

**About the ESG Data Factsheet**

The ESG Data Factsheet offers you an insight into key figures relating to environmental, social and governance issues. In addition, the results of the SDG Impact Assessment are summarized. Please use the index below to find out more about the various aspects.

The key figures for the 2024 and 2025 financial year were audited with limited assurance in the 2024 or 2025 Annual and Sustainability Report. The figures for 2023 were also audited with limited assurance in the previous years report. In certain instances, a higher level of detail is shown in the ESG Data Factsheet than in the published reports. Detailed information on the methodology used for the indicators can be found in the corresponding reports.

An overview of relevant ESG documents, including reports, guidelines, policies and other useful information can be found [here](#).

**Index**

1. Environment
2. Social
3. Governance
4. SDG Impact Assessment

## 1. Environment

Climate change					
Energy consumption and energy mix	Unit	2025	2024	2023	Comments
Fossil Energy					
Due to a recalculation of the indicator for 2023, the values in the ESG Data Factsheet differ from the values in the Annual and Sustainability Report 2023.					
Fuel consumption from coal and coal products	MWh	542.239	533.526	603.036	
Fuel consumption from crude oil and petroleum products	MWh	1.980.195	2.089.585	2.023.616	
Fuel consumption from natural gas	MWh	305.593	305.123	323.645	
Fuel consumption from other fossil sources	MWh	40.604	29.994	55.403	
Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources	MWh	161.123	269.707	342.343	
Total fossil energy consumption	MWh	3.029.753	3.227.936	3.248.043	The values are calculated as the sum of lines 12 to 16.
Share of fossil sources in total energy consumption	%	92,08	95,20	96,95	
Nuclear energy					
This indicator is reported for the first time for the 2024 financial year.					
Consumption from nuclear sources	MWh	14.600	43.555	n.a.	
Share of consumption from nuclear sources in total energy consumption	%	0,44	1,28	n.a.	
Renewable energy					
Due to a recalculation of the indicator for 2023, the values in the ESG Data Factsheet differ from the values in the Annual and Sustainability Report 2023.					
Fuel consumption from renewable sources, including biomass	MWh	14.714	9.883	n.a.	This indicator is reported for the first time for the 2024 financial year.
Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources	MWh	228.243	107.295	102.055	
Consumption of self-generated nonfuel renewable energy	MWh	3.187	2.197	n.a.	This indicator is reported for the first time for the 2024 financial year.
Total renewable energy consumption	MWh	246.144	119.375	102.055	The values are calculated as the sum of lines 25 to 27.
Share of renewable sources in total energy consumption	%	7,48	3,52	3,05	
Total energy consumption					
Due to a recalculation of the indicator for 2023, the values in the ESG Data Factsheet differ from the values in the Annual and Sustainability Report 2023.					
Total energy consumption	MWh	3.290.497	3.390.866	3.350.097	The values are calculated as the sum of lines 17, 21 and 28.
Own energy production					
Solar energy	MWh	4.833	3.115	n.a.	This indicator is reported for the first time for the 2024 financial year.
Energy intensity per net revenue					
	Unit	2025	2024	2023	Comments
Net revenue	T€	18.714.280	17.422.220	17.666.540	
Total energy consumption per net revenue	MWh / T€	0,18	0,19	0,19	Due to a recalculation of the indicator for 2023, the values in the ESG Data Factsheet differ from the values in the Annual and Sustainability Report 2023.
Greenhouse gas emissions					
	Unit	2025	2024	2023	Comments
Scope 1 GHG emissions					
Due to a recalculation of the indicator for 2023, the values in the ESG Data Factsheet differ from the values in the Annual and Sustainability Report 2023.					
Gross Scope 1 GHG emissions	t CO <sub>2</sub> e	777.946	790.336	772.298	
Percentage of Scope 1 GHG emissions from regulated emission trading schemes	%	0,00	0,00	n.a.	This indicator is reported for the first time for the 2024 financial year. STRABAG's plants and facilities are currently not required to participate in the European Emissions Trading System.
Scope 2 GHG emissions					
Due to a recalculation of the indicator for 2023, the values in the ESG Data Factsheet differ from the values in the Annual and Sustainability Report 2023.					
Gross location-based Scope 2 GHG emissions	t CO <sub>2</sub> e	146.722	156.306	150.171	
Gross market-based Scope 2 GHG emissions	t CO <sub>2</sub> e	89.283	158.504	155.174	
Total gross indirect (Scope 3) GHG emissions					
This indicator is reported for the first time for the 2024 financial year.					
Significant Scope 3 GHG emissions	t CO <sub>2</sub> e	8.586.371	9.053.179	n.a.	
3.1 Purchased goods and services	t CO <sub>2</sub> e	5.365.165	5.474.338	n.a.	
3.2 Capital goods	t CO <sub>2</sub> e	213.943	208.674	n.a.	
3.3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	t CO <sub>2</sub> e	155.201	168.456	n.a.	For category 3.3, a distinction is made between market-based and location-based emission factors. This greenhouse gas inventory presents only the market-based approach.
3.4 Upstream transportation and distribution	t CO <sub>2</sub> e	62.791	64.088	n.a.	
3.5 Waste generated in operations	t CO <sub>2</sub> e	16.686	229.093	n.a.	
3.6 Business travel	t CO <sub>2</sub> e	34.994	33.055	n.a.	
3.7 Employee commuting	t CO <sub>2</sub> e	59.183	59.183	n.a.	
3.8 Upstream leased assets	t CO <sub>2</sub> e	126.205	122.222	n.a.	
3.9 Downstream transportation and distribution	t CO <sub>2</sub> e	90.778	90.778	n.a.	
3.10 Processing of sold products	t CO <sub>2</sub> e	21.978	21.978	n.a.	
3.11 Use of sold products	t CO <sub>2</sub> e	1.539.948	1.704.432	n.a.	
3.12 End-of-life treatment of sold products	t CO <sub>2</sub> e	714.667	677.545	n.a.	
3.13 Downstream leased assets	t CO <sub>2</sub> e	11.541	12.329	n.a.	
3.15 Investments	t CO <sub>2</sub> e	173.291	187.007	n.a.	For category 3.15, a distinction is made between market-based and location-based emission factors. This greenhouse gas inventory presents only the market-based approach.
Total GHG emissions					
This indicator is reported for the first time for the 2024 financial year.					
Total GHG emissions (location-based)	t CO <sub>2</sub> e	9.532.543	10.027.735	n.a.	
Total GHG emissions (market-based)	t CO <sub>2</sub> e	9.453.600	10.002.019	n.a.	
Greenhouse gas intensity per net revenue					
	Unit	2025	2024	2023	Comments
Net revenue	T€	18.714.280	17.422.220	17.666.540	
Total GHG emissions (location-based) per net revenue	t CO <sub>2</sub> e/ T€	0,51	0,58	n.a.	This indicator is reported for the first time for the 2024 financial year.
Total GHG emissions (market-based) per net revenue	t CO <sub>2</sub> e/ T€	0,51	0,57	n.a.	This indicator is reported for the first time for the 2024 financial year.

Water					
	Unit	2025	2024	2023	Comments
					In the 2025 financial year, STRABAG significantly advanced the collection and processing of water-related metrics and expanded the underlying processes. Due to technical limitations in data availability, a retrospective determination of the metrics for 2024 is not possible.
Total water consumption	m <sup>3</sup>	270.969	n.a.	n.a.	
Total water consumption in areas affected by water risks, including areas of high water stress	m <sup>3</sup>	39.009	n.a.	n.a.	
Recovered and reused water	m <sup>3</sup>	n.a.	n.a.	n.a.	Due to current limitations in data collection, reporting on recovered and reused water is not yet possible.
Stored water	m <sup>3</sup>	n.a.	n.a.	n.a.	A small number of construction projects implement rainwater harvesting measures in order to reduce piped water consumption. These are not material, however, which is why the collection of stored water is currently not a focus.
Water intensity	m <sup>3</sup> / € mn revenue	14,48	n.a.	n.a.	

Biodiversity and ecosystems					
Sites in biodiversity-sensitive areas					
	Unit	2025	2024	2023	Comments
					Due to the introduction of the new analysis tool, a retrospective determination of the metrics for 2024 was not technically possible. For the classification and interpretation of the 2024 data, reference is therefore made to STRABAG's 2024 Annual and Sustainability Report.
Natura 2000 network of protected areas	Number	18	29	n.a.	
	Area (in ha)	310	405	n.a.	
UNESCO world heritage sites	Number	2	6	n.a.	
	Area (in ha)	40	95	n.a.	
Key Biodiversity Areas	Number	12	5	n.a.	
	Area (in ha)	244	25	n.a.	
Other protected areas in accordance with Annex II Appendix D of Delegated Regulation (EU) 2021/2139	Number	19	40	n.a.	
	Area (in ha)	350	677	n.a.	

**Circular economy**

Resource inflows	Unit	2025	2024	2023	Comments
<b>Materials used</b>					
Due to an adjustment of the reporting boundaries in 2024, the figures for 2024 are not comparable with the previous year's figures.					
Stone/ gravel	thousands of tonnes	78.948	79.878	n.a.	
Bitumen	thousands of tonnes	765	781	n.a.	This indicator is reported for the first time for the 2024 financial year.
Asphalt	thousands of tonnes	4.025	4.520	n.a.	
Cement	thousands of tonnes	1.409	1.266	n.a.	
Concrete	thousands of tonnes	8.315	7.967	n.a.	
Structural steel	thousands of tonnes	316	258	n.a.	
Wood	thousands of tonnes	53	45	n.a.	This indicator is reported for the first time for the 2024 financial year.
<b>Percentage of biological materials   Wood</b>					
This indicator is reported for the first time for the 2024 financial year.					
Total weight	thousands of tonnes	53	45	n.a.	
From sustainable sources	%	75	73	n.a.	
<b>Secondary raw materials</b>					
This indicator is reported for the first time for the 2024 financial year.					
Stone/gravel	thousands of tonnes	1.713	1.562	n.a.	
	%	2,2	2,0	n.a.	
Asphalt	thousands of tonnes	593	615	n.a.	
	%	14,7	13,6	n.a.	
Concrete	thousands of tonnes	8,2	9,1	n.a.	
	%	0,1	0,1	n.a.	
Structural steel	thousands of tonnes	133	109	n.a.	
	%	42,1	42,1	n.a.	
Timber	thousands of tonnes	11	10	n.a.	
	%	21,3	21,3	n.a.	
<b>Waste management - Waste accepted from external sources</b>					
This indicator is reported for the first time for the 2024 financial year.					
Total amount	tonnes	2.527.833	2.412.989	n.a.	
Non-hazardous waste	tonnes	2.375.788	2.362.265	n.a.	
Hazardous waste	tonnes	152.045	50.724	n.a.	
<b>Waste management - Waste accepted from external sources sent for recovery</b>					
This indicator is reported for the first time for the 2024 financial year.					
<i>Total amount</i>					
Preparation for reuse	tonnes	1.321.554	1.279.066	n.a.	
Recycling	tonnes	74.055	51.463	n.a.	
Other recovery operations	tonnes	987.132	997.870	n.a.	
<i>Non-hazardous waste</i>					
Preparation for reuse	tonnes	1.321.554	1.279.066	n.a.	
Recycling	tonnes	74.055	51.463	n.a.	
Other recovery operations	tonnes	979.859	987.001	n.a.	
<i>Hazardous waste</i>					
Preparation for reuse	tonnes	0	0	n.a.	
Recycling	tonnes	0	0	n.a.	
Other recovery operations	tonnes	7.273	10.869	n.a.	
<b>Waste management - Waste accepted from external sources sent for disposal</b>					
This indicator is reported for the first time for the 2024 financial year. In its capacity as a waste treatment provider, STRABAG does not engage in waste incineration nor does it make use of other non-landfill disposal methods.					
<i>Total amount</i>					
Incineration	tonnes	n.a.	n.a.	n.a.	
Landfill	tonnes	145.092	84.590	n.a.	
Other disposal operations	tonnes	n.a.	n.a.	n.a.	
<i>Non-hazardous waste</i>					
Incineration	tonnes	n.a.	n.a.	n.a.	
Landfill	tonnes	321	44.735	n.a.	
Other disposal operations	tonnes	n.a.	n.a.	n.a.	
<i>Hazardous waste</i>					
Incineration	tonnes	n.a.	n.a.	n.a.	
Landfill	tonnes	144.771	39.855	n.a.	
Other disposal operations	tonnes	n.a.	n.a.	n.a.	
<b>Resource outflows</b>					
Unit					
2025					
2024					
2023					
Comments					
<b>Waste generated</b>					
Total amount	tonnes	11.808.594	12.172.728	n.a.	
Non-hazardous waste	tonnes	11.463.970	11.861.361	n.a.	
Hazardous waste	tonnes	344.624	311.367	n.a.	
<b>Waste diverted from disposal</b>					
<i>Total amount</i>					
Preparation for reuse	tonnes	92.065	168.636	n.a.	
Recycling	tonnes	2.032.920	2.466.511	n.a.	
Other recovery operations	tonnes	8.257.302	8.129.833	n.a.	
<i>Non-hazardous waste</i>					
Preparation for reuse	tonnes	92.065	168.636	n.a.	
Recycling	tonnes	2.032.920	2.466.511	n.a.	
Other recovery operations	tonnes	8.245.645	8.103.934	n.a.	
<i>Hazardous waste</i>					
Preparation for reuse	tonnes	0	0	n.a.	
Recycling	tonnes	0	0	n.a.	
Other recovery operations	tonnes	11.657	25.899	n.a.	
<b>Waste directed to disposal</b>					
<i>Total amount</i>					
Incineration	tonnes	283.585	251.025	n.a.	
Landfill	tonnes	1.142.722	1.156.723	n.a.	
Other disposal operations	tonnes	n.a.	n.a.	n.a.	
<i>Non-hazardous waste</i>					
Incineration	tonnes	280.758	221.645	n.a.	
Landfill	tonnes	812.582	900.634	n.a.	
Other disposal operations	tonnes	n.a.	n.a.	n.a.	
<i>Hazardous waste</i>					
Incineration	tonnes	2.827	29.379	n.a.	
Landfill	tonnes	330.140	256.089	n.a.	
Other disposal operations	tonnes	n.a.	n.a.	n.a.	
<b>Non-recycled waste</b>					
Total amount	tonnes	9.683.609	9.537.581	n.a.	
Percentage	%	82	78	n.a.	

## 2. Social

Own workforce						
Characteristics of own workforce	Unit	2025	2024	2023	Comments	
Number of employees						
Total employees	head count	88.556	86.883	85.726	The key figures listed for 2023 were reported in the 2023 Annual and Sustainability Report in full-time equivalents (FTEs), which is why the key figures presented here differ from those in the 2023 Annual and Sustainability Report.	
White-collar	head count	38.149	36.313	35.659		
Blue-collar	head count	50.407	50.570	50.067		
Male	head count	71.030	69.647	70.492		
Female	head count	17.526	17.236	15.234		
Number of employees by country						
Countries in which the number of employees accounts for at least 10% of the total workforce						
Germany	head count	38.921	39.013	37.533	The key figures listed for 2023 were reported in the 2023 Annual and Sustainability Report in full-time equivalents (FTEs), which is why the key figures presented here differ from those in the 2023 Annual and Sustainability Report.	
Austria	head count	13.181	13.002	13.230		
Countries in which the number of employees accounts for less than 10% of the total workforce						
Poland	head count	7.273	6.581	6.230	In 2025, the acquisition of Georgiou Group also opened up Australia as a market with regionally distributed operations.	
Americas	head count	5.451	5.822	6.081		
Czech Republic	head count	4.839	4.319	4.352		
Hungary	head count	2.839	2.923	3.048		
Middle East	head count	2.712	2.082	1.827		
Romania	head count	2.500	2.212	2.095		
Slovakia	head count	1.534	1.595	1.886		
Croatia	head count	1.355	1.356	1.400		
United Kingdom	head count	1.217	1.472	1.414		
Serbia	head count	1.146	1.232	1.339		
Asia	head count	945	1.052	1.270		
Australia	head count	857	3	n.a.		
Switzerland	head count	843	827	775		
Benelux	head count	767	744	315		
Rest of Europe	head count	696	955	1.267		
Bulgaria	head count	448	415	420		
Sweden	head count	276	264	253		
Slovenia	head count	251	251	196		
Africa	head count	239	517	588		
Italy	head count	218	195	150		
Denmark	head count	48	51	57		
Number of employees by gender and employment contract						
Number of permanent employees						
Total	head count	77.482	75.405	74.269		
Female	head count	15.135	14.726	12.921		
Male	head count	62.347	60.679	61.348		
Number of temporary employees						
Total	head count	11.074	11.478	11.457		
Female	head count	2.391	2.510	2.313		
Male	head count	8.683	8.968	9.144		
Number of non-guaranteed hours employees						
Total	head count	n.a.	n.a.	n.a.	The category is not applicable because all STRABAG employment contracts have a fixed number of working hours.	
Female	head count	n.a.	n.a.	n.a.		
Male	head count	n.a.	n.a.	n.a.		
Number of employees by gender and employment type (full-time and part-time)						
Number of full-time employees						
Total	head count	77.385	75.144	76.326		
Female	head count	10.785	10.179	9.947		
Male	head count	66.600	64.965	66.379		
Number of part-time employees						
Total	head count	11.171	11.739	9.400		
Female	head count	6.741	7.057	5.287		
Male	head count	4.430	4.682	4.113		
Entries, departures and employee turnover						
Entries						
Total number of employees who have entered the undertaking	head count	4.826	4.917	5.094		
Female	head count	1.060	1.160	954		
Male	head count	3.766	3.757	4.140		
< 30 years	head count	1.456	1.421	1.521		
30-50 years	head count	2.653	2.690	2.782		
> 50 years	head count	717	806	791		
Trainees, blue-collar	FTE	640	602	669		
Departures						
Total number of employees who have left the undertaking	head count	6.163	5.862	5.868		
Rate of employee turnover	%	8,0	7,8	7,9		
Voluntary turnover (employee resignations)	%	1,7	n.a.	n.a.		
Voluntary turnover (employee resignations + mutual termination)	%	4,3	n.a.	n.a.		

Collective bargaining coverage and social dialogue		Unit	2025	2024	2023	Comments
Percentage of employees that are covered by a collective bargaining agreement						
Percentage of STRABAG employees that are covered by a collective bargaining agreement	%		96	95	94	
Coverage rate 2025 financial year	<b>Collective Bargaining Coverage</b>		<b>Social Dialogue</b>			The information in the table remains unchanged from the previous year.  The number of employees in the respective non-EEA country accounts for less than 10% of the total workforce, which is why no disclosure is made on collective bargaining coverage in other countries.
	Employees – EEA for countries with >50 employees representing >10% total employees		Workplace representation - EEA only for countries with >50 employees representing >10% total employees			
	0-19 %					
	20-39 %					
	40-59 %					
	60-79 %					
80-100 %	Germany, Austria		Germany, Austria			

Diversity metrics		Unit	2025	2024	2023	Comments
Certain diversity indicators were reported in the unit FTE or in a different level of detail in 2023.						
Women in the Group	head count		17.526	17.236	15.234	
	%		19,8	19,8	17,8	
Women in management	head count		173	150	134	Hierarchy levels from business unit management up (corresponds to management levels 0-2)
	%		11,8	10,7	9,9	
Women on the Supervisory Board	head count		4	4	3	As at 31 December
	%		36,4	44,4	33,3	
Women on the Management Board	head count		0	0	0	
Women in Junior Management	%		18,1	n.a.	n.a.	
Women in leadership positions in revenue-generating roles	%		15,6	n.a.	n.a.	
Women in STEM-related positions	%		15,0	n.a.	n.a.	
Men in the Group	head count		71.030	69.647	70.492	
	%		80,2	80,2	82,2	
Men in management	head count		1.295	1.250	1.217	Hierarchy levels from business unit management up (corresponds to management levels 0-2)
	%		88,2	89,3	90,1	
Men on the Supervisory Board	head count		7	5	6	As at 31 December
	%		63,6	55,6	66,7	
Men on the Management Board	head count		5	5	5	
	%		100,0	100,0	100,0	
<b>Age distribution</b>						
< 30 years	head count		15.516	15.359	15.308	
	%		17,5	17,7	18	
30-50 years	head count		45.536	44.519	44.359	
	%		51,4	51,2	52	
> 50 years	head count		27.504	27.005	26.059	
	%		31,1	31,1	30	

Nationalities		Unit	2025	2024	2023	Comments
Nationalities within the Group						
Number of nationalities in the Group	number		159	160	155	
Nationalities with the highest share of employees						
Germany	%		36,1	n.a.	n.a.	
Austria	%		11,3	n.a.	n.a.	
Poland	%		9,5	n.a.	n.a.	
Chile	%		5,8	n.a.	n.a.	
Czech Republic	%		4,9	n.a.	n.a.	
Hungary	%		3,7	n.a.	n.a.	
Nationalities with the highest share of leadership positions						
Germany	%		47,5	n.a.	n.a.	
Austria	%		15,5	n.a.	n.a.	
Poland	%		9,6	n.a.	n.a.	
Czech Republic	%		6,1	n.a.	n.a.	
Hungary	%		3,9	n.a.	n.a.	
Romania	%		2,9	n.a.	n.a.	

Training and skills development metrics		Unit	2025	2024	2023	Comments
Employees that have participated in regular performance and career development reviews	%		85,0	82,6	78,65	This metric takes into account only white-collar employees. When all employees of the group (including both white-collar and blue-collar workers) are used as reference, the figure for 2025 is 35.2% (2024: 32.1%).
Thereof women	%		86,4	84,1	78,71	This metric takes into account only white-collar employees. When all employees of the group (including both white-collar and blue-collar workers) are used as reference, the figure for 2025 is 55.3% (2024: 51.5%).
Thereof men	%		84,5	82,0	78,62	This metric takes into account only white-collar employees. When all employees of the group (including both white-collar and blue-collar workers) are used as reference, the figure for 2025 is 30.2% (2024: 27.4%).
Training hours per employee	number of hours		5,2	5,1	n.a.	This indicator is reported for the first time for the financial year 2024. For 2023, the indicator 'Training days per employee' is reported on page 159 of the Annual and Sustainability Report 2023.
Thereof women	number of hours		7,5	7,1	n.a.	
Thereof men	number of hours		4,6	4,6	n.a.	

Health and safety metrics		Unit	2025	2024	2023	Comments
People in the own workforce who are covered by the health and safety management system	%		100,0	100,0	100,0	
Fatalities from work-related accidents among own workforce	number		1	2	6	
Fatalities from work-related accidents among subcontractors	number		4	2	n.a.	This indicator is reported for the first time for the 2024 financial year.
Recordable work-related accidents	number		1.805	1.870	1.966	
	rate		12,3	13,2	14,2	Number of accidents at work per 1 million working hours.
Days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	number		49.583	51.008	n.a.	The number of days lost includes the day following the accident until the end of the sick leave. Natural deaths are not included in the data.

Working hours		Unit	2025	2024	2023	Comments
Number of hours worked	Hours		141.776.408	n.a.	n.a.	

Remuneration metrics		Unit	2025	2024	2023	Comments
Countries where employees do not receive adequate remuneration	countries		0	0	n.a.	
Percentage of employees who do not receive adequate remuneration	%		0	0	n.a.	
Gender pay gap	factor		16,3	16,7	16	Due to a recalculation of the indicator for 2023, the values in the ESG Data Factsheet differ from the values in the Annual and Sustainability Report 2023.
Annual total remuneration ratio	factor		49,6	48,5	54,5	Due to a recalculation of the indicator for 2023, the values in the ESG Data Factsheet differ from the values in the Annual and Sustainability Report 2023.

Human rights incidents		Unit	2025	2024	2023	Comments
Total number of reported incidents of discrimination, including harassment	number		75	33	33	The increased use of the whistleblowing scheme is attributed to improved communication via the intranet, during training sessions and on the website.
Number of complaints, excluding reported cases of discrimination	number		8	14	11	
Total amount of fines, penalties and compensation for damages as a result of the incidents and complaints disclosed above	T€		3	0	n.a.	This indicator is reported for the first time for the 2024 financial year.
Severe human rights incidents connected to the company's own workforce	number		0	0	n.a.	Severe human rights incidents include forced labour, human trafficking or child labour. This indicator is reported for the first time for the 2024 financial year.
Indication of how many of the severe human rights incidents are cases of non-respect of the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises	number		0	0	n.a.	This indicator is reported for the first time for the 2024 financial year.
Total amount of fines, penalties and compensation for damages for severe human rights incidents connected to the company's own workforce	T€		0	0	n.a.	This indicator is reported for the first time for the 2024 financial year.

3. Governance

**Business conduct**

Training statistics	Unit	2025	2024	2023	Comments
Training coverage					
Basic compliance training	%	95	93	92	
Basic cartel law training	%	94	92	91	
Refresher course	%	92	75	88	
Group lead training	%	95	93	n.a.	This indicator is reported for the first time for the 2024 financial year, as the training was newly introduced in this year.
Business compliance training	%	91	91	90	

Membership fees paid	Unit	2025	2024	2023	Comments
Recipient					
This indicator is reported for the first time for the 2024 financial year.					
<i>Compulsory memberships</i>					
Austrian Federal Economic Chamber (WKÖ)	T€	1.455	1.426	n.a.	
German Chamber of Commerce and Industry (DIHK)	T€	1.174	1.778	n.a.	
<i>Voluntary memberships</i>					
Federation of the German Construction Industry (HDB)	T€	5.041	4.730	n.a.	
German Concrete and Construction Technology Association (DBV)	T€	299	302	n.a.	
Swiss Contractors' Association (SBV)	T€	170	162	n.a.	
Other national construction industry associations and memberships of less than EUR 150,000 each	T€	352	547	n.a.	
<i>Total membership contributions paid</i>					
Total membership contributions paid	T€	8.491	8.945	n.a.	









Managementsystem	Einheit	2025	2024	2023	Comments
Coverage ISO certifications					
ISO 9001	%	99,6	n.a.	n.a.	
ISO 14001	%	99,6	n.a.	n.a.	
ISO 50001	%	76,0	n.a.	n.a.	
ISO 45001	%	98,6	n.a.	n.a.	

**Administrative, management and supervisory bodies**
**Composition of the Management Board and Supervisory Board in the 2025 financial year**

							Comments
Management Board	2025	2024	Start of current period of office	End of current period of office	Gender	Year of birth	Nationality
							The current composition of the Management Board is available <a href="#">here</a> .
Number of members	5	5					
Average ratio of female to male members	0	0					
Dipl.-Ing. Stefan Kratochwill (CEO)			19 February 2025	31 December 2026	Male	1977	Austria
Klemens Haselsteiner, BBA, BF (CEO)			01 January 2023	17 January 2025	Male	1980	Austria
Dipl.-Ing. (FH) Péter Glöckler			11 August 2025	31 December 2026	Male	1977	Hungary
Mag. Christian Harder			1 January 2023	31 December 2026	Male	1968	Austria
Dipl.-Ing. (FH) Jörg Rösler			1 January 2023	31 December 2026	Male	1964	Germany
Dipl.-Ing. Siegfried Wanker			1 January 2023	31 December 2026	Male	1968	Austria
Dipl.-Ing. (FH) Alfred Watzl			1 January 2023	6 August 2026	Male	1970	Germany
							Alfred Watzl resigned from his seat on the Management Board in agreement with the Supervisory Board, effective 6 August 2025 EOD.
Supervisory Board							
							Five of the six members of the Supervisory Board of STRABAG SE and of its committees who have been elected by the General Meeting or delegated by the shareholders are independent pursuant to Rule 53 ÖCGK. The current composition of the Supervisory Board is available <a href="#">here</a> .
Number of members	11	9					
Average ratio of female to male members	36	44					
<i>Shareholder representatives</i>							
Mag. Kerstin Gelbmann (Vorsitzende)			24 June 2022	Until 2028 AGM	Female	1974	Austria
Mag. Erwin Hameseder			24 June 2022	Until 2028 AGM	Male	1956	Austria
Dr. Andreas Brandstetter			24 June 2022	Until 2028 AGM	Male	1969	Austria
Dr. Valerie Hackl			January 2024	Indefinite	Female	1982	Austria
Dipl.-Ing. Sebastian Haselsteiner			13 June 2025	Until 2029 AGM	Male	1979	Austria
Mag. Gabriele Schallegger			24 June 2022	Until 2029 AGM	Female	1972	Austria
<i>Delegated by the works council</i>							
Dipl.-Ing. Andreas Batke			October 2009	Indefinite	Male	1962	Germany
Karl Gerdes			1 August 2024	Indefinite	Male	1963	Germany
Magdolna P. Gyulainé			October 2009	Indefinite	Female	1962	Hungary
Georg Hinterschuster			October 2014	Indefinite	Male	1968	Austria
Daniel Riesenber			01.09.2025	Indefinite	Male	1971	Germany

## 4. SDG Impact Assessment

An SDG impact analysis was conducted to assess the extent to which STRABAG SE contributes to the United Nations Sustainable Development Goals (SDGs). The following overview highlights the SDGs that are of particular importance given the company's existing potential for impact and leverage.

Prioritized SDGs	STRABAG's Potential for Impact and Influence
<b>5</b> <b>GENDER EQUALITY</b> 	<p>Through its EDI strategy, STRABAG makes a significant contribution to SDG 5 by structurally promoting equality and pursuing clear goals, such as increasing the proportion of women in management by 6% annually and achieving a 0% gender pay gap. The construction industry is traditionally characterized by a high proportion of men. In this context, STRABAG plays an active role in promoting gender diversity, including through mentoring programs and targeted measures for women's career development. Additionally, flexible work schedules, remote work policies, and return-to-work support for parents help balance work and family life. Overall, STRABAG creates an inclusive work environment while also driving industry-wide initiatives to promote gender equality.</p>
<b>6</b> <b>CLEAN WATER AND SANITATION</b> 	<p>STRABAG possesses extensive expertise in the planning and implementation of water and wastewater infrastructure to ensure a reliable and clean water supply. To further strengthen its contribution to SDG 6, STRABAG has strategically integrated water-related business areas into its overall portfolio and is continuing to expand them. These developments underscore STRABAG's growing commitment to sustainable water infrastructure and its ambition to play a more active role in addressing global water challenges.</p>
<b>7</b> <b>AFFORDABLE AND CLEAN ENERGY</b> 	<p>As part of the sustainability strategy, energy has been identified as a key strategic field of action. By expanding energy infrastructure such as wind farms, solar power plants, and power lines, STRABAG is contributing to the energy transition. Comprehensive consultation services during the planning of structures enables STRABAG to implement energy-efficient buildings even beyond its own areas of influence. Through these activities, STRABAG makes an important contribution to the creation of sustainable energy systems and energy-efficient buildings, and supports the broader transition to a low-carbon economy in line with SDG 7.</p>
<b>8</b> <b>DECENT WORK AND ECONOMIC GROWTH</b> 	<p>With regard to SDG 8, STRABAG focuses on creating a safe and forward-looking work environment across all areas of its operations. STRABAG has embedded human rights due diligence within the company and maintains a structured management system for risk identification, risk prevention, and corrective measures. STRABAG is committed to prohibiting modern slavery and forced labor, human trafficking, and child labor. Given the heightened safety risks in the construction industry, STRABAG places particular emphasis on occupational health and safety. To continuously improve the quality and effectiveness of occupational safety management, occupational safety and health management systems (ISO 45001, SCC) are implemented and certified across the Group. Additionally, STRABAG invests in the strategic development of its workforce to address risks such as the shortage of skilled workers. Targeted training and professional development initiatives create long-term employment opportunities and enhance STRABAG's resilience. Initiatives to ensure a safe and future-oriented work environment are guided by clearly defined KPIs, which enable continuous monitoring and improvement of measures. STRABAG sets concrete, measurable goals for occupational safety, training, and diversity, among other areas. In doing so, the company creates transparency and takes responsibility for humane working conditions and sustainable growth.</p>
<b>9</b> <b>INDUSTRY, INNOVATION AND INFRASTRUCTURE</b> 	<p>A significant portion of STRABAG's services consists of construction work aimed at further developing infrastructure—ranging from transportation and civil engineering projects to the expansion of sustainable energy infrastructure. To drive the Group's transformation, STRABAG is firmly committed to innovation and is pursuing a wide range of initiatives: These include internal innovation programs for developing new business ideas, a Group-wide funding model serving as an objective evaluation framework to support innovative and sustainable projects, as well as pilot projects in collaboration with partners—such as the use of a hydrogen-powered wheel loader from Liebherr at the company's own quarry in Gratkorn. With these activities, STRABAG is setting standards for the entire construction industry.</p>
<b>11</b> <b>SUSTAINABLE CITIES AND COMMUNITIES</b> 	<p>STRABAG contributes to SDG 11 by offering integrated planning and construction services that support sustainable urban development throughout the entire building lifecycle. In line with STRABAG's sustainability strategy, climate-resilient structures are planned and built with a focus on energy and resource efficiency. The implementation of sustainable structures depends largely on the ambitions and requirements of the client. STRABAG therefore seeks dialogue to make informed and sustainable decisions as early as the project planning phase. These measures enable the creation of future-proof urban living spaces that align with the goals of SDG 11 for resilient infrastructure, sustainable land use, and participatory urbanization.</p>
<b>12</b> <b>RESPONSIBLE CONSUMPTION AND PRODUCTION</b> 	<p>As part of its sustainability strategy, STRABAG has identified the circular economy as a core strategic focus. The principles of the circular economy are already being put into practice—for example, through the renovation of existing buildings, the use of recycled building materials, and resource-efficient construction methods. These operational activities are complemented by internal measures to promote innovation and by the establishment of supportive frameworks, such as improved data collection systems and reporting processes.</p>
<b>13</b> <b>CLIMATE ACTION</b> 	<p>STRABAG has set science-based interim targets in line with the Science Based Targets Initiative (SBTi) for 2030, thereby committing to mitigating climate change in accordance with the 1.5 °C goal. A Group-wide reduction pathway encompasses specific areas of action that cover all major sources of fossil fuel consumption—including production facilities, construction equipment, and the company's own buildings. Measures to achieve these targets have been defined for each area of action. As part of its annual sustainability reporting, STRABAG provides information on implemented and planned measures as well as on the progress achieved. In this way, the company ensures transparency toward its stakeholders.</p>
<b>15</b> <b>LIFE ON LAND</b> 	<p>The construction industry's business activities, particularly raw material extraction and land conversion, can have a detrimental impact on biodiversity. To minimize negative impacts on biodiversity and ecosystems and systematically promote biological diversity at all relevant sites, STRABAG is gradually expanding its biodiversity management system. Key steps include integrating biodiversity into existing environmental management systems and further developing risk analyses. In addition, STRABAG is exploring forward-looking business models such as renaturation and land restoration to better align its business activities with the goals of SDG 15—Life on Land.</p>
<b>16</b> <b>PEACE, JUSTICE AND STRONG INSTITUTIONS</b> 	<p>STRABAG's strong market position and its collaboration with various partners enable the company to set high standards for promoting fair competition. By implementing robust compliance systems, STRABAG ensures integrity across all business areas by identifying and mitigating risks at an early stage. A publicly accessible whistleblower platform allows reports of misconduct to be submitted securely and anonymously. STRABAG fulfills these due diligence obligations to strengthen trust in institutions and ensure fair, legally compliant competition.</p>