

CORPORATE



GOVERNANCE

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CONSTANTLY IMPROVING.

Only a third of Austrian Post's workforce is female at the current time. That is not unusual for a logistics company, but Austrian Post does not want to simply accept this. Quite the contrary. Austrian Post has launched a comprehensive strategic project that focuses on gender balance across the company.
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CORPORATE GOVERNANCE REPORT

Austrian Post is a joint stock company under Austrian law and is publicly listed on the Vienna Stock Exchange. In accordance with Section 243c of the Austrian Commercial Code (UGB) and the relevant provisions of the Austrian Corporate Governance Code (ÖCGK), the company prepares a consolidated Corporate Governance Report every year as at 31 December, which is available at post.at/en/ir/c/corporate-governance. In accordance with the recommendation set out in the statement published by the Austrian Financial Reporting and Auditing Committee (AFRAC) on the corporate governance report, the Corporate Governance Report of the parent company and the consolidated Corporate Governance Report have been combined in one report.

Corporate governance, i.e. acting in accordance with the principles of responsible corporate management geared towards sustainable value creation, is an all-embracing issue for Austrian Post that encompasses every single area of the company. Transparent reporting and corporate communication, corporate governance that is aligned with the interests of all stakeholders, cooperation based on trust between the Management Board and the Supervisory Board, as well as among employees, and compliance with the applicable legislation make up key cornerstones of the corporate culture.

The Austrian Stock Corporation Act, Austrian Capital Market Act, Austrian Commercial Code, regulations on co-determination, the Articles of Association and by-laws for corporate bodies of the company together with the Austrian Corporate Governance Code (ÖCGK) comprise the legal framework for corporate governance at Austrian Post.

1. Commitment to the Austrian Corporate Governance Code

The Austrian Corporate Governance Code provides a set of rules for good and responsible corporate governance and control on the Austrian capital market that are consistent with international standards. The Code is aimed at achieving responsible management and control of companies and groups of companies geared towards sustainable and long-term value creation. This tool is

designed to provide a very high level of transparency for all of a company's stakeholders.

Austrian Post is unreservedly committed to complying with the current and valid version of the Austrian Corporate Governance Code and considers maintaining and further developing the company's high internal standards to be a top priority. In the 2021 financial year, Austrian Post complied with all rules and recommendations of the Austrian Corporate Governance Code.

The Austrian Corporate Governance Code is publicly available on the Austrian Post website at post.at/ir or on the website of the Austrian Working Group for Corporate Governance at corporate-governance.at.

In accordance with Rule 62 of the Austrian Corporate Governance Code, Austrian Post's compliance with the code and the accuracy of its related public reporting is evaluated externally on a regular basis. The evaluation carried out by the auditing firm BDO Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft for the 2021 financial year did not give rise to any objections regarding the public declarations made in accordance with the Code. Compliance with provisions regarding the auditor (C-Rules 77 to 83) was examined and confirmed by the law firm CMS Reich-Rohrwig Hainz. The next external evaluation is scheduled for the 2023 financial year.

In addition to the Austrian Corporate Governance Code, corporate governance at Austrian Post also includes the standards for the internal control system, risk management and compliance.

Austrian Post's risk management system enables the Group-wide identification and analysis of risks on the basis of strategic and operational targets. The proper functioning and suitability are evaluated by the company responsible for auditing the annual financial statements pursuant to C-Rule 83 of the Austrian Corporate Governance Code.

The internal control system (ICS) of Austrian Post is set up as a risk-oriented system and addresses ICS-related risks and ICS-related controls that are integrated into the company's processes. It is based on existing risk management and process structures in the company, maps the internal control activities relating to major risks and creates transparency so as to support the company's corporate bodies in their monitoring function. Internal Audit reviews the effectiveness of ICS-related controls on a

regular basis. Its findings and recommendations serve to allow the continuous improvement of the ICS.

The Compliance Management System (CMS) is founded on Austrian Post's Code of Conduct and Ethics, which is reviewed on a regular basis and updated as and when required. Accordingly, the Code underwent a fundamental revision in 2021 to bring it into line with the integrated group and sustainability strategy.

The Code of Conduct and Ethics sets out the values that guide the Austrian Post Group, as well as providing information on how all individuals working in and for

the Austrian Post Group are expected to act. It provides guidance on the sort of conduct that is expected in the working environment and in business dealings in terms of integrity and reliability, as well as a focus on the future and on diversity. It provides a framework and guidelines for how employees should interact with each other and with the company's stakeholders.

The focal points of Austrian Post's CMS are business compliance and capital market compliance. The business CMS has been certified to ISO 37001 and the capital market CMS has been certified to ISO 37301 since 2018.

2. Composition of the Management Board

The Management Board of Austrian Post consists of three individuals:



| Name (year of birth) | GEORG PÖLZL (1957) | WALTER OBLIN (1969) | PETER UMUNDUM (1964) |
|--------------------------------|---|------------------------------|--|
| Position | CEO Chairman of the Management Board | Deputy CEO Mail & Finance | Member of the Management Board Parcel & Logistics |
| First appointed | 1 October 2009 | 1 July 2012 | 1 April 2011 |
| Current term of office expires | 30 September 2024 ¹ | 30 June 2025 ¹ | 31 March 2026 ¹ |

¹ takes into account the extension option (standard contract term is three years with an extension option for a further two years)

The distribution of tasks among the Management Board has been defined in the by-laws for the Management Board adopted by the Supervisory Board in December 2018. Information on the individual members of the Management Board including their professional careers is presented in the next sub-section.

GEORG PÖLZL

Georg Pölzl studied and received his PhD from the University of Leoben. He started his professional career as a corporate consultant for McKinsey & Company. Subsequently, he was appointed to the Management Board of the mechanical engineering and plant building company Binder+Co AG. Georg Pölzl then served as the Managing Director of T-Mobile Austria, based in Vienna, for a total of nine years. After that, he moved to Germany, where he assumed the position of special deputy of the Management Board of Deutsche Telekom and was the

Spokesperson for the Executive Management of T-Mobile in Germany until 2009.

Georg Pölzl was first appointed Chair of the Management Board and Chief Executive Officer of Austrian Post in October 2009. His current Management Board mandate is set to run until 30 September 2024, taking into account the extension option.

Areas of responsibility: Corporate Communication, Strategy and Group Development, Human Resources Management, Investor Relations & Corporate Governance, Group Auditing, Risk Management & Compliance, End Customer Services, E-Commerce, Branches and Bank

Executive and supervisory role in major subsidiaries: Supervisory Board of bank99 AG, Supervisory Board of Aras Kargo a.s.

Additional roles: Member of the Board of International Post Corporation, Deputy Chair of the Supervisory Board of Klinger Holding GmbH

WALTER OBLIN

Walter Oblin concluded his studies in Mechanical Engineering and Business Economics at Graz University of Technology and also holds an American MBA degree. He began his professional career in 1994 as a management consultant for McKinsey & Company in Vienna. He then became a partner in 2000 and, as a result, assumed managerial tasks as a member of McKinsey's Management Board in Austria and in its global transport and logistics sector. After 14 years of international consultancy work primarily for transport, infrastructure and logistics companies, Walter Oblin then took over the role of Commercial Director for the German technology company SorTech AG in 2008. In the autumn of 2009, he became Head of the Strategy and Group Development division at Österreichische Post AG.

After serving as Head of Group Strategy Walter Oblin was appointed to the Management Board in 2012. He has been the Chief Financial Officer of Austrian Post since 1 July 2012. The current term of office of Walter Oblin will last until 30 June 2023, with a subsequent extension option for two years. Walter Oblin was appointed Deputy Chief Executive Officer on 1 January 2019 and in addition to his role as Chief Financial Officer took on responsibility for earnings in the Mail Division.

Areas of responsibility: Mail Division including investments, Business Solutions Division including investments, Group Accounting & Treasury, Group Controlling, Group IT & Procurement, Group Legal and Group Real Estate

Executive and supervisory role in major subsidiaries: Deputy Chair of the Supervisory Board of bank99 AG

Additional roles: Supervisory Board of AMAG Austria Metall AG

PETER UMUNDUM

Following his studies in computer science at Graz University of Technology, Peter Umundum commenced his professional career in 1988 at Steirerbrau AG. In 1994, he moved to Styria Medien AG as the head of IT and two years later was appointed CEO of the subsidiary Media Consult Austria GmbH. In 1999 he acted as one of the founders and CEO of redmail and was also involved in the Styria Group's launch on the Croatian market. In 2001 Peter Umundum became the Managing Director of the daily newspaper Die Presse, and three years later joined the Executive Management of the daily newspaper Kleine Zeitung. In 2005 he became a member of the Mail division management at Österreichische Post AG.

Peter Umundum was first appointed as the member of the Management Board responsible for Parcel & Logistics in April 2011. Peter Umundum's current term of

office will last until 31 March 2024, with a subsequent extension option for a further two years.

Areas of responsibility: Operations in the Mail & Parcel division, Parcel Austria division, Logistics Centres & Transport, Strategic Network Planning, Logistics Solutions, CEE & Turkey and investments in the European distribution network EURODIS

Executive and supervisory role in major subsidiaries: Chairman of the Supervisory Board of Aras Kargo a.s.

Additional roles: Executive Board of Kreditschutzverband von 1870 (KSV1870), Supervisory Board of Steiermärkische Krankenanstaltengesellschaft m.b.H.

3. Composition of the Supervisory Board

The Supervisory Board consists of a total of twelve members, i.e. eight shareholder representatives elected by the Annual General Meeting and four employee representatives elected by the Central Works Council.

The following change was made within the Supervisory Board in the 2021 financial year: Richard Köhler was appointed to the Supervisory Board by the Central Works Council of Austrian Post to succeed Martin Palensky as of 1 September 2021, in accordance with Section 110 of the Austrian Labour Constitution Act (ArbVG).



From left to right: Sigrig Stagl, Maximilian Schnödl, Maria Klima, Manfred Wiedner, Edith Hlawati, Felicia Kölliker, Stefan Szyskowitz, Richard Köhler, Peter E. Kruse, Huberta Gheneff, Chris E. Muntwyler, Helmut Köstinger

Shareholder representatives

| NAME (year of birth) | EDITH HLAWATI (1957) | MAXIMILIAN SCHNÖDL (1983) | HUBERTA GHENEFF (1964) | FELICIA KÖLLIKER (1977) |
|---|---|---|---------------------------------|--|
| Position | Chair of the Supervisory Board | Deputy Chair of the Supervisory Board | Member of the Supervisory Board | Member of the Supervisory Board |
| Term of office | 26 April 2007 until 2023 AGM | 17 June 2020 until 2023 AGM | 19 April 2018 until 2023 AGM | 17 June 2020 until 2022 AGM |
| Nationality | Austria | Austria | Austria | Switzerland |
| Main job | CEO of Österreichische Beteiligungs AG (ÖBAG) ¹ | Director of Österreichische Beteiligungs AG (ÖBAG) ² | Lawyer | Member of the Executive Board of PostFinance Ltd (Switzerland) |
| Area of competence as member of the Supervisory Board | Legal, Capital Markets, Corporate Governance and Remuneration | Finance, IT & Digitalisation | Legal | Financial Services |
| Positions in listed companies | Telekom Austria AG | | | |

| NAME (year of birth) | PETER E. KRUSE (1950) | CHRIS E. MUNTWYLER (1952) | SIGRID STAGL (1968) | STEFAN SZYSKOWITZ (1964) |
|---|---|---|--|--|
| Position | Member of the Supervisory Board | Member of the Supervisory Board | Member of the Supervisory Board | Member of the Supervisory Board (financial expert) |
| Term of office | 24 April 2014 until 2023 AGM | 22 April 2010 until 2023 AGM | 17 June 2020 until 2022 AGM | 19 April 2018 until 2023 AGM |
| Nationality | Switzerland | Switzerland | Austria | Austria |
| Main job | Corporate consultant | CEO of Conlogic AG (Switzerland) | Professor at the Vienna University of Economics and Business | Spokesperson of the Management Board of EVN AG |
| Area of competence as member of the Supervisory Board | Parcel & Logistics, International Markets | Parcel & Logistics, International Markets | Ecological Economics, Sustainability | Capital Markets, Finance |
| Positions in listed companies | | Descartes Systems Group (Canada) | | Burgenland Holding AG, Verbund AG |

¹ since 1 February 2022

² until 31 January 2022

Employee representatives

| NAME (year of birth) | MARIA KLIMA (1980) | RICHARD KÖHLER (1965) | HELMUT KÖSTINGER (1957) | MANFRED WIEDNER (1963) |
|-------------------------|---------------------------------|---|-------------------------------------|---------------------------------|
| Position | Member of the Supervisory Board | Member of the Supervisory Board | Member of the Supervisory Board | Member of the Supervisory Board |
| Term of office | since 30 October 2018 | since 1 September 2021 | since 14 April 2005 | since 3 March 1999 |
| Nationality | Austria | Austria | Austria | Austria |
| Main job | Central Works Council | Central Works Council (Deputy Chair) | Central Works Council (Chairman) | Central Works Council |

Independence and Diversity on the Supervisory Board

In accordance with C-Rule 53 of the Austrian Corporate Governance Code, the Supervisory Board of Austrian Post has defined the following criteria to determine the independence of members of the Supervisory Board:

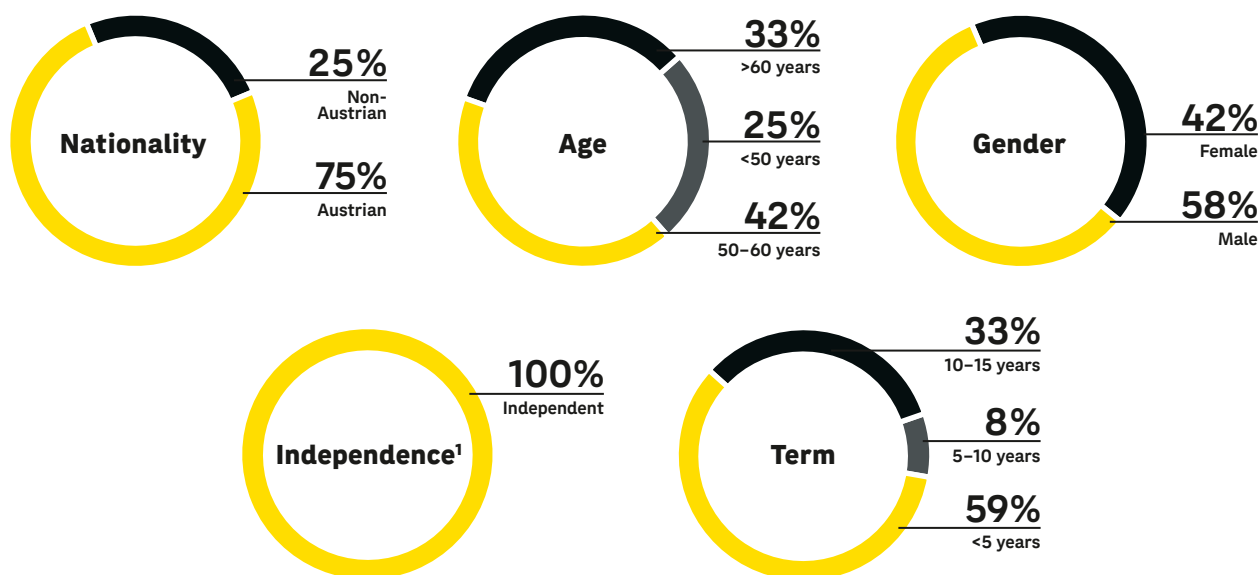
- 1 — The member of the Supervisory Board shall not have served as a member of the Management Board or as a manager of the company or one of its subsidiaries in the past five years.
- 2 — The member of the Supervisory Board shall not maintain or have maintained in the past year any business relations with the company or one of its subsidiaries to an extent of significance for the member of the Supervisory Board. This shall also apply to relationships with companies in which the member of the Supervisory Board has a considerable economic interest, but not to carrying out functions in corporate bodies. The approval of individual transactions by the Supervisory Board according to L-Rule 48 does not automatically mean the person is qualified as being not independent.
- 3 — The member of the Supervisory Board shall not have been an auditor of the company, have owned a share in the auditing company or have worked there as an employee over the past three years.
- 4 — The member of the Supervisory Board shall not be a member of the Management Board of another company in which a member of the Management Board of this company is a member of the Supervisory Board.
- 5 — The member of the Supervisory Board shall not serve as a member of the Supervisory Board for longer than 15 years. This does not apply to members of the Supervisory Board who are shareholders with a stake in the company or who represent such a shareholder's interests.
- 6 — The member of the Supervisory Board shall not be a close relative (i.e. direct offspring, spouse, partner, parent, uncle, aunt, sibling, niece or nephew) of a member of the Management Board or of persons in one of the above-mentioned positions.

On the basis of these Guidelines for Independence (annex to the Austrian Corporate Governance Code), all eight shareholder representatives have submitted a written declaration and declared themselves independent. The following shareholder representatives on the Supervisory Board also met the independence criterion set out in C-Rule 54 in the 2021 financial year (no representation of a shareholder with a stake of more than 10%): Huberta Gheneff, Edith Hlawati, Felicia Kölliker, Peter E. Kruse, Chris E. Muntwyler, Sigrid Stagl and Stefan Szyszkowitz. This means that both of the independence quotas required by Rules 53 and 54 of the Code are complied with.

There are no contracts between the members of the Supervisory Board and Austrian Post which would require consent or disclosure pursuant to Rules 48 and 49 of the Austrian Corporate Governance Code.

A total of five women are represented on Austrian Post's Supervisory Board, representing a share of 42%. This completely fulfils the statutory gender quota of 30% which took effect on 1 January 2018, and which applies separately for shareholder and employee representatives.

The members of the Supervisory Board show a balanced age structure ranging from 38 to 71. Three members are not Austrian nationals. As a whole, the Supervisory Board covers the entire spectrum of fields which are important for the company such as finance and expertise in the fields of logistics and financial services. Business management skills and legal knowledge, expertise in the fields of digitalisation and socioeconomics, as well as long-standing management experience and competence complete the profile of the Austrian Post Supervisory Board. **G 12**



¹ according to the Austrian Corporate Governance Code (C-Rule 53)

4. Mode of Operation of the Management Board and Supervisory Board

The Management Board is the managing body of the Austrian Post Group and is bound to act in the company's best interests. It manages the business of the company on the basis of prevailing legal regulations, the Articles of Association and the by-laws. The by-laws for the Management Board stipulate the assignment of responsibilities and cooperation within the Management Board. They also define the information and reporting obligations of the Management Board as well as a catalogue of measures requiring the formal approval of the Supervisory Board.

The Management Board discusses the current business development at Austrian Post, as well as strategic and operational issues during meetings held at least every fourteen days. At these meetings, decisions are made that require the approval of the entire Management Board. Moreover, the members of the Management Board continually exchange information about the relevant activities and events with each other and with the responsible executives.

A Strategic Executive Management Council provides support to the Management Board in the running of the company. This leadership team consists of

approximately 20 top-level employees and plays an advisory and supporting role with respect to all operational and strategic issues affecting Austrian Post.

The Management Board regularly provides the Supervisory Board with timely and comprehensive information about all relevant issues relating to business development, including the assessment of the risk situation and risk management at Austrian Post and all key Group companies. Moreover, in the spirit of good corporate governance, ongoing consultations take place between the respective chairs of the Supervisory and Management Boards concerning the matters falling under the jurisdiction of the Supervisory Board.

The Supervisory Board monitors and oversees the activities of the Management Board and makes decisions on issues of fundamental importance as well as the strategic direction of the company. The work of the Supervisory Board is characterised by a high level of openness. The intensive work carried out by the Supervisory Board committees supports the Supervisory Board with a view to ensuring focused discussions and efficient decision making.

Seven Supervisory Board meetings were held in the 2021 financial year. The focus of the four ordinary meetings of the Supervisory Board was on monitoring the ongoing business development of Austrian Post and its Group companies as well as various transactions requiring Supervisory Board approval. The implementation of the company's strategy and the status of ongoing strategic development

projects were discussed in detail at all sessions. A strategy workshop was also held in the summer of 2021 to discuss the corporate and sustainability strategy in depth.

Based on Austrian Post's integrated strategy, ESG criteria (environmental, social, governance) are not discussed in a Supervisory Board committee, but are part of the Supervisory Board's overall responsibility and discussions. Since 2020, a qualified expert in socioeconomics and sustainability has been on the Supervisory Board of Austrian Post, supporting all aspects of the sustainability master plan. (Find out more on page 18 of the Sustainability Report)

Three extraordinary meetings were used by the Supervisory Board to address the takeover of the retail banking business of ING-DiBa Austria by bank99 AG.

The other priorities of the work carried out by the Supervisory Board in 2021 are summarised in the Report of the Supervisory Board to the Annual General Meeting.

In accordance with the stipulations of the Austrian Corporate Governance Code (ÖCGK, Rule C-36), the Supervisory Board carried out a self-evaluation of its work in the 2021 financial year on the basis of an electronic survey. The evaluated results were extensively discussed by the Supervisory Board, and will be integrated into the future work of the Supervisory Board.

There is a duty on the part of the Management Board as well as the Supervisory Board to disclose any conflict of interest. Members of the Supervisory Board must disclose any conflict of interest immediately to the Chairperson of the Supervisory Board. If the Chairperson is involved in a conflict of interest, she is required to immediately disclose this to a Deputy Chairperson. With respect to Management Board meetings dealing with the personal or economic interests of a particular member of the Management Board, this member is not permitted to take part in the relevant decision making.

Committees

In order to exercise its advisory and controlling functions efficiently, the Supervisory Board has formed Committees, which deal with technical issues and prepare resolutions for adoption by the Supervisory Board.

Executive Committee

Edith Hlawati (Chair), Maximilian Schnödl

Nomination Committee

Edith Hlawati (Chair), Maximilian Schnödl, Helmut Köstinger

Remuneration Committee

Edith Hlawati (Chair), Maximilian Schnödl

Audit Committee

Maximilian Schnödl (Chair), Stefan Szyszkowitz (Deputy Chair, financial expert), Huberta Gheneff, Peter E. Kruse, Helmut Köstinger, Manfred Wiedner

Parcel & Logistics Committee

Peter E. Kruse (Chair), Chris E. Muntwyler, Helmut Köstinger

Banking Committee

Maximilian Schnödl (Chair), Felicia Kölliker, Helmut Köstinger

In accordance with the by-laws for the Supervisory Board, the Executive Committee is responsible for regulating the relationships between the company and the members of the Management Board, including granting approval to secondary employment, inasmuch as this does not fall within the jurisdiction of the entire Supervisory Board, the Remuneration or Nomination Committee. In addition, the Executive Committee maintains regular contact with the Chairperson of the Management Board and discusses strategy and business development.

The Nomination Committee submits recommendations to the Supervisory Board with respect to filling vacant positions on the Management Board, and also deals with issues relating to succession planning. The Nomination Committee or the entire Supervisory Board submits specific proposals to the Annual General Meeting with respect to filling vacant positions on the Supervisory Board.

The Remuneration Committee deals with the content of employment contracts with members of the Management Board and is responsible in particular for any remuneration issues. It ensures implementation of the remuneration rules contained in the Austrian Corporate Governance Code, and regularly evaluates the policies governing remuneration of members of the Management Board. The Remuneration Committee held three meetings in the 2021 financial year and addressed the evaluation of the Management Board's target achievement level for the 2020 financial year, as well as the definition of the target criteria for the variable remuneration components in 2021. The Remuneration Committee also dealt with the preparation of the Remuneration Report for the 2020 financial year, which was presented to the Annual General Meeting on 15 April 2021.

The Audit Committee performs the tasks assigned to it pursuant to Section 92 (4a) of the Austrian Stock Corporation Act (AktG) as well as Rule 40 of the Austrian Corporate Governance Code. The Audit Committee held four meetings in the 2021 financial year. In addition to reviewing and preparing approval of the annual financial statements and consolidated annual financial statements

for 2020, great importance was attached to supervising the financial reporting process, the internal control system, and the audit and risk management system.

The Parcel & Logistics Committee held four meetings and addressed complex issues concerning the Parcel & Logistics Division. The Committee's meetings, which were generally held prior to the Supervisory Board meetings, were used to discuss infrastructure expansion investments in detail and prepare for decisions to be made by the Supervisory Board. Other key topics included the dynamic market environment in Austria and business developments at the Turkish parcel company Aras Kargo.

The Banking Committee monitors Austrian Post's financial services business and met five times in 2021. As well as monitoring ongoing business developments at bank99, the Banking Committee was intensively involved in preparing for the takeover of the retail banking business of ING in Austria by bank99 AG, and supported the project in an advisory capacity.

The table below shows the attendance of the Supervisory Board members at meetings in 2021.

| | Supervisory Board | Remuneration Committee | Audit Committee | Parcel & Logistics Committee | Banking Committee |
|---------------------------|-------------------|------------------------|-----------------|------------------------------|-------------------|
| EDITH HLAWATI | 7/7 | 3/3 | | | |
| HUBERTA GHENEFF | 7/7 | | 4/4 | | |
| FELICIA KÖLLIKER | 7/7 | | | | 5/5 |
| PETER E. KRUSE | 7/7 | | 3/4 | 4/4 | |
| CHRIS E. MUNTWYLER | 7/7 | | | 4/4 | |
| MAXIMILIAN SCHNÖDL | 7/7 | 3/3 | 4/4 | | 5/5 |
| SIGRID STAGL | 7/7 | | | | |
| STEFAN SZYSZKOWITZ | 7/7 | | 3/4 | | |
| MARIA KLIMA | 7/7 | | | | |
| RICHARD KÖHLER | 1/1 ¹ | | | | |
| HELMUT KÖSTINGER | 7/7 | | 4/4 | 4/4 | 5/5 |
| MANFRED WIEDNER | 7/7 | | 4/4 | | |

¹ Appointed by the Central Works Council with effect from 1 September 2021 to replace Martin Patensky (6/6)

Remuneration of the Management Board and Supervisory Board

Due to the entry into force of the Austrian Stock Corporation Amendment Act 2019 (Aktienrechts-Änderungsgesetz 2019), the Corporate Governance Code was adapted in January 2021 to reflect the new provisions regarding remuneration policy and the remuneration report.

In accordance with the new Sections 78a and 78b of the Austrian Stock Corporation Act, the Annual General Meeting held on 17 June 2020 approved the remuneration policy for the members of Austrian Post's Management Board and Supervisory Board. The Remuneration Report for the 2020 financial year prepared in accordance with Sections 78c and 98a AktG was also approved by the Annual General Meeting on 15 April 2021. Both documents are published on the company's website (available at post.at/ir).

The 2021 report on Management Board and Supervisory Board remuneration will be presented for a resolution to be passed at the Annual General Meeting held on

21 April 2022 and will then be published on the company's website at post.at/ir.

post.at/ir

5. Diversity Concept and Measures to Promote the Advancement of Women

Austrian Post sees diversity as a key competitive advantage for its commercial success. As a result, diversity is firmly established in its corporate strategy as a central guideline. This means that Austrian Post values diversity among its employees, customers and stakeholders and, most importantly, actively considers diversity-related aspects when designing processes and services.

Austrian Post is committed to having diverse teams because it knows that diversity boosts innovation and creativity. Promoting this diversity within

the workforce not only allows the company to create a respectful corporate culture, but also fosters a better understanding of customer needs.

The same applies to the company's management bodies. Positions on the Management Board and Supervisory Board should be filled with individuals who provide the relevant knowledge, skills and personal competencies that are required for the management and supervision of a publicly-listed logistics and postal services provider and reflect the strategic objectives of the company. Ensuring a professional and personal balance in the composition of the Supervisory Board should be borne in mind. In this case, the diversity of the Supervisory Board with respect to gender, a balanced age structure and the internationality of the members are to be taken into account. Within this context, it is important to report that five women and three non-Austrian citizens are members of the Supervisory Board. The members of the Supervisory Board are aged between 38 and 71.

No woman currently serves on the Management Board of Austrian Post. However, women occupy managerial roles in numerous first and second-tier reporting divisions. At 35.1%, the proportion of women in leadership positions has risen compared to the previous year. In order to conceivably fill vacant Management Board positions from the company's own ranks, the strategic objective is to achieve the best possible diversity at the highest management level and to gradually increase the proportion of women in executive positions.

Austrian Post set its initial focus on gender balance back in 2018 when it launched the Elly project. The aim is to establish the company as an attractive employer for all talents, regardless of gender. Since the project was launched, various measures have been established within the company's structures in line with a comprehensive overall strategic concept for working towards gender balance. The focus is on recruiting employees, fostering their development and making working conditions more flexible.

The measures put in place are designed to help increase the proportion of women in the company as a whole, as well as the proportion of women in management positions, in order to achieve the strategic goal of 40% women in management positions by 2030. Key measures include incorporating and implementing training on "unconscious bias" for managers, as well as setting targets for women in management positions in each individual department and in the annual target agreements reached with managers. The events held for employees on parental leave, implementation of a gender-inclusive language standard and participation in the Women's Career Index and the Target Gender Equality Programme set up by the UN Global Compact Network also represent important measures designed to promote equal opportunities for our employees – of all genders and at all levels – in the year under review.

2021 saw Austrian Post come first in the "Effectiveness in promoting equal opportunities" category as part of the "equalitA" seal of quality for the internal advancement of women for a particularly innovative measure launched within the company, the "Gender KPI Performance Review".

Austrian Post used the Women's Career Index (FKI) as a management and benchmarking tool for what is already the third time running. Using this independent measuring instrument, which has already been established in Germany, the company is studying what sort of overall conditions are needed to allow women at various levels of management to advance in their careers. In the third year of its participation, Austrian Post was awarded 77 out of a possible 100 points, putting it in line with the average for all indexed companies. Indexing is currently under way as part of the 2021 FKI and will see Austrian Post take aspects of diversity other than gender into account for the first time.

Vienna, 25 February 2022

The Management Board



GEORG PÖLZL
CEO
Chairman of the
Management Board



WALTER OBLIN
Deputy CEO
Mail & Finance



PETER UMUNDUM
Member of the Management Board
Parcel & Logistics

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