


CORPORATE GOVERNANCE




1 Corporate Governance Report

- 1** Commitment to the Austrian Corporate Governance Code
- 2** Composition of the Management Board
- 3** Composition of the Supervisory Board
- 6** Mode of Operation of the Management Board and Supervisory Board
- 8** Diversity Concept and Measures to Promote the Advancement of Women



Knowing what matters.



With our Commitment to the Austrian Corporate Governance Code, we are making our values transparent. In our view, responsible management and the cooperation of the governance bodies should be disclosed as a matter of course and as a means of building trust among our stakeholders.



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 243b of the Austrian Commercial Code (UGB) and the relevant provisions of the Austrian Corporate Governance Code (ACGC), the company prepares a consolidated Corporate Governance Report every year as at 31 December, which is available at post.at/investor. 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 (ACGC) 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 2022 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/investor 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 Assurance GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft (formerly 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. The Code of Conduct and Ethics, which was completely overhauled in the previous year, was communicated and rolled out across the Group in 2022.

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 the framework and guidelines for employees' interactions with one other and with stakeholders.

In addition to the Code of Conduct and Ethics, the entire Management Board adopted Austrian Post's declaration of principles on human rights in 2022, which underscores the company's commitment to respecting and upholding human rights and sets out a common standard for safeguarding human rights both within the Group and in relation to the supply chain.

The previous focal points of Austrian Post's CMS, business compliance and capital market compliance, were expanded to include a focus on social compliance in 2022. The business CMS has been certified to ISO 37001 and the capital market CMS has been certified to ISO 37301 since 2018. The Social Compliance CMS, which defines preventive requirements and due diligence processes aimed at ensuring behaviour in line with the company's values as set out in the Code of Conduct and Ethics and the guiding principles set out in the declaration of principles on human rights within the Austrian Post Group and in the supply chain, will be further enhanced in 2023 before being gradually rolled out across the Group.

› 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 (CFO)	Member of the Management Board Parcel & Logistics (COO)
First appointed	1 October 2009	1 July 2012	1 April 2011
Current term of office expires	30 September 2024	30 June 2025	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)

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. In March 2022, the Supervisory Board extended his mandate for another two years, i.e. until 30 September 2024.

● ● **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.

Walter Oblin previously held the role of Head of Group Strategy, and was appointed to the Management Board in 2012. He has been the Chief Financial Officer of Austrian Post since 1 July 2012. Walter Oblin was appointed Deputy Chief Executive Officer on 1 January 2019 and, in addition to his role as Management Board member responsible for Finance, also took on responsibility for earnings in the Mail Division. In November 2022, the Supervisory Board extended his mandate for another two years, i.e. until 30 June 2025.

●● **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/SEE & Türkiye 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.

In the 2022 financial year, the following changes arose within the Supervisory Board: Maximilian Schnödl resigned for personal reasons at the end of the Annual General Meeting held on 21 April 2022.

Carola Wahl was nominated for election as a member of the Supervisory Board by Österreichische Beteiligungs AG (ÖBAG). After consideration of the proposed resolution by the Nomination Committee, and approval by the Supervisory Board, Carola Wahl was elected to the Supervisory Board at the 2022 Annual General Meeting, and Felicia Kölliker and Sigrid Stagl were re-elected at the same time.

Andreas Schieder was appointed to the Supervisory Board by the Central Works Council of Austrian Post to succeed Manfred Wiedner as of 1 April 2022, in accordance with Section 110 of the Austrian Labour Constitution Act (ArbVG). Andreas Rindler succeeded Helmut Köstinger on the Supervisory Board as of 1 November 2022.



From left to right: Chris E. Muntwyler, Felicia Kölliker, Maria Klíma, Andreas Rindler, Huberta Gheneff, Edith Hlawati, Richard Köhler, Stefan Szyszkowitz, Andreas Schieder, Peter E. Kruse, Carola Wahl. Not pictured: Sigrid Stagl

Shareholder representatives

NAME (year of birth)	EDITH HLAWATI (1957)	CAROLA WAHL (1968)	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 the 2023 AGM	21 April 2022 until the 2025 AGM	19 April 2018 until the 2023 AGM	17 June 2020 until the 2024 AGM
Nationality	Austria	Germany	Austria	Switzerland
Main job	Chief Executive Officer of Österreichische Beteiligungs AG (ÖBAG) ¹	CEO Concardis Group (Germany) 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	Marketing & Digitalisation	Legal	Financial Services
Positions in listed companies	Telekom Austria AG, Verbund AG, OMV AG			

NAME (year of birth)	PETER E. KRUSE (1950)	CHRIS E. MUNTWYLER (1952)	SIGRID STAGL (1968)	STEFAN SZYSZKOWITZ (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 the 2023 AGM	22 April 2010 until the 2023 AGM	17 June 2020 until the 2024 AGM	19 April 2018 until the 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 and Risk Management
Positions in listed companies		Descartes Systems Group (Canada)		Burgenland Holding AG, Verbund AG

¹ since 1 February 2022

² since 1 November 2022, until 31 October 2022 Director of Österreichische Beteiligungs AG (ÖBAG)

Employee representatives

NAME (year of birth)	MARIA KLIMA (1980)	RICHARD KÖHLER (1965)	ANDREAS RINDLER (1967)	ANDREAS SCHIEDER (1976)
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 1 November 2022	since 1 April 2022
Nationality	Austria	Austria	Austria	Austria
Main job	Austrian Post Central Works Council	Chair of the Central Works Council of Austrian Post	Deputy Chair of the Central Works Council of Austrian Post	Austrian Post 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.

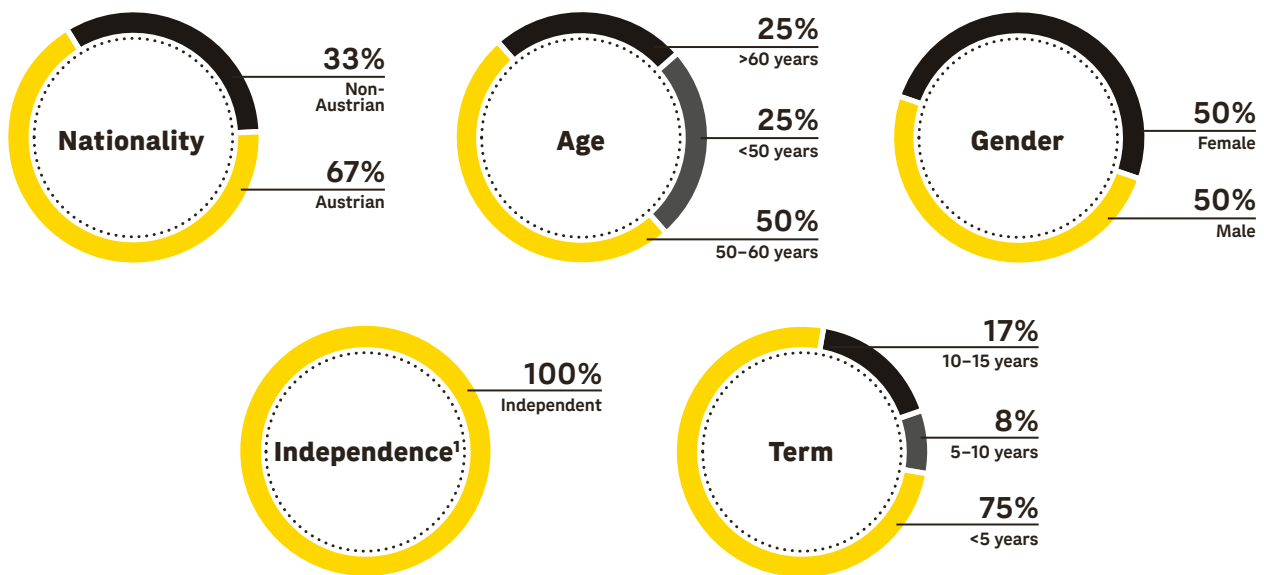
On the basis of these Guidelines for Independence (annex to the Austrian Corporate Governance Code), all eight shareholder representatives have submitted a written declaration and declared themselves independent. The following shareholder representatives on the Supervisory Board also met the independence criterion set out in C-Rule 54 in the 2022 financial year (no representation of a shareholder with a stake of more than 10%): Huberta Gheneff, 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 six women are represented on Austrian Post's Supervisory Board, representing a share of 50%. 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 42 to 72. Four 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 13**

G 13 Diversity in the Supervisory Board



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.

Five Supervisory Board meetings were held in the 2022 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. One key topic addressed at

the meetings was the challenging overall macroeconomic environment and its impact on the business environment in which Austrian Post operates.

The other priorities of the work carried out by the Supervisory Board in 2022 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 2022 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, they are 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), Carola Wahl

●● Nomination Committee

Edith Hlawati (Chair), Chris E. Muntwyler, Richard Köhler

●● Remuneration Committee

Edith Hlawati (Chair), Carola Wahl, Chris E. Muntwyler

●● Audit Committee

Stefan Szyszkowitz (Chair, financial expert), Carola Wahl (Deputy Chair), Huberta Gheneff, Peter E. Kruse, Richard Köhler, Andreas Schieder

●● Parcel & Logistics Committee

Peter E. Kruse (Chair), Chris E. Muntwyler, Andreas Rindler

●● Banking Committee

Carola Wahl (Chair), Felicia Kölliker, Richard Köhler

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. In 2022, one session of the Nomination Committee dealt with the option of extending Georg Pözl's contract and the issue of filling positions on the Supervisory Board that had become vacant.

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 four meetings in the 2022 financial year and addressed the evaluation of the Management Board's target achievement level for the 2021 financial year, as well as the definition of the target criteria for the variable remuneration components in 2022. The Remuneration Committee also dealt with the preparation of the Remuneration Report for the 2021 financial year, which was presented to the Annual General Meeting on 21 April 2022. Another topic was the adjustment of Georg Pözl's employment contract in connection with the extension of his contract until 30 September 2024.

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 2022 financial year. In addition to reviewing and preparing approval of the annual financial statements and consolidated annual financial statements for 2021, 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. In addition to ongoing business developments in the Austrian parcel business, meetings

were used to discuss selected investments in logistics infrastructure and to prepare for decisions to be made by the Supervisory Board. Other key topics included the development of the Turkish parcel company Aras Kargo and other international parcel initiatives.

The Banking Committee monitors Austrian Post's financial services business and met four times in 2022. As well as monitoring ongoing business developments at

bank99, the Banking Committee was intensively involved in the merger of ING Austria and bank99.

The table below shows the attendance of the Supervisory Board members at meetings in 2022.

	Supervisory Board	Nomination Committee	Remuneration Committee	Audit Committee	Parcel & Logistics Committee	Banking Committee
EDITH HLAWATI	5/5	1/1	4/4			
HUBERTA GHENEFF	5/5			4/4		
FELICIA KÖLLIKER	5/5					4/4
PETER E. KRUSE	5/5			4/4	4/4	
CHRIS E. MUNTWYLER	5/5		1/1		4/4	
SIGRID STAGL	5/5					
STEFAN SZYSZKOWITZ	5/5			4/4		
CAROLA WAHL (since 21 Apr. 2022)	4/4		1/1	3/3		3/3
MAXIMILIAN SCHNÖDL (until 21 Apr. 2022)	1/1	1/1	3/3	1/1		1/1
RICHARD KÖHLER	5/5			1/1		1/1
MARIA KLIMA	5/5					
ANDREAS RINDLER (since 1 Nov. 2022)	1/1				1/1	
ANDREAS SCHIEDER (since 1 Apr. 2022)	3/4			3/3		
HELMUT KÖSTINGER (until 31 Oct. 2022)	4/4	1/1		3/3	3/3	3/3
MANFRED WIEDNER (until 31 Mar. 2022)	1/1			1/1		

Remuneration of the Management Board and Supervisory Board

Information on the remuneration paid to the Management Board and the Supervisory Board is not included in this Corporate Governance Report. In this regard, reference is made to the remuneration policy, as well as the separate Remuneration Report, which presents the results of the financial year under review. Both documents are published on the company's website.

● ● post.at/investor

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

Austrian Post believes that its diversity is one of the factors that gives it a key advantage over the competition. That is why diversity is at the heart of our corporate strategy. We value the diversity of our employees, customers and stakeholders and make sure they are actively involved in designing processes and services.

Austrian Post is committed to having diverse teams because it knows that diversity boosts innovation and creativity. Taking intentional steps to promote this diversity within the workforce not only creates a respectful corporate culture but also improves our understanding of the needs of our customers.

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 six women and four non-Austrian citizens are members of the Supervisory Board. The members of the Supervisory Board are aged between 42 and 72.

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 36,1%, 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.

With the aim of establishing Austrian Post as an attractive employer for any talented employee, regardless of gender, the company had already demonstrated its commitment to gender balance by launching the Elly project back in 2018. A variety of measures have been implemented within the company as part of a comprehensive strategic plan in order to improve the gender balance within Austrian Post. These measures have focused on attracting female employees and helping them advance

in their careers in addition to making working conditions more flexible.

Currently, one third of all Austrian Post employees are female, while women hold 36,1% of all management positions. The purpose of the measures that have been implemented is to increase the number of women employed across the company and the number of women in the management positions. Austrian Post's strategic target is to have women account for 40% of all management positions by 2030. These measures include integrating and holding unconscious bias training sessions for executives and setting targets for the number of women in management positions in every division. These targets are also included in the annual target agreements for executives. The events held for employees on parental leave, systematic continuation of a gender-inclusive language standard and participation in the Women's Career Index also represent important measures designed to promote equal opportunities for our employees – of all genders and at all levels – in the year under review. Austrian Post also took part in the Target Gender Equality Programme 2021/2022 of the UN Global Compact Network, which promotes the importance of gender equality in companies across the world.

Austrian Post used the Women's Career Index (FKI) as a management and benchmarking tool for what is already the fourth time running. Using this established independent measuring instrument, 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 its fourth year of participation, Austrian Post received 81 out of a possible 100 points, putting it above the average of the indexed companies for the first time since the index was first calculated. Indexing is currently under way as part of the 2022 FKI.

Vienna, 28 February 2023

The Management Board



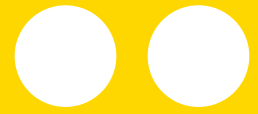
GEORG PÖLZL
CEO
Chairman of the
Management Board



WALTER OBLIN
Deputy CEO
Mail & Finance (CFO)



PETER UMUNDUM
Member of the Management Board
Parcel & Logistics (COO)



Knowing what matters



post.at/investor