

Data protection information from companies within the STRABAG Group regarding the processing of image and/or audio recordings – Visitor information

I. General information

The controller within the meaning of Article 4(7) GDPR is the relevant STRABAG Group company (hereinafter 'STRABAG') which arranges for the recordings to be made and decides on the use of these recordings and your personal data. The name and contact address of the relevant Group company acting as the data controller are usually provided in the invitation to the relevant event or on the notice regarding image and audio recordings at that event.

II. Name and address of the Data Protection Officer

If you have any questions regarding our processing of your personal data or about data protection in general, please contact our Data Protection Officers and/or Data Protection Coordinators (data-protection-de@strabag.com). In any case, you may also contact the Group Data Protection Office at data-protection-group@strabag.com.

III. Personal data processed about you

Personal data is any information relating to an identified or identifiable natural person.

We process image and/or audio material using photographic, video and/or audio technology in which you are recognisable or identifiable and, depending on the camera used, also metadata such as the location and time of the image. The location is also frequently stored. Furthermore, we may process other personal data that you have provided to us for this purpose, such as your surname and first name.

IV. Scope of data processing and purposes of use

We process your personal data in order to make it available within our organisation and/or to third parties to the extent set out below and for the purposes stated.

1. Publication on the intranet

STRABAG publishes personal data as part of internal reporting and the presentation of the event for the purpose of informing staff on the 'STRANEXT' intranet and in the staff app.

2. Publication in business documents and print media

STRABAG publishes personal data for the purpose of informing staff and as part of its marketing and public relations activities, e.g. to provide information to business partners/media representatives or to attract new business contacts and staff, in business documents and print media (e.g. annual and interim reports, presentations, printed materials (e.g. display boards and roll-ups), brochures, leaflets, trade magazines, advertising and training materials, etc.) of the STRABAG Group.

3. Publication on the internet and disclosure to external media

STRABAG publishes personal data as part of its marketing and public relations activities, e.g. to provide information to business partners and media representatives, or to attract new business contacts and employees. This information is published on STRABAG's website, and, where applicable, also on the websites of STRABAG SE's affiliated companies within the meaning of Section 15 German Stock Corporation Act (AktG), on

social media platforms (e.g. Xing, LinkedIn, Facebook, Instagram, YouTube, Glassdoor, Kununu, whatchado, X, TikTok, Top Employer) as well as on external job boards and career platforms (e.g. Stepstone, Indeed, Karriere.at, Jobware). Furthermore, the data is passed on to external media (e.g. press, radio, television, online media).

4. Provision to affiliated companies of STRABAG SE

STRABAG makes personal data available to STRABAG SE group companies within the meaning of Section 15 German Stock Corporation Act (AktG) for publication to the extent specified above, as part of internal reporting for employee information purposes and as part of marketing and public relations activities, e.g. to inform business partners/media representatives or to acquire new business contacts and new employees.

V. Legal basis

Where STRABAG makes image and/or audio recordings of information events or corporate presentation events, such as trade fairs, construction site events, topping-out and opening ceremonies, construction site tours, 'open days', training courses or workshops, or of festive, sporting and cultural events, in which the event itself is the main focus, the processing of personal data is carried out on the basis of Article 6(1)(f) GDPR, provided this is necessary to safeguard our legitimate interests or those of a third party and, following a balancing test, we conclude that your interests or fundamental rights and freedoms do not override the processing of personal data.

Where STRABAG takes portrait photographs or makes image and/or audio recordings of individuals, the processing of personal data is carried out on the basis of a declaration of consent provided by you in accordance with Article 6(1)(a) GDPR. You may withdraw your consent at any time with effect for the future.

VI. Recipients of the data

1. Access authorisation within our company

Within STRABAG, access to personal data relating to the use of individual images is restricted to those individuals who absolutely require such access in order to fulfil their roles and duties. This applies in particular to staff in the Press and Public Relations department.

The legal basis for data processing is Article 6(1)(f) GDPR or Article 6(1)(a) GDPR.

2. Disclosure to external recipients

Furthermore, we disclose personal data to the following external recipients:

- Group companies of STRABAG SE within the meaning of Section 15 German Stock Corporation Act (AktG) and their employees.
- Data processors: service providers whom we engage to provide services or who are entrusted with the operation of our IT systems.
- Providers and users of social networks (e.g. Xing, LinkedIn, Facebook, Instagram, YouTube, Glassdoor, Kununu, whatchado, X, TikTok, Top Employer), external job boards and career platforms (e.g. Stepstone, Indeed, Karriere.at, Jobware) and external media (e.g. press, radio, television, online media).

The legal basis for data processing is Article 6(1)(a) GDPR or Article 6(1)(f) GDPR.

VII. Data retention

We store your data only for as long as is necessary to fulfil the purpose for which it was collected, provided that no other legal basis for continued processing applies, in particular statutory or contractual retention periods.

VIII. Data subjects' rights

To exercise your rights or if you wish to lodge a complaint regarding the processing of personal data, please feel free to contact our Data Protection Officers and/or Data Protection Coordinators (data-protection-de@strabag.com). You may also contact the Group Data Protection Office at data-protection-group@strabag.com.

Every data subject (natural person) is entitled to the following rights:

- Right of access (Art. 15 GDPR)
- Right to rectification of inaccurate data (Art. 16 GDPR)
- Right to erasure (Art. 17 GDPR)
- Right to restriction of processing of personal data (Art. 18 GDPR)
- Right to data portability (Art. 20 GDPR)
- Right to lodge a complaint with a data protection supervisory authority (Art. 77 GDPR)

You may object at any time, without giving reasons, to the processing of personal data for the purposes of direct marketing; this also applies to profiling insofar as it is related to such direct marketing.

Furthermore, you have the right, on grounds relating to your particular situation, to object at any time to the processing of personal data concerning you which is carried out on the basis of Article 6(1)(f) GDPR. In this case, you must state the reasons for your objection, and we will no longer process your data unless our legitimate interests in processing it override yours.

Where data processing is based on consent, you may withdraw your consent at any time with effect for the future. Withdrawal of consent does not affect the lawfulness of processing carried out on the basis of consent prior to its withdrawal.

IX. Status / Update

We update our privacy policy to reflect changes to functionality or legal requirements. We therefore recommend that you review the privacy policy at regular intervals. Where consent is required, any changes will only be made with your consent.

Last updated: July 2026