

Additional Information Letter

29 May 2024

Vienna, Austria

Dear Shareholders,

STRABAG SE (“STRABAG” or the “Company”) is writing this letter to provide additional information regarding the base salary increase made to the CEO during the period under review for shareholders to consider when evaluating the items coming to a vote at the upcoming Annual General Meeting (“AGM”) on June 14, 2024.

- **CEO Base Salary:** Klemens Haselsteiner was appointed as STRABAG’s CEO in January 2023. His base salary was set at EUR 900,000, which represents a 20% increase compared to the previous year.
- **No Salary Increase Over the Past Four Years:** STRABAG had **not increased the base salary for the CEO role and the Members of the Management Board for the past four years** (since 2019) despite the **inflationary environment** and the **significant improvements in the Group’s performance** (CAGR: EBIT +10%, order backlog +8%, output +4%; EBIT margin +32% or +1.2 percentage points).
- **Alignment with European Sector Peers:** As the [Remuneration Policy](#) stipulates, the “*competitiveness of the remuneration on the market is also considered*” when reviewing base salaries. To this end, the increase in the **base salary for our CEO is aligned with the salaries provided at companies of similar size and complexity within our industry.**

More specifically, a review of the closest six European peers (Eiffage, Hochtief, Skanska, Porr, VINCI, and Bouygues) suggests that the average and median salary is EUR 1 AND EUR 1.1 million, respectively. **The increased salary for our CEO falls below these two thresholds when compared to the peer group.**

- **Pay Mix and Quantum:** The Remuneration Policy, which was overwhelmingly supported by shareholders, is designed to **retain and motivate top executive talent**, ensuring that STRABAG continues to benefit from their expertise and leadership in driving the Group’s growth and sustainability goals.

STRABAG’s Remuneration Policy currently does not provide for the provision of long-term equity incentives. As such, **the pay package is relatively simple** and mainly comprises the base salary and short-term incentives. Given STRABAG’s size - the fourth largest company in Austria – and industry positioning – the largest construction group in Central & Eastern Europe, both in terms of output volume - **the current total package is deemed to be appropriate.**



We hope the additional information and context provided is considered useful ahead of determining your vote instructions for the 2024 AGM. We look forward to the support of all our shareholders to the items coming to a vote at the 2024 AGM, and remain available for any questions.

STRABAG SE