

“We cannot predict the future, but we can shape it.”

In memoriam: Klemens Haselsteiner, CEO of STRABAG SE

Vienna, 18 January 2025

It is with deep sorrow that we announce the death of our CEO, Klemens Haselsteiner, who passed away suddenly and unexpectedly on Friday, 17 January 2025. Our thoughts and condolences are with his family and loved ones.

Klemens Haselsteiner, born in Klagenfurt in 1980, became CEO of STRABAG SE in 2023. From the time he joined the company in 2011, he helped shape STRABAG's direction in various positions, playing a decisive role in transforming the company into one of Europe's leading construction technology groups.

His keen sense for anticipating future trends was a major factor contributing to STRABAG's strategic realignment. With “Work On Progress”, he initiated one of the most sweeping transformation processes in the company's history, laying the groundwork for more sustainability, innovation and resilience at STRABAG. His push for the digitalisation of the construction industry and for ecological transformation has had an impact that extends far beyond the company.

Klemens Haselsteiner's vision was for STRABAG to become the strongest force for building a better future. He embodied and tirelessly promoted this vision together with the Management Board and all of his colleagues. It was always his firm conviction that a company like STRABAG must accept more responsibility. And that it must do more for people, the planet and progress. Under his leadership, STRABAG set itself binding climate targets for the first time in company history. So that future generations will have a future that is worth living in.

Despite his entrepreneurial foresight, Klemens Haselsteiner never lost his down-to-earth attitude. His philosophy was to prove himself every day. And to show that there is a better way to build. Especially important to him was making things happen. It wasn't enough for him to just theorise about change. He sought out an open direct dialogue with his colleagues. And he didn't discriminate – everyone was equally important and of equal value. Be it in the office or on the construction site. Klemens Haselsteiner aspired to take away something useful from every discussion and from every conversation he had and to use the insights gained to do things better.

Klemens Haselsteiner didn't just *want* to change things. He actually did change things. He left his mark on the company. He inspired the industry. As a visionary, a creative mind, a hands-on leader. But above all: as a human being. STRABAG is in a strong economic and structural position today as it was yesterday. We have a clear vision for the future. And we are eternally grateful to Klemens Haselsteiner for making this possible.

We will always remember him fondly and together with all of our 86,000 colleagues worldwide, we will continue to pursue the course he has set. As we believe he would have wanted.

The Management Board of STRABAG SE, on behalf of all employees