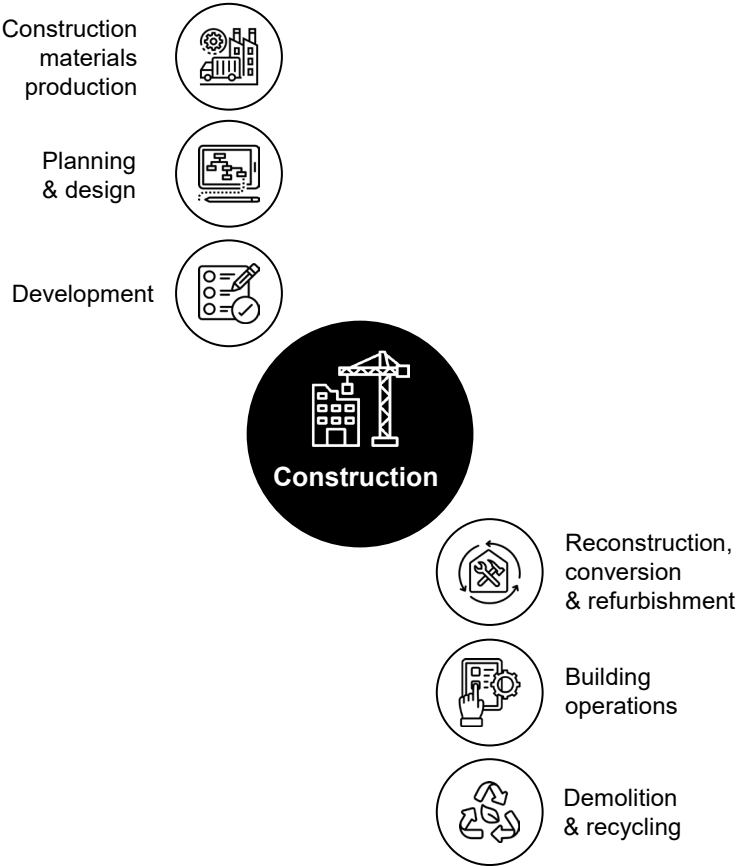
A leader in construction, innovation & financial strength

19.2	25.4	6.1%	34.1%
Output volume (€ bn)	Order backlog (€ bn)	EBIT margin	Equity ratio
BBB+, stable	~ 2,400	~ 86,000	> 50
S&P rating	Employees in innovation	Employees	Countries

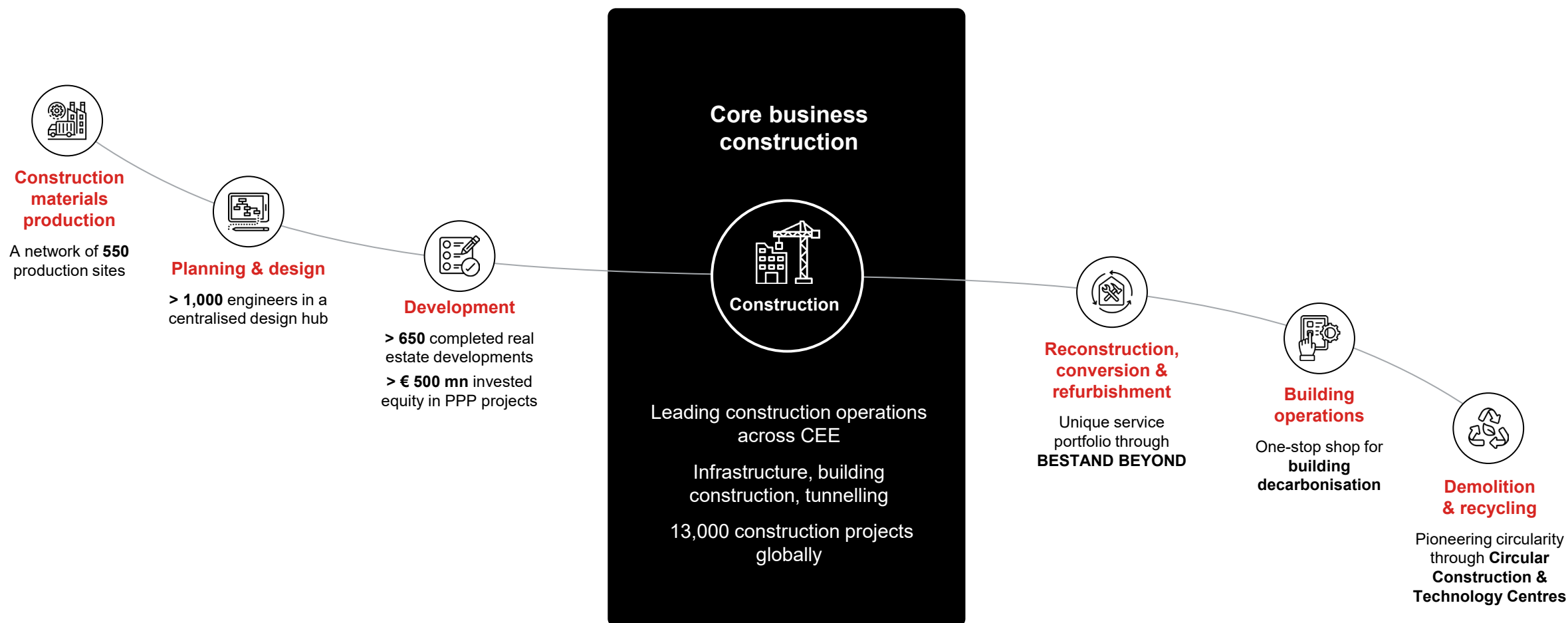


2024 FY figures

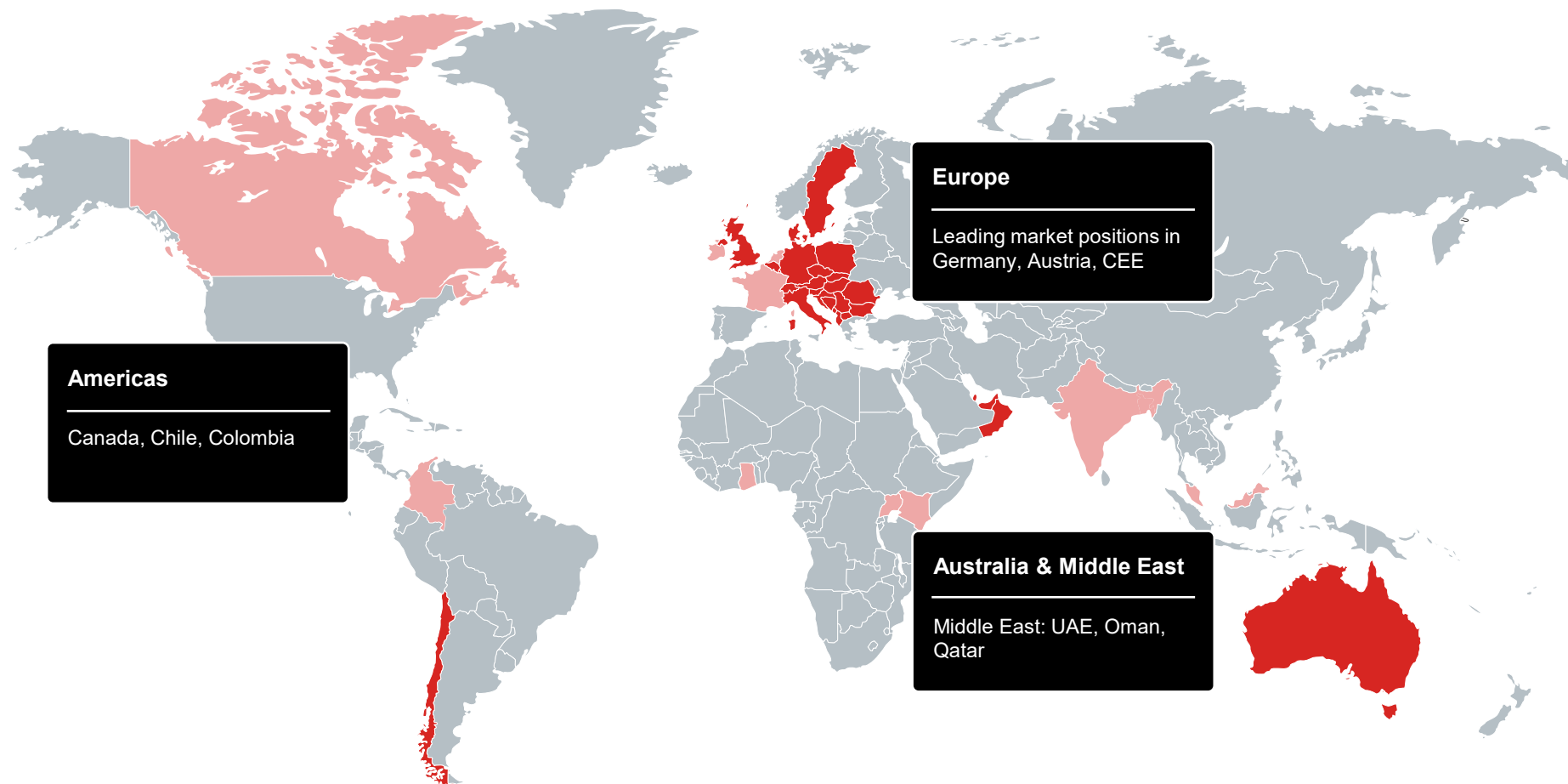
Fully vertically integrated business model



We cover the entire value chain in construction

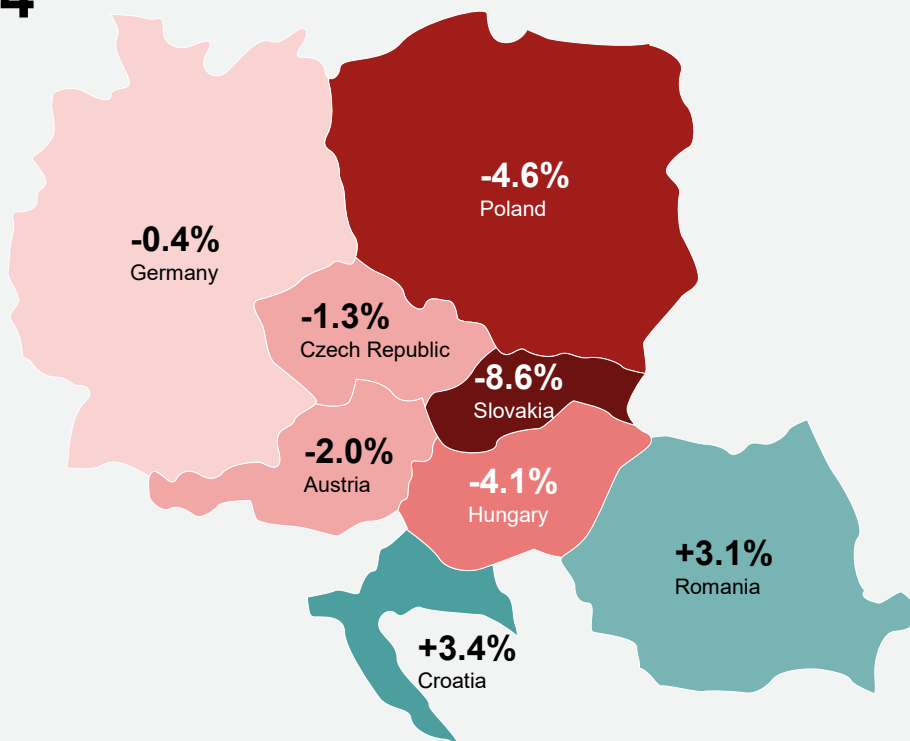


We combine local expertise with global reach

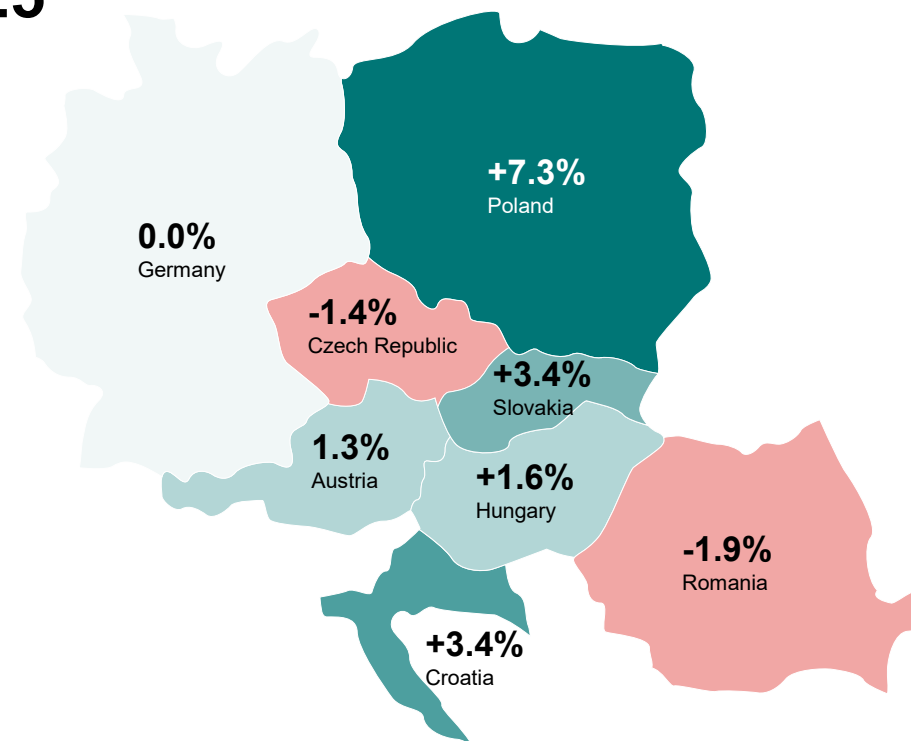


The market environment improves

2024



2025



1) Market data: EUROCONSTRUCT and EECFA, weighted by the share in output volume of the STRABAG Group

We are active in promising markets

German special fund for infrastructure 12 yrs

€ 500 bn Germany

Federal transport infrastructure plan (BVWP) | 2016-2030

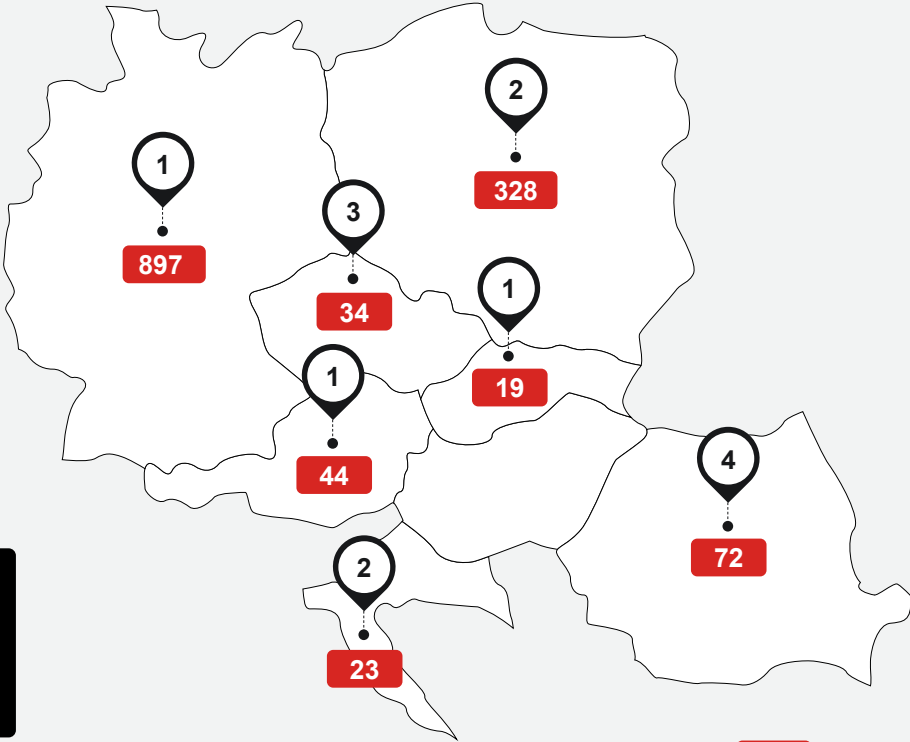
€ 270 bn Germany

Public investments in infrastructure and green energy

€ 150 bn Poland

MFF¹⁾ for climate and environmental projects 2021-2027

€ 8 bn Romania



Railway & transportation infrastructure investments

€ 107 bn	Germany 2025-2029
€ 42 bn	Poland 2025-2032
€ 38 bn	Austria 2025-2030 (ÖBB + ASFINAG)
€ 8 bn	Croatia 2024-2034
€ 6 bn	Czech Republic 2025

EU Cohesion fund 2021-2027

€ 76 bn	Poland
€ 35 bn	Romania
€ 20 bn	Germany
€ 21 bn	Czech Republic
€ 13 bn	Slovakia
€ 5 bn	Croatia
€ 2 bn	Austria

National Recovery & Resilience Plan (NRRP) 2022-2026

€ 60 bn	Poland
€ 29 bn	Romania
€ 10 bn	Croatia
€ 7 bn	Czech Republic
€ 6 bn	Slovakia
€ 4 bn	Austria

Investment volume € bn Market position

1) Multiannual Financial Framework (MFF) for climate and environmental projects

GROUP PROJECTS

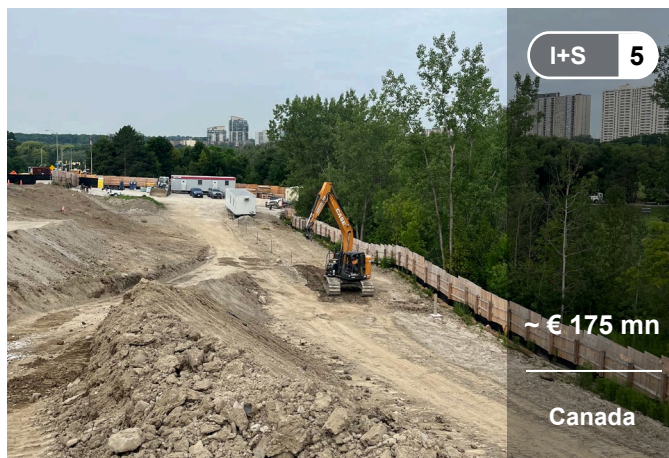
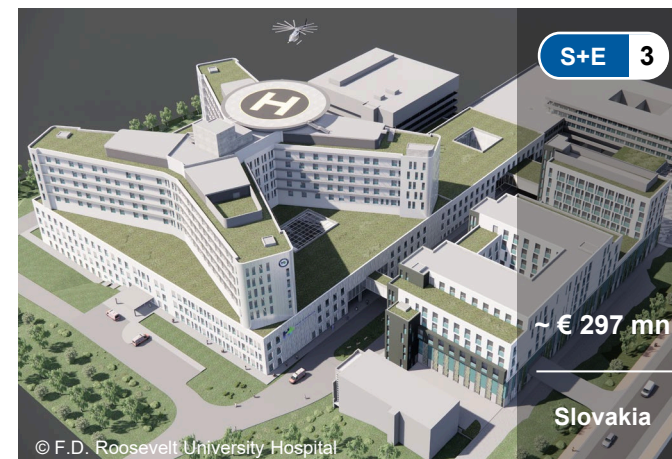
Current large-scale projects in progress

Country	Project	Order backlog in € mn	As % of total order backlog
United Kingdom	HS2 high-speed rail line	961	3.8
Germany	Bayerische Versorgungskammer	543	2.1
Germany	U5 East, Hamburg	521	2.1
Germany	US hospital, Weilerbach	520	2.1
Germany	Lock Kriegenbrunn	356	1.4
Germany	Central Business Tower	351	1.4
United Arab Emirates	Residential towers, Sea La Vie	292	1.2
United Kingdom	Woodsmith Project	282	1.1
Germany	Replacement building, Ruhr University Bochum	271	1.1
Canada	Scarborough Subway Extension Line 2	251	1.0



As of 31 Dec. 2024

Order intake in 2024 reflects strategic priorities



- 1 Civil engineering works – German energy infrastructure projects SuedOstLink and SuedLink
- 2 Shipping lock replacement Kriegenbrunn
- 3 Reconstruction and extension of F.D. Roosevelt University Hospital
- 4 Sea la Vie residential project, Yas Island/Abu Dhabi
- 5 Eglinton Crosstown West Extension, Toronto (rapid transit line)
- 6 New headquarters of Czech bank Česká spořitelna

Operating segment: ■ North + West ■ South + East ■ International + Special Divisions

Key strategic topics for a sustainable 6% EBIT margin by 2030



PEOPLE.

More for people!



Employee focus

promotes our most important asset:
people.



Global-local presence

ensures that we are anchored
in the local communities.



PLANET.

More for the planet!



Circularity

helps us fight environmental pollution
and the shortage of raw materials.



Expertise in the energy sector

makes us a key player in shaping
the energy transition.



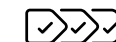
PROGRESS.

More for progress!



Technology leadership

helps us to constantly become more
efficient and effective.



Depth of value creation

makes us more resilient
to external influences.

Well on track to achieve the goals of Strategy 2030



	2022 (base year)	2024	2030 (target year)
Output volume (€ bn)	17.7	19.2 ↗	CAGR ~ 6%
EBIT margin	4.2%	6.1% ↗	6%
Equity ratio	31.7%	34.1% ✓	≥ 25%
Dividend payout ratio	43%	34% ¹⁾ ✓	30–50%
S&P Rating	BBB	BBB+ ✓	Maintain investment grade

1) Dividend proposal by the Management Board

02

Diversified.

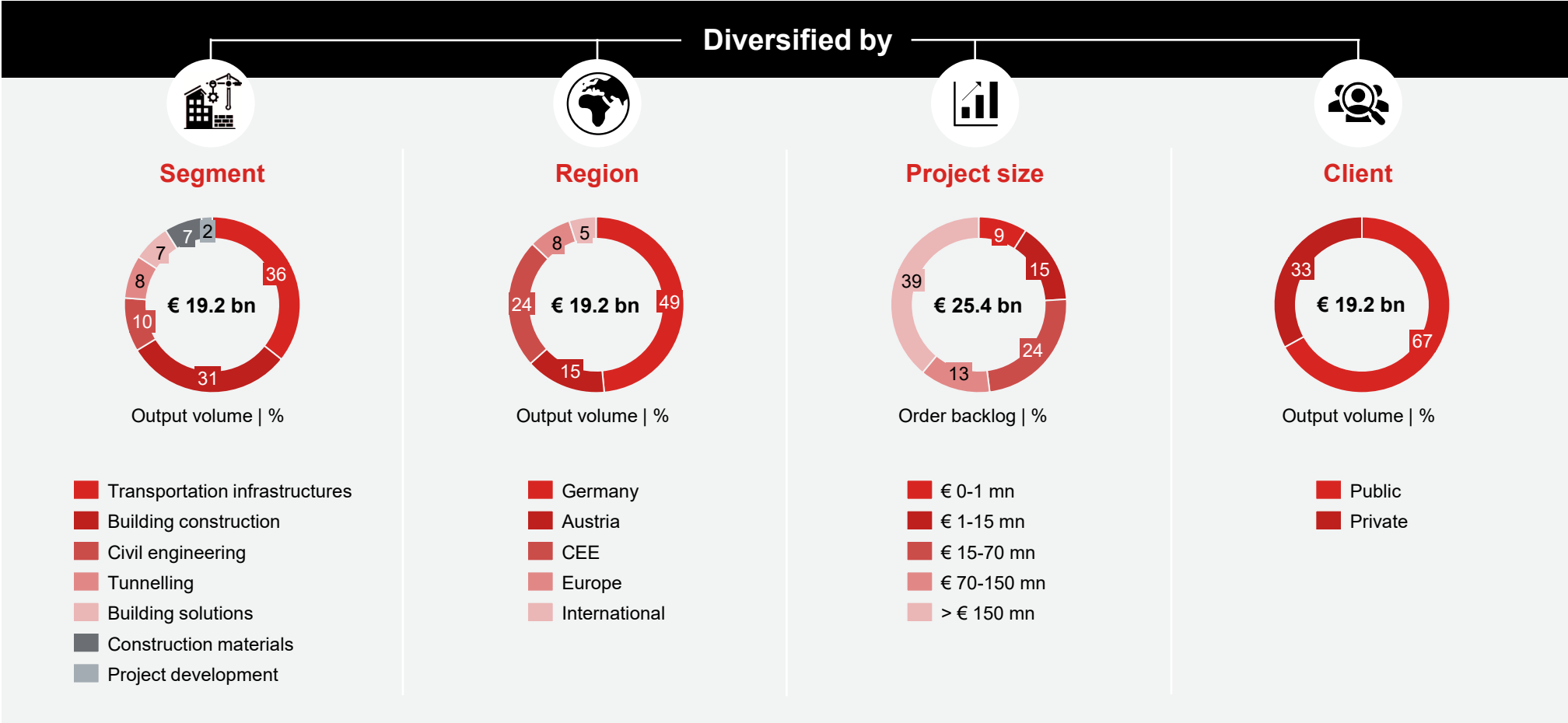
STRABAG is diversified across four areas. This allows us to spread our risk and balance out cyclical and seasonal effects.

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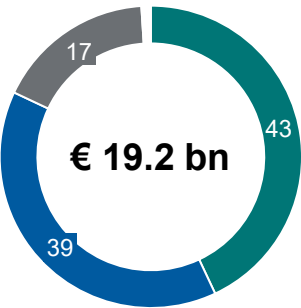
Group resilience through 4-fold diversification

STRABAG
delivers complex projects of nearly all sizes and segments in over 50 countries globally – for both public and private clients.

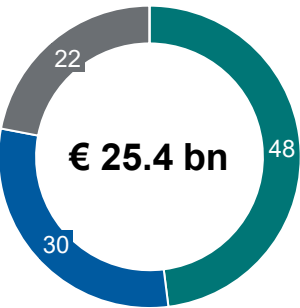


Balanced contributions across operating segments

Output volume
by segment | %



Order backlog
by segment | %



■ North + West ■ South + East ■ International + Special Divisions



2024 FY figures | 4th, non-operating segment "Others", output volume < 1%, not shown

North + West: Germany, Switzerland and others



KEY SEGMENT CHARACTERISTICS

- North + West is the Group's largest segment
- Here we report our construction activities in **Germany, Switzerland, the Benelux countries and Scandinavia**
- The segment also includes the Group-wide **ground engineering** activities

KEY SEGMENT FIGURES

8,240

Output volume | € mn

12,088

Order backlog | € mn

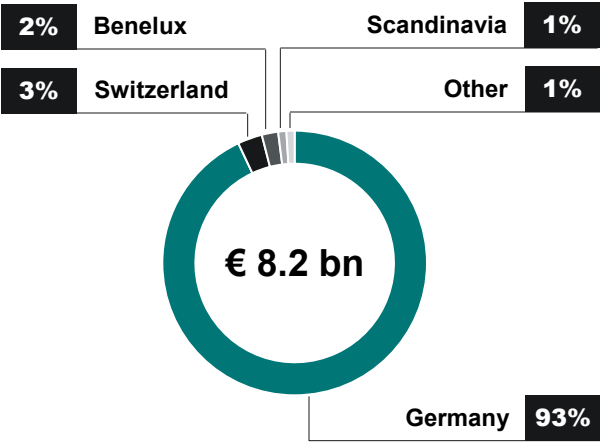
9.6

EBIT margin | %

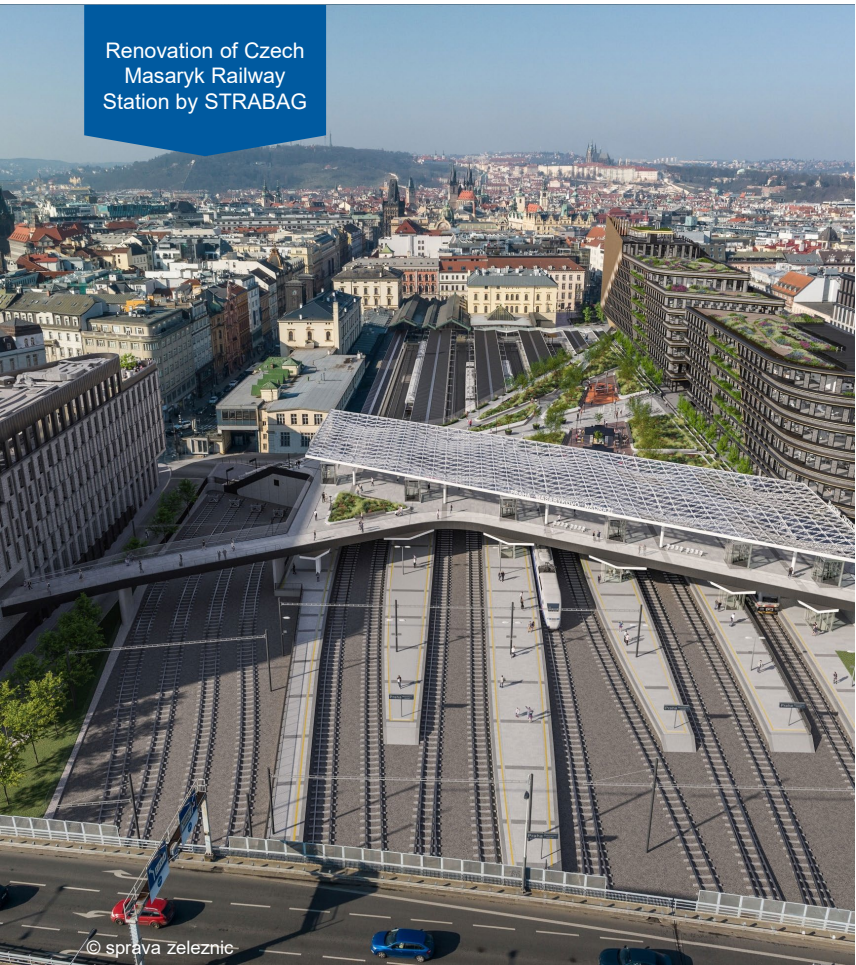
22,392

Employees | FTE

Segment output by region



South + East: Austria and CEE region



KEY SEGMENT CHARACTERISTICS

- In South + East we report our construction activities in **Austria** and the **CEE region**
- CEE includes Poland, the Czech Republic, Slovakia, Hungary, Romania and SEE
- The segment also includes the Group-wide **construction material** business

KEY SEGMENT FIGURES

7,502

Output volume | € mn

7,738

Order backlog | € mn

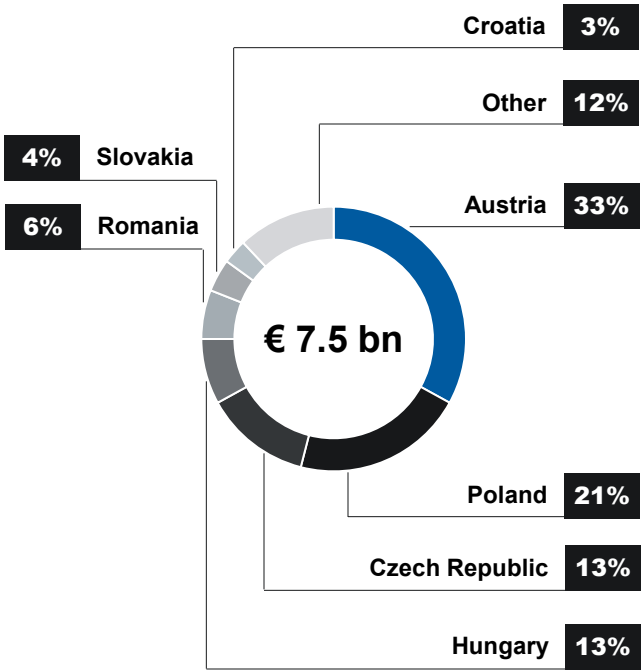
5.4

EBIT margin | %

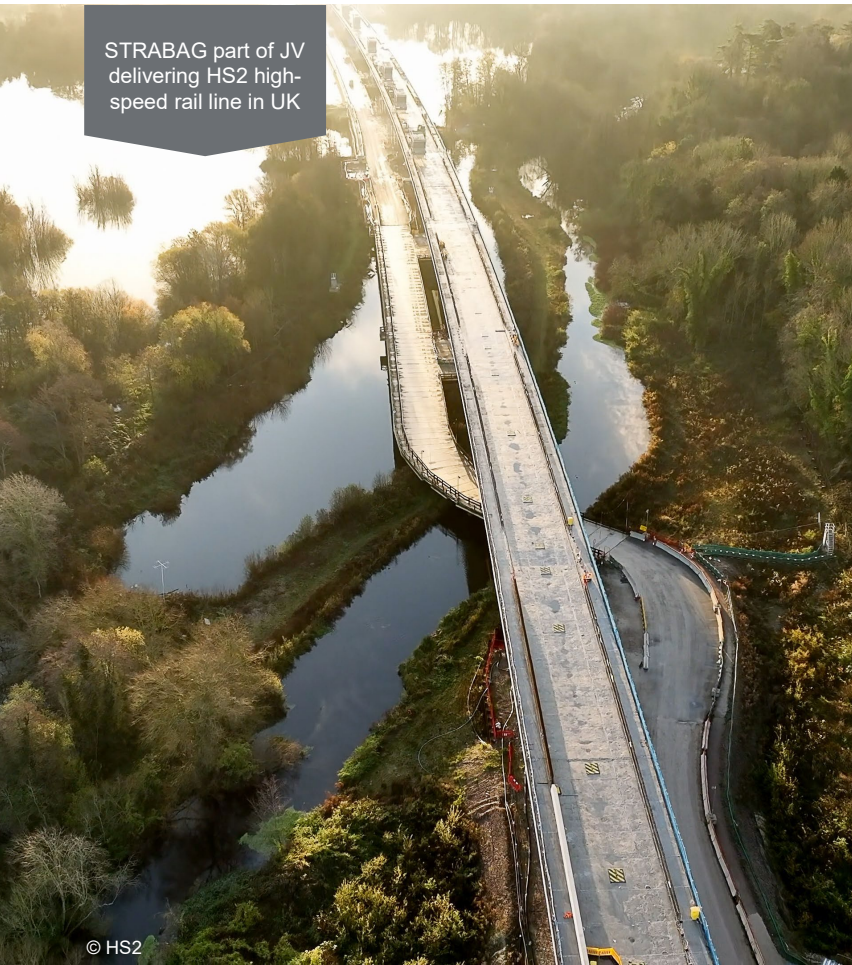
26,852

Employees | FTE

Segment output by region



International + Special Divisions: Pooling specialised expertise



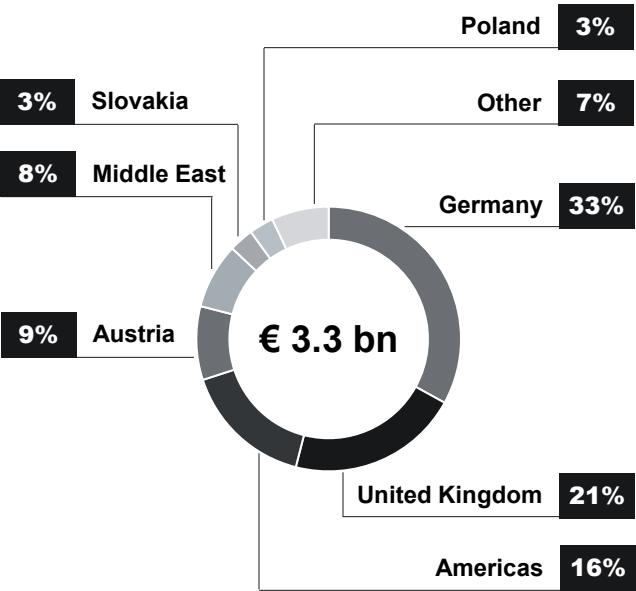
KEY SEGMENT CHARACTERISTICS

- The segment includes our construction activities in the **United Kingdom** and **outside of Europe**, as well as our global **tunnelling** operations
- Regardless of location, the segment covers our **project development, real estate** and **energy** business

KEY SEGMENT FIGURES

3,269 Output volume € mn	5,505 Order backlog € mn
-0.1 EBIT margin %	21,255 Employees FTE

Segment output by region



03

Innovative.

STRABAG innovates construction through technology, targeting climate neutrality along the value chain by 2040.

© HS2



Innovation is part of our DNA

STRABAG stands out by combining innovation, in-house capabilities and digital scale – turning concepts into construction reality.

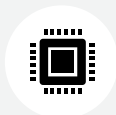
Selected products by STRABAG



Standardisation



Offsite production



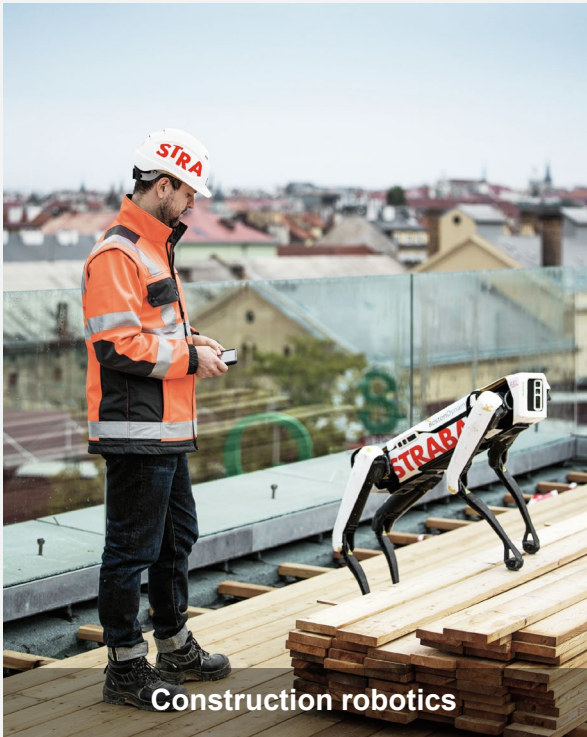
Digital processes



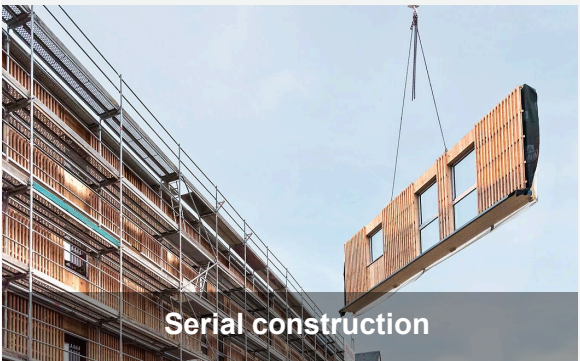
BIM 5D®



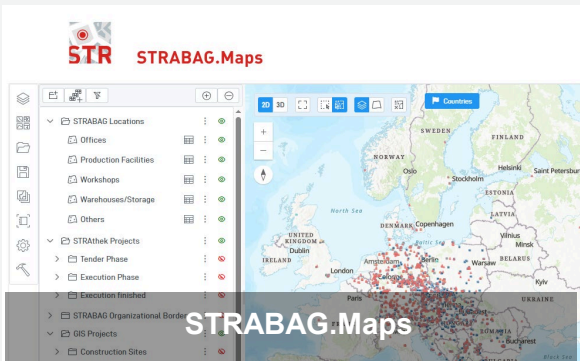
Automation



Construction robotics



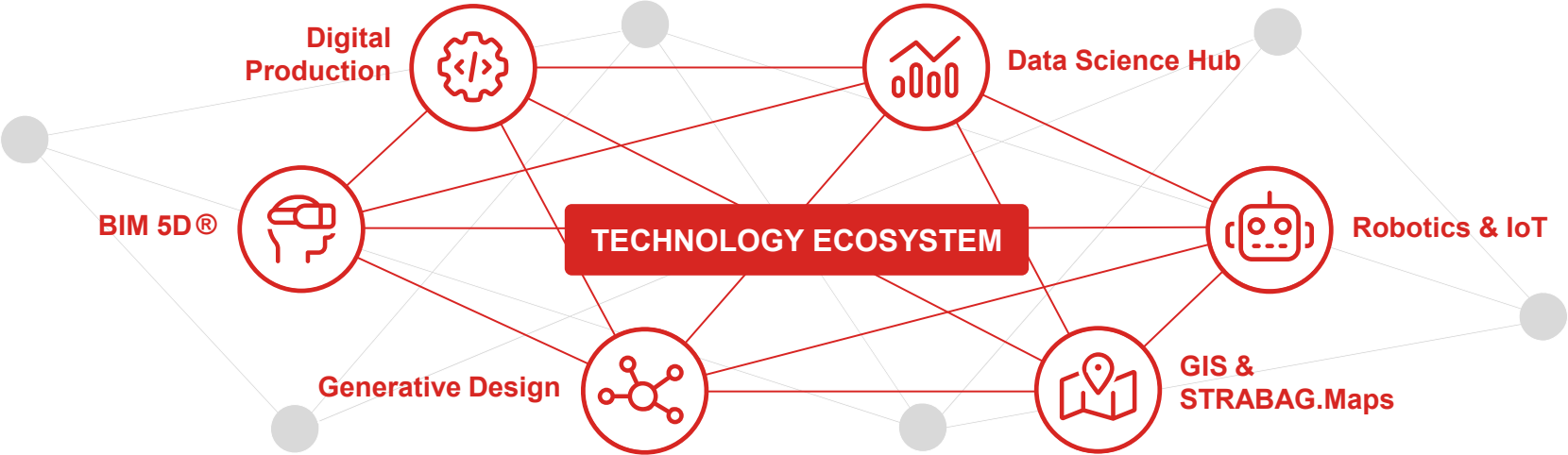
Serial construction



STRABAG.Maps

Selected examples

We have built a complete technology ecosystem



Operational execution

STRABAG shared service units

BMTI

SID

TPA

ZT

drive Group-wide innovation and sustainability projects

> 2,400

Employees in innovation & digitalisation

> 250

Innovation projects

> 400

Sustainability projects



> € 4.5¹⁾ bn
Equipment fleet



> 25,000
Vehicles



**BMTI – STRABAG's
machinery and
equipment fleet worth
over € 4.5 billion**

BMTI



BMTI at a glance

STRABAG BMTI is the machinery and equipment service provider for the STRABAG Group. It oversees the Group-wide operational management of mobile assets (construction machinery, vehicles and mechanical equipment such as cranes, loaders and trucks) based on standardised policies.



Activities

- Lifecycle management from investment decisions and procurement to servicing, rental and resale
- Internal rental and maintenance services across the Group
- Coordination of external equipment rentals to cover peak demands



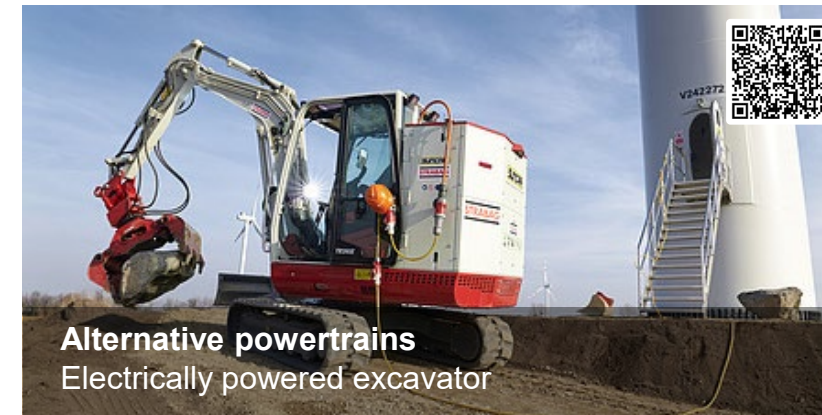
Competitive advantage

- High level of self-sufficiency and **independence**
- Key driver of STRABAG's **sustainability** strategy by supporting the transition to renewable-powered machinery
- Commitment to **automation** and digitalisation

Selected innovation projects



Alternative powertrains
Hydrogen-powered wheel loader



Alternative powertrains
Electrically powered excavator

1) Fleet value at acquisition cost

 **> 400**
Employees (FTE)

 **11**
Countries

 **22**
Locations

SID

SID at a glance

SID (STRABAG Innovation & Digitalisation) is STRABAG's dedicated central unit for driving innovation, digital transformation and sustainability across the Group. Its mission is to strengthen and maintain STRABAG's technology leadership.

Activities

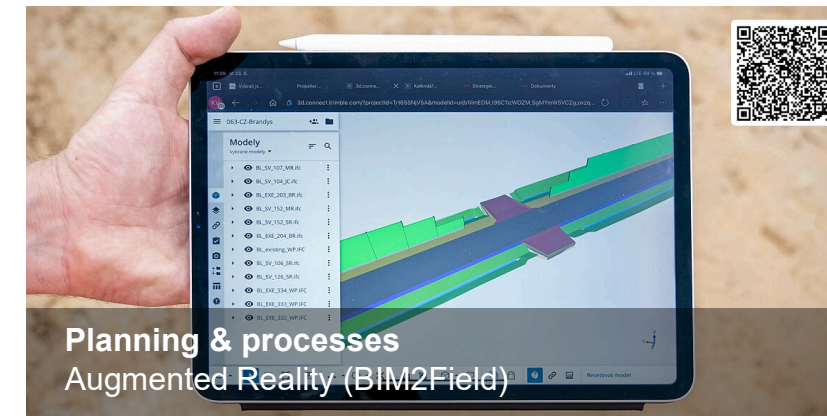
- Initiation and implementation of innovation and digitalisation projects across the entire value chain
- Development of smart, sustainable solutions to reduce CO₂ emissions, material use and waste
- Leveraging data, automation, and interdisciplinary collaboration to optimise processes and unlock new business models

Competitive advantage

- Over 250 active innovation and digitalisation projects
- Strong partnerships with startups and internal talent programmes like adASTRA to foster **new technologies** and **business models**

SID – STRABAG's catalyst for innovation and digitalisation initiatives

Selected innovation projects





> 950
Employees (FTE)



16
Countries



135
Locations

TPA – one of the
largest private
laboratories in Europe

TPA

TPA at a glance

TPA is STRABAG's centre of excellence for construction materials and technology, specialising in asphalt, concrete, soil, geotechnics, environmental technology and engineering. As one of Europe's largest independent lab network, it ensures quality and implement innovations across the Group's construction projects.

Activities

- Quality assurance for construction projects and production units through advanced testing and consulting
- Evaluation and optimisation of construction materials and methods
- Development and support in the implementation of new construction materials and technologies

Competitive advantage

- Independent lab expertise with broad European reach and **cutting-edge technology**
- Strong foundation of **interdisciplinary know-how**, accelerating innovation and assuring quality across the Group

Selected innovation projects



Sustainable construction materials
CIAir® Asphalt



Construction materials recycling
Asphalt recycling



> 1,000
Engineers



9
Countries



32
Locations

ZT

ZT at a glance

Zentrale Technik (ZT) is STRABAG's central hub of technical expertise, supporting projects along the entire construction chain throughout all project phases. ZT plays a key role in driving STRABAG's technological leadership and ensuring efficient, low-risk and cost-optimised execution.

Activities

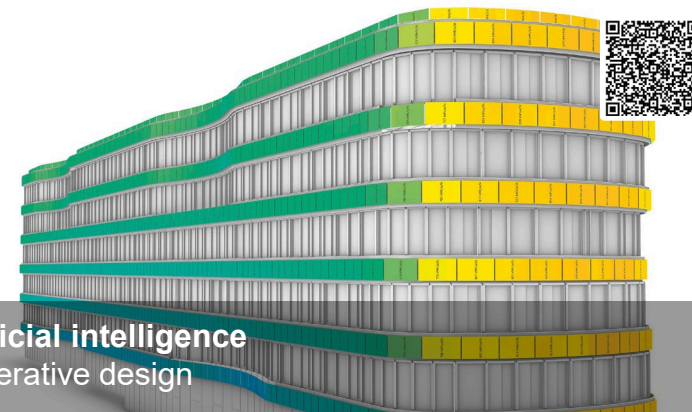
- Technical services across all project stages: from acquisition and design to execution and warranty management
- Cross-disciplinary collaboration for integrated project delivery
- Specialised in model-based design, modular construction and reconstruction, conversion and refurbishment ("Bauen im Bestand")

Competitive advantage

- Strategic enabler for **early project involvement**, risk identification and data control
- **Modular, scalable solutions** powered by digital processes (e.g. BIM 5D®)
- International reach with efficient **cost structure**

ZT – STRABAG's
internal design and
engineering hub

Selected innovation projects





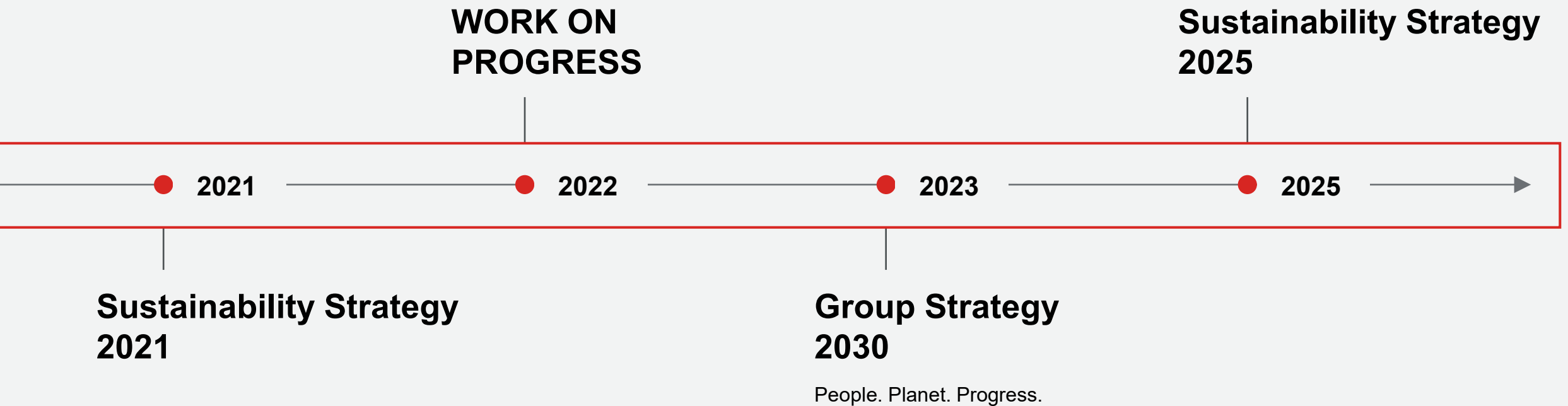
Construction can also
be done sustainably.
That's the way we do
things.

Innovation & sustainability through technology leadership

Through the use of technology, STRABAG is shaping the future of construction. The focus is on standardisation, digital processes and automation.

This not only enables efficient construction processes but also creates innovative, sustainable solutions for clients, with a clear goal: to design, build and operate in a climate-neutral way by 2040.

WORK ON PROGRESS means continuous development



Our focus areas in sustainability

ENVIRONMENT



Decarbonisation



Circular economy



Biodiversity & ecosystems

SOCIAL



Our employees



**Human rights along the
value chain**



Added value for society

GOVERNANCE



Fair competition



**Sustainable
corporate governance**

Our contribution to the environment

Strategic focus topics

Decarbonisation¹⁾

Strategic goals

On the basis of science-based targets, we are reducing the following from 2023–2030:

- Scope 1 & Scope 2 emissions by 42%
- Scope 3 emissions by 25%

By 2040, we want to

- reduce Scope 1, 2 & 3 emissions as far as possible and achieve climate neutrality in line with the 1.5 °C target.

Cluster of measures

- Scope 1: Electrification, switching fuel types, increasing energy efficiency, use of renewable energies
- Scope 2: Generation and use of renewable energies
- Scope 3: Supply chain engagement, offering low-emission buildings

Circular economy

We are putting circular economy principles into practice through:

- Reduction in the consumption of primary raw materials
- Reduction of waste
- Preservation of resources at a high level of quality

- Circular planning & circular construction materials
- Zero waste construction sites
- Selective demolition
- Reconstruction, conversion & refurbishment
- Value stream management & high-quality recycling

Biodiversity & ecosystems

We protect biodiversity and ecosystems by:

- Reducing our negative impacts on flora, fauna and fungi
- Promoting biodiversity in all project phases and at sites in biodiversity-sensitive areas
- Providing awareness-raising and employee training
- Sourcing and using raw materials sustainably

- Establishment of biodiversity management
- Establishment of monitoring and definition of metrics (KPIs)
- Employee training

¹⁾ STRABAG committed to science-based targets in 2024 as part of the Science Based Targets initiative (SBTi).

Our commitment to social responsibility

Strategic focus topics

Strategic goals

Cluster of measures



Our employees

We promote the wellbeing of our employees through:

- EDI: Gender pay gap of 0; annual increase in the percentage of women in management by 6%
- HSW: Vision Zero – zero accidents
- Implementation of the Social Compliance Management System

- Mandatory EDI training for all managers
- Human rights risk analysis
- Preventive actions and remedies
- Whistleblower system



Human rights along the value chain

We protect human rights through:

- Implementation of the Social Compliance Management System
- Compliance with human rights and our corporate due diligence obligations

- Human rights risk analysis
- Preventive actions and remedies
- Whistleblower system
- Implementation of stakeholder engagement formats



Added value for society

We create added value for society by:

- Generating positive impacts for society
- Improving our engagement with and involvement of affected communities

- Implementation of guideline for interaction with affected communities
- Implementation of stakeholder engagement formats

Our engagement in governance

Strategic focus topics



Strategic goals

We avoid corruption and anti-competitive behaviour by:

- Promoting compliant and ethical conduct through comprehensive measures for employees and leaders
- Strengthening a corporate culture based on trust and partnership
- Firmly anchoring these issues as a management responsibility

Cluster of measures

- Avoidance of anti-competitive violations
- Prevention of economic crime
- Awareness-raising among all employees
- Mandatory business compliance training
- Certification to ISO 37001 (Anti-Bribery Management Systems)
- Certification to ISO 37301 (Compliance Management Systems)



We have established clear structures and responsibilities by:

- Embedding environmental and social sustainability in STRABAG's core business as a prerequisite for achieving our corporate goals
- Implementing a Group-wide governance structure and clear processes

- Consolidation of the governance structure
- Expansion of ESG risk management
- ESG as agenda item at every Management Board meeting
- Steady improvement in ESG ratings

ESG commitment confirmed by solid ratings

Our ESG ratings & ESG commitment









In support of

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office



Positive results in 2024 ESG ratings

CDP	reconfirmation of “B” score (Climate Change)
Sustainalytics	29.2 (medium risk) (last evaluation: Nov. 2024)
EcoVadis	68/100 points

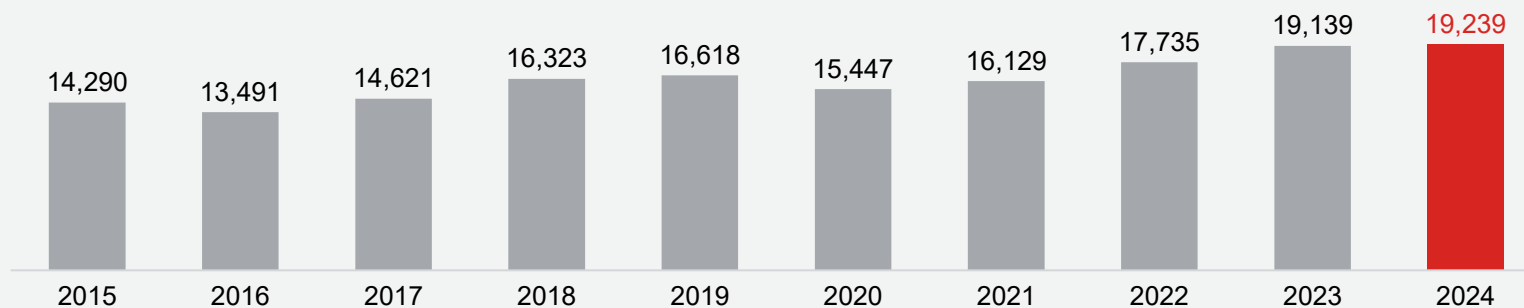
Financially strong.

STRABAG's financial strength enables agile business opportunities, with a strategic focus on risk management.

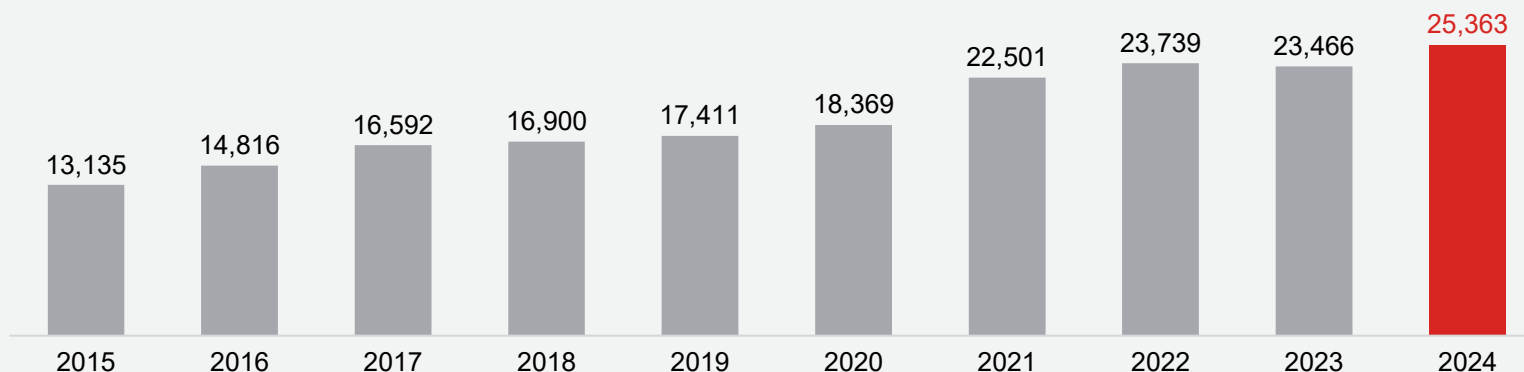
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Output and order backlog at record highs

Output volume | € mn



Order backlog | € mn



Proven financial track record

- Business consolidation from 2013 to 2023 after a decade of strong inorganic growth
- Top-line growth not a strategic priority during this phase
- Order backlog nearly doubled over the past ten years, providing strong forward visibility

Order backlog
CAGR +8%
2015–2024

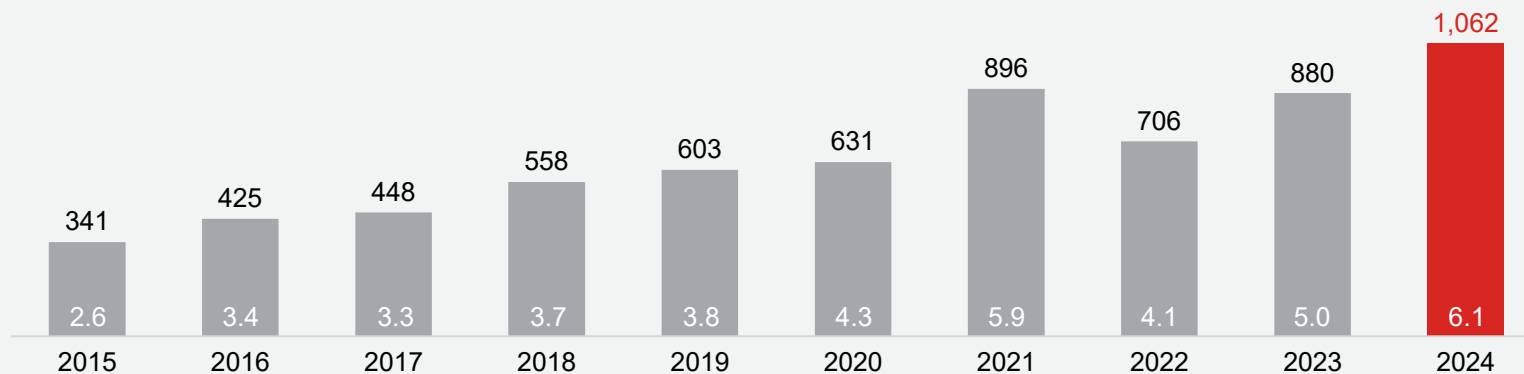


Order backlog
visibility > 1.3 years

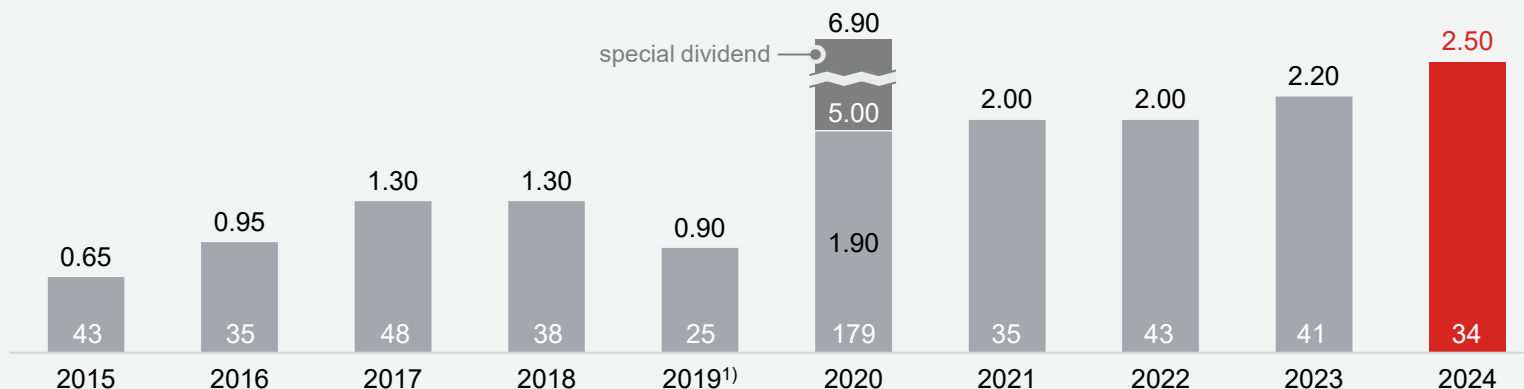


Profitable growth with consistent dividends

EBIT | € mn and EBIT margin | %



Dividend | € and payout ratio | %



1) Precautionary measure due to Covid-19

Proven financial track record

- Strong track record of sustainable earnings growth; EBIT margin more than doubled (2015–2024)
- Effective risk management as key driver of margin expansion
- Reliable dividend policy with 30–50% payout of net income (after minorities)
- Among Austria's top dividend yield companies

EBIT margin
2.3x
2015–2024

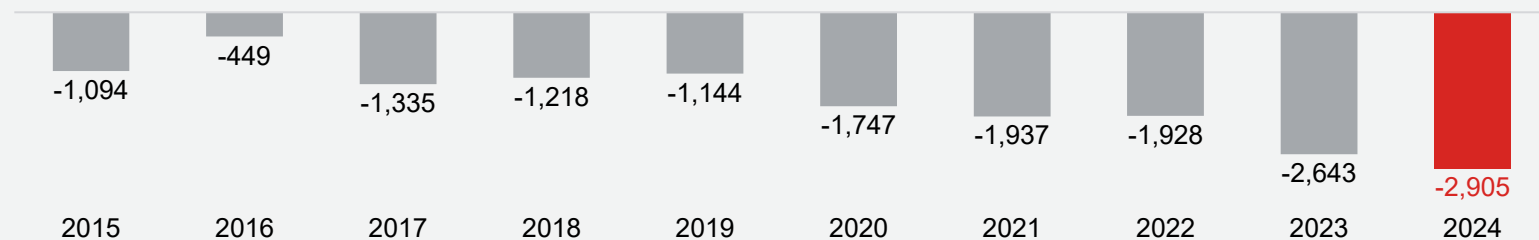


Dividend
CAGR +16%
2015–2024

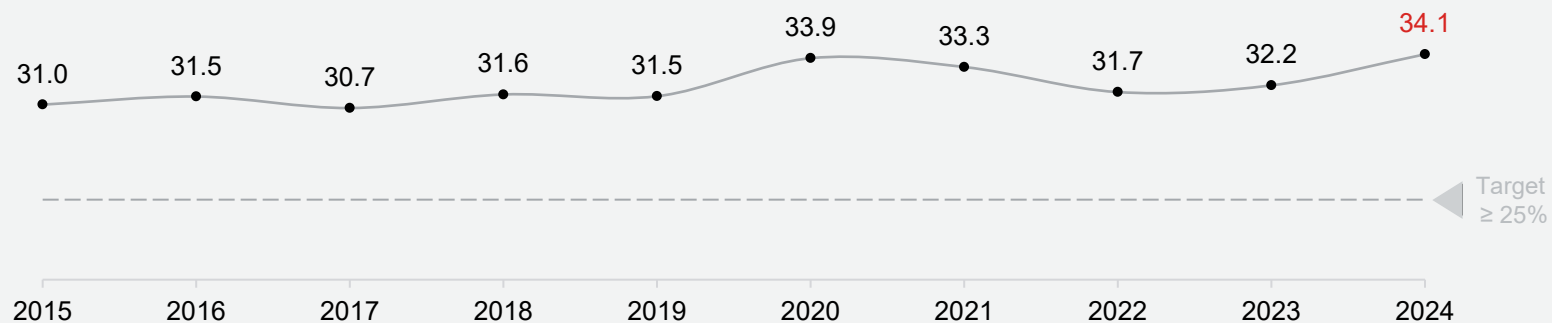


Financial strength as a key differentiator

Net debt (+) / Net cash (-) | € mn



Equity ratio | %



Proven financial track record

- Robust balance sheet as a key enabler of business operations
- > 30% equity ratio and net cash position maintained throughout the past decade
- Enhanced organic capital generation through margin improvement

S&P Rating
BBB+ stable
Upgrade in 9/2024

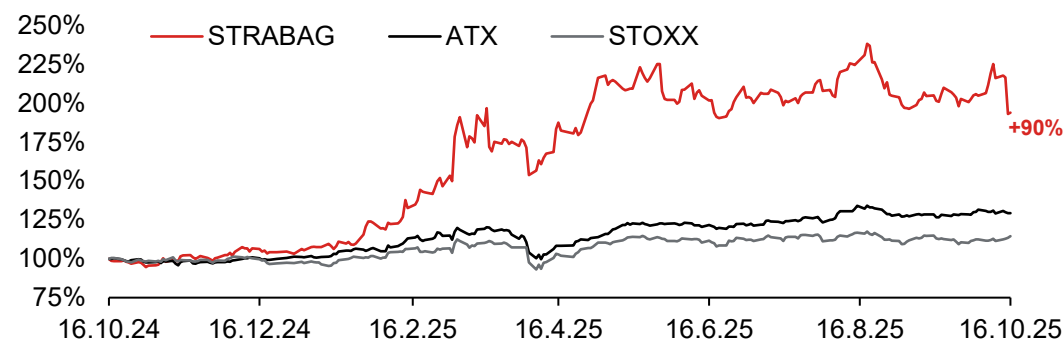


€ 3.7 bn
Liquid assets
31 December 2024



STRABAG on the capital markets

STRABAG share price development



Consensus

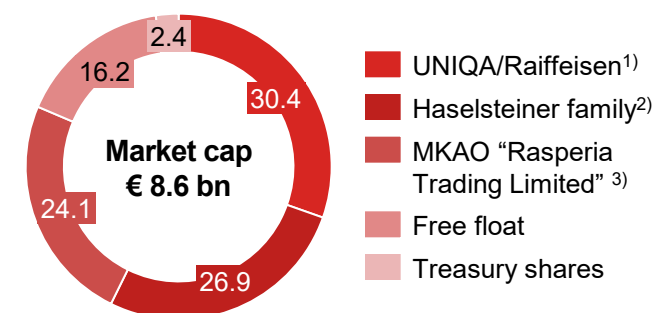
	2025e	2026e	2027e
Revenue (€ mn)	18,959	19,930	20,879
Adjusted EBIT including associates (€ mn)	985	1,017	1,102
Reported net income after minorities (€ mn)	694	712	767
Dividend per share (€)	2.55	2.63	2.77
Reported EPS (€)	6.02	6.17	6.64
P/E	11.9	11.6	14.1

1) On 30 May 2025, UNIQA Österreich Versicherungen AG sold 1,800,000 STRABAG shares to institutional investors in a private placement (accelerated bookbuilding process).

2) On 21 March and 17 October 2025, the Haselsteiner family sold 2,000,000 and 2,500,000 STRABAG shares, respectively, to institutional investors via private placements (accelerated bookbuilding processes).

3) The ongoing asset freeze in line with EU sanctions prohibits MKAO "Rasperia Trading Limited" from exercising all rights associated with its STRABAG SE shares.

Shareholder structure October 2025 | %



Analyst recommendations



STRABAG SE

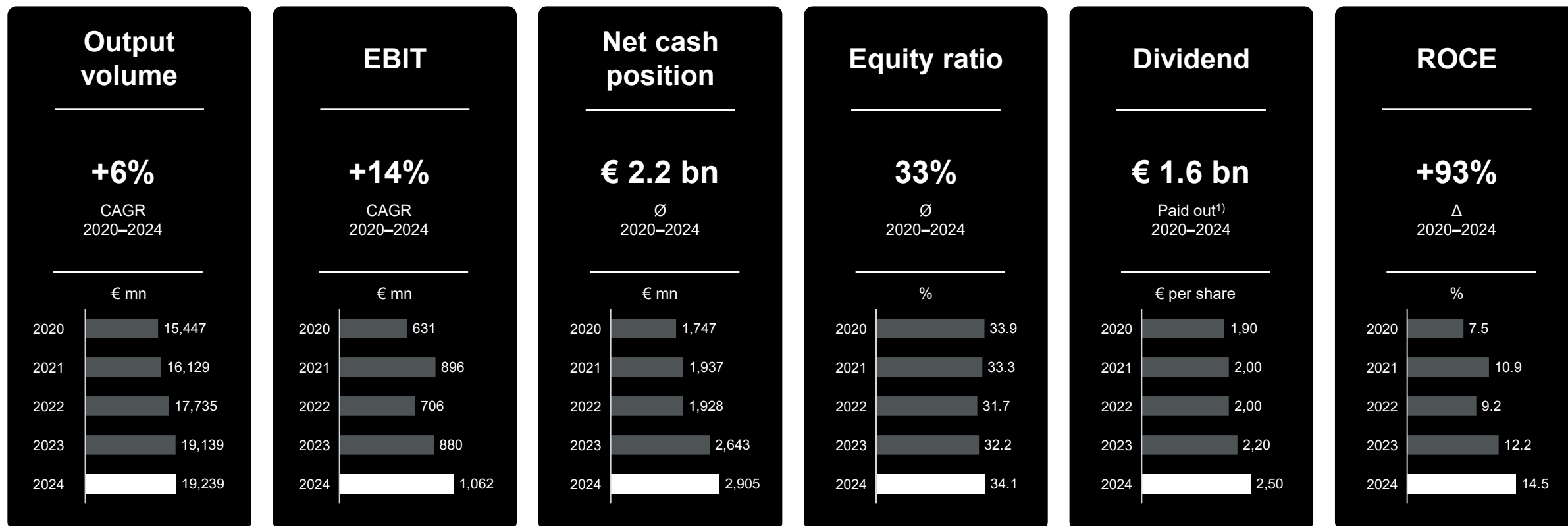
Listed on the Vienna Stock Exchange (VSE) since 2007

S&P Rating:
BBB+, outlook stable

ISIN: AT000000STR1
No. of shares: 118.2 mn

VSE: STR
Bloomberg: STR:AV
Reuters: STRV.VI

Proven record of financial solidity



1) Including special dividend of € 5.00 per share in 2020

Experienced Leadership at STRABAG



Dipl.-Ing. Stefan Kratochwill
CEO

Joined STRABAG in 2003

Central Divisions BMTI, CML,
SID, TPA, ZT and
Central Staff Divisions



Mag. Christian Harder
CFO

Joined STRABAG in 1994

Central Division BRVZ



Dipl.-Ing. (FH) Jörg Rösler
Member of the Management Board

Joined STRABAG in 2001

Segment North + West:
Germany, Switzerland,
Benelux, Scandinavia,
Ground Engineering



Dipl.-Ing. Siegfried Wanker
Member of the Management Board

Joined STRABAG in 1994

Segment International +
Special Divisions:
Tunnelling, International,
Infrastructure Development,
Real Estate Development,
Building Solutions, United Kingdom,
Australia, Energy Infrastructure,
STRABAG Hold Estate



Dipl.-Ing. (FH) Péter Glöckler
Member of the Management Board

Joined STRABAG in 2003

Segment South + East:
Austria, Poland, Czech Republic,
Slovakia, Hungary, Romania,
South-East Europe, Rest of Europe,
Construction Materials