



QUESTIONS ON KEY ISSUES 2026

As in previous years, Austria's publicly listed companies are invited to answer a series of questions on key issues elaborated by the Austrian investors' association IVA together with its partners *Börsen-Kurier* and TI AUSTRIA. The responses are published online at www.iva.or.at.

1) Influence of the global economy

- a. Was a new collective wage agreement reached for your company in 2025? If so, what impact (in euros) does it have on EBIT/net income?

95% of the STRABAG SE Group's employees are covered by collective wage agreements in their respective countries. Collective wage agreements were concluded for the respective countries where the Group operates, either at industry-wide or company level, in line with the inflation rate of the completed calendar year.

The increases resulting from the collective wage agreements are generally incorporated into project costing or are passed on to clients via price escalation clauses as far as possible.

- b. Impact of the war in Ukraine: Is your company directly financially affected by the war in Ukraine? If yes, to what extent and in which sector? How has this impact developed since 2022?

STRABAG is not active in Ukraine. Following Russia's invasion of Ukraine, STRABAG wound down all activities in Russia. The effects of the war became apparent from 2022 onwards, primarily in the form of higher inflation rates, increased interest levels and, in some cases, strained supply chains. STRABAG has managed the situation well to date, thanks in part to its diversified business model, decentralised supply chains, in-house production of construction materials, and a long-term procurement and proactive pricing policy.

- c. Is your company affected by or subject to EU sanctions?

STRABAG SE and its subsidiaries are not themselves subject to any sanctions. Beyond that, the STRABAG Group fully complies with all EU sanctions requirements.

In 2024, STRABAG shareholder MKAO "Rasperia Trading Limited" was added to the sanctions lists of both the EU and the United States. This did not result in any changes for STRABAG SE itself or in our handling of the shares held by Rasperia, as Rasperia's shares in STRABAG SE had already been frozen following the EU sanctions imposed on Oleg Deripaska and remain frozen.



- d. Does your company operate in the United States? If so, would you be affected by US tariffs under the second Trump administration? If yes, to what extent in euros? How do you expect this to impact competitiveness?

STRABAG does not operate in the United States. The construction business is essentially regional in nature and characterised by local supply chains. From today's perspective, any effects would at most be indirect, for example through price increases for imported materials or components used in construction machinery. STRABAG relies on the in-house production of key construction materials and on a procurement policy geared as far as possible towards regional sourcing. This also applies to the Group's machinery and equipment fleet.

- e. Did your company implement any extraordinary price increases in 2025?

Various contract and pricing models are used in the construction industry. In the public sector, for example, price escalation clauses are common, which allow prices to be adjusted as needed. In the private sector, we have reduced the number of fixed price models in recent years and increasingly rely on contract models that allow for price adjustments.

- f. What proportion of the costs for and volume of energy consumption was accounted for by non-renewable energy sources (in any form, including indirect use, e.g. through gas-fired electricity generation) in the past financial year? What measures has the company taken and continues to take to reduce the proportion of non-renewable energy sources?

In 2025, around 93% of STRABAG's total energy consumption was attributable to non-renewable energy sources, accounting for approximately 86% of total energy costs.

STRABAG has made significant progress in reducing its reliance on fossil fuels. A key milestone was the SBTi validation of the short-term climate targets through 2030 in line with the 1.5 °C target. This is based on a Group-wide reduction pathway for Scope 1 and 2 emissions adopted in 2024.

The greatest reduction levers lie in the vehicle fleet, construction machinery and asphalt mixing plants. A large share of the Group's passenger cars and commercial vehicles is therefore being gradually electrified, construction machinery is increasingly being converted to renewable energy sources, and alternative powertrain technologies are being tested, including a hydrogen-powered wheel loader in Austria. Emissions from asphalt mixing plants are also being progressively reduced through renewable alternatives.

In addition, a reduction pathway for Scope 3 emissions was developed in 2025. The measures focus on buildings and construction materials, including through the increased use of low-carbon materials as well as customer and supply chain engagement.



Energy and infrastructure expertise is also embedded as one of the six strategic core topics of the Group strategy and, in addition to the decarbonisation of our own consumption, also encompasses the implementation of projects to actively shape the energy transition.

2) Investments & ESG

- a. Investments in the collection of ESG-relevant data in 2025: What were the internal/external costs incurred (consulting, lawyers, auditors, IT service providers)?

As part of the preparations for ongoing CSRD reporting, STRABAG engaged several consulting services in 2025 and further developed its IT infrastructure and tools. This resulted in the following investment costs:

Approximately € 273,000 was incurred for external services (auditing, consulting and the purchase of databases).

Internal costs for IT developments are spread across various specialist divisions and largely form part of day-to-day operations, which is why no specific amount can be stated.

- b. Investments in social media in 2025: What were the internal/external costs incurred (employees, media agency, strategy consulting, etc.)?

In the 2025 financial year, a total of 9 FTEs supported the Group-wide social media activities. Due to the ongoing shortage of skilled labour, employer branding activities were expanded through various campaigns aimed at specific target audiences. Various collaborative measures were also implemented to strengthen our social media activities across the Group-wide channels.

- c. What were the ESG reporting costs in 2025 (external consultants, service providers, etc.)? How many employees are exclusively assigned to these tasks?

In addition to the costs outlined under question 2a, STRABAG recorded the following expenses in 2025:

- Participation in ESG ratings: approximately € 5,600
- Consulting services: approx. € 45,000
- Personnel costs equivalent to approx. 1.5 FTEs exclusively assigned to ESG reporting

3) Supervisory Board and Management Board

- a. Supervisory Board: How high were the ancillary costs such as travel expenses, secretarial services, consulting, off-site meetings, training, etc.?



Ancillary costs for the Supervisory Board amounted to around € 20,000 in 2025.

- b. What was the average age of the shareholder representatives on the Supervisory Board in 2024 and 2025? What was the average age of the Management Board members in 2024 and 2025?

Supervisory Board

2024: At the reporting date, the members of the Supervisory Board were between 42 and 68 years old.

2025: At the reporting date, the members of the Supervisory Board were between 43 and 69 years old.

Management Board

2024: At the reporting date, the members of the Management Board were between 44 and 60 years old.

2025: At the reporting date, the members of the Management Board were between 48 and 61 years old.

- c. What was the proportion of non-Austrian citizens on the Supervisory Board and Management Board in 2024 and 2025? Does the company assume Austrian tax liabilities for these Supervisory Board members? If so, to what extent?

Management Board

2024: The proportion of non-Austrian citizens at the reporting date was 40%.

2025: The proportion of non-Austrian citizens at the reporting date was 40%.

Supervisory Board

2024: The proportion of non-Austrian citizens stood at 33% on the reporting date.

2025: The proportion of non-Austrian citizens at the reporting date was 36%.

No taxes were assumed by the company for members of the Supervisory Board.

- d. Is the remuneration of the Management Board directly linked to reducing the company's carbon emissions?

The remuneration policy for the Management Board is geared towards the company's long-term and sustainable development and consists of fixed and variable components. In addition to financial key performance indicators, the variable remuneration is also based on non-financial ESG criteria, including quantitative targets relating to the social dimension (occupational safety and



diversity) as well as qualitative targets relating to the environmental and governance (e.g. decarbonisation, sustainable business models and certifications).

e. Are there any ESG experts on the Supervisory Board?

The composition of the Supervisory Board ensures that ESG-related issues are adequately represented at the Supervisory Board level. The CEO reports to the Supervisory Board on sustainability matters, including strategic objectives and progress made, either on an ad hoc basis or separately as part of an annual ESG update (since 2024). As the company's highest supervisory body, the Supervisory Board plays a central role in overseeing and reviewing the Group's annual sustainability reporting. Together with the external auditor, the Supervisory Board discussed the implementation of the new statutory sustainability reporting requirements. In this context, the improvement proposals identified by the auditor were discussed in detail.

f. What is the gender distribution on the Supervisory Board (shareholder representatives) in percent? What is the gender distribution on the Management Board in percent?

As at 31 December 2025, the proportion of women on the Supervisory Board (shareholder representatives) was 50%, while there were no female members on the Management Board.

4) Investor Relations activities

a. Number of roadshows in Austria and abroad?

In addition to the mandatory semi-annual financial reporting and the trading statements for the first and third quarters, we maintained close communication with the capital market during the 2025 financial year. Overall, we informed 225 capital market participants (2024: 115) in the course of 152 one-to-one and group meetings (2024: 40). We also participated in nine roadshows and investor conferences (2024: five), organised by the following institutions: Montega, Raiffeisen Bank International, Vienna Stock Exchange, ODDO BHF, Baader Bank, Erste Group, Kepler Cheuvreux and UniCredit.

b. Number of contacts with institutional and private investors?

See answer to question 4a.

c. Expenditure on research and analyses?

At present, six investment banks publish analyses on STRABAG SE shares. In some cases, contractual agreements are in place that include market making and corporate brokerage services.



- d. Costs for the print run of the Annual Report and the Sustainability Report?

Printing costs for the 2025 Annual and Sustainability Report amounted to approx. € 3,500.

5) Tax payments in 2025

- a. How high were the tax payments in Austria and in the three highest-revenue foreign markets (stated by country, revenue, amount)?

The actual tax expense recognised in the 2025 financial year for Austria and the highest-revenue foreign markets was as follows:

Country	Revenue including consolidated revenue in millions of €	Actual tax expense in millions of €
Austria	3,887.20	-1.66
Germany	9,686.57	-150.30
Poland	2,037.18	-23.28
Czech Republic	1,611.44	-21.97

6) Promotion of young talent

- a. How many interns are employed in your company (2025)?
- b. How many interns receive remuneration and what is the average amount?
- c. Describe the age structure and educational background of the interns.

Interns	2025	2024	2023	Age	Educational background
Mandatory interns	226	189	162	16–35	Technical colleges (HTL), bachelor's or master's programmes
Trainees	112	108	105	21–28	Bachelor's or master's programmes
All mandatory interns and trainees receive remuneration.					



7) Young Shareholders Austria – Questions on the labour market and training:

- a. What were the total expenses for internal and external training and further education, overall and per employee?

In the period from 1 January 2025 to 31 December 2025, approximately € 9.5 million was invested Group-wide in internal training and development (excluding travel costs, accommodation, etc.).

- b. Which specific programmes (training, upskilling, reskilling, employer branding) make a measurable contribution to securing skilled labour for your company?

STRABAG SE pursues an integrated approach to securing skilled labour based on in-house talent development, targeted qualification measures, internal mobility and strong employer branding. The effectiveness of these measures is evaluated across the Group using defined metrics.

Apprenticeship and early-career programmes (such as dual training and trainee programmes) are aimed at sustainably expanding the company's own pipeline of skilled specialists and managers in the construction and engineering sectors.

Upskilling programmes include professional training and development in areas such as construction and project management, digitalisation, sustainability and leadership. Their objective is to safeguard critical expertise and maintain employability.

Reskilling and retraining programmes are designed to preserve know-how, support internal mobility and adapt employees to new requirements (e.g. digitalisation and sustainability).

Employer branding and early talent initiatives include university partnerships, school programmes, employer branding campaigns and internships aimed at further enhancing the company's attractiveness as an employer in a highly competitive labour market.

- c. What is the time horizon for these measures, and from which year are they expected to make a measurable contribution to reducing external recruitment and lowering staff turnover?

The effectiveness of the measures aimed at securing skilled labour is monitored transparently and continuously using clearly defined metrics. These include employee retention as well as metrics relating to employee development and recruiting.

Based on these metrics, developments are continuously analysed and tracked across the Group. This allows the contribution of the programmes to reducing



external recruitment and stabilising employee retention to be systematically managed and further developed.

- d. How many apprentices are currently employed by your company across Austria (broken down by apprenticeship year)?

Apprentices in Austria: 378, thereof:

1st apprenticeship year: 28%

2nd apprenticeship year: 31%

3rd apprenticeship year: 29%

4th apprenticeship year: 12%

- e. How many former apprentices now hold key or leadership positions?

Although no detailed quantitative data are available, it is known that a significant number of former apprentices have gone on to hold key and leadership positions over the long term. This underlines both the importance and the long-term success of the company's apprenticeship training programme.

- f. What proportion of the total workforce (FTEs) at the Austrian business locations consists of leased employees, and how has this proportion developed over the past four financial years?

As in previous years, leased workers in blue-collar roles continue to be employed to a minor extent to cover peak staffing needs.



In cooperation with the readers of *Börsen-Kurier*, two questions were selected for inclusion as *Börsen-Kurier* reader questions in the IVA Questions on Key Issues:

- 1) What are your key priorities this year in terms of transparency, shareholder information and investor relations?

In 2026, the focus of our investor relations activities is on expanding the direct dialogue with investors, analysts and stakeholders, as well as on further broadening the investor base. In this context, the investment story was further refined in order to communicate the Group's strategic direction to the capital market in a clear and concise manner. We also further enhanced the online annual report and expanded our social media activities.



- 2) Should global political uncertainties (Taiwan, Middle East, Ukraine, Venezuela, Greenland, etc.) once again lead to supply chain issues, economic uncertainty or even further wars, how are you prepared for this? How severely are you affected by high energy prices and how are you dealing with them?

As a result of the war in Iran, price increases are being observed for certain input factors such as fuel, gas and bitumen. The impact will depend largely on the duration of the conflict. STRABAG uses various contract models and applies price escalation clauses wherever possible. In principle, STRABAG pursues a locally focused, long-term procurement policy with longer-term framework agreements. The resilience of the business model has already been demonstrated during the COVID-19 pandemic, which was likewise characterised by significant price increases.



One topic was again selected specifically in cooperation with the anti-corruption organisation Transparency International Austria:

ESG and compliance

- 1) What impact are the current geopolitical developments having on compliance work within your company, and where do you see the most significant compliance risks in 2026?

We have no intention whatsoever of lowering the high compliance standards achieved through the STRABAG SE Group's certification to ISO 37001 and ISO 37301. On the contrary, we intend to strengthen them further through additional training measures and the rapid integration of acquired companies into our compliance system. In 2026, we will also continue to comply strictly with all sanctions regulations, continuously monitor developments and adapt our systems where necessary. Corruption, anti-competitive agreements and discrimination are not tolerated at STRABAG.