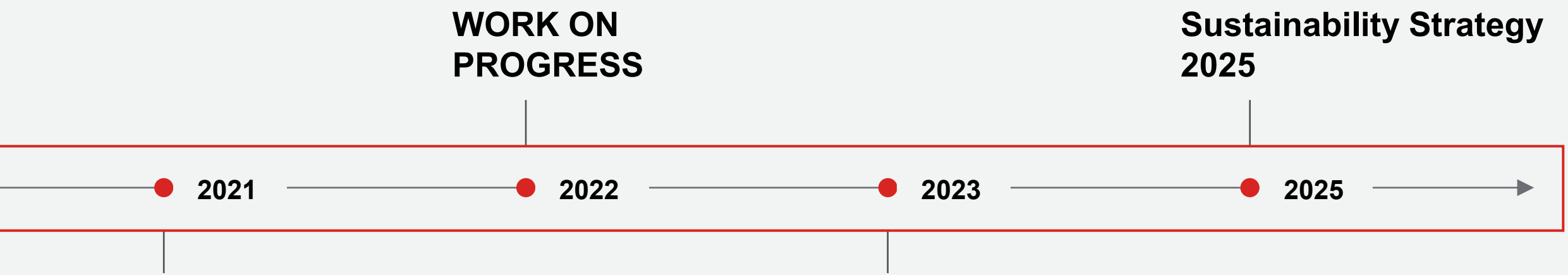
STRABAG Sustainability Strategy

Update 2025



STRABAG
WORK ON PROGRESS

WORK ON PROGRESS means continuous development



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What does sustainability mean for STRABAG?

At STRABAG, we understand sustainability in line with the current ESG framework, which covers the aspects of environment (E), social responsibility (S) and governance (G).



Environment

The aim of environmental sustainability is to minimise the negative impact the company and its products have on the environment. Reducing our resource use and energy consumption is the main lever of action to reduce emissions of CO_2 and other greenhouse gases that cause climate change.

Social responsibility

The aim of social sustainability is to minimise the negative impact the company and its products have on people and on society. Business activities are to be structured along the entire supply chain in a way that ensures fairness for all stakeholders and benefits everyone involved.

Governance

Corporate governance refers to an organisation’s regulatory and management system and is designed to ensure compliance with applicable laws and regulations. It also aims to establish clear responsibilities and processes within a company.

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

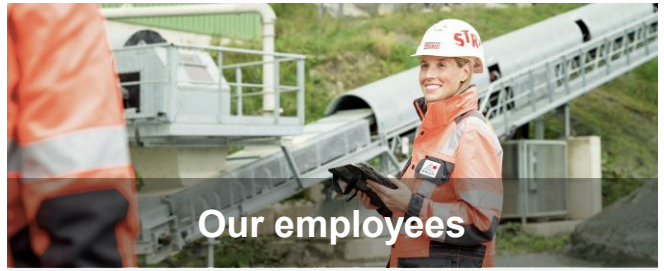
- Fair competition
- Sustainable corporate governance

Our contribution to the environment

Strategic focus topics	Decarbonisation[1)]	Circular economy	Biodiversity & ecosystems
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** • minimise Scope 1, 2 & 3 emissions as far as possible and achieve climate neutrality in emissions from our own operations	**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	**We protect biodiversity and ecosystems by:** • Reducing our negative impacts on flora, fauna and funga • 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
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 planning & circular construction materials • Zero waste construction sites • Selective demolition • Reconstruction, conversion & refurbishment • Value stream management & high-quality recycling	• Establishment of biodiversity management • Establishment of monitoring and definition of metrics (KPIs) • Employee training

1) STRABAG's climate targets through 2030 are validated by the Science Based Targets initiative (SBTi)

Our commitment to social responsibility

Strategic focus topics	 Our employees	 Human rights along the value chain	 Added value for society
Strategic goals	**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	**We protect human rights through:** • Implementation of the Social Compliance Management System • Compliance with human rights and our corporate due diligence obligations	**We create added value for society by:** • Generating positive impacts for society • Improving our engagement with and involvement of affected communities
Cluster of measures	• Mandatory EDI training for all managers • Human rights risk analysis • Preventive actions and remedies • Whistleblower system	• Human rights risk analysis • Preventive actions and remedies • Whistleblower system • Implementation of stakeholder engagement formats	• Implementation of guideline for interaction with affected communities • Implementation of stakeholder engagement formats

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Our engagement in governance

Strategic focus topics



Fair competition

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)



Sustainable corporate governance

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

Vision and mission

Vision

STRABAG is the strongest force for building a better future.

Mission

We consistently implement the goals of our sustainability strategy in line with the defined KPIs, thereby linking sustainability with economic success.



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