

Staffing structure for the STRABAG ethical system

In order to enforce the STRABAG ethical system, we need internal and external partners whom we can contact at any time with items of information or concerns.

In the following, the various competencies are set out and the names of the contact partners are listed.

Compliance contact partners

The *Group Compliance Coordinator* and the regional *Compliance Officers* are your contact partners for business compliance (corruption, anti-trust infringements, consultancy agreements, background checks on business partners, sponsoring) and money laundering matters.

As far as the particular area of capital compliance (insider dealing, blocking periods, directors' dealings, ad hoc publicity) is concerned, the *Capital Market Law Compliance Officer* is responsible.

Group Compliance Coordinator

| Name | Telephone number | E-mail address |
|-------------------|--------------------|-------------------------------|
| ROSENAUER Manfred | +43 1 22422 - 1007 | manfred.rosenauer@strabag.com |

Regional Compliance Officers

| Country | Name | Telephone number | E-mail address |
|-------------------------|------------------------------------|-------------------------|------------------------------------|
| Austria | N.N. / ROSENAUER Manfred | +43 1 22422 - 1007 | manfred.rosenauer@strabag.com |
| Germany | ERTINGSHAUSEN Mathias | +49 711 7883 - 9098 | mathias.ertingshausen@zueblin.de |
| Czech Republic/Slovakia | BILKOVA Karin | +420 222 868 - 220 | karin.bilkova@dsp.cz |
| Hungary | BIRO Virag | +36 30 278 - 2142 | virag.biro@tpaqi.com |
| Poland | WYRZYKOWSKA (GRZYBOWSKA) Monika | +48 22 45 13 841 | monika.wyrzykowska@bauholding.com |
| Switzerland RANC*) | ALTHAUS Daniel | +41 62 3883 - 127 | daniel.althaus@strabag.com |
| South America | KEHRAUS Vera | +7 495 737 03 81 - 1055 | vera.kehraus@strabag.com |
| Other countries | URTUBIA-RIVERA Brigitte | +56 2 659 1121 | brigitte.urtubia@strabag.com |
| | LANDRICHTER Friederike | +43 1 22422 - 1689 | friederike.landrichter@strabag.com |

Capital Market Law Compliance Officer

| Name | Telephone number | E-mail address |
|------------------|--------------------|---------------------------------|
| GROSSEGGER Mario | +43 1 22422 - 1090 | mario.grossegger@bauholding.com |

Ombudsmen

In addition to the internal ombudsmen (*internal ombudsman, regional internal ombudsmen, etc.*), who are employees of the Group, we offer you an *external ombudsman* as a contact partner.

Both the *external ombudsman* and the internal ombudsmen are your contact partners for internal unresolved employment law matters and cases of discrimination of all kinds, such as correct payment or sexual harassment.

The *internal ombudsman* is also the person to whom you can confide any professionally related personal themes/issues such as burnout, alcohol and drug problems, questions of meaning and purpose, mobbing, etc. Of course, absolute discretion is maintained in this context (confessional secrecy).



External ombudsman

| Name | Telephone number | E-mail address |
|-------------------------|------------------|----------------|
| Dr. Erhard F. GROSSNIGG | | efg@efg.co.at |



Internal ombudsman

| Name | Telephone number | E-mail address |
|---|-------------------|----------------|
| Mag. Dr. Pater Georg SPORSCHILL SJ A-1020 Vienna, Hochstettergasse 6 | +43 664 55 99 630 | g.spo@gmx.net |

Coordinator for regional internal ombudsmen

| Name | Telephone number | E-mail address |
|---------------|--------------------|------------------------------|
| WEISS Wilhelm | +43 4762 620 - 225 | wilhelm.weiss@bauholding.com |

Regional internal ombudsmen

| Country | Name | Telephone number | E-mail address |
|-----------------------------|------------------------------------|-------------------------|-----------------------------------|
| Austria | PODESSER Irmgard | +43 4762 620 - 649 | irmgard.podesser@bauholding.com |
| Germany | GÖDDERZ Alexandra | +49 221 824 - 2126 | alexandra.goedderz@bauholding.com |
| Czech Republic/ Slovakia | MESAROSOVA Sona | +421 2 3262 - 1103 | sona.mesarosova@bauholding.com |
| Hungary | DANCSA Anita | +36 1 270 - 8384 | anita.danca@bauholding.com |
| Poland | WYRZYKOWSKA (GRZYBOWSKA) Monika | +48 22 45 13 - 841 | monika.wyrzykowska@bauholding.com |
| RANC*) | ZAVESOVA Elena | +7 495 730 11 30 - 1524 | elena.zavesova@bauholding.com |
| Other countries | WEISS Wilhelm | +43 4762 620 - 225 | wilhelm.weiss@bauholding.com |

Foundation Officers

The “STRABAG Arbeits- und Sozialfonds” private foundation was created in order to alleviate social hardship cases, particularly following accidents at work or during leisure time, long-term sickness, death, disaster and job loss. Applications for grants can be made by the employees themselves, or by their manager, or by an employee representative.

Socially well-founded decisions are made on applications by a foundation board consisting of four employer representatives and four employee representatives. The chairman of the board is an employee representative.

Coordinator for regional foundation officers

| Name | Telephone number | E-mail address |
|------------------|--------------------|------------------------------|
| SPRINGER Gerhard | +43 4762 620 - 242 | gerhard.springer@strabag.com |

Regional foundation officers

| Country | Name | Telephone number | E-mail address |
|-----------------------------|---------------------|-------------------------|------------------------------------|
| Austria | KOHLWEISZ Margarete | +43 4762 620 - 245 | margarete.kohlweisz@strabag.com |
| Germany | LAEMBGEN Ursula | +49 221 824 - 2575 | ursula.laembgen@bauholding.com |
| Czech Republic/ Slovakia | PINDESOVA Ivona | +421 2 3262 - 1201 | ivona.pindesova@bauholding.com |
| Hungary | LADANYI Kathrin | +36 1 270 - 8352 | kathrin.ladanyi@bauholding.com |
| Poland | HAPANOWICZ Adrianna | +48 22 4513 - 739 | adrianna.hapanowicz@bauholding.com |
| Belgium/ Netherlands | DE LANGHE Pascale | +32 3 2016 - 924 | pascale.delanghe@bauholding.com |
| Bulgaria | BORISSOVA Ralitza | +359 2 4458 - 769 | ralitza.borissova@bauholding.com |
| Croatia | KUSEK Sonja | +385 1 639 - 2212 | sonja.kusek@bauholding.com |
| Romania | MALNASAN Adriana | +40 21 403 - 4355 | adriana.malnasan@bauholding.com |
| Switzerland | DETTERBECK Sonia | +41 41 8821 - 180 | sonia.detterbeck@bauholding.com |
| Serbia/ Montenegro | ZARKOVIC Milena | +381 11 2221 - 733 | milena.zarkovic@bauholding.com |
| Slovenia | SLIVNIKER Saso | +386 1 5466 - 736 | saso.slivniker@strabag.com |
| RANC*) | VORONINA Viktoria | +7 495 730 11 30 - 1560 | viktoria.voronina@bauholding.com |
| Other countries | KOHLWEISZ Margarete | +43 4762 620 - 245 | margarete.kohlweisz@strabag.com |

RANC*): Abbreviation for Russia and neighbouring countries, which as far as the Group is concerned are: Armenia, Azerbaijan, Estonia, Georgia, Kazakhstan, Kirghizstan, Latvia, Moldavia, the Russian Federation, Tajikistan, Turkmenistan, Ukraine, Uzbekistan, Byelorussia.