

# ANNUAL REPORT 2025

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Austrian Post

# Indicators

		2023	2024	2025	Change 2024/2025
<b>EARNINGS INDICATORS</b>					
Revenue	EUR m	2,740.8	3,123.1	3,043.3	-2.6%
EBITDA	EUR m	391.6	422.7	413.3	-2.2%
EBITDA margin	%	14.3	13.5	13.6	-
EBIT	EUR m	190.2	207.3	196.9	-5.0%
EBIT margin	%	6.9	6.6	6.5	-
Profit for the period	EUR m	138.7	145.9	134.0	-8.1%
Earnings per share	EUR	1.96	2.04	1.96	-4.1%
<b>BALANCE SHEET FIGURES</b>					
		31 Dec. 2023	31 Dec. 2024	31 Dec. 2025	
Total assets	EUR m	5,677.1	6,491.9	6,559.3	1.0%
Equity	EUR m	716.7	761.6	767.6	0.8%
Equity ratio	%	12.6	11.7	11.7	-
Financial debt	EUR m	121.8	167.7	94.5	-43.7%
Financial debt incl. IFRS 16	EUR m	511.3	554.8	461.5	-16.8%
Capital employed <sup>1</sup>	EUR m	1,362.2	1,385.3	1,280.2	-7.6%
Return on capital employed (ROCE) <sup>1</sup>	%	14.1	14.7	14.0	-
<b>NON-FINANCIAL INDICATORS</b>					
Employees	FTE	27,254	27,802	28,081	1.0%
Customer satisfaction	CSI <sup>2</sup>	71	72	71	-1.4%
Women in executive positions	%	35.0	35.4	36.2	-
CO <sub>2</sub> e per shipment volume – Österreichische Post AG	kg CO <sub>2</sub> e/m <sup>3</sup>	16	11	8	-27.0%
Electric vehicles	Number	4,133	5,195	6,360	22.4%
<b>CASH FLOW AND INVESTMENTS</b>					
Cash flow from operating activities	EUR m	254.5	121.7	362.4	>+100%
Cash flow from investing activities	EUR m	-95.7	-150.5	-127.1	-15.5%
Cash flow from financing activities	EUR m	-149.8	-152.7	-212.4	39.1%
Operating free cash flow <sup>3</sup>	EUR m	221.6	253.9	280.1	10.3%
CAPEX	EUR m	155.3	143.1	126.0	-12.0%
Depreciation, amortisation and impairment losses	EUR m	201.3	215.5	216.4	0.4%
<b>AUSTRIAN POST SHARE</b>					
Shares at the end of December	Shares	67,552,638	67,552,638	67,552,638	-
Market capitalisation at the end of December	EUR m	2,209.0	1,945.5	2,100.9	8.0%
Dividends per share (for the financial year)	EUR	1.78	1.83	1.83 <sup>4</sup>	-

<sup>1</sup> bank99 was not included in the calculations as the content of these indicators is only relevant for the logistics business

<sup>2</sup> Customer Satisfaction Index: Scale of 0-100, ≤50: critical, 51-60: fair, 61-70: good, 71-80: very good, 81-100: excellent

<sup>3</sup> Free cash flow before acquisitions/securities/money market investments, growth CAPEX and core banking assets

<sup>4</sup> Proposal to the Annual General Meeting on 15 April 2026

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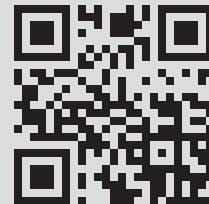
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# PULS

The magazine on the past financial year at Austrian Post



Find out more in our 2025 online report at [report.post.at](https://report.post.at) or scan the QR code:





**Introducing PULS** – the new name of our magazine covering the financial year. We have our finger on the pulse and know the challenges of the future. With our cover story **“There, whenever you need us”**, we delve into the forces that will drive our momentum in the future. We place a clear emphasis on sustainability, social elements and a strong corporate culture.



**„The power of Austrian Post lies its proximity to people. We see **our customers' needs** up close and grow with every challenge – in our technology, our social expertise, and our environmental responsibility.”**

**Walter Oblin,  
CEO of Austrian Post**

# Dear Shareholders,

The structural trends in the international mail and parcel market continued in 2025. Digitalisation and cost pressure among both private and public sector customer groups led to declining letter mail and direct mail volumes, whereas the growing parcel markets continued to be impacted by intense competition. Against this backdrop, the range of services of Austrian Post was consistently expanded and further developed. In Austria, Postal services are now available at nearly 3,000 postal points. Moreover, final preparations are underway for the launch of **the company's own mobile telephony brand YELLOW** in April 2026. Further important steps were also taken in the international parcel business with two acquisitions – a parcel services provider in Hungary and an e-commerce service provider in CEE/SEE. **Despite a challenging market environment and positive special effects in the previous year, Austrian Post showed solid operational performance in the 2025 financial year.**

Following the strong revenue increase in 2024, which was supported by positive one-off effects, the 2025 financial year developed well against the backdrop of challenging macroeconomic conditions. Both revenue and earnings were below the previous year's level, but above the figures for 2023. In particular, the major elections in Austria and the favourable exchange rate of the Turkish lira had a positive impact in 2024.

Total Group revenue in 2025 equalled EUR 3,043.3m, which was 2.6% below the level of 2024 and 11.0% above that of 2023. The Mail division revenue declined by 6.8% compared to 2024 and by 3.0% compared to 2023. In the Parcel & Logistics division, revenue rose by 1.2% on a like-for-like basis compared to the previous year, i.e. before a reporting change related to the reclassification of Logistics Solutions revenue, but climbed by 21.4% from 2023. Revenue of the Retail & Bank division fell by 8.8% (but +9.0% higher than 2023).

The development of earnings was in line with the trend of the first nine months of 2025. EBITDA was down by 2.2% to EUR 413.3m and earnings before interest and taxes (EBIT) fell by 5.0% to EUR 196.9m. The earnings decline in the mail business and the lower profitability of parcel operations in Southeast and Eastern Europe as well as in Türkiye were in contrast to the earnings improvement in the Retail & Bank Division. Accordingly, the profit for the period of the Austrian Post Group in the year 2025 totalled EUR 134.0m (-8.1%) and earnings per share were EUR 1.96 from EUR 2.04 in the prior-year period (-4.1%). On the basis of the solid performance and balance sheet position, **a dividend at the prior-year level of EUR 1.83 per share** will be proposed to the Annual General Meeting on 15 April 2026. This corresponds to a dividend yield of 5.9% based on the closing share price on 31 December 2025.

The underlying trends in the international mail and parcel markets will continue in 2026. A slight modest revenue increase is expected for the current year. At the same time, further cost increases due to inflation are anticipated. For this reason, comprehensive initiatives are being undertaken to safeguard Group earnings. For 2026, Austrian Post is targeting a largely stable earnings development in line with recent years, despite a difficult macroeconomic environment and slightly improved economic forecasts.

**Our top-quality service is the result of the commitment of our employees**, who work with great dedication and professionalism on a daily basis. We would like to express our special thanks to them. Together we will further strengthen our position as the preferred partner of our customers.

Vienna, 2 March 2026



**Walter Oblin**  
CEO  
Chair of the Management Board



**Peter Umundum**  
Deputy CEO  
Parcel & Logistics (COO)



**Barbara Potisk-Eibensteiner**  
Member of the Management Board  
Chief Financial Officer (CFO)



**Management Board of Austrian Post, from left to right: Barbara Potisk-Eibensteiner, Walter Oblin, Peter Umundum**

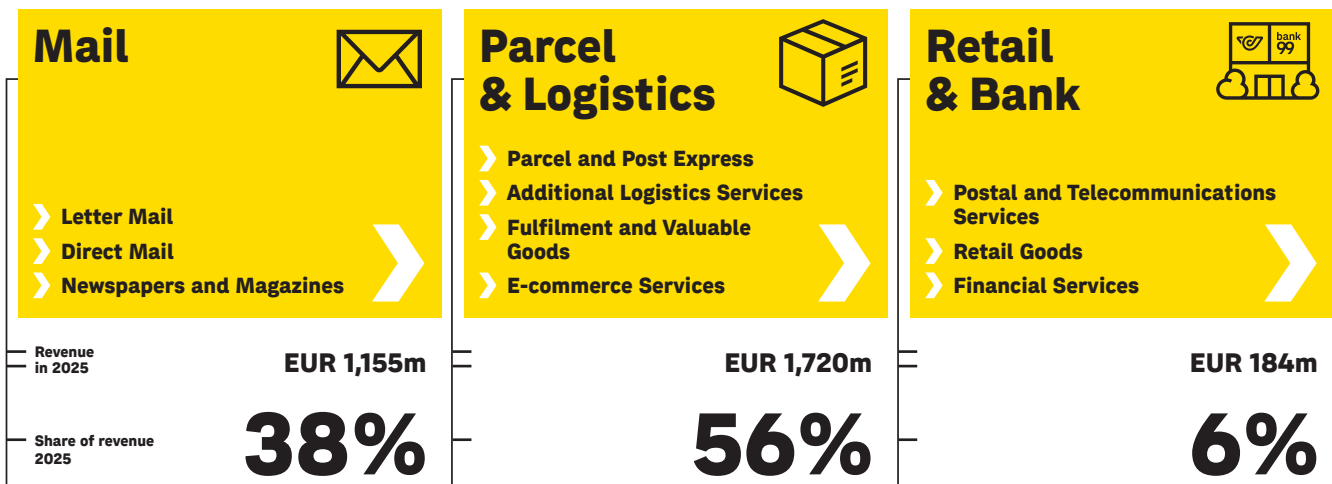
# Delivering More: Austrian Post as a Modern, Innovative Service Provider

Austrian Post is an international postal, logistics and service provider which is central to Austria’s economy. The company is firmly focused on the very highest quality and offers a comprehensive product and service portfolio to provide the best possible match for current customer needs. Austrian Post groups its operations into three divisions: Mail, Parcel & Logistics and Retail & Bank. The company also has an international presence, operating in the markets of Germany, Southeast and Eastern Europe, Türkiye and beyond.

“There, whenever you need us” is the motto that Austrian Post lives by, showcasing that it is much more than a regular logistics company. As a postal service, it offers the people of Austria reliable support as a state-of-the-art provider of basic services for the future – exactly when it is needed, relying on digital, sustainable and practical solutions. With a diverse and balanced range of products and services, it actively engages with its customers, develops new solutions and thinks ahead. These endeavours are always centred on one thing: what people need.

The majority, namely 76% of the Group’s revenue, is generated in Austria – a nod to its strong roots in its domestic market. It is in this market that Austrian Post is a leader in the delivery of letters, direct mail items, print media and parcels. Its comprehensive transport and branch network, combined with state-of-the-art self-service solutions, ensure that its services reach the whole of Austria. This network is one of the largest private customer networks in the country and forms the backbone of a reliable, forward-looking service offering.

## The Divisions



The parcel business is growing not only within Austria, but increasingly also internationally. In addition to its domestic market, the Austrian Post Group is also represented in nine countries in Southeast and Eastern Europe (CEE/SEE), as well as in Türkiye+ (Türkiye, Azerbaijan, Georgia, Uzbekistan). Under the guiding principle of "ONE group of companies – excelling in operations", Austrian Post is pooling its resources across all of the countries it operates in so they can achieve even more by joining forces.

Across the Group, Austrian Post is systematically developing the expansion of out-of-home solutions and electric mobility. It has been considered a pioneer in climate and environmental protection for years now, and already boasts the largest fleet of electric vehicles in Austria. The plan is to expand this fleet even more by 2030 – with the clear goal of 100% of deliveries being made by electric vehicle or on foot. In 2025, Austrian Post's carbon footprint was reduced yet again, both in Austria and across the Group.

Operations in  
**15 countries**  
 with more than 150 million customers

**28,081**  
 Employees (FTE)

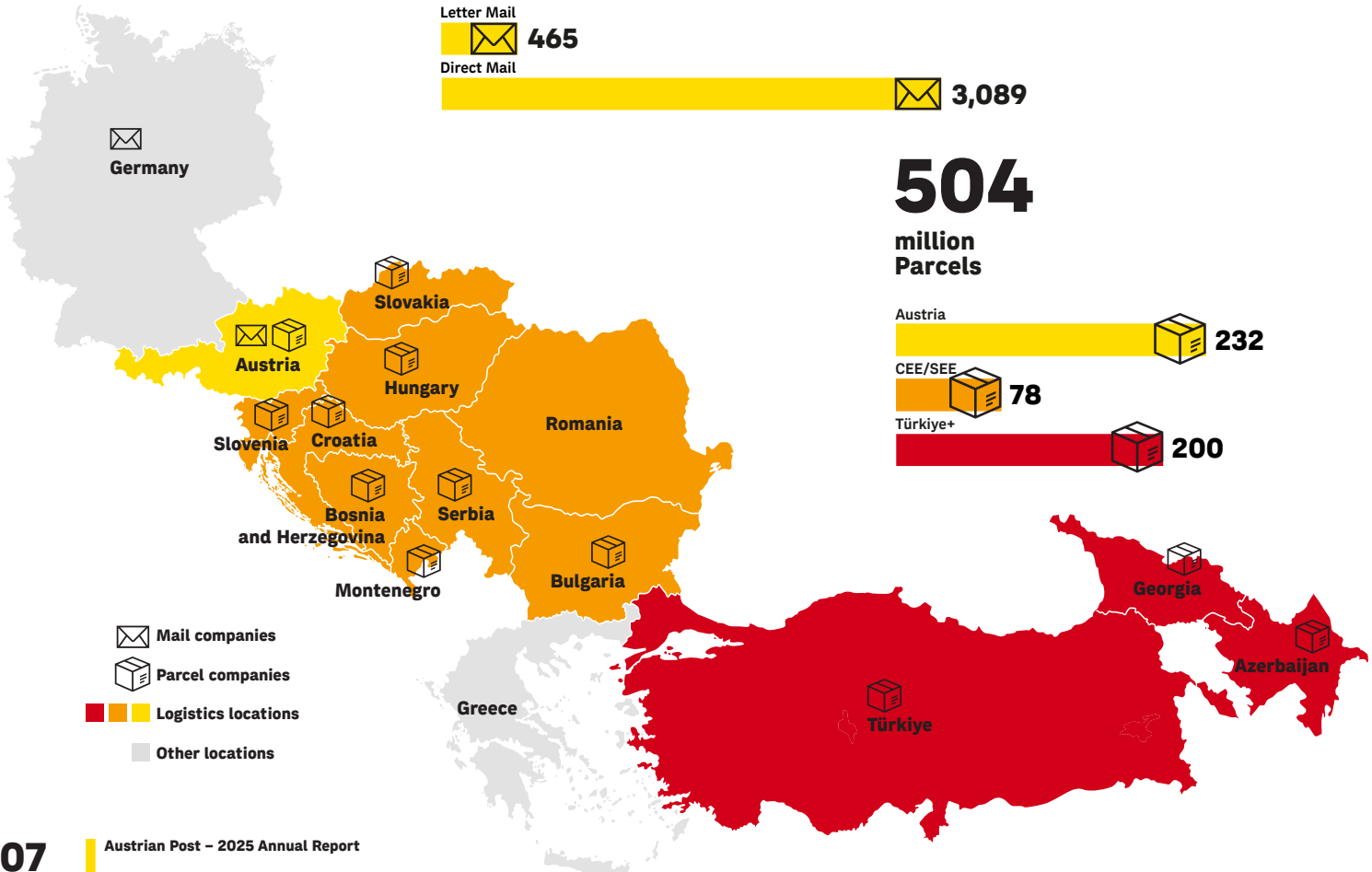
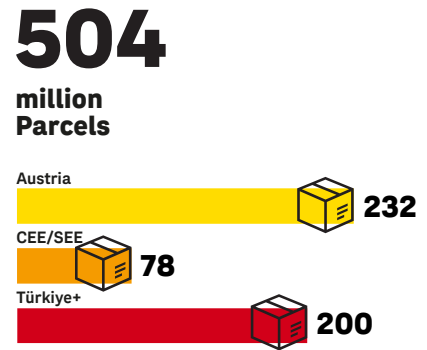
**12,621**  
 (Electric) vehicles

**17,384**  
 Out-of-home points

**19 years**  
 of experience as a listed company

**Number 1**  
 in Austria

**3,563**  
 million  
 Letters and Direct Mail  
 (Austria)



# LEAD 2030

## Our Vision

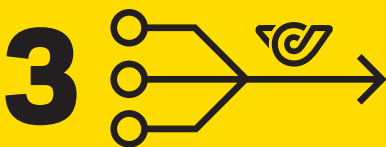
**Leading Logistics & Services Group**  
 reaching more than 150 million people in Austria,  
 CEE/SEE, Türkiye & beyond



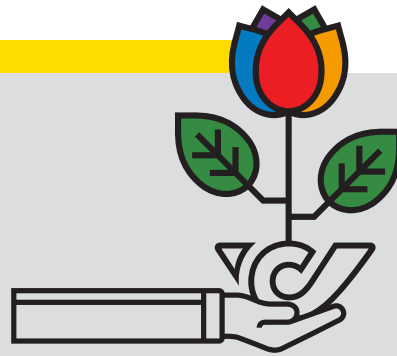
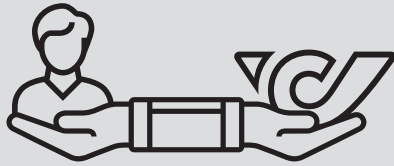
**POST & BEYOND  
 IN AUSTRIA**  
 Leading provider  
 of key services –  
 post, bank,  
 telco & more



**INTERNATIONAL  
 E-COMMERCE**  
 Leading e-commerce  
 partner in Austria,  
 CEE/SEE, Türkiye &  
 beyond to reach more  
 than 150m people



**ONE GROUP – OPERATIONALLY EXCELLENT**  
 Efficiency- and technology-focused integrated group



## Our Mission

### Closer than anyone else.

We make connections every day and are always improving. Always practical and sustainable – digital and in person.

## Our Values

- We are yellow.**
- We are green.**
- We are colourful.**

## Our Culture

## We

### Purpose

Purpose is what we experience through our **important contribution to the country, the people and the environment.** We are united by our focus on **diversity and sustainability.** We recognise the **purpose of our own activity** because managers explain the **WHY and HOW** well. We are all **open to continuous learning.**

### Joy

Joy is reflected in enthusiasm for one's work and having fun with colleagues, **even when things get stressful.** Our working environment is characterised by **diversity, openness, appreciation and humour.** Managers support joy through proactive **feedback and recognition.**

### Performance

Together we deliver **top performance and sustainable results.** For us, this means a motivated approach to our tasks. Managers shape the **work environment through commitment and empathy in a way that positively promotes the achievement of goals.** We all strive to make our contribution to **joint success and develop ourselves.**

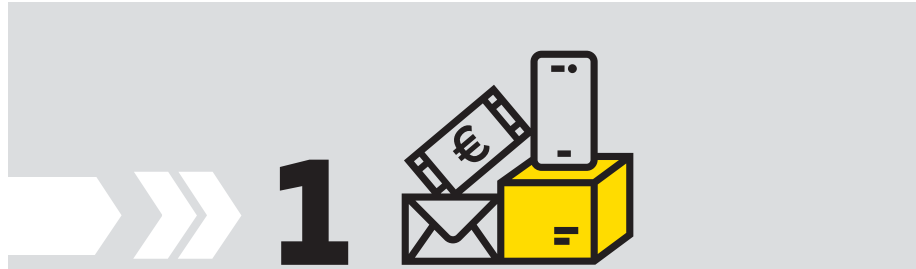
# Our Strategy

Austrian Post is operating in a market environment that is subject to constant dynamic change. A functioning postal service and a strong, modern postal service provider are by no means a given. The ongoing shift to electronic communication and the resulting decline in letter mail, coupled with a growing parcel market and intense competition, are creating an environment that calls for rapid adaptability.

Austrian Post is a state-of-the-art company that is successful both in Austria and internationally – and it intends to remain so in the future. In order to sustainably expand its market position and brand strength, Austrian Post is focusing on continuous development, targeted growth and moves to tap into new markets.

With its new **LEAD 2030** strategy, Austrian Post has set a clear course that sets out the path for the coming years. The aim is to be one of the leading logistics and service groups in Austria, South-east and Eastern Europe, Türkiye and beyond – with more than 150 million satisfied customers.

Three strategic priorities have been defined for LEAD 2030, with sustainability, customer orientation and a strong corporate culture at the heart of all activities.



## POST & BEYOND in Austria:

At Austrian Post we provide essential services for everyday life – from postal and banking services to telecommunications and more. Both private and business customers can conveniently access analogue and digital solutions from a single source. This strengthens our leading position in the Austrian market.

As the clear market leader in the mail and parcel business, we offer outstanding delivery quality. At the same time, we are working on refining our product landscape on an ongoing basis with a firm focus on customer benefits and efficiency.

We are also making use of the Austrian Post ecosystem to profitably scale bank99 in order to provide customers with additional services. At the same time, we are pursuing the goal of further growth beyond our postal and banking business – for example, by expanding our telecommunications services and offering attractive mobile phone and internet deals. This expands our portfolio to offer another key service for consumers in Austria.



## INTERNATIONAL E-Commerce:

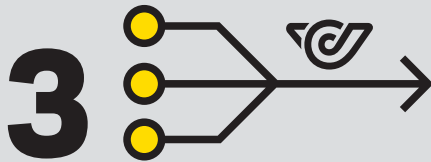
Austrian Post is also a strong player on the international stage – and we aim to expand our position even further.

We will continue to invest in existing markets and tap into new ones. With subsidiaries in Southeast and Eastern

Europe, Türkiye and beyond, we already reach more than 150 million customers and offer high-quality parcel delivery. Further investments in expanding state-of-the-art logistics infrastructure and targeted acquisitions are to contribute to sustainable growth.

As a leading and reliable e-commerce partner, we will be doing even more to bundle our range of services for international customers in the future. This means that we will enable global senders to access markets in this region – with high-performance logistics services, high-quality, innovative products and cutting-edge technologies.

In addition, we will be stepping up our drive to offer more self-service options, and plans to bring the number of automated parcel machines to over 10,000 across Austria, Southeast and Eastern Europe, and Türkiye.



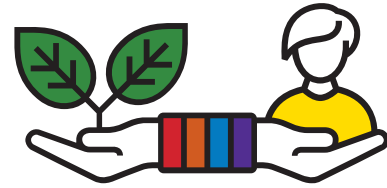
## ONE GROUP – Operationally Excellent:

Together, we are unbeatable. With around 30,000 employees in Austria and across the world, we are committed to strengthening cooperation and unlocking synergies – locally entrepreneurial, globally networked.

Modern, high-performance networks and operations are at the core of our services. Continuous efficiency improvements, particularly in operations, are a key success factor in a challenging competitive environment and are also a firm component of Austrian Post's DNA.

We are focusing systematically on automation and digitalisation and utilising state-of-the-art technologies based on integrated data, as well as future technologies such as AI and robotics. This will make everyday work easier and enable us to achieve faster, more flexible and smarter operations.

We are also strengthened by our diversity. Employees work hand-in-hand on joint projects. With an excellent team and the right innovative solutions, we are even closer to our customers.



**SUSTAINABILITY,  
CUSTOMER & CULTURE**  
Sustainability-oriented,  
customer-driven, and  
people-focused company

LEAD 2030 focuses on sustainability, customer needs and a corporate culture shaped by purpose, joy and performance. These key values guide employees in their daily work for the Austrian Post Group. They strengthen the brand and make Austrian Post valuable, distinctive and appealing.

As a major Austrian company, we assume clear responsibility for the environment and society at large. The aspiration to remain a pioneer in sustainability has been part of our ethos for years now – and also makes up an essential component of LEAD 2030.

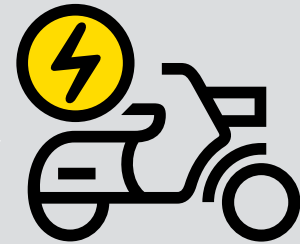
The needs of our customers are another focal point. This is why a key strategic focus is on continuously improving the customer experience and further strengthening brand perception. In the international arena, we are a reliable e-commerce partner and will continue to expand our services for customers in this area going forward.

As an employer, we also set clear priorities. We want to create an environment in which committed employees can develop their potential and diversity is deliberately embraced as a strength. The systematic continuation and anchoring of the cultural process throughout the entire Group is a crucial step in this direction.

# Sustainability Master Plan 2030

Building on our integrated corporate and sustainability strategy, we focus on twelve strategic focus areas across three strategic visions, as defined in our sustainability master plan 2030.

With our extensive and diverse range of logistics and services, we connect people, regions and countries, create jobs and generate added value. These solutions are key to our success as a company. However, what we do also has an effect on the environment and climate – particularly in the form of emissions of greenhouse gases like CO<sub>2</sub> that change the climate. As a leading logistics and services group, we want to show that a comprehensive understanding of ecological and social responsibility is not a barrier to economic success, but rather secures it in the long term. Our international focus also allows us to spread and strengthen environmentally conscious practices beyond national boundaries.



## Environment

We have consistently integrated climate and environmental protection measures into our core business for many years, in addition to establishing Group-wide measures designed to reduce our impact on the environment. These are tailored to reflect the strategic focus areas and designed to minimise environmental risks and take advantage of opportunities:

- › Decarbonisation of logistics
- › Decarbonisation of infrastructure
- › Resource-efficient processes
- › Circular economy



## Social

As a leading employer, Austrian Post offers a respectful working environment, attractive career opportunities, workplace safety, and a well-established occupational health programme. After all, as a logistics and service company, we understand that our employees are our most valuable asset. Our human resources work fosters the corporate and leadership culture, supports it through numerous programmes and measures, and thus makes a significant contribution to the success and future viability of the company.

A clear vision and principles shared by employees and executives alike are essential for an international group undergoing significant change. They form a common set of values that guides everyone towards target-oriented and sustainable action.

The mission statement of Austrian Post is the foundation for its collective business operations and the basis for our culture, which is characterised by respect, openness, trust and appreciation. The company's services are aligned with the following strategic focus areas:

- › **Corporate & work culture**
- › **Integrated diversity management**
- › **Occupational health & safety**
- › **Fair working conditions**



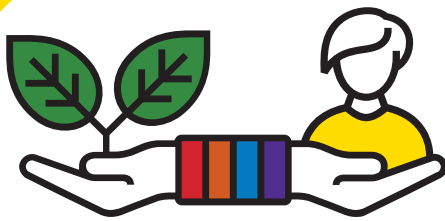
## Governance

We strive to anticipate our customers' needs and expectations early on and meet them in the best possible way – even as conditions continue to change at unprecedented speed. Innovative solutions are more important than ever. Strong collaboration across the entire group is key to increasing the value we deliver to our customers. This strengthens our competitiveness and enhances customer satisfaction. Moreover, our business activities should be guided by integrity.

As a publicly listed company, Austrian Post has responsibilities towards its owners and shareholders – and continues to demonstrate its strength as a reliable investment with attractive dividends. Stakeholder value is extremely important to Austrian Post. We want to provide added value for society and the regional economy by being successful as a company and ensuring that postal services can be supplied reliably. We have defined four strategic focus areas to this end:

- › **Sustainable governance & compliance**
- › **Sustainable procurement**
- › **Digital responsibility**
- › **Customers & stakeholder value**

# Masterplan 2030



**SUSTAINABILITY,  
CUSTOMER & CULTURE**  
Sustainability-oriented,  
customer-driven, and  
people-focused company

## Strategic Vision

### ENVIRONMENT

We strive to decarbonise our services on an ongoing, economically sustainable basis in order to offer ecological solutions and safeguard our company's long-term success.

### SOCIAL

As a leading employer, we are committed to attracting and retaining top talent, and place great value on corporate culture, diversity and equal opportunities, health and safety, and fair working conditions.

### GOVERNANCE

We aim to be our customers' preferred partner for connecting people, markets and companies. With responsible structures and processes, we create value for our customers and stakeholders in the short, medium and long term.

## Strategic Focus Areas

- 1 Decarbonisation of logistics**
- 2 Decarbonisation of infrastructure**
- 3 Resource-efficient processes**
- 4 Circular economy**

- 5 Corporate & work culture**
- 6 Integrated diversity management**
- 7 Occupational health & safety**
- 8 Fair working conditions**

- 9 Sustainable governance & compliance**
- 10 Sustainable procurement**
- 11 Digital responsibility**
- 12 Customers & stakeholder value**

## Targets

### Group-wide reduction in fossil energy sources

- › Saving energy in our vehicle fleet and properties

### Reduction in CO<sub>2</sub> emissions by 2030

- › Reduce Scope 1 and Scope 2 emissions by 45% by 2030 (base year: 2021)
- › Reduce target-related Scope 3 emissions by 25% by 2030 (base year: 2021)
- › 100% electric vehicles for the last mile of delivery in Austria by 2030
- › Net zero in Austria by 2040

### Corporate and work culture

- › Improvement in employee satisfaction

### Diversity

- › Increase in the proportion of women in leadership positions to 40%

### Occupational health and safety

- › Reduce occupational accidents by 15%

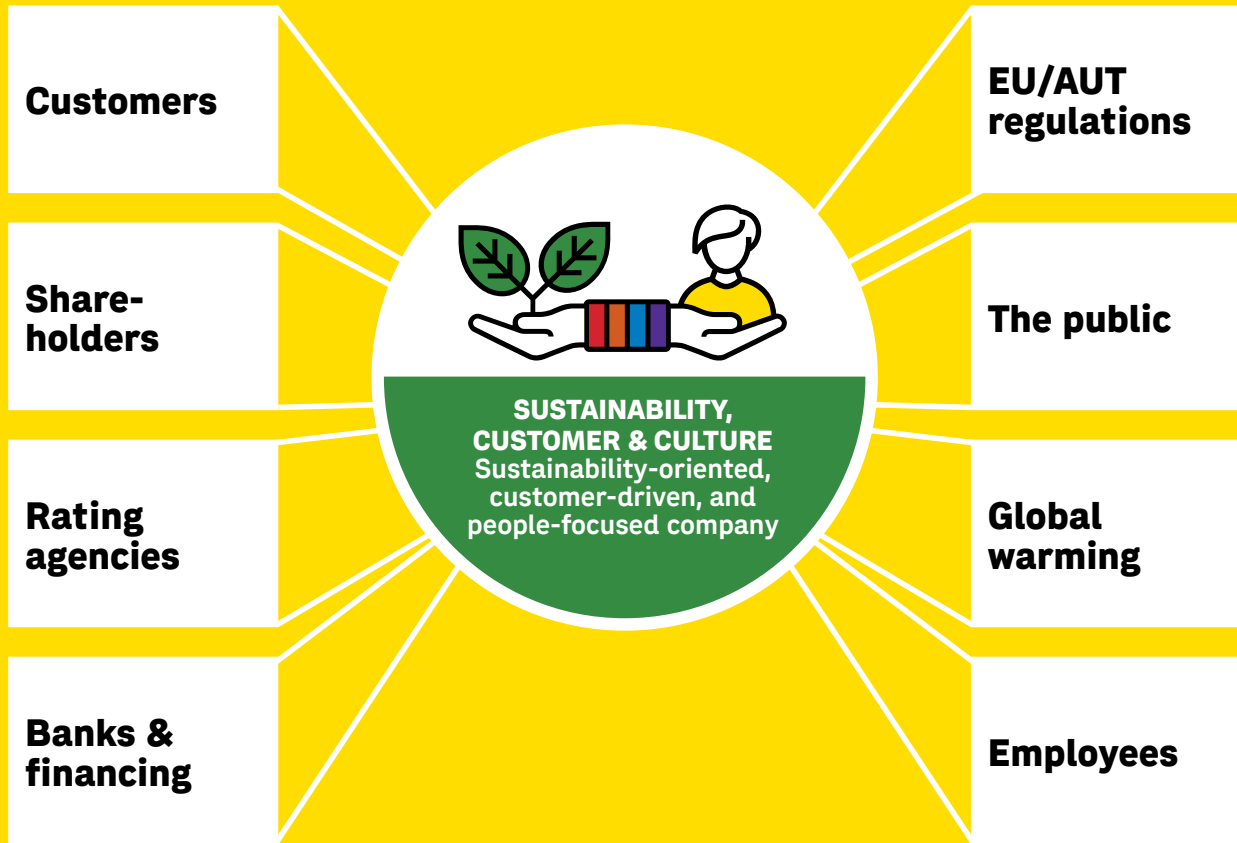
### Financial targets

- › Steady increase in revenue
- › Sustainably high profitability
- › Continuation of attractive dividend policy (>75% of net profit)

### Customer orientation/service portfolio

- › Increase in customer satisfaction
- › Environmental efficiency and socially responsible products and services

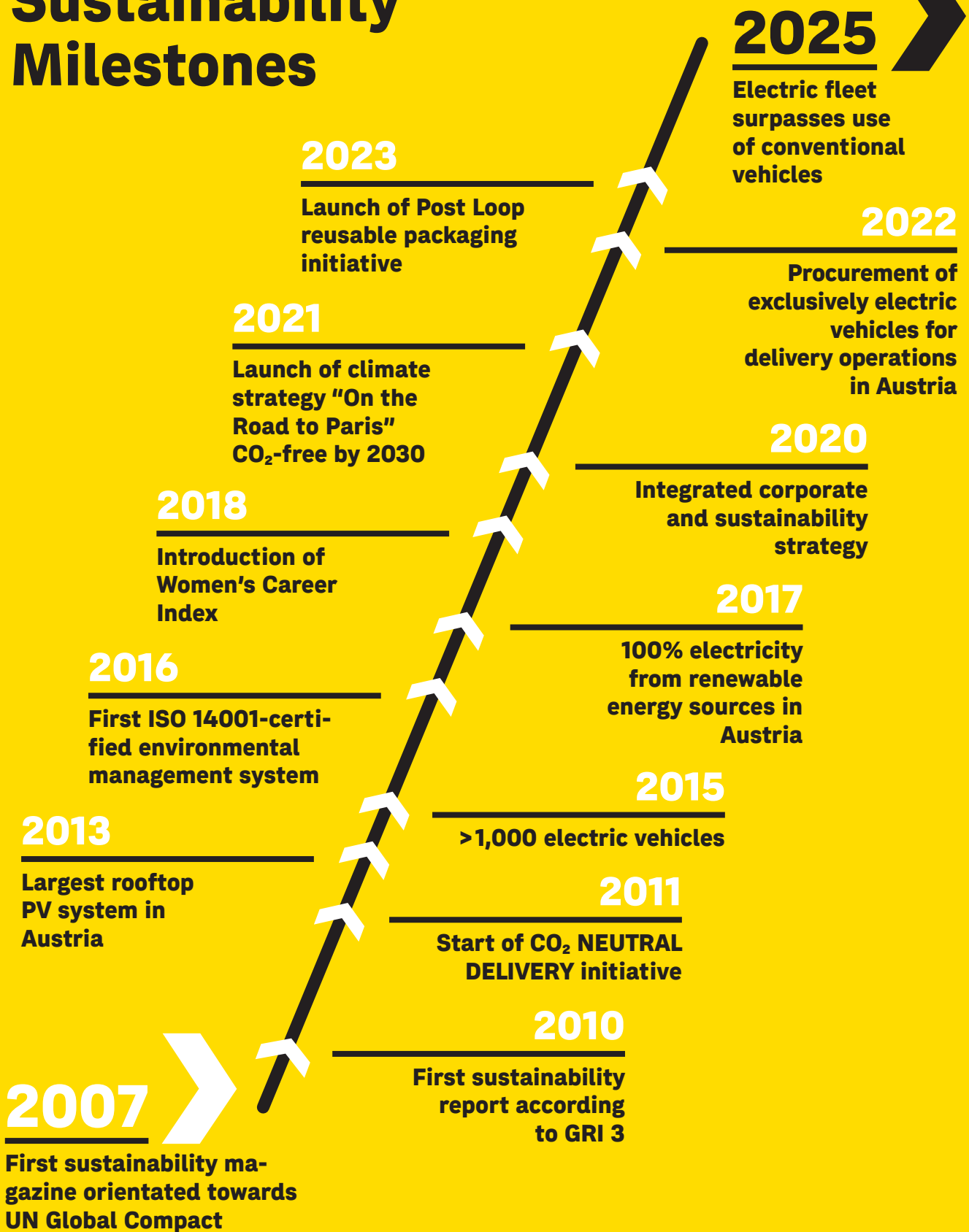
# Factors Influencing Sustainable Development



## A strong signal: ESG ratings consistently high

	<b>Low risk (16.3)</b> (range from 0 to 50)
	<b>Prime Status Rating C+</b> (range from A+ to D-)
	<b>A-</b> (range from A to D)
	<b>53 out of 100 points</b>
	<b>Silver</b> (76 out of 100 points)

# Sustainability Milestones



# Austrian Post: An Investment in Reliability

## Austrian Post's Capital Market Positioning:

### 1 Predictable Business Model

- Solid revenue performance with a leading market position in the company's core business in Austria and in international e-commerce
- Sustainable profitability due to an efficient cost structure



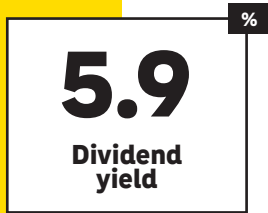
### 2 Promised – Delivered

- Prudent and realistic guidance with clearly defined objectives
- Clear commitment to achieving communicated targets



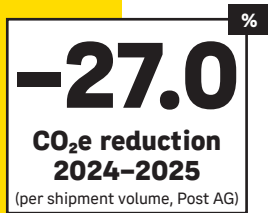
### 3 Attractive Dividend Policy

- Predictable development of dividends based on profitability and solid financial situation
- Annual dividend distribution of at least 75% of the Group net profit since the IPO in 2006



### 4 Decarbonisation of Logistics

- Group-wide reduction in fossil energy sources
- Pursuing ambitious targets for 2030/2050



Austrian Post's shares stand out for their reliability and predictability. This is precisely what the company's investment story is based on. With a consistent dividend policy and solid corporate development, even in challenging times, it builds trust and demonstrates its strength on the capital market. But stability does not mean stagnation. Austrian Post continuously invests in innovation and efficiency in order to adapt to changing market conditions. This allows it to remain a reliable constant in a dynamic environment, offering security and predictable returns.

## Dividend Policy: Reliability That Pays Off

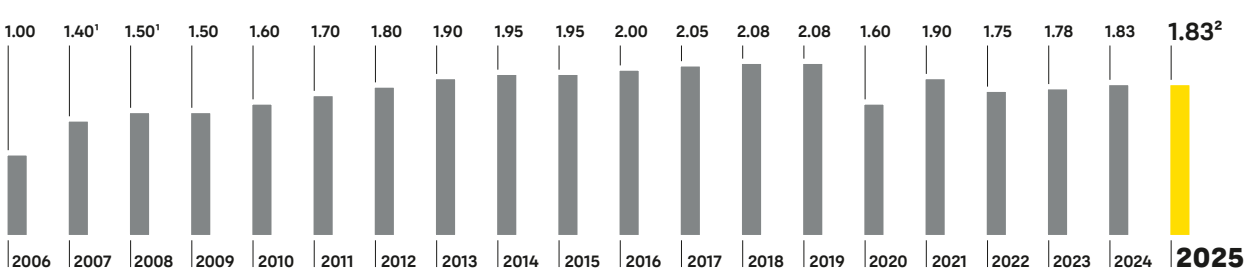
Austrian Post has established its dividend policy as a firm component of its capital market strategy and allows its shareholders to participate directly in the company's success. Since its IPO back in 2006, the company has systematically pursued the goal of generating sustainable and attractive dividends on the basis of a robust, tried-and-tested business model.

With a payout ratio of at least 75% of its net profit, Austrian Post ranks as one of the most reliable dividend stocks on the Vienna Stock Exchange and also sets international standards in the postal and logistics sector. Continuity is both an aspiration and a source of inspiration: the aim is to combine attractive returns with sustainable growth.

The Management Board will propose the distribution of a dividend totalling EUR 1.83 per share for the 2025 financial year at the Annual General Meeting to be held on 15 April 2026. This corresponds to a total distribution of EUR 123.6m. The dividend payment date is scheduled for 29 April 2026. Based on a share price of EUR 31.10 at the end of 2025, this produces a return of 5.9%. This underscores Austrian Post's commitment to pursuing a dividend policy that is consistent with the Group result.

All information on shares in Austrian Post and Investor Relations can be found on the website [post.at/investor](https://post.at/investor)

**G 01 Dividends per Share since IPO**



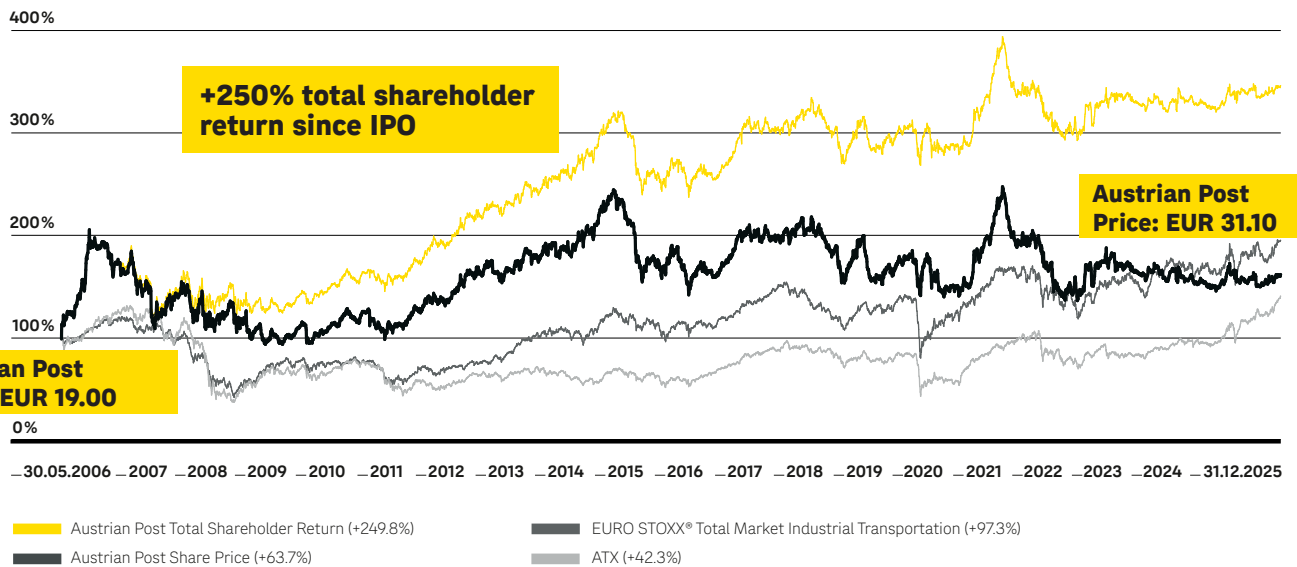
<sup>1</sup> excl. EUR 1.00 special dividend

<sup>2</sup> Proposal to the Annual General Meeting on 15 April 2026

Since its initial public offering in May 2006, Austrian Post has demonstrated impressively just how long-term commitment pays off. People who invested their money back then are still reaping the benefits of strong performance today. EUR 35.37 in dividends per share have been distributed since

that date – a clear sign of continuity and reliability. When taking into account the share price development in addition to the dividend payments, investors that invested on day one have been able to more than treble their invested capital and enjoy a total shareholder return of 250%.

**G 02 Total Shareholder Return since the Initial Public Offering (30 May 2006 to 31 December 2025)**



**Austrian Post in the 2025 Stock Market Year**

2025 was a dynamic year on the stock market, marked by numerous global events. Ongoing geopolitical crises, new tariff conflicts with the United States under President Donald Trump, stubbornly high inflation and the prospect of an end to the war in Ukraine sparked noticeable turbulence on the

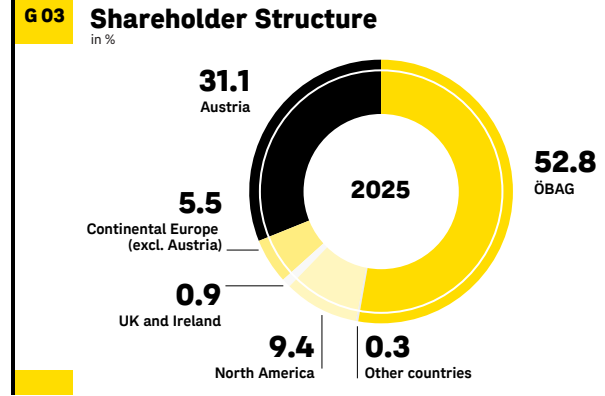
international financial markets. Despite these uncertainties, the major international stock markets closed the year having made significant gains and recorded positive performance overall. The Austrian blue-chip index ATX reached a record high, up by an impressive 45.4% by the end of the year. The EURO STOXX® Total Market Industrial Transportation sector index, which is relevant to Austrian Post, also gained a considerable 19.8% over the past financial year.

While the difficult conditions also left their mark on Austrian Post's share price performance, they did nothing to stop the upward trend at the end of the year. In the first quarter of 2025, Austrian Post's share price rose significantly. Starting from a low of EUR 28.60 on 2 January, a continuous positive trend continued, reaching its peak on 6 March with an annual high of EUR 33.20. The second quarter, on the other hand, was marked by significant fluctuations and resulted in a downward trend that ultimately ended in a summer low. In the final months of the year, the share price made a significant recovery and showed stable performance. At the end of the year, shares in Austrian Post were trading at EUR 31.10, an increase of 8.0% year-on-year.

## Stable Shareholder Structure

The majority of shares in Österreichische Post AG are held by the Republic of Austria, represented by Österreichische Beteiligungs AG (ÖBAG), which holds a stake of 52.8%. The remaining 47.2% is in free float. A detailed analysis from January 2026 shows that, apart from ÖBAG as the main shareholder, the majority of shares are held by European investors (37.5%). 31.1% is attributable to investors in Austria. A further 5.5% belong to investors from continental Europe (excluding Austria), while 0.9% are attributable to the United Kingdom and Ireland. North America (the United States and Canada) holds 9.4% of the shares, and only 0.3% are held by investors in other regions.

Since the redemption of 2,447,362 repurchased shares in April 2009, the company's share capital has remained unchanged at 67,552,638 non-par value shares with a nominal value of EUR 5.00 each. There are no preferential rights, syndicate agreements or restrictions for ordinary shares. The principle of "one share – one vote" is applied without restriction.



## Focus on Transparency and Trust

In its investor relations communications, Austrian Post aims to establish long-term, reliable relationships with all of its relevant stakeholders. The focus is on openness, clarity and maximum transparency. In addition to complying with statutory requirements, the emphasis is on sustainably increasing the value of the company. The main target groups include private investors, institutional investors, analysts, banks, the media, ESG rating agencies and cross-sector interest groups. Dialogue with these groups is conducted in a timely and open manner and on an equal footing – a fundamental prerequisite for trust and stability. In order to meet high demands, Austrian Post relies on a combination of face-to-face discussions and state-of-the-art digital and hybrid communication channels. This enables quick responses and flexible interactions. Despite increasing digitalisation, personal interaction remains an indispensable part of the company's investor relations work. This creates closeness, strengthens trust and provides valuable insights into investors' expectations. In 2025, senior management and the investor relations team held more than 40 roadshows and conferences. These involved intensive one-on-one and group discussions with over 120 institutional investors and analysts.



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# Corporate Governance

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# Report of the Supervisory Board of Österreichische Post AG on the 2025 Financial Year

## Dear Shareholders,

The 2025 financial year was dominated by challenging macroeconomic conditions in the mail and parcel business. Any comparison with the previous year is hindered, in particular, by the federal elections in Austria and the favourable currency effects associated with the Turkish lira in 2024. Cost pressure and digitalisation among private and public-sector customer groups are leading to a decline in mail and advertising volumes. At the same time, the growing parcel markets are experiencing fierce competition.

Austrian Post delivered solid performance in this challenging market environment in the 2025 financial year. Consolidated revenue in 2025 amounted to EUR 3,043m as against EUR 3,123m in the previous year (2023: EUR 2,741m). Austrian Post's reported EBIT dropped by -5% to EUR 197m, as against EUR 207m in 2024 (2023: EUR 190m).

## Composition of the Management Board and Supervisory Board

Barbara Potisk-Eibensteiner, who was appointed Chief Financial Officer last year, took up her position as planned on 1 January 2025. In addition, Peter Umundum was reappointed as the member of the Management Board responsible for Parcel & Logistics. His current term of office ends on 31 March 2026 and will be extended by three years, with the option of a further two-year extension. Peter Umundum's reappointment highlights the Supervisory Board's strategic focus on continuity and sustainable growth.

At the Annual General Meeting on 9 April 2025, Peter E. Kruse stepped down from the Supervisory Board and Eric Malitzke was elected as a new member. The Supervisory Board mandates of Huberta Gheneff and Christiane Wenck-

heim were extended. At the constituent meeting of the Supervisory Board held after the Annual General Meeting, the new composition of the Audit and Remuneration Committees was adopted.

There was also a change affecting the employee representatives: Veronika Schmidt was appointed to the Supervisory Board to succeed Ulrike Ernstbrunner with effect from 18 September 2025.

The new Supervisory Board members received an overview of the business model and key governance regulations as part of a targeted onboarding programme.

## Activities of the Supervisory Board

During the reporting year, the Supervisory Board performed its duties with considerable care and responsibility in accordance with the statutory requirements, the Articles of Association and the by-laws. The Management Board was regularly advised on the strategic and operational management of the company, and its activities were monitored by the Supervisory Board on an ongoing basis. The Management Board provided the Supervisory Board with extensive ongoing information about general developments in the core markets of Austrian Post and important business decisions and transactions. In addition, the Executive Committee and the chairs of the committees maintained regular contact with the Management Board in order to discuss current issues relating to business development in a timely manner.

As Chair of the Supervisory Board, regular open dialogue with investors is a top priority for me. In December 2025, several governance roadshows were held with selected investors and proxy advisors. Discussions focussed on the composition and working methods of the Supervisory Board,

as well as issues relating to Management Board remuneration and selected ESG aspects.

Seven Supervisory Board meetings, one Supervisory Board retreat and one strategic deep dive workshop were held in 2025. The average attendance rate at plenary sessions was around 92%, and committee meetings were attended by all members.

The revenue and earnings figures of the Austrian Post Group as well as key developments in the mail and parcel business were presented at the Supervisory Board meetings. 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. Another focal point was the business performance of key investments, in particular the Turkish parcel company Aras Kargo and bank99.

The participative strategy process launched in the previous year was continued in the 2025 financial year. To further explore key topics, a deep dive session on "Operations and Technology" was held with the Supervisory Board at the beginning of the financial year. On the basis of extensive preparatory work, the Supervisory Board discussed the strategic guidelines and priorities intensively in March. The entire process was concluded with the adoption of the new "LEAD 2030" corporate strategy at the Supervisory Board meeting in May 2025.

At its meeting held on 6 March 2025, the Supervisory Board reviewed the annual and consolidated financial statements presented by the Management Board, along with the Management Report, the Group Management Report and the profit appropriation proposal for the 2024 financial year and adopted the financial statements. In preparation for the Annual General Meeting on 9 April 2025, the Supervisory Board thoroughly reviewed all agenda items scheduled for resolutions and prepared the proposed resolutions accordingly.

In keeping with the strategic pillar "International strength in the parcel business", the Supervisory Board took an in-depth look at potential M&A activities on the parcel market at its meeting held in May 2025. This topic was pursued further at subsequent meetings and discussed at regular intervals as part of the strategic development of the international parcel business. Other items on the agenda for the May meeting included corporate governance at Aras Kargo and the conclusion of the 2025 collective agreement.

At its meeting in August 2025, the Supervisory Board approved the implementation of the expansion work for the Salzburg-Wals logistics centre. Other key topics included the annual compliance activity report and a comprehensive

presentation of the status quo, challenges and future prospects in the area of HR management.

Austrian Post's budget for the 2026 financial year and a report on medium-term planning for 2027–2029 were presented and approved at the Supervisory Board meeting held on 11 November 2025. Reports on various strategic projects and a deep dive session on IT/AI/technology were also on the agenda for this meeting.

As part of its extensive M&A discussions for the parcel business, the Supervisory Board examined several planned transactions in November. Within this context, the Supervisory Board approved the acquisition of the Hungarian parcel service provider Delivery Solutions Zrt., which is known under the brand name SAMEDAY Hungary. At an extraordinary meeting on 17 November 2025, the Supervisory Board also approved the acquisition of 70% of the shares in the Bulgarian company euShipments.com AD. Both transactions mark key steps towards further strengthening Austrian Post's international position in the parcel market.

At another extraordinary meeting on 17 December 2025, the Supervisory Board discussed the strategic further development of AEP GmbH.

Outside of the scheduled Supervisory Board meetings, training events were organised on "postal market regulation", "the EU legal framework and its impact on Austrian Post" and "ESG/sustainability". At the ESG event, the Supervisory Board gained valuable insights into sustainable corporate development and transformation.

The Supervisory Board also met for a two-day retreat in September 2025 and took an in-depth look at various aspects of its work. The focus was on capital market positioning and current business developments, the general objectives of the Supervisory Board's work, and a self-evaluation of the Supervisory Board's organisation and activities. The results of the Supervisory Board retreat will be taken into account in its ongoing work.

## Activities of the Committees

The committees set up by the Supervisory Board prepare decisions by the plenary sessions and adopt resolutions on matters to which they have been assigned decision-making rights. The chairs of the committees report on their committee's work to the entire Supervisory Board.

At its four meetings, the **Audit Committee** of the Supervisory Board duly carried out the responsibilities assigned to it. It monitored accounting processes, the audit and the effectiveness of the internal control system, the risk management system and the internal audit system. The

auditors and the Audit Committee were also able to exchange information without the presence of the Management Board. The quarterly results were thoroughly analysed by the Audit Committee. The Supervisory Board was regularly provided with information about the results of the Audit Committee meetings. In accordance with Section 270 (1a) of the Austrian Commercial Code (UGB), BDO Assurance GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft credibly demonstrated its impartiality towards the Audit Committee.

At its meeting on 6 August 2025, the Audit Committee also addressed the topic of cybersecurity intensively. The focus was on raising awareness of cyber risks and discussing appropriate measures to minimise risks and strengthen corporate security.

The **Banking Committee** held four meetings in the 2025 financial year and addressed current business developments and the key control parameters of bank99. The Banking Committee was provided with ongoing information on the work programme and migration of core banking systems at bank99 (completed in April 2025).

The **Remuneration Committee** performed its duties at five meetings. It addressed the evaluation of the Management Board's target achievement level for the 2024 financial year, as well as the definition of the target criteria for the variable remuneration components in 2025. The 2024 Remuneration Report was submitted to the Annual General Meeting for approval on 9 April 2025. The Remuneration Committee also discussed Peter Umundum's employment contract in connection with his recent appointment.

The **Nomination Committee** held four meetings in the 2025 financial year. In February 2025, the committee addressed the filling of positions on the Supervisory Board that had become vacant and prepared a nomination for the Supervisory Board to be made to the Annual General Meeting. The main focus of the Nomination Committee's work in 2025 was to fill the position of the member of the Management Board responsible for Parcel & Logistics. With the authorisation of the Supervisory Board as a whole, the Nomination Committee selected an HR consultancy firm and clarified all issues relating to the advertisement of the position and pre-selection of the Management Board member. At the meeting held on 7 May 2025, the Nomination Committee approved the appointment proposal and recommended that the Supervisory Board reappoint Peter Umundum as the member of the Management Board responsible for Parcel & Logistics with effect from 1 April 2026.

## 2025 Consolidated and Annual Financial Statements

BDO Assurance GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft was appointed by the Annual General Meeting, held on 9 April 2025, to serve as the auditor of Austrian Post's annual financial statements and consolidated annual financial statements for the 2025 financial year.

The annual financial statements and consolidated annual financial statements of Austrian Post as at 31 December 2025 were audited by BDO Assurance GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft and were granted an unqualified auditor's opinion. The Management Report and Group Management Report are consistent with the annual financial statements and consolidated annual financial statements. All documentation relating to the annual financial statements, the profit appropriation proposal as submitted by the Management Board, the Corporate Governance Report and the Non-financial Report were thoroughly discussed in the Audit Committee with the auditors and subsequently presented to the Supervisory Board.

The Supervisory Board examined all the documents in accordance with Section 96 of the Austrian Stock Corporation Act (AktG) and identified no objections. As a result, it formally approved the results of the audit. The Supervisory Board approves the annual financial statements for 2025, as adopted in accordance with Section 96 (4) of the Austrian Stock Corporation Act (AktG), and declares its acceptance of the IFRS consolidated financial statements, the Management Report, the Group Management Report and the Consolidated Corporate Governance Report pursuant to Section 245a UGB. The Non-financial Report, compiled in accordance with Sections 243b and 267a UGB, was reviewed by BDO Assurance GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft.

The Supervisory Board concurs with the Management Board's proposal to distribute a basic dividend of EUR 123,621,327.54 from the net profit amounting to EUR 320,467,382.48 on 29 April 2026, and to carry forward the balance of EUR 196,846,054.94 to the new account.

Finally, on behalf of the Supervisory Board, I would like to express my gratitude and appreciation to all the members of the Management Board and all company employees for their successful work during the challenging past financial year. In particular, special thanks are also owed to the customers and above all the shareholders of Österreichische Post AG for their trust and confidence in the company.

10 March 2026

**Elisabeth Stadler m. p.**

Chair of the Supervisory Board

# 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 (ACGC), the company prepares a consolidated Corporate Governance Report every year as at 31 December, which is available at [post.at/investor](https://post.at/investor). In accordance with the recommendation set out in the statement published by the Austrian Financial Reporting and Auditing Committee (AFRAC) on corporate governance reports, the Corporate Governance Report of the parent company and the consolidated Corporate Governance Report have been combined in one report.

For Austrian Post, corporate governance means systematically applying the principles of responsible and sustainable corporate management, which encompasses all areas of the company. Key pillars of the corporate culture include transparent reporting and 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 stringent compliance with the applicable legislation.

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 comprise the legal framework for corporate governance at Austrian Post.

## 1. Commitment to the Austrian Corporate Governance Code

The Austrian Corporate Governance Code (ACGC) provides a set of rules ensuring good and responsible corporate governance and control on the Austrian capital market that are consistent with international standards. The aim of the ACGC is to ensure the responsible management and control of companies and groups in the interests of achieving sustainable and long-term value creation. This tool is designed to provide a high level of transparency for all of the company's stakeholders.

Austrian Post is unreservedly committed to complying with the latest version of the ACGC and considers maintaining and further developing the company's high internal standards to be a top priority. In the 2025 financial year, Austrian Post complied with all rules and recommendations of the Austrian Corporate Governance Code.

The ACGC is publicly available on the Austrian Post website at [post.at/investor](https://post.at/investor) or on the website of the Austrian Working Group for Corporate Governance at [corporate-governance.at](https://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 reviewed externally on a regular basis. The evaluation carried out by BDO Assurance GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft for the 2025 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 2027 financial year.

## 2. Composition of the Management Board

The Management Board of Austrian Post has comprised the following three members since 1 January 2025:



Management Board of Austrian Post, from left to right: Barbara Potisk-Eibensteiner, Walter Oblin, Peter Umundum

### Members of the Management Board

NAME (year of birth)	WALTER OBLIN (1969)	PETER UMUNDUM (1964)	BARBARA POTISK-EIBENSTEINER (1968)
Position	CEO	Deputy CEO Parcel & Logistics (COO)	Member of the Management Board Chief Financial Officer (CFO)
First appointed	1 July 2012 (CFO) 1 October 2024 (CEO)	1 April 2011	1 January 2025
Current term of office expires	30 September 2029 <sup>1</sup>	31 March 2031 <sup>2</sup>	31 December 2029 <sup>3</sup>

<sup>1</sup> 1 October 2024 to 30 September 2029 (including a two-year extension option)

<sup>2</sup> Reappointed with effect from 1 April 2026 until 31 March 2031 (including a two-year extension option)

<sup>3</sup> 1 January 2025 to 31 December 2029 (including a two-year extension option)

### Walter Oblin

Walter Oblin was born in Villach on 4 May 1969. He 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 assumed managerial tasks as a member of McKinsey's Management Board in Austria and in its global transport and logistics sector. After working for a German CleanTech start-up, he joined Austrian Post in autumn 2009 as Head of Strategy and Group Development. In July 2012, he took over the role of Chief Financial Officer and, at the beginning

of 2019, also assumed responsibility for the Mail Division. The Supervisory Board of Austrian Post appointed Walter Oblin as Chair of the Management Board and Chief Executive Officer with effect from 1 October 2024.

**Areas of responsibility:** Mail Division, Business Solutions, Branch Network, Financial Services, Group Strategy, Digitalisation and Innovation, Corporate Communications, Customer Initiatives and Service, Investor Relations & Corporate Governance, Group Auditing, Risk Management & Compliance, Human Resources Management, responsibility for the investments assigned to these areas

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

## Peter Umundum

Peter Umundum was born on 20 February 1964 in Knittelfeld and studied technical mathematics and computer science at Graz University of Technology. He began his professional career in 1988 at Steierbrau AG, the predecessor of Brau Union AG. In 1994, he moved to Styria Medien AG as Head of IT, where he was responsible for establishing the online business, and in 1996, he was appointed Managing Director of the subsidiary Media Consult Austria GmbH. In 1999, Peter Umundum was a co-founder and Managing Director of the delivery service redmail and was also involved in the Styria Group's launch on the Croatian market. In 2001, Peter Umundum was appointed the Managing Director of the daily newspaper Die Presse, and in 2003, he became Managing Director of the daily newspaper Kleine Zeitung. During this time, he was also a board member of the Austria Press Agency (APA), the Austrian Newspaper Association (VÖZ) and Austrian Circulation Control (ÖAK). Peter Umundum joined Austrian Post in 2005 as a member of the Mail Division management and has served as a member of the Management Board responsible for the Parcel & Logistics Division since 2011. He was appointed Deputy CEO on 1 October 2024.

The Supervisory Board reappointed Peter Umundum as the member of the Management Board responsible for Parcel & Logistics in May 2025. Peter Umundum's current term of office will last until 31 March 2026, and will be extended thereafter for a period of three years with a subsequent extension option for a further two years.

**Areas of responsibility:** Parcel Austria division, Distribution Austria, Logistics Centres & Transport, Strategic Network Planning & Steering, Logistics Solutions, CEE Parcel & Türkiye, E-commerce (Shöpping), responsibility for the investments assigned to these areas

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

**Additional functions:** Executive Board of Kredit-schutzverband von 1870 (KSV1870), Chairman of the Supervisory Board of Steiermärkische Krankenanstalten-gesellschaft m.b.H.

## Barbara Potisk-Eibensteiner

Barbara Potisk-Eibensteiner was born in Graz on 9 September 1968 and studied business administration, majoring in banking and insurance, at the University of Graz. She began her professional career at Creditanstalt in 1991. In 1995, she was appointed Group Treasurer of Böhler-Uddeholm AG. 2007 saw her move to the listed company RHI AG, where she served as CFO from 2012 to 2017 until the merger with Magnesita was finalised. From 2017 until the end of 2024, Barbara Potisk-Eibensteiner held the position of Group CFO of the paper and pulp company Heinzl Group.

The Supervisory Board of Austrian Post appointed Barbara Potisk-Eibensteiner as Chief Financial Officer with effect from 1 January 2025.

**Areas of responsibility:** Group Finance (Accounting, Controlling, Treasury), financial agendas of investments, Group Information Technology, Group Procurement, Group Legal, Group Real Estate, responsibility for the investments assigned to these areas

**Executive and supervisory role in major subsidiaries:** Member of the Supervisory Board of bank99 AG

**Additional functions:** Chair of the Supervisory Board of the listed company Euro Telesites AG

### 3. Composition of the Supervisory Board

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

At the Annual General Meeting on 9 April 2025, Peter E. Kruse stepped down from the Supervisory Board and Eric Malitzke was elected as a new member. The Supervisory

Board mandates of Huberta Gheneff and Christiane Wenckheim were also extended. At the subsequent constituent meeting of the Supervisory Board, the new composition of the Audit and Remuneration Committees was adopted.

There was also a change affecting the employee representatives: Veronika Schmidt was appointed to the Supervisory Board by the Central Works Council to succeed Ulrike Ernstbrunner with effect from 18 September 2025.



Supervisory Board of Austrian Post, from left to right: Richard Köhler, Veronika Schmidt, Andreas Rindler, Huberta Gheneff, Eric Malitzke, Elisabeth Stadler, Stefan Fürsinn, Felicia Kölliker, Bernhard Spalt, Andreas Schieder; not pictured: Christiane Wenckheim, Maria Zesch

### Shareholder representatives

NAME (year of birth)	ELISABETH STADLER (1961)	STEFAN FÜRNSINN (1979)	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
First appointed Term of office	20 April 2023 <sup>1</sup> until the 2027 AGM	20 April 2023 until the 2026 AGM	19 April 2018 until the 2027 AGM	17 June 2020 until the 2026 AGM
Nationality	Austria	Austria	Austria	Switzerland
Main job	Former CEO of Vienna Insurance Group (until 30 June 2023)	Executive Director of Österreichische Beteiligungs AG (ÖBAG)	Lawyer	Member of the Executive Board of PostFinance AG (Switzerland)
Area of competence as member of the Supervisory Board	Strategy, Corporate Governance, Finance	Digitalisation, Strategy, Business Development	Legal, Regulation	Financial services
Positions in listed companies	OMV AG, Andritz AG, voestalpine AG	Telekom Austria AG, Euro Telesites AG		

<sup>1</sup> Member of the Supervisory Board of Austrian Post from 28 April 2011 to 19 April 2018

## Shareholder representatives

NAME (year of birth)	ERIC MALITZKE (1973)	BERNHARD SPALT (1968)	CHRISTIANE WENCKHEIM (1965)	MARIA ZESCH (1973)
Position	Member of the Supervisory Board	Member of the Supervisory Board (financial expert)	Member of the Supervisory Board	Member of the Supervisory Board
First appointed Term of office	9 April 2025 until the 2027 AGM	20 April 2023 until the 2026 AGM	20 April 2023 until the 2028 AGM	18 April 2024 until the 2026 AGM
Nationality	Germany	Austria	Austria	Austria
Main job	Operating Partner, Chief Restructuring Officer, Reichmuth & Co, Zurich	Member of the Board of Managing Directors of Commerzbank AG	Supervisory Board Chair of Ottakringer Getränke AG	Member of the management, Bosch Home Comfort Group
Area of competence as member of the Supervisory Board	Parcel & Logistics, International Markets	Financial Services, Risk Management	Logistics, HR, Organisational Development	Marketing, Sales, E-commerce
Positions in listed companies				Solutions 30 SE, Luxembourg

## Employee representatives

NAME (year of birth)	RICHARD KÖHLER (1965)	ANDREAS RINDLER (1967)	ANDREAS SCHIEDER (1976)	VERONIKA SCHMIDT (1966)
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 1 September 2021	since 1 November 2022	since 1 April 2022 <sup>1</sup>	since 18 September 2025
Nationality	Austria	Austria	Austria	Austria
Main job	Chair of the Central Works Council of Austrian Post	Deputy Chair of the Central Works Council of Austrian Post	Austrian Post Central Works Council	Works Council Chair for the headquarters of Austrian Post

<sup>1</sup> Member of the Supervisory Board of Austrian Post from 19 October 2010 to 29 October 2018

## 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:

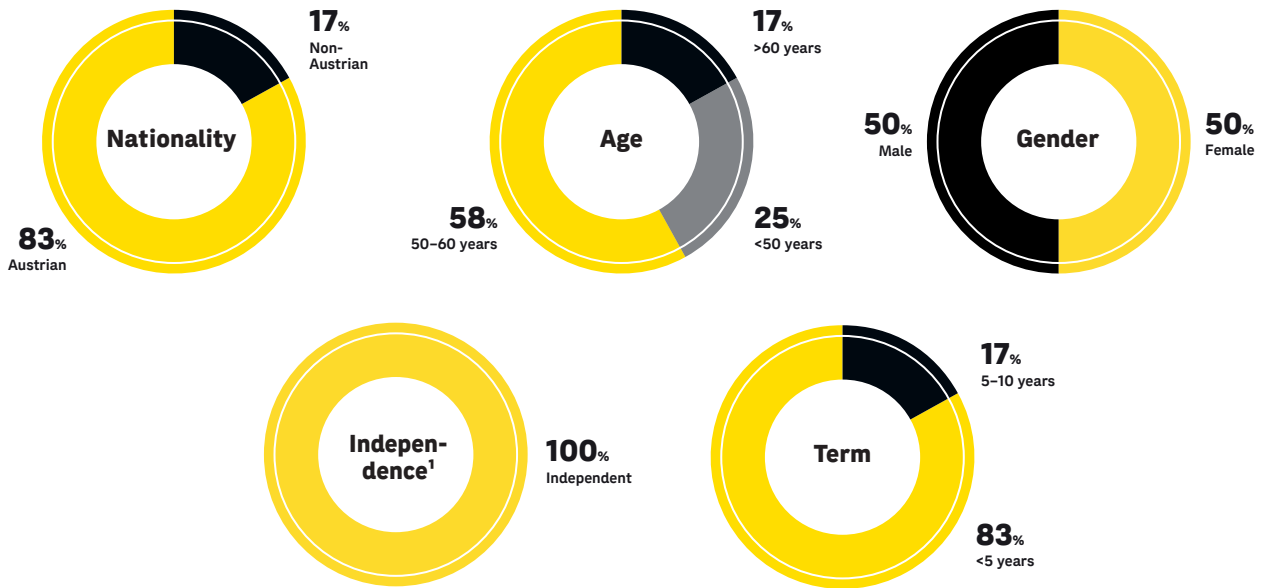
1. The member of the Supervisory Board shall not have served as a member of the Management Board or as a manager of the company or one of its subsidiaries in the past five years.
2. The member of the Supervisory Board shall not maintain or have maintained in the past year any business relations with 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 2025 financial year (no representation of a shareholder with a stake of more than 10%): Huberta Gheneff, Felicia Kölliker, Eric Malitzke, Bernhard Spalt, Elisabeth Stadler, Christiane Wenckheim and Maria Zesch. 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 age structure of the Supervisory Board is balanced, ranging from 46 to 64 years of age. Two members are not Austrian nationals.

#### G 04 Diversity in the Supervisory Board



<sup>1</sup> In accordance with the requirements of the ACGC (C-Rule 53), the "independence" criterion only takes into account the shareholder representatives on the Supervisory Board.

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

The Management Board is bound to act in the company's best interests and manages its business on the basis of prevailing legal regulations, the Articles of Association and the by-laws. The latter stipulate the assignment of responsibilities and cooperation within the Management Board. They also define information and reporting obligations as well as those measures requiring the approval of the Supervisory Board.

The Management Board meets at least fortnightly to discuss current business developments, as well as strategic and operational issues. At these meetings, decisions are made that require the approval of the entire Management Board. The Management Board is provided with regular information on both financial and key sustainability indicators in the Monthly Report. Information is also exchanged between Management Board members and the responsible managers on an ongoing basis. 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 not only monitors the management and the company's strategic direction, but also attaches particular importance to incorporating sustainability into all decision-making processes. In the context of the corporate and sustainability strategy, the Supervisory Board as a whole addresses environmental, social and governance issues at Austrian Post as part of a holistic approach. The Supervisory Board's work prioritises transparency and openness. Intensive committee work ensures that sustainability aspects are taken into account in focused discussions and translated into efficient decisions.

Seven Supervisory Board meetings were held in the 2025 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.

At an extraordinary meeting in November 2025, the acquisition of 70% of the shares in the Bulgarian company euShipments.com AD was approved. At another extraordinary meeting in December, the Supervisory Board discussed the strategic further development of AEP GmbH.

The priorities of the work carried out by the Supervisory Board and its committees 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 (ACGC, Rule C-36), the Supervisory Board carried out a self-evaluation of its work in the 2025 financial year as part of a two-day retreat. 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 Chair of the Supervisory Board. If the Chair is involved in a conflict of interest, they are required to immediately disclose this to the Deputy Chair. 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.

The committees are chaired by qualified experts. Supervisory Board Chair Elisabeth Stadler heads the Nomination and Remuneration Committee. With her many years of experience as CEO of a listed company, she has extensive expertise and practical experience in the area of remuneration policy.

Bernhard Spalt leads the Auditing and the Banking Committee. He is a seasoned banking expert and has deep knowledge of the industry. His experience as member of the Management Board of a listed company means he has specialised knowledge of accounting, auditing and risk management.

**Executive Committee:** Elisabeth Stadler (Chair), Stefan Fürnsinn

**Nomination Committee:** Elisabeth Stadler (Chair), Stefan Fürnsinn, Richard Köhler

**Remuneration Committee:** Elisabeth Stadler (Chair), Stefan Fürnsinn, Christiane Wenckheim

**Audit Committee:** Bernhard Spalt (Chair, financial expert), Stefan Fürnsinn (Deputy Chair), Huberta Gheneff, Maria Zesch, Richard Köhler, Andreas Schieder

**Banking Committee:** Bernhard Spalt (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 Chair 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/Supervisory Board, and also deals with issues relating to succession planning. The main topic covered at the four meetings of the Nomination Committee in the 2025 financial year was the development of a proposal for a candidate to fill the position of member of the Management Board responsible for Parcel & Logistics, which will become vacant on 1 April 2026. The Supervisory Board followed the recommendation and confirmed Peter Umundum's reappointment in May. The committee also dealt with appointments to Supervisory Board positions that were set to become vacant at the end of the 2025 Annual General Meeting. The candidates underwent an independent aptitude and skills assessment to compare their qualifications against the Supervisory Board requirements profile in order to specifically complement existing skills. The final decision on appointment proposals is made by 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 the implementation of the remuneration rules contained in the Austrian Corporate Governance Code, and regularly reviews the remuneration policy for members of the Management Board. The Remuneration Committee held three meetings in the 2025 financial year and dealt with the evaluation and definition of the variable remuneration components, as well as the 2024

Remuneration Report. Another topic was Peter Umundum's new employment contract in connection with his reappointment until 31 March 2031.

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 2025 financial year. In addition to reviewing and preparing approval of the annual financial statements

and consolidated annual financial statements for 2024, great importance was attached to supervising the financial reporting process, the internal control system, and the audit and risk management system.

The **Banking Committee** monitors Austrian Post's financial services business and met four times in 2025.

The table below shows the attendance of the Supervisory Board members at meetings in 2025.

## Attendance

	Supervisory Board	Nomination Committee	Remuneration Committee	Audit Committee	Banking Committee
ELISABETH STADLER	7/7	4/4	3/3		
STEFAN FÜRNSINN	7/7	4/4	3/3	4/4	
HUBERTA GHENEFF	7/7			4/4	
FELICIA KÖLLIKER	5/7				4/4
PETER E. KRUSE (until 9 April 2025)	1/1		2/2		
ERIC MALITZKE (since 9 April 2025)	6/6				
BERNHARD SPALT	6/7			4/4	4/4
CHRISTIANE WENCKHEIM	6/7		1/1		
MARIA ZESCH	7/7			3/3	
ULRIKE ERNSTBRUNNER (until 31 August 2025)	3/4				
RICHARD KÖHLER	7/7	4/4		4/4	4/4
ANDREAS RINDLER	6/7				
ANDREAS SCHIEDER	7/7			4/4	
VERONIKA SCHMIDT (since 18 September 2025)	2/3				

## Remuneration of the Management Board and Supervisory Board

Information on the remuneration for 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 and the Remuneration Report. Both documents are published on the company's website (available at [post.at/investor](https://post.at/investor)).

## Director's Dealings

Share purchases and sales by members of the Management Board and the Supervisory Board are published in accordance with Article 19 of the Market Abuse Regulation (REGULATION (EU) No 596/2014) within three working days of the transaction date, and are available at [post.at/investor](https://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 the company's 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 two non-Austrian citizens are members of the Supervisory Board. The members of the Supervisory Board are aged between 46 and 64.

For the first time, the Management Board of Austrian Post has a female member: Barbara Potisk-Eibensteiner was appointed effective 1 January 2025. Currently, around one third of all Österreichische Post AG employees are female, and women hold 38.8% of all management positions. The goal is to ensure that 40% of leadership positions are held by women by 2030.

To promote diversity and equal opportunities, the company relies on group and individual coaching as well as internal mentoring for female managers. The continuation of the Women's Career Index and binding target agreements underscore the company's commitment to increasing the

proportion of women. In addition, the "Family and Career" audit promotes an inclusive work culture by offering measures for parental leave management and flexible working hours models.

As part of Austrian Post's diversity management programme, seven network groups were set up to raise awareness of diversity and enhance employees' skills in a targeted manner. The diversity network addresses key issues such as accessibility, ethnic origin, women in leadership positions, age and generations, work-life balance, LGBTQIA+, and religion and ideology. The individual groups discuss both current challenges and development potential at Austrian Post, and develop innovative measures and practical solutions.

Measures to promote multilingualism, such as pictograms, translation tools, language cafés and language circles, create an inclusive working environment that offer equal opportunities for all. Workshops with international group companies and seminars on diversity serve to raise awareness among managers and employees, while e-learning modules on diversity and parental leave management increase satisfaction and motivation. Access to inclusive workplaces and specific further training promote accessibility skills and the inclusion of people with disabilities.

Vienna, 17 February 2026

The Management Board



**Walter Oblin**  
CEO  
Chair of the Management Board



**Peter Umundum**  
Deputy CEO  
Parcel & Logistics (COO)



**Barbara Potisk-Eibensteiner**  
Member of the Management Board  
Chief Financial Officer (CFO)

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# Group Management Report

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# 1. Group Overview and Market Environment

## 1.1 Business Operations and Organisational Structure

Österreichische Post AG, hereinafter also referred to as the Austrian Post Group, the Group or Austrian Post, is an international postal, logistics and service provider which is central to Austria's economy, with annual revenue of over EUR 3.0bn and 28,081 employees. Austrian Post is firmly focused on the very highest quality and offers a comprehensive product and service portfolio to provide the best possible match for current customer needs. Its core business primarily encompasses the transportation of traditional letter mail, direct mail, parcels and express mail items. Business process solutions, e-commerce & logistics solutions and digital services, for example for advertising, supplement the service portfolio. On top of traditional services, the nationwide branch network in Austria also offers financial services, which are equally available to customers online. The focus in Southeast and Eastern Europe, as well as Türkiye+ (Türkiye+ comprises Türkiye, Azerbaijan, Georgia and Uzbekistan) is on parcel and logistics services.

Austrian Post groups its activities into three operating divisions: Mail, Parcel & Logistics and Retail & Bank. In addition, the Corporate Division mainly offers services relating to Group administration and management, as well as the development of new business models. These four divisions match the structure used to report to the Management Board in accordance with IFRS 8. The expenses for jointly used processes in the logistics network and the jointly used assets required for these processes are allocated to the segments on a cost allocation basis.

The product and service portfolio of the Mail division encompasses the distribution, collection, sorting and delivery of letters and document shipments, addressed and unaddressed direct mail, newspapers and magazines, as well as online services such as e-letters and cross-media solutions. The offering is complemented by additional physical and digital services in customer communications and document processing. In 2025, Austrian Post delivered 465 million

letters, 289 million addressed and 2.2 billion unaddressed direct mail items, 270 million print media items and 307 million regional media items.

The core business of the Parcel & Logistics Division encompasses the transportation of parcels and express mail items. The company offers comprehensive, one-stop solutions spanning the entire value chain. In addition to conventional parcel products, the portfolio also includes tailored fulfilment solutions ranging from warehousing and order picking to returns management, web shop logistics and web shop infrastructure. Valuable goods and cash are also transported in line with the very highest security standards. In 2025, Austrian Post transported 504 million parcels, express mail items and documents across the Group. A regional breakdown shows that Austrian Post is the leading service provider in Austria, delivering 232 million mail-order business and private customer parcels and B2B items. Internationally, the Parcel & Logistics Division is represented in 13 countries through its subsidiaries. Austrian Post transported 200 million parcels and documents in Türkiye+ in 2025, and an additional 78 million parcels in Southeast and Eastern Europe.

The range of services offered by the Retail & Bank Division comprises the branch and financial services business of Austrian Post. The division operates in the company's home market of Austria along with the subsidiary bank99 AG (hereafter referred to as bank99). Customers in Austria have access to 2,969 postal points, including 347 company-operated branches and 1,339 postal partners, 54 self-service branches and a further 1,229 dispersed postal stations. With a frequency of around 64 million customer contacts every year, Austrian Post's branch network is one of the largest private customer networks in the country. The branch network provides essential services for everyday life – from postal and banking services with its own bank99, to telecommunications services with the in-house brand YELLOW (from the second quarter of 2026) and other services. With its network of postal points, Austrian Post offers a whole number of self-service solutions: customers

can use 626 drop-off stations available at numerous Austrian Post branches, self-service branches and at postal partners to stamp and send parcels and letters or to drop off return parcels. Customers have 1,596 postal stations at their disposal, which can be found at Austrian Post branches, postal partners and the numerous dispersed locations, to collect their parcels and letters that have been delivered to one of the company's more than 188,000 lockers. At Austrian Post's drop-off stations, customers can stamp and send parcels and letters or drop off postage-paid returns conveniently around the clock. All Austrian Post self-service solutions are accessible 24/7 and are very popular among the company's customers. A cross-channel approach covers the entire spectrum of postal services from the Post app to the branch. bank99 offers financial services to its more than 300,000 customers throughout Austria. It flexibly combines modern digital products with Austrian Post's strong branch network to meet its customers' individual needs. As a digital bank, bank99 offers a large product range such as bank accounts, payment transaction and transfer services, consumer loans, investment and savings options, housing finance and insurance in combination with Austrian Post's postal service points.

## 1.2 Sales Markets and Market Position

Austrian Post is represented in 15 countries together with its Group companies. 76% of revenue was generated in the home market of Austria in 2025. Here Austrian Post holds a leading market position in the delivery of letters, direct mail items, newspapers and parcels. The company holds a 56% market share of the overall Austrian parcel volume. The market share of parcel volumes in the private customer segment is 63%, while the figure for the business parcel segment (B2B) comes to 31% (source: Branchenradar CEP Services in Austria, 2026).

In the international parcel business, Austrian Post is one of the leading providers in Southeast and Eastern Europe, as well as Türkiye+, and has established itself as a reliable and efficient logistics partner in these fast-growing regions.

All in all, the Austrian Post Group generates over 81% of its revenue in euros.

## 1.3 Economic Environment

According to the International Monetary Fund (IMF), global inflation, which stood at 4.1% in 2025, is expected to dip to 3.8% in 2026 and 3.4% in 2027. The IMF is forecasting global economic growth that is below the historical average of 3.7%. Growth in 2025 is tipped to have come in at 3.3% and is expected to remain unchanged in 2026 before falling slightly to 3.2% in 2027. (IMF, January 2026)

Economic growth in the euro area was weak in 2025. According to the IMF, this can be traced back to what remains an ailing manufacturing industry and a faltering export economy. The IMF expects gross domestic product (GDP) to grow by 1.3% in 2026. The slow recovery is being held back in particular by geopolitical tension and by political and economic uncertainty. Looking ahead to 2027, the IMF expects a moderate increase to 1.4%, which will be bolstered by stronger domestic demand, supportive financial conditions and growing consumer confidence. (IMF, January 2026)

Economic output in Austria rose by around 0.5% in 2025. Compared to other European countries, the Austrian economy is making a slower recovery due to high energy prices and unit labour costs, as well as an ongoing slump in exports and industry. The Austrian Institute of Economic Research (WIFO) estimates that Austrian GDP grew by 0.5% in 2025. Despite a gradual economic recovery, private consumption remained subdued as real incomes fell on the back of high inflation. The income trend is not expected to stabilise until later in the forecast period. Looking ahead to 2026 and 2027, the WIFO expects to see year-on-year growth in gross domestic product of 1.2% and 1.4% respectively. (Austrian Institute of Economic Research (WIFO), December 2025)

Following a sharp decline in the previous year, industrial production bounced back slightly for the first time in 2025. After this trend, goods manufacturing is expected to grow again in 2026. At the same time, the WIFO is forecasting a decline in inflation to 2.6% in 2026 and 2.4% in 2027. (Austrian Institute of Economic Research (WIFO), December 2025)

According to the IMF, GDP is also expected to improve as against the previous years in the other markets in which Austrian Post operates. In Germany, gross domestic product grew by 0.2% in 2025, following a decline of 0.5% in 2024. Growth of 1.1% and 1.5% is expected for 2026 and 2027 respectively. GDP growth in Southeast and Eastern Europe (European emerging markets) is predicted to come to 1.8% in 2025 and 2.2% in 2026. Türkiye recorded growth of 3.5% in 2025, a slight improvement on 2024 (3.3%). The IMF

forecasts further growth of 3.7% for 2026. Inflation in Türkiye reached 34.9% in 2025 (as against 58.5% in the previous year) and is expected to fall to 24.7% in 2026. (IMF, October 2025, January 2026)

## 1.4 Industry Environment

In addition to the general economic situation, Austrian Post's business development is increasingly being influenced by global trends that open up new opportunities but also pose considerable challenges.

One key factor remains the ongoing electronic substitution in the area of addressed letter mail. This global trend affects all postal operators and can only be controlled to a limited extent. Digitalisation is making rapid advances in both the private and public sectors, increasingly prompting customers to switch to cost-effective digital forms of communication. Authorities and administrative bodies are also continuously reducing their physical mail volumes. As a result, Austrian Post continues to anticipate a structural decline in the conventional letter mail business.

The direct mail business is particularly sensitive to economic fluctuations, industry developments and the intensity of corporate advertising. Given the ongoing challenges facing bricks-and-mortar retailers – such as changing consumer behaviour, rising costs and increasing competition from online retailers – advertising volumes are expected to decline in the medium term. At the same time, however, new opportunities are emerging in the form of more data-driven, target group-specific advertising formats that combine physical and digital channels.

In the parcel sector, demand in the private customer segment remains high, driven by the ongoing growth of online retail. The markets in Southeast and Eastern Europe, as well

as Türkiye+, are showing particularly dynamic development, with e-commerce still offering considerable growth potential. These regions offer Austrian Post attractive opportunities for expansion, but also require investment in infrastructure, technology and cross-border logistics processes.

The international parcel and logistics business is heavily influenced by the global economy, worldwide trade flows and price trends. The industry is dominated by intense competition and high levels of price pressure. At the same time, demand for flexible, internationally integrated logistics solutions is rising as supply chains become more complex and global. Issues such as supply chain resilience, shorter transportation times and transparent shipment tracking are becoming increasingly important.

Another key development relates to the relevance of non-financial corporate indicators. Sustainability, social responsibility and good corporate governance have long ranked among the fundamental expectations of customers, investors and regulatory authorities, and remain a key benchmark for evaluating corporate behaviour. This focus, coupled with high environmental awareness, is fuelling stronger demand for low-emission transport solutions. Austrian Post has been rising to these demands since 2011 with CO<sub>2</sub>-neutral delivery and is systematically forging ahead with the decarbonisation of its logistics processes. In addition to efficiency improvements and carbon offset schemes, alternative drive technologies play a key role in this process. The ambitious goal is to achieve last-mile delivery that is 100% CO<sub>2</sub>-free across Austria by 2030 – using only electric or other non-fossil fuel vehicles. By the end of 2025, 60% of deliveries in Austria were already CO<sub>2</sub>-free. Austrian Post is also investing in charging infrastructure, renewable energies and innovative logistics concepts in order to further improve its carbon footprint in the long term.

## 1.5 Legal Environment

The legal framework for Austrian Post's business operations is mainly based on the Austrian Postal Market Act, which has been in effect since 1 January 2011.

- Austrian Post has been Austria's universal service provider since the complete liberalisation of the market, thus guaranteeing the provision of high-quality postal services throughout Austria.
  
- Universal service is limited primarily to mail posted at the legally defined access points, e.g. postal service points or letter boxes, on the basis of general terms and conditions (not individually negotiated). The aim is to ensure the basic provision of postal services to the Austrian population and economy. Postal services for mail items brought to logistics centres by large customers are not included in the universal service, with the exception of newspapers.
  
- Since 1 July 2018, Austrian Post has offered the Eco Letter as part of its universal services, expanding its product range accordingly. Due to a change in legislation, the previous "Eco" letter product became the new standard "Letter" product on 1 May 2025. Time-sensitive items can still be posted using the "Premium" service, which offers a standard delivery time of one working day. With the universal service, senders can choose between a delivery time of two to three working days after posting for non-time-sensitive items and the additional "Premium" service.

# 2. Business Development and Economic Situation

## 2.1 Changes to the Scope of Consolidation

There were no significant changes in the scope of consolidation in the 2025 financial year. A complete overview of all changes to the scope of consolidation in the 2025 financial year can be found in the consolidated financial statements under Note 5.3.

## 2.2 Financial Performance

### 2.2.1 Revenue Development

Revenue of the Austrian Post Group in 2025 of EUR 3,043.3m was 2.6% below the 2024 level but 11.0% above the 2023 level. The year-on-year revenue comparison is influenced by positive special effects in 2024, such as numerous elections in Austria, but also currency effects associated with the Turkish lira. 2025 also had two fewer working days than the previous year. Revenue in the Mail Division fell by 6.8% (-3.0% as against 2023), while the Parcel & Logistics Division reported a slight 0.4% increase (+21.4% as against 2023) and

the Retail & Bank Division recorded an 8.8% drop (+9.0% as against 2023).

The Mail Division accounted for 37.8% of Austrian Post's revenue in the 2025 financial year. The division's revenue of EUR 1,155.2m was dominated by the structural decline in the volume of addressed letters due to electronic substitution, but also by the fact that the positive special effects seen in the previous year, particularly associated with elections in the amount of around EUR 40m, no longer applied. Weaker performance in individual retail segments also translated into a cautious investment climate and, as a result, lower corporate advertising spending.

#### G 05 Revenue Development

EUR m

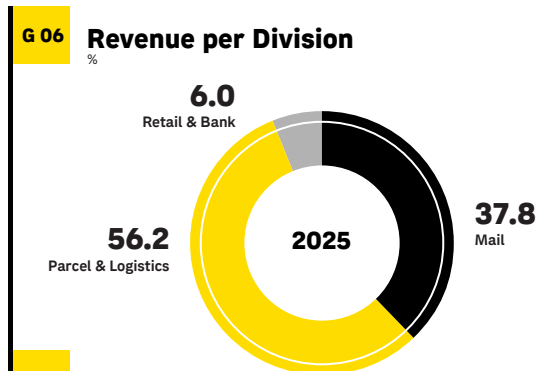
2025	Revenue	3,043.3
2024		3,123.1
2023		2,740.8
2022		2,522.0
2021		2,519.6

#### T 01 Revenue by Division

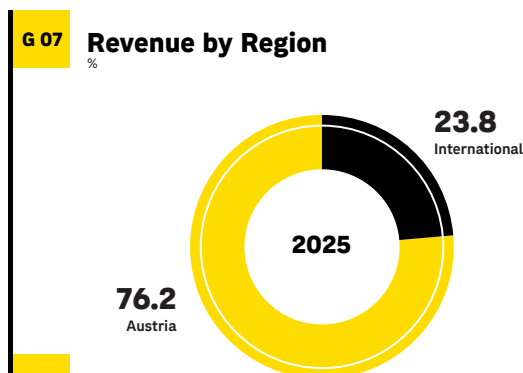
EUR m	2023	2024	2025	Change	
				%	EUR m
<b>Revenue</b>	<b>2,740.8</b>	<b>3,123.1</b>	<b>3,043.3</b>	<b>-2.6%</b>	<b>-79.8</b>
Mail	1,190.4	1,239.8	1,155.2	-6.8%	-84.6
Parcel & Logistics	1,416.5	1,712.5	1,719.9	0.4%	7.4
Retail & Bank	168.6	201.5	183.8	-8.8%	-17.7
Corporate/Consolidation	-34.7	-30.8	-15.7	49.2%	15.2
Working days in Austria	248	252	250	-	-

The Parcel & Logistics Division generated 56.2% of Group revenue, or EUR 1,719.9m, in the reporting period. Revenue in Austria showed positive development. In Türkiye, a decline was recorded due to difficult market conditions, strong competition and capacity restrictions due to a disruption in the IT infrastructure in the fourth quarter of 2025. In Southeast and Eastern Europe, there was a slight decline in revenue due to lower parcel volumes from Asia in the first half of 2025. These volumes had risen sharply in the same period of the previous year.

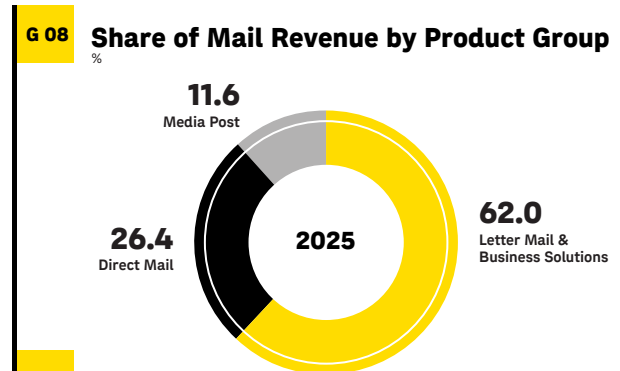
The Retail & Bank Division achieved a 6.0% share of Group revenue in the 2025 financial year with revenue of EUR 183.8m, a drop of 8.8%. The termination of the previous telecommunications distribution cooperation and a decline in the ECB interest rate contributed to this development.



A regional breakdown of Austrian Post's revenue shows that 76.2% of revenue was generated in Austria in the 2025 financial year. International markets were responsible for 23.8% of Austrian Post's revenue in 2025. Türkiye+ accounted for 16.0% and the Southeast and Eastern Europe region for 6.7% of revenue. 1.2% of revenue was generated in Germany.



Revenue in the Mail Division amounted to EUR 1,155.2m in 2025, 62.0% of which can be attributed to the Letter Mail & Business Solutions business, 26.4% to Direct Mail and 11.6% to Media Post.



**G 09 Mail Revenue by Product Group**  
EUR m

	Letter Mail & Business Solution	Direct Mail	Media Post	
<b>2025</b>	<b>716.6</b>	<b>305.0</b>	<b>133.6</b>	<b>1,155.2</b>
2024	772.6	326.4	140.8	1,239.8
2023	750.4	310.2	129.9	1,190.4
2022	768.4	322.9	126.7	1,218.0
2021	771.6	329.3	123.4	1,224.2

At EUR 716.6m, revenue in the Letter Mail & Business Solutions business fell short of the prior-year level by 7.2% in the 2025 financial year. Volumes continued to decline as a result of the substitution of letters by electronic forms of communication. The volume of addressed letters in Austria fell by 8% in 2025 (adjusted for elections). The previous year had been dominated in particular by numerous elections in Austria (Chamber of Labour, European Parliament and National Parliamentary elections). International letter mail and the Business Solutions segment reported a slight decrease in revenue.

## T 02 Revenue in the Mail Division

EUR m	2023	2024	2025	Change	
				%	EUR m
<b>Revenue</b>	<b>1,190.4</b>	<b>1,239.8</b>	<b>1,155.2</b>	<b>-6.8%</b>	<b>-84.6</b>
Letter Mail & Business Solutions	750.4	772.6	716.6	-7.2%	-55.9
Direct Mail	310.2	326.4	305.0	-6.6%	-21.4
Media Post	129.9	140.8	133.6	-5.2%	-7.3
Intra-Group revenue	4.7	5.4	5.5	0.9%	0.0
<b>Total revenue</b>	<b>1,195.2</b>	<b>1,245.3</b>	<b>1,160.7</b>	<b>-6.8%</b>	<b>-84.6</b>
thereof revenue with third parties	1,175.2	1,227.6	1,145.8	-6.7%	-81.9

Revenue from direct mail fell by 6.6% to EUR 305.0m in the 2025 financial year. Direct mail business remains subdued due to economic conditions, with structural declines in specific customer segments (e.g. furniture shipments and mail order). Adjustments to the price structure were unable to fully compensate for the decline in revenue volume.

The revenue from media post, i.e. the delivery of newspapers and magazines, fell by 5.2% year-on-year to EUR 133.6m.

Revenue in the Parcel & Logistics Division rose slightly by 0.4% to EUR 1,719.9m in the 2025 financial year. In comparable terms – i.e. before a change in the presentation of revenue due to reclassification in Logistics Solutions – the year-on-year increase came in at 1.2%. Revenue increased in Austria, while revenue in Türkiye declined after a strong increase in the previous year (2024: +45.5%) and also dropped in Southeast and Eastern Europe, influenced by exceptionally high volumes from Asia in the prior-year period (volume increase in Asia in 2024: +37%).

The Austrian parcel business saw revenue increase by 5.8% to EUR 982.6m in the reporting period, with volume growth in the parcel business of 3%.

Revenue in the Türkiye+ parcel region (Türkiye, Azerbaijan, Georgia, Uzbekistan) fell by 6.0% as against 2024 to EUR 485.9m, but was 36.8% higher than in 2023. The Turkish market is dominated by intense competition and a tendency among major e-commerce players to opt for self-delivery. Business performance remains heavily influenced by inflation trends and the exchange rate of the Turkish lira. In addition, the Turkish subsidiary experienced capacity constraints due to an incident affecting its IT infrastructure in the fourth quarter of 2025.

The parcel business in Southeast and Eastern Europe Parcel (CEE/SEE) is subject to fierce competition and volatile volume developments among Asian senders. Revenue fell by 0.9% to EUR 211.6m in the 2025 financial year. Parcel volumes in these countries have remained constant compared to the previous year.

## T 03 Revenue Development of the Parcel & Logistics Division

EUR m	2023	2024	2025	Change	
				%	EUR m
<b>Revenue</b>	<b>1,416.5</b>	<b>1,712.5</b>	<b>1,719.9</b>	<b>0.4%</b>	<b>7.4</b>
Parcel Austria	806.4	928.7	982.6	5.8%	54.0
Parcel Türkiye+ <sup>1</sup>	355.1	516.7	485.9	-6.0%	-30.9
Parcel CEE/SEE	198.1	213.6	211.6	-0.9%	-2.0
Logistics Solutions	65.8	67.6	54.7	-19.0%	-12.8
Consolidation	-8.9	-14.0	-14.9	-6.5%	-0.9
Intra-Group revenue	0.7	3.1	18.0	>100%	14.9
<b>Total revenue</b>	<b>1,417.2</b>	<b>1,715.6</b>	<b>1,737.9</b>	<b>1.3%</b>	<b>22.4</b>
thereof revenue with third parties	1,395.0	1,692.2	1,711.9	1.2%	19.7

<sup>1</sup> Parcel Türkiye+ comprises Türkiye, Azerbaijan, Georgia and Uzbekistan

Revenue in Logistics Solutions declined from EUR 67.6m to EUR 54.7m in the reporting period due to a change in presentation; approximately EUR 14m in revenue was reclassified to intra-Group assets as a result of company integration measures.

### G 10 Revenue Parcel & Logistics Division

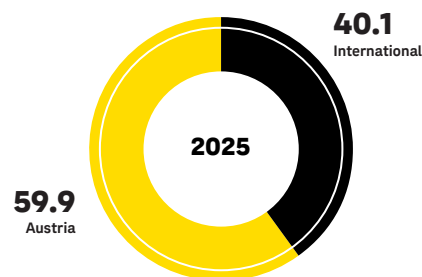
EUR m

2025	Revenue	1,719.9
2024		1,712.5
2023		1,416.5
2022		1,214.6
2021		1,245.7

A regional breakdown shows that 59.9% of parcel revenue was generated in Austria in 2025. 40.1% of divisional revenue was generated by the international business of its subsidiaries, with 28.2% coming from the Parcel Türkiye+ region (Türkiye, Azerbaijan, Georgia, Uzbekistan) and 11.9% from Southeast and Eastern Europe.

### G 11 Parcel Revenue by Region

%



Revenue in the Retail & Bank Division fell by 8.8% to EUR 183.8m in the 2025 financial year, with 77.9% attributable to income from financial services and 22.1% to branch services. Income from financial services declined by 9.8% to EUR 143.3m in the current reporting period, mainly due to a lower key interest rate than in the previous year. Branch services fell by 5.0% to EUR 40.5m in the 2025 financial year due to the termination of the previous telecommunications distribution cooperation.

### G 12 Revenue by Retail & Bank Division

EUR m

	Income from Financial Services	Branch Services	Total
2025	143.3	40.5	183.8
2024	158.9	42.7	201.5
2023	128.0	40.6	168.6
2022	83.0	39.5	122.5
2021	32.9	41.8	74.7

### T 04 Development of Revenue in the Retail & Bank Division

EUR m	2023	2024	2025	Change	
				%	EUR m
<b>Revenue</b>	<b>168.6</b>	<b>201.5</b>	<b>183.8</b>	<b>-8.8%</b>	<b>-17.7</b>
Result from financial services	128.0	158.9	143.3	-9.8%	-15.6
Branch services	40.6	42.7	40.5	-5.0%	-2.2
Intra-Group revenue	192.3	207.0	207.0	0.0%	-0.1
<b>Total revenue</b>	<b>360.9</b>	<b>408.6</b>	<b>390.8</b>	<b>-4.4%</b>	<b>-17.8</b>
thereof revenue with third parties	168.2	200.7	182.9	-8.9%	-17.8

## T 05 Financial Performance of the Group

EUR m	2023	2024	2025	Change	
				%	EUR m
<b>Revenue</b>	<b>2,740.8</b>	<b>3,123.1</b>	<b>3,043.3</b>	<b>-2.6%</b>	<b>-79.8</b>
Other operating income	100.3	104.1	119.7	15.0%	15.6
Raw materials, consumables and services used	-832.4	-920.6	-907.5	1.4%	13.1
Expenses from financial services	-21.6	-51.4	-38.8	24.5%	12.6
Staff costs	-1,215.4	-1,405.5	-1,391.1	1.0%	14.4
Other operating expenses	-387.4	-437.2	-421.4	3.6%	15.8
Results from financial assets accounted for using the equity method	2.1	3.1	4.4	39.8%	1.2
Net monetary gain	5.1	7.1	4.7	-33.8%	-2.4
<b>EBITDA</b>	<b>391.6</b>	<b>422.7</b>	<b>413.3</b>	<b>-2.2%</b>	<b>-9.4</b>
Depreciation and amortisation	-189.7	-209.8	-216.2	-3.1%	-6.4
Impairment losses	-11.6	-5.7	-0.2	96.9%	5.5
<b>EBIT</b>	<b>190.2</b>	<b>207.3</b>	<b>196.9</b>	<b>-5.0%</b>	<b>-10.3</b>
Financial result	-3.0	-10.5	-15.9	-51.1%	-5.4
<b>Profit before tax</b>	<b>187.2</b>	<b>196.7</b>	<b>181.0</b>	<b>-8.0%</b>	<b>-15.7</b>
Income tax	-48.5	-50.8	-47.0	7.5%	3.8
<b>Profit for the period</b>	<b>138.7</b>	<b>145.9</b>	<b>134.0</b>	<b>-8.1%</b>	<b>-11.9</b>
<b>Attributable to:</b>					
Shareholders of the parent company	132.6	137.9	132.2	-4.1%	-5.7
Non-controlling interests	6.2	8.0	1.8	-77.2%	-6.2
<b>Earnings per share (EUR)<sup>1</sup></b>	<b>1.96</b>	<b>2.04</b>	<b>1.96</b>	<b>-4.1%</b>	<b>-0.08</b>

<sup>1</sup> Undiluted earnings per share in relation to 67,552,638 shares

### 2.2.2 Earnings Development

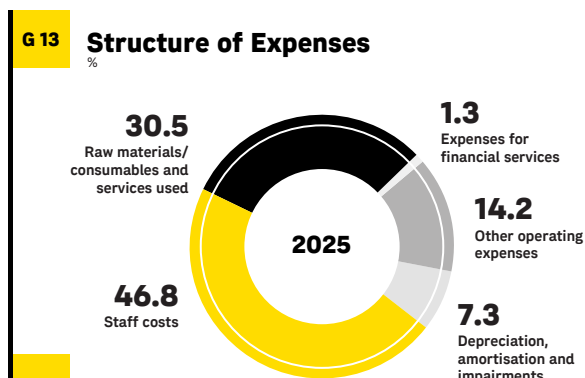
The structure of expenses at Austrian Post features a high share of staff costs. Accordingly, 46.8% of total operating expenses incurred by Austrian Post in 2025 were accounted for staff costs. The second largest expense item, at 30.5%, was the cost of raw materials, consumables and services used, which largely includes outsourced transport services. Furthermore, 14.2% was attributed to other operating expenses and 7.3% to write-downs. Expenses for financial services account for 1.3% of total operating expenses.

Staff costs in the 2025 financial year amounted to EUR 1,391.1m, down by 1.0% or EUR 14.4m. Changes result from the efficiency and cost measures implemented, which compensate for the cost increase from salary adjustments under collective bargaining agreements within operating staff

costs in Austria and internationally. In 2025, the Austrian Post Group employed an average of 28,081 full-time equivalents, thanks to increased insourcing activities such as freight services and more employees working at its international subsidiaries, compared with an average of 27,802 employees in the previous year (+1.0%).

Non-operating staff costs relate to termination benefits and changes in provisions, which can be attributed primarily to the specific employment situation of civil servant employees. In contrast to the previous year, no additional provisions had to be set up in the 2025 financial year.

Raw materials, consumables and services used fell by 1.4% to EUR 907.5m in 2025. An increase in relation to transport is offset by a decline in fuels as well as in leasing staff due to the move to step up insourcing activities.



Other operating income rose by 15.0% to EUR 119.7m in 2025. Other operating expenses fell by 3.6% to EUR 421.4m.

The accounting standard IAS 29 (Financial Reporting in Hyperinflationary Economies) is to be applied for the Turkish subsidiaries. Accordingly, items in the income statement and non-monetary items were adjusted on the basis of the general price index (see the consolidated financial statements, Note 2.2 Hyperinflation). The profit or loss from net monetary items is presented as a separate item in the income statement. In the 2025 financial year, the gain from net monetary items amounted to EUR 4.7m (-33.8%).

Any comparison with the previous year is only of limited significance, as the result in 2024 was heavily influenced by positive special effects, such as the three major elections in Austria and the currency effect of the Turkish lira.

EBITDA in 2025 came to EUR 413.3m, 2.2% below the previous year's level of EUR 422.7m, corresponding to an EBITDA margin of 13.6%. Depreciation and amortisation in 2025 were up by 3.1% or EUR 6.4m year-on-year to EUR 216.2m.

EBIT totalled EUR 196.9m in the financial year under review, as against EUR 207.3m in the previous year (-5.0%). The EBIT margin came to 6.5%.

The Group's financial result declined from minus EUR 10.5m to minus EUR 15.9m in 2025 due to a year-on-year drop in interest income.

Income tax fell from EUR 50.8m to EUR 47.0m, producing a tax rate of 26.0% for the 2025 financial year.

The profit for the period for the 2025 financial year totalled EUR 134.0m compared with EUR 145.9m a year earlier (-8.1%). Earnings per share were EUR 1.96 compared to EUR 2.04 in the prior-year period (-4.1%).

**G 14 EBIT**  
EUR m

2025	196.9
2024	207.3
2023	190.2
2022	188.4
2021	204.7

**G 15 Profit for the Period**  
EUR m

2025	134.0
2024	145.9
2023	138.7
2022	128.1
2021	158.4

**T 06 EBIT by Division**

EUR m	2023	2024	2025	Change		
				%	EUR m	Margin 2025 <sup>1</sup>
<b>EBIT</b>	<b>190.2</b>	<b>207.3</b>	<b>196.9</b>	<b>-5.0%</b>	<b>-10.3</b>	<b>6.5%</b>
Mail	152.3	159.1	129.7	-18.5%	-29.4	11.2%
Parcel & Logistics	89.5	103.3	81.5	-21.1%	-21.8	4.7%
Retail & Bank	-13.7	-11.8	6.9	>100%	18.7	1.8%
Corporate/Consolidation <sup>2</sup>	-37.9	-43.4	-21.2	51.1%	22.2	-

<sup>1</sup> Margin of the divisions related to total earnings

<sup>2</sup> Also includes the intra-group apportionment procedure

In terms of divisional result, the Mail Division achieved EBIT of EUR 129.7m in 2025 as against EUR 159.1m in the previous year (-18.5%). The lower result is attributable to the decline in shipment volumes and the positive special effects from elections seen in the previous year.

The Parcel & Logistics Division generated EBIT of EUR 81.5m in the 2025 financial year, compared to EUR 103.3m in the previous year (-21.1%). While Austria saw positive development in the parcel business, Austrian Post experienced a downward trend in its international markets. In addition, currency effects had a positive impact on earnings in the previous year.

The Retail & Bank Division reported EBIT of EUR 6.9m in 2025, as against minus EUR 11.8m in the previous year. The improvement in earnings is attributable to the positive performance of bank99 on the one hand and to good results in branch business on the other.

EBIT in the Corporate Division (incl. Consolidation and the intra-group apportionment procedure) changed from minus EUR 43.4m to minus EUR 21.2m (+51.1%). The improvement in earnings is attributable, on the one hand, to negative effects in the previous year, such as provisions that were set up and write-downs that were recognised, and, on the other, to cost savings and higher income from the sale of properties not required for operations in the current reporting period compared with the previous year. The Corporate Division provides non-operating services which are essential for the purpose of the administration and financial control of a corporate group. In addition to conventional governance tasks, these activities include the management and development of properties not required for operations, the management of significant financial investments, the provision of IT services, the development of new business models and the administration of the Internal Labour Market of Austrian Post.

## 2.3 Assets and Financial Position

### T 07 Balance Sheet as at 31 December

EUR m	31 Dec. 2023	31 Dec. 2024	31 Dec. 2025	Structure 31 Dec. 2025
<b>ASSETS</b>				
Property, plant and equipment	1,356.3	1,392.0	1,368.1	20.9%
Intangible assets and goodwill	145.9	158.9	156.9	2.4%
Investment property	94.6	75.2	72.7	1.1%
Financial assets accounted for using the equity method	28.3	28.9	30.6	0.5%
Inventories, trade and other receivables	591.5	623.0	584.6	8.9%
Other financial assets	27.4	47.3	57.5	0.9%
thereof securities/money market investments	20.4	40.4	50.4	-
Financial assets from financial services	3,345.6	4,088.1	4,134.7	63.0%
Cash and cash equivalents	87.5	78.5	154.1	2.3%
	<b>5,677.1</b>	<b>6,491.9</b>	<b>6,559.3</b>	<b>100%</b>
<b>EQUITY AND LIABILITIES</b>				
Equity	716.7	761.6	767.6	11.7%
Provisions	592.8	591.5	512.9	7.8%
Other financial liabilities	619.3	673.7	666.0	10.2%
Trade and other payables	567.2	587.1	652.9	10.0%
Financial liabilities from financial services	3,181.1	3,878.0	3,959.9	60.4%
	<b>5,677.1</b>	<b>6,491.9</b>	<b>6,559.3</b>	<b>100%</b>

## 2.3.1 Balance Sheet Structure

Austrian Post's total assets of EUR 6.6bn as at 31 December 2025 have expanded significantly since the inclusion of bank99 in 2020. On the assets side, the consolidated balance sheet as at 31 December 2025 showed cash and cash equivalents of bank99 amounting to EUR 0.6bn and loans (mortgage loans, consumer loans) of bank99 amounting to EUR 2.0bn. On the liabilities side, the consolidated balance sheet includes customer deposits of bank99 amounting to EUR 3.8bn.

Including bank99, the balance sheet is as follows: property, plant and equipment of EUR 1,368.1m was one of the largest balance sheet items and included right-of-use assets under leases of EUR 365.3m. In addition, there were intangible assets and goodwill, which are reported in the amount of EUR 156.9m as at 31 December 2025. The balance sheet shows receivables of EUR 489.7m, which include current trade receivables of EUR 348.4m. Other financial assets amounted to EUR 57.5m as at 31 December 2025. Financial assets from financial services amounted to EUR 4,134.7m at the end of 2025 and mainly result from the business activities of bank99.

### G 16 Balance Sheet Structure by Item

EUR m

#### Assets



#### Equity and liabilities



### G 17 Balance Sheet Structure by Maturity

EUR m

#### Assets



#### Equity and liabilities



Austrian Post held securities and money market investments that are included in other financial assets amounting to EUR 50.4m as at 31 December 2025 (excl. bank99). The balance sheet shows that Austrian Post had cash and cash equivalents in the amount of EUR 154.1m as at 31 December 2025. Financial resources including money market and securities investments and excluding cash and cash equivalents of bank99 amounted to EUR 204.5m as at 31 December 2025. Including bank99, cash and cash equivalents amounted to EUR 788.3m as at 31 December 2025.

On the equity and liabilities side of the balance sheet, the equity of the Austrian Post Group amounted to EUR 767.6m as at 31 December 2025 (equity ratio of 11.7%). Excluding the financial services business from the Austrian Post Group, the logistics equity ratio (equity to total capital excluding financial liabilities from financial services) was 30% at the end of December 2025. Furthermore, provisions of EUR 512.9m are shown on the equity and liabilities side as at 31 December 2025. The majority of the provisions relate to staff-related provisions, with EUR 123.8m attributable to provisions for underutilisation. A further EUR 161.4m relates to legally and contractually required provisions for social capital (termination and jubilee benefits) and EUR 98.0m to other staff-related provisions. Other provisions totalled EUR 129.7m. Other financial liabilities amounted to EUR 666.0m and mainly included lease liabilities of EUR 367.0m. Trade

and other payables of EUR 652.9m include current trade payables of EUR 282.0m. Financial liabilities from financial services amounting to EUR 3,959.9m result from the business activities of bank99 (deposit and investment business of bank99's customers).

The analysis of the balance sheet structure by maturity at the end of December 2025 shows that 26% of total assets, or EUR 1,675.8m, are accounted for by non-current assets. At EUR 1,368.1m, property, plant and equipment plays a significant role within non-current assets. Financial assets from financial services account for 63% of total assets, or EUR 4,134.7m. This item mainly includes cash and cash equivalents and central bank balances, as well as receivables from customers. The largest items in current assets, which account for 11% or EUR 748.7m, include receivables of EUR 479.4m and cash and cash equivalents of EUR 154.1m.

On the equity and liabilities side, total assets are made up of equity (12%), non-current liabilities (13%), financial liabilities from financial services (60%) and current liabilities (15%) as at 31 December 2025. Non-current liabilities in the amount of EUR 858.3m primarily include provisions in total of EUR 257.1m and other financial liabilities in the amount of EUR 512.9m. Financial liabilities from financial services of EUR 3,959.9m include liabilities to customers of EUR 3,759.9m. Current liabilities in the amount of EUR 973.5m are dominated by EUR 717.7m in liabilities and provisions in the amount of EUR 255.8m.

## T 08 Cash Flow

EUR m	2023	2024	2025
Gross cash flow	320.6	395.5	349.3
<b>Cash flow from operating activities</b>	<b>254.5</b>	<b>121.7</b>	<b>362.4</b>
Thereof core banking assets from financial services business (CBA)	-44.2	-237.6	-14.3
<b>Cash flow from operating activities excl. CBA</b>	<b>298.6</b>	<b>359.3</b>	<b>376.7</b>
Cash flow from investing activities	-95.7	-150.5	-127.1
thereof maintenance CAPEX	-105.9	-121.2	-108.8
thereof growth CAPEX	-49.3	-21.9	-17.2
thereof cash flow from acquisitions/divestments	-14.3	-3.1	-3.3
thereof acquisition/disposal of securities/money market investments	45.0	-20.0	-10.0
thereof other cash flow from investing activities	28.8	15.8	12.2
Free cash flow	158.8	-28.8	235.2
Free cash flow before money market/securities investments and excluding CBA	158.0	228.8	259.5
<b>Operating free cash flow<sup>1</sup></b>	<b>221.6</b>	<b>253.9</b>	<b>280.1</b>
Cash flow from financing activities	-149.8	-152.7	212.4
thereof dividends	-121.0	-125.9	-127.0
Change in cash and cash equivalents	-4.0	-196.0	7.3

<sup>1</sup> Free cash flow before acquisitions/securities/money market investments, growth CAPEX and core banking assets

### 2.3.2 Cash Flow

Cash flow from earnings amounted to EUR 349.3m in the 2025 financial year, compared with EUR 395.5m in 2024 (-11.7%). Cash flow from operating activities totalled EUR 362.4m in the reporting period as against the previous year's figure of EUR 121.7m. This item includes the changes in the core banking assets of bank99 amounting to minus EUR 14.3m, as against minus EUR 237.6m in the previous year. Core banking assets include the change in the balance sheet items financial assets from financial services and financial liabilities from financial services, excluding cash, cash equivalents and central bank balances, meaning that they encompass the deposit and investment business of bank99. Cash flow from operating activities excluding core banking assets amounted to EUR 376.7m in the 2025 financial year as against EUR 359.3m a year earlier (+4.8%).

Cash flow from investing activities amounted to minus EUR 127.1m in 2025 after minus EUR 150.5m in the previous year. Expenses for the acquisition of property, plant and equipment and investment property (CAPEX for property, plant and equipment) amounted to EUR 126.0m in the reporting period as against EUR 143.1m in 2024 (-12.0%).

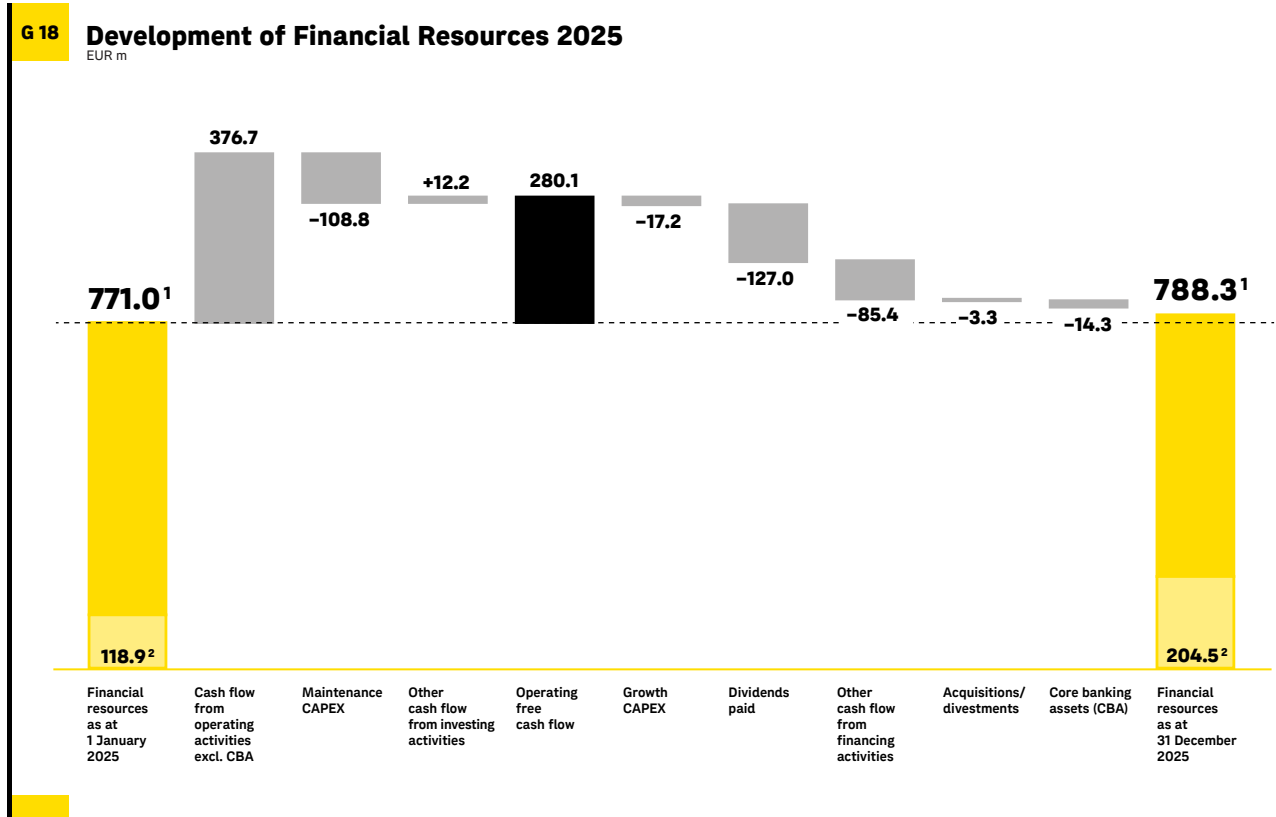
Austrian Post relies on operating free cash flow as an indicator in order to assess the financial strength of its operating business and to cover the dividend for the financial year. Operating free cash flow, excluding the change in core banking assets, amounted to EUR 280.1m in the current reporting period, compared to EUR 253.9m in the previous year (+10.3%). The increase also includes a positive tax effect from a previous period.

Cash flow from financing activities totalled minus EUR 212.4m in 2025 as against minus EUR 152.7m in the previous year, and included distributions of EUR 127.0m in the current financial year, EUR 123.6m of which related to the dividend payment to Austrian Post shareholders.

The analysis of the development of cash, securities and money market investments in 2025 shows the following picture: as at 1 January 2025, Austrian Post's cash and cash equivalents amounted to EUR 771.0m. Excluding financial resources of bank99, the figure came to EUR 118.9m. In 2025, cash flow from operating activities excluding core banking assets (CBA) totalled EUR 376.7m. After deducting maintenance CAPEX of EUR 108.8m in the 2025 financial year and adding other cash flow from investing activities of EUR 12.2m, operating free cash flow amounts to EUR 280.1m.

After taking into account growth CAPEX of EUR 17.2m, distribution of dividends of EUR 127.0m, other cash flow from financing activities of EUR 85.4m and acquisitions and divestments of minus EUR 3.3m, as well as the change in core banking assets, which comprise bank99's deposit and

investment business, financial resources as at 31 December 2025 came to EUR 788.3m. Financial resources including money market and securities investments and excluding financial resources of bank99 amounted to EUR 204.5m as at 31 December 2025.



<sup>1</sup> Financial resources incl. money market and securities investments  
<sup>2</sup> Cash and cash equivalents incl. money market and securities investments

## 2.3.3 Debt

### T 09 Financial debt

EUR m	31 Dec. 2023	31 Dec. 2024	31 Dec. 2025
+ Other financial liabilities excl. IFRS 16	229.8	286.7	299.0
- Other current financial assets	-20.4	-40.4	-50.4
- Cash and cash equivalents	-87.5	-78.5	-154.1
<b>Financial debt</b>	<b>121.8</b>	<b>167.7</b>	<b>94.5</b>
+ IFRS 16 liabilities	389.6	387.1	367.0
<b>Financial debt incl. IFRS 16</b>	<b>511.3</b>	<b>554.8</b>	<b>461.5</b>
<b>Financial debt/EBITDA</b>	<b>0.3</b>	<b>0.4</b>	<b>0.2</b>
<b>Financial debt incl. IFRS 16/EBITDA</b>	<b>1.3</b>	<b>1.3</b>	<b>1.1</b>

Austrian Post Group reported financial debt of EUR 94.5m at the end of 2025. Including leases (IFRS 16), the value as at 31 December 2025 was EUR 461.5m. Leases are common practice at Austrian Post Group due to the structure of the company. As at 31 December 2025, Austrian Post mainly leases land and buildings with rights of use amounting to EUR 347.3m, which mainly have a contractual term of 5 to 15 years.

The Group holds loans totalling EUR 295m with a maturity of 1 to 6 years that will have to be refinanced in 2026 (EUR 75m), 2027 (EUR 100m), 2029 (EUR 50m) and 2030 (EUR 50m), as well as in 2032 (EUR 20m). This is offset by cash and cash equivalents (cash, money market and securities investments) totalling EUR 204.5m. Österreichische Post AG holds an intra-group loan of EUR 44m with its subsidiary bank<sup>99</sup>, which has been eliminated within the Group.

The change in the debt level in recent years is due to the extensive investment programme to expand parcel capacities in Austria. Between 2018 and 2025, almost half a billion euros was invested in growth CAPEX.

The ratio of financial debt to EBITDA as at 31 December 2025 is 0.2. This aim is for debt not to exceed 1.0 x EBITDA.

As part of its dividend policy, Austrian Post aims to continue to achieve a payout ratio of at least 75% of the net profit attributable to its shareholders in the coming years, provided that the successful business performance continues and that no extraordinary circumstances arise.

### 2.3.4 Capital Expenditure and Acquisitions

Austrian Post Group's capital expenditure in the 2025 financial year totalled EUR 213.2m, of which EUR 71.4m was attributable to right-of-use assets (IFRS 16 Leases) and EUR 141.8m to traditional core investments.

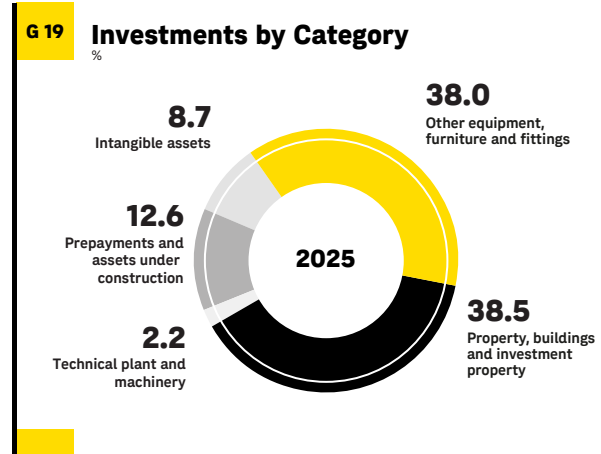
Viewed by category, the investment total is distributed as follows (see chart):

38.0% of Austrian Post's investments were attributable to other equipment, furniture and fittings and were mainly used to expand the Group's electric vehicle fleet. Land/buildings and investment property constituted 38.5% in the reporting period, while payments received in advance and assets under construction constituted 12.6% of the CAPEX programme, primarily for parcel infrastructure and delivery vehicles. In addition, 2.2% can be attributed to investments in technical equipment and machinery. Intangible assets constituted 8.7%.

The majority of the investments were made as part of the capacity programme to expand the logistics infrastructure and distribution in the parcel sector and to switch the vehicle fleet over to CO<sub>2</sub>-free delivery. More than EUR 40m was invested in electric vehicles in 2025.

A detailed profitability assessment is carried out for investments in both new and replacement assets. Investments in replacement assets are made if either the newer technology enables increased productivity achieving an ongoing reduction in costs for the company's own or external staff or in the purchase of transport services, or if the investments come at the optimal time, i.e. the lifecycle costs (in particular maintenance costs) exceed the cost of newer equipment.

Capital expenditure is approved and the funds are released by a committee both during various planning phases and in the procurement phase. Depending on the size of the expenditure, this committee is made up of divisional managers, one or all members of the Management Board and/or the Supervisory Board of Österreichische Post AG. In addition to actual and target comparisons, a follow-up review is conducted for capital expenditure at the conclusion of the investment phase, in particular with regard to major projects.



In addition to the return on investment (ROI), which serves as the main decision-making parameter for capital expenditure and acquisitions, the amortisation period and the present value of the capital expenditure are also taken into consideration, both in the planning phase as well as when monitoring key performance indicators.

The cash outflow for the acquisition and disposal of subsidiaries as well as for financial assets accounted for using the equity method amounted to EUR 5.8m in 2025. In general, every acquisition is preceded by a consistent Group-wide selection process. Decisions are made on the basis of a due diligence test followed by an evaluation based on a discounted cash flow method and, if applicable, validation of the plausibility of the determined values based on comparisons.

## 2.4 Financial Performance Indicators

### 2.4.1 Capital Employed

The capital employed of the Austrian Post Group came to EUR 1,309.9m as at 31 December 2025.

As this key figure is only relevant for the logistics business in terms of content, the detailed calculations are presented without bank99: capital employed amounted to EUR 1,280.2m as at 31 December 2025, compared with EUR 1,385.3m in the previous year. The drop is mainly due to lower assets compared to the same period of the previous year.

Austrian Post aims to optimise the capital employed based on industry-specific circumstances. In light of this, capital expenditure is made extremely selectively and systematically in order to, in particular, facilitate productivity increases and profitable growth. Goodwill is tested for impairment on an ongoing basis and is written down accordingly if there is any indication impairment.

The main focus of Austrian Post's receivables management is the continuous monitoring of outstanding receivables. The management is regularly informed about the level of outstanding receivables in order to be able to take appropriate measures. Payment terms may be switched without undue delay to advanced payment or payment in cash or a bank guarantee may be requested if the customer is designated as a risk.

#### T 10 Capital Employed

EUR m			Group excl. bank99 <sup>1</sup>	Group
	31 Dec. 2023	31 Dec. 2024	31 Dec. 2025	31 Dec. 2025
+ Property, plant and equipment, intangible assets and goodwill	1,467.1	1,517.6	1,497.2	
+ Investment property	94.6	75.2	72.7	
+ Financial assets accounted for using the equity method	28.3	28.9	30.6	
+ Inventories	22.7	24.5	26.6	
+ Trade and other receivables, contract assets and tax assets <sup>2</sup>	530.7	559.5	495.4	
<b>Non-interest-bearing assets</b>	<b>2,143.4</b>	<b>2,205.6</b>	<b>2,122.6</b>	<b>2,171.7</b>
– Non interest-bearing debt <sup>3</sup>	–781.1	–820.2	–842.3	–861.8
<b>Capital employed</b>	<b>1,362.2</b>	<b>1,385.3</b>	<b>1,280.2</b>	<b>1,309.9</b>

<sup>1</sup> bank99 was not included in the calculation as these key figures are only relevant for the logistics business in terms of content

<sup>2</sup> Less interest-bearing receivables (= mainly lease receivables, temporary receivables, loans to financial assets accounted for using the equity method)

<sup>3</sup> Includes provisions (excluding interest-bearing provisions such as termination benefits, jubilee benefits, underutilisation), trade payables and other liabilities (excluding temporary liabilities), contract liabilities, tax liabilities and deferred tax liabilities

## 2.4.2 Ratios

Austrian Post's EBITDA margin came in at 13.6% in 2025 compared to 13.5% in the previous year. The EBIT margin in the current financial year was 6.5% as against 6.6% in 2024. The return on equity (ROE) fell from 24.7% to 21.1% and the return on capital employed (ROCE) amounted to 14.0% in the 2025 financial year as against 14.7% a year earlier.

### T 11 Ratios

in %	2023	2024	2025
EBITDA margin <sup>1</sup>	14.3	13.5	13.6
EBIT margin <sup>2</sup>	6.9	6.6	6.5
ROE <sup>3</sup>	23.5	24.7	21.1
ROCE <sup>4</sup>	14.1	14.7	14.0

<sup>1</sup> EBITDA margin = EBITDA/revenue

<sup>2</sup> EBIT margin = EBIT/revenue

<sup>3</sup> Return on equity = Profit for the period/(equity on 1 January less dividend payment)

<sup>4</sup> Return on capital employed = EBIT/average capital employed; bank99 was not included in the calculation as this key figure is only relevant for the logistics business in terms of content.

## 2.5 Employees

The average number of employees at Austrian Post in 2025 was 28,081 full-time equivalents, as against 27,802 full-time equivalents in the previous year. The year-on-year increase

in the number of employees is 280 full-time equivalents and is attributable to increased insourcing activities, such as freight services, and more employees working at the international subsidiaries. The majority of the Group's employees work in Austria (a total of 18,745 full-time equivalents).

### T 12 Average for the Period in Full-time Equivalents

Average for the Period in Full-time Equivalents	2023	2024	2025	Share in 2025
Mail	854	844	723	2.6%
Parcel & Logistics	9,418	9,910	10,118	36.0%
Retail & Bank	2,035	2,035	1,976	7.0%
Corporate	2,308	2,461	2,598	9.3%
<b>Operating divisions</b>	<b>14,615</b>	<b>15,250</b>	<b>15,416</b>	<b>54.9%</b>
Logistics network	12,639	12,552	12,665	45.1%
<b>Group</b>	<b>27,254</b>	<b>27,802</b>	<b>28,081</b>	<b>100%</b>

# 3. Research and Development/ Innovation Management

One key success factor for the sustainable development of Austrian Post – especially in an environment dominated by mounting uncertainty and dynamic change – lies in the ability to pick up on relevant trends in the market, technology and society early on. Digitalisation, the use of artificial intelligence and the growing importance of sustainability and the circular economy are shaping the expectations of our customers and partners. In order to meet these demands, Austrian Post is focusing on the systematic development of new products and business models, as well as the expansion of its existing core business.

The growing demand for convenient digital services and environmentally friendly solutions requires us to continuously review and optimise our processes. This is why Austrian Post is investing specifically in improving existing processes, introducing innovative services and tapping into new business areas. These include AI-supported applications for customer service and process automation, new convenience services such as in-home delivery and Sunday delivery, and sustainable solutions such as the reusable “Post Loop” packaging.

We are investing not only in expanding the services we offer our customers, but also in developing our logistical backbone – from highly automated sorting facilities and digital platforms to the complete electrification of our vehicle fleet. Together with strong cooperation partners, we are developing solutions that will set new standards in the industry and ensure our competitive standing in the long term.

Thanks to its consistent focus on innovation in recent years, combining capacity expansion with state-of-the-art technology and new business approaches, Austrian Post has been able to further consolidate its role as a leading economic player. This success is based on a research and innovation model that responds flexibly to market changes, integrates ESG targets and ensures maximum efficiency at the same time.

Combining central management of innovation activities with decentralised innovation teams working in different business areas of Austrian Post remains a successful approach. Austrian Post’s central innovation management team spurs innovation in every area of the

company by identifying market requirements and future trends at an early stage and launching initiatives in response. Central innovation management is also responsible for numerous tasks aimed at networking the company and the business areas both externally and internally. Various formats are offered in order to achieve the ideal innovation set-up.

In order to efficiently identify potential cooperation and investment opportunities, Austrian Post relies on a structured partner screening process within its central innovation management department. This approach was continued in the 2025 financial year. The business areas define their search profiles and are offered suitable options based on these requirements. One major advantage is the flexible model, which takes three strategic angles into account: in-house development, cooperation initiatives and acquisitions.

Austrian Post’s active participation in the “Postal Innovation Platform” is a prime example of its successful international networking. This network connects leading postal companies across the globe and facilitates structured dialogue on key future topics for the industry – from digitalisation and automation to sustainability and new business models.

Cooperation was stepped up in the 2025 financial year, with a focus on expanding the portfolio of topics addressed and involving additional strategic partners. This platform not only provides access to best practices, but also creates a forum for open dialogue about successful innovations and projects that were not pursued further. This promotes a culture of transparency and learning that is crucial for the further development of the industry as a whole.

One particularly hands-on format with a strong internal focus is “Innovation Time” (Innovationszeit). This programme offers Austrian Post employees a structured platform for contributing their own ideas for improvement and implementing them under their own steam.

The “Yellow Ideas Workshop” (Gelbe Ideenwerkstatt) is Austrian Post’s internal innovation network and serves as a central platform for discussing ideas, trends and solutions. It enables company-wide ideas competitions and promotes a culture of collaboration in which creative approaches become visible and implementable.

In 2025, an international ideas competition for “out-of-home” solutions was organised for the first time. Colleagues from all regions contributed more than 250 entries in twelve national languages. The aim was to improve user experience for parcel customers using this increasingly popular delivery option. The diversity of the ideas submitted shows just how much the innovative strength of our employees contributes to the company’s continued development – from practical process optimisation to promotional ideas.

The “Yellow Ideas Workshop” is more than simply a tool: it is a strategic instrument for networking knowledge, leveraging innovation potential and positioning Austrian Post as a learning organisation.

In light of the general discussions regarding generative artificial intelligence, all initiatives related to artificial intelligence are bundled in the “AI Centre of Competence”. The topics range from knowledge management and customer service tools to a translation service. This allows Austrian Post to strengthen its long-term competitive position and drive innovation forward in the industry.

Austrian Post also has long-standing partnerships with reputable Austrian universities, universities of applied sciences, other research facilities and various subsidy providers. Key partners include the Austrian Research Promotion Agency (FFG), Kommunalkredit Public Consulting, the University of Applied Sciences Upper Austria, Graz University of Technology, the Austrian Climate and Energy Fund, and the Rail Infrastructure Service Society (Schieneninfrastruktur-Dienstleistungsgesellschaft). The objective of the partnership is to further intensify the focus on innovation and develop products and services that are based on sound scientific research findings.

Austrian Post is working systematically on digital support in its core processes. With the “Robin” loading robot, Austrian Post has taken an important step towards automation. Over one million parcels were processed by the robot in the space of a year, significantly reducing physically demanding tasks for employees. “Robin” is part of a comprehensive strategy to transform the Vienna parcel logistics centre into an innovation hub. Automatic truck unloaders, automatic rolling container tippers and AI-supported systems are also being used. Other technologies such as robotic arms for heavy parcels and autonomous industrial trucks are currently being tested with a view to achieving sustainable improvements in efficiency and ergonomics. Austrian Post consistently seeks out funding opportunities for innovation and investment.

In the 2025 financial year, the popular AllesPost service for receiving all parcels conveniently and flexibly with Austrian Post was switched to a subscription model, as is

familiar from streaming services. PostPay represents a significant innovation in the core area of services. PostPay is the new payment option from Austrian Post that significantly simplifies the payment process in online retail. Customers do not need to enter any payment details or passwords when they place orders, but can choose between paying online via popular providers or paying directly when the parcel is delivered. This sees Austrian Post set a new standard for straightforward and customer-friendly payment processing in e-commerce.

The concept of reusable packaging developed in partnership with the University of Applied Sciences Upper Austria and subsidised by the Austrian Packaging Coordination Board (Verpackungskoordinierungsstelle – VKS) has led to the introduction of the sustainable “Post Loop” option for online retailers in recent years. They can now offer their customers reusable packaging for shipping. Austrian Post is continuing its innovative approach to sustainable packaging solutions and expanded its range in 2025 to feature two new products: the Post Loop bottle parcel designed to ensure the safe shipment of bottles containing beverages or oil, for example, and the Post Loop fresh food parcel for transporting chilled food. This is Austrian Post’s way of responding to the growing demand for environmentally friendly shipping options and strengthening its position as a pioneer in the circular economy.

For the first time, the reusable packaging is also available to private customers. Since spring 2025, Post Loop packaging has been available for purchase at selected Austrian Post branches, enabling customers to choose an environmentally aware approach when sending private parcels.

Austrian Post launched its Sunday delivery service for senders in 2025. After being launched successfully in Vienna, Sunday delivery was also extended to cover Linz and Graz. Austrian Post is using its own staff to provide this service, creating additional jobs that are protected under the collective agreement for the postal industry. This innovation is Austrian Post’s response to the growing demand for fast and convenient parcel delivery, and strengthens its position as the leading service provider on the Austrian market.

One innovation that benefits senders is the new system developed by Austrian Post that precisely calculates and reports CO<sub>2</sub> emissions for each individual parcel in accordance with ISO 14083. This provides large-scale senders with reliable data for their emissions reports and enables them to identify potential for optimisation in the transportation process.

Austrian Post is continuing its successful crypto stamp saga and has unveiled its “Crypto stamp Island –

Battle of the Mirrors", a new limited edition that combines stamps, comics, NFTs and campaigns to create an integrated storytelling experience.

The "branch of the future" concept has also been rolled out to other locations. The concept is intended to improve personal advice, and also features self-service stations that are accessible around the clock to Austrian Post and bank99 customers. In addition to convenience for customers and modern service orientation, the "branch of the future" focuses on sustainable components in terms of both its services and equipment.

Austrian Post has expanded its digital out-of-home (DOOH) network by around 30% within a year and now operates 160 high-resolution screens at busy locations throughout Austria.

The Business Solutions Division is a leading provider of innovative, digital and physical business process solutions and supports over 500 national and international customers with automation. Under the "Post Business Solutions" brand, business customers are offered a broad portfolio of efficient business solutions – from data capture and smart workflows to printing and scanning technologies – in accordance with the very highest data protection and compliance standards.

Logistics Solutions develops tailor-made fulfilment, warehousing and value-added services covering all stages in the e-commerce value chain, and offers customers integrated, technology-based logistics solutions from a single source. The organisational units and participating interests of Logistics Solutions – Post Systemlogistik, Post Wertlogistik, ACL and shopping – set decisive priorities in terms of their innovation and efficiency last year.

Post Systemlogistik also focused on expanding automated intralogistics. One focal area is the implementation of automated mobile robots (AMR), which will offer a flexible and innovative solution for warehouse processes and order picking in the future. At the same time, AI-controlled picking robots were successfully put into operation and now support the picking process.

In terms of innovation, the subsidiary ACL focused last year on AI-supported automation in the area of product data generation, as well as on assisted customer service.

In the area of processes and procedures, a major focus of research and development is on strengthening sustainability. In this context, Austrian Post is making ongoing investments in measures to improve CO<sub>2</sub>-neutral and pollution-free delivery, the aim being to achieve CO<sub>2</sub>-free delivery across the country by 2030. Electric all-wheel drive vehicles were also used for the first time in 2025.

Austrian Post plays a proactive role in consortia with a strong research focus. Many of these research partnerships are awarded funding. The "C2C Returns" project, for example, involves working with research and business partners to test a concept for customer-to-customer clothing exchange. Austrian Post is also represented in the EU project O-CEI together with numerous participants from across Europe, the aim being to test the smart integration of the electric vehicle fleet into Austrian Post's energy management system.

As part of the research project "Quantifying Trustworthiness of Data", Austrian Post investigated the potential for large language models (LLMs) to detect and correct mistakes in personal data such as names, addresses and telephone numbers. This opens up new possibilities for automated data quality assurance in customer and delivery-related processes.

# 4. Consolidated Non-financial Statement

## 4.1 General Information

### Disclosure Requirement IRO-2 – Disclosure Requirements in ESRS covered by the undertaking's consolidated non-financial statement

The following index shows the disclosure requirements that were followed in the creation of the consolidated non-financial

statement based on the results of the materiality assessment (see ESRS 1 Chapter 3), including the page numbers that contain the corresponding disclosures in the consolidated non-financial statement.

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## ESRS 2 General Disclosures

### BASIS FOR PREPARATION

#### Disclosure Requirement BP-1 – General basis for preparation of the consolidated non-financial statement

Reporting encompasses the parent company Österreichische Post AG as well as its consolidated Group companies. The scope of consolidation for the consolidated non-financial statement is identical to that used for financial reporting. A list of all the Group companies included in this report is provided in the consolidated financial statements.

The materiality assessment described in IRO-1 covers impacts, risks and opportunities associated with the upstream and downstream value chain. The extent to which Austrian Post's policies, actions, targets and metrics extend to its value chain is defined in the relevant topic-specific

standards. Further information on the value chain can be found under SBM-1.

No use was made of the option to omit specific pieces of information corresponding to intellectual property, know-how or the results of innovation. Furthermore, no exclusion of information concerning upcoming developments or ongoing negotiations was invoked.

#### Disclosure Requirement BP-2 – Disclosures in relation to specific circumstances

##### Time horizons

The definition of medium and long-term time horizons differs from the ESRS definition and is four years for medium-term time horizons and more than four years for long-term time horizons. These definitions are used in order to be consistent with the risk management definitions, enabling a standardised approach across the Group. The year 2030

has often been defined as the target horizon for the sustainability master plan defined in 2020.

### Value chain estimates and sources of estimation uncertainty

The key figures in Austrian Post's own sphere of influence (Scope 1 and Scope 2) are predominantly based on primary data and therefore offer a correspondingly high level of data quality. Austrian Post is continuously striving to increase primary data and further improve the quality of secondary data extrapolations and assumptions. However, the metrics on Scope 3 GHG emissions from the upstream and downstream value chain (see E1-6) are based to a considerable degree on extrapolations and assumptions due to primary data not being available. As a result, these key figures are less reliable than those based on primary data.

The spend method is used to calculate the GHG emissions for the Scope 3 categories 1) Purchased goods and services, 2) Capital goods, and in part 6) Business travel. This is based on Austrian Post's financial reporting. The calculation of category 4) Upstream transportation and distribution is based on the distance-based method. Kilometre data from shipping companies is used, before being extrapolated based on consumption data from Austrian Post's own fleet.

The waste type-specific method is used for Scope 3 category 5) Waste generated in operations. Waste data for Österreichische Post AG is extrapolated for the Group.

The GHG emissions from category 7) Employee commuting are based on the extrapolation of an employee mobility scheme from 2021 and data from public sources. The distance-based method is used.

The GHG emissions from category 13) Downstream leased assets are extrapolated on the basis of the area using the consumption values for the company's own buildings (average data method).

Emissions data from secondary providers is used to calculate the GHG emissions from the bank99 portfolio (Scope 3.15 Investments).

In the 2025 financial year, measures were taken to evaluate the data quality and calculation methods, and to safeguard their current quality. The aim is to further improve data quality and calculation methods in the coming years, and a specific action plan is planned for the 2026 financial year. In this context, Austrian Post is highly dependent on the availability of trustworthy primary data from third parties.

### Disclosures based on other legal provisions or generally recognised sustainability reporting pronouncements

Reports prepared in accordance with the Sustainability and Diversity Improvement Act (NADiVeG) include separate key indicators for the parent company and the Group. The former is hereinafter referred to as Österreichische Post AG, the latter as the Austrian Post Group, the Group, Austrian Post or the company.

### Incorporation by reference

For the following disclosure requirements, reference is made in part to other documents:

#### — ESRs 2 – GOV-1:

Group Management Report, Opportunities and Risks

#### — ESRs 2 – SBM-3:

Group Management Report, Opportunities and Risks

#### — ESRs 2 – IRO-1:

Group Management Report, Opportunities and risks

#### — ESRs 2 – E1-3:

Consolidated Financial Statements, Notes to the Consolidated Financial Statements, 17. Property, plant and equipment

#### — ESRs 2 – E1-5:

Consolidated Financial Statements, Notes to the Consolidated Financial Statements, 7. Revenue from Contracts with Customers, 8. Result from Financial Services

#### — ESRs 2 – S1-6:

Consolidated Financial Statements, Notes to the Consolidated Financial Statements, 10. Staff Costs

#### — ESRs 2 – S1-17:

Consolidated Financial Statements, Notes to the Consolidated Financial Statements, 11.2. Other Operating Expenses

#### — ESRs 2 – S4-1:

IRO-1 and Group Management Report, Opportunities and Risks

#### — ESRs 2 – S4-4:

Notes to the Consolidated Financial Statements, 17. Property, Plant and Equipment

## GOVERNANCE

### Disclosure Requirement GOV-1 – The role of the administrative, management and supervisory bodies

Austrian Post manages sustainability using a multi-level governance structure comprising the Management Board, Supervisory Board, top management and operational departments. This structure ensures that ESG topics are taken into consideration across all areas of the company.

As the highest management body, the Management Board holds overall responsibility for the corporate and sustainability strategy. It defines the material sustainability targets based on impacts, risks, opportunities, risk analyses, stakeholder feedback and regulatory requirements.

The Supervisory Board acts as the highest supervisory body. It monitors the corporate strategy and ensures that sustainability matters are integrated into strategic management processes.

The Corporate Sustainability department develops and monitors the sustainability strategy. It is part of the Investor Relations, Corporate Sustainability, Audit & Compliance department and is led by the Head of Department, who also serves as the Chief Sustainability Officer.

The Sustainability Board is an internal body made up of the entire Management Board and members of top management who are responsible for specific topics. This board sets strategic targets, decides on necessary measures, reviews progress and risks during regular meetings, and makes adjustments where required.

Departments across the company and national Group companies with designated sustainability officers are responsible for implementing sustainability measures on an operational level. The Global Sustainability Team supports the international Group companies. The Sustainability Indicators and Reporting team manages consolidated reporting for internal and external stakeholders and ensures that success is measured transparently.

### The Management Board

The Management Board of Austrian Post currently comprises three people:

- **Walter Oblin**, CEO, Chair of the Management Board, since 1 October 2024
- **Peter Umundum**, Deputy CEO, Parcel & Logistics (COO), since 1 April 2011
- **Barbara Potisk-Eibensteiner**, Management Board Member, Finance (CFO), since 1 January 2025

All members of the Management Board of Austrian Post have numerous years of experience in strategic and operational management. Their extensive expertise in matters related to strategy and change management is vital for the continued development of Austrian Post in a dynamic market. Their expertise covers core areas that are material to business operations in Austria and the CEE/SEE markets. The collective strengths of the Management Board lie in sustainable business models, the integration of ESG criteria into company-wide decision-making processes, and driving digital innovation to increase efficiency and conserve resources. This combined expertise plays a key role in the effective management of sustainability aspects within the company.

**Walter Oblin** oversees the development of business models at Austrian Post on the basis of his extensive experience in strategic management, financial management, compliance, regulation and corporate governance.

**Peter Umundum** is an expert in logistics and e-commerce with many years of operational experience in the parcel business. He is responsible for driving internationalisation, sustainable logistics solutions, digitalisation and greater efficiency in the delivery process.

**Barbara Potisk-Eibensteiner** has in-depth expertise in finance and accounting, procurement, digitalisation, and IT. She strengthens the internal processes and ensures that sustainability is integrated into the financial strategy and reporting.

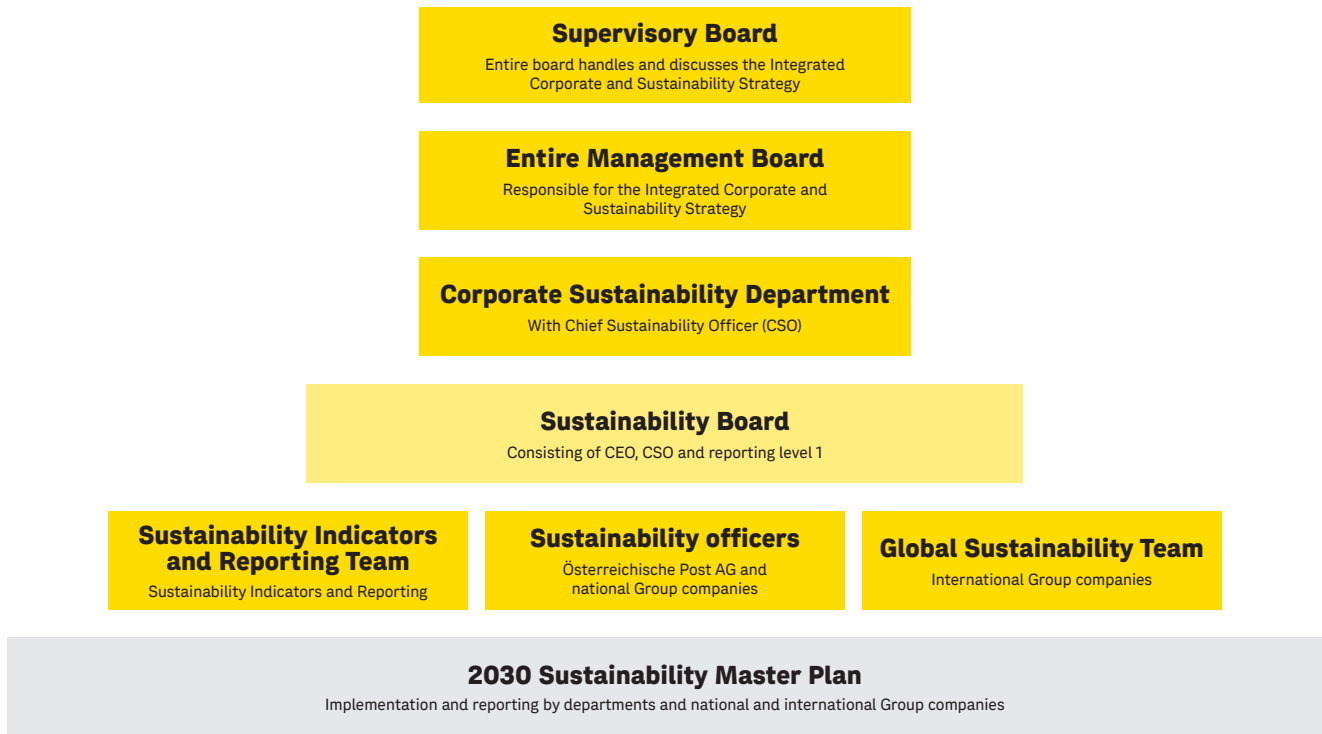
Women make up 33.3% of the Management Board. All members of the Management Board are of Austrian descent and between 56 and 61 years old.

### The Supervisory Board

The Supervisory Board consists of twelve members – eight shareholder representatives elected by the Annual General Meeting and four employee representatives elected by the Central Works Council.

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## Corporate Sustainability Governance Structure of Austrian Post



The shareholder representatives are as follows:

- **Elisabeth Stadler**, Chair of the Supervisory Board: Elisabeth Stadler has many years of experience in the international insurance industry. She brings extensive expertise in strategic management, risk management and transformation processes to her role.
- **Stefan Fürnsinn**, Deputy Chair of the Supervisory Board: Stefan Fürnsinn contributes long-standing experience in strategic management and proven expertise in digitalisation and transformation. As the Executive Director of ÖBAG, he is responsible for the further development of significant investments.
- **Huberta Gheneff**, Member of the Supervisory Board: Huberta Gheneff is a lawyer with many years of experience in commercial and corporate law. She brings a deep level of expertise in governance, risk and compliance management to her role.

- **Felicia Kölliker**, Member of the Supervisory Board: Felicia Kölliker acquired her extensive expertise in corporate management, risk management and regulatory management in various senior positions at PostFinance. This included serving as Chief Risk Officer and member of the Management Board.
- **Eric Malitzke**, Member of the Supervisory Board: Eric Malitzke has many years of experience in the international parcel and logistics sector. He has a solid background in digitalisation, e-commerce logistics and strategic transformation from his time in management positions at global logistics companies.
- **Bernhard Spalt**, Member of the Supervisory Board: Bernhard Spalt is the Chief Risk Officer of Commerzbank. As an experienced financial expert with international management experience, he is well-positioned to drive Austrian Post's development from a strategic perspective due to his extensive governance and risk management expertise.

— **Christiane Wenckheim**, Member of the Supervisory Board: Christiane Wenckheim has many years of experience in business and extensive expertise in leadership, personnel management, organisational development and governance.

— **Maria Zesch**, Member of the Supervisory Board: Maria Zesch is an experienced manager and an expert in digital transformation, with a focus on innovation and sustainable growth.

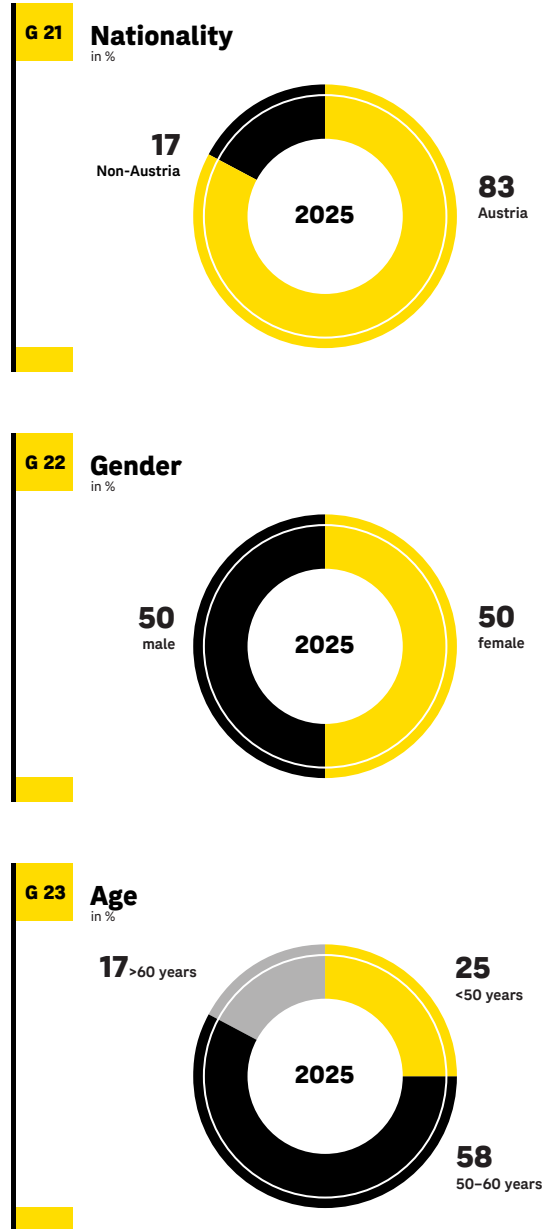
Peter Kruse left the Supervisory Board on 9 April 2025. All eight shareholder representatives (100%) have confirmed their independence in writing in accordance with the Austrian Corporate Governance Code. Furthermore, 87.5% meet C-Rule 54 (no representation of a shareholder with a stake of more than 10%).

The four employee representatives represent the interests of the employees in decision-making processes and thus promote social sustainability. The employee representatives are:

- **Richard Köhler**, Member of the Supervisory Board
- **Andreas Rindler**, Member of the Supervisory Board
- **Andreas Schieder**, Member of the Supervisory Board
- **Veronika Schmidt**, Member of the Supervisory Board

Ulrike Ernstbrunner left the Supervisory Board on 18 September 2025.

The twelve members of the Supervisory Board represent the following diversity characteristics:



As a whole, the Supervisory Board possesses broad expertise in areas central to Austrian Post, such as logistics, strategic planning, corporate finance and controlling. It covers all of the specialist fields of relevance to the company (see the skills matrix for shareholder representatives on the Supervisory Board).

Information about Austrian Post which goes beyond the scope of these disclosure requirements is available in the 2025 Corporate Governance Report on the company's website.

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## Skills Matrix for Shareholder Representatives on the Supervisory Board

Internationality	International experience	●
	Logistics	●
	E-commerce	●
Industry expertise	Financial services/banking	●
	Governance	●
	Strategy	●
	M&A	●
	Finance/accounting/audit	●
	Risk management	●
	Legal/regulatory/governance	●
	Human resources/organisation/culture	●
	Technology/IT & digitalisation	●
	Innovation/new business development	●
	ESG/sustainability	●
	Investors/capital market	●
	Operations/production	●
	Expertise	Marketing/sales

● Broad expertise   ● 1-2 experts   ○ No/little expertise

### Tasks and responsibilities

The Management Board is responsible for the strategic orientation and operational management of the company. The monitoring of impact materiality, risks and opportunities is an integral part of strategic planning. The sustainability strategy of Austrian Post is embedded in the corporate strategy as a key element, and is thus within the responsibilities of all Management Board members. The strategic measures and projects are systematically evaluated in terms of their contribution to sustainability. The Management Board ensures that relevant impacts, risks and opportunities are identified, evaluated and managed. More information on controls and procedures for impact, risk and opportunity management can be found in IRO-1 and the Group management report under Opportunities and Risks.

Austrian Post uses dedicated procedures to monitor sustainability risks. These procedures are closely linked with internal functions such as Compliance, Risk Management and Corporate Sustainability. The risk management team ensures that ESG opportunities and risks flow into company-wide assessments. The operational level is involved in all relevant decisions regarding investments, process design and product development to ensure that sustainability aspects are taken into account. The results of the materiality assessment are incorporated directly into the strategic planning processes of the departments.

The by-laws govern the roles and responsibilities of the Management Board. The Management Board is responsible for the Group's entire impact, opportunity and risk portfolio. In addition, each member of the Management Board is responsible for select focus areas.

**Walter Oblin**, Chief Executive Officer (CEO), oversees the leadership team and is responsible for the strategic orientation of the company as well as monitoring the primary risks and opportunities. He fosters a culture of risk awareness and innovative spirit.

**Peter Umundum**, Chief Operating Officer (COO), manages the parcel business in Austria, CEE/SEE and Türkiye, and is responsible for central operational activities in logistics and production. He monitors operational impacts, risks and opportunities, and ensures that strategies and measures are implemented effectively.

**Barbara Potisk-Eibensteiner**, Chief Financial Officer (CFO), monitors financial risks and opportunities, including market trends and investment decisions. She is responsible for financial reports that contain important information about risks and opportunities.

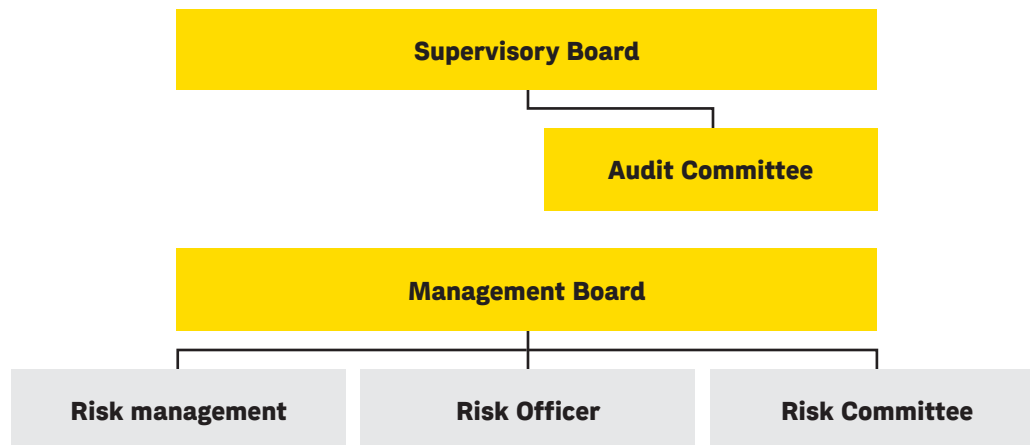
**The Supervisory Board** is the highest governance body. It monitors corporate governance and adherence to strategic goals. The roles and responsibilities of the Supervisory Board and its committees are defined in the Supervisory Board by-laws.

Because sustainability is a core element of the corporate strategy, the entire Supervisory Board is responsible for ESG topics. It monitors and steers how the strategic framework for Group-wide sustainability measures is managed and oversees sustainability reporting, including the consolidated non-financial statement. The Management Board sets strategic sustainability targets as part of its annual strategic process. It identifies and prioritises material impacts, risks and opportunities, and implements corresponding action plans.

The Audit Committee supports the Supervisory Board in monitoring the impact, risks and opportunities in the areas of environment, social and governance. It monitors the entire sustainability reporting process and the double materiality assessment.

The Remuneration Committee ensures that variable compensation includes ESG criteria, while the Nomination Committee ensures that there is diversity and a suitable level of expertise at both the Management Board and Supervisory Board levels. The chart below shows the governance structure of the risk management.

## G 24 Governance Structure of Risk Management



The Supervisory Board and Audit Committee monitor the risk management system, which provides the structure, as well as the development and management of material risks.

Every individual at Austrian Post influences the risk profile of the Group through their decisions and actions, and are encouraged to live by the core principles and values of the company.

The Management Board oversees the opportunity and risk profile of the Group – including risks that span multiple business areas – with the support of the Risk Committee.

Heads of departments are responsible for the risks within their specific business areas. This responsibility cannot be delegated.

The risk management team develops and operates an effective enterprise risk management system. This includes the implementation, maintenance, monitoring and continuous improvement of the system.

It coordinates the entire risk management process – comprising identification, assessment, management and monitoring – and helps departments and project managers to

prepare the information the administrative, management and supervisory bodies need for decision-making purposes.

### Skills and expertise

Austrian Post ensures that the Management Board and the Supervisory Board possess the skills and specialist knowledge required to handle the sustainability matters identified as material by the company.

The Management Board and Supervisory Board balance environmental, social and economic sustainability and possess sound knowledge of ESG topics. Regular training and sessions with external experts are provided to build on this knowledge. The areas of competence include:

- Climate change mitigation and resource efficiency (emission reduction, energy efficiency, circular economy)
- Social sustainability (fair working conditions, diversity, inclusion)
- Governance and regulation (EU directives, legal frameworks, risk management)

This expertise is actively applied to strategic decisions to promote sustainable corporate development. Additionally, Austrian Post regularly invites external specialists to explain the latest ESG trends and regulatory developments. Internal and external ESG training is a fixed part of the skills development framework. The existing skills and expertise of the workforce are closely related to the material impacts, risks and opportunities of Austrian Post's operations. The areas of expertise reflect the topics that are particularly relevant for Austrian Post – such as climate risks and emissions in logistics operations, social risks in a personnel-intensive environment and regulatory challenges in the area of ESG. This enables the Management Board and Supervisory Board to systematically assess the material sustainability risks and opportunities and take them into account appropriately in strategic decisions.

Designated ESG experts work within the Corporate Sustainability department and in relevant specialist areas. They share their knowledge on an ongoing basis during projects and individual discussions and submit reports about current trends and key developments to the Management Board on a regular basis. Beyond this, the Management Board and select senior executives are in contact with other companies in Austria as well as abroad to develop best practices together and learn from one another.

The Members of the Supervisory Board have a broad base of sustainability expertise thanks to their professional experience – covering everything from climate change,

resource conservation and reducing emissions to fair working conditions and diversity. They are familiar with current legal frameworks and EU regulations and possess risk management expertise. The investment management team of the core shareholder, Österreichische Beteiligungs AG (ÖBAG), provides targeted support in the form of training, informational materials and the exchange of best practices to ensure the Supervisory Board remains up to date on ESG topics.

In 2025, the advanced training programme for the Supervisory Board included an external presentation on EU initiatives and regulations under the European Green Deal and their impact on sustainable corporate governance. An ESG event provided the Supervisory Board with guidance on sustainable corporate development and transformation. The Supervisory Board and its committees met to discuss HR topics and cybersecurity to deepen the understanding of social sustainability and to increase security awareness. The focus was on raising awareness of cyber risks and discussing appropriate measures to mitigate risks and strengthen corporate security. The Supervisory Board was also provided with extensive information about the CSRD and how it affects sustainability reporting.

### The role of administrative and supervisory bodies related to corporate governance

Austrian Post is committed to good corporate governance and ensuring that compliance is practised across the entire Group. This includes measures related to preventing corruption, ensuring compliance with antitrust legislation and responsibility in the supply chain based on legal requirements, internal guidelines and ethical principles.

The Management Board and Supervisory Board play a key role in sustainable management.

The Supervisory Board and Audit Committee monitor the compliance management system that provides the framework as well as the development of the corporate culture and business conduct.

The Management Board bears the responsibility for the corporate culture, business conduct as well as the strategic and operational management of the company. Group Compliance reports to the Management Board, Audit Committee and the full Supervisory Board on a regular basis to support monitoring and management activities.

As standard, reports are provided to the Management Board and the Audit Committee at least once every six months along with an annual report for the Supervisory Board. Ad-hoc reports are submitted as required.

## Disclosure Requirement GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

### Reporting

The Management Board receives a quarterly ESG report that includes KPIs related to GHG emissions, fuel consumption, kilometres driven, energy consumption, the performance of photovoltaic systems, and select human resources indicators (proportion of women, employee turnover, accident frequency).

The sustainability management team prepares these reports based on the data provided by the Sustainability Indicators and Reporting (Controlling) team and adds information from sustainability management, HR, health, diversity, risk, property and fleet management. These reports provide the Management Board with a comprehensive overview of progress and challenges in ESG-related areas. They provide valuable information for decision-making processes, ensure that risks are detected early and help the company to seize opportunities. They also strengthen transparency and accountability towards internal and external stakeholders.

The Management Board provides the Supervisory Board with regular, timely and comprehensive information related to the company's performance, the risk situation, risk management and material ESG matters.

As standard, reports are provided to the Management Board and the Audit Committee at least once every six months along with at least one report for the full Supervisory Board per year.

The Management Board and Supervisory Board are provided with relevant information on impacts, risks and opportunities for decisions that require approval. The relevant business areas and project managers prepare this information in collaboration with Group Risk Management.

Unexpected risks are reported directly (ad hoc) to the Management Board and, if needed, to the Audit Committee and/or Supervisory Board.

The governance structures at Austrian Post ensure that appropriate mechanisms exist for monitoring performance. This includes an Enterprise Risk Management system, the design and implementation of which is audited annually based on the Austrian Corporate Governance Code. The internal control system (ICS) contains specific controls to ensure the quality of sustainability reporting. Both financial and non-financial information is validated using an audited internal control system.

The Audit Committee monitors the design, adequacy and effectiveness of the risk management system on a regular basis.

The Management Board assesses environmental and social benefits alongside financial impacts and documents underlying assumptions to ensure the company makes transparent trade-offs between sustainability and economic efficiency.

### Goals and risk policy

The purpose of the risk policy of Austrian Post is to secure the continued existence of the company and ensure a sustainable increase in its value. This policy is a core component of the corporate and sustainability strategy.

Austrian Post enters into risk in situations where the opportunities and risks are balanced, all relevant legal requirements are met and the company's ethical principles are upheld. The goals of safeguarding the company's assets and sustainably increasing its value must not be jeopardised in the process.

The Austrian Post Group derives limits on the basis of this risk policy that make it possible to act within a defined risk appetite and ensure risk-bearing capacity.

### Material impacts, risks and opportunities

During the reporting year, the Management Board, Audit Committee and Supervisory Board dealt with the topics that had been identified as material sustainability-related impacts, risks and opportunities. These topics are categorised based on the materiality assessment. Further information is available in SBM-3.

## Disclosure Requirement GOV-3 – Integration of sustainability-related performance in incentive schemes

Austrian Post links its incentive systems to financial targets as well as environmental and social sustainability aspects, and aligns these incentive systems with the integrated corporate and sustainability strategy. Sustainability-related targets have been included in the long-term variable remuneration component since the introduction of the 2024 Remuneration Policy.

The Supervisory Board does not receive performance-based remuneration. This chapter thus only applies to the remuneration of the Management Board.

### Management Board remuneration system

The remuneration of the Management Board is made up of fixed components (basic salary, benefits in kind, insurance, pension contributions) and variable components.

Variable remuneration includes a short-term incentive (STI) with a performance period of one year and a

long-term incentive (LTI) with a performance period of three years and a four-year holding period for personal investments.

The starting basis for the STI is the contractually defined individual bonus upon 100% goal achievement (target value). This value is multiplied with the achievement level of the financial goals (in a range from 0% to 150%) and a modifier (in a range of 0.8–1.2). The amount paid out is limited to 150% of the target value.

The LTI programme is share-based and is calculated using performance share units (PSU) and a target for each Management Board member. The final number of PSUs depends on the initial number and the level of target achievement (0% to 200%). Payments are capped at 200% of the target value and depend on the reference share price at the end of the three-year performance period (including dividends paid).

Fixed remuneration can account for approximately 30% to 45% of total compensation. Variable components represent around 55% to 70%, with 30% to 45% being measured over the short term (STI) and 55% to 70% over the long term (LTI).

The combination of short-term and long-term assessment periods creates incentives to ensure that short and long-term interests are considered in a balanced manner. This strengthens the focus on developing the company sustainably over the long term, while the STI specifically ensures that operational annual targets retain sufficient weight.

#### Link between remuneration and ESG performance

The targets agreed with the Management Board members for the variable remuneration components are in accordance with the Group and sustainability strategy, sustainable corporate development and the interests of the stakeholders. The performance criteria therefore comprise financial and non-financial matters.

Mandatory sustainability targets have been included in the STI and LTI since 2024. These are based on the Austrian Post ESG criteria catalogue from the 2030 sustainability master plan, which comprises the three strategic areas Economy & Customers, Environment & Climate and People & Social. The illustration below shows the current Austrian Post ESG criteria catalogue, which has been updated to reflect changes in strategic priorities.

## T 14 Austrian Post ESG Criteria Catalogue

Economy & Customers	Environment & Climate	People & Social
Customer satisfaction	Climate change – CO <sub>2</sub> emissions and adaptation measures	Corporate culture
Service quality	Use of resources	Occupational safety
Reliability of supply	Energy efficiency	Health & safety
Sustainable procurement/supply chain	Electric vehicles	Data privacy and security
Human rights	Non-fossil fuels	Employee satisfaction
Reporting and ESG ratings	Renewable energies (PV systems, wind power)	Diversity and inclusion
Governance and compliance	Recycling and environmental management	Employer attractiveness (recommendation)
Value enhancement and innovation of the company	Circular economy	Social commitment

#### Short-Term Incentive (STI)

A modifier ensures that sustainability targets are incorporated into the STI. In addition to select financial and strategic priorities, this modifier primarily covers ESG targets (>50%). The modifier links the STI directly with the integrated corporate and sustainability strategy and the three dimensions of sustainability Economy & Customers, Environment & Climate and People & Social. These dimensions are drawn from the

Austrian Post ESG criteria catalogue and prioritised annually by the Remuneration Committee.

The 2025 STI combines financial and non-financial targets. The financial goals are revenue (weighted at 40%) and EBIT (weighted at 60%). The 2025 modifier can adjust the target achievement level by +/- 20% and is mainly based on ESG targets in the following areas:

- Strategic priorities: Earnings development at the Group companies bank99 AG and Aras Kargo
- Customers/quality: Quality of post and parcel delivery and customer satisfaction
- Environment & Climate: Advancement of e-mobility in the Group fleet
- Governance & Compliance: Supply chain/freight company management and cybersecurity

### Long-term incentive (LTI)

In addition to two or three financial goals, the 2024 Remuneration Policy stipulates that the LTI should include an ESG goal made up of up to three topics from the Austrian Post ESG criteria catalogue, which are determined annually by the Remuneration Committee. This ESG goal is weighted at 20% to 33%. In the current programme (LTI 2025–2027), earnings per share, operating free cash flow and one ESG goal each account for one-third of the target weighting. The ESG goal encompasses the following topics:

- Climate change – Reducing CO<sub>2</sub>e emissions
- Supply reliability – Expanding self-service solutions
- Diversity – Increasing the representation of women

The 2024 Remuneration Policy uses a combination of financial and ESG goals so that both contribute to long-term value creation.

Upon achievement of the defined targets, sustainability-related goals constitute around one-quarter (25%) of variable remuneration, while climate-related targets make up a smaller share of 8%. For the total remuneration, 15% stems from sustainability-related goals and 5% from climate-related goals.

### Responsibility for defining incentive schemes

The Supervisory Board is responsible for the remuneration policy of the Management Board members. It ensures that incentive systems are aligned with the corporate goals, fosters the desired conduct, and transforms long-term strategic ESG goals in areas such as CO<sub>2</sub> emissions, diversity and responsibility in the supply chain into specific, measurable operational targets.

The Remuneration Committee supports the Supervisory Board in this task by designing and monitoring variable remuneration programmes, defining key figures, criteria and targets, and ensuring that target agreements for all board members are aligned. The programmes are newly defined each year. The incentive schemes are regularly monitored, evaluated and adjusted to ensure that the corporate governance actively contributes to the achievement of the strategic sustainability objectives and reports transparently on progress.

Target achievement levels are reviewed annually after the Group net profit of Austrian Post is determined. The company submits the required documentation to the auditor, who certifies the achievement level of targets in connection with the annual and consolidated financial statements, as well as Austrian Post's non-financial reporting. The Remuneration Committee then formally determines the target achievement levels and the amounts to be paid out.

For further details about the remuneration systems, please refer to the 2025 Remuneration Report and the 2024 Remuneration Policy on Austrian Post's website.

### Disclosure Requirement GOV-4 – Statement on due diligence

The table entitled "List of information provided on the due diligence process" shows how Austrian Post applies the core elements of due diligence towards people and the environment, and where this information is presented in this report.

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## List of Information Provided on the Due Diligence Process

Core elements of due diligence	Location in the consolidated non-financial statement
a) Embedding due diligence in governance, strategy and business model	<b>GOV-1</b> The role of the administrative, management and supervisory bodies
	<b>GOV-2</b> Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies
	<b>GOV-3</b> Integration of sustainability-related performance in incentive schemes
	<b>SBM-3</b> Material impacts, risks and opportunities and their interaction with strategy and business model
	<b>G1-1</b> Corporate culture and business conduct policies

Core elements of due diligence	Location in the consolidated non-financial statement		
	<b>SBM-2</b>	Interests and views of stakeholders	
	<b>IRO-1</b>	Description of the processes to identify and assess material impacts, risks and opportunities	
	<b>S1-2</b>	Processes for engaging with own workforce and workers' representatives about impacts	
	<b>S1-3</b>	Processes to remediate negative impacts and channels for own workers to raise concerns	
	<b>S2-2</b>	Processes for engaging with value chain workers about impacts	
	<b>S2-3</b>	Processes to remediate negative impacts and channels for value chain workers to raise concerns	
	<b>S4-2</b>	Processes for engaging with consumers and end-users about impacts	
	<b>S4-3</b>	Processes to remediate negative impacts and channels	
	b) Engaging with affected stakeholders in all key steps of the due diligence	<b>G1-1</b>	Corporate culture and business conduct policies
		<b>G1-2</b>	Management of relationships with suppliers
c) Identifying and assessing adverse impacts	<b>IRO-1</b>	Description of the processes to identify and assess material impacts, risks and opportunities	
	<b>SBM-3</b>	Material impacts, risks and opportunities and their interaction with strategy and business model	
	<b>S1-3</b>	Processes to remediate negative impacts and channels for own workers to raise concerns	
	<b>S2-3</b>	Processes to remediate negative impacts and channels for value chain workers to raise concerns	
	<b>S4-3</b>	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	
	<b>E1-1</b>	Transition plan for climate change mitigation	
	<b>E1-2</b>	Policies related to climate change mitigation and adaptation	
	<b>E1-3</b>	Actions and resources in relation to climate change policies	
	<b>E2-1</b>	Policies related to pollution	
	<b>E2-2</b>	Actions and resources related to pollution	
d) Taking actions to address those adverse impacts	<b>E2</b>	Additional entity-specific disclosures	
	<b>E5-1</b>	Policies related to resource use and circular economy	
	<b>E5-2</b>	Actions and resources related to resource use and circular economy	
	<b>S1-1</b>	Policies related to own workforce	
	<b>S1-4</b>	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	
	<b>S2-1</b>	Policies related to value chain workers	
	<b>S2-4</b>	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	
	<b>S4-4</b>	Taking action on material impacts, and approaches to mitigating material risks and pursuing material opportunities related to consumers and end-users and effectiveness of those actions and approaches	
	<b>G1-3</b>	Prevention and detection of corruption and bribery	
	e) Tracking the effectiveness of these efforts and communicating	<b>E1-4</b>	Targets related to climate change mitigation and adaptation
<b>E2-3</b>		Targets related to pollution	
<b>E5-3</b>		Targets related to resource use and circular economy	
<b>S1-3</b>		Processes to remediate negative impacts and channels for own workers to raise concerns	
<b>S1-5</b>		Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	
<b>S2-5</b>		Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	
<b>S4-3</b>		Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	

## Disclosure Requirement GOV-5 – Risk management and internal controls over sustainability reporting

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 at Austrian Post, maps the internal control activities relating to major risks and creates transparency so as to support the company's Management Board, Audit Committee and Supervisory Board in their leadership and monitoring functions.

The existing interface between the internal control system and the compliance and risk management system ensures a coordinated approach between these areas. Additional discussions with experts held regularly (bottom-up and top-down) with the departments contribute to the assessment of risks and prioritisation. The focus of the internal control system and the prioritisation of topics are based on regulatory requirements, risk potential, materiality for the Austrian Post Group and susceptibility to error. The main operational processes taken into account include accounting, financial and non-financial reporting, and the upstream business processes involved.

The ICS methodology for sustainability reporting corresponds to that of the accounting process. During the creation of the ICS, in collaboration with the specialist departments, relevant operational risks are evaluated, documented and minimised through suitable ICS controls. The particular business unit is responsible for carrying out controls. 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 creation of the consolidated non-financial statement requires carrying out a materiality assessment as well as collecting and calculating sustainability indicators.

Data is collected from across the Group for non-financial reporting using the Group reporting data portal. In-depth data evaluation methods are provided to ensure that the data can be integrated into the reporting process to the fullest extent possible. Database interfaces have been implemented to make the data collection process more efficient. To ensure the correctness of these procedures and increase the quality of the data, all process steps involving risk were identified and evaluated, an internal control system to collect environmental KPIs was implemented and control mechanisms were integrated. The ICS documents all of the processes used for the collection, submission, validation and plausibility testing of data in the form of operating procedures and process descriptions. Validation and plausibility checks are performed based on data evaluations.

Data completeness, data integrity and the timely availability of information from the value chain were identified as the most significant risks in the non-financial reporting process. The most important controls for mitigating these risks include plausibility checks and technical system settings, which have been incorporated into internal processes. Qualitative risks relate to the materiality assessment process and possible regulatory changes. The ICS ensures that the business areas, value chains, standards and working groups are monitored and updated. The corresponding risk and control measures for the relevant processes are monitored annually and updated as needed. Processes are also improved on a constant basis.

The regular reporting to the Management Board (annual) and Audit Committee (twice annually) includes scoping potential ICS matters, the focal points for prioritisation, and the status of the internal control system of the non-financial reporting.

## STRATEGY

### Disclosure Requirement SBM-1 – Strategy, business model and value chain

Austrian Post is an international postal, logistics and service provider which is central to Austria's economy as a universal services provider. The company's extensive product and service portfolio allows it to meet the needs of its customers effectively and react quickly to a constantly changing environment. More than 95% of Austrian Post's services are attributable to traditional mail and parcel business. These encompass the transportation of traditional letter mail, direct mail, parcels and express mail items. Business process solutions, e-commerce and logistics solutions, digital services and bank<sup>99</sup> round out the service portfolio. Telecommunications services are due to be added in future. The company groups its operations into three divisions: Mail (EUR 1,155.2m, 37.8% of Group revenue, 97.0% in Austria), Parcel & Logistics (EUR 1,719.9m, 56.2% of Group revenue, of which 59.9% in Austria, 28.2% in Türkiye<sup>1</sup>, 11.9% in CEE/SEE) and Retail & Bank (EUR 183.8m, 6.0% of Group revenue, exclusively in Austria). Driven by online retail, Parcel & Logistics is the division that generates the highest revenue. The Mail Division provides communication and document services in addition to deliveries, while the Retail & Bank Division offers financial and retail services through the nationwide branch network.

The Austrian Post Group has around 30,000 employees and, in addition to Austria, operates in Germany, eight countries in Southeast and Eastern Europe, Türkiye and beyond. Group revenue came to EUR 3,163.0m (incl. other operating income) in the 2025 financial year, with the majority (76.2%) generated in Austria.

<sup>1</sup> Türkiye+ comprises Türkiye, Azerbaijan, Georgia and Uzbekistan

### Austrian Post value chain

More than 95%, and thus the core, of Austrian Post's value creation lies in the acceptance, transport, storage, sorting and delivery of letters, parcels and direct mail. As a service company, the value chain differs significantly from that of manufacturing companies, as the company is not involved in processing raw materials. Instead, it relies on an efficient logistics process and interactions between personnel, infrastructure and partners.

**1. Collection** Austrian Post collects mail items from private and business customers. Private customers have access to around 16,000 drop-off points (branches, partners, self-service stations, letterboxes) in Austria, and around 6,200 in Türkiye. Business customers, who account for 83% of shipment volumes, usually send their significant volumes directly to Austrian Post's logistics centres.

**2. Transport & Sorting** Austrian Post follows a uniform logistics process. The company sorts letters and parcels at logistics centres and gets them ready for delivery. There are 15 logistics centres and 231 postal bases in Austria for this purpose. In an ideal situation, items will reach the delivery base the next day. Items are transported using company fleet vehicles and external freight companies. The goal is efficient, rapid sorting and transport – in line with senders' desire for late drop-off times and recipients' desire for quick deliveries.

**3. Delivery** The "last mile" is handled by around 8,000 delivery staff (FTE) in Austria. These individuals are responsible for receiving mail and parcels at their bases and making sure that they are delivered. In addition, the services of freight companies are also utilised for delivery.

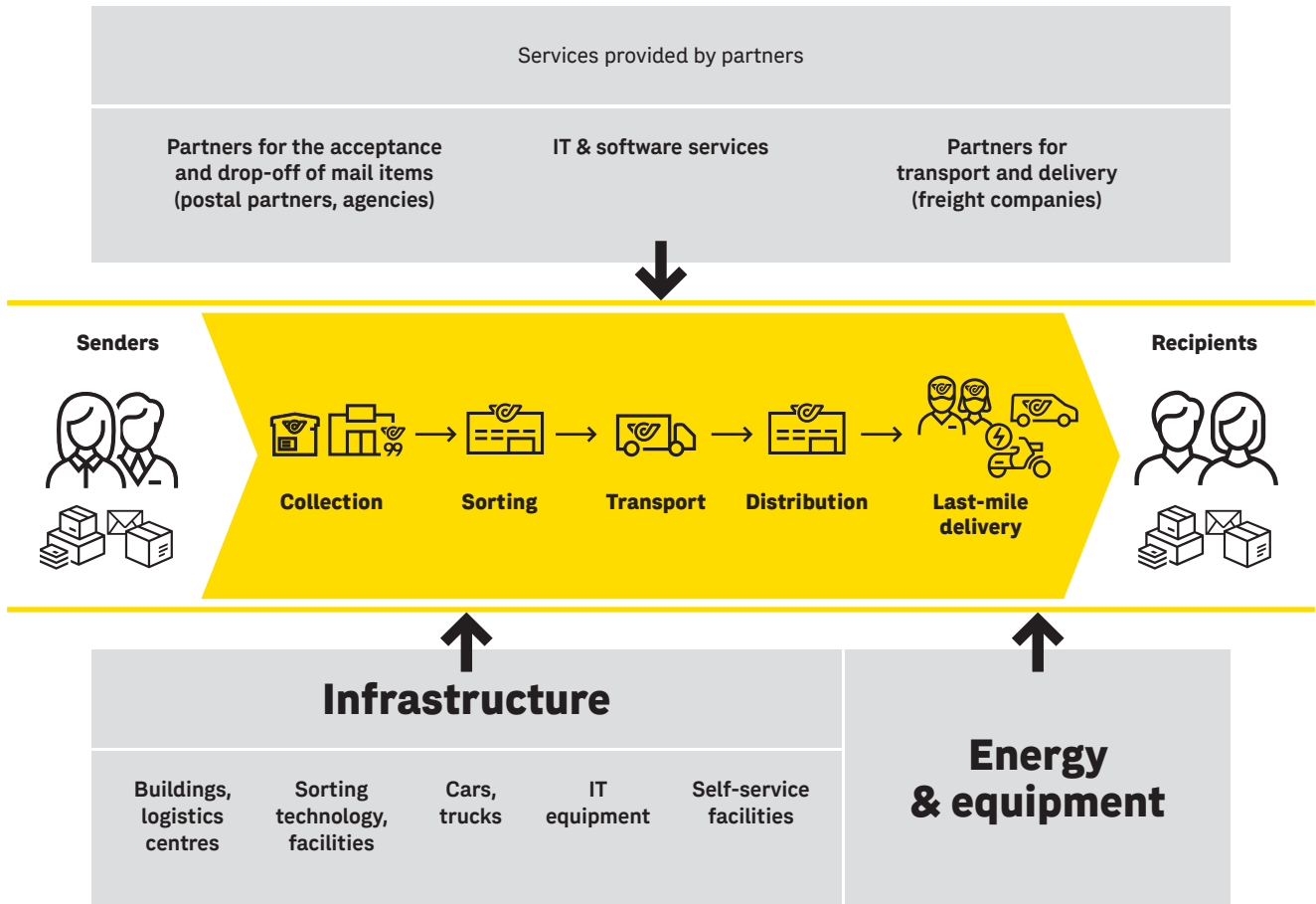
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## Employees by Region

2025	Austria	Türkiye <sup>1</sup>	Other	Total
Number of employees (headcount)	20,669	7,405	1,962	30,036

<sup>1</sup> Türkiye+ comprises Türkiye, Azerbaijan, Georgia and Uzbekistan

**G 25 The Value Chain of Austrian Post for 95% of its Revenue**



Austrian Post’s most valuable asset is its around 30,000-strong workforce, whose dedication allows the company to provide a high level of service, alongside an infrastructure of logistics centres, vehicles, self-service devices and IT systems. Energy, fuel and digital solutions are required for the company to operate. In addition, Austrian Post collaborates with national and international partners, including freight companies, postal partners and IT service providers.

Most of the revenue is generated by business customers. In the mail sector, the majority of the revenue comes from public sector organisations, banks, insurance companies, and traditional retail businesses using it for advertising purposes. Major online retailers account for the majority of parcel-related revenue. Austrian Post also serves a large number of recipients. All customers can benefit from Austrian Post’s comprehensive product and service portfolio and its communication and logistics infrastructure.

**Integrated corporate and sustainability strategy**

Austrian Post operates in a dynamic market environment shaped by digitalisation, growing e-commerce, societal change and ever-increasing expectations regarding sustainability. Challenges such as the electronic substitution of physical letters, macroeconomic uncertainty and shifts in the labour market are having an impact on the business model, as is the demand for digital solutions and convenience. Austrian Post published its new integrated corporate and sustainability strategy, LEAD 2030 in the first half of 2025 to address these challenging developments. By 2030, Austrian Post aims to become one of the leading logistics and service groups in Austria, Central and Eastern Europe, Türkiye and beyond – with over 150 million satisfied customers.

The strategy is based on three cornerstones:

- **POST & BEYOND** focuses on providing essential services for everyday life from a single source, impressing customers as a market leader with outstanding delivery quality and continuous development of the product landscape, and making use of the Austrian Post ecosystem to profitably scale bank99 and expand the telecommunications business.
- **INTERNATIONAL E-COMMERCE** focuses on expanding existing and new markets, further developing modern logistics infrastructure, offering a bundled range of services as a leading e-commerce partner, and accelerating self-service initiatives with automated parcel machines in Austria, Southeast and Eastern Europe, and Türkiye.
- **OPERATIONALLY EXCELLENT** focuses on efficient, modern networks and operations, the diversity and collaboration of a strong team, and comprehensive digitalisation, automation and use of future technologies.

Sustainability, diversity and customer orientation, and a strong corporate culture centred around purpose, joy and performance, are at the heart of this strategy, in line with the approach of an integrated corporate and sustainability strategy. This approach ensures that the products, services, markets and customer groups that are derived from the strategy, help contribute to the company's goals. Overarching targets have been defined for 2030 to ensure that the company continuously improves in economic, environmental and social areas. All of these measures are included in the 2030 sustainability master plan, which comprises twelve strategic focus areas across three strategic visions focusing on environmental, social and governance issues. These range from the efforts to decarbonise the logistics and infrastructure through to the focus on occupational health and safety, in addition to the measures taken to foster a strong corporate culture and improve adherence to ethical governance principles.

#### Disclosure Requirement SBM-2 – Interests and views of stakeholders

Austrian Post is an integral part of society due to the nature of its core business. As a result, Austrian Post has a wide range of stakeholders from different areas of society, each with their own expectations and demands.

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### Austrian Post's Strategy

Our Vision: Leading Logistics & Services Group reaching more than 150 million people in Austria, CEE/SEE, Türkiye & beyond



Austrian Post has systematically evaluated its stakeholder groups based on ONR 192500 and the ISO 26000 guideline to ensure that it addresses these diverse needs effectively. The analysis shows that the stakeholder groups vary in composition due to the company's business areas and their impact on the environment, society and the economy.

Various dialogue formats are used to engage with stakeholders. These include direct daily contact between customers and employees, structured surveys and bilateral discussions with business partners, alongside the collaboration with NGOs and advocacy groups. These formats are used to identify concerns at an early stage so that the company can respond to them appropriately.

The annual stakeholder roundtable has been a key tool and an integral part of stakeholder engagement activities since 2010. This event provides representatives from relevant groups – including customers, suppliers, employees, NGOs and investors – with the opportunity to voice their concerns directly. Austrian Post ensures that the participants

represent a balanced mix of different stakeholder groups and genders to foster diverse and constructive dialogue. The roundtable is used to share information, review whether the topics previously identified as material have changed and identify any new aspects that need to be considered.

The results of this dialogue are incorporated directly into the strategic orientation of Austrian Post. They serve as the basis for how targets and measures are developed and adapted, particularly within the framework of the 2030 sustainability master plan.

These insights are passed on to the Management Board and the Supervisory Board both directly and indirectly – for example, when the Management Board participates in the roundtable or when the results of customer surveys are presented.

The "Dialogue with stakeholders" table provides a structured overview of how stakeholders are integrated into the Austrian Post strategy and business model, the aims of stakeholder engagement, and the specific steps taken.

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## 2030 Sustainability Master Plan



### Strategic Vision

#### ENVIRONMENT

We strive to decarbonise our services on an ongoing, economically sustainable basis in order to offer ecological solutions and safeguard our company's long-term success.

#### SOCIAL

As a leading employer, we are committed to attracting and retaining top talent, and place great value on corporate culture, diversity and equal opportunities, health and safety, and fair working conditions.

#### GOVERNANCE

We aim to be our customers' preferred partner for connecting people, markets and companies. With responsible structures and processes, we create value for our customers and stakeholders in the short, medium and long term.

### Strategic focus areas

- 1 Decarbonisation of logistics
- 2 Decarbonisation of infrastructure
- 3 Resource-efficient processes
- 4 Circular economy

- 5 Corporate & work culture
- 6 Integrated diversity management
- 7 Occupational health & safety
- 8 Fair working conditions

- 9 Sustainable governance & compliance
- 10 Sustainable procurement
- 11 Digital responsibility
- 12 Customers & stakeholder value

T 17

## Sustainability Targets Under the 2030 Master Plan

Topic	Objective	Scope	ESRS reference
<b>Environment</b>			
	Reduce GHG emissions by 2030 <sup>1</sup> -45.3% Scope 1&2 -25.0% Scope 3	Austrian Post Group	E1
	Reduce GHG emissions by 2050 <sup>2</sup> -90.0% Scope 1-3	Austrian Post Group	E1
	Net zero logistics-related GHG emissions in Austria by 2040	Österreichische Post AG	E1
	100% electric vehicles for the last mile of delivery and 100% electric management fleet in Austria by 2030	Österreichische Post AG	E2
	Increase vehicle utilisation from 77% to 80% in transport logistics between 2020 and 2025	Österreichische Post AG	E2
	Österreichische Post AG's operations in Austria fully certified in accordance with ISO 14001 by 2027	Österreichische Post AG	E5
	Employee training on the efficient use of resources to be given at all locations in Austria by 2027	Österreichische Post AG	E5
<b>Social</b>			
	Sustainable reduction in employee turnover (total turnover) to up to 17% by 2030	Austrian Post Group	S1
	Reduce frequency of work-related accidents (per 1 million work hours) by 15% by 2030 (target = 23)	Austrian Post Group	S1
	No fatal work-related accidents in post and parcel delivery	Österreichische Post AG	S1
	Implementation of a management system in accordance with ISO 45001 and certification of all relevant Österreichische Post AG sites by 2030	Österreichische Post AG	S1
	40% of management positions held by women by 2030.	Austrian Post Group	S1
	Increase employee engagement from 76% to 82% by 2030	Österreichische Post AG	S1
<b>Governance</b>			
	Maintain ISO 37301 certification	Österreichische Post AG	S2
	Group-wide roll-out & ISO 37301 certification of the supply chain management system	Österreichische Post AG	S2
	Improve customer satisfaction (CSI) score to 73 by 2030	Österreichische Post AG	S4
	Expand the network of self-service stations to over 200,000 lockers by 2027	Österreichische Post AG	S4

<sup>1</sup> Austrian Post is committed to reducing absolute Scope 1 and Scope 2 GHG emissions by 45.3% by 2030 compared to the 2021 base year. Austrian Post is also committed to reducing absolute Scope 3 GHG emissions from capital goods, fuel- and energy-related activities, upstream transportation and distribution and business travel by 25.0% within the same timeframe.

<sup>2</sup> Austrian Post is committed to reducing absolute Scope 1 and Scope 2 GHG emissions by 90.0% by 2050 compared to the 2021 base year. Austrian Post is also committed to reducing Scope 3 GHG emissions from purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution and business travel by 90% within the same timeframe.

## T 18 Dialogue with stakeholders

Material stakeholder groups	Scope for dialogue	Goal of dialogue	Example results of dialogue
Customers	Direct daily customer contact upon delivery and in branches		
	Customer service for private customers Customer service for business customers Customer survey Stakeholder roundtable	Recognition and consideration of customer needs	Product and service improvements Product and service developments
Employees	Employee survey Compliance hotline Whistleblowing system Ombudsperson for employees Stakeholder roundtable	Recognition and consideration of employee needs Creation and maintenance of a respectful corporate and leadership culture	Development of the corporate culture Employee satisfaction
	Annual General Meeting Quarterly and annual reports Email address for questions about Austrian Post shares (ir@post.at) Stakeholder roundtable	Upholding owner rights	Development of the stakeholder-oriented reporting and information policy
NGOs	Email address for issues relating to sustainability (csr@post.at) Stakeholder roundtable Industry events	Respect for the interests of occasionally silent stakeholders (esp. nature) and society	Integrated corporate and sustainability strategy
	Industry events (e.g. Association of Cities) Stakeholder roundtable	Consideration of communal interests in connection with postal services	Expansive network of locations with Austrian Post branches and postal partners
Public authorities	Rulings Bilateral dialogue	Ensuring activity within the law and legal certainty	Minimising risks through compliance
Associations	Industry-specific dialogue formats Industry events	Establishing industry standards in vastly different areas	Integrated corporate and sustainability strategy
Social partners	Industry events Bilateral dialogue formats	Recognition and consideration of specific interests (e.g. employees, contractors)	Development of the corporate culture Product and service developments
	Friends & family	Direct daily contact	Development of the corporate culture Product and service developments
Competition	Industry conferences	Establishing industry standards in vastly different areas	Product and service improvements and developments
Government	Laws Direct dialogue	Ensuring activity within the law	Minimising risks through compliance
	Media	Press conferences Press spokesperson (presse@post.at)	Stakeholder-oriented communication
Suppliers	Whistleblowing system Vendor integrity check Direct operational contact Stakeholder roundtable	Recognising and considering various interests along the value chain Development of suppliers in terms of environmental, social and governance standards	Code of Conduct for Contractors
	Transport providers	Whistleblowing system Vendor integrity check Direct operational contact Stakeholder roundtable	Recognising and considering various interests along the value chain Development of suppliers in terms of environmental, social and governance standards

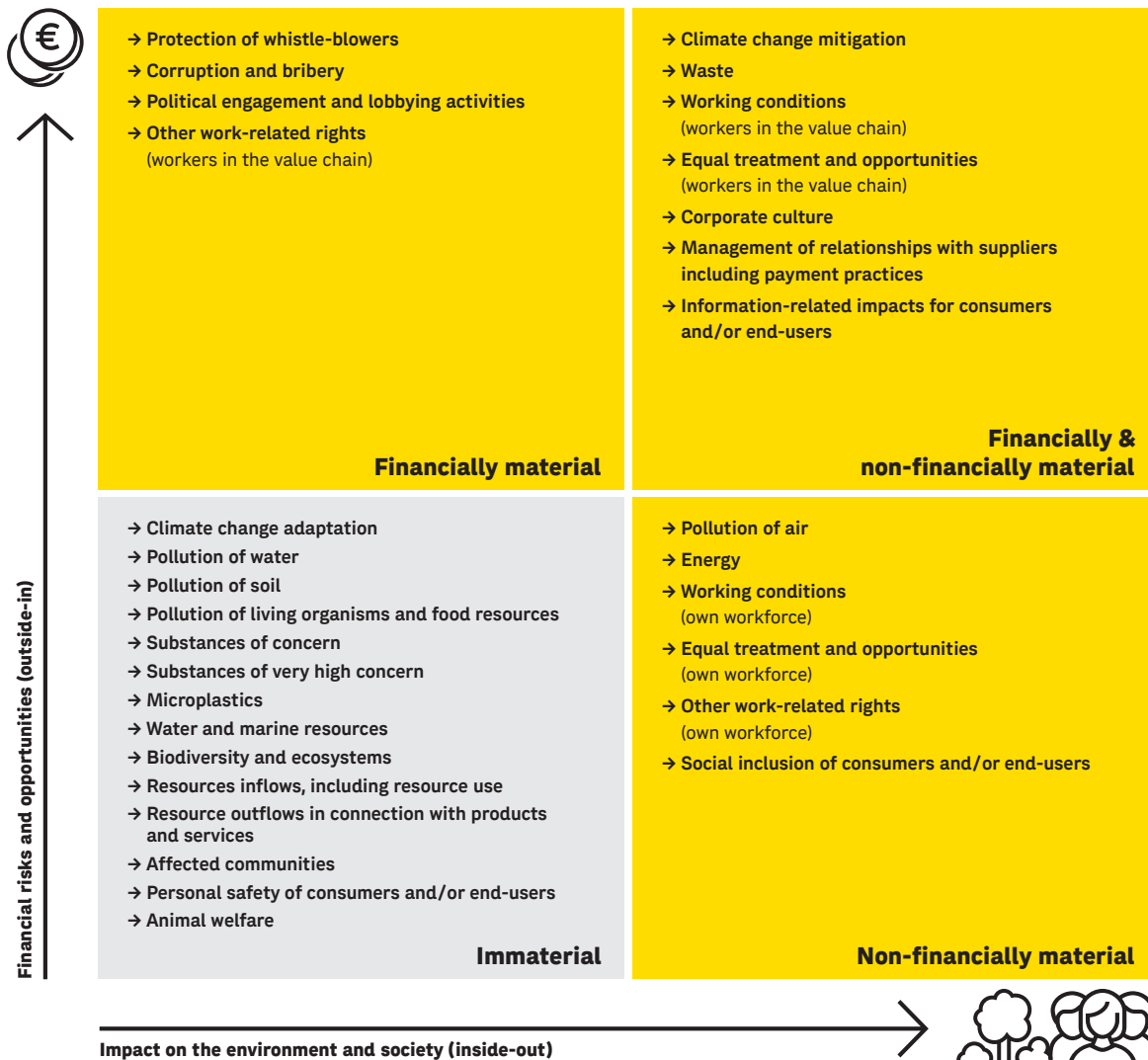
Material stakeholder groups	Scope for dialogue	Goal of dialogue	Example results of dialogue
ESG rating agencies	Email address for issues relating to sustainability (csr@post.at)	Stakeholder-oriented communication	Development of the environmental policy
	Proactive participation in ESG ratings		Development of the human rights policy
Sustainability community	Email address for issues relating to sustainability (csr@post.at)	Respect for the interests of occasionally silent stakeholders (esp. nature) and society in the area of sustainability	Integrated corporate and sustainability strategy
	Stakeholder roundtable		
	Industry events		

**Disclosure Requirement SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model**

In accordance with the double materiality matrix, the following tables show how the sustainability-related impacts, risks

and opportunities are identified and classified as material in accordance with the stipulations of the materiality assessment. The classification is aligned with the sustainability aspects and the sub-topics of ESRS 1 AR 16.

**G 28 Materiality Matrix – Material Sub-topics**



Current and expected influences of the main impacts, risks and opportunities were taken into account as part of the LEAD 2030 strategy process. With its new strategy, Austrian Post has set a clear course that lays out the path for the coming years. Three strategic priorities have been defined for LEAD 2030, with sustainability, customer orientation and a strong corporate culture at the heart of all activities. Information on the resilience of the company's strategy and business model can be found in the Group management report

under Opportunities and Risks and in E1-SBM-3. Impacts arising from the strategy and the business model are dealt with under IRO-1. Further information on how Austrian Post reacts to the impacts, risks and opportunities – including measures taken and their effectiveness – can be found in the sections “Environment”, “Social” and “Governance”. Changes in the material impacts, risks and opportunities compared to the previous reporting period can be found under IRO-1.

## T 19 Material Impacts, Risks and Opportunities – Environment

Sub-topic	IRO	Description	Classification	Value chain	Time horizon
<b>E1 – Climate change</b>					
	Emissions of greenhouse gases in the provision of a service	The transport of post with the company's own vehicles or freight companies, as well as in logistics and office buildings, results in GHG emissions that could have a negative impact on the environment and society. Emissions also occur further along the value chain (Scope 3).	Actual negative impact	Own operations, upstream value chain	Short-term, medium-term, long-term
	GHG emissions from the financial products offered by bank99 to private customers (e.g. real estate loans)	At bank99, GHG emissions occur from the financial products the company offers. These are financed emissions from mortgage loans for private individuals as well as the investment of deposits in current accounts in the form of government and corporate bonds.	Actual negative impact	Downstream value chain	Short-term, medium-term, long-term
Climate change mitigation	Parcel volume developments due to sustainability concerns	The sustainability efforts of Austrian Post, for example in the area of climate change mitigation, could have a positive impact on parcel volumes and represent a potential opportunity.	Opportunity	Own operations	Long-term
Energy	Energy needed to provide a service	To provide its logistics services, Austrian Post needs fossil and non-fossil energy sources for the operation of vehicles as well as logistics and office buildings.	Actual negative impact	Own operations, upstream value chain	Short-term, medium-term, long-term
<b>E2 – Pollution</b>					
Pollution of air	Pollution of air from the emissions of NO <sub>x</sub> and particulate matter through the provision of transport services	The burning of fossil fuels in combustion engines releases various air pollutants, such as particulate matter and nitrogen oxides (NO <sub>x</sub> ). The impact affects the company's own vehicles as well as the external vehicle fleet (upstream value chain).	Actual negative impact	Own operations, upstream value chain	Short-term, medium-term, long-term
<b>E5 – Circular economy</b>					
	Production of non-hazardous waste by business customers (transport packaging or non-deliverable post/direct mail)	Material impacts related to resource use and the circular economy have been identified in connection with waste prevention in the upstream and downstream value chain. A material negative impact that currently exists is the production of non-hazardous waste by Austrian Post, caused by customers sending mail and parcels.	Actual negative impact	Upstream and downstream value chain	Short-term, medium-term, long-term
	Provision of reusable packaging for business customers to reduce packaging waste in the value chain	Austrian Post has created a positive impact for reducing packaging waste in the value chain through its reusable packaging scheme for business customers (Post Loop).	Actual positive impact	Downstream value chain	Long-term
Waste	Parcel volume developments due to sustainability concerns	The sustainability efforts of Austrian Post, for example in the area of waste prevention and promoting a circular economy, could also have a positive impact on parcel volumes and represent a potential opportunity.	Opportunity	Own operations	Long-term

## T 20 Material Impacts, Risks and Opportunities – Social

Sub-topic	IRO	Description	Classifi- cation	Value chain	Time horizon
<b>S1 – Own workforce<sup>1</sup></b>					
	Secure employment	Job security, especially also in terms of how to approach temporary employment contracts as well as temporary workers, has an impact on the satisfaction and motivation of affected employees. Secure employment leads to income security and therefore makes life planning possible.	Actual positive impact	Own operations	Short-term, medium-term, long-term
	Working time	The topic of working time has significant influence on the satisfaction and health of employees. Long working hours, shifts and night work can lead to health concerns and a reduction in quality of life. The challenging environment (heavy parcels/periods of intense heat) also calls for adjustments to working time. The quality of life of employees can be positively influenced by various flexible working time models, the possibility to work part-time, and mobile working options.	Potential positive and negative impact	Own operations	Short-term, medium-term, long-term
	Adequate wages	This material topic pertains to adequate pay for all employees, taking legal stipulations into consideration. Adequate wages lead to a secure income and to ensuring an adequate standard of living. This can lead to an increase in employee satisfaction and motivation.	Actual positive impact	Own operations	Short-term, medium-term, long-term
	Social dialogue & freedom of association	Social dialogue, freedom of association, and the existence and involvement of employee representatives are important factors in shaping working conditions. Taking into account the interests and perspectives of the workforce and the good working conditions and adequate wages that go hand in hand with this can lead to an increase in employee satisfaction and motivation.	Actual positive impact	Own operations	Short-term, medium-term, long-term
	Collective bargaining	Collective bargaining is a key component of social dialogue and leads to income security and increased satisfaction and motivation among employees through adequate wages that ensure an adequate standard of living.	Actual positive impact	Own operations	Short-term, medium-term, long-term
	Work-life balance	Reconciling work and private life and thus achieving a good work-life balance is a material topic in the design of a working environment. Flexible working hours, the ability to take holidays or personal leave, and further measures such as mobile working or the provision of childcare make work-life balance possible. This can have a positive impact on the health, motivation and satisfaction of employees. Long or inflexible working hours as well as night and shift work can reduce work-life balance.	Potential positive and negative impact	Own operations	Short-term, medium-term, long-term
Working conditions	Health and safety	The health and safety of employees are material topics in preventing accidents and work-related ill health. Poor occupational health and safety can have a negative impact on the health of employees. Employees in the operational areas of Austrian Post are exposed to greater health and safety-related stress than employees in administrative functions due to the physical demands. Activities such as lifting and carrying, outdoor work and using roads increase the risk of work-related stress and accidents. Employees in operational areas are therefore more affected by negative impacts.	Potential negative impact	Own operations	Short-term, medium-term, long-term

Sub-topic	IRO	Description	Classification	Value chain	Time horizon
Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value	Measures to promote equal opportunities regardless of gender as well as equal pay for work of equal value are essential for gender equality as well as preventing discrimination. These factors can have material impacts on the income security, satisfaction and motivation of employees.	Actual positive impact	Own operations	Short-term, medium-term, long-term
	Employment and inclusion of people with disabilities	With regard to equal treatment, it is of great importance that people with disabilities can take part in professional life on equal terms. Access to inclusive workplaces can lead to income security and an increase in the satisfaction and motivation of employees with disabilities through secure employment.	Potential positive impact	Own operations	Short-term, medium-term, long-term
	Measures against violence and harassment in the workplace	Measures against physical and psychological violence as well as harassment in the workplace are key requirements for ensuring safety in the workplace. Treating each other with respect and freedom from violence, harassment and discrimination contribute to the satisfaction and motivation of employees. Harassment in the workplace can impact both physical and psychological health and lead to job losses.	Actual and potential positive and negative impact	Own operations	Short-term, medium-term, long-term
	Diversity	Diversity makes equal, inclusive work possible and thus creates income security and increases satisfaction and motivation among employees by allowing them to develop their individual potential.	Actual positive impact	Own operations	Short-term, medium-term, long-term
	Training and skills development	The individual advancement of employees based on their specific abilities and potential through skills-based training and education as well as regularly held feedback and development reviews can lead to an increase in employee satisfaction and motivation through opportunities for promotion and advancement. However, additional workload due to further training can also lead to stress and reduce work-life balance.	Actual positive and negative impacts	Own operations	Short-term, medium-term, long-term
	Child labour	Upholding human rights in accordance with all fundamental principles and guidelines is the foundation for safe and good working conditions. Child labour would represent a violation of human rights.	Potential negative impact	Own operations	Short-term, medium-term, long-term
	Forced labour	Upholding human rights in accordance with all basic principles and guidelines is the foundation for safe and good working conditions. Forced labour would represent a violation of human rights.	Potential negative impact	Own operations	Short-term, medium-term, long-term
	Seasonal fluctuation	The Austrian Post Group operates in a sector that is subject to seasonal effects, leading to fluctuations in the employment situation. This can have a negative effect on the secure employment of employees in the value chain. This impacts employees working for freight transport partners, postal partners and agencies abroad.	Actual and potential negative impacts	Upstream value chain	Short-term, medium-term, long-term
	Route delegation and volume planning	These aspects can have a negative impact on the working times and work-life balance of employees in the value chain, particularly those employed by the freight transport partners.	Potential negative impact	Upstream value chain	Short-term, medium-term, long-term
	Accidents and injuries	Physically demanding activities are common in the logistics industry. Accidents and injuries can occur at logistics sites and on the road, and could have a negative impact on the health and safety of employees in the value chain.	Potential negative impact	Upstream value chain	Short-term, medium-term, long-term
Working conditions	Competition and margin pressure	Intense competition and margin pressure influence how contracts with business partners are drawn up, and can have a negative impact on the remuneration of employees in the value chain.	Potential negative impact	Upstream value chain	Short-term, medium-term, long-term
	Supplier misconduct	As part of the risk management process, the risk was identified that individual cases of supplier misconduct (in the areas of human rights and environmental rights) cannot be ruled out, regardless of any preventive measures taken.	Risk	Own operations	Short-term, medium-term, long-term
Other work-related rights	Supplier misconduct	As part of the risk management process, the risk was identified that individual cases of supplier misconduct (in the areas of human rights and environmental rights) cannot be ruled out, regardless of any preventive measures taken.	Risk	Own operations	Short-term, medium-term, long-term

## S2 – Workers in the value chain

Sub-topic	IRO	Description	Classification	Value chain	Time horizon
<b>S4 – Consumers and end-users</b>					
Information-related impacts for consumers and/or end-users	Data protection	As the leading logistics company in Austria, Austrian Post processes data belonging to almost everyone in the country. Österreichische Post AG is active in a number of business areas other than logistics services. Because the company processes a high volume of personal data from a large number of data subjects in a variety of ways, data privacy breaches cannot be ruled out despite the extensive data protection measures in place. Austrian Post may lose revenue or incur administrative fines as a result of data protection breaches, particularly in connection with cyberattacks.	Risk	Own operations	Short-term, medium-term, long-term
	Protecting freedom of expression	In Austria, freedom of expression is protected by offering freely available and secure communication services that are protected by letter/postal secrecy.	Actual positive impact	Downstream value chain	Short-term, medium-term, long-term
	Access to information for customers	Customers of Austrian Post have broad access to information via direct and indirect channels.	Actual positive impact	Downstream value chain	Short-term, medium-term, long-term
	Non-discriminatory and barrier-free access to postal services	Access to postal services in Austria without discrimination or barriers has a positive impact on the general population.	Actual positive impact	Downstream value chain	Short-term, medium-term, long-term

<sup>1</sup> The sub-sub-topic level of the "own workforce" thematic area represents the IROs at an aggregated level. The presentation therefore deviates from the other listed thematic standards to improve readability.

## T 21 Material Impacts, Risks and Opportunities – Governance

Sub-topic	IRO	Description	Classification	Value chain	Time horizon
<b>G1 – Business conduct</b>					
Corporate culture	Impact on stakeholders	As a leading company, Austrian Post bears a unique responsibility. As the company leads by example, positive or negative business conduct could have a corresponding impact on stakeholders.	Potential positive and negative impact	Own operations	Short-term, medium-term, long-term
	Possible fines for abuse of a dominant position	Fair competition is a key aspect of legislation introduced to promote sustainability (e.g. EU Taxonomy, CSRD) and a criterion used by sustainability rating systems. Failing to meet standards in this area could lead to fines and damage to the company's reputation.	Risk	Own operations	Short-term, medium-term, long-term
	Violations of anti-corruption regulations	Protecting society, competition and the state are the key objectives of anti-corruption legislation. Austrian Post is one of the country's flagship companies and partly state-owned. It therefore has an obligation to act as a role model for others. Violations in this area could result in fines and a loss of reputation.	Risk	Own operations	Short-term, medium-term, long-term
	Supplier misconduct	As a public company, the reputation of Austrian Post in society is a sensitive issue. Any failure to uphold minimum social standards and human rights in the supply chain could lead to a loss of reputation.	Risk	Own operations	Short-term, medium-term, long-term

Sub-topic	IRO	Description	Classification	Value chain	Time horizon
Protection of whistle-blowers	Violations of anti-corruption regulations	Protecting society, competition and the state are the key objectives of anti-corruption legislation. Austrian Post is one of the country's flagship companies and partly state-owned. It therefore has an obligation to act as a role model for others. Violations in this area could result in fines and a loss of reputation.	Risk	Own operations	Short-term, medium-term, long-term
	Supplier misconduct	As a public company, the reputation of Austrian Post in society is a sensitive issue. Any failure to uphold minimum social standards and human rights in the supply chain could lead to a loss of reputation.	Risk	Own operations	Short-term, medium-term, long-term
	Possible fines for abuse of a dominant position	Fair competition is a key aspect of legislation introduced to promote sustainability (e.g. EU Taxonomy, CSRD) and a criterion used by sustainability rating systems. Failing to meet standards in this area could lead to fines and damage to the company's reputation.	Risk	Own operations	Short-term, medium-term, long-term
Political engagement and lobbying activities	Violations of anti-corruption regulations	Protecting society, competition and the state are the key objectives of anti-corruption legislation. Austrian Post is one of the country's flagship companies and partly state-owned. It therefore has an obligation to act as a role model for others. Violations in this area could result in fines and a loss of reputation.	Risk	Own operations	Short-term, medium-term, long-term
Management of relationships with suppliers including payment practices	Impacts on suppliers	Good or poor management of relationships with suppliers could have a positive or negative impact on suppliers (business, business conduct, treatment of employees, environmental impact, etc.).	Potential positive and negative impact	Upstream value chain	Short-term, medium-term, long-term
	Failure to meet standards in the supply chain	As a public company, the reputation of Austrian Post in society is a sensitive issue. Any failure to uphold minimum social standards and human rights in the supply chain could lead to a loss of reputation.	Risk	Own operations	Short-term, medium-term, long-term
Corruption and bribery	Violations of anti-corruption regulations	Protecting society, competition and the state are the key objectives of anti-corruption legislation. Austrian Post is one of the country's flagship companies and partly state-owned. It therefore has an obligation to act as a role model for others. Violations in this area could result in fines and a loss of reputation.	Risk	Own operations	Short-term, medium-term, long-term

## FINANCIAL EFFECTS OF MATERIAL RISKS AND OPPORTUNITIES

The Data Protection Authority has brought administrative criminal proceedings against Österreichische Post AG in the financial years since 2019 on grounds of the unlawful processing of data qualifying as personal and sensitive data and the violation of the rights of data subjects within the meaning of the GDPR. The fine imposed by the data protection authority and confirmed by the Federal Administrative Court resulted in cash outflows of EUR 16.0m plus costs of EUR 1.6m in January 2025, totalling EUR 17.6m, which was fully covered by existing provisions.

There were no negative financial effects from the "abuse of a dominant position" issue in the 2025 financial year. The provisions recognised in the previous year in the amount of EUR 6.0m were reversed in full as there are no longer any potential risks.

The other material risks and opportunities (see tables "Material impacts, risks, and opportunities") had no material

financial effects on Austrian Post's financial position, financial performance or cash flows.

## IMPACT, RISK AND OPPORTUNITY MANAGEMENT

### Disclosure Requirement IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities

For Austrian Post, the fundamental prerequisite for systematic and targeted sustainability management is the identification and regular review of material topics. The double materiality assessment was implemented for the first time for the 2024 reporting to comply with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), and was re-evaluated for the reporting period in 2025. There are four steps involved in the process:

**1. Understanding** In the first step, the sectors and processes that were relevant for the analysis were defined. The focus was on Austrian Post's core business of mail and parcel services, as this accounts for around 95% of Group revenue. The bank99 business area was also included as it differs significantly from the core business. Regional differences in the markets across Austria, Southeast and Eastern Europe (CEE/SEE), Türkiye and beyond were also taken into consideration. A unified understanding of the value chain was established, which included assessing the role of external partners such as freight companies, postal partners and international agencies. The existing knowledge about the affected stakeholders was reviewed against the requirements of the ESRS. Additionally, it was determined how the perspectives of the affected stakeholders are integrated into the materiality assessment.

**2. Identification** The second step involves identifying actual and potential impacts, risks and opportunities.

**Inside-out perspective:** The impacts that the company has on the environment and society were analysed in subject-specific working groups. The long list provided in ESRS 1 was used as a basis, along with topics from previous analyses, peer reviews, literature research, international standards (GRI, ISSB, SASB) and the SDGs.

**Outside-in perspective:** The impacts of the company were identified using the standard risk management process, which has been based around ESG aspects for several years. Sustainability risks and opportunities are taken into account alongside financial risks during risk aggregation and profile analysis (refer to "Opportunities and Risks" in the Group Management Report for further details). These are identified in annual consultations with experts, workshops and analyses performed by the risk management team. The identification, analysis and consideration of correlations between impacts, risks and opportunities as well as dependencies are part of the risk management analysis. Departments may also submit ad-hoc reports at any time. In addition, regular contact is maintained with external risk management communities and a long-standing Corporate Sustainability and Risk Management working group ensures close cooperation on sustainability-related topics.

**3. Assessment** The identified topics were evaluated in the subject-specific working groups based on their impacts, risks and opportunities.

**Impacts:** The assessment was based on positive and negative impacts and, as applicable, also on actual (already occurred) and potential (possible in the future) impacts. The assessment was based on a four-part risk management scale, and the ESRS criteria of scale, scope and irremediable character were applied. For potential impacts, the likelihood of occurrence was also considered.

**Time horizons:** The assessment was performed for three time horizons: short term (<1 year), medium term (1–4 years) and long term (>4 years).

**Risks and opportunities:** The standard risk management process was followed and the assessment was based on the likelihood of occurrence and the level of harm. Qualitative assessments based on the qualitative risk matrix are possible, but quantitative assessments are preferred. Here, the level of harm is indicated as a bandwidth. The assessment is carried out on a gross basis, taking into account the status quo in the current year.

Expert opinions take into account business figures, prognoses, information from specialist publications, conversations with specialists and legal parameters.

**4. Determination/prioritisation** In the final step, the material topics were defined to ensure the resulting reporting obligations are fulfilled.

A mathematically derived threshold is set for impacts based on the arithmetic mean. Any topics that exceed this value are considered material and are included in the sustainability report.

The same assessment logic and thresholds are applied to risks and opportunities as used in the risk management process. EBIT and cash flow are used as the primary assessment metrics, with the potential level of harm being the deciding factor. Based on the assessment, opportunities and risks are assigned to a risk level in a four-level system. Any risks or opportunities in risk level 4 are reported to the Management Board, the Audit Committee and the Supervisory Board and are included in the report. These risk levels are reviewed annually and adjusted when necessary. Integrating these aspects into the standard risk management process allows them to be monitored every six months.

The results of the materiality assessment were presented to the Management Board and Supervisory Board, discussed and acknowledged.

The EFRAG data point list was used to determine which data points must be reported in connection with the identified impacts, risks and opportunities.

### Continual involvement of stakeholders

The involvement of stakeholders is a key component of the materiality assessment in accordance with ESRS. The aim is to understand the expectations and perspectives of relevant interest groups in order to identify the sustainability topics that are material to the company and its stakeholders.

Austrian Post is committed to an ongoing dialogue with stakeholders (see SBM-2). Their assessments were considered at every step of the materiality assessment process. In addition to established formats such as the stakeholder roundtable, a number of discussions were held with experts and representatives of relevant groups in 2025. These findings were documented systematically to gain a comprehensive overview of material topics.

Existing communication channels, such as the Austrian Post customer service team, were also used to add new topics to the analysis. A range of dialogue formats were used for internal stakeholders and incorporated the results of employee surveys as well as analyses of compliance and whistleblowing reports.

The analysis was also informed by sector-specific and cross-sector discussions, in addition to discussions with the owner ÖBAG and its portfolio companies.

### Dynamic materiality

The materiality assessment is based on the principle of dynamic materiality. The results of the assessment are continuously reviewed and adjusted when necessary to ensure that the reporting reflects changing conditions, priorities and expectations. All available stakeholder communication channels are systematically used to facilitate this approach. Consequently, this is an ongoing process rather than a static one.

The previous year's analysis was re-evaluated and revised in the 2025 financial year. Dialogue with various stakeholder groups, peer benchmarks and coordination with the relevant departments took place for this purpose.

In the first step, an impact assessment update was performed to review the relevance of the topics. The assessment was updated based on this and the results were checked against the risk and opportunity analysis. This led to changes in the materiality of the following topics: climate change adaptation (E1) is no longer classified as material following a re-evaluation in line with the risk management system. Conversely, data privacy (S4) was identified as a material topic and included in the reporting.

The next assessment cycle has been scheduled for the first quarter of 2026.

A dedicated internal control system (ICS) has been implemented to ensure that the materiality assessment proceeds smoothly and to minimise process-related risks. Additional information is available under GOV-5.

### Description of the process to identify and assess material impacts, risks and opportunities for specific sustainability matters

For certain sustainability matters from the areas of environment and governance, the identification and assessment of the material impacts, risks and opportunities must be described separately.

**Environment** For the opportunities, risks and impacts in the environment area, logistics services are viewed separately according to the two main activities of transport and sorting/distribution. These activities are fundamentally different in their nature and are associated with different impacts, risks and opportunities.

While the sorting and distribution of mail items is tied to a particular location in logistics centres, postal bases, branches and Austrian Post stations, the transport of mail using vehicles and delivery personnel stretches across wide areas.

Additionally, the business activities of bank99 are viewed separately and distinctive features due to the geographic characteristics of the business activities are taken into consideration.

A variety of information and data sources are used to identify and assess the impacts, risks and opportunities in the environment area, including public sources, sector standards and past materiality assessments by Austrian Post and other companies in the transport sector. Additional insight was gathered in talks with external experts and stakeholders. The results of the analysis were taken into consideration by internal experts and an overall evaluation was performed. Where these analyses did not identify any material risks, opportunities or impacts, no further location-based analyses were carried out as part of the materiality assessment.

**Climate change** Austrian Post identifies, analyses and assesses climate-related physical and transition risks and opportunities using scenario analyses and includes these results in the ongoing risk management process. The climate scenarios used to analyse physical and transition climate risks are based on the requirements and recommendations of the ESRS, the EU Taxonomy and the TCFD.

### Physical climate risk and vulnerability analysis

A climate scenario analysis looking at physical climate risks was performed for the first time in 2021. This focused on Österreichische Post AG and was based on the Representative Concentration Pathway RCP 2.6 and RCP 8.5 scenarios. In 2022, this analysis was extended to include the entire Group and carried out in accordance with the requirements of the EU Taxonomy. The analysis requirement of the Taskforce on Climate-Related Financial Disclosures (TCFD) was also taken into consideration. The analyses have been reviewed annually since then to ensure they remain up to date.

Representative concentration pathways (RCPs) adopted by the Intergovernmental Panel on Climate Change (IPCC) were used as a framework for the scenarios. The following scenarios were selected to cover as wide a range of possible climate change impacts as possible:

- **RCP 2.6 – SSP1** (decarbonisation scenario – Paris Agreement targets are met, with global warming limited to <2°C above pre-industrial level by the end of the century)
- **RCP 4.5 – SSP2** (change in temperature of around 2.6°C by 2100 compared to pre-industrial baseline)
- **RCP 8.5 – SSP5** (business-as-usual scenario, global warming of >4°C by the end of the century compared to pre-industrial baseline)

All 28 physical risks required by the Climate Delegated Act of the EU Taxonomy as well as in ESRS E1 were considered in the context of the climate risk and vulnerability assessment. These risks cover both chronic and acute physical risks in connection with temperature, wind, water and solids. Time frames of 10 and 30 years were used for the purpose of this scenario analysis. Transport services provided by external freight companies were included in the analysis. The risk identification process involved a number of different stages and was updated in 2025:

#### 1. Workshop to identify relevant physical climate risks:

In the first stage, the physical climate risks defined by the Climate Delegated Act of the EU Taxonomy as well as ESRS E1 were analysed and categorised in terms of their relevance for the activities and geographical locations of Austrian Post and its subsidiaries. Impact chains were documented for all relevant physical climate risks.

#### 2. Survey of relevant locations:

In the next stage, all relevant locations throughout the Group were surveyed using a standardised questionnaire.

#### 3. Climate projections:

Climate scenario assessments were performed once the survey was complete. Risks and hazards for infrastructure were projected with a high level of accuracy using geodata. Since delivery and transport activities are reliant on infrastructure, site-specific projections are also used to assess vulnerabilities. The climate projections are based on data from established, internationally recognised sources, (e.g. CMIP6) and were carried out for all countries in which the Austrian Post Group operates, and for all four representative IPCC concentration pathways, provided the relevant data was available.

#### 4. Assessment methodology and vulnerability assessment:

A climate risk comprises the aspects of hazards, exposure and vulnerability, whereby each individual aspect must be present. The physical climate risks were assessed from a quantitative perspective. In the first step, the extent to which the forecast climate scenarios for each site or region deviate from the comparative climate period was analysed. Vulnerability analyses were performed for sites for which projections exceeded the defined threshold for a climate-related hazard, i.e. where climate projections indicate a site is exposed to a climate-related hazard. The assessment of vulnerability is based on the carrying amounts of the assets or the impact of the climate risks on processes. Vulnerability is assessed based on the actual local circumstances of the locations (e.g. building standards, safeguards) or impacts on processes (e.g. based on risk scenario calculations). The thresholds from the Group risk management guidelines are used for the prioritisation, management and reporting of physical climate risks.

#### 5. Result:

From the Group's perspective, climate risks in the heat group (including subsequent risks such as fire risk) are the most significant. Certain sites and activities are also exposed to heavy precipitation and related risks such as flooding.

- Heat stress could lead to a decline in productivity in the future and thus pose a cost risk.
- An increase in electricity consumption and operating expenses (OpEx) for air conditioning due to an increase in cooling degree days as well as additional investment costs (CapEx) for retrofitting the necessary infrastructure are possible.
- Due to heavy precipitation or flooding, delivery to individual locations may be temporarily affected or the location may be temporarily restricted or unusable, resulting in a potential cost risk.

The projections were developed for the long-term time horizon (approx. 10 and 30 years). As the medium and short-term scenarios do not differ significantly, it can be concluded that the situation in the short and medium term is comparable to the current situation (isolated climate risks materialise, but without any significant impact on the activities of the Austrian Post Group). Austrian Post will continue to perform scenario analyses in future.

**6. Adaptation solutions:** Even after adjusting the methodology, no adaptation solutions are necessary from a risk perspective. Climate dangers whose projections exceed the threshold for requiring a vulnerability analysis do not lead to physical climate risks that would require an adaptation solution for the lack of vulnerability. The current site and process design is considered to be adequate for the projected physical climate risks.

Scenario projections and analyses are regularly updated, adjusted to future requirements, and the development of physical climate dangers or risks is monitored. Furthermore, the currently defined thresholds are evaluated on a regular basis and, if necessary, adaptations are made. The business model of Austrian Post has not changed in 2025 compared to 2024. The main activities continued to be in transport and logistics infrastructure, in accordance with the EU Taxonomy.

For this reason, the climate risk analysis was updated using the existing methodology on the basis of new climate projections. New sites were analysed for their vulnerability to physical climate risks, and sites no longer in use were removed from the analysis. On top of this, the company maintained regular dialogue with experts regarding the climate risk analysis in accordance with the EU Taxonomy, discussing developments in methodology and data trends.

### Climate-related transition risk analysis

Austrian Post conducted a climate-related transition risk analysis in 2024. The analysis was carried out under consideration of the climate risk categories of the ESRS and TCFD. The short, medium and long-term time frames used for the risk management process (<1 year, 1–4 years, >4 years) were also analysed for the climate-related transition risk analysis.

A scenario analysis was carried out to identify, analyse and assess the transition risks. The scenarios of the International Energy Agency (IEA) from the GEC Model 2023 were utilised for this. The following three scenarios were selected to cover as representative a range as possible of possible transition scenarios:

- Net Zero Emissions by 2050 Scenario (NZE): The NZE scenario describes an ambitious path for how the global energy sector can achieve net-zero CO<sub>2</sub> emissions by 2050. This is the most ambitious scenario.
- Announced Pledges Scenario (APS): The APS scenario provides an optimistic look at the implementation of the national climate goals and their potential influence on the global energy system.
- Stated Policies Scenario (STEPS): The STEPS scenario provides a realistic overview of the future development of the energy system based on the current political landscape. It is the least ambitious scenario.

The risk identification process involved a number of different stages:

- 1. Workshop to identify relevant climate-related transition risks:** Potential risks were identified based on the TCFD risk categories of policy and legal (including current and future regulation and legal risks), technology, market and reputation. To do so, existing risks from the ESG risk management system were categorised and additional risks and opportunities were assessed.
- 2. Scenario analysis and assessment:** For the identified transition risks, scenario descriptions were developed for each IEA baseline scenario and quantitative assessments were carried out for the short, medium and long-term time frames defined in the risk management guidelines. The quantitative assessments are based on assumptions regarding future cost and revenue trends as well as empirical values. Expert estimates and external sources (e.g. IEA) were used as data sources. The assessments are based on forward-looking assumptions and are therefore subject to uncertainties.
- 3. Materiality thresholds:** The materiality thresholds defined in the risk management guidelines are used for the results of the risk assessment.
- 4. Reporting and management:** The relevant transition risks are included in the Group-wide risk management process. Evaluations are carried out regularly and corresponding measures are included in the monitoring.

**Results:** Based on the physical and transition climate risk analysis carried out and the climate scenarios used, along with coordination with the relevant company departments, there are no significant climate-related risks to the consolidated financial statements or to the company's ability to continue as a going concern as at 31 December 2025. Since further developments are subject to uncertainty, the effects of climate-related risks are continuously monitored and taken into account in the Group's risk management.

## Pollution

The assessment of business activities as part of the materiality assessment steps described above (covering the sub-categories of air, water and soil pollution, microplastics and substances of concern) revealed that transport by vehicles with combustion engines generates air pollutants such as NO<sub>x</sub> and particulate matter, which contribute to local air pollution. This impact was categorised as material in accordance with sector standards (SASB).

The assessment of business activities as part of the materiality assessment steps described above (covering the sub-categories of air, water and soil pollution, microplastics and substances of concern) revealed that no significant current or potential impacts, risks, dependencies or opportunities relating to pollution are to be expected from sorting and distribution activities in logistics buildings. For this reason, an analysis was not carried out at location level.

## Water

The assessment of business activities as part of the materiality assessment steps described above revealed that there are currently no significant current or potential impacts, risks, dependencies or opportunities relating to water. No further consultations were carried out.

## Biodiversity

A Group-wide biodiversity analysis was conducted at site level. Using a geographic information system, Austrian Post's logistics centres and postal bases (international: hubs and depots) were analysed to determine their proximity to Natura 2000 areas and Ramsar sites. A radius of 1 km was selected. A total of 81 Austrian Post sites are located in the vicinity of biodiversity-sensitive areas. These include one logistics centre in Slovenia, along with postal bases/depots in Austria and CEE. The findings of the site analysis were used to assess the impact that the activities of sites have on biodiversity. It was not possible to identify any material negative impacts on biodiversity in connection with the ongoing sorting and distribution operations.

In connection with construction activity, there are potential impacts on biodiversity, though these were not found to be material in the course of the materiality assessment. In the course of official construction processes, these potential impacts are analysed in advance at the site level in accordance with generally applicable legal stipulations, and any necessary measures are taken to remedy them.

With regard to the transport activity, no material current or potential impacts, risks, dependencies or opportunities regarding biodiversity have been identified.

The assessment of business activities did not reveal any direct dependence on biodiversity, ecosystems or their services. No transition risks, physical or systemic risks and opportunities relating to biodiversity and ecosystems were identified.

Based on the materiality assessment, Austrian Post came to the conclusion that the topic of biodiversity is not material.

### **Circular economy**

As a service provider for the transport of goods produced by others, Austrian Post does not engage in industrial manufacturing. The assessment of business activities as part of the materiality assessment steps described above (covering the sub-categories of resource inflows, resource outflows and waste) revealed no material impacts, opportunities, risks or dependencies relating to resource inflows or outflows as well as waste from the company's own business activities.

In the context of the circular economy, Austrian Post sees a material impact from the value chain in connection with the packaging waste produced by its customers. As is typical for companies in this sector, most of the waste at the logistics centres takes the form of used paper, including cardboard packaging, plastic, waste wood (pallets) and residual waste. The vast majority of this waste is down to the over-packaging of letter mail and parcels by business customers.

Due to the fact that Austrian Post is only involved in a transport capacity, the company is relatively limited in terms of how much it can limit the amount of waste that is produced. Business customers decide which materials to

use for packaging. Nevertheless, Austrian Post tries to support its customers with preventing packaging waste and to offer its customers reusable packaging for shipping purposes. This positive impact was deemed to be material in the course of the materiality assessment.

### **Business conduct**

The Austrian Post Group's compliance management system promotes integrity and makes compliance issues transparent. As part of a risk-oriented prevention strategy, rules designed to reduce risks are established on the basis of the compliance risk analysis results, and appropriate measures are integrated into business processes.

Compliance risks are included in the enterprise risk management system and are subject to its processes and procedures. Compliance risks which reach defined thresholds are documented as part of Group risk management and included in the Group risk reporting if they meet defined materiality criteria. Location, activity, sector and the structure of transactions are included in the compliance risk analyses through methods such as SWOT and process analyses.

### **Disclosure Requirement IRO-2 – Disclosure Requirements in ESRS covered by the undertaking's consolidated non-financial statement (Appendix B)**

The following index shows the list of datapoints in cross-cutting and topical standards that derive from other EU legislation.

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## List of Datapoints in Cross-cutting and Topical Standards that Derive from Other EU Legislation (ESRS 2 Appendix B)

Disclosure Requirement and related datapoint	SFDR reference <sup>1</sup>	Pillar 3 reference <sup>2</sup>	Benchmark Regulation reference <sup>3</sup>	EU Climate Law reference <sup>4</sup>	Materiality	Page number
<b>ESRS 2 GOV-1</b> Board's gender diversity, paragraph 21(d)	x		x		material	p. 62–67
<b>ESRS 2 GOV-1</b> Percentage of board members who are independent, paragraph 21(e)			x		material	p. 62–67
<b>ESRS 2 GOV-4</b> Statement on due diligence, paragraph 30	x				material	p. 70–72
<b>ESRS 2 SBM-1</b> Involvement in activities related to fossil fuel activities, paragraph 40(d)(i)	x	x	x		not material	–
<b>ESRS 2 SBM-1</b> Involvement in activities related to chemical production, paragraph 40(d)(ii)	x		x		not material	–
<b>ESRS 2 SBM-1</b> Involvement in activities related to controversial weapons, paragraph 40(d)(iii)	x		x		not material	–
<b>ESRS 2 SBM-1</b> Involvement in activities related to cultivation and production of tobacco, paragraph 40(d)(iv)			x		not material	–
<b>ESRS E1-1</b> Transition plan to reach climate neutrality by 2050, paragraph 14				x	material	p. 109–110
<b>ESRS E1-1</b> Undertakings excluded from Paris-aligned Benchmarks, paragraph 16(g)		x	x		not material	–
<b>ESRS E1-4</b> GHG emission reduction targets, paragraph 34	x	x	x		material	p. 113–114
<b>ESRS E1-5</b> Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors), paragraph 38	x				material	p. 114–115
<b>ESRS E1-5</b> Energy consumption and mix, paragraph 37	x				material	p. 114–115
<b>ESRS E1-5</b> Energy intensity associated with activities in high climate impact sectors, paragraphs 40 to 43	x				material	p. 114–116
<b>ESRS E1-6</b> Gross Scopes 1, 2, 3 and Total GHG emissions, paragraph 44	x	x	x		material	p. 117–121
<b>ESRS E1-6</b> Gross GHG emissions intensity, paragraphs 53 to 55	x	x	x		material	p. 117–122
<b>ESRS E1-7</b> GHG removals and GHG mitigation projects financed through carbon credits, paragraph 56				x	material	p. 122–123
<b>ESRS E1-9</b> Exposure of the benchmark portfolio to climate-related physical risks, paragraph 66			x		not relevant – transitional provision	–
<b>ESRS E1-9</b> Disaggregation of monetary amounts by acute and chronic physical risk, paragraph 66(a)		x			not relevant – transitional provision	–

Disclosure Requirement and related datapoint	SFDR reference <sup>1</sup>	Pillar 3 reference <sup>2</sup>	Benchmark Regulation reference <sup>3</sup>	EU Climate Law reference <sup>4</sup>	Materiality	Page number
<b>ESRS E1-9</b> Location of significant assets at material physical risk, paragraph 66(c)					not relevant – transitional provision	–
<b>ESRS E1-9</b> Breakdown of the carrying value of its real estate assets by energy-efficiency classes, paragraph 67(c)		x			not relevant – transitional provision	–
<b>ESRS E1-9</b> Degree of exposure of the portfolio to climate-related opportunities, paragraph 69				x	not relevant – transitional provision	–
<b>ESRS E2-4</b> Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	x				not material	–
<b>ESRS E3-1</b> Water and marine resources, paragraph 9	x				not material	–
<b>ESRS E3-1</b> Special policies or practices, paragraph 13	x				not material	–
<b>ESRS E3-1</b> Sustainable oceans and seas, paragraph 14	x				not material	–
<b>ESRS E3-4</b> Total water recycled and reused, paragraph 28(c)	x				not material	–
<b>ESRS E3-4</b> Total water consumption in m <sup>3</sup> per net revenue on own operations, paragraph 29	x				not material	–
<b>ESRS 2 – SBM-3 – E4,</b> paragraph 16(a)(i)	x				not material	–
<b>ESRS 2 – SBM-3 – E4,</b> paragraph 16(b)	x				not material	–
<b>ESRS 2 – SBM-3 – E4,</b> paragraph 16(c)	x				not material	–
<b>ESRS E4-2</b> Sustainable land/agriculture practices or policies, paragraph 24(b)	x				not material	–
<b>ESRS E4-2</b> Sustainable oceans/seas practices or policies, paragraph 24(c)	x				not material	–
<b>ESRS E4-2</b> Policies to address deforestation, paragraph 24(d)	x				not material	–
<b>ESRS E5-5</b> Non-recycled waste, paragraph 37(d)	x				not material	–
<b>ESRS E5-5</b> Hazardous waste and radioactive waste, paragraph 39	x				not material	–
<b>ESRS 2 SBM3 – S1</b> Risk of incidents of forced labour, paragraph 14(f)	x				not material	–
<b>ESRS 2 SBM3 – S1</b> Risk of incidents of child labour, paragraph 14(g)	x				not material	–
<b>ESRS S1-1</b> Human rights policy commitments, paragraph 20	x				material	p. 129–134
<b>ESRS S1-1</b> Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8, paragraph 21				x	material	p. 129–134
<b>ESRS S1-1</b> Processes and measures for preventing trafficking in human beings, paragraph 22	x				material	p. 129–134

Disclosure Requirement and related datapoint	SFDR reference <sup>1</sup>	Pillar 3 reference <sup>2</sup>	Benchmark Regulation reference <sup>3</sup>	EU Climate Law reference <sup>4</sup>	Materiality	Page number
<b>ESRS S1-1</b> Workplace accident prevention policy or management system, paragraph 23	x				material	p. 129–134
<b>ESRS S1-3</b> Grievance/complaints handling mechanisms, paragraph 32(c)	x				material	p. 135–136
<b>ESRS S1-14</b> Number of fatalities and number and rate of work-related accidents, paragraph 88(b) and (c)	x		x		material	p. 150
<b>ESRS S1-14</b> Number of days lost to injuries, accidents, fatalities or illness, paragraph 88(e)	x				material	p. 150
<b>ESRS S1-16</b> Unadjusted gender pay gap, paragraph 97(a)	x		x		material	p. 151–152
<b>ESRS S1-16</b> Excessive CEO pay ratio, paragraph 97(b)	x				material	p. 151–152
<b>ESRS S1-17</b> Incidents of discrimination, paragraph 103(a)	x				material	p. 153
<b>ESRS S1-17</b> Non-respect of UNGPs on Business and Human Rights and OECD, paragraph 104(a)	x		x		material	p. 153
<b>ESRS 2 SBM3 – S2</b> Significant risk of child labour or forced labour in the value chain, paragraph 11(b)	x				material	p. 154
<b>ESRS S2-1</b> Human rights policy commitments, paragraph 17	x				material	p. 154
<b>ESRS S2-1</b> Policies related to value chain workers, paragraph 18	x				material	p. 154
<b>ESRS S2-1</b> Non-respect of UNGPs on Business and Human Rights and OECD, paragraph 19	x		x		material	p. 154
<b>ESRS S2-1</b> Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8, paragraph 19			x		material	p. 154
<b>ESRS S2-4</b> Human rights issues and incidents connected to its upstream and downstream value chain, paragraph 36	x				material	p. 155–156
<b>ESRS S3-1</b> Human rights policy commitments, paragraph 16	x				not material	–
<b>ESRS S3-1</b> Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines, paragraph 17	x		x		not material	–
<b>ESRS S3-4</b> Human rights issues and incidents, paragraph 36	x				not material	–
<b>ESRS S4-1</b> Policies related to consumers and end-users, paragraph 16	x				material	p. 157–158
<b>ESRS S4-1</b> Non-respect of UNGPs on Business and Human Rights and OECD, paragraph 17	x		x		material	p. 157–158
<b>ESRS S4-4</b> Human rights issues and incidents, paragraph 35	x				material	p. 159–160

Disclosure Requirement and related datapoint	SFDR reference <sup>1</sup>	Pillar 3 reference <sup>2</sup>	Benchmark Regulation reference <sup>3</sup>	EU Climate Law reference <sup>4</sup>	Materiality	Page number
<b>ESRS G1-1</b> United Nations Convention against Corruption, paragraph 10(b)	x				material	p. 162–163
<b>ESRS G1-1</b> Protection of whistle-blowers, paragraph 10(d)	x				material	p. 162–163
<b>ESRS G1-4</b> Fines for violation of anti-corruption and anti-bribery laws, paragraph 24(a)	x		x		material	p. 165
<b>ESRS G1-4</b> Standards of anti-corruption and anti-bribery, paragraph 24(b)	x				material	p. 165

<sup>1</sup> Regulation (EU) No 2019/2088 of the European Parliament and of the Council of 27 November 2019 (Sustainable Finance Disclosures Regulation) (OJ L 317, 09/12/2019, p. 1).

<sup>2</sup> Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No 648/2012 (Own Funds Regulation) (OJ L 176, 27/06/2013, p. 1).

<sup>3</sup> Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No 596/2014 (OJ L 171, 29/06/2016, p. 1).

<sup>4</sup> Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021 establishing the framework for achieving climate neutrality and amending Regulations (EC) No 401/2009 and (EU) 2018/1999 ("European Climate Law") (OJ L 243, 09/07/2021, p. 1).

## 4.2 Environmental Information

### Disclosures in accordance with Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)

According to the EU Taxonomy Regulation, economic activities are considered ecologically sustainable if they contribute substantially to any one of the environmental objectives set out in the Regulation without causing significant harm to any of the other environmental objectives set out in the Regulation, provided certain minimum social and governance standards are met.

The EU Taxonomy covers six environmental objectives: climate change mitigation (1); climate change adaptation (2); the sustainable use and protection of water and marine resources (3); the transition to a circular economy (4); pollution prevention and control (5); and the protection and restoration of biodiversity and ecosystems (6). Technical screening criteria are used to determine the extent to which objectives have been achieved.

#### LEGAL BASIS

Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment (the Taxonomy Regulation) places an obligation on large, capital market-oriented companies like Österreichische Post AG to include information on how and to what extent the company's activities are associated with economic activities that qualify as environmentally sustainable. For the 2025 financial year, disclosure is required of the Taxonomy-eligible and Taxonomy-aligned proportions of turnover, CapEx and OpEx for the climate objectives (Climate Delegated Act (EU) 2021/2139 in conjunction with (EU) 2023/2485) as well as the four additional environmental objectives (Environmental Delegated Act (EU) 2023/2486). The Taxonomy-eligible proportion reflects the allocation to potentially ecologically sustainable economic activities covered by the EU Taxonomy. The Taxonomy-aligned proportion is linked to the fulfilment of technical assessment criteria and minimum social standards and shows the actual ecologically sustainable proportion of turnover, CapEx and OpEx.

The reporting is prepared in accordance with the Disclosure Delegated Acts<sup>1</sup>. These complement the EU Taxonomy, which lays down the requirements for non-financial companies. As a credit institution and fully-consolidated Group company, bank99 is subordinated to the reporting of

the parent company and integrated into the reporting process of the non-financial company Austrian Post in accordance with the advice provided by the European Commission<sup>2</sup> on conglomerates.

#### PROJECT

An interdisciplinary project team with representatives from Corporate Sustainability, Group Accounting and Group Controlling is responsible for implementing the requirements of the EU Taxonomy for reporting purposes. The different departments are involved in the project on an ongoing basis.

The established models were used to calculate the denominator on a centralised basis, while the numerator was based on data collected from the divisions and fully consolidated Group companies.

#### IDENTIFICATION OF TAXONOMY-ELIGIBLE ECONOMIC ACTIVITIES

The selection is reviewed annually on the basis of Österreichische Post AG's activities and a screening of the activities of the fully consolidated Group companies. The identified economic activities are provided in the table "Identified economic activities".

The delivery of letters, parcels and direct mail accounts for the majority of Austrian Post's business model. This requires both transport and sorting services. For this reason, it is the economic activities related to logistics and transport defined in the EU Taxonomy which are most significant for Austrian Post. The majority of the activities identified relate to investments in and the operation of a variety of vehicles and infrastructure related to the transport of goods, specifically transport by truck (activity CCM 6.6), small trucks, cars and mopeds (activity CCM 6.5), bicycles and on-foot delivery (activity CCM 6.4) as well as the infrastructure (buildings and facilities) for delivery and sorting (activity CCM 6.15). Capital and operational expenditure was also identified in the Taxonomy-eligible areas of buildings and energy.

The detailed analysis of determining how economic activities relate to environmental objectives identifies and prevents duplicates.

#### TAXONOMY ALIGNMENT CRITERIA

Economic activities are considered Taxonomy-aligned if they contribute substantially to at least one environmental objective without causing significant harm to any of the other environmental objectives (DNSH – "do no significant harm").

<sup>1</sup> (EU) 2021/2178 in conjunction with (EU) 2023/2486

<sup>2</sup> EU Commission: Frequently asked questions: How should financial and non-financial undertakings report Taxonomy-eligible economic activities and assets in accordance with the Taxonomy Regulation Article 8 Disclosures Delegated Act? (20 December 2021)

The company must also comply with minimum social and governance standards (minimum safeguards) in order to be able to report economic activities as Taxonomy-aligned.

Evidence of the substantial contribution and compliance with the DNSH criteria must be provided on an activity-by-activity basis.

The substantial contribution that the company's transport activities make to the environmental objective of climate change mitigation is connected with the evidence that low-emission or zero-emission modes of transport are used. This criterion is met by deliveries made on foot, by bicycle, with electric vehicles and using state-of-the-art diesel-powered trucks. The DNSH criterion related to the circular economy requires Austrian Post to have a plan for dealing with retired vehicles and specifications for re-use or recycling. The DNSH criterion related to environmental protection provides strict specifications regarding the tyres of vehicles. The tyres in use must be the best products available on the market in terms

of fuel efficiency (top two classes) and external rolling noise (top class), taking into consideration specific tyre characteristics defined by the company (such as dimensions, summer or winter tyres). These requirements were included in Austrian Post's procurement guidelines in 2024. In the area of logistics infrastructure, all buildings, facilities and machinery make a substantial contribution to climate change mitigation. The decisive factor is that the infrastructure serves the purpose of transferring goods between different means of transport. The DNSH criteria can be met both for machinery and for infrastructure for first-mile and last-mile delivery. The evaluation of Taxonomy alignment applied the technical evaluation criteria relevant to machinery in the context of economic activity 6.15.<sup>3</sup> For logistics buildings where further DNSH criteria are applied, it was not yet possible to collect the required evidence across the board.

<sup>3</sup> European Commission: Draft Commission Note on the interpretation and implementation of certain legal provisions of the (C/2023/267), Question 9, 20 October 2023

## T 23 Identified Economic Activities

Code	Climate change mitigation economic activities	Austrian Post activities
CCM 4.1	Electricity generation from photovoltaic technology	Photovoltaic systems for electricity generation at logistics centres and postal bases
CCM 6.4	Operation of personal mobility devices, cycle logistics	Delivery on foot or by (electric) bike
CCM 6.5	Transport by motorbikes, cars and light commercial vehicles	Cars, mopeds, quads, trikes and light commercial vehicles used for distribution or as management vehicles
CCM 6.6	Freight transport services by road	Light commercial vehicles which exceed a reference mass of 2.6t, and trucks used for distribution and transport logistics
CCM 6.10	Sea and coastal freight water transport, vessels for port operations and auxiliary activities	Sea transport of individual containers as part of consolidated container shipments on ships operated by third parties
CCM 6.15	Infrastructure enabling low-CO <sub>2</sub> road transport and public transport	Logistics infrastructure for the transshipment and distribution of letters and parcels (logistics buildings and machinery therein, as well as infrastructure for first-mile and last-mile delivery)
CCM 6.19	Passenger and freight air transport	Air transport within own network
CCM 7.1	Construction of new buildings	Development of real estate for further utilisation (sale or lease)
CCM 7.3	Installation, maintenance and repair of energy efficiency equipment	Energy efficiency measures in buildings
CCM 7.4	Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	Charging stations for electric vehicles
CCM 7.6	Installation, maintenance and repair of renewable energy technologies	Heat pumps in buildings
CCM 7.7	Acquisition and ownership of buildings	Separate administration and office buildings

## DEFINITION AND CALCULATION OF TAXONOMY KPIS

The data for the Austrian Post Group from the IFRS consolidated financial statements and the data for Österreichische Post AG from the individual financial statements of Österreichische Post AG according to the Austrian Commercial Code (UGB) following reconciliation with IFRS are used as a starting point. The definitions of KPIs used for the purpose of the Taxonomy Regulation differ in some areas from the IFRS definitions of turnover, CapEx and OpEx. For this reason, a Taxonomy filter is initially applied to IFRS items so only Taxonomy-relevant items or figures from these items are used to calculate the denominator, i.e. the basis of the Taxonomy KPI in question. The numerator is calculated by identifying the Taxonomy-eligible and Taxonomy-aligned items of the denominator based on an allocation to the economic activities defined under the EU Taxonomy.

## TAXONOMY-ELIGIBLE AND TAXONOMY-ALIGNED TURNOVER

In line with the definition of the denominator for the Taxonomy turnover KPI, the item "Revenue" (IAS 1.82(a)) in the consolidated income statement is used as a starting point. Income from financial services which comes under the scope of IFRS 9 (interest income of bank99) is not included and is therefore deducted from the item.

Even though the individual financial statements of Österreichische Post AG are prepared in accordance with the Austrian Commercial Code, its Taxonomy KPIs are provided in accordance with IFRS (based on the IFRS Reporting Package included in the consolidated financial statements). This guarantees a standardised procedure across the Group and improves the relevance of Taxonomy KPIs at both a domestic and international level.

The following table shows the reconciliation of revenue under the Austrian Commercial Code to revenue in accordance with IFRS for Österreichische Post AG.

T 24

## Reconciliation of Revenue in Accordance with the Austrian Commercial Code (UGB) to Revenue in Accordance with IFRS

		Österreichische Post AG	
		Unit	2025
<b>Revenue in accordance with UGB individual financial statements</b>		<b>EUR m</b>	<b>2,214.4</b>
thereof income from leasing		EUR m	-43.4
thereof other revenue		EUR m	-16.1
Different date of revenue recognition under IFRS		EUR m	-4.6
Revenue from agency business		EUR m	-2.4
<b>Revenue in accordance with IFRS individual financial statements</b>		<b>EUR m</b>	<b>2,147.9</b>

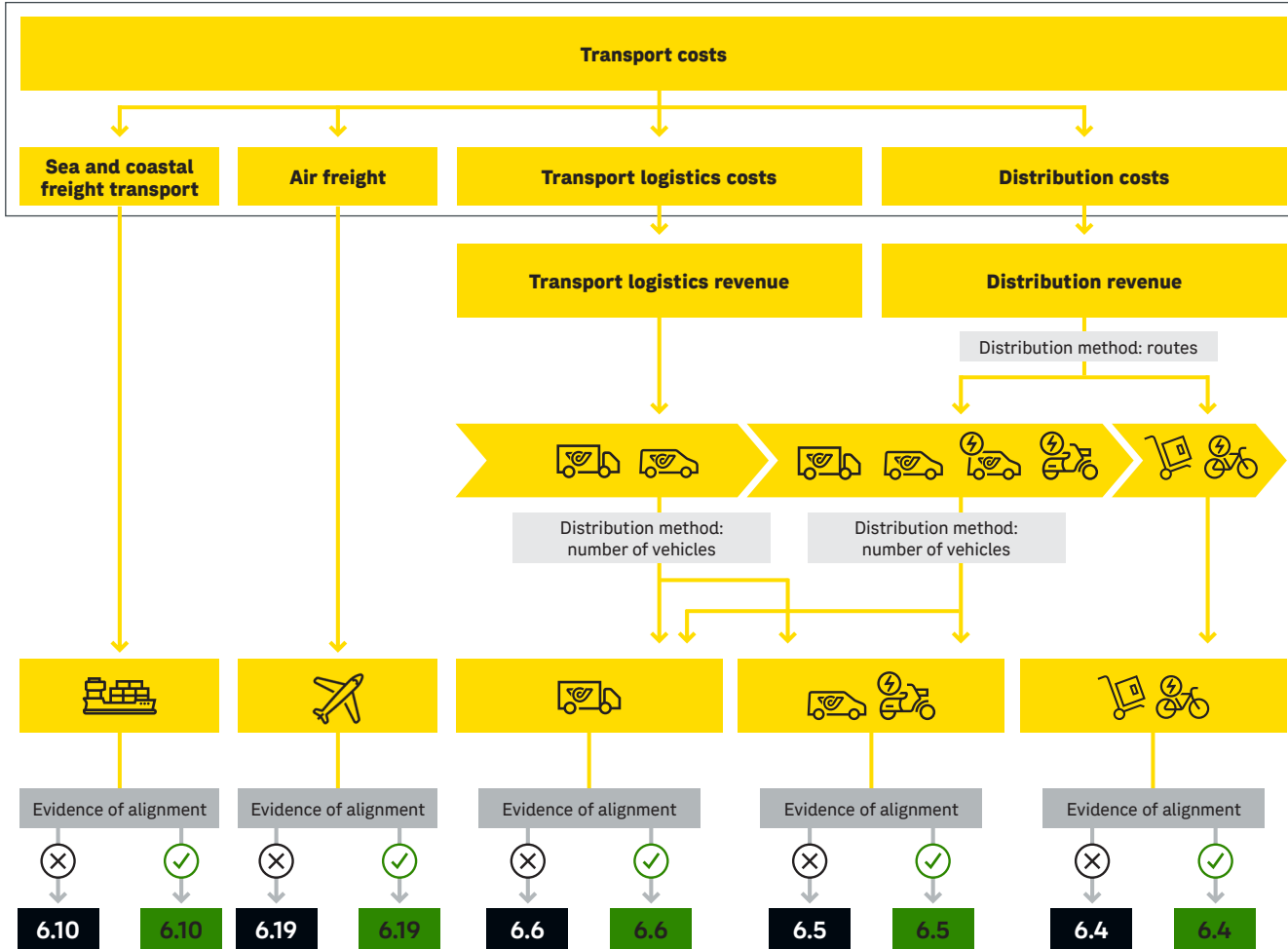
The following table shows the reconciliation of IFRS revenue to the denominator, i.e. the basis of the Taxonomy turnover KPI.

T 25

## Reconciliation of Revenue in Accordance with IFRS to the Denominator

		Österreichische Post AG		Group	
		Unit	2025	Unit	2025
<b>Revenue in accordance with IFRS individual/ consolidated financial statements</b>		<b>EUR m</b>	<b>2,147.9</b>	<b>100%</b>	<b>3,043.3</b>
thereof income from financial instruments in accordance with IFRS 9		EUR m			-102.6
					-3.4%
<b>Turnover in accordance with EU Taxonomy (denominator)</b>		<b>EUR m</b>	<b>2,147.9</b>	<b>100%</b>	<b>2,940.7</b>
					<b>96.6%</b>

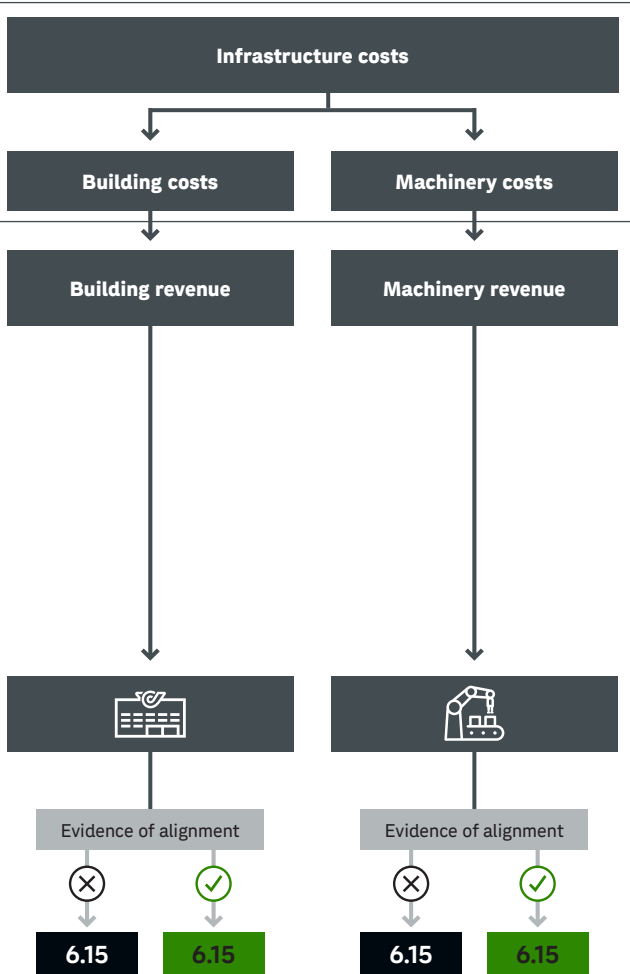
**G 29 Revenue Chart: 2025 Cost-based Distribution Key**



⊗ Taxonomy-aligned    ⊗ Taxonomy-eligible but not Taxonomy-aligned

The Taxonomy-eligible proportion of turnover for the numerator is identified by allocating turnover to the economic activities defined under the EU Taxonomy. The analysis showed that only turnover from services and products related to transport services can be used. Product turnover which represents mixed turnover items was analysed in detail to determine the extent to which these represent logistics services.

Owing to the business model of Österreichische Post AG and its fully consolidated Group companies, 95% of turnover was allocated to activities in the transport & logistics sector and is therefore subject to the EU Taxonomy. The majority of Taxonomy-non-eligible turnover is related to the financial services, merchandise or business solutions categories.



A distribution model was used to allocate identified turnover to the economic activities defined by the EU Taxonomy. The delivery of letters, direct mail and parcels accounts for the majority of the business model of Österreichische Post AG and its Group. The main process involved in providing the service involves transportation with a number of different vehicles or on foot, as well as the sorting and transshipment of products.

Turnover was allocated to the identified activities in relation to mode of transport/allocation to infrastructure. A multi-stage cost, route<sup>4</sup> and vehicle-based distribution method was used to allocate turnover to Taxonomy-eligible and Taxonomy-aligned economic activities. This method allocates revenue to activities based on the proportion of costs, routes and the use of vehicles. This prevents the same turnover from being allocated to different activities.

The diagram outlines the procedure used for the cost-based distribution method.

The Taxonomy-eligible proportion of turnover is 95.3% for the Austrian Post Group and is thus roughly at the previous year's level (95.1%). The Taxonomy-aligned proportion fell from 49.1% to 45.5% in 2025. This is due to significant shifts in the area of delivery vehicles from Taxonomy-aligned to not Taxonomy-aligned – although the proportion of electric vehicles was further increased in 2025. This is due to the strict DNSH criterion related to the tyres used, which is always based on the best tyres currently available on the market. As a result, some tyres purchased in the previous year that were Taxonomy-aligned may no longer be classified as Taxonomy-aligned in the current year due to developments in the tyre market.

Transport services provided by freight companies have to meet the same compliance criteria as the company's own vehicles. Austrian Post is also endeavouring to support freight companies in switching to electric mobility through incentive systems or the provision of compliant electric vehicles. The measures are beginning to bear fruit. However, it is not yet possible to obtain evidence of the DNSH criteria from freight companies across the board. Therefore, the services of freight companies are recognised as Taxonomy-eligible but not Taxonomy-aligned. Austrian Post will be taking steps to collect this data over the next few years.

<sup>4</sup> A route is allocated to a delivery method (small truck, moped, bicycles, on foot, etc.) and corresponds to an area which can be covered by a delivery staff member.

Activities related to logistics infrastructure (activity CCM 6.15) generate the largest proportion of Taxonomy-aligned turnover. The machines at the logistics centres and the facilities for first-mile and last-mile delivery can currently be shown to be Taxonomy-aligned based on the evidence provided. Logistics buildings are subject to comprehensive verification requirements that can only be met by fully consolidated Group companies in Austria at present. There is further potential for expanding Taxonomy alignment in Group companies outside of Austria in the coming years.

With regard to transport logistics by truck (activity CCM 6.6), Österreichische Post AG invested in two Taxonomy-aligned electric trucks in 2024. The other Taxonomy-aligned proportion of activity CCM 6.6 relates to heavy electric vehicles for delivery.

The continued development of low-emission and zero-emission drive technologies for trucks holds further potential for expanding Taxonomy alignment. Austrian Post is, however, dependent on alternatives available on the market – such as electric vehicles or alternative fuels (see E1-3).

The alternative fuel hydrated vegetable oil (HVO) is currently being used by Österreichische Post AG as a bridging technology to reduce GHG emissions in transport logistics. The use of HVO is not yet taken into account in the EU Taxonomy.

## TAXONOMY-ELIGIBLE AND TAXONOMY-ALIGNED CAPEX

The definition of CapEx includes additions to property, plant and equipment, intangible assets and, at Group level, also additions to right-of-use assets from leases (IFRS 16).<sup>5</sup> Capital expenditure in financial instruments and capital expenditure through joint ventures and goodwill is not included. The denominator for the CapEx KPI covers additions to assets during the financial year as well as additions resulting from business combinations. It also includes right-of-use assets in connection with leases (IFRS 16).

Österreichische Post AG reports its Taxonomy KPIs on an IFRS basis for its individual financial statements, as explained under "Taxonomy-eligible and Taxonomy-aligned Turnover". The following table shows the reconciliation of CapEx under the Austrian Commercial Code to CapEx in accordance with IFRS for Österreichische Post AG. The denominator of the IFRS individual financial statements of Österreichische Post AG includes EUR 0.2m (previous year: EUR 25.9m) resulting from partial business acquisitions and mergers with subsidiaries, which Austrian Post is required to treat as business combinations in accordance with IFRS 3 on a stand-alone basis.

<sup>5</sup> Detailed disclosures are included in the consolidated financial statements in Note 16 Intangible Assets, Note 17 Property, Plant and Equipment, and Note 18 Leases.

T 26

## Reconciliation of CapEx in Accordance with the Austrian Commercial Code to CapEx in Accordance with IFRS

Österreichische Post AG

	Unit	2025
<b>CapEx in accordance with UGB individual financial statements</b>	<b>EUR m</b>	<b>89.7</b>
CapEx under IFRS 16 (leases)	EUR m	52.2
CapEx from internally developed software	EUR m	6.9
Other reconciliation items	EUR m	-2.7
<b>CapEx in accordance with IFRS individual financial statements</b>	<b>EUR m</b>	<b>146.2</b>

The following table shows the reconciliation of IFRS CapEx to the denominator, i.e. the basis of the Taxonomy CapEx KPI.

## T 27 Reconciliation of CapEx in Accordance with IFRS to the Denominator

Unit	Austrian Post		Group		
	2025		2025		
<b>CapEx in accordance with IFRS individual/ consolidated financial statements</b>	<b>EUR m</b>	<b>146.2</b>	<b>100%</b>	<b>213.5</b>	<b>100%</b>
Additional proportion of CapEx not relevant to EU Taxonomy	EUR m	-	-	-0.2	-0.1%
<b>CapEx in accordance with EU Taxonomy (denominator)</b>	<b>EUR m</b>	<b>146.2</b>	<b>100%</b>	<b>213.3</b>	<b>99.9%</b>

The numerator of the Taxonomy CapEx indicator is determined by allocating items classified under tangible and intangible assets to the previously identified economic activities defined by the EU Taxonomy. Each addition was only allocated to a maximum of one Taxonomy-eligible activity to avoid double counting.

The additions included in the numerator of the Taxonomy CapEx KPI are allocated as follows:

- Property, plant and equipment: Group: EUR 102.3m (Österreichische Post AG: EUR 71.9m)
- Investment properties acquired or recognised at the carrying amount: Group: EUR 0.0m (Österreichische Post AG: EUR 0.0m)
- Capitalised right-of-use assets (IFRS 16): Group: EUR 71.4m (Österreichische Post AG: EUR 51.2m)

No additions included in CapEx plans were used to expand Taxonomy eligibility or Taxonomy alignment for the purposes of the numerator of the Taxonomy CapEx KPI as no such plans were available for the 2025 financial year. In the

2025 financial year, EUR 0.1m (2024: EUR 0.0m) from business combinations was included in the numerator.

The proportion of Taxonomy-aligned CapEx within the Group fell by 11.1 percentage points year-on-year. This drop was due to electric vehicles procured in the financial year 2025 with a purchase volume of around EUR 39m having to be classified as not Taxonomy-aligned due to non-compliance with DNSH tyre criteria and therefore being reported in full under not Taxonomy-aligned CapEx.

Austrian Post is planning further investments in the coming years that are potentially attributable to Taxonomy-eligible, and in some cases also to Taxonomy-aligned economic activities. The majority of these investments relate to the delivery fleet (activity CCM 6.5), transport logistics (CCM 6.6) and investments in PV systems (CCM 4.1) and electric charging infrastructure (CCM 7.4) (see E1-1).

## TAXONOMY-ELIGIBLE AND TAXONOMY-ALIGNED OPEX

The definition of the denominator, i.e. the basis, of the OpEx KPI as used for the purposes of the EU Taxonomy only includes a small subset of operating expenditure. It includes specific Taxonomy-relevant operating expenditure relevant to the denominator, which is defined differently to how these items are broken down in income statements.

Only building renovation measures, maintenance and repair, uncapitalised research and development costs, training and retraining expenses, short-term leases under one year in duration or leases which do not lead to the recognition of a right-of-use asset in accordance with IFRS 16 are included in the denominator of the OpEx KPI. Only direct costs can be included. Overheads such as depreciation or staff costs are excluded.

The relevant OpEx for the Austrian Post Group in accordance with IFRS and, analogously, for Österreichische

Post AG at the individual company level in accordance with the Austrian Commercial Code (UGB), can be found in the following items of the income statement: raw materials, consumables and services used, expenses for financial services, staff costs, depreciation and other operating expenses. The sum total of these items is defined below as "OpEx in accordance with IFRS individual financial statements" and "OpEx in accordance with the Austrian Commercial Code individual financial statements" for the purposes of determining the OpEx KPI in accordance with the EU Taxonomy.

Österreichische Post AG reports its Taxonomy KPIs on an IFRS basis for its individual financial statements, as explained under "Taxonomy-eligible Turnover". The table below shows the reconciliation of OpEx under the Austrian Commercial Code to OpEx in accordance with IFRS for Österreichische Post AG.

T 28

## Reconciliation of OpEx in Accordance with the Austrian Commercial Code to OpEx in Accordance with IFRS

Österreichische Post AG

	Unit	2025
<b>OpEx in accordance with UGB individual financial statements</b>	<b>EUR m</b>	<b>2,107.8</b>
Reconciliation items for raw materials, consumables and services used	EUR m	-10.2
Reconciliation items for staff costs	EUR m	2.9
Reconciliation items for depreciation	EUR m	80.7
Reconciliation items for other operating expenses	EUR m	-86.7
<b>OpEx in accordance with IFRS individual financial statements</b>	<b>EUR m</b>	<b>2,094.4</b>

The following table shows the reconciliation of IFRS OpEx to the denominator, i.e. the basis of the Taxonomy OpEx KPI.

## T 29 Reconciliation of OpEx in Accordance with IFRS to the Denominator

Unit	Österreichische Post AG		Group		
	2025		2025		
<b>OpEx in accordance with IFRS individual/ consolidated financial statements</b>	<b>EUR m</b>	<b>2,094.4</b>	<b>100%</b>	<b>2,975.1</b>	<b>100%</b>
Raw materials, consumables and services used	EUR m	-556.4	-26.6%	-907.5	-30.5%
Proportion of OpEx not relevant to EU Taxonomy – staff costs	EUR m	-1,070.2	-51.1%	-1,391.1	-46.8%
Proportion of OpEx not relevant to EU Taxonomy – depreciation	EUR m	-167.8	-8.0%	-216.4	-7.3%
Proportion of OpEx not relevant to EU Taxonomy – expenses for financial services	EUR m	0	0	-38.8	-1.3%
Proportion of OpEx not relevant to EU Taxonomy – other operating expenses	EUR m	-185.5	-8.9%	-289.1	-9.7%
<b>OpEx in accordance with EU Taxonomy (denominator)</b>	<b>EUR m</b>	<b>114.5</b>	<b>5.5%</b>	<b>132.2</b>	<b>4.4%</b>

Based on the aforementioned definitions, only 5.5% of OpEx in accordance with IFRS individual financial statements, or 4.4% of OpEx in accordance with the consolidated financial statements, can be used for the denominator of the OpEx KPI in accordance with the EU Taxonomy. For this reason, the Taxonomy OpEx indicator is classified as immaterial for Austrian Post's business model and will no longer be reported from the 2025 financial year onwards. The Taxonomy-eligible and Taxonomy-aligned proportion of OpEx is therefore stated as 0.0% in 2025. In the 2024 financial year, the OpEx indicator was reported in full. The Taxonomy-eligible proportion in the Austrian Post Group amounted to 66.5% (EUR 84.4m) and the Taxonomy-aligned proportion to 40.4% (EUR 51.4m). The Taxonomy-eligible proportion for Österreichische Post AG amounted to 68.5% (EUR 74.2m) and the Taxonomy-aligned proportion to 43.5% (EUR 47.1m).

T 30

## Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2025

Economic activities	Code	Österreichische Post AG		Group		Substantial contribution criteria					
		Absolute turnover	Proportion of turnover	Absolute turnover	Proportion of turnover	CCM	CCA	WTR	CE	PPC	BIO
		(3)	(4)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
(1)	(2)	EUR m	%	EUR m	%	Y; N; N/EL <sup>1</sup>	Y; N; N/EL <sup>1</sup>	Y; N; N/EL <sup>1</sup>	Y; N; N/EL <sup>1</sup>	Y; N; N/EL <sup>1</sup>	Y; N; N/EL <sup>1</sup>
<b>A. Taxonomy-eligible activities</b>											
<b>A-1 Ecologically sustainable activities (Taxonomy-aligned)</b>											
Operation of personal mobility devices, cycle logistics	CCM 6.4	109.3	5.1%	114.5	3.9%	Y	N	N/EL	N/EL	N/EL	N/EL
Transport by motorbikes, cars and light commercial vehicles	CCM 6.5	267.1	12.4%	273.4	9.3%	Y	N	N/EL	N/EL	N/EL	N/EL
Freight transport services by road	CCM 6.6	10.2	0.5%	10.5	0.4%	Y	N	N/EL	N/EL	N/EL	N/EL
Infrastructure enabling low-CO <sub>2</sub> road transport and public transport	CCM 6.15	728.3	33.9%	938.3	31.9%	Y	N/EL	N/EL	N/EL	N/EL	N/EL
<b>Turnover of ecologically sustainable activities (Taxonomy-aligned) (A.1)</b>		<b>1,114.9</b>	<b>51.9%</b>	<b>1,336.7</b>	<b>45.5%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
thereof enabling activities		728.3	0.0	938.3	0.0	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
thereof transition activities		0.0	0.0%	0.0	0.0%	0.0%	✗	✗	✗	✗	✗
<b>A.2 Taxonomy-eligible, but not ecologically sustainable activities (not Taxonomy-aligned)</b>											
						EL <sup>2</sup> ; N/EL	EL <sup>2</sup> ; N/EL	EL <sup>2</sup> ; N/EL	EL <sup>2</sup> ; N/EL	EL <sup>2</sup> ; N/EL	EL <sup>2</sup> ; N/EL
Transport by motorbikes, cars and light commercial vehicles	CCM 6.5	652.1	30.4%	927.3	31.5%	EL	EL	N/EL	N/EL	N/EL	N/EL
Freight transport services by road	CCM 6.6	308.8	14.4%	474.1	16.1%	EL	EL	N/EL	N/EL	N/EL	N/EL
Infrastructure enabling low-CO <sub>2</sub> road transport and public transport	CCM 6.15	0.0	0.0%	56.3	1.9%	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Passenger and freight air transport	CCM 6.19	3.9	0.2%	7.9	0.3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Sea and coastal freight water transport, vessels for port operations and auxiliary activities	CCM 6.10	0.0	0.0%	0.0	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL
<b>Turnover of Taxonomy-eligible, but not ecologically sustainable activities (not Taxonomy-aligned) (A.2)</b>		<b>964.8</b>	<b>44.9%</b>	<b>1,465.6</b>	<b>49.8%</b>	<b>100%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>A. Turnover of Taxonomy-eligible activities (A.1 + A.2)</b>		<b>2,079.7</b>	<b>96.8%</b>	<b>2,802.2</b>	<b>95.3%</b>	<b>100%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>B. Taxonomy-non-eligible activities</b>											
<b>Turnover of Taxonomy-non-eligible activities (B)</b>		<b>68.2</b>	<b>3.2%</b>	<b>138.4</b>	<b>4.7%</b>						
<b>Total (A + B)</b>		<b>2,147.9</b>	<b>100%</b>	<b>2,940.7</b>	<b>100%</b>						

<sup>1</sup> Y - Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective;  
N - No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective;  
N/EL - not eligible, Taxonomy-non-eligible activity for the relevant environmental objective

<sup>2</sup> EL - Taxonomy-eligible activity for the relevant objective

DNSH criteria (do no significant harm)						Österreichische Post AG		Group		Category:	Category:
CCM	CCA	WTR	CE	PPC	BIO	Minimum safeguards	Taxonomy-aligned proportion of turnover, FY 2024	Taxonomy-aligned proportion of turnover, FY 2024	enabling activities	transition activities	
(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(18)	(19)	(20)	
Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T	
Y	Y	Y	Y	Y	Y	Y	5.3%	4.0%			
Y	Y	Y	Y	Y	Y	Y	15.4%	11.4%			
Y	Y	Y	Y	Y	Y	Y	2.6%	1.9%			
Y	Y	Y	Y	Y	Y	Y	34.2%	31.7%	E		
<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>57.4%</b>	<b>49.1%</b>		<del>X</del>	
Y	Y	Y	Y	Y	Y	Y	34.2%	31.7%	E		
Y	Y	Y	Y	Y	Y	Y	0.0%	0.0%	<del>X</del>	T	
<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>			<del>X</del>	<del>X</del>	
<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	28.9%	30.0%	<del>X</del>	<del>X</del>	
<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	10.8%	14.0%	<del>X</del>	<del>X</del>	
<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	0.0%	1.5%	<del>X</del>	<del>X</del>	
<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	0.2%	0.5%	<del>X</del>	<del>X</del>	
<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	-	-	<del>X</del>	<del>X</del>	
<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>			<del>X</del>	<del>X</del>	
<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<b>39.9%</b>	<b>46.0%</b>	<del>X</del>	<del>X</del>	
<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<b>97.3%</b>	<b>95.1%</b>	<del>X</del>	<del>X</del>	

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## Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2025

Economic activities	Code	Österreichische Post AG		Group		Substantial contribution criteria					
		Absolute CapEx	Proportion of CapEx	Absolute CapEx	Proportion of CapEx	CCM	CCA	WTR	CE	PPC	BIO
		(3)	(4)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
(1)	(2)	EUR m	%	EUR m	%	Y; N; N/EL <sup>1</sup>	Y; N; N/EL <sup>1</sup>	Y; N; N/EL <sup>1</sup>	Y; N; N/EL <sup>1</sup>	Y; N; N/EL <sup>1</sup>	Y; N; N/EL <sup>1</sup>
<b>A. Taxonomy-eligible activities</b>											
<b>A-1 Ecologically sustainable activities (Taxonomy-aligned)</b>											
Electricity generation from photovoltaic technology	CCM 4.1	0.2	0.1%	0.3	0.1%	Y	N	N/EL	N/EL	N/EL	N/EL
Operation of personal mobility devices, cycle logistics	CCM 6.4	0.6	0.4%	0.6	0.3%	Y	N	N/EL	N/EL	N/EL	N/EL
Transport by motorbikes, cars and light commercial vehicles	CCM 6.5	0.7	0.5%	0.8	0.4%	Y	N	N/EL	N/EL	N/EL	N/EL
Freight transport services by road	CCM 6.6	5.6	3.8%	5.6	2.6%	Y	N	N/EL	N/EL	N/EL	N/EL
Infrastructure enabling low-CO <sub>2</sub> road transport and public transport	CCM 6.15	64.9	44.4%	60.6	28.4%	Y	N/EL	N/EL	N/EL	N/EL	N/EL
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4	8.0	5.4%	8.3	3.9%	Y	N	N/EL	N/EL	N/EL	N/EL
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	0.0	0.0%	0.2	0.1%	Y	N/EL	N/EL	N/EL	N/EL	N/EL
<b>CapEx of ecologically sustainable activities (Taxonomy-aligned) (A.1)</b>		<b>80.0</b>	<b>54.7%</b>	<b>76.3</b>	<b>35.8%</b>	<b>100%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
thereof enabling activities		72.9	49.9%	69.1	32.4%	100%	0.0%	0.0%	0.0%	0.0%	0.0%
thereof transition activities		0.0	0.0%	0.0	0.0%	0.0%					
<b>A.2 Taxonomy-eligible, but not ecologically sustainable activities (not Taxonomy-aligned)</b>											
						EL <sup>2</sup> ; N/EL	EL <sup>2</sup> ; N/EL	EL <sup>2</sup> ; N/EL	EL <sup>2</sup> ; N/EL	EL <sup>2</sup> ; N/EL	EL <sup>2</sup> ; N/EL
Transport by motorbikes, cars and light commercial vehicles	CCM 6.5	26.3	18.0%	30.8	14.5%	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Freight transport services by road	CCM 6.6	10.9	7.4%	14.0	6.6%	EL	EL	N/EL	N/EL	N/EL	N/EL
Infrastructure enabling low-CO <sub>2</sub> road transport and public transport	CCM 6.15	5.5	3.8%	40.6	19.1%	EL	EL	N/EL	N/EL	N/EL	N/EL
Construction of new buildings	CCM 7.1	0.0	0.0%	0.0	0.0%	EL	EL	N/EL	N/EL	N/EL	N/EL
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	0.4	0.3%	0.4	0.2%	EL	EL	N/EL	N/EL	N/EL	N/EL
Acquisition and ownership of buildings	CCM 7.7	0.0	0.0%	0.7	0.3%	EL	EL	N/EL	N/EL	N/EL	N/EL
<b>CapEx of Taxonomy-eligible, but not ecologically sustainable activities (not Taxonomy-aligned) (A.2)</b>		<b>43.1</b>	<b>29.5%</b>	<b>86.6</b>	<b>40.6%</b>	<b>100%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>A. CapEx of Taxonomy-eligible activities (A.1 + A.2)</b>		<b>123.1</b>	<b>84.2%</b>	<b>162.9</b>	<b>76.4%</b>	<b>100%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>B. Taxonomy-non-eligible activities</b>											
<b>CapEx of Taxonomy-non-eligible activities (B)</b>		<b>23.1</b>	<b>15.8%</b>	<b>50.4</b>	<b>23.6%</b>						
<b>Total (A + B)</b>		<b>146.2</b>	<b>100.0%</b>	<b>213.3</b>	<b>100.00%</b>						

<sup>1</sup> Y - Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective;  
N - No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective;  
N/EL - not eligible, Taxonomy-non-eligible activity for the relevant environmental objective

<sup>2</sup> EL - Taxonomy-eligible activity for the relevant objective

DNSH criteria (do no significant harm)						Österreichische Post AG	Group	Category: enabling activities	Category: transition activities	
CCM	CCA	WTR	CE	PPC	BIO	Minimum safeguards	Taxonomy-aligned proportion of CapEx, FY 2024	Taxonomy-aligned proportion of CapEx, FY 2024	(19)	(20)
(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(18)	(19)	(20)
Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
Y	Y	Y	Y	Y	Y	Y	1.7%	2.5%		
Y	Y	Y	Y	Y	Y	Y	0.5%	0.4%		
Y	Y	Y	Y	Y	Y	Y	18.3%	14.1%		
Y	Y	Y	Y	Y	Y	Y	6.4%	4.6%		
Y	Y	Y	Y	Y	Y	Y	32.6%	23.0%	E	
Y	Y	Y	Y	Y	Y	Y	3.0%	2.3%	E	
Y	Y	Y	Y	Y	Y	Y			E	
<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>62.6%</b>	<b>46.9%</b>		
Y	Y	Y	Y	Y	Y	Y	35.6%	25.3%	E	
Y	Y	Y	Y	Y	Y	Y	0.0%	0.0%		T
							1.6%	6.5%		
							1.3%	1.4%		
							3.1%	18.9%		
							0.2%	0.1%		
							0.1%	0.1%		
							0.0%	0.7%		
							<b>6.3%</b>	<b>27.7%</b>		
							<b>68.8%</b>	<b>74.5%</b>		

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## Extent of Taxonomy Eligibility and Alignment per Environmental Objective – Reporting for the Year 2025

Proportion of turnover/total turnover	Taxonomy-aligned per objective		Taxonomy-eligible per objective	
	Österreichische Post AG	Group	Österreichische Post AG	Group
CCM (climate change mitigation)	51.9%	45.5%	96.8%	95.3%
CCA (climate change adaptation)	0.0%	0.0%	0.0%	0.0%
WTR (water and marine resources)	0.0%	0.0%	0.0%	0.0%
CE (circular economy)	0.0%	0.0%	0.0%	0.0%
PPC (pollution)	0.0%	0.0%	0.0%	0.0%
BIO (biodiversity)	0.0%	0.0%	0.0%	0.0%

Proportion of CapEx/total CapEx	Taxonomy-aligned per objective		Taxonomy-eligible per objective	
	Österreichische Post AG	Group	Österreichische Post AG	Group
CCM (climate change mitigation)	54.7%	35.8%	84.2%	76.4%
CCA (climate change adaptation)	0.0%	0.0%	0.0%	0.0%
WTR (water and marine resources)	0.0%	0.0%	0.0%	0.0%
CE (circular economy)	0.0%	0.0%	0.0%	0.0%
PPC (pollution)	0.0%	0.0%	0.0%	0.0%
BIO (biodiversity)	0.0%	0.0%	0.0%	0.0%

Proportion of OpEx/total OpEx	Taxonomy-aligned per objective		Taxonomy-eligible per objective	
	Österreichische Post AG	Group	Österreichische Post AG	Group
CCM (climate change mitigation)	0.0%	0.0%	0.0%	0.0%
CCA (climate change adaptation)	0.0%	0.0%	0.0%	0.0%
WTR (water and marine resources)	0.0%	0.0%	0.0%	0.0%
CE (circular economy)	0.0%	0.0%	0.0%	0.0%
PPC (pollution)	0.0%	0.0%	0.0%	0.0%
BIO (biodiversity)	0.0%	0.0%	0.0%	0.0%

### Standard disclosure templates in accordance with Article 8(6) and (7) of Delegated Regulation (EU) 2022/1214 (nuclear energy and fossil gas)

Austrian Post and its Group companies are not active in the nuclear energy or fossil gas sectors. For this reason, the standard disclosure templates for nuclear energy and fossil gas have not been filed, and no further information is provided.

## ESRS E1 Climate change

### E1 Disclosure Requirement related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

The Climate Change section contains information about how Austrian Post systematically identifies, assesses and manages climate risks, opportunities and impacts. Austrian Post focuses on strategies and measures to reduce greenhouse gas emissions, adaptation to climate-related challenges and transparent targets to promote decarbonisation and the resilience of the business model. In addition to the main

value chain relating to Austrian Post's logistics services, the financed emissions of bank99 were also addressed.

As part of the ESG risk management process, Austrian Post carried out a Group-wide resilience analysis of its strategy and business model. This involved conducting a climate-related transition risk analysis and a physical climate risk and vulnerability assessment. Details on the structure and results of the analyses can be found under IRO-1. In 2025, no material risks were identified that could jeopardise the company's resilience in adapting to climate change.

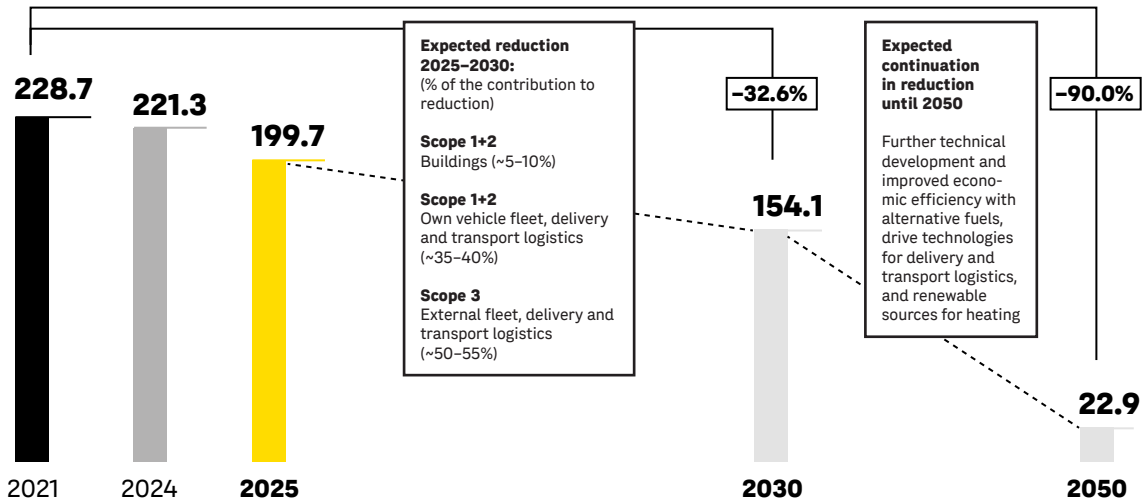
**STRATEGY**

**Disclosure Requirement E1-1 – Transition plan for climate change mitigation**

In the 2023 financial year, a transition plan for climate change mitigation was adopted by the Management Board and submitted to the Supervisory Board. The transition plan relates to the targets set out in the Paris Agreement for limiting global warming to 1.5°C. The transition plan was developed at the same time as the Science Based Targets initiative (SBTi)-compliant CO<sub>2</sub> targets. The transition plan is also closely linked to the integrated corporate and sustainability strategy and the decarbonisation measures developed based on this strategy.

**G 30 Austrian Group's transition plan for climate change mitigation for GHG emissions from logistics Scope 1, Scope 2 (market-based) and Scope 3.4 (upstream transportation and distribution)**

t CO<sub>2</sub>e



**Scope of the transition plan and alignment with GHG emission targets**

The transition plan includes Österreichische Post AG and all Group companies that were fully consolidated in 2023. Fully consolidated Group companies added at a later date are included via the Group's medium-term planning.

The transition plan includes all Scope 1 and Scope 2 emissions, as well as the Scope 3 category that is directly related to logistics activities and can be influenced by the company directly. These are emissions from the transport activities of freight companies in delivery and transport logistics (Scope 3.4 Upstream transportation and distribution). The 2021 financial year was used as the baseline.

This transition plan is linked to the 1.5°C-compliant near-term target (to be reached by 2030) and the net zero target (to be reached by 2050) submitted to the SBTi in 2024. The targets are explained in more detail under E1-4.

The chart showing the transition plan for logistics-related GHG emissions (Scope 1, Scope 2 and Scope 3.4 Upstream transportation and distribution) for climate change mitigation illustrates the interplay between Austrian Post's SBTi near-term target and net zero target, the decarbonisation levers and their necessary contributions to the reduction between 2025 and 2030, expressed as a percentage. As the chart also shows the base year and the current reporting year, the progress of the transition plan can also be tracked.

### Decarbonisation levers

Austrian Post developed its comprehensive strategy “On the Road to Paris” with the aim of decarbonising its core business. To reduce emissions, Austrian Post has identified its biggest decarbonisation levers, namely delivery (for the last mile), transport logistics and buildings, and has defined corresponding packages of measures that will be implemented in stages.

- (Last-mile) delivery
  - Transition to electric delivery fleet within the company's own fleet
  - Transition to electric delivery fleet within the external vehicle fleet
- Transport logistics
  - Switch to alternative fuels and drive technologies in the company's own transport logistics fleet
  - Switch to alternative fuels and drive technologies in the external transport logistics fleet
- Buildings
  - Use of green electricity
  - Expansion of photovoltaic systems
  - Optimising the energy efficiency of buildings
  - Improving the energy efficiency of core processes

Further details on Austrian Post's decarbonisation levers, the climate action taken in 2025 and related information on the progress made in implementing the transition plan can be found under E1-3 and E1-6.

The transition plan is incorporated into the company's medium-term planning via planning assumptions. The Group companies and specialist departments are given targets for reducing emissions and have to plan, and calculate the figures for, corresponding reduction measures.

As regards the implementation of the transition plan, the medium-term plan for the financial years from 2025 to 2029 provides for Group-wide investments averaging EUR 34m a year for green transformation by expanding the use of electric vehicles and photovoltaic systems. The majority of these investments are attributable to Österreichische Post AG in Austria.

These investments in the green transformation are also reflected in the data on the EU Taxonomy. Significant Taxonomy-aligned capital expenditure in connection with the transition plan can be found in the CapEx table in the EU Taxonomy chapter. Due to differing definitions in connection with the DNSH criteria of the EU Taxonomy, the investment totals are not identical. The main Taxonomy-aligned disclosures in connection with the transition plan are CCM 4.1,

CCM 6.5, CCM 6.6 and CCM 7.4. Other levers, such as the switch to HVO fuels, are not currently taken into account in the EU Taxonomy. Austrian Post has not drawn up a separate CapEx plan in accordance with the EU Taxonomy.

It is not subject to the EU Paris-aligned Benchmarks set out in the Climate Benchmark Regulation.

### Potentially locked-in GHG emissions

Potentially locked-in greenhouse gas emissions relate to properties where switching to renewable energy sources is not yet economically feasible given the current state of technology. The latest technological developments in the use of renewable energies are being monitored on an ongoing basis with a view to these GHG emissions. As soon as measures appear to be commercially feasible, the corresponding investments can be included in the annual and medium-term financial planning. The scale of these potentially locked-in GHG emissions is classified as low. Diesel vehicles currently in use also represent locked-in GHG emissions. As vehicles generally have a shorter useful life than buildings and the fleet is being converted to alternative, renewable drive technologies, the company should be able to reduce these locked-in emissions relatively quickly in Austria. At international Group companies, however, the operational business model – with delivery largely outsourced to external carriers – and the lower level of subsidies present a challenge.

### Disclosure Requirement E1-2 – Policies related to climate change mitigation and adaptation

The transport sector, including logistics and postal services, is a major source of greenhouse gas emissions. This means that Austrian Post has a particular responsibility in the fight against climate change.

Österreichische Post AG has been a member of the UN Global Compact since 2007. In implementing its goals and activities, the company orients itself to the ten principles of the UN Global Compact for responsible corporate management in regard to human and labour rights, environmental protection and anticorruption. The company is committed to the global objectives of the United Nations, the Sustainable Development Goals (SDGs).

Austrian Post is also committed to the objectives of the Paris Agreement and aims to contribute to meeting the 1.5°C global warming target with the measures it has implemented. For this purpose, it is taking steps to achieve net zero greenhouse gas emissions within Österreichische Post AG in Austria by 2040, and across the entire Austrian Post Group by 2050. The company's aspirations in connection with climate change mitigation are set out in the Group-wide policy adopted to manage material environmental sustainability

matters (Environmental Policy). The aim of this policy is to set out provisions governing, and manage, the handling of environmental issues. It addresses how Austrian Post should deal with impacts, risks and opportunities in relation to key environmental sustainability matters. This approach takes into consideration the range of services provided by Austrian Post and its business activities, along with its upstream and downstream value chain. The Environmental Policy establishes clear responsibilities and ensures that stakeholder interests are taken into account.

The content is consistent with the integrated corporate and sustainability strategy and covers the key environmental sustainability matters that were identified as part of the materiality assessment. The policy covers the areas of climate change mitigation, energy efficiency, renewable energy deployment, pollution of air and the circular economy.

Within the overarching sustainability governance structure, the entire Management Board is ultimately responsible for the Environmental Policy and the material environmental sustainability matters that it addresses.

Strategies, targets and measures relating to sustainability are developed with the Austrian Post Sustainability Board, consisting of the entire Management Board, the Chief Sustainability Officer and top management. The Corporate Sustainability Department and the Chief Sustainability Officer provide professional and organisational support to stakeholders.

Top management and the managing directors of the fully consolidated Group companies are responsible for the implementation of the goals and measures set at a strategic level. They are also responsible for ensuring compliance with relevant laws and internal company regulations.

Sustainability officers have been appointed in the various departments of Österreichische Post AG and in the fully consolidated Group companies and charged with operational implementation.

Transparency is a top priority for Austrian Post. The company publishes its Environmental Policy on its website and actively shares it with all employees via the intranet and other communication channels.

bank99 has drawn up its own ESG strategy, which addresses its responsibility, as part of the financial sector, with regard to financed GHG emissions. Responsibility for the ESG strategy lies with the Management Board of bank99. The ESG strategy is part of bank99's overall bank strategy and serves to guide the entire organisation in making decisions on ESG issues and achieving defined ESG targets. Furthermore, the company intends to draw up a transition plan in 2026 containing specific timescales and milestones for decarbonising the financed emissions of the bank99 portfolio. bank99 is

committed to complying with the requirements of the EU Action Plan on Financing Sustainable Growth, the ECB Guide on climate-related and environmental risks, and the Sustainable Development Goals (SDGs). These guidelines form the basis for the transparent, responsible and forward-looking management of material sustainability matters at bank99. The interests of key stakeholders were taken into account by aligning the policy with investors' growing focus on ESG criteria, societal demand for sustainable solutions and the need to adapt to physical and transition climate risks. In addition, the policy fulfils the clear expectation of the owner Austrian Post and its core shareholder ÖBAG to anchor sustainability as a central component of corporate governance. The ESG strategy is not published.

### **Disclosure Requirements E1-3 – Actions and resources in relation to climate change policies**

Austrian Post has been committed to climate and environmental protection measures in its core business for many years now, in addition to establishing Group-wide measures designed to reduce the company's impact on the environment and society. These are designed to minimise climate risks and exploit opportunities to the greatest extent possible. Details can be found in the policy adopted to manage material environmental sustainability matters (Environmental Policy).

The measures described below for implementing the climate change policies are closely linked to the decarbonisation targets described under E1-4. The targets set define the framework for prioritising the implementation of the measures in terms of time and location, with various targets for Österreichische Post AG in Austria (net zero by 2040) and the Group (net zero by 2050). Interim targets have also been set for the most important measures to be achieved by 2030, such as switching company and third-party vehicles to electric mobility, purchasing green electricity and expanding PV systems. These measures will be implemented in stages as each target is achieved.

The financial resources required for implementation have been taken into account in medium-term planning. The scope and speed at which the measures are implemented can be influenced by external factors. These include market and price developments and the availability of funds.

In the 2025 financial year, investments were made to decarbonise logistics services and achieve the company's emission reduction targets. Investment in the green transformation totalled EUR 43.7m in 2025. This relates to the expansion of the electric delivery fleet, the electric charging infrastructure and the expansion of photovoltaic capacities. The investments in the green transformation are part of the total additions to fixed assets. These are presented in the

Notes to the Consolidated Financial Statements in Note 17. "Property, plant and equipment".

Future financial resources for implementing the measures in connection with the transition plan for climate change mitigation are described under E1-1.

These investments in the green transformation are also reflected in the data on the EU Taxonomy. Significant Taxonomy-aligned capital expenditure in connection with actions and resources in relation to climate change policies can be found in the CapEx table in the EU Taxonomy chapter. Due to differing definitions in connection with the DNSH criteria of the EU Taxonomy, the investment totals are not identical. The main Taxonomy-aligned disclosures relating to actions and resources in connection with the climate change policies are CCM 4.1, CCM 6.5, CCM 6.6 and CCM 7.4.

### Delivery (last mile)

#### **Transition to electric delivery fleet in both the company's own and the external vehicle fleet**

As a transport service provider, Austrian Post sees the switch to alternative drive technologies and the associated replacement of fossil fuels as the most promising field of action for reducing direct GHG emissions. This includes the expansion of the electric delivery fleet. With this aim in mind, Austrian Post has been exclusively acquiring electric vehicles for deliveries in Austria since 2023.

In many provincial and district capitals, mail is already being delivered using electric vehicles. Since 2021, the provincial capitals of Graz, Salzburg and Innsbruck have switched over to exclusive electric delivery.

Austrian Post also calls on the services of freight companies for delivery. This is another area in which measures were taken in Austria, Slovakia, Türkiye and other countries in 2025 to enable freight companies to switch to electric vehicles and reduce GHG emissions in the process. The measures include various incentive schemes and financial assistance, and will be used at freight companies in the future, too.

### Transport logistics

#### **Transition to alternative drive technologies in both the company's own and the external vehicle fleet**

Electric, hydrogen or other alternative drive systems for trucks are not yet available across the board in terms of both technological and commercial availability. This is why Austrian Post is focusing heavily on testing various technologies to sound out potential applications.

In 2024, for example, two battery-electric trucks powered by green electricity were purchased for the short distance between Vienna Airport and the Vienna-Inzersdorf logistics centre.

Until alternatives are available for long-distance transport, Austrian Post is relying on the use of hydrotreated vegetable oils (HVO) as a bridging solution. HVO is an alternative renewable fuel made from waste, grease, vegetable oil and agricultural residues. It can be used in conventional diesel engines. HVO manufacturers claim that using this fuel can reduce a vehicle's CO<sub>2</sub> emissions by up to 90% compared to using diesel. This makes HVO an important bridging technology and a lever that Austrian Post can use to save several thousand tonnes of GHG emissions every year. Following the successful testing of HVO fuel in 2023, all of the company's own trucks in Austria were converted from diesel to HVO fuel in the course of 2024. HVO is also used in outsourced transport logistics. HVO cannot yet be used at the international Group companies as it is not yet available.

### Buildings

**Use of green electricity** Another decarbonisation lever is the purchase of electricity from renewable energy sources for buildings and the vehicle fleet. Since as early as 2012, Österreichische Post AG has been using green electricity only. In the 2022 financial year, the largest Group company Aras Kargo in Türkiye made the switch.

**Expansion of photovoltaic systems** Austrian Post has installed photovoltaic systems with a rating of around 19.5 megawatt-peak (MWp). The switch to renewable electricity and the expansion of PV systems are also important decarbonisation levers for the Group companies.

**Optimising the energy efficiency of buildings** Energy consumption is monitored systematically, and lighting systems in the logistics centres and postal bases are being switched over to LED lighting. When new buildings are constructed, attention is paid to sustainable and efficient construction methods, including the use of heat pumps, for example.

Energy audits and the potential savings they identify represent one important element of this policy. An energy audit was performed in Austria in 2023 and a number of measures were implemented, such as swapping out oil heating systems and installing sustainable heating and warm water systems at different locations. Work is also under way to implement energy data management and performance monitoring for the photovoltaic systems.

### Improving the energy efficiency of core processes

Austrian Post is also striving to boost efficiency in its core processes. To steer the conscientious use of resources and energy, environmental management systems in accordance with ISO 14001 have been in place at logistics sites in Austria, Türkiye, Bulgaria and Hungary since 2016.

Since then, 88% of all Austrian Post logistics centres have received ISO 14001 certification. This certification applies to all of Austrian Post's logistics centres in Austria, with the exception of the Salzburg logistics centre, which is currently being renovated. Overall, 70% of the logistics centres in the Austrian Post Group have received certification. Austrian Post uses a standardised continuous improvement process in combination with internal and external audits to consistently enhance its environmental performance.

Other measures relate to the energy-efficient operation of Austrian Post's delivery and transport logistics fleet and the ongoing replacement of the vehicle fleet in the area of transport logistics. The energy efficiency of technical infrastructure such as conveyor systems in the national logistics centres is also being analysed and improved. Austrian Post is also focused on making its employees even more aware of the importance of saving energy. The company has established an internal energy efficiency programme to implement technical measures and bring about improvements in user behaviour. Measures include centralised reduction of the room temperature in winter and reduced cooling in the summer.

### Achieved/expected GHG emission reductions

Compared to 2024, Austrian Post can report the following GHG emission reductions in relation to the decarbonisation levers:

- Scope 1 and 2 buildings: -0.3%
- Scope 1 and 2 own vehicle fleet for management fleet, delivery and transport logistics: -18.8%
- Scope 3 external vehicle fleet for delivery and transport logistics: -8.0%

Based on the GHG emissions for 2025, the following contributions to GHG emission reductions are expected by 2030 at the level of the decarbonisation levers:

- Scope 1 and 2 buildings: -5% to -10%
- Scope 1 and 2 own vehicle fleet for management fleet, delivery and transport logistics: -35% to -40%
- Scope 3 external vehicle fleet for delivery and transport logistics: -50% to -55%

**bank99** Various measures were adopted to reduce financed GHG emissions from the bank99 portfolio with a target date of 2030. The launch of sustainable products (e.g. balancekonto99, sustainable loans) is scheduled for completion between 2025 and 2026. Climate risks were integrated into the risk management system in 2025. Resources used for these measures include finance for product development and infrastructure, personnel resources in compliance, product management and technological investments in digital sustainability tools.

Responsibility lies with the entire Management Board, supported by the ESG Committee and the operational departments. Progress is evaluated as part of internal ESG reporting to make sure that the measures are effective.

## METRICS AND TARGETS

### Disclosure Requirement E1-4 – Targets related to climate change mitigation and adaptation

Austrian Post has set Group-wide climate targets which are consistent with the aim of limiting global warming to 1.5°C. The targets were developed based on the specifications of the Science Based Targets initiative. This process was based on a greenhouse gas inventory prepared in 2023 in accordance with the GHG Protocol and the requirements set out in ESRs E1-6.

- Austrian Post is committed to reducing absolute Scope 1 and Scope 2 GHG emissions by 45.3%<sup>1</sup> by 2030 compared to the 2021 base year. Austrian Post is also committed to reducing absolute Scope

<sup>1</sup> With a total reduction of 45.3% in absolute Scope 1 and Scope 2 GHG emissions, 42.0% is attributable to Scope 1 and 59.9% to Scope 2

3 GHG emissions from capital goods, fuel- and energy-related activities, upstream transportation and distribution and business travel by 25.0% within the same timeframe.

- Austrian Post is committed to reducing absolute Scope 1 and Scope 2 GHG emissions by 90.0% by 2050 compared to the 2021 base year. Austrian Post is also committed to reducing Scope 3 GHG emissions from purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution and business travel by 90% within the same timeframe.

The targets were validated and accepted by the Science Based Targets initiative in January 2025. This commitment and the related CO<sub>2</sub> reduction targets apply to Österreichische Post AG and all Group companies that are fully consolidated at this point in time, with the exception of the financed emissions of bank99.

The 2021 financial year was used as the baseline for the SBTi emission targets. This year was chosen because it is representative of Austrian Post's business activities and is the year with the most up-to-date, complete and verifiable GHG emissions data. In 2021, Aras Kargo, currently the largest fully consolidated Group company alongside Österreichische Post AG, was included in the GHG inventory in full for the first time. At the same time, ESG data collection was restructured throughout the Group in both technical and organisational terms, and an ICS system was introduced. The absolute GHG emissions from 2021 are shown in E1-6.

The base year has to be recalculated if there is a significant change in the corporate structure or business activities, or in the event of significant changes in the calculation methodology. The threshold for recalculation is a change of +/- 5% in the total Scope 1, Scope 2 and Scope 3 emissions for the base year. The base year also has to be updated every five years from 2030 onwards.

The targets were calculated using a cross-sector absolute contraction approach (ACA)<sup>2</sup> for 2021 as the base year. No greenhouse gas removals, carbon credits or avoided emissions were included in the calculation. The Scope 2 emissions included in the targets use the market-based approach.

In addition to the Group-wide SBTi targets, Austrian Post has set itself the following milestone goals for Österreichische Post AG in Austria:

- Net zero Scope 1, Scope 2 and Scope 3.4 (upstream transportation and distribution) GHG emissions in Austria by 2040 (base year 2021)
- 100% electric vehicles for the last mile of delivery and 100% electric management fleet in Austria by 2030 (base year 2019: 17%)
- Increase vehicle utilisation from 77% to 80% in transport logistics between 2020 and 2025

These milestones are intended to support the achievement of the Group-wide climate targets.

As part of the various stakeholder dialogue formats, the relevant stakeholders for each target were involved in the target-setting process. The targets were finalised by the company.

The decarbonisation levers and the measures to achieve the targets are explained under E1-1, in the description of the transition plan for climate change mitigation, and under E1-2.

bank99 has internal targets in connection with its financed emissions, but these are not published.

### Disclosure Requirement E1-5 – Energy consumption and mix

The energy consumption of the in-house fleet is determined in full, while the energy consumption of the buildings and facilities is mainly determined on the basis of the invoicing and consumption data recorded in the ERP system.

If there are no energy consumption figures available for buildings and facilities based on invoicing or consumption data, the energy consumption is extrapolated using average values representative of the type of use, based on the square metres of the building or facility in question.

The underlying methods, key assumptions and areas of application are documented in internal operating procedures.

The key figures are subjected to a limited assurance engagement by the auditor as part of a voluntary assurance engagement. Furthermore, no validation is carried out by any other external body.

The table "Energy consumption and mix" shows the energy consumption and energy mix of Österreichische Post AG and the Austrian Post Group.

Total energy consumption in the Austrian Post Group fell by 1.2% compared to the previous year. Österreichische Post AG's total energy consumption also decreased by 1.2% year-on-year.

<sup>2</sup> Based on Pathways to Net-zero – SBTi Technical Summary (Version 1.0, October 2021)

The total consumption of renewable energy in the Austrian Post Group was up by 15.6% as against the previous year. Compared to the previous year, the total consumption of renewable energy at Österreichische Post AG increased by 17.7%.

Total fossil energy consumption in the Austrian Post Group fell by 10.0% in a year-on-year comparison. Österreichi-

sche Post AG's total fossil energy consumption also dropped by 14.8% year-on-year. The use of the non-fossil fuel HVO, the use of electric delivery vehicles and the generation of the company's own renewable energy using PV systems are resulting in changes in the total consumption of renewable and fossil energy.

### T 33 Energy Consumption and Energy Mix

	Österreichische Post AG		Group	
	2024	2025	2024	2025
1) Fuel consumption from coal and coal products (MWh)	0.0	0.0	0.0	0.0
2) Fuel consumption from crude oil and petroleum products (MWh)	99,531.0	68,843.0	181,540.4	147,917.4
3) Fuel consumption from natural gas (MWh)	29,470.4	31,330.8	41,316.8	44,270.8
4) Fuel consumption from other fossil sources (MWh)	650.2	583.1	1,210.3	1,147.2
5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	33,598.5	38,345.2	41,488.7	45,776.3
<b>6) Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)</b>	<b>163,250.1</b>	<b>139,102.1</b>	<b>265,556.2</b>	<b>239,111.7</b>
Share of fossil sources in total energy consumption (%)	58.0%	50.0%	65.8%	60.0%
7) Consumption from nuclear sources (MWh)	0.0	0.0	0.0	0.0
Share of consumption from nuclear sources in total energy consumption (%)	0.0	0.0	0.0	0.0
8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	52,351.6	68,606.8	52,351.6	68,614.5
9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	60,959.8	62,430.1	80,186.5	82,199.9
10) The consumption of self-generated non-fuel renewable energy (MWh)	4,684.9	8,065.2	5,356.8	8,767.6
<b>11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)</b>	<b>117,996.2</b>	<b>139,102.2</b>	<b>137,894.8</b>	<b>159,582.0</b>
Share of renewable sources in total energy consumption (%)	42.0%	50.0%	34.2%	40.0%
<b>Total energy consumption (MWh) (calculated as the sum of lines 6, 7 and 11)</b>	<b>281,246.4</b>	<b>278,204.3</b>	<b>403,451.1</b>	<b>398,693.7</b>

### T 34 Additional Entity-Specific Disclosure – Electricity Consumption

	Österreichische Post AG		Group	
	2024	2025	2024	2025
Total electricity consumption (MWh).	68,535.43	75,244.11	94,994.76	102,252.70
Share of renewable sources in total electricity consumption	<b>95.8%</b>	<b>93.7%</b>	<b>90.1%</b>	<b>89.0%</b>

### Energy intensity based on net revenue

The table "Energy intensity per net revenue" compares the total energy consumption in MWh against the net revenue associated with activities in high climate impact sectors.

The transport sector is classified as a high climate impact sector. As a result, those shares of revenue from logistics-related services are relevant for the purposes of the comparison. The calculation is based on the revenue of the Austrian Post Group excluding income from financial instruments in accordance with IFRS 9 (income from bank99). See consolidated financial statements – Note 7. Revenue from contracts with customers and 8. Result from financial services.

For Österreichische Post AG, revenue is recognised in accordance with the Austrian Commercial Code (UGB) individual financial statements. Details can be found under the Austrian Commercial Code (UGB) individual financial statements – 4. Notes to the income statement.

Total energy consumption from activities in high climate impact sectors per net revenue associated with activities in high climate impact sectors fell by 0.5% at Österreichische Post AG and grew by 1.2% in the Austrian Post Group.

### T 35 Energy Intensity per Net Revenue

	Österreichische Post AG			Group		
	2024	2025	% N/N-1	2024	2025	% N/N-1
Total energy consumption from activities in high climate impact sectors (MWh)	281,246.4	278,204.3	-1.1%	403,451.1	398,693.7	-1.2%
Net revenue associated with activities in high climate impact sectors (EUR m)	2,228.1	2,214.4	-0.6%	3,012.5	2,940.7	-2.4%
<b>Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (MWh/EUR m)</b>	<b>126.2</b>	<b>125.6</b>	<b>-0.5%</b>	<b>133.9</b>	<b>135.6</b>	<b>1.2%</b>

### T 36 Connectivity of Energy Intensity Based on Net Revenue with Financial Reporting Information

EUR m	Österreichische Post AG		Group	
	2024	2025	2024	2025
Net revenue from activities in high climate impact sectors used to calculate energy intensity	2,228.1	2,214.4	3,012.5	2,940.7
Income from financial instruments in accordance with IFRS 9			110.6	102.6
<b>Total net revenue (financial statements)</b>	<b>2,228.1</b>	<b>2,214.4</b>	<b>3,123.1</b>	<b>3,043.3</b>

### Disclosure Requirement E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions

Austrian Post calculates its GHG emissions every year and reports on emissions caused by internal company activities (Scope 1) and from the energy supply (Scope 2) as well as from the value chain (Scope 3). The calculation of GHG emissions is based on the Greenhouse Gas Protocol requirements. Scope 1 and Scope 2 emissions are calculated on the basis of energy consumption, as described under E1-5.

The operational control approach is used to calculate the GHG emissions. This includes the emissions of all fully consolidated Group companies. No operational control is exercised over Group companies consolidated using the equity method. This means that their GHG emissions are recognised in Scope 3 category 15 (Investments) in accordance with their investment share.

The emissions from bank99's loan and investment portfolio are in line with the requirements set out in the Partnership for Carbon Accounting Financials (PCAF) standard. These are shown in Scope 3 category 15 (Investments).

The GHG emissions are stated as CO<sub>2</sub> equivalents (CO<sub>2</sub>e) and take into account the following greenhouse gases: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC, SF<sub>6</sub> and NF<sub>3</sub>.

The direct and indirect GHG emission factors for natural gas, heating oil, wood pellets, district heating, diesel and petrol are taken from the database of the Environment Agency Austria. In line with contracts with energy suppliers, the electricity used in Austria is green electricity from Austria. The Austria mix from the Environment Agency Austria database is used to calculate the CO<sub>2</sub> emissions for the remainder of the electricity from unknown sources. Supplier-specific emission factors are applied to HVO fuel. The individual country-specific emission factors from the ecoinvent database are used for the Group companies. Emission factors from the United Kingdom's Department for Environment, Food & Rural Affairs (DEFRA), the ecoinvent database and the Environment Agency Austria were used for Scope 3 sources without primary data.

Where available, primary data was used to calculate Scope 3 emissions. The spend method is used to calculate the GHG emissions for the Scope 3 categories 1) Purchased goods and services, and 2) Capital goods. This is based on

Austrian Post's financial reporting. A mixed approach was chosen for Scope 3 emissions in category 6) Business travel, using both the spend-based and distance-based methods.

The calculation of category 4) Upstream transportation and distribution is based on the distance-based method. Kilometre data from shipping companies is used, before being extrapolated based on consumption data from Austrian Post's own fleet.

The waste type-specific method is used for Scope 3 category 5) Waste generated in operations. Waste data for Österreichische Post AG is extrapolated for the Group.

The GHG emissions from category 7) Employee commuting are based on the extrapolation of an employee mobility scheme from 2021 and data from public sources. The distance-based method is used.

The GHG emissions from category 13) Downstream leased assets are extrapolated on the basis of the area using the consumption values for the company's own buildings (average data method).

Emissions data from secondary providers is used to calculate the GHG emissions from the bank99 portfolio (Scope 3.15 Investments). Primary data is used for emissions in category 15) from investments accounted for using the equity method.

A total of 35% of Scope 3 emissions (in t CO<sub>2</sub>) in the Austrian Post Group are calculated using primary data. Actual consumption and activity data of Austrian Post and its suppliers (e.g. kilometres driven as the basis for the fuel consumption of freight companies) is classified as primary data. GHG emissions calculated using the spend-based method are categorised as secondary data.

Details on estimates of data from the value chain and the associated estimation uncertainties are described in BP-2.

The key figures are validated in the course of the independent audit of the consolidated non-financial statement by the auditor as part of a limited assurance engagement. Furthermore, no validation is carried out by any other external body.

The following tables show the gross GHG Scope 1, 2 and 3 emissions, as well as total GHG emissions – for the Austrian Post Group and Österreichische Post AG.

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## Gross Scope 1, 2, 3 and Total GHG Emissions – Group

	Retrospective				Milestones and target years			
	Base year	Comparison (N-1)	(N)	% (N/N-1)			Annual % of the target for 2030/ base year	Annual % of the target for 2050/ base year
					2021	2024	2030 <sup>1</sup>	2050 <sup>2</sup>
<b>Scope 1 GHG emissions<sup>3,4</sup></b>			<b>2025</b>					
Gross Scope 1 GHG emissions (t CO <sub>2</sub> e)	71,247.3	55,691.4	47,162.6	-15.3%	41,323.4	7,124.7	-4.7%	-3.1%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0.0%	0.0%	0.0%	-	-	-	-	-
<b>Scope 2 GHG emissions<sup>4</sup></b>								
Gross location-based Scope 2 GHG emissions (t CO <sub>2</sub> e) <sup>17</sup>	35,757.2	26,824.0	23,829.3	-11.2%	-	-	-	-
Gross market-based Scope 2 GHG emissions (t CO <sub>2</sub> e) <sup>5</sup>	16,114.7	7,677.7	7,333.2	-4.5%	6,752.0	1,611.5	-6.5%	-3.1%
<b>Significant Scope 3 GHG emissions</b>								
Total gross indirect (Scope 3) GHG emissions (t CO <sub>2</sub> e)	349,820.0	556,285.6	612,501.5	10.1%	210,944.3	33,060.6	-4.4%	-3.1%
1) Purchased goods and services	49,346.8	60,867.2	63,854.1	4.9%	-	4,934.7	-	-3.1%
2) Capital goods	82,148.7	65,146.8	68,688.4	5.4%	61,611.6	8,214.9	-2.8%	-3.1%
3) Fuel and energy-related activities (not included in Scope 1 or Scope 2)	57,205.8	64,347.3	63,732.0	-1.0%	42,904.4	5,720.6	-2.8%	-3.1%
4) Upstream transportation and distribution <sup>6</sup>	141,326.5	157,952.7	145,208.5	-8.1%	105,994.9	14,132.6	-2.8%	-3.1%
5) Waste generated in operations	4,842.9	5,092.6	5,196.9	2.0%	-	-	-	-
6) Business travel	578.0	1,912.1	1,722.5	-9.9%	433.5	57.8	-2.8%	-3.1%
7) Employee commuting	12,217.5	12,710.2	12,857.6	1.2%	-	-	-	-
8) Upstream leased assets <sup>7</sup>	-	-	-	-	-	-	-	-
9) Downstream transportation <sup>8</sup>	-	-	-	-	-	-	-	-
10) Processing of sold products <sup>9</sup>	-	-	-	-	-	-	-	-
11) Use of sold products <sup>10</sup>	-	-	-	-	-	-	-	-
12) End-of-life treatment of sold products <sup>11</sup>	-	-	-	-	-	-	-	-
13) Upstream leased assets <sup>12</sup>	1,840.3	1,746.9	1,775.3	1.6%	-	-	-	-
14) Franchises <sup>13</sup>	-	-	-	-	-	-	-	-
15) Investments	313.5	186,509.6	249,466.2	33.8%	-	-	-	-
15a) Emissions financed by bank <sup>99</sup> <sup>14</sup>	0.0	186,460.0	249,412.0	33.8%	-	-	-	-
15b) Group companies accounted for using the equity method	313.5	49.6	54.2	9.3%	-	-	-	-

	Retrospective				Milestones and target years			
	Base year	Comparison (N-1)	(N)	% (N/N-1)			Annual % of the target for 2030/ base year	Annual % of the target for 2050/ base year
					2021	2024	2030 <sup>1</sup>	2050 <sup>2</sup>
			<b>2025</b>					
<b>Total GHG emissions</b>								
Total GHG emissions (location-based) (t CO <sub>2</sub> e)	456,824.5	638,801.0	683,493.4	7.0%	-	-	-	-
Total GHG emissions (market-based) (t CO <sub>2</sub> e)	437,181.9	619,654.6	666,997.3	7.6%	259,019.7	41,796.8	-4.5%	-3.1%
<b>Voluntary additional disclosures on E1-6</b>								
Total GHG emissions (market-based) (t CO <sub>2</sub> e) excl. emissions financed by bank <sup>99</sup> <sup>15</sup>	437,181.9	433,194.6	417,585.3	-3.6%	259,019.7	41,796.8	-4.5%	-3.1%
GHG emissions from logistics that can be influenced by the company directly: Scope 1 + Scope 2 (market-based) + Scope 3.4 Upstream transportation and distribution <sup>16</sup>	228,688.4	221,321.8	199,704.3	-9.8%	154,070.3	22,868.8	-3.6%	-3.1%

<sup>1</sup> Target year for near-term target SBTi; includes Scope 1, Scope 2 and Scope 3 categories: 2) Capital goods, 3) Fuel and energy-related activities, 4) Upstream transportation and distribution, 6) Business travel

<sup>2</sup> Target year for net zero target SBTi; includes Scope 1, Scope 2 and Scope 3 categories: 1) Purchased goods and services, 2) Capital goods, 3) Fuel and energy-related activities, 4) Upstream transportation and distribution, 6) Business travel

<sup>3</sup> In addition to the GHG emissions reported in Scope 1, there were 257.7 t of CO<sub>2</sub>e from methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O) from the combustion of HVO fuel. In addition to the GHG emissions reported in Scope 1, the biogenic CO<sub>2</sub> emissions from the combustion of HVO fuel in the company's own vehicle fleet came to 17,444.9 t of CO<sub>2</sub>e (2024)

<sup>4</sup> Group companies consolidated using the equity method are not subject to operational control and are therefore not allocated to Scope 1 or Scope 2, but are recognised in Scope 3.15 (Investments). In addition to the GHG emissions reported in Scope 2, the biogenic CO<sub>2</sub> emissions from the purchase of electricity (location-based) for FY 2025 amount to 4,620.2 t of CO<sub>2</sub>e.

<sup>5</sup> Austrian Post buys electricity from renewable energy sources bundled through green electricity tariffs for Austrian and international Group companies. In addition, unbundled certificates (I-REC - International Renewable Energy Certificate) are purchased in Türkiye, Azerbaijan, Georgia and Uzbekistan. In relation to the total green electricity demand for Scope 2 79.9% is accounted for by bundled green electricity tariffs and 20.1% by unbundled I-REC certificates.

<sup>6</sup> In addition to the GHG emissions reported in Scope 3.4, there were 147.6 t of CO<sub>2</sub>e from methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O) from the combustion of HVO fuel. In addition to the GHG emissions reported in Scope 3.4, the biogenic CO<sub>2</sub> emissions from the combustion of HVO fuel and the purchase of electricity (location-based) in the external vehicle fleet for FY 2025 amount to 10,166.0 t of CO<sub>2</sub>e. The upstream emissions in connection with fuels and energy from the external vehicle fleet are integrated in Scope 3.3.

<sup>7</sup> Emissions from leased property, plant and equipment (buildings, machinery, vehicles) are already recognised and reported in Scopes 1 and 2. The category is therefore not relevant and is not reported separately.

<sup>8</sup> Austrian Post is a logistics company and primarily sells services and not products for which further transport is required. Category 9 is therefore not relevant and is not reported. The transport of parcels and letters by third parties is commissioned directly by Austrian Post and therefore falls under category 4 Upstream transportation and distribution.

<sup>9</sup> Austrian Post is a logistics company and primarily sells services and not intermediate products. Category 10 is therefore not relevant and is not reported.

<sup>10</sup> Austrian Post is a logistics company and primarily sells services. Goods sold in the branches account for less than 1% of total Scope 3 emissions. Category 11 is therefore not relevant and is not reported.

<sup>11</sup> Austrian Post is a logistics company and primarily sells services. Goods sold in the branches account for less than 1% of total Scope 3 emissions. The emissions for disposal are estimated to be even lower. Category 12 is therefore not relevant and is not reported.

<sup>12</sup> Externally let property of Österreichische Post AG

<sup>13</sup> Austrian Post operates a postal partner network in Austria and an agency network in Türkiye. These are mail pick-up and drop-off points that are not operated by Austrian Post itself but by partner companies. These emissions are already integrated into Scopes 1 and 2. Category 14 is therefore not reported separately.

<sup>14</sup> Available from the 2024 financial year. Due to limited availability, only Scope 1 emissions are included in the calculation of GHG emissions from government bonds of bank<sup>99</sup>.

<sup>15</sup> The calculation method matches the procedure and requirements for E1-6. The financed emissions of bank<sup>99</sup> have only been available since FY 2024. In order to enable a comparison with the previous year, these emissions were not included in this overview.

<sup>16</sup> The calculation method matches the procedure and requirements for E1-6. The metric represents the sum of selected emission categories that are taken into account in the transition plan for climate change mitigation.

<sup>17</sup> The location-based Scope 2 GHG emissions also include consumption from our own PV systems.

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## Gross Scope 1, 2, 3 and Total GHG Emissions – Österreichische Post AG

	Comparison (N-1)	(N)	% (N/N-1)
	2024	2025	
<b>Scope 1 GHG emissions<sup>1</sup></b>			
Gross Scope 1 GHG emissions (t CO <sub>2</sub> e)	32,118.9	24,261.4	-24.5%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0.0%	0.0%	-
<b>Scope 2 GHG emissions<sup>2</sup></b>			
Gross location-based Scope 2 GHG emissions (t CO <sub>2</sub> e) <sup>12</sup>	15,191.7	13,286.6	-12.5%
Gross market-based Scope 2 GHG emissions (t CO <sub>2</sub> e) <sup>2</sup>	4,229.1	4,615.7	9.1%
<b>Significant Scope 3 GHG emissions</b>			
Total gross indirect (Scope 3) GHG emissions (t CO <sub>2</sub> e)	153,435.7	157,024.5	2.3%
1) Purchased goods and services	42,876.5	47,759.2	11.4%
2) Capital goods	41,739.5	49,602.3	18.8%
3) Fuel and energy-related activities (not included in Scope 1 or Scope 2)	24,835.2	22,060.5	-11.2%
4) Upstream transportation and distribution <sup>3</sup>	30,486.6	23,917.2	-21.5%
5) Waste generated in operations	3,242.7	3,368.4	3.9%
6) Business travel	667.6	356.6	-46.6%
7) Employee commuting	7,840.7	8,185.0	4.4%
8) Upstream leased assets <sup>4</sup>	-	-	-
9) Downstream transportation <sup>5</sup>	-	-	-
10) Processing of sold products <sup>6</sup>	-	-	-
11) Use of sold products <sup>7</sup>	-	-	-
12) End-of-life treatment of sold products <sup>8</sup>	-	-	-
13) Downstream leased assets <sup>9</sup>	1,746.9	1,775.3	1.6%
14) Franchises <sup>10</sup>	-	-	-
15) Investments	-	-	-
<b>Total GHG emissions</b>			
Total GHG emissions (location-based) (t CO <sub>2</sub> e)	200,746.3	194,572.4	-3.1%
Total GHG emissions (market-based) (t CO <sub>2</sub> e)	189,783.7	185,901.5	-2.0%
<b>Voluntary additional disclosures on E1-6</b>			
GHG emissions from logistics that can be influenced by the company directly: Scope 1 + Scope 2 (market-based) + Scope 3.4 Upstream transportation and distribution <sup>11</sup>	66,834.6	52,794.2	-21.0%

<sup>1</sup> In addition to the GHG emissions reported in Scope 1, there were 257.7 t of CO<sub>2</sub>e from methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O) from the combustion of HVO fuel. In addition to the GHG emissions reported in Scope 1, the biogenic CO<sub>2</sub> emissions from the combustion of HVO fuel in the company's own vehicle fleet came to 17,444.5 t of CO<sub>2</sub>e (2024)

<sup>2</sup> Österreichische Post AG buys electricity from renewable energy sources bundled through green electricity tariffs. In relation to the total green electricity demand for Scope 2, 100.0% is accounted for by bundled green electricity tariffs. In addition to the GHG emissions reported in Scope 2, the biogenic CO<sub>2</sub> emissions from the purchase of electricity (location-based) for FY 2025 amount to 3,671.8 t of CO<sub>2</sub>e.

<sup>3</sup> In addition to the GHG emissions reported in Scope 3.4, there were 147.6 t of CO<sub>2</sub>e from methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O) from the combustion of HVO fuel. In addition to the GHG emissions reported in Scope 3.4, the biogenic CO<sub>2</sub> emissions from the combustion of HVO fuel and the purchase of electricity (location-based) in the external vehicle fleet for FY 2025 amount to 10,080.5 t of CO<sub>2</sub>e. The upstream emissions in connection with fuels and energy from the external vehicle fleet are integrated in Scope 3.3.

<sup>4</sup> Emissions from leased property, plant and equipment (buildings, machinery, vehicles) are already recognised and reported in Scopes 1 and 2. The category is therefore not relevant and is not reported separately.

<sup>5</sup> Österreichische Post AG is a logistics company and primarily sells services and not products for which further transport is required. Category 9 is therefore not relevant and is not reported. The transport of parcels and letters by third parties is commissioned directly by Austrian Post and therefore falls under category 4 Upstream transportation and distribution.

<sup>6</sup> Österreichische Post AG is a logistics company and primarily sells services and not intermediate products. Category 10 is therefore not relevant and is not reported.

<sup>7</sup> Österreichische Post AG is a logistics company and primarily sells services. Goods sold in the branches account for less than 1% of total Scope 3 emissions. Category 11 is therefore not relevant and is not reported.

<sup>8</sup> Österreichische Post AG is a logistics company and primarily sells services. Goods sold in the branches account for less than 1% of total Scope 3 emissions. The emissions for disposal are estimated to be even lower. Category 12 is therefore not relevant and is not reported.

<sup>9</sup> Externally let property of Österreichische Post AG

<sup>10</sup> Österreichische Post AG operates a postal partner network in Austria. These are mail pick-up and drop-off points that are not operated by Austrian Post itself but by partner companies.

These emissions are already integrated into Scopes 1 and 2. Category 14 is therefore not reported separately.

<sup>11</sup> The calculation method matches the procedure and requirements for E1-6. The metric represents the sum of selected emission categories that are taken into account in the transition plan for climate change mitigation.

<sup>12</sup> The location-based Scope 2 GHG emissions also include consumption from our own PV systems.

**Gross GHG emissions** The total GHG emissions of the Austrian Post Group increased by 7.0% (location-based) and 7.6% (market-based) compared to the previous year. This is due to the increase in bank99's financed emissions in Scope 3 category 15) Investments. This effect is presented via the voluntary additional disclosure of total GHG emissions excluding financed emissions of bank99. This analysis shows that GHG emissions dropped by 3.6%.

The additional voluntary disclosure of Scope 1 and Scope 2 (market-based) and Scope 3 category 4) Upstream transportation and distribution is used to disclose logistics-related GHG emissions, as these are also taken into account in the transition plan. This method of presenting GHG emissions shows a reduction of 9.8% compared to the previous year. This reduction is due to the switch to electric delivery vehicles and the use of HVO in transport logistics at Österreichische Post AG. This is evident from the separate overview of gross GHG emissions for Österreichische Post AG. The positive effect associated with Österreichische Post AG is diluted by increases in GHG emissions at Group companies.

Gross Scope 1 GHG emissions in the Austrian Post Group fell by 15.3% in a year-on-year comparison.

The gross Scope 2 GHG emissions of the Austrian Post Group fell by 11.2% (location-based) and 4.5% (market-based) compared to the previous year.

The total gross indirect Scope 3 GHG emissions of the Austrian Post Group increased by 10.1% year-on-year due to the financed emissions of bank99 in Scope 3 category 15) Investments.

The total GHG emissions of Österreichische Post AG fell by 3.1% (location-based) and 2.0% (market-based) compared to the previous year. The additional voluntary disclosure of Scope 1, Scope 2 (market-based) and Scope 3 category 4) Upstream transportation and distribution is used to disclose logistics-related GHG emissions of Österreichische Post AG. This method of presenting GHG emissions shows a reduction of 21.0% compared to the previous year. This reduction is due to the switch to electric delivery vehicles

and the use of HVO in transport logistics at Österreichische Post AG.

Gross Scope 1 GHG emissions at Österreichische Post AG fell by 24.5% in a year-on-year comparison.

The gross Scope 2 GHG emissions of Österreichische Post AG fell by 12.5% (location-based) and increased by 9.1% (market-based) compared to the previous year.

The total gross indirect Scope 3 GHG emissions of Österreichische Post AG grew by 2.3% in a year-on-year comparison. Scope 3 categories 1) Purchased goods and services and 2) Capital goods increased significantly. The increase in GHG emissions in this Scope 3 category is related to the influence of price increases as part of the spend-based calculation method that is applied. This contrasts with significant reductions (-21.5%) in category 4) Upstream transportation and distribution.

#### **GHG intensity based on net revenue**

Österreichische Post AG's total GHG emissions per net revenue decreased by 2.3% (location-based) and 1.3% (market-based).

The total GHG emissions of the Austrian Post Group per net revenue increased by 9.8% (location-based) and 10.5% (market-based) due to the increase in the financed emissions of bank99 in Scope 3 category 15) Investments. This effect is presented via the voluntary additional disclosure of total GHG emissions per net revenue, excluding financed emissions of bank99. This analysis shows that total GHG emissions per net revenue dropped by 1.1%.

The calculation is based on the revenue according to the consolidated financial statements. See Notes to the Consolidated Financial Statements – 8. Revenue from contracts with customers.

For Österreichische Post AG, revenue is recognised in accordance with the Austrian Commercial Code (UGB) individual financial statements. See UGB individual financial statements – 4. Notes to the income statement.

## T 39 GHG Intensity per Net Revenue

	Österreichische Post AG			Group		
	2024	2025	% N/N-1	2024	2025	% N/N-1
Total GHG emissions (location-based) per net revenue (t CO <sub>2</sub> e/EURm)	90.1	88.0	-2.3%	204.5	224.7	9.8%
Total GHG emissions (market-based) per net revenue (t CO <sub>2</sub> e/EURm)	85.2	84.1	-1.3%	198.4	219.3	10.5%
<b>Voluntary additional disclosure</b>						
Total GHG emissions excl. financed emissions of bank99 (market-based) per net revenue (t CO <sub>2</sub> e/EURm) <sup>1</sup>	-	-	-	138.7	137.2	-1.1%

<sup>1</sup> The calculation method matches the procedure and requirements for E1-6.

## T 40 Connectivity of GHG Intensity Based on Net Revenue with Financial Reporting Information

EUR m	Österreichische Post AG		Group	
	2024	2025	2024	2025
Net revenue used to calculate GHG intensity	2,228.1	2,214.4	3,123.1	3,043.3
Net revenue (other)	-	-	-	-
<b>Total net revenue (financial statements)</b>	<b>2,228.1</b>	<b>2,214.4</b>	<b>3,123.1</b>	<b>3,043.3</b>

### Disclosure Requirement E1-7 – GHG removals and GHG mitigation projects financed through carbon credits

The main focus of Austrian Post is on avoiding GHG emissions. This is achieved by increasing energy efficiency in core processes, buildings, delivery and transport logistics, as well as by using alternative energy and drive technologies. For more information, please refer to E1-1, E1-2, E1-3.

In addition to these measures, Austrian Post voluntarily purchased carbon credits to offset CO<sub>2</sub> emissions that cannot currently be avoided. These are voluntary contributions to climate change mitigation. The voluntary carbon credits are not included in the GHG accounting under E1-6 and are not taken into account for target achievement under E1-4.

The offset emissions are GHG emissions related to collection, sorting, delivery and overhead processes which are unavoidable at this time. This offsetting covers the entire

chain – from delivery and the processes at logistics centres and postal bases through to the emissions of external transport service providers. This achievement is confirmed every year by TÜV Austria. The Group companies Aras Kargo and feibra also purchased voluntary carbon credits to offset their GHG emissions.

The projects selected have to meet high quality standards, e.g. Gold Standard, Clean Development Mechanism (CDM) Standard and Verified Carbon Standard (VCS). Austrian Post also supports smaller research projects conducted in partnership with universities.

By purchasing the credits, Austrian Post has supported a whole number of certified climate protection projects, such as the generation of renewable energy using solar, wind and geothermal power plants. Support for social projects is equally relevant: examples include the development of affordable and efficient ovens for the population

in the global South and support for innovative methods for disinfecting water.

In the 2025 reporting year, 208,825 carbon credits were cancelled in the Austrian Post Group. All of these related to reduction projects. 61% of the cancelled credits complied with the recognised Gold Standard quality stand-

ard, 21% with the CDM Standard, and a further 18% complied with the recognised VCS quality standard.

Potentially unavoidable GHG emissions are the GHG emissions remaining after the net zero target has been achieved. Austrian Post is working on a strategy to deal with these unavoidable GHG emissions.

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## Carbon Credits Cancelled in the Reporting Year

	2025
<b>Total (t CO<sub>2</sub>e)</b>	<b>208,825</b>
Share from removal projects (%)	–
Share from reduction projects (%)	100
Recognised Gold Standard quality standard (%)	61
Recognised VCS quality standard (%)	18
Recognised CDM quality standard (%)	21
Share from projects within the EU (%)	–
Share of carbon credits that qualify as a corresponding adjustment under Article 6 of the Paris Agreement (%)	0.0

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## Carbon Credits Planned to be Cancelled in the Future

	Amount in the period leading up to 2026
<b>Total (t CO<sub>2</sub>e)</b>	<b>91,715</b>

### Disclosure Requirement E1-8 – Internal carbon pricing

A profitability analysis (investment appraisal) has to be carried out before investments and projects exceeding a certain limit (EUR 250 thousand) are approved and implemented. This primarily relates to new/growth investments and projects. Since 2023, ESG parameters have also been included in the analysis, including internal carbon pricing. The material ESG topics affected by the investment/project are queried verbally and quantified using a cost catalogue for specific factors in the following areas:

- Environment
- Social
- Governance

The price of CO<sub>2</sub> emissions is only used internally and is not included in external pricing (shadow price). The carbon price is a hypothetical price that corresponds to the costs associated with CO<sub>2</sub> emissions, even if there is no actual carbon tax or levy. This price helps to internalise climate costs by charging the source of the emissions for these costs.

The internal price per tonne of CO<sub>2</sub> is based on the EU Emissions Trading System (EU ETS) and is updated once a year. The current price for the first year after completion (2026) is EUR 76.49 per tonne of CO<sub>2</sub>. If no prices are available over a longer observation period, these are further developed using the compound annual growth rate (CAGR). The cost of EU credits per tonne of CO<sub>2</sub> is included in the calculation of the net present value.

The standardised investment appraisal model applies to the entire Group, i.e. for all companies and countries.

This measure is designed to accelerate decarbonisation within the Group and to channel capital into projects with low CO<sub>2</sub> emissions, or to avoid CO<sub>2</sub> emissions. This can be achieved by quantifying and presenting the economic impact of ESG parameters in investment decisions in order to favour both more climate-friendly alternatives and projects that have a positive impact on other ESG parameters. In the year under review, there were no investment plans/projects that involved applying this appraisal method.

The effectiveness of measures to reduce CO<sub>2</sub> emissions is assessed on a quarterly basis and discussed by the Management Board. This means that the achievement of medium and long-term targets can be monitored on an ongoing basis and corrective action taken in good time if need be.

## ESRS E2 Pollution

### E2 Disclosure related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Pollution is assessed across the entire value chain, with a focus on air pollutants from transport. At Austrian Post, these arise from the combustion of fuel in vehicle engines, leading to the release of particulate matter (PM) and nitrogen oxides (NOx). These relate to both the company's own vehicle fleet and the vehicles used by external transport partners. Under ESRS E2, Austrian Post explains which policies, targets and measures are used to address these impacts.

### Disclosure Requirement E2-1 – Policies related to pollution

Austrian Post is reducing air pollutants by using electric vehicles for deliveries. Vehicles with combustion engines are being replaced. Electric vehicles and the use of non-fossil fuels in transport logistics, combined with emission standards, are also serving to reduce air pollutants. Austrian Post chooses vehicles that meet the current Euro 6 emissions standard for its existing conventional fleet. These measures are also being applied by the external freight companies. These steps are closely aligned with the targets and measures related to climate change mitigation and are therefore managed as an integrated issue.

These measures are described in the policy adopted to manage material sustainability matters (Environmental Policy), which applies Group-wide. The Environmental Policy is detailed in section E1-2 and is available on the company website.

### Disclosure Requirement E2-2 – Actions and resources related to pollution

The measures to reduce or prevent the pollution of air are closely connected to climate action. Measures (electric mobility, use of HVO fuels) to reduce GHG emissions in the transport services of Austrian Post and its freight suppliers also lead to a reduction in the emissions of other air pollutants. Further details are described under E1-3.

**Last-mile delivery:** In terms of air pollution, the focus is on the vehicles in daily use in particular. The engine type (combustion or electric) in connection with the emission class (Euro standards), age and condition of the vehicles determine the environmental impacts of the vehicle fleet. For this reason, Austrian Post exclusively acquires electric vehicles for deliveries in Austria. In the other Group companies, the proportion of electric vehicles used for deliveries is also steadily increasing. Vehicles with combustion engines that are still in the Group's inventory are predominantly in the low emission standards (Euro 5 and Euro 6) and are maintained regularly (see table: Vehicles with combustion engines by emission standard).

**Transport logistics:** In the area of transport logistics for trucks, the use of electric or hydrogen-powered vehicles is only possible to a limited extent due to the economic and technical conditions. Two electric trucks are currently in use at Austrian Post. The purchase of additional vehicles is planned. In the meantime, Austrian Post is exclusively acquiring fuel-efficient trucks of the lowest emission standard available (Euro 6) in Austria. The combination of highly effective catalytic converters, the additive AdBlue and closed particulate filters reduces the emission of air pollutants. Additionally, the entire truck fleet of Austrian Post in Austria has been converted to fossil-free HVO 100 as its fuel source. In addition to the reduction of fossil CO<sub>2</sub>, this fuel also helps to reduce air pollutants, depending on the emission standard.

Across the Group, Austrian Post is also working to increase the space utilisation of trucks to reduce the use of fuels and therefore GHG emissions and direct emissions of air pollutants. This includes optimising routes and switching vehicle capacities to routes with lower levels of utilisation.

In Austria, the company has also made changes to the compensation offered to external shipping companies to encourage them to invest in a modern and environmentally friendly fleet. The compensation provided for road tolls is limited to the amount payable for vehicles in the best possible emissions category. This provides an incentive for freight companies to use modern trucks.

## METRICS AND TARGETS

### Disclosure Requirement E2-3 – Targets related to pollution

The goals for climate change mitigation connected with the decarbonisation of transport also contributes to the reduction of air pollution. Austrian Post therefore has not set a separate goal relating to air pollution, but refers instead in this context to the targets for GHG emissions reduction, which are detailed in section E1-4.

### ESRS E2 – Additional entity-specific disclosures

The identified material impact of air pollution from transport and delivery is directly connected to the material impact of the production of GHG emissions related to the provision of services. Because the measures and goals also address both impacts, data points for Disclosure Requirements E2-4 on emitted air pollutants are not collected and reported due to the lack of relevance to steering or immateriality.

The reduction or prevention of air pollution has been depicted and managed using more suitable company-own metrics for several years. These metrics include the number of electric vehicles and the allocation of vehicles with combustion engines to emission classes.

The key figures are subjected to a limited assurance engagement by the auditor as part of a voluntary assurance engagement. Furthermore, no validation is carried out by any other external body.

### Vehicles

Out of Österreichische Post AG's 9,940 vehicles, 5,983 were electric as at 31 December 2025. The proportion of electric vehicles in Österreichische Post AG's entire vehicle fleet is 60.2%, which is 21.5% higher than in the previous year. This demonstrates the progress Austrian Post has made towards achieving its target of using electric vehicles for all of its deliveries in Austria by 2030. The proportion of electric vehicles in the Austrian Post Group's entire fleet is 50.4%. The number of electric vehicles increased by 22.4% compared to the previous year.

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## Vehicles in the Company's Own Fleet

Number of vehicles	Österreichische Post AG		Group	
	2024	2025	2024	2025
<b>Vehicles (total)</b>	<b>10,296</b>	<b>9,940</b>	<b>12,767</b>	<b>12,621</b>
<b>Bicycles</b>	<b>646</b>	<b>592</b>	<b>650</b>	<b>596</b>
thereof electric bicycles	574	520	578	524
<b>Mopeds</b>	<b>511</b>	<b>477</b>	<b>563</b>	<b>529</b>
thereof electric mopeds	430	415	445	430
<b>Vehicles up to 3.5 t</b>	<b>8,933</b>	<b>8,662</b>	<b>11,143</b>	<b>11,058</b>
thereof vehicles with combustion engines up to 3.5 t	5,016	3,616	6,970	5,646
thereof hybrid vehicles up to 3.5 t	-	-	3	8
thereof electric vehicles up to 3.5 t	3,917	5,046	4,170	5,404
<b>Vehicles over 3.5 t</b>	<b>206</b>	<b>209</b>	<b>411</b>	<b>438</b>
thereof vehicles with natural gas or electric drive systems of over 3.5 t	3	3	22	24

### Vehicles by emission standard

In addition to expanding its fleet of electric vehicles, Österreichische Post AG and the Austrian Post Group are committed to ensuring that their fleet of vehicles with combustion engines is as modern as possible.

The entity-specific disclosures in the table "Vehicles with combustion engines by emission standard" show the

distribution of Österreichische Post AG and the Austrian Post Group's own vehicle fleet according to European emission standards. This shows that 96.1% of the vehicles in Österreichische Post AG's own fleet and 82.3% of the vehicles in the Austrian Post Group's own fleet belong to the lowest emission class, Euro 6.

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## Vehicles with Combustion Engines by Emission Standard

Emission class	Österreichische Post AG		Group	
	2024	2025	2024	2025
Euro 2	3	3	112	108
Euro 3	6	5	78	57
Euro 4	84	64	208	182
Euro 5	260	75	1,070	734
Euro 5 EEV	6	6	11	16
Euro 6	4,942	3,732	6,021	5,092

## ESRS E5 Resource Use and Circular Economy

### E5 Disclosure related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Within the framework of ESRS E5, Austrian Post pursues a consistent approach to promoting the circular economy and conserving resources. Key areas include innovative product and packaging solutions, the expansion of sustainable processes in all operating areas and waste prevention.

#### Disclosure Requirement E5-1 – Policies related to resource use and circular economy

Austrian Post is committed to preventing waste in its own area of activity as well as in the upstream and downstream value chain.

The waste produced by Austrian Post as part of the provision of its services is almost entirely from transport packaging materials or excess production volumes in the direct mail business and are the responsibility of the sender. This also includes packaging waste accrued by recipients.

The impact materiality results from the waste generated by senders, which is accrued by Austrian Post and

recipients. The focus in the circular economy field is on preventing waste in the value chain of shipping customers.

Austrian Post promotes the optimisation of waste management in line with the waste hierarchy – reduce, reuse, recycle, other reclamation and disposal. Reusable transport packaging, the resource-friendly use of single-use packaging and the reduction of production-related excess volumes in the direct mail business play an important role here. Austrian Post is utilising information and cooperation in the form of joint measures with shipping customers to reduce the waste that is generated by Austrian Post.

To gather the waste that is generated as efficiently as possible with the lowest possible use of resources and to deliver it for reclamation, Austrian Post utilises environmental management systems certified in accordance with ISO 14001 at the branch level. This helps ensure that waste is gathered homogeneously and can only be delivered to authorised waste collection and waste disposal contractors.

The waste from the company's own postal processes does not constitute a material impact. However, in line with the environmental management systems certified in accordance with ISO 14001, efforts are made at the branch level to keep this waste to a minimum through the efficient use of fuels.

These concepts are described in the policy adopted to manage material sustainability matters (Environmental Policy), which applies Group-wide. The Environmental Policy is detailed in section E1-2 and is available on the company website.

### **Disclosure Requirement E5-2 – Actions and resources related to resource use and circular economy**

To reduce the impact of waste from transport packaging, production-related excess volumes in the direct mail business and mailing packaging, Österreichische Post AG has implemented a variety of measures in Austria together with its shipping customers in three areas:

- In the area of transport packaging, an emphasis is on the use of reusable packaging and roller containers.
- With regard to production-related excess volumes in the direct mail business, efforts are being made to reduce these through improved collaboration with shipping customers, their suppliers and Austrian Post. On 1 January 2023, Austrian Post started issuing sustainability discounts to all of its shipping customers whose flyers have been certified by an ISO Type I environmental labelling programme like the EU Ecolabel, Blue Angel or the Austrian Ecolabel.
- For packaging, a new eco-friendly service has been available to e-commerce shipping customers since 2023. The Post Loop value-added service can be used to ship products to customers in reusable packaging. After receiving their items, customers can fold up the empty packaging, which is available in various designs for different products and sizes, and return it using Austrian Post's convenient network of contact points, e.g. post boxes, postal partners and Austrian Post branches with self-service stations. The packaging is then cleaned and prepared for reuse. This packaging was developed with partner companies, and is made from wood fibre or recycled PET. Austrian Post offers two different versions of this service, including an option called Post Loop Service Plus through which the packaging is rented and Austrian Post handles all of the steps involved. Following a successful market launch with selected customers, work continued in 2025 on expanding to various large mail order companies.

All of the measures described above were maintained after initial implementation and therefore have no defined end date.

To steer the conscientious use of resources and the waste produced from processing and delivery operations, Austrian Post uses environmental management systems in accordance with ISO 14001 in Austria, Türkiye, Bulgaria and Hungary.

At Österreichische Post AG, 88% of all logistics centres are certified in accordance with ISO 14001. This certification applies to all of Austrian Post's logistics centres in Austria, with the exception of the Salzburg logistics centre, which is currently being renovated. Overall, 70% of the logistics centres in the Austrian Post Group have received certification. Austrian Post uses a standardised continuous improvement process in combination with internal and external audits to consistently enhance its environmental performance.

Austrian Post uses a standardised continuous improvement process in combination with internal and external audits to consistently enhance its environmental performance. ISO 14001 certification is subject to internal and external surveillance audits and recertification procedures.

None of the measures described in connection with resource use and circular economy resulted in any significant OpEx or CapEx expenses in the 2025 financial year.

**METRICS AND TARGETS**

**Disclosure Requirement E5-3 – Targets related to resource use and circular economy**

Austrian Post has set itself the goal of reducing the amount of waste generated by its shipping customers and the impact of that waste. The focus is on the following goals for the reduction of waste volumes and resource use within the company’s own sphere of influence:

- Österreichische Post AG’s operations in Austria fully certified in accordance with ISO 14001 by 2027 (Base year 2021: 36.8%)
- Employee training on the efficient use of resources to be given at all locations in Austria by 2027 (Base year 2024: 0)

The targets are in line with the waste hierarchy and contribute to waste prevention and recycling. These are voluntary targets. As part of the various stakeholder dialogue formats, the relevant stakeholders for each target were involved in the target-setting process. The targets were finalised by the company. As this is an organisational management objective, the target is not based on science-based target pathways, but on internal conditions and priorities. The key figures are subjected to a limited assurance engagement by the auditor as part of a voluntary assurance engagement. Furthermore, no validation is carried out by any other external body.

**ESRS E5 – Additional Entity-specific Disclosures**

Austrian Post relies on ISO 14001-certified environmental management systems to continuously improve its environmental performance and optimise waste management. The number of ISO 14001-certified logistics centres is used as an internal indicator of progress.

**T 45 ISO 14001-certified Logistics Centres**

	Österreichische Post AG	Group
Share of ISO 14001-certified logistics centres in %	88.2	69.6

**4.3 Social Information**

**ESRS S1 – Own Workforce**

**STRATEGY**

**S1 Disclosure Requirement related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model**

Responsibility towards employees is at the heart of ESRS S1. Austrian Post provides comprehensive reports about working conditions, equal opportunities, diversity, health and safety schemes and the training provided to all employees. The goal is to create a safe, encouraging and future-oriented working environment that fosters the long-term employability and well-being of the company’s employees.

A detailed overview of the identified impacts, risks and opportunities is provided in the table in the chapter ESRS 2 Disclosure Requirement SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model.

Transition plans to reduce negative environmental impacts and achieve climate-neutral operations will not have a material impact on Austrian Post’s workforce in the medium term as the planned measures are mainly aimed at technical adjustments that can be implemented within existing structures. Measures to reduce CO<sub>2</sub> emissions, such as switching to electric vehicles, optimising transport routes and using renewable energy, are of a technical nature and do not affect the number or type of jobs. The introduction of environmentally friendly technologies does not require any additional specialist skills beyond what is covered in regular training. The operation of new vehicles and equipment is covered as part of the usual briefings.

## IMPACT, RISK AND OPPORTUNITY MANAGEMENT

### Disclosure Requirement S1-1 – Policies related to own workforce

Austrian Post takes the material impacts on its own workforce and the associated material risks and opportunities into account when implementing its strategies. The Group employs a total of 30,036 employees, of which 20,669 in Austria.

A respectful working environment, attractive career opportunities, job security and an established programme for health in the workplace are important factors in choosing an employer. Satisfied and encouraged employees stay with the company over the long term and perform at their best. Austrian Post's human resources work fosters the corporate and leadership culture, supports it through numerous programmes and measures, and thus makes a significant contribution to the success and future viability of the company.

#### The mission statement of Österreichische Post AG

The mission statement is based on a clear vision and shared values for employees and senior executives. It provides a shared value system which encourages everyone to act in a goal-oriented and sustainable manner. The purpose, vision and mission of Austrian Post provide the foundation for a culture characterised by respect, openness, trust and appreciation.

Österreichische Post AG considers itself to be a modern employer with a clear value system and an attractive, open and motivating work environment. It aims to attract, develop and retain committed and qualified employees over the long term by providing additional social benefits and comprehensive training. The mission statement serves as a common framework, defining clear standards for daily activities, interactions with colleagues and business partners, and the strategic orientation of Austrian Post. The company's aim is to be sustainably successful – economically, socially, ecologically and in the interests of its employees.

These values and goals are implemented within the framework of the Group-wide LEAD 2030 strategy, which a large number of employees were involved in developing. It puts sustainability, the needs of customers and the corporate culture – with its core values of purpose, joy and performance – at the centre of all of Austrian Post's strategic measures and objectives.

In a challenging market environment, fostering an appreciative management culture is very important. The leadership guidelines promote trust, guidance, a sense of responsibility, the importance of acting as a role model and collaboration across departments. They describe the role of managers and what is expected of them, promote economically responsible action and are closely aligned with Austrian Post's mission statement.

#### Responsibility and scope of application

Austrian Post's HR strategy is anchored in the 2030 sustainability master plan, which defines ambitious targets and associated measures in the strategic action areas of Environment, Social and Governance. The company has a dedicated organisational structure for the strategic management and implementation of the 2030 sustainability master plan. This ensures that responsibilities and performance monitoring are clearly defined (see GOV-1).

The Head of Human Resources and the Management Board are responsible for the implementation of the human resources strategy at the highest level of the company.

The human resources strategy of Österreichische Post AG applies to the following employee groups: civil servants in accordance with the Austrian Public Sector Employment Law, who are in permanent service based on the provisions of the Austrian Civil Code pursuant to Section 17ff of the Postal Services Structure Act (PTSG) as well as employees in accordance with collective agreements (2009 employment rule, new collective agreement). In addition, workers are also employed at individual Group companies.

It comprises the areas of personnel law, remuneration and organisation management, health management, human resources administration and allocation, salary accounting and personnel systems, human resources development and recruiting.

The following sections cover policies related to working conditions, health and safety, equal treatment and equal opportunities, training and skills development, and human rights – both for Österreichische Post AG in Austria and for the largest Group company, Aras Kargo.

Since 2020, Österreichische Post AG has held an 80% stake in Aras Kargo. The Group company is a leading logistics company in Türkiye with around 7,000 employees. As Austrian Post's largest subsidiary, it is fully included in the reporting on Austrian Post's own workforce.

### S1-1 (1) Policies related to working conditions

Working conditions are an integral component of the Group-wide Code of Conduct and Ethics at Austrian Post. This reflects Austrian Post's commitment to international agreements and standards, particularly the principles of the UN Global Compact, the Sustainable Development Goals, the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO), and ensures legally compliant, fair and safe working conditions. Austrian Post also emphasises this commitment in its Declaration of Principles on Human Rights, which applies Group-wide alongside the Code of Conduct and Ethics.

The goal of Austrian Post is to ensure secure and stable employment for all employees. This includes long-term and secure jobs as well as a balanced approach to working hours that takes into account both operational requirements and the needs of employees. Flexible working hours, a wide range of full-time and part-time models within the framework of statutory working time models and opportunities for part-time work support this approach.

Austrian Post knows that work-life balance also plays an important role in shaping the working environment. This is why the company promotes measures such as flexible working hours, remote working arrangements and part-time work for parents to help employees establish a better balance between their professional and private obligations.

The Head of Human Resources and the Management Board are responsible for the implementation of the human resources strategy at the highest level of the company.

#### Fair wages

Österreichische Post AG believes that fair and adequate wages are key to keeping its employees satisfied and motivated. Its remuneration policy is based on the principle of fair pay and takes both individual performance and the market situation into consideration. Civil servants, employees under the Service Regulation and employees under the new collective agreement are paid based on their role in line with the respective salary/wage scheme, regardless of their gender.

#### Social dialogue and collective bargaining

Austrian Post respects the right of employees across the Group to organise in trade unions and engage in collective bargaining.

Social partnerships play a key role in the Austrian labour environment. Employer and employee associations work together to resolve conflicts of interest by reaching consensus policies, defining common goals and concluding collective agreements. As one of the largest employers in Austria, Österreichische Post AG maintains a proven and solid social partnership with the Union of Postal and Telecommunications Workers, which reconciles the interests of employees and the company.

Employee representatives use their participation rights under the Federal Act on the Postal Service Works Constitution and the Austrian Labour Relations Act to ensure that they intervene, consult on and approve strategic corporate issues and to represent the interests of employees. This guarantees that the workforce is systematically involved in important decisions.

#### Statutory regulations and general standards in Austria

Employment contracts at Austrian Post are based on the Public Sector Employment Law, general labour law for salaried employees (in particular the Salaried Employees Act) as well as supplementary regulations such as the Salary Act for Civil Servants and other laws such as the Postal Services Structure Act and various laws covering specific topics (Holiday Act, Federal Equal Treatment Act, Employee Protection Act, etc.). Among other things, they govern the beginning and end of employment relationships, mutual rights and obligations as well as disciplinary proceedings related to civil servants and termination claims.

There is no national statutory minimum wage in Austria. Österreichische Post AG is, however, subject to its own collective agreement, the salary tables/structures for which – and thus the minimum rates – must be renegotiated annually. Adjustments to this remuneration are agreed on a regular basis between the company and the Union of Postal and Telecommunications Workers. Civil servants are subject to federal legislation, and employees subject to the service regulation are remunerated according to an adjusted scheme.

Austrian Post orients itself towards standard market salary ranges, especially in the areas paid beyond the terms of the collective agreement. Salaries are adjusted regularly to ensure that employees are paid fairly and to maintain Austrian Post's reputation as an attractive employer.

### Policies at Aras Kargo

Aras Kargo ensures working conditions comply with Turkish labour law, in particular minimum wage, working hour limits and overtime pay regulations. The level of remuneration provided by Aras Kargo is above the statutory minimum wage; overtime is compensated with additional payments in accordance with the law. Flexible work models (full-time /part-time, fixed-term/permanent, remote) comply with country-specific requirements and are also aligned with Group-wide standards for fair employment.

### Diverging information regarding social dialogue and collective bargaining of other Group companies

The aforementioned regulations also apply to the company Aras Digital, a subsidiary of Aras Kargo. However, there are currently no collective bargaining agreements or trade union activities at Aras Digital.

At the Group company Express One in Hungary, there is no trade union and no collective bargaining agreement with employees.

### S1-1 (2) Policies related to health and safety

Österreichische Post AG takes the health and safety of its employees very seriously. Healthy and motivated employees perform at their best, contribute actively to the development of the company and are more satisfied with their workplace. Austrian Post aims to maintain and foster the performance of employees, while also taking steps to prevent accidents and work-related illnesses.

The Heads of Human Resources Management and Health Management are responsible for occupational health and safety.

### Strategy and management system with regard to workplace accident prevention

Österreichische Post AG has a comprehensive strategy in place for preventing accidents at work for all employees. In Austria, a management system for health and safety in the workplace has been introduced in accordance with ISO 45001:2018.

This ISO 45001 certification demonstrates the company's commitment to health and safety at work. The management system has been proven to reduce the risk of injuries, accidents and work-related illnesses. Österreichische Post AG also scrutinises its processes on a constant basis to identify potential areas of improvement which could benefit employees and spur the company's economic success.

Additional logistics centres were certified in 2025. More than 70% of the logistics centres are now ISO 45001 certified.

### Risk minimisation, workplace safety training and incident analyses

Österreichische Post AG is committed to raising its employees' awareness of potential hazards. All new hires are provided with training on safety risks and potential hazards by the relevant manager before they begin their work. All employees are provided with training on an annual basis. Emphasising individual accountability and appropriate conduct helps prevent accidents and keeps people safe.

Potential hazards are identified and key insights into employee protection are gathered by performing regular site inspections and evaluations. Where required, specialists in prevention and management draw up action plans outlining specific responsibilities, timelines and risk assessments. In the event that implementation falls behind schedule, an escalation mechanism alerts senior management and the Head of Health Management. Quarterly reports are submitted to the employee protection officer.

Staff can also report any perceived dangers in confidence to either the healthcare management team or the ombudsperson.

### Expansion of responsibility in occupational health and safety

Contractors and temporary staff are subject to the same high occupational health and safety standards as the company's own employees. Temporary staff receive the same protective equipment and guidance as employees of Österreichische Post AG. Management monitors and enforces compliance with all health and safety regulations.

The majority of the company's Austrian Group companies work with Österreichische Post AG's specialists in prevention. These specialists evaluate the workplaces of the Group companies using the same standards that they would apply for Austrian Post. Staff are also eligible to participate in Austrian Post's healthcare programmes.

### Statutory regulations and general standards in Austria

The fundamental objective of modern occupational safety systems is to prevent accidents. This framework is built upon the Worker Protection Act (ASchG) and relevant regulations. These govern the use of hazardous machinery and materials, physical strain and ergonomic design, while providing specific protections for young people and pregnant staff.

Safety at work is managed through formal occupational safety committees made up of safety experts, occupational physicians, safety officers, employee representatives and employer representatives. In 2025, Österreichische Post AG held 22 regional occupational safety committee meetings for sites with more than 100 employees or sites exposed to certain dangers (Sections 88 and 88a of the Worker Protection Act (ASchG)). These bodies draft proposals for potential improvements and discuss safety measures. Consultations are carried out at every place of work. The "Occupational Safety and Health – Employee Protection" policy sets out the essential principles and conduct requirements. It defines who is responsible for safety measures and how they are monitored. The inspection and control system takes the form of a cascade. This ensures that a consistent system of controls is provided across all divisions and management levels. Internal organisational rules, operating instructions and leaflets provide supplementary guidance. The company involves employee representatives in discussions on key occupational safety and accident prevention issues. Employee representatives also sit on the occupational safety committees mentioned above.

### Policies at Aras Kargo

Aras Kargo's occupational health and safety practices are aligned with Turkish law and incorporate ISO 45001 standards. Risks are identified through standardised assessments, while training protocols and contingency plans are documented in dedicated workplace safety manuals. Health and safety matters are addressed by joint committees comprising employer and employee representatives alongside subject matter experts.

### S1-1 (3) Policies related to equal treatment and opportunities for all

Austrian Post is committed to openness, diversity and respect. The company champions equal opportunities for its employees, customers and stakeholders alike. It provides equal access to professional development, career progression and a healthy work-life balance. Diversity is considered

a key competitive advantage and is an integral part of the corporate strategy. Austrian Post is home to people with diverse genders and sexual orientations, religions and beliefs, age groups and mental and physical capabilities, ethnic and social origins and cultural groups, all of whom bring their own unique perspectives, abilities and experience. Actively embracing this variety creates a culture of appreciation and fosters diversity in line with an integrated diversity management approach.

The Head of Human Resources and the Management Board are responsible for the implementation of the human resources strategy at the highest level of the company.

### Strategies for the elimination of discrimination (including harassment), the promotion of equal opportunities, and the advancement of diversity and inclusion

Austrian Post employs specific strategies and procedures to prevent and combat discrimination while actively fostering diversity and inclusion. In addition to an internal ombudsman office that supports employee satisfaction and corporate values, key points of contact include the disability representative and equality officers in accordance with the Federal Equal Treatment Act. Accessibility and officers have been in place since 1 January 2025 to facilitate accessibility and inclusion. These officers ensure that all people have access to Austrian Post's services and working environment.

These strategies address discrimination based on ethnicity, skin colour, gender, sexual orientation, gender identity, disability, age, religion, political stance, national origin, or social background, alongside other forms of discrimination prohibited under EU and national law.

Commitment to diversity, equality of opportunity and anti-discrimination is enshrined in the Group's Code of Conduct and Ethics. This Code is aligned with the principles of the UN Global Compact and forms the basis for an open, appreciative and legally compliant corporate culture.

### Statutory regulations and general standards in Austria

The Federal Equal Treatment Act (GIBG) and the Disability Employment Act (BEinstG) protect staff against discrimination based on gender, ethnicity, religion or belief, age, sexual orientation, or disability across a number of areas – from hiring and pay to social benefits, training and education, career progression, working conditions and/or termination. Austrian Post adopts a proactive stance on inclusion and diversity based on awareness campaigns, continuous training and strict adherence to the Code of Conduct and Ethics. The

company signed the Diversity Charter in 2013, highlighting its commitment to fostering a prejudice-free working environment. Austrian Post uses the Women's Career Index (FKI) as a benchmarking and management tool to analyse and enhance career prospects for women at management levels.

### **Policies at Aras Kargo**

Aras Kargo has established an equal opportunity, diversity and inclusion policy based on human rights, ILO principles and the UN Global Compact. Discrimination based on gender, age, ethnicity, religion, disability or sexual orientation is strictly prohibited. Any breaches can be reported via ethics channels and may lead to sanctions under established disciplinary rules.

#### **S1-1 (4) Policies related to training and skills development**

Austrian Post is committed to following a sustainable human resources development strategy in light of the current labour shortage and its "People and Social" sustainability targets. In the past few years, numerous measures to achieve these goals have already been implemented.

Effective personnel development secures market leadership and growth while fostering new products and services and positioning Austrian Post as an attractive employer and a driving force behind new ways of working. An open learning culture provides employees with a wealth of career and professional development opportunities. The company provides attractive and targeted training which helps its employees to grow in their personal and professional lives. This training helps retain talented employees over the long term and ensures economic success.

The Head of Human Resources and the Management Board are responsible for the implementation of the human resources strategy at the highest level of the company.

### **Statutory regulations and general standards in Austria**

Any specific training or professional development which is legally or contractually required for a role is classified as working time. Costs are covered by the employer unless they are handled by a third party.

Austrian Post takes its role as a family-friendly company seriously. The company helps its employees to balance work and family life through a variety of measures and programmes. As an employer dedicated to family friendliness, Austrian Post has been awarded the "berufundfamilie" ("work and family life") certificate

by the Austrian Federal Ministry of Families and Youth four times now. The entire company has been certified since 2025.

### **Policies at Aras Kargo**

Aras Kargo fosters the growth of its employees through systematic training and development programmes designed to enhance professional, technical and management skills. Mandatory and regular training sessions – covering topics such as safety, regulatory compliance, and information security – are treated as working time and funded by the company. Training requirements are defined for every role and delivered through annual development plans.

#### **S1-1 (5) Policies related to human rights**

As the leading logistics and postal service provider in Austria, with Group companies operating domestically and internationally, Austrian Post has a significant responsibility to society. For this reason, Österreichische Post AG has been a member of the UN Global Compact for many years. It also took part in the Business & Human Rights Accelerator in 2023.

The company has systems in place which ensure that it acts in an ethical and exemplary manner and upholds human rights. Responsibility for this lies with the Management Board, all senior executives and every individual employee. People are Austrian Post's priority. The needs of every stakeholder are taken into consideration.

### **Code of Conduct and Ethics and Declaration of Principles on Human Rights**

In 2011, Austrian Post introduced a binding, Group-wide Code of Conduct and Ethics. This Code was updated in 2021 and has been translated into all Group languages. The company also has an established Declaration of Principles on Human Rights and a Supply Chain Compliance Policy. Every Group policy is derived from this Code, reflecting the steadfast commitment to the principles of the UN Global Compact and other international standards.

Austrian Post upholds human rights in accordance with the UN Guiding Principles, the Universal Declaration of Human Rights, ILO principles, OECD guidelines and the SDGs. Working conditions must comply with all national and international laws and regulations. Employees are treated fairly and paid fairly.

Discrimination, bullying, sexual harassment, any form of child labour, forced labour and human trafficking are strictly prohibited across the Group.

### Processes and mechanisms for monitoring adherence

Whenever violations are reported, Austrian Post follows defined processes to make sure they are resolved thoroughly and as quickly as possible. The company takes appropriate action in a timely manner and implements further measures to undo the impact of violations and prevent them in future (see S1-4 (5)).

### Statutory regulations and general standards in Austria

The Austrian Post Declaration of Principles on Human Rights and the Code of Conduct and Ethics apply for all employees across the Group. The company adheres to all applicable regulations and international human rights standards in every country and region in which it operates.

In its Declaration of Principles on Human Rights, Austrian Post reinforces its commitment to human rights in line with the UN Global Compact and related standards.

With this Declaration, Austrian Post creates a mutual understanding and shared standard with regard to upholding human rights throughout the entire company.

### Policies at Aras Kargo

Aras Kargo is a signatory to the UN Global Compact and adheres to the Universal Declaration of Human Rights and fundamental ILO principles. The company has adopted Austrian Post's Code of Conduct and ethics policies. It has also implemented its own internal processes and compliance guidelines. Suppliers are required to commit to human rights standards across the entire value chain on the basis of dedicated codes of conduct.

### Disclosure Requirement S1-2 – Processes for engaging with own workers and workers' representatives about impacts

Austrian Post engages with its workforce – both directly and through employee or works council representatives – to address actual or potential impacts using tailored strategies and measures. This engagement plays a key role in the company fulfilling its due diligence obligations. The perspectives of the company's workforce thus shape the decisions and measures that Österreichische Post AG takes.

Austrian Post uses surveys and employee questionnaires to engage with its workforce about specific topics and situations. Employee representatives are consulted based

on their legal co-determination rights under the Federal Act on the Postal Service Works Constitution (specifically Sections 72 and 73). Workers' representatives are deployed to the Supervisory Board. The subjects of the employee agreements are mainly covered in Sections 96 et seq. of the Austrian Labour Relations Act. A "jour fixe" is held with the workers' representatives once per quarter.

Internal dialogue is built on a foundation of respect, appreciation, honesty and trust. Information regarding key developments is shared through various channels, including the intranet, a dedicated employee app, regular Management Board events for executives, briefings for operational staff and regular company-wide updates sent via post and email.

Regular company-wide surveys provide vital information that feeds into action plans. The Management Board is responsible for ensuring engagement with staff and implementing any measures based on the findings.

Effective cooperation is guaranteed by employee representatives exercising their co-determination rights, alongside both regular and ad-hoc meetings which are held to discuss current challenges and exchange information.

### Agreements with workers' representatives related to human rights

Works agreements in the sense of Section 96 ff of the Austrian Labour Relations Act are the primary way in which Austrian Post safeguards the human rights of its workforce.

Regular meetings are held with employee representatives on specific topics to ensure that the viewpoints of the workforce are represented. Current issues and topics (company organisation, salary matters, results of employee surveys, etc.) are discussed.

Information about strategic measures is shared using internal platforms to ensure that all segments of the workforce are kept informed.

The company also engages with the Union of Postal and Telecommunications Workers. Issues arising from these discussions are addressed promptly and within an appropriate framework.

## Disclosure Requirement S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns

### S1-3 (1) Processes to remediate negative impacts on the own workforce

Austrian Post employees can remediate negative impacts through a number of different channels: line managers, employee representatives, the internal office of the ombudsperson or the equality officer. Their contact details are available on the intranet.

The ombudsperson operates in strict confidence, checks the facts, talks to those involved and helps them to find a solution. The internal office of the ombudsperson maintains the anonymity of everyone involved. Identities are only ever disclosed with the explicit consent of the relevant employees. Recurring or structural issues are anonymised and addressed with the goal of creating systemic solutions that do not identify individuals with the aim of preventing future incidents.

A dedicated security page is available for reporting security incidents or data protection breaches. Employees are required to report any violation of data privacy or suspicion thereof promptly. In accordance with the Whistleblowing Policy, an internal reporting unit is available in the Compliance & Risk Management department (see G1).

### S1-3 (2) Channels for own workers to raise concerns and have them addressed

Austrian Post provides multiple channels for employees to raise concerns or file complaints. The availability of reporting channels and the manner in which they can be accessed are determined in coordination with the Head of Human Resources and the Management Board.

#### Employee survey

Austrian Post carries out a Group-wide employee survey every two years. These surveys are used to drive organisational improvements. They gauge employee satisfaction in areas such as leadership, health management, information and communication, workflows, staff engagement and the workforce's opinion of the corporate values. Participation is anonymous and voluntary. The results are analysed by the full company as well as by business areas and the central

areas. Business areas and central departments use these results to implement measures aimed at improving satisfaction levels. The implementation of the measures is assessed using defined milestones. Direct feedback from employees plays an active role in shaping the work environment.

#### 360-degree feedback

Leadership skills are assessed from multiple perspectives using the 360-degree feedback process in accordance with the leadership model of Österreichische Post AG. Each manager is provided with personalised development recommendations. All feedback and recommendations are kept strictly confidential. These results can be reviewed and reflected upon with both the team and senior management on a voluntary basis. This assessment is conducted every two years. The feedback tool can also be used annually if needed.

#### Culture process

Austrian Post is currently engaged in a multi-year cultural transformation process. Any concerns can be submitted via a dedicated email address, which is then reviewed by the internal culture team. Reports are analysed and acted upon based on their content, mirroring the process used by the internal office of the ombudsperson. Those involved are empowered to resolve issues themselves with the support of the culture team or Austrian Post culture ambassadors. Employee representatives and the Head of Human Resources may be brought in to handle more serious matters.

#### Exit interviews

In operational areas, exit interviews are conducted with employees leaving the company. The results are forwarded to the heads of the department in question to derive measures together with the responsible human resources departments.

### **S1-3 (3) Availability of grievance/complaints handling mechanism related to employee matters, and procedures for tracking grievances/complaints and ensuring the effectiveness of the channels**

Staff can raise complaints with their direct supervisors during their annual development reviews or at any other time. Other reporting options listed above are also available. The effectiveness of the channels is checked by measuring participation and response rates and by interpreting the results.

Reports that are filed are analysed and processed. In severe cases, the head of human resources is involved.

Legal recourse is available for any claims pertaining to labour law. Employees, stakeholders, and the general public can also report potential violations via the WhistleDesk. This whistleblowing platform complies with all relevant EU and national regulations. The whistleblowing guideline includes the process along with redress proceedings and safeguarding provisions for whistleblowers.

### **S1-3 (4) Communication of the structures and processes for own workers to raise concerns or needs as well as strategies to protect individuals that use them against retaliation**

Information about communication channels and options is shared through the intranet, onboarding sessions, departmental cultural ambassadors and mandatory compliance e-learning modules. New employees have physical copies of the Code of Conduct and Ethics sent to their home address when they join the company.

A wide-reaching communication campaign made workers aware of the WhistleDesk. Employees are regularly reminded about the WhistleDesk via the Code, guidelines and training sessions, and are invited to report issues. The WhistleDesk is easy for internal workers and external workers to access online.

The EU Whistleblowing Directive and the Austrian Whistleblower Protection Act (Section 3 HSchG) protect whistleblowers from corporate retaliation, provided that violations or misconduct are reported in good faith using the internal whistleblowing system (see G1).

### **Disclosure Requirement S1-4 – Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions.**

#### **S1-4 (1) Measures related to working conditions**

##### **Measures at Austrian Post**

Österreichische Post AG uses ongoing measures with no set end date to mitigate negative impacts and secure positive impacts, even outside of specific action plans. They contribute to the policies related to working conditions (see S1-1 (1)) and targets related to working conditions (see S1-5 (1)).

Austrian Post has put the following measures in place to ensure that employees are paid fairly, have a decent standard of living and are highly motivated:

- Remuneration in the overhead area: Market-conforming all-in salaries in accordance with internally established salary ranges for each position (generally in excess of collective agreements); basic salary plus variable components (MbO/sales bonus policy for all applicable positions).
- Establishment of remuneration models for operational company areas: Area-specific remuneration models with additional amounts and flat rates, e.g. performance or machine bonuses, lump-sum overtime payments, (increased) layover pay, detention pay, reimbursement for travel expenses/mileage allowance, pay per parcel, MbO bonuses, commissions, etc.
- Increase of the minimum and actual wages set out in the collective agreement through annual collective agreements.
- Extraordinary bonuses for projects.
- Participation in the annual external benchmark comparison to ensure remuneration in line with the market (in the areas above the collective agreement).
- Employee referral bonus (bonuses for referring a new employee in the operational areas) to attract specialists.

- Add-on benefits such as health offers, post-sozial offers and employee participation programmes (EBIT bonus).

Working time models have a significant impact on the satisfaction and health of employees. Austrian Post is therefore committed to:

- Flexible working hours to improve employee satisfaction.
- Working time tracking to ensure that rest time is granted and maximum working hours are not exceeded.
- Work-life balance initiatives, including flexible leave, remote working and childcare support.

### Measures at Aras Kargo

Aras Kargo ensures fair and competitive pay based on annual market reviews and collective agreements, along with quarterly performance bonuses and social benefits to mark life events such as births or illness. Work-life balance is supported by remote working options and special leave arrangements, particularly for childcare and family events. The company also provides additional complementary benefits like meal vouchers on public holidays.

## S1-4 (2) Measures related to health and safety

### Measures at Austrian Post

The health and safety of the employees are considered material topics in connection with preventing accidents and work-related ill health. The measures listed below have no set end date and contribute to the policies related to health and safety (see S1-1 (2)) and targets related to health and safety (see S1-5 (2)).

Safety at work is dealt with in formal occupational safety committees made up of safety experts, occupational physicians, safety officers, employee representatives and employer representatives.

Employee protection bodies provide ongoing advice. Organisational rules, operating instructions and leaflets are drawn up on an ad hoc basis.

Regular instruction and training on safety risks and potential hazards are provided both before starting work and on an ad hoc basis, e.g. following workplace accidents.

Regular inspections and evaluations are carried out to identify potential hazards and gather new findings.

Preventive staff and managers are responsible for drawing up plans of action and risk assessments when necessary and then implementing related measures.

Personal protective equipment is provided where necessary. A certified management system in accordance with ISO 45001 has been introduced to reduce injuries, accidents and work-related ill health. Four additional locations were certified in 2025.

A detailed analysis is performed following every accident to determine the cause, re-evaluate hazards, draw up appropriate countermeasures and instruct the person involved in the accident. All potentially affected employees also receive training if a serious accident occurs.

Senior executives and the Management Board receive reports on the number of accidents on a quarterly basis.

The accident reporting process was digitised in the third quarter of 2025 to increase efficiency and improve data quality. This will also allow Austrian Post to process and track occupational accidents more quickly. Health schemes, including health consultations, are provided at various locations in Austria.

The Austrian Post health bus toured through Austria again in 2025 and stopped off at many different sites, including smaller ones. It offered workplace-based programmes focusing on nutrition, exercise and mental health.

Health schemes run by the Austrian Health Insurance Fund are provided in the East, Central and West distribution regions and at logistics centres.

The easy-access vaccination programme, which includes the TBE, flu, COVID-19 and four-in-one (diphtheria, tetanus, polio and whooping cough) vaccines, as well as HPV, herpes zoster and pneumococcus, has been continued and expanded.

These measures strengthen safety, health and accident prevention throughout the company.

### Measures at Aras Kargo

Aras Kargo implements health and occupational safety measures in accordance with the Occupational Health and Safety Act and an ISO 45001 certified management system. Systematic risk assessments are performed for all operational activities. Employees are provided with regular health and safety training and accident analyses are incorporated into preventive measures. In addition, the company provides personal protective equipment to address risks which have been identified.

### S1-4 (3) Measures related to equal treatment and opportunities for all

#### Measures at Austrian Post

Austrian Post puts ongoing measures and initiatives in place that serve to prevent negative impacts and achieve positive impacts. These measures and initiatives are not part of specific action plans. They contribute to the policies related to equal treatment and opportunities (see S1-1 (3)) and targets related to equal treatment and opportunities (see S1-5 (3)).

The aim is to foster a working environment where employees can develop their potential and receive equal opportunities in areas such as professional development, career prospects and work-life balance.

The following measures have been taken to promote equal opportunities for employees:

**Diversity network:** The company operates seven network groups (covering accessibility, ethnicity and origin, women in leadership, age and generations, work and family, LGBTIQ+, and religion and belief) to ensure that employees are aware of these topics, to expand their skills and to further the organisational development of Österreichische Post AG. Potential improvements and enhancements are also identified across the various areas addressed by these working groups.

**Multilingualism:** The workplace has been made more inclusive and equal by providing a signage system that uses pictograms in logistics centres, a translation tool for smartphones, language cafés, language circles and an extensive range of language courses.

**Promoting women in leadership positions:** Measures in this area include the Elly gender-balance project, involvement in the Women's Career Index, consideration in target agreements, offering group and individual coaching and internal monitoring for new female site and regional managers.

**Awareness and training:** Workshops are provided for international Group companies on gender and diversity management, alongside seminars for managers on unconscious bias, age-appropriate leadership and female empowerment. An e-learning module is also offered for all employees to ensure they are aware of what makes a work environment inclusive and fair.

**Parental leave management:** Austrian Post ensures that managers are made aware of their responsibilities through tools such as e-learning courses. Events are also held for employees while they are on leave to maintain open communication.

**Inclusion of people with disabilities:** Specialist training and development is offered with external experts and internal accessibility officers (supported by three deputies from various departments) to expand accessibility expertise within the company and to ensure that departments are aware of these requirements.

**Work and family audit:** Measures include amplifying cultural messages, highlighting the availability of flexible working hours and supporting managers in parental leave management.

These measures promote equality, equal opportunities and inclusion while providing a motivating work environment.

#### Measures at Aras Kargo

Aras Kargo consistently complies with legal quotas for the employment of persons with disabilities. When the company fills internal positions, it prioritises the use of recruitment processes that are transparent and free from discrimination. The company supports equal opportunities by providing regular training for employees and publishing articles in the company magazine. It also participates in the LEAD Network Türkiye to ensure that women are promoted more effectively and to improve awareness of diversity. These measures ensure that working conditions in the company are fair and inclusive.

### S1-4 (4) Measures related to training and skills development

#### Measures at Austrian Post

Austrian Post encourages its employees to develop both professionally and personally. This is achieved by providing training and education measures tailored to specific target groups, focusing on their individual skills and potential. Employees and their managers meet for development meetings regularly (at least once a year) to agree on personal development priorities and targets, and to determine which training measures are appropriate. These development meetings are a central component of the feedback culture. These measures are ongoing and have no fixed time limit. They contribute to the policies related to training and skills development (see S1-1 (4)) and targets related to training and skills development (see S1-5 (4)).

All professional development programmes and pathways are provided through the Austrian Post Academy. Care is taken to ensure a balance between the number of men and women involved in these programmes. The Leadership Academy offers courses specifically for women (for example, female empowerment). The Apprentice Academy is

a key component for training roughly 250 apprentices in eight different professions throughout Austria. The Logistics Academy provides a number of professional development programmes for employees in distribution, logistics centres and transport logistics. The Branch Academy offers career prospects and varied training opportunities for the branch network, while the Sales Academy provides in-depth specialist training for sales staff and managers in the business areas of Parcel Austria, Business Solutions and Mail.

The company develops and promotes talent through its L. E. A. D. programme (designed to strengthen skills in top management), the Excellence programme (tailored to preparing talent for leadership roles), and the Trainee programme (for bachelor's and master's graduates).

**E-learning:** Flexible e-learning and online training programmes are offered on a range of topics through the LENA digital platform, which is currently used by around 9,000 people. The aim is to expand this to additional target groups in the future.

**Post Internal Labour Market:** The Post Internal Labour Market provides employees with support if they are looking to take a new direction in their careers and offers services such as career guidance and counselling.

**"New normal" seminars:** Training on hybrid teamwork and adapting to changes in the working environment.

Development talks are held annually and whenever needed to foster a culture of feedback. These meetings focus on setting targets and further training options. The annual development talk should take place at least once per year.

**Development paths:** Clear and transparent information is provided about career steps, requirements and development opportunities across all business areas.

These measures are used to increase the motivation and satisfaction of the employees and to expand their career opportunities.

### Measures at Aras Kargo

Aras Kargo follows a structured development process from day one. After completing the orientation programme, employees receive targeted training, the scope of which is reported as training hours per employee. The company performs an annual analysis of development needs which serves as the basis for all training and budget planning. Employees participate in orientation events and programmes such as Excellence in Customer Experience. Managers are provided with comprehensive training that focuses on technical, social and management skills. Ongoing training is supported through digital offerings such as WebinAras and the Aras Academy GO.

## S1-4 (5) Measures related to human rights

### Measures at Austrian Post

Austrian Post ensures that its actions are ethical and exemplary at all times. This is achieved via the Code of Conduct and Ethics and the Declaration of Principles, which are based on the principles of the UN Global Compact and international standards. The company uses ongoing measures with no set end date to prevent negative impacts and to promote safe working conditions. They contribute to the policies related to human rights (see S1-1 (5)) and targets related to human rights (see S1-5 (5)).

Employees can report evidence of misconduct at any time using the WhistleDesk whistleblowing system. Violations are investigated thoroughly and appropriate steps are taken. The contact data can be found on the Austrian Post Group website or on the intranet (see G1-1). Furthermore, an independent office of the ombudsperson supports employees by providing confidential and impartial mediation in conflict situations. The ombudsperson reviews the facts of the matter and talks with the involved parties to find a solution without imposing one. The participants decide for themselves how to proceed.

The legal minimum age of all applicants is checked during recruitment to ensure compliance with legal requirements.

### Measures at Aras Kargo

Aras Kargo protects human rights with regular compliance training, clear guidelines on equal treatment and diversity and confidential whistleblowing channels. Employees can report violations discretely through the ethics reporting office, by phone or by email. The Ethics Committee reviews all reports in detail. The company maintains a zero-tolerance policy regarding human rights violations and implements wide-ranging preventive measures to ensure its work culture remains fair and safe.

## S1-4 (6) Tracking and assessing the effectiveness of actions and initiatives

Austrian Post uses company-wide employee surveys to review the effectiveness of these measures on a regular basis. The sixth iteration of the survey was held in 2025. A 360-degree feedback process and exit interviews are also carried out for this purpose. Managers use the results of the survey to develop specific measures for their departments. They evaluate how these measures are implemented and communicate progress to the responsible persons on an ongoing basis. The survey is anonymous, voluntary and supported by

an external partner (EUCUSA). The effectiveness of occupational health and safety measures is also reviewed based on annual accident statistics and quarterly reports.

#### **S1-4 (7) Processes to identify the necessity and appropriateness of measures**

Measures are derived from the results of the employee survey, exit interviews, 360-degree feedback and strategic corporate goals. The measures are developed in the corresponding Österreichische Post AG divisions.

In the area of occupational safety, a detailed analysis is carried out after every accident to determine the cause and assess the dangers involved. Appropriate measures are taken depending on the outcome of the analysis process. Executives and the Management Board receive information about the number of accidents on a quarterly basis.

#### **S1-4 (8) Ensuring that own practices do not have any material negative impacts on own workforce**

Using the measures described in the previous chapters, it is ensured that the company's own practices do not have any material negative impacts on the company's own workers.

#### **S1-4 (9) Resources for managing material impacts**

These measures are not implemented through specific action plans. No material financial impacts or significant operating expenses (OpEx) and/or capital expenditure (CapEx) result from this.

#### **S1-4 (10) Actions taken or planned to mitigate material risks or pursue material opportunities for the undertaking**

There are currently no material risks or opportunities at Austrian Post in connection with own workers.

## **METRICS AND TARGETS**

### **Disclosure Requirement S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities**

#### **S1-5 (1) Targets related to working conditions**

Austrian Post aims to reduce employee turnover (total turnover) sustainably by maintaining an attractive and diverse corporate culture. The interim goals include building a strong, team-oriented culture based on joy, purpose and performance. The company is committed to fair employment relationships, promoting diversity and ensuring that employees are healthy and safe at work. These targets were defined for the entire company in 2025 as part of the Group-wide LEAD 2030 strategy (2024 baseline: 16.6%).

The Management Board and the Head of Human Resources assess progress based on the annual employee turnover rate.

The aim is to reduce the total turnover rate to 17% by 2030. A further reduction is not realistic due to the increased number of employees retiring and changes in the employee structure.

Any changes to targets, measurement methodology or data sources are documented, and the extent to which these changes affect comparability is examined.

This target applies to all countries across the Group. It contributes to the policies related to working conditions (see S1-1 (1)) and is defined and monitored in consultation with the Head of Human Resources and the Management Board.

As part of the various stakeholder dialogue formats, the relevant stakeholders for each target were involved in the target-setting process. The targets were finalised by the company.

Annual progress within the Group: 2023: 17.1%; 2024: 16.6%; 2025: 17.7%.

## S1-5 (2) Targets related to health and safety

In order to comply with the health and safety policies described in S1-1 (2), the Head of Human Resources and the Management Board have set the following targets.

As part of the various stakeholder dialogue formats, the relevant stakeholders for each target were involved in the target-setting process. The targets were finalised by the company.

### Reducing the rate of recordable work-related accidents

Austrian Post aims to reduce recordable work-related accidents from 27 per 1 million work hours in 2020 to 23 per 1 million work hours by 2030. This represents an improvement of 15%. This target applies equally to all active employees in all countries across the Group. It is based on internal accident statistics and industry benchmarks and was chosen to drive a continuous improvement in safety measures across the Group.

The original term "accident frequency" has been renamed "rate of recordable work-related accidents" to align with CSRD requirements (ESRS Annex I S1, 88c). This rate is fully comparable with the previous metric.

The rate of recordable work-related accidents is calculated by dividing the reported work-related accidents by the work hours recorded automatically in the systems, then multiplying this by one million.

The target is assessed annually and during the year based on reports to the employee protection officer of Österreichische Post AG and quarterly ESG reports to the Management Board.

Annual progress: 2023: 27.0; 2024: 23.2; 2025: 23.9

### No fatal work-related accidents during the delivery of letters or parcels at Österreichische Post AG

Since 2020, Austrian Post has pursued an ongoing target of zero fatal work-related accidents in its mail and parcel delivery operations per calendar year.

This target applies to all active employees in these areas. The Health Management department set this target in coordination with the Head of Human Resources and the Management Board. It is based on internal accident statistics, industry standards, the EU strategic framework on health and safety at work and national health and safety laws.

Progress is monitored by checking accident reports continuously, submitting reports to the employee protection officer, and through quarterly ESG reports to the Management Board.

Since the target was introduced, there has been one fatal work-related accident in mail and parcel delivery operations (2022). No deaths were recorded in 2023, 2024 or 2025, confirming a positive trend. (2023: 0; 2024: 0; 2025: 0)

The calculation methodology and data sources (accident reports, accident statistics) remain unchanged, ensuring the full comparability of results.

### Implementation of a management system in accordance with ISO 45001 and certification of Österreichische Post AG by 2030

Since 2020, Austrian Post has worked towards the target of establishing a comprehensive occupational health and safety management system in accordance with ISO 45001 and certifying all relevant sites by 2030. Implementation began in 2022 and is proceeding in stages based on internal priorities and risk analyses.

This is an absolute target. All sites classified as relevant are due to be certified by 2030. The proportion of certified sites and the proportion of the workforce covered by the management system are used to measure relative progress (baseline: 2022). These targets were defined by the Health Management department in coordination with the Head of Human Resources and the Management Board. The process is supported by external auditors and certification bodies on the basis of internal risk assessments, legal obligations and strategic sustainability targets. Measurement methods and data sources have remained consistent, ensuring comparability over time.

Progress is assessed annually in the CSRD report and based on reports to the employee protection officer. Internal and external audit reports and certificates are used as data sources.

Status at the end of 2025: 10 logistics centres have been successfully certified (2023: 1 site; 2024: 5 sites; 2025: 4 sites). Additional sites will be certified on an ongoing basis.

### **S1-5 (3) Targets related to equal treatment and opportunities for all**

In 2020, Austrian Post set a target of women holding 40% of leadership positions by 2030 as part of the Elly gender balance project (2019 baseline: 33.1%). This target was extended to the entire of Österreichische Post AG and the Group in 2025 as part of LEAD 2030 (2024 baseline: 35.4%). Annual progress for Österreichische Post AG: 2023: 37.1%; 2024: 37.7%; 2025: 38.8%.

Annual progress within the Group: 2023: 35.0%; 2024: 35.4%; 2025: 36.2%.

The figures do not include payroll units which are not involved in the project. The most significant of these is the Post Internal Labour Market. Employees on long-term leave are included in the calculation.

The parameters, measurement methodologies, significant assumptions or data collection procedures remained unchanged during the reporting period.

Reviews of targets in addition to the conception, approval and implementation of measures are carried out in project management by diversity management in cooperation with the corresponding organisational unit. The company strives to implement these goals on a sustainable basis in its processes and structures. Progress is communicated to all stakeholders on a regular basis through monthly reports to the Management Board and managers. Annual evaluation meetings are also held with department heads for this purpose. Quantitative targets are monitored on a continuous basis using a dashboard.

The target contributes to the policies related to equal treatment and opportunities (see S1-1 (3)) and is defined and monitored in consultation with the head of human resources and the Management Board.

As part of the various stakeholder dialogue formats, the relevant stakeholders for each target were involved in the target-setting process. The targets were finalised by the company.

### **S1-5 (4) Targets related to training and skills development**

For Austria, Austrian Post has set a target of increasing employee engagement from 76% to 82% by 2030 (baseline: 2017 employee survey). 2023: 84%; 2025: 82%. The engagement index and overall satisfaction levels for Austrian Post and its domestic subsidiaries are stable. These will be re-assessed in 2027.

The target for the whole Group was set at a minimum of 80% in 2025 as part of LEAD 2030. In that same year, 92% of Group employees were invited to participate in the survey. According to the survey, the engagement index for the Group stands at 79%.

The engagement index follows the "say-stay-strive" model. According to this model, engagement comprises the components "say": positive verbal statements (endorsement), "stay": the intention to stay with the company (loyalty), and "strive": striving for the better of the company (motivation). This approach is more meaningful and allows for better benchmarking with other companies compared to simple satisfaction scores.

The parameters, measurement methodologies, significant assumptions or data collection procedures remained unchanged during the reporting period.

Reviews of targets are carried out with the approval of the departments and the Management Board, in addition to the conception, approval and implementation of measures. Stakeholders are provided with regular updates on the company's progress.

The target contributes to the policies related to training and skills development (see S1-1 (4)) and is defined and monitored in consultation with the head of human resources and the Management Board.

As part of the various stakeholder dialogue formats, the relevant stakeholders for each target were involved in the target-setting process. The targets were finalised by the company.

### **S1-5 (5) Targets related to human rights**

Austrian Post is committed to upholding human rights for all employees through its Group-wide Code of Conduct and Ethics and its Declaration of Principles on Human Rights. Human rights violations of any kind are not tolerated. In the event of reports or violations, Austrian Post follows defined processes to make sure they are resolved thoroughly and as quickly as possible. The company takes appropriate action in a timely manner and implements further measures to prevent violations in future.

The definition of a measurable, outcome-oriented target is planned by the end of 2026.

## Disclosure Requirement S1-6 – Characteristics of the undertaking's employees

The number of employees is reported in headcount and as an average for the reporting period.

The retrieval of both general key figures and key figures according to gender is system-based.

With regard to the key figure "Number of employees with permanent contracts": A permanent contract is one in which the service contract is for an indefinite period of time and the service relationship does not provide for termination after a certain period of time.

With regard to the key figure "Number of employees with temporary contracts": A temporary contract is one in which the term of the contract is limited and the employment relationship ends when the term expires.

Regarding the key figure "Number of non-guaranteed hours employees": This would include people employed by the business without a guaranteed minimum or fixed number

of hours (e.g. casual workers or those on zero-hour contracts).

Employee turnover refers the total number of employees who leave the company during the reporting period. This is calculated as headcount as an average over the reporting period. The turnover rate is defined as the number of permanent staff employed for at least six months who leave the company. All forms of staff departures are taken into account.

In the 2025 reporting year, employee turnover at Österreichische Post AG and the Austrian Post Group was just above the previous year's level. This is predominantly due to demographic trends and rising retirement rates.

In connection with the information on the total number of employees in the company, the staff costs of the Austrian Post Group are the most representative figure presented in the financial statements (see consolidated financial statements, Note 10. Staff costs).

## T 46 Employees by Gender

Gender	Number of employees (headcount)
Male	21,173
Female	8,863
Diverse <sup>1</sup>	- <sup>2</sup>
Not specified	- <sup>2</sup>
<b>Total number of employees</b>	<b>30,036</b>

<sup>1</sup> Gender according to employees' own statements

<sup>2</sup> Not available Group-wide

## T 47 Details on Employees by Gender

Indicators	Österreichische Post AG			Group		
	2023	2024	2025	2023	2024	2025
<b>Employees by gender (headcount)</b>	<b>18,601</b>	<b>18,816</b>	<b>19,468</b>	<b>28,963</b>	<b>29,572</b>	<b>30,036</b>
thereof female (headcount)	6,403	6,291	6,464	8,853	8,813	8,863
thereof female (%)	34.4	33.4	33.2	30.6	29.8	29.5
thereof male (headcount)	12,198	12,525	13,004	20,110	20,758	21,173
thereof male (%)	65.6	66.6	66.8	69.4	70.2	70.5

## T 48 Employees by Country

Country	Number of employees (headcount)
Austria <sup>1</sup>	20,669
Türkiye	7,169
Other	2,199
<b>Total number of employees</b>	<b>30,036</b>

<sup>1</sup> Österreichische Post AG employs 19,468 people, which is 94.2% of the company's employees in Austria.

## T 49 Employees by Type of Contract and Gender – Österreichische Post AG

2025	Female	Male	Other <sup>1</sup>	Not specified	Total
Number of employees (headcount)	6,464	13,004	– <sup>2</sup>	– <sup>2</sup>	19,468
Number of employees with permanent employment contracts (headcount)	5,929	11,208	– <sup>2</sup>	– <sup>2</sup>	17,137
Number of employees with temporary employment contracts (headcount)	535	1,796	– <sup>2</sup>	– <sup>2</sup>	2,331
Number of non-guaranteed hours employees (headcount)	0	0	– <sup>2</sup>	– <sup>2</sup>	0
Number of full-time employees (headcount)	4,007	11,447	– <sup>2</sup>	– <sup>2</sup>	15,453
Number of part-time employees (headcount)	2,458	1,557	– <sup>2</sup>	– <sup>2</sup>	4,015

<sup>1</sup> Gender according to employees' own statements

<sup>2</sup> Not available Group-wide

## T 50 Employees by Type of Contract and Gender – Group

2025	Female	Male	Other <sup>1</sup>	Not specified	Total
Number of employees (headcount)	8,863	21,173	– <sup>2</sup>	– <sup>2</sup>	30,036
Number of employees with permanent employment contracts (headcount)	8,192	19,131	– <sup>2</sup>	– <sup>2</sup>	27,324
Number of employees with temporary employment contracts (headcount)	671	2,042	– <sup>2</sup>	– <sup>2</sup>	2,713
Number of non-guaranteed hours employees (headcount)	0	0	– <sup>2</sup>	– <sup>2</sup>	0
Number of full-time employees (headcount)	6,225	19,506	– <sup>2</sup>	– <sup>2</sup>	25,730
Number of part-time employees (headcount)	2,638	1,668	– <sup>2</sup>	– <sup>2</sup>	4,306

<sup>1</sup> Gender according to employees' own statements

<sup>2</sup> Not available Group-wide

## T 51 Employees by Type of Contract and Region

2025	Austria	Türkiye+ <sup>1</sup>	Other	Total
Number of employees (headcount)	20,669	7,405	1,962	30,036
Number of employees with permanent employment contracts (headcount)	18,247	7,252	1,824	27,324
Number of employees with temporary employment contracts (headcount)	2,422	153	138	2,713
Number of non-guaranteed hours employees (headcount)	0	0	0	0
Number of full-time employees (headcount)	16,450	7,345	1,935	25,730
Number of part-time employees (headcount)	4,218	60	27	4,306

<sup>1</sup> Türkiye+ comprises Türkiye, Azerbaijan, Georgia and Uzbekistan

## T 52 Details on Employee Turnover

Indicators	Österreichische Post AG			Group		
	2023	2024	2025	2023	2024	2025
Total turnover (headcount)	2,902	2,863	3,100	4,784	4,674	5,060
Total turnover (%)	15.7	15.3	16.2	17.1	16.6	17.7

### Disclosure Requirement S1-7 – Characteristics of non-employees in the undertaking's own workforce

Austrian Post employs non-employee workers as "temporary staff". These are reported in FTE (full-time equivalents) and as an average for the reporting period. A full-time employee is someone whose contractual employment corresponds to the standard weekly working hours stipulated in the collective agreement.

Temporary employees include leased personnel from external companies. The leased hours are converted into FTE and shown as an average for the reporting period. Temporary staff are used to cover peak periods, primarily in the logistics centres and in distribution.

## T 53 Details on Non-employee Workers

Indicators	Österreichische Post AG			Group		
	2023	2024	2025	2023	2024	2025
Temporary staff (FTE)	632	618	457	1,901	1,880	1,608

### Disclosure Requirement S1-8 – Collective bargaining coverage and social dialogue

The total proportion of employees at the Austrian Post Group covered by collective agreements is 87.5%.

In Austria, 99% of employees are covered by collective agreements. In the region of Türkiye and beyond (comprising Türkiye, Azerbaijan, Georgia and Uzbekistan), the figure is 77%. The collective bargaining coverage of

employees of the Austrian Post Group is based on the relevant legal provisions. In Austria, several collective labour agreements apply to Österreichische Post AG and the Austrian Group companies. In Austria, 95% of employees are covered by workplace representation.

There is neither a European Works Council (EWC), a Societas Europaea (SE) Works Council, nor a Societas Cooperativa Europaea (SCE) Works Council.

T 54

## Information on Collective Bargaining Coverage and Social Dialogue

Coverage rate	Collective bargaining coverage		Social dialogue
	Employees – EEA (for countries with >50 empl. representing >10% total empl.)	Employees – Non-EEA countries (estimate for regions with >50 empl. representing >10% total empl.)	Workplace representation (EEA only) (for countries with >50 empl. representing >10% total empl.)
0–19%			
20–39%			
40–59%			
60–79%		Türkiye <sup>1</sup>	
80–100%	Austria		Austria

<sup>1</sup> Türkiye+ comprises Türkiye, Azerbaijan, Georgia and Uzbekistan

### Disclosure Requirement S1-9 – Diversity metrics

Employees in leadership positions (management and management level) are reported in headcount and in accordance with the definition of the Elly gender balance project of Österreichische Post AG. The figures do not include payroll units which are not involved in the project. The most significant of these is the Post Internal Labour Market. Employees on long-term leave are included in the calculation.

In the previous sustainability reporting (until 2023), employees were reported by age group in FTE (full-time equivalents). Key figures for employees by age group (headcount) were reported for the first time in the 2024 sustainability report in accordance with ESRS requirements and are therefore not available for the year 2023.

The positive trend in the number of women in leadership positions continued both at Österreichische Post AG and within the Group.

T 55

## Details on Diversity Metrics

Indicators	Österreichische Post AG			Group		
	2023	2024	2025	2023	2024	2025
<b>Employees in leadership positions (headcount)</b>	<b>1,031</b>	<b>1,190</b>	<b>1,250</b>	<b>1,376</b>	<b>1,547</b>	<b>1,574</b>
thereof female (headcount)	382	449	485	481	548	570
thereof female (%)	37.1	37.7	38.8	35.0	35.4	36.2
thereof male (headcount)	649	741	765	895	999	1,004
thereof male (%)	62.9	62.3	61.2	65.0	64.6	63.8
<b>Employees by age group (headcount)</b>	<b>-</b>	<b>18,816</b>	<b>19,468</b>	<b>-</b>	<b>29,572</b>	<b>30,036</b>
under 30	-	3,938	4,256	-	6,563	6,898
30-50	-	7,965	8,329	-	14,602	14,721
over 50	-	6,913	6,883	-	8,406	8,417
<b>Employees by age group (%)</b>						
under 30	-	20.9	21.9	-	22.2	23.0
30-50	-	42.3	42.8	-	49.4	49.0
over 50	-	36.7	35.4	-	28.4	28.0

### Disclosure Requirement S1-10 – Adequate wages

The employees of Österreichische Post AG and its Group companies are remunerated in accordance with the legal regulations in the respective countries and the applicable collective bargaining agreements. In addition, salary surveys are used to ensure that remuneration is in line with the market, and in Austria the company participates in a salary survey. In addition to the statutory and collectively agreed salary increases, there are also performance-related extraordinary salary increases. Accordingly, all employees of Austrian Post and its Group companies receive appropriate remuneration in line with the applicable benchmarking.

The following values are used for the calculation: Only applicable for EEA: Adequate wages according to EU Directive 2022/2024; statutory minimum wage; lowest value from the applicable collective bargaining agreements

(if at least 95% of employees are covered by collective bargaining agreements); 60% of the median wage; 50% of the gross average wage.

### Disclosure Requirement S1-11 – Social protection

In all Group companies – including those outside Austria – the Austrian Post Group employs staff in accordance with the applicable legal regulations. This means that there is social protection for illness, unemployment, work-related accidents, invalidity, parental leave and pensions in accordance with the legal provisions applicable in each country. Certain groups defined by law may be exempt from this cover, however. In Austria, for instance, people in marginal employment are not required to have health, pension or unemployment insurance. According to statutory provisions, this group is only covered by compulsory accident insurance.

### Disclosure Requirement S1-12 – Persons with disabilities

“Employees with disabilities” are reported in accordance with the provisions of country-specific legislation and, from 2024,

in headcount and as an annual average. In previous years, Austrian Post reported measures and key figures according to a different definition, and these are therefore not directly comparable.

#### T 56 Details on Persons with Disabilities

Indicators	Österreichische Post AG			Group		
	2023	2024	2025	2023	2024	2025
Employees with disabilities (headcount)	-	709	722	-	948	999
Employees with disabilities (%)	-	3.8	3.7	-	3.2	3.3

### Disclosure Requirement S1-13 – Training and skills development metrics

Key figures on performance and career development reviews were reported for the first time for 2024 in accordance with ESRS requirements and are therefore not available for previous years.

Österreichische Post AG attaches great importance to providing employees with guidance and thus promoting their continued development. Performance and career development reviews provide clarity and transparency, help to prioritise tasks, create a sense of commitment, increase motivation and strengthen personal responsibility.

Performance and career development reviews take place in a formalised form as MbO/sales bonuses or performance bonuses primarily in the overhead areas or for senior executives in operational areas, meaning that

the percentage of employees here is relatively low. General development talks are held regularly with all employees, but are not of a judgemental nature. The disparity between the performance and career development reviews planned and those carried out results from departures from the company and leaves of absence.

On average, women complete more hours of training than men. Due to the gender distribution in the company, however, the total amount is higher for men in absolute terms.

Each seminar, training course or module is counted individually to determine the number of training hours.

If a seminar or training course consists of several modules, each module is counted. The increase in training hours compared to 2024 is primarily due to the uptake in online training and e-learning.

T 57

## Details on Performance and Career Development Reviews

Indicators	Österreichische Post AG			Group		
	2023	2024	2025	2023	2024	2025
<b>Employees who have participated in regular performance and career development reviews</b>	-	2,403	2,557	-	4,161	4,431
Women	-	867	937	-	1,483	1,608
Men	-	1,536	1,620	-	2,678	2,823
<b>Employees who have participated in regular performance and career development reviews (%)</b>	-	12.8	13.1	-	14.1	14.8
Women (%)	-	13.8	14.5	-	16.8	18.1
Men (%)	-	12.3	12.5	-	12.9	13.3
<b>Reviews carried out in relation to reviews agreed</b>	-	95.9	96.3	-	95.0	93.3
Women (%)	-	95.8	95.3	-	93.3	95.4
Men (%)	-	95.9	96.9	-	96.0	92.2

T 58

## Details on Training Hours

Indicators	Österreichische Post AG			Group		
	2023	2024	2025	2023	2024	2025
<b>Training hours (number)</b>	152,384	145,409	157,203	303,690	325,548	393,269
thereof women	64,269	57,488	62,032	103,350	112,555	120,034
thereof men	88,115	87,921	95,171	200,339	212,993	273,235
<b>Average training hours per employee</b>	8.2	7.9	8.3	10.5	11.0	13.1
Women	10.0	9.3	9.8	11.7	12.8	13.5
Men	7.2	7.3	7.6	10.0	10.3	12.9

## Disclosure Requirement S1-14 – Health and safety metrics

Some key figures on health and safety are reported for the first time for 2024 in accordance with ESRS requirements and are therefore not available for previous years.

Recordable work-related accidents are occupational accidents (= work-related injuries) of persons in active employment resulting in one or more full days of absence from work, which lead to the following: death, days away from work, restricted work, medical treatment or a significant

injury diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work, medical treatment beyond first aid, or loss of consciousness. The presentation of work-related accidents does not include commuting accidents. Accidents during the period of employment are included.

The rate of work-related accidents has risen slightly at Österreichische Post AG and within the Group. The rate of work-related accidents represents the number of work-related accidents per 1 million hours worked.

T 59

## Details on Health and Safety

Indicators	Österreichische Post AG			Group		
	2023	2024	2025	2023	2024	2025
<b>Coverage by statutory requirements and/or standards or guidelines from the health and safety management system (%)</b>	-	100	100	-	100	100
Coverage for own employees (%)	-	100	100	-	100	100
Coverage for temporary staff (%)	-	100	100	-	100	100
<b>Fatalities as a result of work-related injury or ill health</b>	0	0	0	1	1	0
Deaths as a result of work-related injuries	0	0	0	1	1	0
thereof own employees	0	0	0	1	1	0
thereof temporary staff	-	0	0	-	0	0
thereof other workers <sup>1</sup>	-	- <sup>2</sup>	- <sup>2</sup>	-	- <sup>2</sup>	- <sup>2</sup>
Deaths as a result of work-related ill health	-	- <sup>2</sup>	- <sup>2</sup>	-	- <sup>2</sup>	- <sup>2</sup>
thereof own employees	-	- <sup>2</sup>	- <sup>2</sup>	-	- <sup>2</sup>	- <sup>2</sup>
thereof temporary staff	-	- <sup>2</sup>	- <sup>2</sup>	-	- <sup>2</sup>	- <sup>2</sup>
thereof other workers <sup>1</sup>	-	- <sup>2</sup>	- <sup>2</sup>	-	- <sup>2</sup>	- <sup>2</sup>
<b>Recordable work-related accidents</b>	751	711	701	1,096	1,127	1,163
thereof own employees	751	681	689	1,096	1,013	1,108
thereof temporary staff	-	30	12	-	114	55
<b>Rate of work-related accidents</b>	27.0	23.0	23.4	23.0	21.3	21.9
Own employees	27.0	23.2	23.9	23.0	20.7	22.5
Temporary staff	-	20.5	11.0	-	28.8	14.6
<b>Recordable work-related ill health</b>	-	-	-	-	-	-
Own employees <sup>2</sup>	-	-	-	-	-	-
<b>Days lost due to work-related injuries and ill health</b>	-	15,891	16,518	-	20,640	19,905
Own employees <sup>2</sup>	-	15,891	16,518	-	20,640	19,905

<sup>1</sup> Other workers working on the undertaking's sites, such as value chain workers if they are working on the undertaking's sites.

<sup>2</sup> Work-related ill health and accident figures for other workers are not recorded for data protection reasons.

## Disclosure Requirement S1-15 – Work-life balance metrics

Key figures on work-life balance are reported for the first time for 2024 in accordance with ESRS requirements and are therefore not available for previous years.

In Austria and in all other Group company countries, all employees are entitled to family-related leave in accordance with the relevant legal provisions.

### T 60 Details on Work-Life Balance

Indicators	Österreichische Post AG			Group		
	2023	2024	2025	2023	2024	2025
<b>Employees entitled to family-related leave (%)</b>	-	100	100	-	100	100
Women (%)	-	100	100	-	100	100
Men (%)	-	100	100	-	100	100
<b>Percentage of entitled employees that took family-related leave (%)</b>	-	19.4	19.2	-	14.2	14.3
Women (%)	-	25.7	25.6	-	21.2	21.3
Men (%)	-	16.2	16.1	-	11.3	11.4

## Disclosure Requirement S1-16 – Remuneration metrics (pay gap and total remuneration)

Remuneration metrics in accordance with ESRS requirements are reported for the first time for 2024 and are therefore not available for previous years. When determining the remuneration metrics, only those members of the Management Board who had a valid contractual relationship for the entire financial year are taken into account.

To calculate the gender pay gap according to ESRS, the difference between the average gross hourly pay level of men and women is expressed as a ratio of the average gross hourly pay level of men. The ESRS gender pay gap for all employees at Österreichische Post AG is 7.3%, and 3.2% for the Group, an improvement on the previous year.

To calculate the Group-wide key figure, the gender pay gaps calculated for the individual Group companies were weighted according to the number of employees.

This key figure calculated in accordance with ESRS does not take into account different functions and framework conditions.

Austrian Post employs numerous workers in blue-collar positions in addition to workers in academic positions. Due to its historical past, the company also employs different groups of employees under different legal frameworks (civil servants, former federal employees, new employees of Austrian Post), something that should be taken into account when analysing these circumstances with regard to the gender pay gap. The ESRS gender pay gap indicator does not take into account the special situation of Österreichische Post AG.

Taking into account the specific circumstances of Österreichische Post AG, in 2025 an analysis of gender-specific pay differences was carried out by an external consultant for the previous year. This is reported here as a voluntary additional entity-specific disclosure. The result was that the gender pay gap at Österreichische Post AG was 2.5% in 2024.

This analysis takes into account the different groups of employees according to their framework conditions. Furthermore, significant clusters, such as those based on the type of

function performed (blue collar/white collar), seniority and functional classification, are identified and all employees are grouped accordingly. This detailed analysis results in a very realistic gender pay gap of 2.5% in 2024. The reason for this low figure is that the company has fixed salary schemes in place, in particular for operational functions within Österreichische Post AG's branch network, logistics centres, distribution and other areas, as well as under civil service law, which preclude gender-specific pay differences.

The slight increase in the detailed gender pay gap compared to 2023 is due to company transfers in 2024. The resulting differences in collective agreements led to differing pay levels across comparable functions. In addition, proportionately more men than women were taken on as part of the company transfers. This shift in gender distribu-

tion also had an impact on the calculation of the gender pay gap. In the coming year, the gender pay gap should close or narrow as a result of regular salary developments, stable personnel structures and an expected equalisation in the gender distribution.

The total remuneration ratio represents the ratio between the annual total remuneration of the highest-paid individual and the median total remuneration of all employees. At Österreichische Post AG, this ratio is 1:54.0. Due to different economic and wage policy conditions in the various countries, the ratio in the Group is higher at 1:69.7. The median of the entire gross hourly pay level of men and women was used to determine the median of total annual remuneration.

## T 61 Details on Compensation Metrics

Indicators	Österreichische Post AG			Group		
	2023	2024	2025	2023	2024	2025
Gender pay gap in detail – voluntary additional entity-specific disclosure (%) <sup>1</sup>	1.2	2.5	-	-	-	-
ESRS gender pay gap (%) <sup>1</sup>	-	8.5	7.3	-	4.2	3.2
Total remuneration ratio	-	54.0	54.0	-	69.8	69.7

<sup>1</sup> Positive figure: men earn more than women by this percentage. Negative figure: women earn more than men by this percentage.

## Disclosure Requirement S1-17 – Incidents, complaints and severe human rights impacts

Key figures on incidents and complaints are reported for the first time for 2024 in accordance with ESRS requirements and are therefore not available for previous years.

Complaints filed through channels for employees refer to complaints made through channels that allow individuals within the company's own workforce to raise concerns (including grievance mechanisms) and which have not been received by the company or competent authorities through a formal and/or established procedure. These are cases that were reported to the company as part of

established internal procedures (e.g. ombudsperson) and for which actions were required.

All cases concluded in the reporting period and cases still open at the time of reporting have been disclosed. All reported cases were examined accordingly and appropriate remedial action has been taken.

There were no significant fines, penalties or compensation for damages in the financial year. The total amounts of EUR 18 thousand and EUR 19 thousand for the previous year respectively are reported in the (consolidated) financial statements under "Other operating expenses – Other" (see consolidated financial statements, Note 11.2 Other operating expenses).

## T 62 Details on Incidents and Complaints

Indicators	Österreichische Post AG			Group		
	2023	2024	2025	2023	2024	2025
<b>Discrimination, including harassment</b>	-	6	5	-	11	6
<b>Complaints<sup>1</sup></b>	-	13	2	-	23	14
thereof complaints filed through channels for employees <sup>1</sup>	-	13	2	-	23	14
thereof complaints filed to the National Contact Points <sup>1</sup>	-	0	0	-	0	0
<b>Total amount of fines, penalties and compensation for damages related to the incidents and complaints disclosed above (in EUR)</b>	-	18,000	0	-	19,087	0
<b>Identified cases of severe human rights incidents (e.g. forced labour, human trafficking or child labour)</b>	-	0	0	-	0	0
thereof incidents of non-compliance with the United Nations Guiding Principles on Business and Human Rights	-	0	0	-	0	0
thereof incidents of non-compliance with the ILO Declaration on Fundamental Principles and Rights at Work	-	0	0	-	0	0
thereof incidents of non-compliance with the OECD Guidelines for Multinational Enterprises	-	0	0	-	0	0
<b>Total amount of fines, penalties and compensation for damages related to human rights incidents (in EUR)</b>	-	0	0	-	0	0

<sup>1</sup> Cases already mentioned under "Discrimination, including harassment" are not presented here.

## ESRS S2 Workers in the Value Chain

### STRATEGY

#### S2 Disclosure Requirement related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

As the leading logistics and postal service provider in Austria, with Group companies in CEE/SEE, Türkiye and beyond, Austrian Post has a great responsibility to society – and it wants to live up to this responsibility. Austrian Post must rely on business partners and suppliers along the value chain to provide its services.

During the course of the materiality assessment, workers in the value chain were evaluated and findings from the risk analysis of the supply chain management system were considered. The assessment of impacts, risks and opportunities and their interaction with strategy and business model with regard to workers in the value chain starts by looking at business partners in the value chain. During the course of the identification, the risk criteria “sector”, “country” and “procurement volume” were considered. The risk criterion “sector” takes into account the individual activities and industry-specific working practices, employment relationships and employee composition. The risk categories “sector” and “country” are oriented along risks relating to human rights, such as child labour and forced labour. No increased risk was identified in the risk analysis with regard to child labour or forced labour.

In addition, an analysis of the composition of the business partner portfolio was carried out. The goods and services utilised by the Group are from numerous providers; as a result, no dependency risks to individual business partners have been identified at present.

A detailed overview of the identified impacts, risks and opportunities is provided in the table in the chapter ESRS 2 Disclosure Requirement SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model.

In addition to the material topics (seasonality, route planning, accidents and injuries, margin pressure) that have been identified, aspects such as equal treatment, diversity, protection from harassment, data privacy, accommodation, and water and sanitation are regularly monitored. While these are currently not classified as material, they are re-evaluated on a regular basis.

### IMPACT, RISK AND OPPORTUNITY MANAGEMENT

#### Disclosure Requirement S2-1 – Policies related to value chain workers

Austrian Post is dedicated to upholding human rights across its entire value chain. The Group adheres to applicable regulations as well as international human rights standards in all countries and regions in which it operates. It thus creates a shared understanding and joint standard regarding upholding human rights throughout the entire Group as well as in its supply chain and value chain. This is a key part of the:

- Declaration of Principles on Human Rights
- Code of Conduct and Ethics
- Code of Conduct for Contractors
- Supplier Compliance Policy
- Local and Group-wide procurement policies

These Group-wide standards require all partners to adhere to minimum ethical, social and environmental criteria – both within their own operations and throughout their respective supply chains. Child labour, forced labour and human trafficking are explicitly forbidden. The standards are aligned with:

- The principles of the UN Global Compact
- The UN Guiding Principles on Business and Human Rights
- The Universal Declaration of Human Rights
- The fundamental conventions of the International Labour Organization (ILO)
- The OECD Guidelines for Multinational Enterprises
- The Sustainable Development Goals (SDGs) of the United Nations

A compliance management system and a supplier management system have been set up to put these ideas into action and anchor them within the company. Further information on this can be found in the following sections and in G1-2.

### **Disclosure Requirement S2-2 – Processes for engaging with value chain workers about impacts**

The strategic planning processes incorporate the perspectives of stakeholders. For this cross-stakeholder approach, please refer to SBM-2.

The Austrian Post Group engages with stakeholders at multiple levels, including representatives of business partners and their workers.

Until recently, engagement with value chain workers affected by material impacts was handled informally by individual departments instead of using a structured process e.g., as part of regular delivery planning discussions. Work has begun to standardise this process to make it as effective as possible.

The WhistleDesk, the whistleblowing system of the Austrian Post Group, is available to anyone looking to report concerns or information. Further details about whistleblowing options, processes and procedures for remediation and redress within the meaning of the CSDDD can be found in G1-1.

### **Disclosure Requirement S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns**

The WhistleDesk, the whistleblowing system of the Austrian Post Group, is available to anyone looking to report concerns or information. This also comprises anyone involved in the value chain. Employees can report concerns at any time using the Austrian Post Group's WhistleDesk. The contact data can be found in the Code for Contractors as well as the Austrian Post Group website. Reports are managed promptly, independently and objectively by a highly skilled compliance team.

Further details about whistleblowing options, processes and procedures for remediation and redress within the meaning of the CSDDD can be found in G1-1.

### **Disclosure Requirement S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions**

A compliance management system in line with ISO 37301 has been implemented and certified to manage risks and reduce negative impacts. Internal and external audits are performed regularly to check how effective these measures are.

In addition to determining impacts, opportunities and risks, the definition of measures and targets, and the tracking of these targets, is key to maintaining and continually improving the management system.

A compliance organisation consisting of the following elements was set up to implement the CMS:

- Group compliance officer
- Compliance office
- Compliance officers (national and international)
- Compliance Committee

In line with this management system, Austrian Post takes the following steps to reduce or avoid impacts and risks:

With regard to supplier misconduct, the Code of Conduct for Contractors is incorporated into contracts and supplemented by a risk-oriented vendor integrity check (VIC). Additional checks and on-site audits are performed for high-risk suppliers. Financial incentives are also provided for sustainability certifications and ensure that sustainability criteria are visible in the procurement system.

To manage fluctuations caused by seasonality, route allocation and volume planning, the Code of Conduct for Contractors is integrated into contracts. Seasonal and volume plans are prepared well ahead of time and provide transparency about the terms of contracts.

With regard to accidents and injuries, the Code of Conduct for Contractors is incorporated into processes and supplemented by a risk-oriented vendor integrity check (VIC). Safety training is provided to strengthen preventive measures and offer financial incentives for suppliers who can demonstrate sustainability certification.

To address the effects of competition and margin pressure, the Code of Conduct for Contractors is integrated into contracts, and risk-oriented checks and on-site audits are conducted. Tenders are made transparent and create financial incentives for sustainability certification.

The vendor integrity check (VIC) and additional supplier audits are used to monitor adherence to the Code of Conduct for Contractors and respect for human rights.

Suppliers are subject to a VIC if they are in a risk category or account for a significant annual net purchasing volume. This enables Austrian Post to verify compliance with the Code of Conduct for Contractors. In addition to compliance-related aspects, this evaluation also encompasses sustainability criteria such as human rights and labour laws, health and safety, environmental protection as well as ethics and corporate responsibility.

As a logistics service provider, Austrian Post relies on support from freight service providers and temporary workers. Austrian Post implements more extensive due diligence measures for companies in these sectors in order to identify potential risks associated with these sectors and address the consequences of these risks at an early stage.

Business partners are subjected to spot checks on a regular basis and are required to provide extensive evidence that they are in compliance with their obligations.

Suppliers are required to explain any deficiencies. When appropriate, measures are agreed in collaboration with the Compliance department and their implementation is verified. Under certain circumstances, Austrian Post may choose to sever ties with a supplier if it deviates significantly from the required standards.

No serious human rights violations relating to workers in the value chain were identified in the 2025 reporting year.

## METRICS AND TARGETS

### **Disclosure Requirement S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities**

The 2030 sustainability master plan defines targets and an action plan for sustainable procurement.

The aim of the supply chain compliance management system is to maintain ISO 37301 certification in the interest of meeting the due diligence responsibilities.

2025 is being used as the baseline year, with a certification rate for Österreichische Post AG of 100%. This is an absolute target which is measured as a percentage. The suitability and effectiveness of the measures taken with regard to the reduction of risks and negative impacts can be measured by the successful continuation of ISO 37301 certification. This was confirmed by an external audit, meaning the objective of maintaining certification was fully achieved.

This target is based on ISO 37301 requirements and findings from stakeholder roundtables involving relevant stakeholder groups. Progress is reviewed annually and reported to the Management Board.

## **ESRS S4 Consumers and End-users**

Due to Österreichische Post AG's obligation to provide a universal service in Austria, this material topic only applies to Österreichische Post AG and not to its Group companies.

### **STRATEGY**

#### **S4 Disclosure Requirement related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model**

Every day Österreichische Post AG delivers letters and parcels throughout Austria. The company's services are available throughout Austria to guarantee supply security for all consumers and end users. Österreichische Post AG's

consumers and end-users include all private households, companies, organisations, public authorities and other public institutions in Austria that use postal or logistics services, regardless of whether they receive or send items or use supplementary services.

Thanks to a broad range of services, Austrian Post takes into account the needs of its customers and integrates them into its core business through everyday solutions. The optimisation of facilities and processes ensures efficient logistics. This makes a key contribution to improving customer satisfaction.

Austrian Post's responsibilities to consumers and end users are covered under ESRS S4. It focuses on ensuring data privacy, information security and accessible services for all.

A detailed overview of the identified impacts, risks and opportunities is provided in the table in the chapter ESRS 2 Disclosure Requirement SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model.

## IMPACT, RISK AND OPPORTUNITY MANAGEMENT

### Disclosure Requirement S4-1 – Policies related to consumers and end-users

As a universal service provider, Österreichische Post AG is responsible for providing reliable postal services throughout Austria. It must ensure the basic provision of postal services (universal service). This universal service is a minimum range of postal services that are generally considered necessary to maintain a basic service for users, which are offered nationwide and to which all users have access.

Going beyond the legal requirements, Austrian Post's success is inextricably linked to customer satisfaction. Customised solutions can be developed based on in-depth knowledge of customer needs and wishes. Alongside sustainability and corporate culture, customer orientation is at the heart of Austrian Post's corporate strategy. As such, the full Management Board is responsible for achieving this objective. The overarching goal is to achieve commercial success by offering sustainable and customer-oriented services.

Austrian Post also strives to act in accordance with ethical standards and to live up to its responsibility towards consumers and end-users.

This objective is clearly defined within the Code of Conduct and Ethics and the Declaration of Principles on Human Rights. Both the Code of Conduct and Ethics and the Declaration of Principles on Human Rights comply with internationally recognised standards, e.g. the principles of the UN Global Compact, the Universal Declaration of Human Rights and the fundamental conventions of the International Labour Organization (ILO). Further information on the Code of Conduct and Ethics and the Declaration of Principles on Human Rights as well as the processes and mechanisms for monitoring compliance are described in chapter S1-1 (5) Policies related to human rights.

Austrian Post conducts a regular Group-wide risk analysis which incorporates findings from the ongoing national and international sharing of experience within the Austrian Post Group, as well as from dialogue with stakeholders. The results of this risk analysis are also used to develop measures to minimise the risks identified related to end users and consumers. For further information on risk management that goes beyond the disclosure requirements, see IRO-1 and the "Opportunities and risks" section of the Group management report.

Consumers and end-users can also report violations of the law or the rules set out in the Code of Conduct and Ethics and in the Declaration of Principles on Human Rights anonymously via the Compliance WhistleDesk. Further information on the WhistleDesk can be found under G1-1.

In 2025, no cases of non-respect of the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises that involve consumers and/or end-users were reported in the downstream value chain.

### Data protection

As the leading logistics company in Austria, Österreichische Post AG processes data belonging to almost everyone in the country. Österreichische Post AG is active in a number of business areas other than logistics services. Because the company processes a high volume of personal data from a large number of data subjects in a variety of ways, data privacy breaches cannot be ruled out despite the extensive data protection measures in place.

Upholding the highest data protection and security standards is a core part of Österreichische Post AG's brand identity. As technical frameworks evolve and data becomes ever more critical to the operations, Austrian Post has implemented a comprehensive set of measures to match. These safeguards ensure the confidentiality of customer and corporate data while guaranteeing the integrity and availability of Austrian Post's IT systems.

Austrian Post's Data Protection Policy sets out precise requirements for how personal data is processed. The policy aims to establish uniform data protection standards and procedures throughout the Austrian Post Group to ensure the approach remains compliant, effective and sustainable. This framework is designed to protect employees and managers within the Austrian Post Group, as well as the customers and suppliers.

Responsibility for implementing the data protection strategy lies with the Management Board of Austrian Post and the Head of Group Legal.

#### **Disclosure Requirement S4-2 – Processes for engaging with consumers and end-users about impacts**

In line with the strategic emphasis on customer orientation, the perspectives of consumers and end-users are given due consideration into business decisions as standard.

The stakeholder roundtable is held in person once a year. It is also possible to contact the company via Austrian Post's customer service team. These channels give consumers, end users and legitimate representatives the opportunity to express their views.

In order to gain insights into the views of vulnerable consumers (for example persons with disabilities), Austrian Post collaborates with interest groups such as the myAbility Business Forum, a B2B network which focuses on business and accessibility.

The protection of personal data is regarded as a fundamental right. Compliance is maintained by adhering to the General Data Protection Regulation (GDPR) and implemented through the company's Data Protection Policy and associated measures. There is currently no separate dialogue with stakeholders on this topic.

Operational responsibility for engaging with consumers and end-users lies with the responsible divisional managers, who in turn report to the Management Board.

#### **Disclosure Requirement S4-3 – Processes to remediate negative impacts and channels for consumers and end-users to raise concerns**

The Austrian Postal Market Act (Postmarktgesetz) stipulates that every postal service provider has to develop a suitable process for handling user complaints and disputes. If no solution can be reached using the grievance mechanism, the individuals affected can contact the RTR arbitration body or ordinary courts of law.

Consumers and end-users can use several channels to contact Austrian Post and voice their concerns. Customers can get in touch with the Austrian Post customer service team directly using the contact form or by telephone if they have any questions, comments or concerns. The customer service team is subject to ongoing quality checks and evaluations. The customer satisfaction surveys (see S4-5) also enquire as to the use of Austrian Post's customer service. The Austrian Post WhistleDesk is also available to consumers and end-users (for more information on the WhistleDesk, please refer to G1). These points of contact allow Austrian Post to meet its statutory obligation to have a suitable grievance mechanism in place. Indirect channels are also available, such as the Supreme Postal Authority within the Austrian Federal Ministry of Housing, Arts, Culture, Media and Sport or the regulatory authority RTR. Customer concerns regarding Austrian Post are often brought to the attention of consumer protection organisations, the Austrian Ombudsman Board or political decision-makers, especially mayors.

Thanks to its good cooperation with the various authorities, Austrian Post can ensure that these concerns are also addressed proactively in a targeted manner.

#### **Data protection**

Guaranteeing the rights of data subjects is a core tenet of the GDPR and ensures that individuals retain control over their personal information. Österreichische Post AG has established clear processes to ensure that it implements these rights reliably and within the specified timeframes.

A central office has been set up at Österreichische Post AG to ensure that inquiries regarding data subject rights are handled efficiently. Consumers and end users can contact Österreichische Post AG regarding data protection matters at any time through three channels. They can contact Austrian Post using a contact form, a dedicated email address established for data protection inquiries, or by post. Transparent information is provided about these channels in the privacy policies (available on the website, in the app, or in printed form), and highlighted in all direct communications. Due to the high level of general awareness of Austrian Post and the channels mentioned above, controls to determine the level of public awareness of these processes are not considered necessary.

This central office logs every request and follows a structured workflow to guarantee that every response is provided within legal timeframes. Österreichische Post AG takes action whenever it identifies an opportunity to improve these operations.

The data protection team thoroughly evaluates each inquiry related to the rights of data subjects and monitors how they impact the internal processes. Österreichische Post AG has also established a data breach process to handle any suspected breach of personal data protection. If an incident threatens the rights or freedoms of any individual, the relevant Data Protection Authority and affected parties are notified promptly, as required by the GDPR. Measures are also implemented to eliminate immediate risks and prevent future occurrences.

#### **Disclosure Requirement S4-4 – Taking action on material impacts, and approaches to mitigating material risks and pursuing material opportunities related to consumers and end-users and effectiveness of those actions and approaches**

Österreichische Post AG puts ongoing measures and initiatives in place that serve to prevent negative impacts as well as to achieve positive impacts, and are not part of specific action plans. As these measures are ongoing, there is no time horizon for their completion.

The measures listed below contribute to the policies related to consumers and end users (see S4-1). The effectiveness of the measures in terms of achieving the desired results for consumers and end users will be tracked and evaluated against the targets set out in chapter S4-5.

With regard to consumers and end users, no actual negative impacts were identified that would have required remedial action.

Investments were also made for this in the 2025 financial year. A total of EUR 13m was invested in the logistics network and the network of locations (including self-service solutions) in the reporting year. These investments are part of the total additions to fixed assets and are presented in the Notes to the Consolidated Financial Statements in section 17 "Property, plant and equipment".

#### **Nationwide services and presence**

Austrian Post is committed to ensuring that customers can access services quickly, safely and reliably. It achieves this with its nationwide logistics network, which has been expanded considerably in recent years to allow the company to handle the increasing volumes in the parcel segment. This allows Austrian Post not only to meet the statutory requirements for provision of its universal service and the high demands of shipping customers, but also to offer its end-users and consumers top-quality services.

To ensure the optimal supply of postal services to customers, the universal service obligation also requires Austrian Post to operate a nationwide network with at least 1,650 postal service points. In the 2025 reporting year, Austrian Post met these requirements with 1,686 postal service points (2024: 1,680), including 347 (2024: 358) company-operated branch offices and 1,339 (2024: 1,322) postal partners.

#### **The right solution for every situation**

Customer requirements have changed significantly in recent years. Customers want to be able to have access to services anywhere at any time. They want to take care of their postal business as conveniently and quickly as possible, while also maintaining a good level of security.

With its 24/7 self-service options, Austrian Post aims to meet this requirement in both the bricks-and-mortar and digital segments.

In addition to 84,546 (2024: 79,438) pick-up boxes, its self-service solutions included 1,596 (2024: 1,449) postal stations with 188,349 (2024: 149,492) lockers and 626 (2024: 581) drop-off stations in the year under review. These services are very popular with customers. More than 35 million mail items were sent using these machines, which are accessible 24/7. Austrian Post continues to work on making it even easier and more convenient to send letters and parcels.

### The postal partner scheme

The postal partner scheme was born out of a desire to provide access to postal and banking services throughout Austria. This considerably improves access to local amenities for people in rural areas, in particular. Postal partners from numerous different sectors have been offering postal and banking services in addition to their own products and services for more than 20 years. This business model has proved particularly successful for partners and customers in the food retail sector, at tobacconists and municipal authorities. There are also partnerships in the social sector, e.g. with the self-help association "Lebenshilfe" and charitable organisations. These partnerships are particularly successful because they help employees to re-enter the unprotected job market. Postal partners are also provided with support with structural changes to meet the requirements of barrier-free design. There were 1,339 postal partners in the 2025 reporting year.

### Accessibility

Accessibility is an established component of the company's diversity programme. Accessible branches and postal stations ensure that customers are treated equally and without discrimination. Accessibility measures include mandatory accessibility standards for new postal partners, glass surface markings, rolling out tactile guidance systems in branches, and service bells for assistance. Accessible postal stations are provided for the blind and visually impaired and use lower heights for slots in letterboxes. There is also a pick-up service, a parcel redirection service and various mail delivery options for convenience and accessibility.

### Data protection

Austrian Post has implemented a number of measures since the EU General Data Protection Regulation (GDPR) came into effect in May 2018. It is important to raise employees' awareness of data protection and security issues across the Group. Cross-departmental data protection training is provided, and steps are taken to improve the data protection management system on a continuous basis.

The Data Protection Centre has been established as the central unit responsible for monitoring data protection requirements and ensuring that Austrian Post remains compliant. The Data Protection Centre covers all legal areas relating to data regulation. Its responsibilities include advising departments on data protection matters and

managing the rights of data subject. It also coordinates the data breach process, develops guidelines and training programmes, fulfils all audit and documentation requirements prescribed by law and operates an internal data protection control system.

Data protection within Österreichische Post AG consists of the data protection centre and the data protection officers, with whom there is ongoing communication and consultation. Group companies employ their own data protection managers or designate their own data protection officers.

Furthermore, Österreichische Post AG is committed to developing and updating its IT security standards and risk analysis tools. Technical and organisational improvements in the areas of security vulnerability detection and response, and incident response are continuously being enhanced.

The company uses training and events outlining the latest developments in the field of data protection and the relevant legislation to make sure that its data protection efforts are up to date.

## METRICS AND TARGETS

### Disclosure Requirement S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Ensuring the nationwide provision of first-rate postal services in Austria while complying with the most demanding data security and privacy standards is the utmost priority for Austrian Post, as this makes a key contribution to the country's communications infrastructure. As a universal services provider in Austria, Österreichische Post AG is subject to legal requirements with respect to the reliability of supply and delivery speed. It also sets itself other ambitious targets in order to provide the sort of customer orientation that has been established as a firm component of its corporate strategy.

The targets contribute to the policies related to consumers and end users (see S4-1) and include ensuring the provision of basic postal services in Austria, customer orientation and customer satisfaction, and ensuring data privacy and information security.

In 2024, customers were also involved in the process for setting targets, for example at stakeholder roundtables. The Management Board is ultimately responsible for

monitoring the targets. Consumers and end users are not directly involved in monitoring performance against the defined targets. However, publicly available information and the quarterly customer satisfaction surveys conducted by Austrian Post are available for evaluation purposes.

There were no changes to the parameters, measurement methodologies, significant assumptions or data collection procedures during the reporting period for the following targets.

Austrian Post is currently pursuing the following targets in connection with its impact on consumers and end-users:

#### Customer satisfaction

Improve customer satisfaction score to 73 by 2030. The average Customer Satisfaction Index (CSI) score for Austrian Post was 71 points in 2025. The company started at 64 points in 2011. Customer satisfaction was measured on a quarterly basis during the reporting period by the market research institute. The Customer Satisfaction Index (CSI) encompassing customer satisfaction and customer loyalty is determined by means of a representative survey with a sample size of n = 2,000 per wave. On the CSI scale, a score below 50 is considered critical, with scores between 51 and 60 points considered moderate. Scores above 61 are good. Scores above 70 are very good. Scores of 81 up to the maximum of 100 points are outstanding.

#### Postal service points and delivery indicators

Austrian Post aims to meet all of the statutory requirements under the Federal Postal Market Act every year (Federal Postal Market Act Sections 3, 7 and 11).

With 1,686 locations in 2025, Austrian Post once again met the legal requirements of the Federal Postal Market Act, which stipulates a minimum of 1,650 postal service points.

Both delivery indicators met the legal universal service obligations: 95.0% of letters with the additional premium service were delivered on the next working day, and 94.3% of branch network parcels were delivered within two working days.

In accordance with the Postal Market Act, the delivery time requirement for letters with the additional premium service is 95% E+1. For parcels within Austria, the delivery time requirement is 90% E+2.

#### Expansion of the self-service stations

Österreichische Post AG aims to massively increase its self-service solutions. The range is to be expanded from the current 1,596 postal stations with 188,349 lockers to over 200,000 lockers by 2027.

In the base year 2020, the number of lockers was 86,109.

The number of self-service-stations includes all locations where self-service facilities are provided. These include self-service stations in self-service branches, in branches, at postal partners and at outdoor locations. Lockers are the individual pick-up or deposit compartments within a self-service station.

#### Data protection

Austrian Post is committed to making continuous improvements to its data protection organisational structure. Internal control systems are used to track the effectiveness of policies and measures on a regular basis. Rolling audits are performed that primarily focus on qualitative factors. Depending on the risk, a distinction is made between reference periods of less than one year and reference periods of several years. Specifically, regular checks are performed to assess compliance with legal timescales when responding to enquiries related to the rights of data subjects. The relevance of the checks is evaluated annually. Data protection is a complex topic that is continuously evolving due to case law and changes in guidelines. Therefore, no additional quantitative or time-bound targets can be formulated at present.

## 1.1 Governance Information

### ESRS G1 – Business Conduct

#### Disclosure Requirement related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Austrian Post's approach to sustainable governance is guided by clear principles of integrity, compliance and responsible management. Under ESRS G1, the company details the structures, processes and controls designed to ensure ethical conduct, prevent corruption, involve stakeholders and promote transparency. A comprehensive overview of the impacts, risks and opportunities that have been identified is provided in ESRS 2 SBM-3.

## GOVERNANCE

### The role of the administrative, management and supervisory bodies (ESRS 2 GOV-1, G1)

Austrian Post views adherence to the principles of good corporate governance as well as compliant activity throughout the Group as a matter of course. Good corporate governance ensures that an organisation can create long-term value. Effective compliance involves ensuring that all of the Group's employees act in line with legal requirements, internal policies and moral and ethical principles.

The Management Board and Supervisory Board of Austrian Post are the main bodies responsible for sustainable governance and corporate governance.

The Management Board bears responsibility for the corporate culture, matters related to business conduct and strategic and operational management. It acts as a role model and champions integrity in business conduct.

The Supervisory Board and the Audit Committee oversee the compliance management system and measures taken to strengthen the corporate culture. Regular training is provided to make sure that these bodies have the expertise they need.

Updates are reported to the Management Board and Audit Committee at least twice a year. Reports are submitted to the full Supervisory Board on an annual basis. Reports can be submitted on an ad hoc basis whenever necessary.

## IMPACT, RISK AND OPPORTUNITY MANAGEMENT

### Disclosure Requirement related to ESRS 2 IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities

The Austrian Post Group's compliance management system (CMS) promotes integrity and makes compliance issues transparent. As part of a risk-oriented prevention strategy, rules designed to reduce risks are established on the basis of the compliance risk analysis results, and appropriate measures are integrated into business processes.

Compliance risks are included in the enterprise risk management system and are subject to its processes and procedures. Compliance risks which reach defined thresholds are documented as part of Group risk management and included in the Group risk reporting if they meet defined

materiality criteria. Location, activity, sector and the structure of transactions are included in the compliance risk analyses through methods such as SWOT and process analyses.

### Disclosure Requirement G1-1 – Business conduct policies and corporate culture

As a responsible company that acts with integrity, the Austrian Post Group expects ethically impeccable and exemplary behaviour from all employees, regardless of their position.

Austrian Post's mission statement points the company in the right direction, creates a mutually shared value system and provides a clear benchmark for all employees and executives. On the one hand, it provides guidance about how people at Austrian Post should act and interact with business partners and colleagues during day-to-day business. On the other hand, it provides clear objectives and shows where the focus lies. Austrian Post wants to achieve sustainable corporate success, not just in terms of economic aspects, but also in terms of the social sphere, the environment and employees.

How the Group views its responsibilities is documented in a Group-wide Code of Conduct and Ethics that guides everything Austrian Post does. The contents of the Code also reflect Austrian Post's commitment to comply with the principles of the UN Global Compact, and related standards, thus comprising the foundation for an open, respectful and legally compliant corporate culture across the Group. It serves as a reference framework for employees in their daily dealings with one another and for responsible behaviour towards business partners and the public.

Compliance with the Code of Conduct and Ethics is mandatory. Everybody in the Group is responsible for living out its values on a day-to-day basis.

Additional policies are implemented to supplement the Code as needed.

Information, training and practical advisory services are provided in connection with the Code of Conduct and Ethics and its supplementary policies.

Workers, stakeholders and the general public alike can make use of the Austrian Post Group's WhistleDesk to report potential violations. This is a whistleblowing system in accordance with EU regulations as well as national law. Those involved in the review are separate from the management chain involved in the matter. The processes are

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## Information on Anti-corruption and Anti-bribery Training

	High-risk	Bodies and executive management	Other permanent employees
<b>Delivery method and duration</b>			
In-person/Teams	1 hour	1 hour	
Mandatory e-learning	0.5 hours		0.5 hours
<b>Frequency</b>	<b>annual</b>	<b>annual</b>	<b>annual</b>
<b>Contents</b>			
Definition of corruption	x	x	x
Identification of risks	x	x	x
Prevention and internal objectives/strategies	x	x	x
Whistleblowing	x	x	x
Compliance organisation	x	x	

designed so that an independent and objective review of the reports is carried out in a timely fashion, and appropriate measures or remedies can be implemented. The processes are part of the certified compliance management system. The whistleblowing guideline includes a whistleblowing process including redress proceedings and safeguarding provisions for whistleblowers.

Reports are managed promptly, independently and objectively by a highly skilled compliance team.

The contact information for this reporting channel can be found in the Code of Conduct and Ethics, in the Code of Conduct for Contractors and in various guidelines. In addition, employees are regularly reminded about the WhistleDesk and invited to report issues. Business partners in the value chain are also required to make their workers aware of this reporting channel.

The WhistleDesk is easily accessible for internal workers as well as external workers via the website.

### Disclosure Requirement G1-2 – Management of relationships with suppliers

Responsible conduct and integrity are very important to Austrian Post – not just in the company's own processes within the Group, but in all business relationships. Supplier relationship management is a core component of the corporate strategy. It involves clear governance structures

and transparent processes, along with environmental, social and ethical standards.

The Sustainable Procurement Policy outlines Austrian Post's standards for environmentally and socially responsible business practices, taking into account material procurement impacts, risks and opportunities. It combines fundamental principles with established sustainability aspects that are firmly anchored in the Group's procurement processes.

The fair and transparent treatment of suppliers, compliance with human and labour rights, and the promotion of environmentally friendly products and services are central components of the procurement strategy and are addressed in the policy. The policy also contains information on existing governance structures and responsibilities, stakeholder involvement and structured monitoring. Ultimate responsibility for the policy lies with the entire Management Board. The Sustainable Procurement Policy is publicly available on the website and applies on a Group-wide basis. Supplementary internal guidelines and manuals are also in effect. The Head of Group Procurement is responsible for the strategic implementation of the Sustainable Procurement Policy. The sustainability officer of Group Procurement is responsible for implementation, measuring progress and reporting.

Every procurement process is governed by binding rules to rule out the possibility of discrimination or distor-

tions of competition. All business partners are required to pledge that they will adhere to a Code of Conduct for Contractors and make a declaration. Compliance is verified using vendor integrity checks, risk-based supplier assessments and periodic audits. Austrian Post refrains from doing business with any sanctioned company. Austrian Post employs a structured risk management process that evaluates industry-specific, geographical, and volume-based risks. The assessment is conducted both internally and in dialogue with relevant stakeholders, forming the basis for measures designed to minimise risk and harness sustainability-related opportunities. Additional details about supplier compliance are available in Section S2-4.

Responsible purchasing is a top priority for Austrian Post. The company considers environmental and social factors in addition to price, quality and delivery time. The 2030 sustainability master plan defines concrete measures for sustainable procurement. For tenders valued above EUR 1m, suppliers are granted a 3% advantage if they can provide evidence of a valid sustainability rating that is accepted by Austrian Post. This incentivises partners to prioritise the sustainability of their own operations. The company also reviews the sustainability performance of all material suppliers every year based on recognised sustainability certificates. The internal ordering system was also improved to make sustainable product categories easier to recognise, and is being constantly updated. Above all, environmentally friendly office supplies are highlighted in the internal ordering system to make them recognisable at a glance.

Group Procurement uses digital portals and workshops to remain in constant contact with internal consumers and external suppliers. Engaging with the CSR and Compliance departments ensures that Group-wide sustainability targets and legal mandates are met. A structured monitoring process is used to track implementation. Audit findings and certification rates are used to refine the Procurement strategy.

In 2025, Austrian Post was awarded the silver certificate under the BME "Responsible Procurement Organisation" programme. This accolade confirms that the relevant criteria have been met and underscores the commitment to sustainable and responsible procurement. Austrian Post is pursuing the Level 3 Gold Certificate – the highest level available – and has arranged for an external audit to be performed in 2026 to this end.

Further information on dealing with suppliers can be found in the statements on SBM-3 and S2-4, and the policy to prevent late payments G1-6.

### Disclosure Requirement G1-3 – Prevention and detection of corruption and bribery

The Business Compliance management system complies with ISO 37001 (anti-corruption management systems). Austrian Post's management system was certified in 2025 after an audit.

The CMS calls for an annual cycle of risk analysis, derivation of measures and implementation of measures as well as surveillance and monitoring by the compliance organisation.

The annual compliance plan is created based on the results of the compliance risk analyses and is approved by the Management Board. It comprises risk-reducing regulations and improvement measures. The implementation of the annual plan is monitored.

The compliance organisation consists of a central compliance office and regional compliance managers. This organisation is responsible for the sustainable and practical professionalisation and improvement of the CMS across all units of the company. In addition to certification and surveillance audits, the company uses additional internal and external audits throughout the year to ensure that its compliance standards and the CMS are appropriate and effective at all times.

The company also runs a number of training programmes every year in order to make sure that employees are aware of the rules which apply within Austrian Post and provide them with the information they need to act with integrity. All of the company's full-time and part-time employees are provided with business compliance training at least once a year. The company also provides more in-depth training for specific target groups. These measures are also provided for certain business partners and contractors. Austrian Post uses a variety of communication and training methods to provide its stakeholders with targeted information and training and to address a wide range of compliance issues.

The following groups have been identified as "high-risk" positions from a corruption perspective:

- People in risk positions
- People with purchasing agendas
- People involved in marketing and sales
- People with communications agendas
- People who report directly to the executive management or department heads (exposed individuals with leadership responsibilities)

- People on administrative, management and supervisory bodies:
- CEO, CFO, COO
- Executive management
- Members of the Supervisory Board

In 2025, a Group-wide training rate of 87% was achieved with the target group defined as high-risk. Training activities include training for employees, regular dialogue and the further education and recertification of compliance officers.

## METRICS AND TARGETS

### Disclosure Requirement G1-4 – Confirmed incidents of corruption or bribery

No (0) cases of corruption occurred in the Austrian Post Group in 2025. If such a case occurs, steps in line with applicable labour laws as well as disciplinary measures are taken. Measures to prevent corruption were successfully carried out throughout the Group as part of the compliance management system in 2025.

### Disclosure Requirement G1-5 – Political influence and lobbying activities

Österreichische Post AG maintains open dialogue with political interest groups and decision makers. As a leading logistics company, the Group monitors a number of different areas, from postal market regulations, through to transport and logistics, digitalisation, energy and sustainability, the labour market and safeguarding the country's critical infrastructure.

To do this, Austrian Post communicates its concerns, which are often closely connected to material risks, opportunities and impacts, to political decision makers in the federal government, parliament, the states, cities and communities as well as social partners. Establishing possible political contact for domestic or international Group companies must be approved by the Group management. Representatives responsible for promoting the company's interests to third parties are recorded in the official lobbying register.

It is in Austrian Post's interest to ensure that the political framework is in line with the company's strategic objectives as well as the needs of its customers. That is why it is so important for the company to foster a culture of open dialogue with all of its stakeholders. This takes place based on the values of the Code of Conduct and Ethics of Austrian Post as well as the Lobbying and Interest Representation

Transparency Act (LobbyG), which is derived from it. Neither direct nor indirect political contributions are made to organisations or officials. Austrian Post's contributions to politicians are limited to low-value tokens of appreciation on specific occasions, such as a "Meine Marke" stamp sheet or the yellow cookbook.

According to the Lobbying and Interest Representation Transparency Act (LobbyG), employees are required to register and disclose cases in which they represent the interests of their company in the political arena. Austrian Post is registered in the EU Transparency Register under the identification number 726916114945-91; it is registered in the Austrian Lobbying and Interest Representation Register under registration number LIVR-00196.

External service providers provide Austrian Post with advice about political developments which are of relevance to Austrian Post on a national and European level and make sure that the company's interests are represented. Austrian Post is also a member of a number of national and international organisations and associations, including the Austrian Federal Economic Chamber, the Federation of Austrian Industries, logistics associations, the UPU, PostEurop and the International Post Corporation.

### Disclosure Requirement G1-6 – Payment practices

The Austrian Post Group uses the services of a large number of suppliers of different sizes and legal forms. All partnerships with these suppliers are built on mutual trust.

This also includes ensuring payments are processed smoothly on the basis of procedures that are safeguarded by a control system. The standard contractual payment terms do not differ according to the size of the supplier, and are therefore applied to all (100%) and clearly communicated. No legal proceedings for late payments were pending in the reporting year.

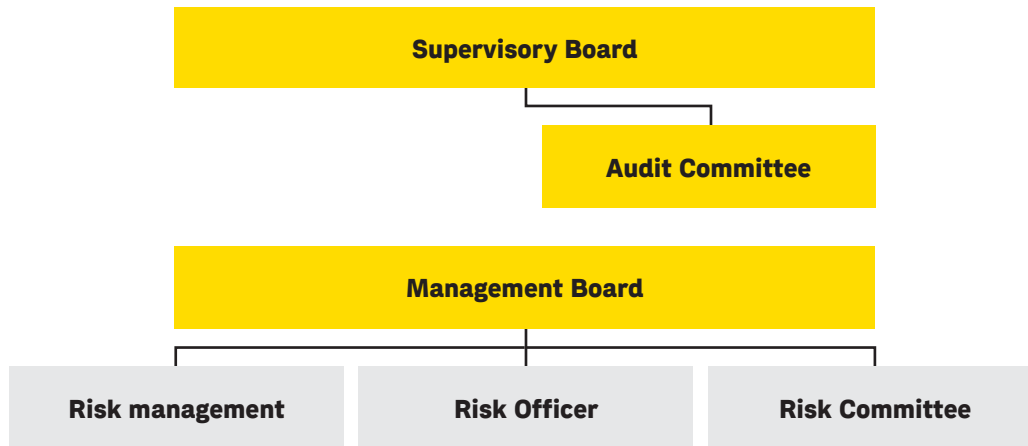
# 5. Opportunities and Risks

## 5.1 Risk Management System (ESRS 2 IRO-1 para. 53(e))

Austrian Post has a comprehensive risk management system in place encompassing all business units and Group companies in order to support the achievement of the objectives set out in the Group and sustainability strategy. This system is generally based on the June 2017 COSO standard "Enterprise Risk Management – Integrated Framework", meaning that it is founded on the elements of

governance, strategy and objectives, implementation, review, evaluation and information, communication and reporting. Risks are defined as the potential deviation from business targets. The objective of risk management is to identify risks at an early stage and to analyse and evaluate them before going on to take appropriate measures designed to ensure that the company meets its business targets. Risks are identified, evaluated, monitored and documented in their overall context by a Groupwide risk management system in accordance with uniform principles.

### G 31 Governance Structure of Risk Management



### 5.1.1 Governance – Roles and Responsibilities

The Supervisory Board and Audit Committee monitor the risk management system, which provides the structure, as well as the development and management of decisive risks.

Every individual in the Austrian Post Group contributes, through their decisions and actions, to the risk profile and management and is called upon to implement the basic principles and values of the Group.

In addition, the following individuals and functions have a special role to play:

The Management Board is responsible for the Group's opportunity and risk profile, as well as for risks that span business areas, including financial risks, and the management of this profile and these risks.

The management of each business area is responsible for their business area's risks and the management of these.

This responsibility cannot be delegated.

The Management Board is supported by the Risk Committee in managing the opportunity and risk profile, as well as risks that span business areas.

The Group risk management team is responsible for creating an effective enterprise risk management system that is suitable for the company. This includes analysing the situation and the requirements for such a management system as well as implementing, maintaining, monitoring and continually improving it.

Beyond this, the Group risk management team coordinates the risk management process, which encompasses the identification, evaluation, management and monitoring of risks. This also includes supporting the specialist departments and project leadership in the creation of the basis for decision-making in the administrative, management and supervisory bodies.

## 5.1.2 Reporting and Monitoring

The performance of the supervisory and management role is supported by the Group risk management team reporting to the administrative, management and supervisory bodies.

The regular reporting calls for reporting at least every half-year to the Management Board and the Audit Committee as well as reporting at least once a year to the full Supervisory Board.

In addition, the administrative, management and supervisory bodies receive the information on opportunities and risks that is needed in order to make decisions that require approval.

Unexpected risks are reported directly (ad hoc) to the Management Board and, if needed, to the Audit Committee and/or Supervisory Board.

The performance of the enterprise risk management system is evaluated by auditors annually in conformity with the Austrian Corporate Governance Code. This annual audit activity will be stepped up with the entry into force of the CSRD. Moreover, the design, suitability and effectiveness of the risk management system are evaluated, monitored and controlled on a regular basis.

## 5.1.3 Goals and Risk Policy

Austrian Post's risk policy focuses on safeguarding and sustainably increasing enterprise value and is incorporated into the corporate and sustainability strategy.

Austrian Post's risk appetite is based on its positioning on the capital market as a reliable dividend stock, its values and its risk policy principles. Together with this framework, it supports the implementation of the Group strategy.

The Austrian Post Group has derived limits on the basis of these risk policy principles and in keeping with its Group strategy that make it possible to act within a defined risk appetite and ensure risk-bearing capacity.

## 5.1.4 Risk Management Process

The most important steps in the risk management process are presented below:

**1. Identification and Evaluation** The Group-wide standard risk management process is conducted every six months. As part of the process, all divisions and fully consolidated subsidiaries are required to identify and evaluate opportunities and risks, define controlling measures and update the status of the opportunities and risks the company is already aware of. The Group risk management team also supports the individual divisions and project managers by conducting proactive risk assessments with regard to their risks. Various methods are used, including expert discussions, workshops and analyses by the risk management team.

Within the context of analysis and evaluation, opportunities and risks are depicted in scenarios and are subsequently quantified to the greatest possible extent with respect to the dimensions of potential consequences and probability of occurrence assessing the impact on EBIT and cash flow. Non-quantifiable risks are evaluated on the basis of pre-defined qualitative criteria. Risks and opportunities are assessed over the time horizons that are appropriate for each risk type, i.e. short-term (1 year), medium-term (1–4 years) and, if necessary, long-term (more than 4 years).

The results of the identification and evaluation process are documented in a specially designed risk management software.

The central risk management team gathers information and reviews the identified and evaluated opportunities

and risks. The financial impacts of potential overlap are taken into account in the aggregation process. The overall risk position of the Austrian Post Group is determined by using statistical methods. Stress tests are carried out to assess risk-bearing capacity.

The risk portfolio is also analysed by the Risk Management Committee and is subject to a plausibility check.

**2. Management and Monitoring** Opportunities and risks are prioritised and controlled on the basis of the portfolio analyses performed after the risk identification and evaluation process. The control of risks is based on defining appropriate measures aimed at avoiding or reducing risks or otherwise transferring them to third parties. The business areas examine the potential measures and subsequently implement them.

The Austrian Post Group operates internal insurance management to systematically deal with insurable risks. Its primary responsibility is to continuously optimise the insurance situation and processes relating to the handling and settling of claims.

Regular dialogue between the Group risk management team and the risk owners helps to ensure that the risk portfolio is up to date. The half-yearly cycle used in the standard risk management process also ensures regular monitoring of opportunities and risks and the measures taken to control them.

## 5.2 Main Opportunities and Risks

Austrian Post's opportunities and risks result from the overall risk environment and from the trends and changes that the company is exposed to or confronted with. The company has identified significant opportunities and risks in the following areas:

### 5.2.1 Mail Market

Austrian Post is continually expanding its range of services in the mail segment to include various additional physical and electronic services, and is adapting its product portfolio in the Mail Division to meet the needs of its customers. These adjustments to the product and service portfolio are complemented by pricing measures.

Nevertheless, the trend towards the electronic substitution of letters and especially towards electronic delivery will continue in future. This development, which is being facilitated by legislation, could lead to a significant decline in mail volumes and may thus negatively impact earnings.

What is more, there is a possibility that a change in legal regulations with regard to the delivery of governmental mail would mean that some of these mail items will no longer be delivered by Austrian Post. The substitution of letter mail by electronic media is expected to accelerate further as a result of the E-Government Act that has come into force, and further digitalisation measures launched by the federal government on an ongoing basis could result in a further drop in volumes.

The direct mail business is influenced by general economic conditions and consumer purchasing power, and is heavily dependent on the intensity of corporate advertising. However, bricks-and-mortar retailers – the most important customer group for direct mail – will continue to face structural trends. Market consolidation is increasing, while bricks-and-mortar retailers continue to suffer from the growth of the e-commerce market. In turn, this could result in a reduction in advertising materials and direct mail volumes, which would have a negative impact on earnings. The ongoing tense economic situation could make pricing measures difficult despite high inflation.

### 5.2.2 Parcel Market

E-commerce continues to offer growth potential. This opens up opportunities in terms of volume and price development. There is, however, a risk that e-commerce growth could be curbed by a persistently negative economic environment. In addition, risks may arise from political intentions to change international trade flows in the parcel business by using tariff measures. In the e-commerce segment, Austrian Post stands out due to its new, quick and lean solutions for online orders. Austrian Post has clear competitive advantages with respect to its quality and cost structure. Nevertheless, competition remains intense. The risk associated with volume splitting by customers and the intensive expansion of self-collection solutions, also by competitors, are adding to the pressure. This can lead to shifts in market share or to price and volume risks. Furthermore, parcel growth is dominated by large online mail order companies that are still growing at a disproportionately fast rate compared to

the market itself. Notable losses in volume and the accompanying effects on revenue and earnings may arise due to the internal delivery service established by a major customer along with the associated potential further increases in activities carried out by this major customer. There is also a risk that additional senders could set up their own delivery services.

Sustainability considerations and increased customer demands due to supply chain due diligence regulations are playing an increasingly important role in e-commerce. Austrian Post is constantly developing innovative and sustainable product solutions and is further expanding its CO<sub>2</sub>-free delivery services. These activities set the Austrian Post Group apart from its competitors and could translate into additional parcel volumes.

### 5.2.3 Staff Costs and Structure of Employment Contracts

The business model of Austrian Post has a high staff cost structure. The current economic situation and ongoing high levels of inflation continue to increase the risk of rising staff costs. On the other hand, there is the opportunity to achieve efficiency gains by improving processes.

Furthermore, a large number of the Austrian Post Group employees have the status of civil servants, which means that they are subject to public sector employment laws, amendments to which can have an additional negative impact. As a result, there are both opportunities and risks regarding earnings effects resulting from the increased establishment or reduction in provisions due to the age structure, as well as staff optimisation measures.

### 5.2.4 Logistics and Infrastructure Costs

In addition to the company's own parcel deliveries, Austrian Post also works with freight companies. Due to the increase in parcel volumes and the associated rise in demand for freight services, coupled with the rise in fuel costs, the company is exposed to the risk of cost increases. Increased sustainability requirements could also push costs up. Cost effects could be amplified or mitigated by productivity trends in logistics centres. Austrian Post takes this new environment into account in its projections, meaning that a less dramatic increase in costs is to be assessed as an opportunity.

## 5.2.5 Key Investments

**Aras Kargo (Turkey)** Austrian Post holds an 80% stake in the Turkish parcel services provider Aras Kargo a.s. In the current environment, there is a risk that overall economic conditions could develop to the detriment of Austrian Post. The exchange rate is a particularly important economic factor in this respect, as it has a noticeable impact on Austrian Post's results due to currency translation. In a competitive environment, Aras Kargo is one of Türkiye's leading parcel companies. This creates a risk of shifts in market share due to intense competition. In addition, the trend towards increased self-delivery by large mail order companies is also associated with a risk of volume loss in Türkiye.

**bank99 (Austria)** The development of bank99's revenue and earnings depends primarily on how interest rates develop. The fact that the key interest rate has fallen could translate into risks. Unfavourable development in staff and IT costs or risk costs could also have a negative impact. These opportunity and risk aspects could result in the earnings reported by bank99 deviating from Austrian Post's expectations. The ongoing global uncertainty could have an impact on the financial industry and lead to the risk that, in the event of the resolution of a member of the Austrian deposit guarantee scheme (ESA), bank99 would also have to make a contribution. bank99 operates in an extremely complex regulatory and legal environment and, as such, is exposed to the risk that, despite the bank exercising the greatest possible care, authorities may take a different legal view that could have negative consequences, e.g. penalties, negative reporting and loss of customers.

**CEE/SEE subsidiaries** The market environment in the CEE/SEE region is characterised by intense competitive pressure and, as a result, a higher margin risk. Shifts in parcel volumes at large e-commerce retailers have the potential to exacerbate this risk.

Austrian Post is continuously investing in process and delivery solutions at its subsidiaries to counteract risks in this market.

## 5.2.6 Financial Instruments

Detailed information on the risks associated with financial instruments and risk management can be found in the 2025 Annual Report, Consolidated Financial Statements, Note 26.2.

## 5.2.7 Environmental, Social and Governance (ESG) Risks

Österreichische Post AG has been pursuing sustainability objectives for more than ten years now. This is reflected in the integrated Group and sustainability strategy. ESG issues are a top priority, which is why Österreichische Post AG welcomes and supports climate and environmental protection measures. In order to take account of the increased focus on sustainability, Austrian Post has further enhanced its risk management system to create an integrated risk management system that takes ESG opportunities and risks into account.

For a detailed list of ESG-related matters in the portfolio of opportunities and risks, as well as measures to exploit these opportunities or reduce risks, please refer to section 4. Consolidated non-financial Statement.

## 5.2.8 Overall Legal/Regulatory Conditions

Given the large number of products and services that it offers, the Austrian Post Group operates in a very demanding legal and regulatory environment, which is subject to, for example, the Austrian Postal Market Act, data protection regulations, tax regulations, and capital market and competition law, as well as more stringent anti-corruption regulations and challenging sustainability requirements. As digitalisation and technology become more and more important, regulation in this area is also on the rise.

As a result, it is impossible to rule out a scenario in which, despite the greatest possible care taken by Austrian Post, other authorities, e.g. tax authorities, supervisory authorities or courts, could take a different legal view, and that this could lead to additional payments, penalties or compensation payments.

## 5.2.9 IT and Other Technical Facilities

To a significant degree, the Austrian Post Group is dependent upon the use of complex technical systems. Its postal services heavily rely on the support provided by data processing systems, modern communications media and other technical equipment. Against this backdrop, the Austrian Post Group is investing in IT and other technical facilities for its distribution and delivery networks on an ongoing basis. In this regard, the performance of the company is closely linked with the functioning of key sites. In the case of a temporary or permanent technical system failure, or should unauthorised data access or data manipulation occur, for instance as a result of cybercrime, this could potentially lead to disruptions in Austrian Post's business and logistics operations with associated revenue losses, as well as a loss of reputation and customer defections and additional expenses.

## 5.2.10 Geopolitical and Macroeconomic Risks

The ongoing geopolitical and macroeconomic uncertainty is being taken into account in the Group's planning. Should uncertainties increase, this will be reflected as part of the risk management process.

## 5.3 Overall Assessment of the Group's Opportunity and Risk Situation

The company continuously monitors the above described risks and opportunities. In response, appropriate measures are carried out and initiatives launched. A look at the company's main opportunities and risks shows that, while the issues that Austrian Post is facing are changing and shifting, the company's opportunities and risks are stable overall. As a result, there is no threat to the company's survival from today's perspective.

## 6. Other Legal Disclosures

### 6.1 Internal Control System and Risk Management with Regard to the Accounting Process

As an international postal, logistics and service provider, the Austrian Post Group is subject to a variety of operational risks in carrying out its business operations. The company deals with these risks proactively. The focus on its core business activities along with decades of experience in the business have enabled the Austrian Post Group to identify risks at an early stage, evaluate them and quickly implement suitable precautionary measures. In the area of financial services, the fact that the Group has its own bank means that particularly stringent requirements have to be taken into account with regard to risk management and internal control systems for banks.

A standardised risk management system has been set up for the entire Austrian Post Group, encompassing all organisational units and important Group companies as well as an internal control system for all important processes. For the specific area relating to the bank, the internal control system and risk management have been expanded and adapted to meet the specific requirements for banks.

The internal control system serves as part of the risk management system and encompasses risk-oriented procedures integrated into business operations. Section 82 of the Austrian Stock Corporation Act (AktG) also sets out the obligation to establish an accounting and internal control system that meets the company's requirements. In particular, the accounting, financial and sustainability reporting processes as well as the upstream business processes are considered here. The particular business unit is responsible for carrying out controls.

#### 6.1.1 Controlling Environment

The standardised methods of accounting and valuation applied throughout the Group are contained in the Group manual. Revisions to IFRS are continually monitored by Group Accounting and are regularly published on a Group-wide basis. In addition to the Group manual, there are guidelines and specialised concepts on selected Group processes, particularly changes in the scope of consolidation.

Group companies compile comprehensive and appropriate IFRS Reporting Packages in a timely manner on the basis of the standardised accounting and valuation rules in force. The IFRS Reporting Packages serve as the starting point for further processing within the context of system-supported Group consolidation. Group Accounting is responsible for preparing the consolidated financial statements. Its duties and responsibilities mainly focus on the structured transfer of the reported data stemming from Group companies, the carrying out of consolidation and elimination measures, the analytical processing of the data compiled in the consolidated accounts and the corresponding preparation of internal and external financial reports. The process governing the preparation of the consolidated financial statements is based on a schedule requiring strict adherence.

#### 6.1.2 Risk Assessment

The internal control system is set up in a risk-oriented manner. The existing interface between the internal control system and the compliance and risk management system ensures a coordinated approach between these areas.

The effectiveness of the internal control system is also regularly evaluated by Group Auditing.

### 6.1.3 Control Measures

The consolidated financial statements of Austrian Post are compiled on a monthly basis and use a simultaneous consolidation method carried out in SAP SEM-BCS. The compilation of the notes to the accounts and the calculation of deferred taxes are also performed in SAP SEM-BCS. Centralised processes for data entry and data changes have been defined for the master data area (comprising SAP SEM positions, SAP Group account charts and customer data). SAP S/4HANA and SAP R/3 are predominantly used to compile the monthly accounts. The transition to IFRS is accomplished employing parallel (dual) SAP accounting. The transfer of reporting data to SAP SEM-BCS is undertaken using an automated upload.

Multitiered quality assurance measures are implemented to avoid the incorrect presentation of transactions with the objective of accurately compiling IFRS Reporting Packages for consolidation purposes. In turn, Group Accounting takes the financial accounts compiled by the Group companies and subjects them to several levels of comprehensive plausibility and data quality checks. The carrying out of quality checks at all levels is a prerequisite for the authorisation to publish the Group's consolidated financial statements.

### 6.1.4 Information and Communication

Preliminary data from the consolidated financial statements is provided to top management levels to enable them to fulfil their monitoring and control duties. The following reports are issued in the context of preparing the consolidated financial statements: Supervisory Board report, monthly report, report on the performance of subsidiaries, data analysis and evaluation. The quarterly Supervisory Board reports are primarily provided for the Management Board and Supervisory Board of Österreichische Post AG. Other internal reports are also prepared throughout the year containing detailed comments on selected financial statement items, earnings reconciliations and performance indicators in addition to the Supervisory Board report and the legally stipulated notes/annual report, interim financial reports and non-financial reporting. These are made available to the relevant management levels so that they can perform their monitoring and control functions in addition to strategic and operational management, especially with regard to proper accounting and reporting. The monthly report provides an overview of key financial and performance indicators of the company – also at segment level. Group Controlling prepares a monthly report which

contains information on the business development of Austrian Post's Group companies. In addition to the reporting on key financial indicators, the Audit Committee also receives a report every six months regarding the current status of the internal control system and the audits carried out. Communications with Austrian Post shareholders take place in accordance with the stipulations contained in the Austrian Corporate Governance Code. Communications are conveyed through the Investor Relations website ([post.at/investor](http://post.at/investor)) as well as through direct discussions with investors. Published information is made available to all investors simultaneously. In addition to these publications, investors are also provided with extensive additional information on the Austrian Post Investor Relations website, including investor presentations, information on the Austrian Post share, published inside information and the financial calendar.

### 6.1.5 Monitoring

The key focus of Austrian Post's operational risk management is the identification, evaluation and control of major risks which arise from the company's core business. This process is coordinated by key managers of the divisions and in the internal logistics network production unit. The Austrian Post Group is structured into the divisions operating on the market, the Mail Division, the Parcel & Logistics Division and the Retail & Bank Division, as well as the Corporate Division, which additionally provides Group administration services. The internal logistics network production unit bundles logistics for letter mail and parcels in Austria. These services are charged to the divisions operating in the market based on the costs incurred.

The Group companies within the Austrian Post Group are assigned to the various divisions/the internal production unit in accordance with the particular focus of their business activities. The major business risks in these operational units are continuously identified and monitored, serving as the basis for determining appropriate risk management measures. Additional key instruments to control and counteract risks include Group-wide risk management and internal control system guidelines for dealing with major risks, planning and control processes as well as ongoing reporting. These guidelines encompass, for example, definition and monitoring of limits and procedures designed to limit financial risks and strict adherence to the principle of having dual control to oversee all business transactions. In addition, regular reviews of the reliability, regularity and legality of the accounting process and reporting are carried out by the Group's Internal Audit department. The planning and control

processes serve as an early warning system, and simultaneously as the basis to evaluate the effectiveness of the controlling measures being implemented. In addition to the Report to the Entire Management Board containing the main indicators, there are also monthly performance reviews on operating units, which continue on a hierarchical manner in line with the integrated planning and reporting processes.

## 6.2 Information Pursuant to Section 243a of the Austrian Commercial Code (UGB)

The share capital of Österreichische Post AG amounts to EUR 337,763,190 and is divided into 67,552,638 non-par value shares with a nominal value of EUR 5 per share. There are no voting rights restrictions or syndicate agreements that the company is aware of.

Through Österreichische Beteiligungs AG (ÖBAG), the Republic of Austria has a 52.8% shareholding in Österreichische Post AG, based on the number of outstanding shares (a total of 67,552,638). Austrian Post is not aware of any other shareholders holding more than 10% of the company's shares.

To the company's best knowledge, there are no shareholders owning shares with special controlling interests. Employees who are shareholders of Österreichische Post AG exercise their voting rights on an individual basis. There are no rules with regards to the appointment or dismissal of members of the Management Board or the Supervisory Board, or as regards to changes to be made to the company's Articles of Association which can be directly inferred from legal regulations.

**Authorised Capital** In accordance with Section 5a of the Articles of Association of Österreichische Post AG, the Management Board is authorised until 8 April 2030, subject to approval of the Supervisory Board, to increase the share capital, in accordance with Section 169 of the Austrian Stock Corporation Act (AktG), by up to EUR 16,888,160 through the issuance of up to 3,377,632 new, ordinary bearer shares (non-par value shares) in exchange for cash and/or contributions in kind, and in some cases also by excluding shareholder subscription rights. This amendment to the Articles of Association was entered in the commercial register on 25 June 2025.

**Conditional Capital** In accordance with Section 5b of the Articles of Association of Österreichische Post AG, the share capital of the company was increased by up to EUR 16,888,160 by issuing up to 3,377,632 non-par value

shares in accordance with Section 159 of the Austrian Stock Corporation Act (AktG). The capital increase may only be carried out for the purpose of granting rights of exchange and subscription rights to creditors of financial instruments pursuant to Section 174 of the Austrian Stock Corporation Act (AktG). The Management Board is authorised, contingent upon approval of the Supervisory Board, to set the further conditions associated with conducting the conditional increase in capital. This amendment to the Articles of Association was entered in the commercial register on 25 June 2025.

**Share Buy-Back Programme** The Annual General Meeting of Austrian Post held on 18 April 2024 authorised the Management Board pursuant to Section 65 Para 1 (4) and (8), Para 1a and 1b of the Austrian Stock Corporation Act (AktG) to acquire non-par value bearer or registered shares of the company, with this to amount to up to 10% of the company's share capital, over a period running from 1 November 2024 to 31 October 2026, on or outside stock exchanges, and only from individual shareholders or a single shareholder, especially ÖBAG, at a lowest equivalent value of EUR 10 per share, and at a highest equivalent value of EUR 60 per share.

Trading in treasury shares is excluded as the objective of the purchase. The authorisation can be exercised in part or in full or several amounts and for the purposes of realising one or more objectives by the company, a subsidiary (Section 228 Para 3 of the Austrian Commercial Code [UGB]) or by a third party acting on a paid commission basis on behalf of the company. The acquisition by the Management Board may especially be performed in cases in which the shares are to be offered to employees, senior managers and members of the Management Board of the company or of one affiliated with it in conjunction with an employee participation programme, a stock option programme and/or a private foundation, whose primary purpose is to hold and manage the shares for one or more of the aforementioned persons (such as an employee share participation foundation in accordance with Section 4d Para 4 of the Austrian Income Tax Act [ESTG]).

The Management Board of Österreichische Post AG can resolve to make this purchase on a stock exchange. In such cases, the Supervisory Board has to be subsequently informed of this resolution. A purchase not made via an exchange requires the prior approval of the Supervisory Board. In a case of a purchase not made on the exchange, this purchase can be undertaken in a way excluding the proportionate right of sale (reverse exclusion of subscription rights).

The Management Board is authorised for a term of five years starting with approval of the resolution pursuant to Section 65 Para 1b of the Austrian Stock Corporation Act (AktG), with the approval of the Supervisory Board but without requiring the Annual General Meeting's passing of a resolution, to pass a resolution stipulating that treasury shares are to be sold or used in a way other than their sale via an exchange or through a public offer, appropriately adhering to the rules established for the exclusion of subscription rights held by shareholders, especially with respect to shares to be offered to employees, senior managers and/or members of the Management Board of the company or of one affiliated with it in conjunction with an employee participation programme or with a stock option programme and/or issued to a private foundation, whose primary purpose is to hold and manage the shares for one or more of the aforementioned persons (such as an employee share participation foundation in accordance with Section 4d Para 4 of the Austrian Income Tax Act (EStG)) and to determine the terms and conditions of the sale. The authorisation can be exercised in part or in full or several amounts and for the purposes of realising one or more objectives by the company, a subsidiary (Section 228 Para 3 of the Austrian Commercial Code [UGB]) or by a third party acting on a paid commission basis on behalf of the company.

The Management Board is also authorised to reduce the share capital with the consent of the Supervisory Board and, if necessary, this is to be undertaken through the withdrawal of treasury shares and does not require the Annual General Meeting's passing a resolution, in accordance with Section 65 Para 1 (8) last sentence in conjunction with Section 122 of the Austrian Stock Corporation Act (AktG). The Supervisory Board is authorised to resolve upon amendments to the Articles of Association arising from the withdrawal of shares.

**Financial Instruments as Defined by Section 174 of the Austrian Stock Corporation Act (AktG)** The Management Board was also authorised, with the consent of the Supervisory Board, to issue, up to 8 April 2030, financial instruments, as defined by Section 174 of the Austrian Stock Corporation Act (AktG), with these especially including

convertible bonds, income bonds and profit participation rights, featuring a total nominal amount of up to EUR 250,000,000. This authorisation comprises the rights of exchange of and/or subscription rights for up to 3,377,632 shares of the company and/or is configured in a way permitting the shares to be reported as equity. This issuance is to be allowed to be undertaken in one or more tranches and in a variety of combinations, also incorporating the direct rendering of a guarantee for the issuance of financial instruments by an affiliated company, and with this extending to the granting of rights of exchange and/or subscription rights for the shares of the company.

To satisfy rights of exchange and/or subscription, the Management Board is entitled to make use of conditional capital or treasury shares, or a combination of both.

The price and terms of issuance of financial instruments are to be set by the Management Board with the approval of the Supervisory Board. The setting of this price has to adhere to recognised financial and mathematical methods of calculation and the share price of the company, within the context of a recognised pricing procedure.

The Management Board is authorised to exclude shareholders' subscription rights to the financial instruments, as stipulated in Section 174 of the Austrian Stock Corporation Act (AktG), contingent upon approval of the Supervisory Board.

There are no significant contractual agreements to which the company is a party, which would take effect, cause major changes or expire in the event of a change in ownership resulting from a takeover.

No compensation agreements exist between the members of the Management Board and Supervisory Board or with employees in case of a public takeover offer.

# 7. Outlook for 2026

The underlying trends in the international letter mail and parcel markets remain unchanged. The letter mail business is experiencing volume declines, driven by digitalisation efforts on the part of private and public-sector customers in a weak economic environment.

E-commerce, on the other hand, is the driving force behind rising parcel volumes. Many markets are simultaneously facing intense competition and uncertainties due to regulatory restrictions on international trade flows.

## Revenue in 2026

Following a decline in revenue in 2025 of 2.6% as against 2024, but an increase of 11.0% compared to 2023, 2026 is expected to bring a return to a slight upward revenue trend.

Divisional reporting will change in the 2026 financial year. Revenue from branch services will no longer be reported under financial services, and will be moved to the new division: **Mail, Retail & Services** (formerly Mail). In this division, declining letter mail and advertising volumes will continue to dominate business development. Product and price adjustments will make a positive contribution to revenue, as will branch services of around EUR 35m (formerly in Retail & Bank Division). This includes the establishment of the new in-house mobile phone brand YELLOW in Austria and the loss of approximately EUR 20m in revenue contributions from the terminated telecommunications distribution cooperation. All in all, a decline in revenue in the low single-digit range is expected for 2026.

In the **E-Commerce & Logistics** Division (formerly Parcel & Logistics), on the other hand, growth is expected to be in the upper single-digit range. If the overall economic environment remains stable, e-commerce is expected to continue to provide momentum, with growth among international senders in particular. Uncertainties regarding predicted future trade flows has arisen due to European and national ideas to relocate international value creation by taking regulatory measures. Growth is expected for the markets in Austria, Southeast and Eastern Europe, and

Türkiye, but will depend on the momentum from online retail and the competitive environment in each market. While steady positive development is expected in Austria, additional revenue contributions resulting from the acquisition of a Hungarian parcel service provider are anticipated in Southeast and Eastern Europe. In addition, the acquisition of euShipments.com, the leading e-commerce service provider in Southeast and Eastern Europe, should be completed. Transactions for both companies are expected to close at the end of the first quarter of 2026. Inflation and currency developments will remain critical revenue factors in the Turkish market.

The new **Bank** Division (formerly Retail & Bank) will report only income from financial services provided by bank99 in 2026. Based on the low key interest rates compared to the previous year, we expect revenue to remain at the same level as the previous year.

## Earnings in 2026

In addition to a slightly positive revenue trend, cost increases due to inflation are expected to continue. Comprehensive initiatives are therefore being launched to secure the Group's earnings level. In 2026, faced with a difficult macroeconomic environment and a slightly improved economic outlook, Austrian Post is aiming to achieve largely stable earnings development in line with recent years. bank99 will continue to make a positive contribution to earnings, due in part to the discontinuation of the core banking migration.

Revenue and earnings are expected to be weaker in the first half of the year and stronger in the second half. This is subject to the completion of the corporate transactions that have already been announced, and takes into account the terminated telecommunications distribution cooperation and the establishment of the company's own mobile phone brand.

## Investments in 2026

Investments in property, plant and equipment (CapEx) for 2026 will be in the range of EUR 140m to EUR 160m, plus approximately EUR 20m for intangible assets. The focus in 2026 and 2027 will be on expanding and modernising the logistics centre in Salzburg and increasing the number of parcel machines, primarily in Southeast and Eastern Europe. Another key focus is the gradual electrification of the delivery fleet in order to achieve last-mile delivery in Austria completely CO<sub>2</sub>-free by 2030.

Austrian Post will continue to strive to combine growth with an attractive dividend policy. The Management Board will propose a stable dividend of EUR 1.83 per share to the Annual General Meeting on 15 April 2026. The company is thus continuing its dividend policy and remains committed to the goal of distributing at least 75% of the net profit to shareholders.

Vienna, 17 February 2026

The Management Board



**Walter Oblin**

CEO

Chair of the Management Board



**Peter Umundum**

Deputy CEO

Parcel & Logistics (COO)



**Barbara Potisk-Eibensteiner**

Member of the Management Board

Chief Financial Officer (CFO)

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# Consolidated Income Statement

for the 2025 financial year

EUR m	Note	2024	2025
Revenue	(7.)	3,123.1	3,043.3
thereof income from financial services	(8.)	158.0	142.3
thereof income from effective interest		98.5	100.2
Other operating income	(11.1)	104.1	119.7
<b>Total operating income</b>		<b>3,227.2</b>	<b>3,163.0</b>
Raw materials, consumables and services used	(9.)	-920.6	-907.5
Expenses from financial services	(8.)	-51.4	-38.8
Staff costs	(10.)	-1,405.5	-1,391.1
Depreciation, amortisation and impairment losses	(15., 16., 17., 18., 19.)	-215.5	-216.4
Other operating expenses	(11.2)	-437.2	-421.4
thereof impairment losses in accordance with IFRS 9		-9.9	-6.1
<b>Total operating expenses</b>		<b>-3,030.1</b>	<b>-2,975.1</b>
Results from financial assets accounted for using the equity method	(20.)	3.1	4.4
Net monetary gain		7.1	4.7
<b>Earnings before financial result and income tax (EBIT)</b>		<b>207.3</b>	<b>196.9</b>
Financial income		28.3	23.6
Financial expenses		-38.8	-39.5
<b>Financial result</b>	(12.)	<b>-10.5</b>	<b>-15.9</b>
<b>Profit before tax</b>		<b>196.7</b>	<b>181.0</b>
Income tax	(13.)	-50.8	-47.0
<b>Profit for the period</b>		<b>145.9</b>	<b>134.0</b>
<b>Attributable to:</b>			
Shareholders of the parent company	(23.)	137.9	132.2
Non-controlling interests	(23.)	8.0	1.8
<b>EARNINGS PER SHARE (EUR)</b>			
<b>Basic and diluted</b>	(14.)	<b>2.04</b>	<b>1.96</b>

# Consolidated Statement of Comprehensive Income

for the 2025 financial year

EUR m	Note	2024	2025
<b>Profit for the period</b>		<b>145.9</b>	<b>134.0</b>
<b>Items that may be reclassified subsequently to the income statement:</b>			
Currency translation differences and hyperinflation adjustment – investments in foreign businesses	(23.)	14.2	-8.9
Tax effect on hyperinflation adjustment	(13.)	2.2	0.8
<b>Total items that may be reclassified</b>		<b>16.4</b>	<b>-8.2</b>
<b>Items that will not be reclassified subsequently to the income statement:</b>			
Changes in fair value FVOCI – equity instruments	(26.)	0.1	0.3
Tax effect of changes in the fair value	(13.)	0.0	-0.1
Revaluation of defined benefit obligations	(25.)	5.0	9.3
Tax effect of revaluation	(13.)	-1.1	-2.1
<b>Total items that will not be reclassified</b>		<b>4.0</b>	<b>7.4</b>
<b>Other comprehensive income</b>		<b>20.4</b>	<b>-0.8</b>
<b>Total comprehensive income</b>		<b>166.3</b>	<b>133.3</b>
<b>Attributable to:</b>			
Shareholders of the parent company	(23.)	154.9	133.3
Non-controlling interests	(23.)	11.4	0.0

# Consolidated Balance Sheet

as at 31 December 2025

EUR m	Note	31 Dec. 2024	31 Dec. 2025
<b>ASSETS</b>			
<b>Non-current assets</b>			
Goodwill	(15.)	60.0	60.3
Intangible assets	(16.)	98.9	96.6
Property, plant and equipment	(17.)	1,392.0	1,368.1
Investment property	(18.)	75.2	72.7
Financial assets accounted for using the equity method	(20.)	28.9	30.6
Other financial assets	(22.2)	6.8	7.1
Contract assets		0.7	0.5
Other receivables	(21.)	7.7	10.3
Deferred tax assets	(13.)	24.0	29.6
		<b>1,694.2</b>	<b>1,675.8</b>
<b>Financial assets from financial services</b>			
	(22.1)		
Cash, cash equivalents and central bank balances		652.1	583.8
Receivables from banks		4.3	74.8
Receivables from customers		1,966.9	2,001.0
Investments		1,422.0	1,426.2
Other		42.8	49.0
		<b>4,088.1</b>	<b>4,134.7</b>
<b>Current assets</b>			
Other financial assets	(22.2)	40.4	50.4
Inventories		24.5	26.6
Contract assets	(7.2)	0.5	0.2
Trade and other receivables	(21.)	488.3	479.4
Tax assets	(13.)	77.4	38.0
Cash and cash equivalents		78.5	154.1
		<b>709.6</b>	<b>748.7</b>
		<b>6,491.9</b>	<b>6,559.3</b>

EUR m	Note	31 Dec. 2024	31 Dec. 2025
<b>EQUITY AND LIABILITIES</b>			
<b>Equity</b>	(23.)		
Share capital		337.8	337.8
Capital reserves		91.0	91.0
Revenue reserves		307.7	314.8
Other reserves		-18.5	-17.5
<b>Equity attributable to shareholders of the parent company</b>		<b>717.9</b>	<b>726.0</b>
<b>Non-controlling interests</b>		<b>43.7</b>	<b>41.6</b>
		<b>761.6</b>	<b>767.6</b>
<b>Non-current liabilities</b>			
Provisions	(25.)	294.6	257.1
Other financial liabilities	(22.2)	543.0	512.9
Other liabilities	(21.)	20.0	83.9
Contract liabilities	(7.2)	0.0	0.4
Deferred tax liabilities	(13.)	0.8	4.1
		<b>858.3</b>	<b>858.3</b>
<b>Financial liabilities from financial services</b>			
	(22.1)		
Borrowings from banks		72.8	85.9
Liabilities to customers		3,769.7	3,759.9
Debt securities issued		0.0	85.7
Other		35.5	28.3
		<b>3,878.0</b>	<b>3,959.9</b>
<b>Current liabilities</b>			
Provisions	(25.)	296.9	255.8
Tax liabilities	(13.)	5.2	13.9
Other financial liabilities	(22.2)	130.8	153.1
Trade and other payables	(21.)	533.7	529.8
Contract liabilities	(7.2)	27.4	20.9
		<b>994.0</b>	<b>973.5</b>
		<b>6,491.9</b>	<b>6,559.3</b>

# Consolidated Cash Flow Statement

for the 2025 financial year

EUR m	Note	2024	2025
<b>OPERATING ACTIVITIES</b>			
Profit before tax		196.7	181.0
Depreciation, amortisation and impairment losses		215.5	216.4
Results from financial assets accounted for using the equity method	(20.)	-3.1	-4.4
Provisions – non-cash		31.1	13.9
Net position of monetary items – non-cash		1.0	3.6
Other non-cash transactions	(27.1)	-45.8	-61.3
<b>Gross cash flow</b>		<b>395.5</b>	<b>349.3</b>
Trade and other receivables		-63.1	-17.7
Inventories		-3.0	-3.5
Contract assets		-0.4	0.6
Provisions		-30.0	-85.5
Trade and other payables		19.4	89.9
Contract liabilities		-4.4	-6.0
Financial assets/liabilities from financial services	(27.1)	-237.6	-14.3
Interest received from financial services		100.1	90.9
Interest paid from financial services		-31.2	-40.1
Taxes paid/received		-23.4	-1.3
<b>Cash flow from operating activities</b>		<b>121.7</b>	<b>362.4</b>
<b>INVESTING ACTIVITIES</b>			
Acquisition of intangible assets		-18.3	-18.5
Acquisition of property, plant and equipment/investment property		-143.1	-126.0
Sale of intangible assets/property, plant and equipment/investment property		18.8	15.6
Acquisition of subsidiaries less cash and cash equivalents	(5.3)	0.0	-0.2
Acquisition of financial assets accounted for using the equity method		-3.4	-3.4
Sale of other financial instruments		0.3	0.3
Acquisition of financial investments in securities/money market investments		-90.0	-50.0
Sale of financial investments in securities/money market investments		70.0	40.0
Loans granted	(27.1)	0.0	0.9
Dividends received from financial assets accounted for using the equity method		1.7	3.2
Interest received and income from securities		13.6	11.0
<b>Cash flow from investing activities</b>		<b>-150.5</b>	<b>-127.1</b>
<b>Free cash flow</b>		<b>-28.8</b>	<b>235.2</b>

EUR m	Note	2024	2025
<b>FINANCING ACTIVITIES</b>			
Acceptance of long-term financing		0.8	70.0
Settlement of long-term financing		-0.4	-0.3
Settlement of lease liabilities		-73.8	-81.0
Changes in short-term financial liabilities	(27.1)	57.9	-55.6
Dividends paid		-125.9	-127.0
Interest paid		-15.8	-18.4
Acquisition of non-controlling interests		-0.1	-2.1
Payments from non-controlling interests		4.6	2.1
<b>Cash flow from financing activities</b>		<b>-152.7</b>	<b>-212.4</b>
Currency translation differences in cash and cash equivalents		-0.7	-7.8
Monetary loss on cash and cash equivalents		-13.8	-7.7
<b>Change in cash and cash equivalents</b>		<b>-196.0</b>	<b>7.3</b>
Cash and cash equivalents as at 1 January		926.6	730.6
Cash and cash equivalents as at 31 December	(27.1)	730.6	737.9

# Consolidated Statement of Changes in Equity

for the 2024 financial year

EUR m	Share capital	Capital reserves	Revenue reserves	Other reserves			Equity attributable to shareholders of the parent company	Non-controlling interests	Equity
				IAS 19 reserve	FVOCI reserve	Currency translation reserve			
<b>Balance as at 1 January 2024</b>	<b>337.8</b>	<b>91.0</b>	<b>290.0</b>	<b>-31.2</b>	<b>1.8</b>	<b>-6.1</b>	<b>683.3</b>	<b>33.4</b>	<b>716.7</b>
Profit for the period	0.0	0.0	137.9	0.0	0.0	0.0	137.9	8.0	145.9
Other comprehensive income	0.0	0.0	0.0	4.1	0.1	12.7	17.0	3.4	20.4
<b>Total comprehensive income</b>	<b>0.0</b>	<b>0.0</b>	<b>137.9</b>	<b>4.1</b>	<b>0.1</b>	<b>12.7</b>	<b>154.9</b>	<b>11.4</b>	<b>166.3</b>
Dividends paid	0.0	0.0	-120.2	0.0	0.0	0.0	-120.2	-5.7	-125.9
Payments to subsidiaries with non-controlling interests	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.6	4.6
<b>Transactions with owners</b>	<b>0.0</b>	<b>0.0</b>	<b>-120.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>-120.2</b>	<b>-1.1</b>	<b>-121.3</b>
Step acquisition of a subsidiary	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-0.1
<b>Other changes</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>-0.1</b>
<b>Balance as at 31 December 2024</b>	<b>337.8</b>	<b>91.0</b>	<b>307.7</b>	<b>-27.1</b>	<b>1.9</b>	<b>6.7</b>	<b>717.9</b>	<b>43.7</b>	<b>761.6</b>

## for the 2025 financial year

EUR m	Share capital	Capital reserves	Revenue reserves	Other reserves			Equity attributable to shareholders of the parent company	Non-controlling interests	Equity
				IAS 19 reserve	FVOCI reserve	Currency translation reserve			
<b>Balance as at 1 January 2025</b>	<b>337.8</b>	<b>91.0</b>	<b>307.7</b>	<b>-27.1</b>	<b>1.9</b>	<b>6.7</b>	<b>717.9</b>	<b>43.7</b>	<b>761.6</b>
Profit for the period	0.0	0.0	132.2	0.0	0.0	0.0	132.2	1.8	134.0
Other comprehensive income	0.0	0.0	0.0	7.1	0.2	-6.3	1.1	-1.8	-0.8
<b>Total comprehensive income</b>	<b>0.0</b>	<b>0.0</b>	<b>132.2</b>	<b>7.1</b>	<b>0.2</b>	<b>-6.3</b>	<b>133.3</b>	<b>0.0</b>	<b>133.3</b>
Dividends paid	0.0	0.0	-123.6	0.0	0.0	0.0	-123.6	-3.4	-127.0
Acquisition of non-controlling interests	0.0	0.0	-1.5	0.0	0.0	0.0	-1.5	-0.8	-2.3
Payments to subsidiaries with non-controlling interests	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.1	2.1
<b>Transactions with owners</b>	<b>0.0</b>	<b>0.0</b>	<b>-125.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>-125.2</b>	<b>-2.1</b>	<b>-127.2</b>
Acquisition of subsidiaries	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-0.1	-0.1
<b>Other changes</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>-0.1</b>	<b>-0.1</b>
<b>Balance as at 31 December 2025</b>	<b>337.8</b>	<b>91.0</b>	<b>314.8</b>	<b>-20.0</b>	<b>2.1</b>	<b>0.4</b>	<b>726.0</b>	<b>41.6</b>	<b>767.6</b>

# Notes to the Consolidated Financial Statements for the 2025 Financial Year

## 1. Reporting Entity

Österreichische Post AG (hereinafter referred to Austrian Post) and its subsidiaries are postal, logistics and service companies in the mail, parcel, branch network and financial services segments. The business activities of the Austrian Post Group include the provision of postal and parcel services, specialised logistics such as express mail delivery and value logistics, sales of telecommunications products and retail goods in the branch network and the provision of financial services. Moreover, the range of services includes fulfilment services, various online services such as the e-letter and cross-media solutions, data and output management as well as document collection, digitalisation and processing, amongst other services.

The headquarters of Austrian Post are located in Vienna, Austria. The mailing address is Österreichische Post AG, Rochusplatz 1, 1030 Vienna. The company is registered in the company register at the Vienna Commercial Court under the registry number FN 180219d.

## 2. Accounting Principles and Policies

**Summary of Accounting Principles** The consolidated financial statements of Österreichische Post AG for the 2025 financial year have been prepared in accordance with the International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board as of 31 December 2025, as adopted by the European Union, and the additional requirements of section 245a of the Austrian Commercial Code (UGB).

The consolidated financial statements of Austrian Post consist of the consolidated income statement, the consolidated statement of comprehensive income, the consolidated balance sheet, the consolidated cash flow statement, the consolidated statement of changes in equity and the notes to the consolidated financial statements. The consolidated income statement has been prepared using the nature of expense method. Consolidated cash flow from operating activities is presented using the indirect method.

The consolidated financial statements are prepared in euros. All amounts are stated in millions of euros (EUR m) unless otherwise indicated. When aggregating rounded amounts and percentages, rounding differences may occur due to the use of automated calculation aids.

**Accounting policies** The annual financial statements of subsidiaries included in the consolidated financial statements are based on standard accounting and measurement methods (together the accounting policies). The Management Board must make judgements in the application of accounting policies. The significant accounting policies are shown directly in the relevant notes to the greatest extent possible. Information on judgements and their effects can also be found in the sections on the relevant topics. The sections below cover supplementary policies that could not be assigned to specific items.

## 2.1 Currency Translation

The consolidated financial statements are prepared in euros, the functional currency of Österreichische Post AG. The euro is the functional currency for Group companies in Austria and in countries of the European Economic and Monetary Union. The functional currency of the remaining companies included is the respective local currency.

**Foreign Currency Transactions** Group companies record business transactions in their financial statements in the functional currency at the exchange rate on the transaction date. Monetary items are subsequently measured at the European Central Bank's reference exchange rate or the reference rate published by the relevant regional central bank valid on the balance sheet date if the respective rate is not published by the European Central Bank. Exchange gains and losses are recognised in profit or loss.

**Translation of a Foreign Operation** For the purposes of translating the financial statements of subsidiaries whose functional currency is not the euro, balance sheet items, with the exception of equity, are translated at the European Central Bank's reference exchange rate as applicable on the balance sheet date, while any equity items are translated using the historical rate on the acquisition or origination date. Expenses and income are translated using the average reference exchange rate for the month in question in order to comply with IAS 21 even in cases involving more pronounced exchange rate fluctuations. The resultant currency translation differences are recognised directly in equity.

Financial statements of subsidiaries whose functional currency is the currency of a hyperinflationary economy are translated using the European Central Bank's reference exchange rate that applies on the reporting date after restatement in accordance with IAS 29 Financial Reporting in Hyperinflationary Economies.

## 2.2 Hyperinflation

Due to changes in the general purchasing power of the functional currency in Türkiye (Turkish lira, TRY), the financial statements of the Turkish subsidiaries have been included by applying IAS 29 Financial Reporting in Hyperinflationary Economies since the 2022 financial year.

This means that the following adjustments are made prior to translation into the Group currency:

- For non-monetary items in the balance sheet carried at cost or amortised cost, the restatement is based on a general price index from the acquisition or production date. Monetary items in the balance sheet are not restated.
- Restatements for equity components are based on a general price index dating from the time of their addition.
- All items in the income statement and statement of comprehensive income are restated using a general price index from the date on which the income and expenses in question were first recognised in the financial statements.
- Differences between the carrying amount of individual assets and liabilities in the balance sheet and their tax base are accounted for in accordance with IAS 12 Income Taxes.
- In accordance with IAS 21.42(b), no adjustment is made to the comparative figures for the previous period.

The profit or loss from the net monetary position is shown in a separate item in the income statement under earnings before financial result and income tax (EBIT). The inflation adjustment effect resulting from the translation of the financial statements is presented as part of the exchange difference in the currency translation reserves. The adjustment of non-monetary assets is included in the currency translation differences.

The financial statements of the Turkish subsidiaries are based on the historical cost concept. The consumer price index (2003) published by the Turkish Statistical Institute was used for the adjustment. The consumer price index stood at 3,513.87 as at 31 December 2025 (31 December 2024: 2,684.55).

The change in the consumer price index in the current reporting period is shown below:

### Monthly Change in Consumer Price Index – Türkiye:

in %	2024	2025
January	6.70	5.03
February	4.53	2.27
March	3.16	2.46
April	3.18	3.00
May	3.37	1.53
June	1.64	1.37
July	3.23	2.06
August	2.47	2.04
September	2.97	3.23
October	2.88	2.55
November	2.24	0.87
December	1.03	0.89

## 3. New and Revised International Financial Reporting Standards (IFRS)

### 3.1 Mandatory Application of New and Revised International Financial Reporting Standards (IFRS)

The following new and revised standards have been applied on a mandatory basis for the first time during the 2025 financial year:

Mandatory Application of Revised Standards	Effective date EU <sup>1</sup>
IAS 21 The Effects of Changes in Foreign Exchange Rates: Lack of Exchangeability	1 January 2025

<sup>1</sup> To be applied in financial year beginning on or after the effective date.

The application of the amended standards did not have any material impact on the consolidated financial statements.

## 3.2 Standards Published but not yet Applied and Standards That Have not yet Entered into Force in the EU

The following standards and interpretations have been endorsed or are in the process of endorsement by the European Union. However, mandatory application of these standards will only take place in the future. The following standards have not been applied early.

New Standards not yet Applied		Endorsement EU	Effective date EU <sup>1</sup>
IFRS 18	Presentation and Disclosure in Financial Statements	16 February 2026	1 January 2027
IFRS 19	Subsidiaries without Public Accountability: Disclosures	to be decided	1 January 2027

Revised Standards not yet Applied		Endorsement EU	Effective date EU <sup>1</sup>
Miscellaneous	Annual Improvements to IFRS Account Standards, Volume 11	9 July 2025	1 January 2026
IFRS 7/IFRS 9	Financial Instruments: Classification and Measurement	27 May 2025	1 January 2026
IFRS 7/IFRS 9	Contracts Referencing Nature-dependent Electricity	30 June 2025	1 January 2026
IFRS 19	Subsidiaries without Public Accountability: Disclosures	to be decided	1 January 2027
IAS 21	The Effects of Changes in Foreign Exchange Rates: Translation to a Hyperinflationary Presentation Currency	to be decided	1 January 2027

<sup>1</sup> To be applied in financial year beginning on or after the effective date.

The objective of IFRS 18 is to establish new requirements for the presentation and disclosure of information in financial statements, replacing IAS 1 "Presentation of Financial Statements". The Group will apply the new standard for the first time on its mandatory effective date, i.e. as of 1 January 2027. As retrospective application is required, the comparative information for 2026 will also be adjusted. Although the application of IFRS 18 will not have any impact on the Group's profit for the period, it will have an impact on the consolidated income statement in particular due to the allocation of income and expense items to the new categories in accordance with IFRS 18 and, as a result, on the calculation of EBIT. Banking business is classified as a specific principal activity in accordance with IFRS 18. As income and expenses from financial services have already been recognised under operating activities, this is not expected to have a significant impact on the new operating results. Additionally, the new investments category will lead to changes in future reporting, including the reclassification of interest income, currently recognized under the financial result, as well as the result from financial assets accounted for using the equity method.

In the consolidated cash flow statement, the operating result will serve as the basis for calculating cash flow from operating activities in the future. Interest received and interest paid are already recognised under cash flow from investing activities or cash flow from financing activities, as will be required by IFRS 18 in future.

The Group is currently still in the process of determining the overall future impact, in particular the structural changes to the consolidated income statement and the associated technical reclassifications within its systems.

All other new and revised standards not yet applied are unlikely to have any material impact on the consolidated financial statements of Austrian Post.

## 4. Future-related Assumptions and Estimation Uncertainties

All assumptions and estimates are continually updated and are based on historical empirical values and other factors, including expectations regarding future events that appear reasonable under the circumstances. The assumptions and estimates derived from this process can differ from the amounts that actually occur.

### 4.1 Future-related Assumptions and Estimates

The material future-related assumptions and estimates, which carry a significant risk that assets and liabilities may have to be adjusted in future financial years, are set out below and should be read in conjunction with the related notes:

Future-related Assumptions and Estimation Uncertainties	Reference
Assessment of recoverability of intangible assets, goodwill, property, plant and equipment and investment property	Note 15.–19.
Business combinations (determination of fair values, measurement of variable purchase price components, measurement of purchase obligations)	Note 5.1 and 5.3; Note 21.
Determining the terms of leases	Note 19.
Measurement of provisions for termination and jubilee benefits (determination of the parameters used)	Note 25.2
Measurement of provisions for underutilisation (determination of parameters used)	Note 25.3
Crediting of previous periods of service for (former) civil servants	Note 25.3
Recovery of contributions from the payroll of civil servants	Note 25.4
Recognition of provisions for potential compensation payments under data protection law	Note 25.4
Determination of fair value of financial instruments	Note 26.1.1 and Note 26.1.2
Measurement of financial instruments (impairment)	Note 26.1
Recognition and subsequent measurement of income taxes	Note 13.
Estimation of variable consideration in the context of revenue recognition	Note 7.1

The Group is also confronted with external events and developments that require forward-looking assumptions and estimates and are presented below.

### 4.2 Climate-related Aspects

As a postal, logistics and service company with international operations, the Austrian Post Group is exposed to climate-related uncertainties and risks that could potentially have a negative impact on the Group's assets, financial and earnings position. To ensure that these are identified and managed at an early stage, a comprehensive risk management system has been established that also covers climate/environmental, social and governance risks (ESG risks). These uncertainties and risks require the use of forward-looking assumptions and estimates. Climate-related uncertainties and risks primarily affect activities related to transport and logistics infrastructure. In the course of preparing the consolidated financial statements, potential effects were analysed, in particular on the recoverability of assets in accordance with IAS 36 and IFRS 9, on the useful life of assets and on the recognition of provisions and/or contingent liabilities.

The Austrian Post Group has developed an integrated corporate and sustainability strategy to manage climate-related risks and seize climate-related opportunities. Climate-related risks are incorporated into the Austrian Post Group's financial planning process by implementing measures to minimise climate-related risks. In the context of cash flows, investment expenditure is the area that is most affected by climate-related measures, as these measures include the procurement of electric vehicles and photovoltaic systems. In addition, any climate-related systematic risk factors are taken into account in the weighted average cost of capital

(WACC) by applying current market and country risk premiums. As at 31 December 2025, this did not result in any need for impairment.

Furthermore, in the course of the financial planning process for the 2025 financial year, a greenhouse gas emissions plan for the 2026–2029 period was prepared across the Group, which should highlight the effects of the economic development and planned measures for greenhouse gas reduction. This makes a direct contribution to the effective management of climate-related risks and to the achievement of Austrian Post's climate targets.

Corresponding packages of measures have also been defined which aim to avoid greenhouse gas emissions (e.g. by using electric vehicles), among other things. Further measures to reduce the potential impact of climate change (e.g. protection against overheating in summer by using shading or green area plans in logistics centres) are also being evaluated on an ongoing basis, particularly at locations with higher daytime temperatures, such as in Türkiye (e.g. shift plans, uniforms and air conditioning), and in order to implement newly adopted legislation or regulations. As the measures will be implemented and further evaluated over a period spanning several years, and the main focus will be on the use of renewable energies, there are no significant conversion or one-off effects and no significant climate-related fluctuations in the results for the 2025 financial year. By the same token, there are no material effects on expected useful lives as at 31 December 2025 on this basis.

There are also no obligations arising from the overall legal framework or any climate changes that would justify the recognition of a provision as defined by IAS 37 as at 31 December 2025.

In connection with the banking business, climate-related risks can arise in both credit risk and operational risk, particularly with regard to property used as collateral in the case of credit risk. Climate risks can be divided into physical risks as a result of changing climatic conditions, and transition risks as a result of the development towards a low-greenhouse gas economy and society. Stress tests based on the EBA/ECB climate stress tests were carried out at portfolio level with regard to both aspects in order to estimate and quantify them. The outcome was that, while climate risks are relevant to banking business activities, they are not considered to be material from today's perspective. A comprehensive set of KPIs has been implemented for management purposes (e.g. green asset ratio, financed emissions per square metre for residential loans, percentage of Taxonomy-eligible financing, increase in the average energy efficiency class for residential financing). The aim is to continuously improve the KPIs. In addition, information on energy efficiency certificates is collected when granting new residential construction loans in order to address and mitigate transition climate risks in particular. In addition, a high-risk area rating is carried out by an external provider. If very high physical risk potential is identified, an assessment is carried out by Operational Credit Risk Management.

In the area of trade receivables and other receivables, no customers have been identified who are affected by climatic events or climate-related measures or legislation, or whose creditworthiness is impaired. Consequently, there were no climate-related effects on impairment losses.

All in all, there are no material climate-related risks to the consolidated financial statements as at 31 December 2025 and no effects on the company's ability to continue as a going concern. Since further developments are subject to uncertainty, the effects of climate-related risks are continuously monitored and taken into account in the Group's risk management. In addition, climate-related sustainability targets are incorporated into the variable salary components for top management.

## 4.3 Macroeconomic/Geopolitical Environment

Current developments and uncertainties arising from the macroeconomic and geopolitical environment are monitored on an ongoing basis and any potential effects on the consolidated financial statements are reviewed. In the 2025 financial year, we continued to analyse economic developments, as well as the interest rate and inflation environment, to reflect these aspects in our measurement and estimation processes. This largely relates to the impairment testing of assets according to IAS 36, the recognition and measurement of assets pursuant to IFRS 9 and IFRS 13, and the measurement of employee benefits.

Uncertainty factors arising from macroeconomic developments, in particular from the current inflation and interest rate environment, were taken into account in impairment testing in accordance with IAS 36 via the weighted average cost of capital (WACC). The current inflation environment and future economic trend were also reflected in the cash flows. The reviews did not reveal any trigger and consequently no need for impairment for the 2025 financial year.

In addition, the current overall macroeconomic conditions were taken into account when determining the fair values of the investment properties presented in the notes in the relevant parameters such as interest rates, rents and maintenance costs.

With regard to trade receivables, and other receivables no significant observable or expected changes in the estimated default risk resulting from macroeconomic or geopolitical developments were identified in the 2025 financial year. Consequently, there were no material effects on impairment losses.

In relation to receivables from customers from financial services, no significant effects on the key risk parameters, probability of default (PD) and loss given default (LGD), were identified – despite a macroeconomic environment that remains unstable. Ongoing model validations do not reveal any evidence of default risks being underestimated, particularly in the case of consumer loans and residential real estate financing. In order to take account of the ongoing macroeconomic uncertainties due to global crises, the additional impairment requirement for future macroeconomic uncertainties that had been set up in previous years was kept virtually unchanged. This covers the expected uncertainties, particularly with regard to trends in the unemployment rate.

In view of the sustained high level of inflation in Türkiye, the annual financial statements of the Turkish subsidiaries are still included by applying IAS 29 Financial Reporting in Hyperinflationary Economies. Further explanatory information and the inflation adjustments can be found in Notes 2.2 Hyperinflation, 15. Goodwill, 16. Intangible Assets, 17. Property, Plant and Equipment, 18. Investment Property and 19. Leases.

When it came to measuring employee benefits, the current economic outlook was reflected in the actuarial parameters. This did not have any material impact as at 31 December 2025. Further explanatory information is provided in Notes 25.2 Provisions for Termination and Jubilee Benefits and 25.3 Other Employee Provisions.

There were no significant effects in other areas either, meaning that no material impacts on the consolidated financial statements were identified as at 31 December 2025.

## 5. Scope of Consolidation

### 5.1 Principles of Consolidation

All companies in which Austrian Post has a controlling interest (subsidiaries) are fully consolidated in the consolidated financial statements of Austrian Post Group. Full consolidation of the subsidiary begins at the point in time when Austrian Post gains control and ends when control is terminated.

Companies which are jointly managed according to IFRS 11 (joint ventures) as well as companies in which a significant influence can be exercised as defined by IAS 28 (associates) are included in the consolidated financial statements using the equity method. The existence of significant influence is assessed based on the criteria in IAS 28.5 et seq. In cases where the existence of significant influence cannot be clearly determined, the Management Board must make discretionary decisions. The focus is not primarily on formal criteria, but on whether there is an actual possibility to participate in the financial and operating policy decisions.

The acquisitions costs correspond to the fair value of the consideration transferred. The identifiable assets acquired and liabilities assumed are measured at fair value on the acquisition date.

Analogous to the recognition of assets acquired and liabilities assumed, all available information about the circumstances at the acquisition date is also used for the initial accounting treatment of contingent purchase-price liabilities.

In this case, additional information about the facts and circumstances prevailing at the time of acquisition that become known during the valuation period leads to a retrospective restatement of the reported provisional amounts. Changes resulting from events after the acquisition date (for example, the achievement of an earnings target) are not treated as adjustments within the valuation period, but instead lead to the adjustment of the purchase price liability through profit or loss.

In a step acquisition, the previously held equity interest is remeasured at fair value on the acquisition date and the resulting profit or loss is recognised in the income statement.

Non-controlling interests are initially recognised based on their proportionate share of the acquiree's identifiable net assets on the acquisition date. Changes in the Group's stake in a subsidiary that do not result in a loss of control are accounted for as equity transactions. Positive differences resulting from first-time inclusion are recognised as goodwill, whereas negative differences are reported immediately in profit and loss. Auxiliary acquisition costs are recognised in profit and loss.

The percentages shown in the following tables correspond to the calculated investment shares included in the consolidated financial statements of Österreichische Post AG.

### 5.2 List of Shares in Companies

In addition to Österreichische Post AG, 15 domestic (31 December 2024: 16) and 18 foreign (31 December 2024: 16) subsidiaries are included in the consolidated financial statements. Furthermore, two foreign companies (31 December 2024: two foreign companies) are accounted for using the equity method.

Company and Location	31 Dec. 2024		31 Dec. 2025	
	Interest in %	Method of consolidation <sup>1</sup>	Interest in %	Method of consolidation <sup>1</sup>
ACL advanced commerce labs GmbH, Graz	70.00	FC	70.00	FC
adverserve				
adverserve Holding GmbH, Vienna	100.00	FC	100.00	FC
adverserve GmbH (formerly adverserve digital advertising Services Gesellschaft m.b.H.), Vienna	100.00	FC	100.00	FC
adverserve digital advertising Services d.o.o., Zagreb	100.00	FC	100.00	FC
Agile Actors GmbH, Vienna	100.00	FC	100.00	FC
Agile Actors Hellas Single Member S.A., Chalandri <sup>2,3</sup>	80.00	EM	80.00	EM
Aras Digital Teknoloji Hizmetleri Anonim Şirketi a.s., Istanbul	80.00	FC	80.00	FC
Aras Global FE LLC (formerly Starex Global DIT FE LLC), Tashkent	0.00	n/a	80.00	FC
Aras Global Yurtici ve Yurtdisi Tasimacilik a.s. (formerly Starex Global Yurtici ve Yurtdisi Tasimacilik a.s.), Istanbul	60.00	FC	80.00	FC
Aras Kargo Yurtici Yurtdisi Tasimacilik a.s., Istanbul	80.00	FC	80.00	FC
Austrian Post International Deutschland GmbH, Bonn	100.00	FC	100.00	FC
bank99 AG, Vienna	90.00	FC	90.00	FC
City Express d.o.o., Belgrade	100.00	FC	100.00	FC
Express One d.o.o., Sarajevo	100.00	FC	100.00	FC
Express One Hungary Kft., Budapest	100.00	FC	100.00	FC
Express One Montenegro d.o.o., Podgorica	100.00	FC	100.00	FC
Express One Slovenia d.o.o., Komenda	100.00	FC	100.00	FC
Express One Slovakia s.r.o., Ivanka pri Dunaji	100.00	FC	100.00	FC
feibra GmbH, Vienna	100.00	FC	100.00	FC
M&BM Express OOD, Sofia	76.00	FC	76.00	FC
Overseas Trade Co Ltd d.o.o., Hrvatski Leskovac	100.00	FC	100.00	FC
Post 001 Finanzierungs GmbH, Vienna	100.00	FC	0.00	n/a
Post 104 Beteiligungs GmbH, Vienna	100.00	FC	100.00	FC
Post Interne Services und Finanzierungs GmbH, Vienna	100.00	FC	100.00	FC
Post 108 Beteiligungs- und Dienstleistungs GmbH, Vienna	100.00	FC	100.00	FC
Post 206 Beteiligungs GmbH, Vienna	100.00	FC	100.00	FC
Post 207 Beteiligungs GmbH, Vienna	100.00	FC	100.00	FC
Post Business Solutions GmbH, Vienna	100.00	FC	100.00	FC
Post & Co Vermietungs OG, Vienna	100.00	FC	100.00	FC
Post Wertlogistik GmbH, Vienna	100.00	FC	100.00	FC
PROWERB Gesellschaft für produktive Werbung GmbH, Vienna	100.00	FC	100.00	FC
Scanpoint Slovakia s.r.o., Nitra	100.00	FC	100.00	FC
Slovak Parcel Service s.r.o., Ivanka pri Dunaji	100.00	FC	100.00	FC
Starex Global Domestic and International Transportation Company Ltd., Tbilisi	0.00	n/a	80.00	FC
Star Express Azerbaijan L.L.C., Baku	60.00	FC	80.00	FC
ADELHEID/AEP				
ADELHEID GmbH, Alzenau <sup>2,3</sup>	51.52	EM	51.52	EM
AEP GmbH, Alzenau <sup>2,3</sup>	51.52	EM	51.52	EM
EURODIS GmbH, Weinheim	37.60	NC-OI	37.60	NC-OI

<sup>1</sup> FC – Full consolidation, NC – Subsidiary not consolidated due to immateriality, EM – Equity method, NC-OI – Other shares not consolidated due to lack of control or significant influence

<sup>2</sup> The profit for the period of assets accounted for using the equity method corresponds to the proportionate profit for the period of the respective group

<sup>3</sup> No controlling influence due to a contractual agreement or legal circumstances

## 5.3 Changes to the Scope of Consolidation

The following changes were made to the scope of consolidation and transactions with non-controlling interests in the 2025 financial year:

Company name	Interest		Date of transaction	Comment
	from	to		
<b>Mail</b>				
Österreichische Post AG, Vienna – absorption-type demerger regarding part of the assets of feibra GmbH, Vienna	100.00%	100.00%	30 April 2025	Absorption-type demerger
<b>PARCEL &amp; LOGISTICS</b>				
Starex Global Domestic and International Transportation Company Ltd., Tbilisi <sup>1</sup>	0.00%	80.00%	5 March 2025	Acquisition
Aras Global FE LLC (formerly Starex Global DIT FE LLC), Tashkent <sup>1</sup>	0.00%	80.00%	4 June 2025	Acquisition
Aras Global Yurtici ve Yurtdisi Tasimacilik a.s. (formerly Starex Global Yurtici ve Yurtdisi Tasimacilik a.s.), Istanbul <sup>1</sup>	60.00%	80.00%	23 July 2025	Step acquisition
<b>CORPORATE</b>				
Post 001 Finanzierungs GmbH, Vienna	100.00%	0.00%	31 October 2025	Liquidation

<sup>1</sup> Aras Kargo, Istanbul, which is 80% owned by the Austrian Post Group, has held a 100% stake in Aras Global Yurtici ve Yurtdisi Tasimacilik a.s. (formerly Starex Global Yurtici ve Yurtdisi Tasimacilik a.s.), Istanbul, since 23 July 2025. Aras Global Yurtici ve Yurtdisi Tasimacilik a.s., Istanbul holds a 100% stake in Starex Global Domestic and International Transportation Company Ltd., Tbilisi, and a 100% stake in Aras Global FE LLC (formerly Starex Global DIT FE LLC), Tashkent.

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#### Starex Global Domestic and International Transportation Company Ltd. and Aras Global FE LLC

With closing dated 5 March 2025 and 4 June 2025, respectively, Aras Global Yurtici ve Yurtdisi Tasimacilik a.s., Istanbul acquired a 100% stake in the above-mentioned companies. Aras Kargo a.s. intends to use this acquisition expand its business activities to cover Georgia and Uzbekistan.

The companies acquired have been included in the consolidated financial statements of Österreichische Post AG as fully consolidated companies since the closing date. The effects of these transactions on consolidated revenue and consolidated net profit for the period are of minor significance.

#### Aras Global Yurtici ve Yurtdisi Tasimacilik a.s.

On 23 July 2025, Aras Kargo, Istanbul, acquired the remaining 25% of shares in this company, which has been fully consolidated since 2023. The acquisition, which was recognised directly in equity and involved a consideration equivalent to EUR 2.1m being paid, resulted in the reclassification of non-controlling interests of EUR 0.7m to equity attributable to shareholders of the parent company. Overall, the acquisition had no material effect on the consolidated financial statements.

### EXPECTED CHANGES IN THE SCOPE OF CONSOLIDATION IN 2026

#### euShipments.com AD

On 28 November 2025, a deal was signed to acquire 70% of the shares in the Bulgarian e-commerce service provider euShipments.com AD, Ruse. euShipments.com AD, with its subsidiaries InOut Trade EOOD, Ruse, Helpship SRL, Oradea, Romania, Swiss Point Data a.s., Senec, Slovakia and Pick&Pack d.o.o., Zagreb, Croatia, is a leading integrated cross-border and fulfilment provider in Southeast and Eastern Europe. The companies support shipping customers at all stages in the value chain – from e-fulfilment and national and international e-commerce transport services to value-added services such as returns management, payment processing, IOSS (Import One-Stop Shop) solutions and more. The deal is expected to have closed by the end of the first quarter of 2026.

In the future, the company and its subsidiaries will be included in the consolidated financial statements of Österreichische Post AG as fully consolidated companies. The acquisition, at a purchase price of approximately EUR 55m, will increase the Austrian Post Group's total assets by approximately 0.5% at the time of initial consolidation. The annual revenue of these companies corresponds to approx. 1.5% of Group revenue.

In addition to the share purchase, the parties agreed on reciprocal options to purchase/sell the remaining 30% of the shares with several exercise windows in the period leading up to July 2030 at the latest. The exercise price depends on the company's results.

### **Delivery Solutions Zrt.**

On 19 December 2025, an agreement was signed for the acquisition of 100% of Delivery Solutions Zrt., Budapest, a Hungarian parcel delivery service provider known under the brand name SAMEDAY Hungary. This will allow Austrian Post to strengthen its market position in Hungary, also doubling the number of parcel stations in Hungary. In the future, the company will be included in the consolidated financial statements of Austrian Post as a fully consolidated company. The acquisition is not expected to have any significant impact on the consolidated financial statements.

## **6. Segment Reporting**

**General Information** In line with the divisional structure of the Austrian Post Group, the segment reporting is based on the reporting segments Mail, Parcel & Logistics, Retail & Bank and Corporate, and corresponds to the reporting to the Management Board (as Chief Operating Decision Maker according to IFRS 8). The reportable segments are identified on the basis of the difference between products and services. No operating segments were combined as part of the identification of the reporting segments.

The expenses for jointly used processes in the logistics network and the jointly used assets required for these processes are allocated to the segments on a cost allocation basis. This is presented under the items intra-Group revenue and apportionment of Group expenses.

**Mail** The product and service portfolio of the Mail Division includes the delivery of letters and document shipments, addressed and unaddressed direct mail and newspapers, and online services such as e-letters and business operations such as input management, document logistics and output management. The product portfolio is also supplemented with cross-media solutions and digital advertising. The offering is rounded off by additional physical and digital services in customer communications as well as optimisation in document processing. The division is responsible for the results of its entire product and service portfolio, including distribution, collection, sorting and delivery.

The Mail Division also bears additional expenses resulting from the special ongoing statutory obligations of Österreichische Post AG (in particular its obligations as a universal service provider in Austria and the specific employment situation of civil servant employees).

**Parcel & Logistics** The Parcel & Logistics Division offers one-stop solutions for parcel and express parcel shipments along the entire value chain. The division is responsible for the results of the entire service provision process, including logistics services purchased both within the Group and externally. In addition to conventional parcel products, express delivery and food delivery, the portfolio in Austria also includes a broad range of value-added services. Tailored fulfilment solutions such as warehousing, order picking, returns management, the transport of valuable goods and cash, web shop logistics and web shop infrastructures are offered. Internationally, the Parcel & Logistics Division is represented in CEE and Türkiye, as well as neighbouring countries, through its subsidiaries. In addition, stationary logistics for pharmaceutical products is offered in Germany through the associate ADELHEID/AEP.

**Retail & Bank** In addition to the branch business, the Retail & Bank Division comprises bank99 AG – Austrian Post's bank – which offers financial services throughout Austria. The bank99 AG business model is based in particular on the use of Austrian Post's branches. The division's product offering includes postal and

telecommunication products, merchandise, as well as the financial services offered by a retail bank and payment transactions services.

**Corporate** The Corporate Division is primarily responsible for services in the area of Group administration, the development of new business models, the rental of properties not required for operations and the development of real estate projects. Non-operational services typically provided for the management and control of a corporate Group include, among other things, the management of the company's properties, providing IT support services and the administration of the Internal Labour Market of Austrian Post.

**Group Reconciliation** The elimination of transactions between segments is shown in the Group Reconciliation column. This applies in particular to intra-Group revenue and the apportionment of Group expenses. Furthermore, the column serves the reconciliation from segment figures to Group figures.

## Information about Profit or Loss

### 2024 financial year

EUR m	Mail	Parcel & Logistics	Retail & Bank	Corporate	Group Reconciliation	Group
Revenue (segments)	1,239.8	1,712.5	201.5	2.6	-33.4	3,123.1
Revenue intra-Group	5.4	3.1	207.0	0.0	-215.6	0.0
<b>Total revenue</b>	<b>1,245.3</b>	<b>1,715.6</b>	<b>408.6</b>	<b>2.6</b>	<b>-249.0</b>	<b>3,123.1</b>
thereof revenue with third parties	1,227.6	1,692.2	200.7	2.6	0.0	3,123.1
thereof income from financial services	0.0	0.0	158.9	0.0	-0.9	158.0
Other operating income	5.0	38.6	9.0	346.2	-294.7	104.1
Raw materials, consumables and services used (segments)	-105.6	-500.0	-51.7	-12.7	-250.7	-920.6
Intra-Group revenue/cost allocation	-795.9	-726.8	-5.8	-3.4	1,531.8	0.0
<b>Total raw materials, consumables and services used</b>	<b>-901.5</b>	<b>-1,226.8</b>	<b>-57.5</b>	<b>-16.1</b>	<b>1,281.2</b>	<b>-920.6</b>
Staff costs	-62.9	-255.2	-153.8	-229.0	-704.5	-1,405.5
Other operating expenses	-121.1	-132.9	-150.8	-122.6	90.1	-437.2
Results from financial assets accounted for using the equity method	0.0	1.0	0.0	2.2	0.0	3.1
Depreciation, amortisation and impairment losses	-5.7	-44.0	-15.7	-26.4	-123.7	-215.5
thereof impairment losses recognised in profit or loss	0.0	0.0	0.0	-4.5	-1.2	-5.7
Reversal recognised in profit or loss	0.0	0.3	0.2	0.0	0.0	0.5
<b>EBIT</b>	<b>159.1</b>	<b>103.3</b>	<b>-11.8</b>	<b>-43.0</b>	<b>-0.3</b>	<b>207.3</b>
Financial result						-10.5
<b>Profit before tax</b>						<b>196.7</b>
Segment investments	5.7	84.6	21.6	17.8	107.6	237.3

## 2025 financial year

EUR m	Mail	Parcel & Logistics	Retail & Bank	Corporate	Group Reconciliation	Group
Revenue (segments)	1,155.2	1,719.9	183.8	2.8	-18.4	3,043.3
Revenue intra-Group	5.5	18.0	207.0	0.0	-230.4	0.0
<b>Total revenue</b>	<b>1,160.7</b>	<b>1,737.9</b>	<b>390.8</b>	<b>2.8</b>	<b>-248.9</b>	<b>3,043.3</b>
thereof revenue with third parties	1,145.8	1,711.9	182.9	2.8	0.0	3,043.3
thereof income from financial services	0.0	0.0	143.3	0.0	-0.9	142.3
Other operating income	9.7	33.4	14.8	356.6	-294.8	119.7
Raw materials, consumables and services used (segments)	-84.2	-492.8	-47.0	-15.1	-268.4	-907.5
Intra-Group revenue/cost allocation	-806.0	-764.0	-5.1	-2.9	1,578.2	0.0
<b>Total raw materials, consumables and services used</b>	<b>-890.3</b>	<b>-1,256.8</b>	<b>-52.2</b>	<b>-18.0</b>	<b>1,309.8</b>	<b>-907.5</b>
Staff Costs	-57.3	-265.1	-149.3	-204.7	-714.7	-1,391.1
Other operating expenses	-89.0	-127.3	-141.5	-140.0	76.4	-421.4
Results from financial assets accounted for using the equity method	0.0	1.8	0.0	2.6	0.0	4.4
Depreciation, amortisation and impairment losses	-4.1	-47.0	-15.5	-19.9	-129.8	-216.4
thereof impairment losses recognised in profit or loss	0.0	0.0	0.0	0.0	-0.2	-0.2
Reversal recognised in profit or loss	0.0	0.0	0.9	0.0	0.0	0.9
<b>EBIT</b>	<b>129.7</b>	<b>81.5</b>	<b>6.9</b>	<b>-20.7</b>	<b>-0.6</b>	<b>196.9</b>
Financial result						-15.9
<b>Profit before tax</b>						<b>181.0</b>
Segment investments	2.5	87.6	14.6	13.9	94.5	213.2

Intra-Group revenue and the apportionment of Group expenses are generally based on market prices. Often, however, the effective market price cannot be (clearly) identified, as it is not always the case that comparable services are available on the market for all services. If no comparable services can be identified, transfer prices are determined by applying marginal costs including a profit margin. Wherever it was not possible to determine market prices or marginal costs, transfer prices are calculated based on the process outlay (process times). Based on these rates, which are set during the planning stage, and the actual quantities provided, all costs incurred by the operating units are allocated to the segments. Any monthly surpluses or shortfalls in the logistics network's shared processes are allocated to the segments based on the planning key for all services provided to them. This covers all costs incurred each month.

The settlement of additional expenses resulting from Austrian Post's special statutory obligations is a cost-based process.

The accounting treatment of transactions between the segments does not fully correspond to the accounting principles applied within the Austrian Post Group. In particular, the principles for revenue recognition under IFRS 15 are applied in a simplified manner and intra-Group leasing transactions are not fully reflected according to IFRS 16.

## Information about Geographical Areas

Revenue is shown according to the location of the company performing the service and exclusively refers to revenue generated with companies outside of the Austrian Post Group: In Türkiye, a decline in revenue was recorded due to difficult market conditions, strong competition and capacity restrictions due to a disruption in the IT infrastructure in the fourth quarter of 2025.

## 2024 financial year

EUR m	Austria	Türkiye+ <sup>1</sup>	Other countries	Group
Revenue	2,362.9	516.7	243.5	3,123.1
Non-current assets other than financial instruments and deferred tax assets	1,428.0	139.2	63.4	1,630.7

<sup>1</sup> Türkiye+ comprises Türkiye, Azerbaijan

## 2025 financial year

EUR m	Austria	Türkiye+ <sup>1</sup>	Other countries	Group
Revenue	2,318.5	485.9	239.0	3,043.3
Non-current assets other than financial instruments and deferred tax assets	1,378.4	150.0	74.0	1,602.4

<sup>1</sup> Türkiye+ comprises Türkiye, Azerbaijan, Georgia and Uzbekistan

## 7. Revenue from Contracts with Customers

### 7.1 Revenue from Contracts with Customers

The following table shows the revenue from contracts with customers pursuant to IFRS 15 by type of product/service or region for each reportable segment:

EUR m	2024	2025
Letter Mail	721.7	667.0
Business Solutions	47.7	46.2
Direct Mail	317.4	299.0
Media Post	140.8	133.6
<b>Mail</b>	<b>1,227.6</b>	<b>1,145.8</b>
Parcel Austria	928.7	982.6
Parcel Türkiye+ <sup>1</sup>	516.7	485.9
Parcel CEE/SEE	213.6	211.6
Logistics Solutions/consolidation	33.2	31.7
<b>Parcel &amp; Logistics</b>	<b>1,692.2</b>	<b>1,711.9</b>
Branch services	42.7	40.5
Commission income from financial services	47.4	39.7
<b>Retail &amp; Bank</b>	<b>90.1</b>	<b>80.2</b>
Other revenue	2.6	2.8
<b>Corporate</b>	<b>2.6</b>	<b>2.8</b>
<b>Revenue from contracts with customers</b>	<b>3,012.5</b>	<b>2,940.7</b>
thereof recognised in revenue	3,012.5	2,940.7

<sup>1</sup> Türkiye+ comprises Türkiye, Azerbaijan, Georgia and Uzbekistan

### ACCOUNTING PRINCIPLES

#### Mail

**Letter Mail, Direct Mail and Media Post** These services include the collection, sorting and delivery of various letter mail items, direct mail and print media. Such performance obligations are considered to be fulfilled over time in accordance with IFRS 15. Additional services (e.g. registered mail) are not classified as a distinct performance and are recognised together with the postal item as a bundled service.

Statistical empirical values from, among other things, regularly conducted runtime measurements are used to measure the stage of completion of the contract activity. The amount of revenue to be realised is determined based on the ratio of costs incurred to date to the total costs of the delivery of letter mail, direct mail and print media (cost-to-cost method).

The collection of a mail item at an Austrian Post drop-off point (i.e. at the beginning of the performance obligation) triggers invoicing and thus the related recognition of revenue and a receivable. That portion of the performance obligation which has not yet been provided is recognised as deferred income and reported as a contract liability.

The transaction price is paid either by prepayment of the contracted transport service (sale of postage stamps or cash franking at the branch office), or in the case of business customers, after the fact. By adjusting the billing frequency and payment terms, the average payment target has been reduced further and is now

predominantly less than one month. Accordingly, these receivables do not involve any significant financing component.

For prepayments received in connection with postage stamps and revenue from senders' franking machines, the performance yet outstanding is recognised as a deferral under contract liabilities. The outstanding performance is calculated based on empirical values (in the case of postage stamps) or by transferring historical data as part of the loading process (in the case of sender franking machines).

With respect to the sale of letter mail, direct mail and print media products to business customers, volume discounts are often agreed upon based on the revenue of a financial year. These discounts must be classified as variable consideration within the meaning of IFRS 15. Revenue from these sales is recognised in the amount of the price stipulated in the contract less the estimated volume discount. The expected volumes are estimated based on historical values and are updated every reporting date. Necessary adjustments are made cumulatively in the period in which the estimate is revised.

**Business Solutions** These services include outsourcing services for the digitalisation and automation of business processes in B2B information management. This includes, among other things, the digitalisation of incoming mail including intelligent data reading, data processing with the help of robotic process automation and the like, as well as transactional printing or the electronic delivery of items.

These performance obligations are predominantly satisfied over time, usually within one month. As a result, revenue is recognised over time. As a rule, payment is made after performance with an average payment term of one or two months.

## PARCEL & LOGISTICS

These services involve collecting, accepting, sorting and delivering various parcel and Austrian Post express mail items. Such performance obligations are considered to be fulfilled over time in accordance with IFRS 15. As a rule, additional services (e.g. cash on delivery) are not classified as a distinct performance and are recognised together with the parcel item as a bundled service.

Data from shipment tracking for each parcel is used to measure the stage of completion. Revenue is also recognised using the cost-to-cost method.

Invoicing and the recognition of revenue is tied to acceptance of the mail item, as in the Mail Division. A contract liability is also recognised for the portion of the service that has not yet been rendered.

Volume discounts agreed on the basis of annual revenue with business customers are classified as variable consideration within the meaning of IFRS 15. Revenue from these sales is recognised in the amount of the price stipulated in the contract less the estimated volume discount. The expected volumes are estimated based on historical values and are updated every reporting date. Adjustments are made in the period in which the estimate is revised.

## RETAIL & BANK

**Branch Services** The services provided by the branch network include the sale/brokering of various items of merchandise and postal and telecommunication products.

Revenue from the sale of retail goods is recognised at a specific point in time when the goods are handed over to the customer. Payment of the transaction price is due immediately as soon as the customer purchases a retail good.

Revenue from brokerage service, particularly for telecommunications contracts and products for our partner A1 Telekom Austria AG, is recognised at the time the brokerage service is provided (e.g. when the A1 customer signs a telecommunications contract or a mobile telephone is handed over to the A1 customer) in the amount of the commissions received (net method).

**Commission Income** Commission income includes fees and commission income from the financial services offered. At present, this mainly includes commission from the current account business, payment transactions, the lending business, the custody of securities, insurance brokerage and the disbursement of P.S.K. orders.

## 7.2 Assets and Liabilities from Contracts with Customers

The following table shows the status of trade receivables and contract assets and liabilities from contracts with customers in accordance with IFRS 15 as of 31 December 2024 and 31 December 2025.

EUR m	31 Dec. 2024	31 Dec. 2025
Trade receivables	384.7	348.4
Contract assets	1.3	0.7
Contract liabilities	27.4	21.3

The contractual liabilities recognised as at 31 December 2025 relate to advance payments received for services not yet provided in connection with letter and parcel delivery, postage stamps and franking machines used by senders and the financial services business.

Of the contract liabilities recognised as at 1 January 2025, EUR 26.7m (2024: EUR 30.5m) were recognised in revenue.

### ACCOUNTING PRINCIPLES

The relief provided for under IFRS 15.121a is applied, based on which no further disclosures are made on the total amount of the transaction price of those performance obligations not yet fulfilled as at 31 December 2025 that have an expected original term of one year or less.

## 8. Result from Financial Services

The total result from financial services is as follows:

EUR m	2024	2025
Interest income calculated using the effective interest method	98.5	100.2
Interest income calculated not using the effective interest method	12.1	2.4
Interest income	110.6	102.6
Commission income	47.4	39.7
<b>Result from financial services</b>	<b>158.0</b>	<b>142.3</b>
Interest expense	-45.2	-33.1
Commission expense	-6.1	-5.7
<b>Expenses from financial services</b>	<b>-51.4</b>	<b>-38.8</b>
<b>Net interest income (= interest income – interest expense)</b>	<b>65.4</b>	<b>69.5</b>
<b>Net commission income (= commission income – commission expense)</b>	<b>41.2</b>	<b>34.0</b>
<b>Net interest and commission income/expenses</b>	<b>106.6</b>	<b>103.6</b>
Revaluation and derecognition income	0.9	0.8
Impairment losses in accordance with IFRS 9	-9.0	-5.2
<b>Result from financial services</b>	<b>98.6</b>	<b>99.2</b>

**Interest income** mainly results from receivables from customers totalling EUR 60.8m (2024: EUR 58.8m), cash reserves of EUR 7.9m (2024: EUR 23.8m), securities totalling EUR 30.1m (2024: EUR 15.6m) and interest income from hedging instruments in the context of hedge accounting totalling EUR 2.4m (2024: EUR 12.1m).

**Interest expense** results primarily from receivables from customers in the amount of EUR 30.5m (2024: EUR 43.7m). No negative interest is recognised in **interest expenses** in the 2025 financial year (2024: EUR 0.0m).

EUR 22.4m (2024: EUR 23.0m), or the lion's share, of the **commission income** relates to the current account business and payment transactions, while EUR 12.6m (2024: EUR 19.7m) relates to the other service business and EUR 4.4m (2024: EUR 4.3m) is attributable to the securities business.

## ACCOUNTING PRINCIPLES

**Income from Financial Services** Income from financial services forms part of revenue and includes all interest and commission income from the provision of financial services. In the consolidated income statement, the income is shown separately with a "thereof" note in the interests of ensuring the most transparent presentation possible.

Interest income includes all interest income from the lending and investment business. Interest income from financial assets and liabilities measured at amortised cost and financial assets measured at fair value through other comprehensive income is recognised using the effective interest method. Interest income also includes commission income which, as an integral part of the effective interest method, falls within the scope of IFRS 9. Interest income calculated using the effective interest method is disclosed separately in the consolidated income statement using a "thereof" note.

Commission income includes fees and commission income from the financial services offered. At present, this mainly includes commission from the current account business, payment transactions, the lending business, the custody of securities, insurance brokerage and the disbursement of P.S.K. orders. Fees and commission income from the financial services offered are not included in the effective interest rate. The provisions set out in IFRS 15 are applied and the revenue is recognised at a specific point in time. Fees and commission from services relating to a particular period are recognised over the corresponding period. This relates, among other things, to flat-rate one-off fees from cooperation agreements with third-party providers.

**Expenses from Financial Services** Expenses for financial services include interest expenses and commission expenses from the provision of financial services and are presented as a separate item in the consolidated income statement.

Interest expense includes all interest expenses from the deposit business, as well as negative interest from the investment business. Interest expense from financial assets and liabilities measured at amortised cost and financial assets measured at fair value through other comprehensive income is recognised using the effective interest method.

Commission expense includes fees and commission expenses in connection with the financial services offered. At present, this mainly relates to commission from the current account business, payment transactions, the lending business and the custody of securities.

**Impairment Losses in Accordance with IFRS 9** Impairment losses in accordance with IFRS 9 that affect financial assets from financial services are recognised in other operating expenses. Please refer to Note 26.1.5 Accounting Principles for further explanatory information.

**Valuation and Derecognition Income** The valuation and derecognition income is shown under other operating income/other operating expenses and mainly includes any ineffectiveness from hedge accounting, as well as disposal results from the premature termination of loans.

## 9. Raw Materials, Consumables and Services Used

EUR m	2024	2025
<b>MATERIAL</b>		
Fuels	33.1	28.0
Merchandise	7.3	6.4
Supplies, clothing, stamps	29.8	28.5
Other	5.2	4.1
	<b>75.4</b>	<b>67.1</b>
<b>SERVICES USED</b>		
International postal carriers	50.3	51.3
Addressed and unaddressed mail items	13.7	11.0
Energy	24.4	28.4
Transport	476.4	489.6
Contract and leasing staff	54.8	45.6
Sales network commission	171.0	160.0
Other	54.5	54.4
	<b>845.2</b>	<b>840.4</b>
	<b>920.6</b>	<b>907.5</b>

## 10. Staff Costs

EUR m	2024	2025
Wages and salaries	1,087.5	1,057.6
Termination benefits	16.2	15.8
Statutory levies and contributions	258.8	271.5
Other staff costs	42.9	46.3
	<b>1,405.5</b>	<b>1,391.1</b>

Expenses for termination benefits are broken down as follows:

EUR m	2024	2025
Management Board	0.1	0.1
Senior executives	0.3	0.1
Other employees	15.9	15.7
	<b>16.2</b>	<b>15.8</b>

In the 2025 financial year, contributions to the Mitarbeitervorsorgekasse (MVK) (employee pension fund) relating to defined contribution termination benefit obligations were recognised as expenses in the amount of EUR 8.9m (2024: EUR 8.0m).

The statutory levies and contributions include pension cover contribution margins for civil servants to the Republic of Austria. There are no pension commitments to civil servants or employees, as their pension benefits are generally paid by the Republic of Austria. Due to legal regulations, however, the Austrian Post

Group is obligated to pay a pension contribution margin to the Republic of Austria. The contributions for civil servants (including the civil servants' own employee contributions) amount to a maximum of 23.5% of the remuneration paid to active civil servants depending on age and contribution basis. Contributions on behalf of salaried employees are based on the currently valid provisions of the Austrian General Social Security Act (ASVG). For explanatory information on the accounting policies relating to staff-related provisions, please refer to Note 25. Provisions.

The average number of employees during the financial year was:

	2024	2025
Blue-collar employees	7,131	6,956
White-collar employees	18,614	19,660
Civil servants	3,581	3,171
Trainees	245	249
<b>Total headcount</b>	<b>29,571</b>	<b>30,036</b>
<b>Corresponding full-time equivalents</b>	<b>27,802</b>	<b>28,081</b>

## 11. Other Operating Income and Expenses

### 11.1 Other Operating Income

EUR m	2024	2025
Leases	40.8	41.3
Work performed by the enterprise and capitalised	9.0	12.8
Unchargeable expenses	4.4	5.3
Settlements of damage claims	4.4	4.9
Disposal of property, plant and equipment/investment properties	10.8	11.7
Personnel leasing and administration	1.1	1.0
Other	33.6	42.7
	<b>104.1</b>	<b>119.7</b>

Other operating income from leases relates to assets leased in part (property, plant and equipment and investment property), which are classified as operating leases. Please refer to Note 19. Leases for further explanatory information.

Work performed by the enterprise and capitalised is mainly related to the capitalisation of internally generated software.

Furthermore, the remaining other operating income includes a large number of individual immaterial amounts.

## 11.2 Other Operating Expenses

EUR m	2024	2025
IT services	98.8	109.7
Maintenance	88.1	91.4
Travel and mileage	32.6	32.0
Damages	10.3	5.5
Communications and advertising	27.0	23.4
Consultancy	13.9	13.6
Waste disposal and cleaning	19.5	20.2
Leasing and rental payments	18.2	19.3
Other taxes (excl. income taxes)	25.5	26.4
Insurance	13.5	15.4
Contract and leasing staff	10.0	3.7
Telephone	5.1	5.1
Training and professional development	4.2	4.2
Impairment losses in accordance with IFRS 9	9.9	6.1
Other	60.8	45.4
	<b>437.2</b>	<b>421.4</b>

The item "Impairment losses in accordance with IFRS 9" relates to the banking business in the amount of EUR 5.2m (2024: EUR 9.0m) and logistics in the amount of EUR 0.9m (2024: EUR 0.9m).

The remaining other operating expenses include a large number of individual immaterial amounts.

## 12. Financial Result

EUR m	Note	2024	2025
<b>FINANCIAL INCOME</b>			
Interest income		16.4	8.5
Income from securities		0.5	0.6
Income from revaluation of financial assets and derivatives		1.1	0.9
Income from foreign currency valuation		10.4	13.6
		<b>28.3</b>	<b>23.6</b>
<b>FINANCIAL EXPENSES</b>			
Interest expense from lease liabilities		-9.6	-12.2
Interest expense for other financial liabilities		-6.0	-6.1
Interest expense for other liabilities		-9.8	-10.7
Interest expense (interest effects of provisions)	(26.2)	-9.1	-8.7
Expenses from revaluation of financial assets and derivatives		-0.9	0.0
Expenses from foreign currency valuation		-3.1	-1.5
Other		-0.3	-0.3
		<b>-38.8</b>	<b>-39.5</b>
		<b>-10.5</b>	<b>-15.9</b>

Income/expenses from foreign currency valuation largely relate to inflation and currency effects associated with the liabilities resulting from purchase obligations of non-controlling interests in the amount of EUR 9.9m (2024: EUR 5.1m) and to valuations of the cash and cash equivalents and money market investments in Turkish lira in the amount of EUR 1.7m (2024: EUR 2.1m).

Interest expense for other payables mainly relates to expenses from the subsequent measurement of liabilities resulting from purchase obligations of non-controlling interests amounting to EUR 10.3m (2024: EUR 9.1m). For further information on liabilities resulting from purchase obligations of non-controlling interests, please refer to Note 21. Trade Receivables and Payables, as well as Other Receivables and Liabilities.

Impairment losses in accordance with IFRS 9 on money market investments, bank balances and securities measured at fair value through other comprehensive income (FVOCI) are reported under expenses and income from the revaluation of financial assets and derivatives. Due to the immaterial amounts involved, they are not disclosed as separate items in the income statement in accordance with IAS 1.82.

## 13. Income Tax

EUR m	2024	2025
Income tax expense for the current year	50.9	42.7
Tax credits/arrears from prior tax years	0.3	7.8
Deferred tax expense/income	-0.3	-3.5
	<b>50.8</b>	<b>47.0</b>

**Tax Reconciliation** The Group tax rate is defined as the ratio of recognised income tax to profit before tax and is 26.0% in the 2025 financial year (2024: 25.8%).

Tax reconciliation at the Austrian Post Group is based on the statutory tax rate of the parent company in Austria amounting to 23%. Deviations from the statutory tax rates for subsidiaries are displayed in a dedicated reconciliation item.

The reconciliation of the expected income tax with the recognised income tax expense is as follows:

EUR m	2024	2025
<b>Profit before tax</b>	<b>196.7</b>	<b>181.0</b>
<b>Expected taxes on income</b>	<b>45.3</b>	<b>41.6</b>
<b>TAX DEDUCTIONS DUE TO</b>		
Write-down of subsidiaries to lower going concern value	-1.9	-3.4
Profits not affecting taxes (accounted for using the equity method)	-0.7	-1.0
Adjustment for non-tax penalties	-1.6	0.0
Asset revaluation in tax law/Hyperinflation Local Gaap/Tax <sup>1</sup>	-1.5	0.0
Other tax-reducing items	-4.3	-4.0
	<b>-10.0</b>	<b>-8.4</b>
<b>TAX INCREASES DUE TO</b>		
Adjustments to foreign tax rates	0.4	0.8
Appreciation – subsidiaries	1.0	0.7
Adjustment to earn-out valuation <sup>2</sup>	4.5	0.1
Adjustment – hyperinflation	5.5	6.0
Other tax-increasing items	2.8	3.0
	<b>14.2</b>	<b>10.6</b>
<b>Income tax expense for the period</b>	<b>49.5</b>	<b>43.8</b>
Adjustment of withholding tax	1.0	0.6
Adjustment of current tax income/expense from prior years	0.3	7.8
Adjustment of deferred tax income/expense from prior years	-0.7	-5.5
Change in unrecognised deferred tax assets	0.7	0.4
<b>Current tax expense</b>	<b>50.8</b>	<b>47.0</b>

<sup>1</sup> in Türkiye

<sup>2</sup> see Note 21. Trade Receivables and Payables, as well as Other Receivables and Liabilities

## Information on Deferred Tax Assets and Deferred Tax Liabilities

Temporary differences between the amounts shown in the consolidated financial statements and those recognised for tax purposes have the following effect on the deferred taxes reported on the balance sheet:

EUR m	Deferred tax assets		Deferred tax liabilities	
	31 Dec. 2024	31 Dec. 2025	31 Dec. 2024	31 Dec. 2025
Goodwill	0.0	0.0	-0.4	-0.4
Customer relationships	0.2	0.2	-2.2	-1.3
Trademarks	0.0	0.0	-8.2	-7.8
Other intangible assets	0.0	0.0	-1.2	-1.0
Property, plant and equipment	5.8	3.4	-7.6	-6.2
Right-of-use assets	0.0	0.0	-87.1	-81.8
Financial assets (write-down to lower going concern value)	3.4	5.6	0.0	0.0
Other financial assets	0.0	0.0	-0.5	-0.6
Inventories	0.1	0.0	0.0	0.0
Receivables	3.8	2.4	-0.1	0.0
Financial assets from financial services	0.0	0.0	-5.3	-1.2
Contract assets	0.0	0.0	-0.2	-0.2
Provisions	28.0	27.5	-0.1	-0.1
Payables and contract liabilities	2.8	3.1	-1.0	-0.6
Financial liabilities from financial services	5.2	1.2	0.0	0.0
Lease liabilities	87.1	82.7	0.0	-0.1
Tax loss carryforwards	0.8	1.0	0.0	0.0
	<b>137.4</b>	<b>127.2</b>	<b>-114.0</b>	<b>-101.5</b>
Depreciation on deferred tax assets and loss carryforwards	-0.2	-0.1	0.0	0.0
Offsetting	-113.2	-97.4	113.2	97.4
<b>Deferred tax – balance sheet approach</b>	<b>24.0</b>	<b>29.6</b>	<b>-0.8</b>	<b>-4.1</b>

The development of deferred taxes and the division of the changes into components recognised in profit and loss and those recognised in equity is displayed in the following table:

EUR m	2024	2025
<b>Deferred tax assets (+)/tax liabilities (-) as at 1 January</b>	<b>22.2</b>	<b>23.2</b>
Deferred tax expense (-)/income (+) recognised through income statement	0.3	3.5
Change in deferred taxes recognised in other comprehensive income		
thereof relating to fair value adjustment (FVOCI) – equity and debt instruments	0.0	-0.1
thereof relating to revaluation of defined benefit obligation	1.1	-1.4
Currency translation differences and other changes	-0.3	0.3
<b>Deferred tax assets (+)/tax liabilities (-) as at 31 December</b>	<b>23.2</b>	<b>25.6</b>

The following temporary differences were not recognised, as it is unlikely that there will be taxable earnings in the future. The temporal distribution of the ability to recognise tax loss carryforwards is as follows:

EUR m	31 Dec. 2024	31 Dec. 2025
<b>UNRECOGNISED TEMPORARY DIFFERENCES FROM:</b>		
<b>Loss carryforwards</b>	<b>65.7</b>	<b>69.4</b>
thereof due within not later than 2 years	1.0	1.9
thereof due within 3–4 years	4.0	11.2
thereof due within 5–6 years	8.2	6.9
due within an indefinite period of time	52.5	49.4
<b>Other temporary differences</b>	<b>1.2</b>	<b>0.9</b>
	<b>66.9</b>	<b>70.3</b>

Temporary differences of EUR 74.7m (31 December 2024: EUR 68.8m) arising from shares in subsidiaries (outside basis differences) were not recognised, as it is likely that these temporary differences will not change in the foreseeable future.

## ACCOUNTING PRINCIPLES

**Disclosures on Tax Groups** The Austrian Post Group has used the option granted in Austria to form corporate tax groups for purposes of joint taxation. There is one corporate group, with Österreichische Post AG as the group parent. All group members have their registered offices in Austria.

In the tax group, the group parent generally uses tax allocations to charge or credit the group members with the amounts of corporate income tax that are attributable to them. This includes offsetting positive and negative tax allocations of 23% of the taxable earnings (stand-alone method).

**Disclosures on Income Taxes** Income taxes include current and deferred taxes. They are always presented in the consolidated income statement except to the extent that the taxes result from transactions that have been recognised in other comprehensive income (OCI) or in equity or they result from a business combination.

The Austrian Post Group is of the opinion that potential interest expenses and penalties in connection with income tax payments do not fulfil the definition of income taxes pursuant to IAS 12. Accordingly, any such amounts are generally recognised pursuant to the provisions of IAS 37.

**Measurement of Current Taxes** Current taxes include the expected tax payments or credits for the current year as well as adjustments from previous years. They also include withholding taxes from distributions.

Actual tax receivables and liabilities are reported net in accordance with IAS 12.71, provided that they relate to the same tax authority and there is a legally enforceable right of set-off.

The top-up taxes provided for as part of the introduction of global minimum tax/Pillar II are subject to the provisions of IAS 12. However, the mandatory exception is applied and no related effects on deferred taxes have been determined. Österreichische Post AG is not required to pay primary supplementary tax (PES-QDMTT) for subsidiaries in foreign tax jurisdictions, as these are either a) subject to safe harbour regulations or b) provide for a national supplementary tax (NES-IIR) or c) have an effective tax rate of >15%. The tax expense due to Pillar II – if an expense is incurred – is recognised in the current income tax expense.

**Measurement of Deferred Taxes** Deferred taxes are measured using the balance sheet liability method for all temporary differences between the carrying amounts as per the IFRS consolidated financial statements and the tax bases. Deferred taxes are not recognised in the following cases:

- In cases involving temporary differences arising from the initial recognition of assets or liabilities other than in a business combination that affect neither the accounting profit/loss before tax nor the tax profit/loss (Initial Recognition Exemption – “IRE”). The EU amendment to IAS 12 (effective from 1 January 2023) on the treatment of deferred tax related to assets and liabilities arising from a single transaction has already been applied within the Group since the introduction of IFRS 16 (Leases) on 1 January 2019.
- In cases involving temporary differences related to investments in subsidiaries, branches, associates and interests in joint arrangements to the extent that it is probable that the reversal of the differences will not occur in the foreseeable future and the parent is able to control the timing of the reversal.
- In cases involving taxable differences in connection with the initial recognition of goodwill.

Deferred tax assets from temporary differences from balance sheet items as well as from loss carryforwards are recognised to the extent to which a) sufficient deferred tax liabilities are available or b) it is probable based on a history of profit that taxable income will be available in the foreseeable future and the tax expense will thus be realisable. The “foreseeable future” is not a fixed planning period. Instead, scenarios are considered on a case-by-case basis in accordance with the guidance provided by the European Securities and Market Authority (ESMA). Deferred taxes are not recognised if a company has a history of recent taxable losses (in one of the last two years). The unrecognised deferred taxes are reassessed at each balance sheet date and if applicable, recognised if there is a reasonable belief that the tax benefit can be realised.

Deferred tax assets and liabilities are reported net provided that they relate to the same tax authority and there is a legally enforceable right of set-off.

Deferred taxes are measured based on the tax rates applicable in the individual countries at the balance sheet date or at the rates already announced as applicable for the period in which the deferred tax assets and tax liabilities will be realised.

The following table shows the tax rates applied when calculating deferred income taxes:

Country	2024	2025
Azerbaijan	20%	20%
Bosnia and Herzegovina	10%	10%
Bulgaria	10%	10%
Germany	30%	30%
Georgia	-	15%
Croatia	10–18%	10–18%
Montenegro	9%	9%
Austria	23%	23%
Serbia	15%	15%
Slovakia	21–24%	21–24%
Slovenia	22%	22%
Türkiye	25%	25%
Hungary	9%	9%
Uzbekistan	-	15%

## 14. Earnings per Share

Earnings per share are calculated by dividing the share of the profit for the period attributable to the shareholders of Österreichische Post AG by the weighted average of outstanding shares in the financial year. Shares newly issued or repurchased during a period are taken into account on a pro rata basis for the period in which they are outstanding. In order to calculate diluted earnings per share, the average number of shares and share of the profit for the period attributable to shareholders of Österreichische Post AG are adjusted for diluting effects. Since, however, there are currently no diluting effects, the diluted earnings per share match the basic earnings per share.

		2024	2025
Profit for the period attributable to equity holders of the parent company	(EUR m)	137.9	132.2
Adjusted profit for the period for the determination of diluted earnings per share	(EUR m)	137.9	132.2
Weighted average number of outstanding ordinary shares used in calculating basic earnings per share	(shares)	67,552,638	67,552,638
Weighted average number of outstanding ordinary shares used in calculating diluted earnings per share	(shares)	67,552,638	67,552,638
<b>Basic earnings per share</b>	(EUR)	<b>2.04</b>	<b>1.96</b>
<b>Diluted earnings per share</b>	(EUR)	<b>2.04</b>	<b>1.96</b>

## 15. Goodwill

EUR m	2024	2025
<b>HISTORICAL COSTS</b>		
<b>Balance as at 1 January</b>	<b>74.3</b>	<b>74.8</b>
Additions arising from acquisitions	0.0	0.2
Currency translation differences	0.4	0.0
<b>Balance as at 31 December</b>	<b>74.8</b>	<b>74.9</b>
<b>IMPAIRMENT LOSSES</b>		
<b>Balance as at 1 January</b>	<b>14.3</b>	<b>14.7</b>
Currency translation differences	0.4	-0.1
<b>Balance as at 31 December</b>	<b>14.7</b>	<b>14.6</b>
<b>Carrying amount as at 1 January</b>	<b>60.0</b>	<b>60.0</b>
<b>Carrying amount as at 31 December</b>	<b>60.0</b>	<b>60.3</b>

The following table shows goodwill by segment and cash-generating unit:

EUR m	31 Dec. 2024	31 Dec. 2025
<b>MAIL</b>		
Mail	39.2	39.2
	<b>39.2</b>	<b>39.2</b>
<b>PARCEL &amp; LOGISTICS</b>		
Parcel & Logistics Austria	12.0	12.0
Other	8.9	9.1
	<b>20.9</b>	<b>21.1</b>
	<b>60.0</b>	<b>60.3</b>

The mandatory impairment tests (pursuant to IAS 36) are carried out in accordance with the principles described below. The long-term discount rates applied to the primary individual cash-generating units are as follows:

	2024	2025
	WACC after tax	WACC after tax
<b>MAIL</b>		
Mail	7.3%	7.7%
<b>PARCEL &amp; LOGISTICS</b>		
Parcel & Logistics Austria	7.3%	7.7%
Other	8.7%–13.9%	9.5%–15.0%

The Parcel & Logistics Division under Other includes the WACCs for the CGU Aras Kargo and the CGU CEE. Due to the overall economic conditions in Türkiye, in particular the expected future inflation rates, period-specific discount rates are applied to the CGU Aras Kargo. In some cases, these are significantly higher than the long-term discount rate.

In addition to the impairment test, sensitivity analyses related to the primary valuation assumptions were also carried out for all CGUs with significant goodwill. EBIT was reduced by 10% in the first sensitivity analysis, whereas the discount rate was raised by one percentage point in the second sensitivity analysis. Given the current uncertainty regarding macroeconomic and geopolitical developments, as well as climate risks, an additional extended sensitivity analysis was conducted in which EBIT was reduced by 20% and the discount rate was increased by two percentage points.

All other things being equal, the following additional impairment losses would arise for the following cash-generating units for 2025:

EUR m	EBIT				WACC			
	-10%		-20%		+1 pp		+2 pp	
	2024	2025	2024	2025	2024	2025	2024	2025
CEE	0.0	5.4	0.0	12.6	0.0	7.1	0.0	14.4

The impairment test of the CEE CGU was carried out in accordance with the accounting principles described below and includes a risk discount that reflects the existing uncertainties, particularly with regard to the future revenue and cost structure. The impairment test did not result in any impairment of goodwill. Even a reduction in EBIT of up to 2.5% or an increase in the discount rate of up to 0.2 percentage points compared to the underlying assumptions would still not result in any impairment.

The potential impairment identified in the extended sensitivity analysis exceeds goodwill of EUR 7.8m. Any potential impairment exceeding the goodwill would have to be assessed separately at the level of the underlying assets.

## ACCOUNTING PRINCIPLES

**Goodwill** is allocated to cash-generating units (CGU). Goodwill from the acquisition of a foreign operation is carried in its functional currency and converted at the rate on the balance sheet date.

On each balance sheet date, an assessment is made as to whether there are indications of goodwill impairment. When performing an impairment test, the recoverable amount of the CGU is determined based on its value in use and compared against the relevant carrying amount.

In order to determine the value in use in logistics (Mail, and Parcel & Logistics Divisions), the expected future cash flow is discounted to its present value with the help of the discounted cash flow method by using the weighted average cost of capital (WACC) after tax in accordance with the Capital Asset Pricing Model (CAPM). The cost of capital is calculated based on market data for peer group companies, among other sources. The cash flow forecasts for the detailed planning period are based on the 2026 annual planning approved by the management and the medium-term planning (2027–2029) and take into account both the company's experience as well as external overall economic and sector-specific data.

The value in use for the financial services CGU (Retail & Bank Division) is generally calculated using the income approach in the form of the dividend discount model. The expected distributions to the company's owners are discounted to their present value using a standard market cost of equity rate derived from peer group data, among other sources. The expected future distributions in the detailed planning period are based on the 2026 annual planning approved by the management and the medium-term planning (2027–2029) and take into account the company's experience, regulatory requirements and external overall economic and sector-specific data.

The amount after the detailed planning period is accounted for using a perpetual annuity for all CGUs. The growth rate set for the perpetual annuity is based on the long-term growth and inflation expectations of the relevant countries and sectors and is generally 1.0% (2024: 1.0%), with necessary retained earnings being taken into account. The main valuation assumptions include assumptions by the management about the expected short- and long-term business development, the discount rate applied and the expected long-term growth rate.

Surcharges are factored into the discount rate to reflect country, currency and price risks. If cash inflows are denominated in foreign currencies, the recoverable amount is calculated in that currency and then converted into euros at the closing rate. In cases involving CGUs with companies that use different currencies, a single currency is used to determine the recoverable amount and is also translated into euros at the closing rate if the single currency is a foreign currency.

Impairment losses and reversals of impairment are recognised in the income statement under depreciation, amortisation and impairment losses or under other operating income.

**Corporate assets** in accordance with IAS 36.100 et seq. are allocated to the relevant CGUs in the context of impairment testing. Within the Austrian Post Group, corporate assets relate primarily to the company headquarters. The logistics network production unit and the branch network also include corporate assets.

# 16. Intangible Assets

## 2024 financial year

EUR m	Customer relationships	Trademarks	Other intangible assets	Total
<b>HISTORICAL COSTS</b>				
<b>Balance as at 1 January 2024</b>	<b>32.8</b>	<b>29.1</b>	<b>155.2</b>	<b>217.1</b>
Additions	0.0	0.0	19.6	19.6
Disposals	-1.6	0.0	-0.7	-2.3
Currency translation differences	5.0	7.2	4.8	17.0
<b>Balance as at 31 December 2024</b>	<b>36.2</b>	<b>36.3</b>	<b>179.0</b>	<b>251.4</b>
<b>AMORTISATION AND IMPAIRMENT LOSSES</b>				
<b>Balance as at 1 January 2024</b>	<b>21.7</b>	<b>3.5</b>	<b>106.0</b>	<b>131.2</b>
Amortisation	3.8	0.0	15.0	18.8
Disposals	-1.6	0.0	-0.6	-2.2
Currency translation differences	2.4	0.0	2.4	4.7
<b>Balance as at 31 December 2024</b>	<b>26.2</b>	<b>3.5</b>	<b>122.8</b>	<b>152.6</b>
<b>Carrying amount as at 1 January 2024</b>	<b>11.1</b>	<b>25.5</b>	<b>49.2</b>	<b>85.9</b>
<b>Carrying amount as at 31 December 2024</b>	<b>9.9</b>	<b>32.8</b>	<b>56.2</b>	<b>98.9</b>

## 2025 financial year

EUR m	Customer relationships	Trademarks	Other intangible assets	Total
<b>HISTORICAL COSTS</b>				
<b>Balance as at 1 January 2025</b>	<b>36.2</b>	<b>36.3</b>	<b>179.0</b>	<b>251.4</b>
Additions	0.0	0.0	18.6	18.6
Disposals	-0.1	0.0	-2.8	-2.9
Currency translation differences	-1.1	-1.6	-1.6	-4.2
<b>Balance as at 31 December 2025</b>	<b>35.0</b>	<b>34.8</b>	<b>193.1</b>	<b>262.9</b>
<b>AMORTISATION AND IMPAIRMENT LOSSES</b>				
<b>Balance as at 1 January 2025</b>	<b>26.2</b>	<b>3.5</b>	<b>122.8</b>	<b>152.6</b>
Amortisation	3.5	0.0	13.0	16.5
Disposals	-0.1	0.0	-1.5	-1.6
Currency translation differences	-0.7	0.0	-0.5	-1.1
<b>Balance as at 31 December 2025</b>	<b>29.0</b>	<b>3.5</b>	<b>133.8</b>	<b>166.3</b>
<b>Carrying amount as at 1 January 2025</b>	<b>9.9</b>	<b>32.8</b>	<b>56.2</b>	<b>98.9</b>
<b>Carrying amount as at 31 December 2025</b>	<b>6.0</b>	<b>31.2</b>	<b>59.4</b>	<b>96.6</b>

Intangible assets include trademarks with indefinite useful lives with a carrying amount of EUR 31.2m (31 December 2024: EUR 32.8m), all of which have been allocated to the CGU Aras Kargo.

Additions to other intangible assets relate to internally developed software in the amount of EUR 11.3m (2024: EUR 6.9m).

The currency translation differences shown relate primarily to fluctuations in value in connection with the Turkish lira.

## ACCOUNTING PRINCIPLES

Purchased intangible assets are recognised at cost and amortised on a straight-line basis over three to ten years based on their economic lives or contract period. Customer relationships are amortised on a straight-line basis over a period of five to seven years based on their economic lives. Trademarks are considered intangible assets with indefinite useful lives, meaning that they are not subject to amortisation, but rather to an annual impairment test.

Internally generated intangible assets are accounted for if the criteria defined in IAS 38 are met. The creation process is divided into a research and a development phase. When the recognition criteria set out in IAS 38 are met, these assets are recognised for the first time in the amount of their directly attributable costs. At the Austrian Post Group, this primarily applies to internally developed software.

**Impairment in Accordance with IAS 36** Intangible assets are allocated to cash-generating units (CGUs). On each balance sheet date, an assessment is made as to whether there are indications of impairment of the CGUs. If such indications exist, an impairment test is conducted. In cases involving intangible assets with indefinite useful lives, an impairment test is performed every year at the CGU level, regardless of whether such indications exist. For information on the methodology applied for impairment testing, please refer to Note 15. Goodwill, which provides details on measurement at the CGU level and the measurement approaches used.

Impairment losses and reversals of impairment are recognised in the income statement under depreciation, amortisation and impairment losses or under other operating income.

# 17. Property, Plant and Equipment

## 2024 financial year

EUR m	Note	Property and buildings	Technical plant and machinery	Other equipment, furniture and fittings	Payments received in advance and assets under construction	Total
<b>HISTORICAL COSTS</b>						
<b>Balance as at 1 January 2024</b>		<b>1,591.2</b>	<b>348.9</b>	<b>573.0</b>	<b>20.6</b>	<b>2,533.6</b>
Additions		85.4	10.0	94.0	28.0	217.4
Disposals		-23.8	-7.8	-37.6	-0.1	-69.3
Transfers		10.3	2.0	3.3	-15.6	0.0
Reclassification as investment property	(18.)	19.1	0.0	0.0	0.0	19.1
Currency translation differences		9.1	4.0	6.9	0.0	20.0
<b>Balance as at 31 December 2024</b>		<b>1,691.3</b>	<b>357.0</b>	<b>639.6</b>	<b>32.9</b>	<b>2,720.8</b>
<b>DEPRECIATION AND IMPAIRMENT LOSSES</b>						
<b>Balance as at 1 January 2024</b>		<b>666.4</b>	<b>194.0</b>	<b>316.9</b>	<b>0.0</b>	<b>1,177.3</b>
Depreciation		95.7	24.7	68.0	0.0	188.4
Impairment losses		1.2	0.0	0.0	0.0	1.2
Reversal of impairment losses		0.0	-0.2	-0.3	0.0	-0.5
Disposals		-10.5	-6.8	-34.5	0.0	-51.8
Reclassification as investment property	(18.)	7.6	0.0	0.0	0.0	7.6
Currency translation differences		2.6	1.3	2.8	0.0	6.7
<b>Balance as at 31 December 2024</b>		<b>763.0</b>	<b>213.0</b>	<b>352.8</b>	<b>0.0</b>	<b>1,328.8</b>
<b>Carrying amount as at 1 January 2024</b>		<b>924.7</b>	<b>154.8</b>	<b>256.1</b>	<b>20.6</b>	<b>1,356.3</b>
<b>Carrying amount as at 31 December 2024</b>		<b>928.3</b>	<b>144.1</b>	<b>286.8</b>	<b>32.9</b>	<b>1,392.0</b>

## 2025 financial year

EUR m	Note	Property and buildings	Technical plant and machinery	Other equipment, furniture and fittings	Payments received in advance and assets under construction	Total
<b>HISTORICAL COSTS</b>						
<b>Balance as at 1 January 2025</b>		<b>1,691.3</b>	<b>357.0</b>	<b>639.6</b>	<b>32.9</b>	<b>2,720.8</b>
Additions arising from acquisitions	(5.)	0.1	0.0	0.0	0.0	0.1
Additions		82.1	4.6	81.1	26.8	194.6
Disposals		-29.1	-15.4	-46.9	0.0	-91.3
Transfers		11.3	0.2	16.8	-28.3	0.0
Reclassification as investment property	(18.)	-1.7	0.0	0.0	0.0	-1.7
Reclassification to held for sale		-2.4	0.0	0.0	0.0	-2.4
Currency translation differences		-8.2	-0.8	-1.9	-0.5	-11.4
<b>Balance as at 31 December 2025</b>		<b>1,743.3</b>	<b>345.7</b>	<b>688.8</b>	<b>30.9</b>	<b>2,808.6</b>
<b>DEPRECIATION AND IMPAIRMENT LOSSES</b>						
<b>Balance as at 1 January 2025</b>		<b>763.0</b>	<b>213.0</b>	<b>352.8</b>	<b>0.0</b>	<b>1,328.8</b>
Depreciation		105.9	23.3	68.9	0.0	198.1
Impairment losses		0.2	0.0	0.0	0.0	0.2
Reversal of impairment losses		0.0	-0.9	0.0	0.0	-0.9
Disposals		-19.6	-14.2	-42.7	0.0	-76.5
Transfers		0.0	-0.1	0.1	0.0	0.0
Reclassification as investment property	(18.)	-1.7	0.0	0.0	0.0	-1.7
Reclassification to held for sale		-2.3	0.0	0.0	0.0	-2.3
Currency translation differences		-4.1	-0.3	-0.8	0.0	-5.1
<b>Balance as at 31 December 2025</b>		<b>841.3</b>	<b>220.9</b>	<b>378.3</b>	<b>0.0</b>	<b>1,440.5</b>
<b>Carrying amount as at 1 January 2025</b>		<b>928.3</b>	<b>144.1</b>	<b>286.8</b>	<b>32.9</b>	<b>1,392.0</b>
<b>Carrying amount as at 31 December 2025</b>		<b>901.9</b>	<b>124.8</b>	<b>310.5</b>	<b>30.9</b>	<b>1,368.1</b>

As at 31 December 2025, there were purchase obligations of around EUR 83.8m for property, plant and equipment (31 December 2024: EUR 21.7m).

The currency translation differences shown relate primarily to fluctuations in value in connection with the Turkish lira.

### ACCOUNTING PRINCIPLES

Property, plant and equipment is measured at cost less depreciation. Depreciation rates are based on expected economic lives.

The following useful lives are applied as standard throughout the Group:

Useful life and lease term	Years
Buildings	10-50
Buildings – right-of-use assets	5-15
Technical plant and machinery	5-10
Technical plant and machinery – right-of-use assets	2-5
Vehicle fleet	4-10
IT and technical equipment	3-6
Other equipment, furniture and fittings	5-20

In individual cases, the useful lives of right-of-use assets may exceed the range specified.

**Impairment in Accordance with IAS 36** Property, plant and equipment is allocated to cash-generating units (CGUs). On each balance sheet date, an assessment is made as to whether there are indications of impairment of the CGUs. If such indications exist, an impairment test is conducted. For information on the methodology applied for impairment testing, please refer to Note 15. Goodwill, which provides details on measurement at the CGU level and the measurement approaches used.

Impairment losses and reversals of impairment are recognised in the income statement under depreciation, amortisation and impairment losses or under other operating income.

## 18. Investment Property

EUR m	Note	2024	2025
<b>Historical costs</b>			
<b>Balance as at 1 January</b>		<b>286.7</b>	<b>265.5</b>
Additions		0.4	0.0
Disposals		-3.1	-3.9
Reclassification as property, plant and equipment	(17.)	-19.1	1.7
Currency translation differences		0.6	-0.1
<b>Balance as at 31 December</b>		<b>265.5</b>	<b>263.1</b>
<b>DEPRECIATION AND IMPAIRMENT LOSSES</b>			
<b>Balance as at 1 January</b>		<b>192.2</b>	<b>190.3</b>
Depreciation, amortisation and impairment losses		2.6	1.6
Impairment losses		4.5	0.0
Disposals		-1.4	-3.2
Reclassification as property, plant and equipment	(17.)	-7.6	1.7
<b>Balance as at 31 December</b>		<b>190.3</b>	<b>190.4</b>
<b>Carrying amount as at 1 January</b>		<b>94.6</b>	<b>75.2</b>
<b>Carrying amount as at 31 December</b>		<b>75.2</b>	<b>72.7</b>

EUR m	31 Dec. 2024	31 Dec. 2025
Fair value	335.3	364.9
Rental income	17.8	18.7
Expenses arising from leased property	4.8	4.3
Operating expenses arising from vacant property	1.3	0.9

The reclassification in the previous year mainly relates to a rented logistics centre in Upper Austria, which was largely used by the company itself in the 2024 financial year.

## ACCOUNTING PRINCIPLES

Investment property is held to generate rental income and/or to appreciate in value and can be sold separately. In the case of owner-occupied portions, the allocation is based on the usable area. Recognition and measurement uses the cost method with straight-line depreciation over 20 to 50 years.

The fair values presented in the notes to the consolidated financial statements were determined by experts at Österreichische Post AG as well as external experts in accordance with IFRS 13 – predominantly using income-based methods (income approach or discounted cash flow method). These are Level 3 measurements within the meaning of IFRS 13 (fair value hierarchy). The inputs used include lettable space, vacancy rate, rental income and interest rates. The annual rental income used in relation to the market value (gross initial yield) ranges from 3.6% to 14.9% (2024: 3.1% to 14.5%) and the capitalisation rates/property rates used range from 3.8% to 7.3% (2024: 3.7% to 8.7%).

Market-based approaches (in particular sales comparable approaches) are also used for undeveloped property and property under development. These are Level 2 measurements within the meaning of IFRS 13 (fair value hierarchy). The inputs used include price information from comparable transactions in active markets.

**Impairment in Accordance with IAS 36** Investment property is allocated to cash-generating units (CGUs). On each balance sheet date, an assessment is made as to whether there are indications of impairment of the CGUs. If such indications exist, an impairment test is conducted. For information on the methodology applied for impairment testing, please refer to Note 15. Goodwill, which provides details on measurement at the CGU level and the measurement approaches used.

Impairment losses and reversals of impairment are recognised in the income statement under depreciation, amortisation and impairment losses or under other operating income.

## 19. Leases

### 19.1 Leases as the Lessee

The performance of the right-of-use assets based on the class of underlying asset is shown in the following table.

#### Right-of-use Assets in the 2024 financial year

EUR m	Property and buildings	Technical plant and machinery	Other equipment, furniture and fittings	Total
<b>Carrying amount as at 1 January 2024</b>	<b>362.6</b>	<b>1.0</b>	<b>8.5</b>	<b>372.2</b>
Additions	65.9	0.1	16.5	82.6
Disposals	-6.5	0.0	-1.3	-7.8
Reclassification as investment property	13.0	0.0	0.0	13.0
Depreciation	-67.1	-0.5	-5.8	-73.4
Impairment losses	-1.2	0.0	0.0	-1.2
Reversals of impairment losses	0.0	0.2	0.1	0.4
Currency translation differences	2.4	0.0	0.5	2.9
<b>Carrying amount as at 31 December 2024</b>	<b>369.3</b>	<b>0.9</b>	<b>18.6</b>	<b>388.7</b>

#### Right-of-use Assets in the 2025 financial year

EUR m	Property and buildings	Technical plant and machinery	Other equipment, furniture and fittings	Total
<b>Carrying amount as at 1 January 2025</b>	<b>369.3</b>	<b>0.9</b>	<b>18.6</b>	<b>388.7</b>
Additions	63.6	0.0	7.8	71.4
Disposals	-8.2	-1.0	-0.3	-9.5
Reclassification as investment property	0.0	0.0	-0.3	-0.3
Depreciation	-73.6	-0.4	-7.5	-81.5
Impairment losses	-0.2	0.0	0.0	-0.2
Reversals of impairment losses	0.0	0.9	0.0	0.9
Currency translation differences	-3.6	0.0	-0.5	-4.1
<b>Carrying amount as at 31 December 2025</b>	<b>347.3</b>	<b>0.3</b>	<b>17.7</b>	<b>365.3</b>

The additions to right-of-use assets for property and buildings during the 2025 financial year mainly relate to buildings rented for the first time.

The reclassification to property and buildings in the previous year mainly relates to a rented logistics centre in Upper Austria, which was used by the company itself in the 2024 financial year.

The lease liabilities are reported in the consolidated balance sheet as part of other financial liabilities (see Note 22.2). For more details on the maturity analysis of the lease liabilities based on the remaining term to maturity, see Note 26.2.2 Presentation of Types of Risk.

The following amounts in conjunction with IFRS 16 are recognised in the **consolidated income statement**:

EUR m	2024	2025
Expenses relating to leases of low-value assets	0.2	1.3
Expenses relating to short-term leases	0.4	0.2
<b>Other operating expenses</b>	<b>0.6</b>	<b>1.5</b>
Depreciation of right-of-use assets	73.4	81.5
Impairment losses of right-of-use assets	1.2	0.2
Reversals of impairment losses on right-of-use assets	-0.4	-0.9
<b>Depreciation, amortisation and impairment losses</b>	<b>74.2</b>	<b>80.8</b>
Interest expense from lease liabilities	9.6	12.2
<b>Financial expenses</b>	<b>9.6</b>	<b>12.2</b>

Cash outflows for leases amounting to EUR 93.2m (31 December 2024: EUR 84.0m) in total are included in the **consolidated cash flow statement**.

A **sensitivity analysis** of the assumptions on the exercise of renewal options or non-exercise of termination options of the relevant right-of-use asset produced the following outcome: a change in the lease term by +/- 1 year in each case would have the following effects on the amount of the right-of-use assets or lease liabilities recorded if all other factors remained the same:

EUR m	Lease term	
	+1 year	-1 year
Right-of-use assets/lease liabilities	77.6	-63.5

## ACCOUNTING PRINCIPLES

At inception of a contract, a check is performed to determine whether the contract constitutes a lease in accordance with IFRS 16. Rights-of-use to the leased objects are recognised at cost as assets and the present value of the payment obligations entered into are recognised as liabilities. Right-of-use assets are assigned to those balance sheet items in the balance sheet in which the underlying assets are stated. Lease liabilities are reported under other financial liabilities.

The present value of **lease liabilities** includes the following lease payments:

- Fixed payments less any lease incentives receivable
- Variable payments that are linked to an index or rate
- Expected residual value payments from residual value guarantees by the lessee
- Exercise prices of purchase options if exercise by the lessee is reasonably certain
- Penalties for the termination of leases, if the lease term takes into account that the lessee will exercise a termination option

The lease payments are discounted using the incremental borrowing rate.

The cost of **right-of-use assets** is comprised as follows:

- Amount of the initial measurement of the lease liability
- Lease payments made upon or prior to provision, less lease incentives received
- All initial direct costs incurred by the lessee
- Estimated costs for restoration obligations

Right-of-use assets are subsequently measured at amortised cost. They are depreciated on a straight-line basis over the lease term. If ownership is transferred to the lessee at the end of the term or exercise of a purchase option is likely, the asset is depreciated until the end of its economic life. The useful lives taken as a basis are shown in Note 17. Property, Plant and Equipment.

When determining the lease term, all relevant circumstances that lead to the exercise of extension options or the non-exercise of termination options are taken into account – particularly in cases involving real estate leases. These are allocated to Group-internal specified term categories.

Payments for short-term leases (no more than twelve months) and leases whose underlying assets are of minor value are recognised on a straight-line basis as an expense in profit or loss. The option under IFRS 16.4 not to apply the standard to leases of intangible assets is also applied.

Non-recoverable VAT amounts in connection with lease liabilities are not a component of the lease payments and are recognised as an expense.

Deferred taxes are recognised on temporary differences in connection with right-of-use assets and lease liabilities.

**Impairment in Accordance with IAS 36** Right-of-use assets under leases are allocated to cash-generating units (CGUs). On each balance sheet date, an assessment is made as to whether there are indications of impairment of the CGUs. If such indications exist, an impairment test is conducted. For information on the methodology applied for impairment testing, please refer to Note 15. Goodwill, which provides details on measurement at the CGU level and the measurement approaches used.

Impairment losses and reversals of impairment are recognised in the income statement under depreciation, amortisation and impairment losses or under other operating income.

## 19.2 Leases as the Lessee

**Finance Lease** A rented property that had been used up until that point in time is no longer required. Due to the lease term, the property has been sub-let since then. The sub-lease extends over the entire remaining lease term and is to be classified as a finance lease.

As at 31 December 2025, lease receivables totalling EUR 5.2m (31 December 2024: EUR 2.8m) are reported under trade and other receivables before impairment losses, EUR 3.4m (31 December 2024: EUR 1.3m) of which have a term of more than one year. The increase in lease receivables from EUR 2.8m to EUR 5.2m is mainly due to rent indexations and a new estimate of the remaining term of the finance lease.

## Maturity Analysis

EUR m	31 Dec. 2024	31 Dec. 2025
No later than one year	1.6	1.8
Later than one year and not later than two years	1.2	1.8
Later than two years and not later than three years	0.1	1.7
Total amount of undiscounted lease receivables	2.8	5.2
<b>Items in the income statement where the ineffectiveness was recorded</b>	<b>2.8</b>	<b>5.2</b>

**Operating Leases** The income from operating leases reported under leases in the consolidated income statement amounts to EUR 30.9m in the 2025 financial year (2024: EUR 29.2m). The underlying leases are largely terminable operating leases with the indexation of rents and operating subleases.

The resulting amount of non-discounted lease payments due annually is as follows at the balance sheet date:

EUR m	31 Dec. 2024	31 Dec. 2025
No later than one year	28.6	43.4
Later than one year and not later than two years	25.7	37.8
Later than two years and not later than three years	22.6	30.6
Later than three years and not later than four years	20.7	24.8
Later than four years and not later than five years	20.0	22.0
Later than five years	48.7	51.2
	<b>166.4</b>	<b>209.8</b>

Lease payments were determined based on the respective lease term for fixed-term leases. The contractual terms for leases with an indefinite term were calculated based on historical data and applied to future lease payments.

The historical costs and carrying amounts of land and buildings reported under property, plant and equipment and for which operating leases exist amounted to EUR 75.3m (31 December 2024: EUR 77.9m) and EUR 13.0m (31 December 2024: EUR 13.9m) respectively as at 31 December 2025. Accumulated depreciation in the 2025 financial year amounted to EUR 62.3m (2024: EUR 64.0m).

### ACCOUNTING PRINCIPLES

As lessor in an operating lease, Austrian Post recognises the assets at amortised cost in property, plant and equipment. For information on impairment in accordance with IAS 36, please refer to Note 17. Property, Plant and Equipment. The income from rent and leasing is recognised for the period in which it is generated under other operating income.

As lessor in a finance lease, Austrian Post recognises the assets at the amount of the net investment under other receivables.

## 20. Financial Assets Accounted for Using the Equity Method

### Composition of Carrying Amounts

EUR m	Interest in %	2024	Interest in %	2025
<b>ASSOCIATES</b>				
ADELHEID GmbH, Alzenau	51.52	8.5	51.52	10.3
Agile Actors Hellas Single Member S.A., Chalandri	80.00	20.4	80.00	20.3
<b>Net carrying amount as at 31 December</b>		<b>28.9</b>		<b>30.6</b>

**ADELHEID GmbH** ADELHEID GmbH owns a 100% stake in AEP GmbH, Alzenau, Germany, which supplies pharmaceutical products to pharmacies in Germany. Although the shareholding in ADELHEID GmbH, Alzenau, amounts to 51.5%, there is no controlling interest pursuant to IFRS 10. On the basis of the existing corporate governance, the required voting rights majority to attain control of relevant corporate bodies amounts to 66.6 %.

**Agile Actors Hellas Single Member S.A.** Due to the agreed corporate governance arrangements, the Austrian Post Group was not able to control the relevant activities of the Greek IT service provider until 31 December 2025. As a result, the 80% share is included in the consolidated financial statements using the equity method in accordance with IAS 28.

All shares in associates are accounted for using the equity method pursuant to IAS 28 in the consolidated financial statements of Austrian Post. In the Group's opinion, there are no material associates.

The reconciliation of the carrying amounts is as follows:

### Reconciliation of Carrying Amounts

EUR m	2024	2025
<b>Net carrying amount at 1 January</b>	<b>28.3</b>	<b>28.9</b>
Proportionate share of profit for the period	3.1	4.4
Dividends paid	-2.5	-2.6
<b>Net carrying amount as at 31 December</b>	<b>28.9</b>	<b>30.6</b>

The share of the total comprehensive income attributable to associates that are considered insignificant came to EUR 4.4m (2024: EUR 3.1m). Of this, no amounts were recognised in other comprehensive income.

### ACCOUNTING PRINCIPLES

Pursuant to the equity method, investments are recognised at cost and subsequently increased or reduced by the respective changes in equity in proportion to the particular stake held by Austrian Post.

On each balance sheet date, an assessment is made as to whether there are indications of impairment of net investments in associates within the meaning of IFRS 9. If such indications exist, an impairment test is conducted.

## 21. Trade Receivables and Payables, as well as Other Receivables and Liabilities

EUR m	31 Dec. 2024		Total	31 Dec. 2025		Total
	Due within 1 year	Due in more than 1 year		Due within 1 year	Due in more than 1 year	
<b>TRADE AND OTHER RECEIVABLES</b>						
Trade receivables	384.7	0.0	384.7	348.4	0.0	348.4
Receivables from financial assets accounted for using the equity method	2.5	0.0	2.5	1.0	0.0	1.0
Other receivables	101.1	7.7	108.8	130.1	10.3	140.4
<b>Total</b>	<b>488.3</b>	<b>7.7</b>	<b>495.9</b>	<b>479.4</b>	<b>10.3</b>	<b>489.7</b>
<b>TRADE AND OTHER PAYABLES</b>						
Trade payables	275.0	0.0	275.0	282.0	0.0	282.0
Liabilities from financial assets accounted for using the equity method	1.8	0.0	1.8	2.7	0.0	2.7
Liabilities from acquisition of financial assets accounted for using the equity method	3.3	3.0	6.4	3.3	0.0	3.3
Liabilities from obligation to acquire non-controlling interests	67.7	0.0	67.7	0.2	67.7	67.9
Other liabilities	185.9	17.0	202.8	241.5	16.1	257.6
<b>Total</b>	<b>533.7</b>	<b>20.0</b>	<b>553.7</b>	<b>529.8</b>	<b>83.9</b>	<b>613.6</b>

Other receivables mainly comprise receivables from the federal government and tax authorities amounting to EUR 14.2m (31 December 2024: EUR 13.5m) and prepaid expenses amounting to EUR 62.4m (31 December 2024: EUR 45.0m).

With respect to the presentation of impairment losses on trade and other receivables, refer to Note 26.2 Risks and Risk Management Related to Financial Instruments – Logistics.

**Liabilities** from the acquisition of financial assets accounted for using the equity method comprise the contingent consideration from the acquisition of Agile Actor Hellas S.A. Further explanatory information is provided below in Note 26. Financial Instruments.

The liabilities resulting from purchase obligations of non-controlling interests result from options for the acquisition of the remaining 20% of the shares in Aras Kargo a.s. On 12 May 2025, a supplement to the Shareholder's Agreement was agreed which essentially postponed the exercise windows for the reciprocal options by 10 years. Accordingly, Austrian Post has the obligation (put option) in 2035 or 2036, or the right (call option) in 2037, to acquire the shares. The exercise price of the options depends on the results of Aras Kargo a.s. and the proportionate results of its subsidiaries achieved in the year prior to the possible exercise (EBITDA multiple). The liabilities resulting from purchase obligations of non-controlling interests with a carrying amount of EUR 67.7m (31 December 2024: EUR 67.7m) were calculated taking into account the contractual supplement on the basis of expected future results and applying the current EUR/TRY exchange rate, and were then discounted using the effective interest method.

The result from the subsequent measurement of liabilities resulting from purchase obligations of non-controlling interests is recognised in the consolidated income statement. This results in an immaterial effect for the 2025 financial year (2024: minus EUR 18.9m). This includes other operating income and expenses from the change in estimates of future results in the amount of EUR 0.4m (2024: minus EUR 15.0m) and expenses and income from the foreign currency valuation, from inflation adjustments and from the compounding of liabilities in the amount of minus EUR 0.4m (2024: minus EUR 3.9m), see Note 12. Financial Result. The calculation was based on the assumption that the option will be exercised at the earliest possible date (2035).

If the option is exercised one year later, this would have no material impact on the amount of the liability recognised.

The fair value calculated using a current WACC as the discount rate is EUR 80.7m (31 December 2024: EUR 64.4m).

Varying the input factors and the exchange rate produces the following sensitivities as at the reporting date:

EUR m	EBITDA		Reference rate at balance sheet date EUR/TRY	
	-10%	+10%	-10%	+10%
Liabilities from obligation to acquire non-controlling interests	-7.1	7.1	7.5	-6.2

Other liabilities mainly comprise liabilities to tax authorities and social security carriers in the amount of EUR 70.7m (31 December 2024: EUR 32.6m) and liabilities for unused vacation amounting to EUR 40.0m (31 December 2024: EUR 47.0m).

This item also includes government grants, which mainly relate to federal government subsidies for property, plant and equipment related to electric-powered vehicles and structural investments amounting to EUR 37.6m (31 December 2024: EUR 18.6m).

The Austrian Post Group has assumed liabilities from letters of comfort totalling EUR 11.3m (2024: EUR 11.9m).

## 22. Financial Assets and Liabilities

### 22.1 Financial Liabilities from Financial Services

The balance sheet items of the financial services business are presented under financial assets and liabilities from financial services. In particular, the items recognised are those that result directly from the deposit, lending and investment business or arise from the settlement of P.S.K. Orders (for example payment of pensions, unemployment benefits and similar benefits in the name, and for the account, of third parties). Cash and cash equivalents, demand deposits held at banks and central bank balances are also reported in these line items. The items are presented in order of liquidity. Explanations regarding measurement are provided under Financial Instruments in Note 26.1.5 Accounting Principles.

The following tables show the contractual remaining terms of the financial assets and liabilities from financial services:

## 31 December 2024

EUR m	Due within 1 year				Due in more than 1 year			Total
	Due daily	<3 months	>3 months <1 year	Due within 1 year	>1 year <5 years	>5 years	Due in more than 1 year	
<b>FINANCIAL ASSETS FROM FINANCIAL SERVICES</b>								
Cash, cash equivalents and central bank balances	652.1	0.0	0.0	652.1	0.0	0.0	0.0	652.1
Cash on hand	101.4	0.0	0.0	101.4	0.0	0.0	0.0	101.4
Central banks	547.6	0.0	0.0	547.6	0.0	0.0	0.0	547.6
Sight deposits	3.1	0.0	0.0	3.1	0.0	0.0	0.0	3.1
Receivables from banks	0.0	4.3	0.0	4.3	0.0	0.0	0.0	4.3
Receivables from customers	25.5	0.4	4.6	30.5	98.0	1,838.3	1,936.3	1,966.9
Mortgage loans	0.6	0.0	0.0	0.6	3.6	1,622.8	1,626.4	1,627.0
Consumer loans	13.8	0.4	4.6	18.8	94.4	215.5	309.9	328.7
Current accounts	11.2	0.0	0.0	11.2	0.0	0.0	0.0	11.2
Investments	0.0	29.9	233.2	263.1	1,039.4	119.5	1,158.9	1,422.0
Other receivables	9.7	0.3	5.2	15.2	0.0	27.7	27.7	42.8
Positive market values from hedge accounting	0.0	0.3	5.2	5.5	0.0	27.7	27.7	33.1
Other clearing receivables	9.7	0.0	0.0	9.7	0.0	0.0	0.0	9.7
<b>Total</b>	<b>687.3</b>	<b>34.8</b>	<b>243.1</b>	<b>965.2</b>	<b>1,137.4</b>	<b>1,985.6</b>	<b>3,122.9</b>	<b>4,088.1</b>
<b>FINANCIAL LIABILITIES FROM FINANCIAL SERVICES</b>								
Borrowings from banks	57.7	15.1	0.0	72.8	0.0	0.0	0.0	72.8
Liabilities to customers	2,849.9	288.0	596.7	3,734.6	35.1	0.0	35.1	3,769.7
Customer deposits	2,849.9	288.0	596.7	3,734.6	35.2	0.0	35.2	3,769.8
Portfolio fair value hedge	0.0	0.0	0.0	0.0	-0.1	0.0	-0.1	-0.1
Other liabilities	12.7	0.0	1.1	13.8	3.1	18.6	21.7	35.5
Negative market values from hedge accounting	0.0	0.0	1.1	1.1	3.1	18.6	21.7	22.8
Other clearing liabilities	12.7	0.0	0.0	12.7	0.0	0.0	0.0	12.7
<b>Total</b>	<b>2,920.2</b>	<b>303.1</b>	<b>597.8</b>	<b>3,821.1</b>	<b>38.3</b>	<b>18.6</b>	<b>56.8</b>	<b>3,878.0</b>

## 31 December 2025

EUR m	Due within 1 year				Due in more than 1 year			Total
	Due daily	<3 months	>3 months <1 year	Due within 1 year	>1 year <5 years	>5 years	Due in more than 1 year	
<b>FINANCIAL ASSETS FROM FINANCIAL SERVICES</b>								
Cash, cash equivalents and central bank balances	583.8	0.0	0.0	583.8	0.0	0.0	0.0	583.8
Cash on hand	46.4	0.0	0.0	46.4	0.0	0.0	0.0	46.4
Central banks	537.0	0.0	0.0	537.0	0.0	0.0	0.0	537.0
Sight deposits	0.5	0.0	0.0	0.5	0.0	0.0	0.0	0.5
Receivables from banks	0.0	0.0	0.0	0.0	0.0	74.8	74.8	74.8
Receivables from customers	27.0	0.7	4.3	32.0	99.2	1,869.8	1,969.0	2,001.0
Mortgage loans	1.3	0.4	0.2	1.8	6.3	1,642.2	1,648.5	1,650.3
Consumer loans	10.6	0.3	4.1	14.9	92.9	227.5	320.5	335.4
Current accounts	15.2	0.0	0.0	15.2	0.0	0.0	0.0	15.2
Investments	0.0	145.3	268.5	413.8	837.3	175.1	1,012.4	1,426.2
Other receivables	8.6	0.0	1.7	10.3	2.3	36.3	38.7	49.0
Positive market values from hedge accounting	0.0	0.0	1.7	1.7	2.3	36.3	38.7	40.4
Other clearing receivables	8.6	0.0	0.0	8.6	0.0	0.0	0.0	8.6
<b>Total</b>	<b>619.5</b>	<b>146.0</b>	<b>274.5</b>	<b>1,040.0</b>	<b>938.8</b>	<b>2,155.9</b>	<b>3,094.8</b>	<b>4,134.7</b>
<b>FINANCIAL LIABILITIES FROM FINANCIAL SERVICES</b>								
Borrowings from banks	53.6	32.4	0.0	85.9	0.0	0.0	0.0	85.9
Liabilities to customers	2,850.7	188.0	657.5	3,696.2	63.7	0.0	63.7	3,759.9
Customer deposits	2,850.7	188.0	657.5	3,696.2	64.2	0.0	64.2	3,760.4
Portfolio fair value hedge	0.0	0.0	0.0	0.0	-0.4	0.0	-0.4	-0.4
Debt securities issued	0.0	0.0	0.0	0.0	85.7	0.0	85.7	85.7
Other liabilities	19.9	0.0	2.9	22.8	3.2	2.3	5.5	28.3
Negative market values from hedge accounting	0.0	0.0	2.9	2.9	3.2	2.3	5.5	8.4
Other clearing liabilities	19.9	0.0	0.0	19.9	0.0	0.0	0.0	19.9
<b>Total</b>	<b>2,924.2</b>	<b>220.4</b>	<b>660.4</b>	<b>3,805.0</b>	<b>152.7</b>	<b>2.3</b>	<b>155.0</b>	<b>3,959.9</b>

As at 31 December 2025, there are irrevocable loan commitments to customers amounting to EUR 7.9m (31 December 2024: EUR 21.7m).

## 22.2 Other Financial Assets and Liabilities

EUR m	31 Dec. 2024		Total	31 Dec. 2025		Total
	Due within 1 year	Due in more than 1 year		Due within 1 year	Due in more than 1 year	
<b>OTHER FINANCIAL ASSETS</b>						
Money market investments	40.0	0.0	40.0	50.0	0.0	50.0
Sundry other financial assets	0.4	6.8	7.3	0.4	7.1	7.5
<b>Total</b>	<b>40.4</b>	<b>6.8</b>	<b>47.3</b>	<b>50.4</b>	<b>7.1</b>	<b>57.5</b>
<b>OTHER FINANCIAL LIABILITIES</b>						
Borrowings from banks	59.0	226.4	285.4	77.8	220.8	298.6
Lease liabilities	71.8	315.3	387.1	74.9	292.1	367.0
Other financial liabilities	0.0	1.3	1.3	0.4	0.0	0.4
<b>Total</b>	<b>130.8</b>	<b>543.0</b>	<b>673.7</b>	<b>153.1</b>	<b>512.9</b>	<b>666.0</b>

**Money market investments** only include fixed term deposits with Austrian banks.

**Other financial assets** mainly include shares of 1.7% in Wiener Börse AG which Österreichische Post AG holds due to its listing on the Vienna Stock Exchange. The shareholding is recognised as a financial asset pursuant to IFRS 9 and is assigned to the category fair value through other comprehensive income (FVOCI) in accordance with the exercise of the option. The fair value of the shares on the reporting date is EUR 6.9m (2024: EUR 6.6m).

For disclosures on determining market values, refer to Note 26. Financial Instruments.

## 23. Equity

**Equity Items** The share capital of Österreichische Post AG amounts to EUR 337.8m and is fully paid-up. The share capital is divided into 67,552,638 non-par value bearer shares with a nominal value of EUR 5 each.

At the Annual General Meeting held on 9 April 2025, the Management Board of Österreichische Post AG was authorised to issue new authorised capital, and the Articles of Association of Österreichische Post AG were correspondingly adapted. Contingent upon the approval of the Supervisory Board, the share capital of Austrian Post can be increased by up to EUR 16,888,160.00 over a period of five years ending on 8 April 2030 by issuing up to 3,377,632 new ordinary bearer shares (non-par value shares), in some cases also by excluding shareholder subscription rights. Furthermore, the Annual General Meeting voted in favour of a conditional increase of the company's share capital by up to EUR 16,888,160.00 through the issuance of up to 3,377,632 non-par value bearer shares for the purpose of granting rights of exchange and subscription rights to creditors of financial instruments.

The Management Board was authorised, pursuant to Section 65 Para 1 (4) and (8), Para 1a and 1b of the Austrian Stock Corporation Act (AktG), to acquire non-par value bearer or registered shares of the company, with this to amount to up to 10% of the company's share capital over a period from 1 November 2024 to 31 October 2026, in particular from Österreichische Beteiligungs AG, at a lowest equivalent value of EUR 10.00 per share, and at a highest equivalent value of EUR 60.00 per share.

The number of shares outstanding which are entitled to dividends developed as follows during the financial year:

	Shares
<b>Balance as at 1 January 2025</b>	<b>67,552,638</b>
<b>Balance as at 31 December 2025</b>	<b>67,552,638</b>
Weighted average number of shares in the 2025 financial year	67,552,638

The main shareholder of Österreichische Post AG, based on the number of shares outstanding, is Österreichische Beteiligungs AG (ÖBAG), Vienna, with a stake of 52.8%.

Austrian Post's capital reserves resulting from capital surplus and contributed capital by shareholders as reported in the consolidated statement of changes in equity correspond to those reported in the financial statements of Österreichische Post AG.

Other reserves contain the IAS 19 reserves, reserves from the market valuation of financial instruments (FVOCI reserve) and the currency translation reserves. The IAS 19 reserves result from adjustments and changes made to actuarial assumptions whose effects are recognised in other comprehensive income. The reserve from the market valuation of financial instruments encompasses fair value changes for financial assets classified as being at fair value through other comprehensive income (FVOCI). Gains and losses resulting from changes in fair value are directly recognised in the reserves without recognition in profit or loss. The amounts are shown after tax. The currency translation reserves comprise all exchange differences arising from the translation of the annual financial statements of the company's subsidiaries in foreign currencies, as well as the effect of the inflation adjustment for subsidiaries whose functional currency is the currency of a hyperinflationary economy. The change in the currency translation reserves for the current financial year is mainly the result of the translation of, and hyperinflationary adjustments made to, the annual financial statements of Aras Kargo, which are prepared in Turkish lira.

The profit for the period in the 2025 financial year amounted to EUR 134.0m (2024: EUR 145.9m). The profit for the period attributable to equity holders of the parent company amounted to EUR 132.2m (2024: EUR 137.9m). In accordance with the provisions stipulated in the Austrian Stock Corporation Act, the basis for the distribution of profits is the annual financial statements of Österreichische Post AG at the balance sheet date of 31 December 2025. The distributable profit shown therein totalled EUR 320.5m (2024: EUR 308.3m).

The Management Board will propose a dividend for the 2025 financial year totalling EUR 123.6m (corresponding to a basic dividend of EUR 1.83 per share) (2024: EUR 123.6m, basic dividend of EUR 1.83 per share).

**Capital Management** The capital management of the Austrian Post Group aims at ensuring a suitable capital structure to serve as the basis for achieving its growth and acquisition targets as well as a sustainable increase in shareholder value.

Within the context of its dividend policy for the upcoming years, the Austrian Post Group intends to distribute at least 75% of its net profit to its shareholders, assuming the continuation of the company's successful business development and that no exceptional circumstances arise. On the basis of the earnings projections, which are updated on an ongoing basis, both the minimum capitalisation required under company law to be able to make the planned distribution and the liquidity required in this regard are monitored and additional measures are taken if necessary.

Taking the total assets of EUR 6,559.3m as at 31 December 2025 as a basis (31 December 2024: EUR 6,491.9m), the equity ratio as at 31 December 2025 came to 11.7% (31 December 2024: 11.7%).

**Minimum Capital Requirements for bank99 AG** bank99 AG is subject to the regulatory capital requirements imposed by the banking supervisory authorities based on Regulation (EU) No 575/2013 (Capital Requirements Regulation – CRR), taking several amendments into account. The own funds calculated in accordance with the CRR comprise the following:

### Eligible Own Funds of bank99 AG According to the Austrian Commercial Code (CRR)

EUR m	31 Dec. 2024	31 Dec. 2025
Paid-in capital	100.9	100.9
Disclosed reserves	219.8	240.8
Retained earnings	-104.5	-109.0
Annual loss	-5.6	0.0
Less deduction items	-20.5	-17.4
<b>Core capital (Tier 1)</b>	<b>190.1</b>	<b>215.3</b>
Eligible supplementary capital	3.4	3.1
<b>Supplementary capital (Tier 2)</b>	<b>3.4</b>	<b>3.1</b>
<b>Total eligible own funds</b>	<b>193.5</b>	<b>218.4</b>

### Own Funds Requirements of bank99 AG According to the Austrian Commercial Code (CRR)

EUR m	31 Dec. 2024	31 Dec. 2025
Credit risk	903.8	807.7
Credit value adjustment (CVA)	16.2	13.8
Operational risk	153.0	178.6
<b>Total risk amount (calculation basis)</b>	<b>1,073.0</b>	<b>1,000.0</b>
Tier 1 capital ratio (CET1) based on total risk	17.7%	21.5%
Own funds ratio in relation to total risk	18.0%	21.8%

The capital ratios were well in excess of the legally required levels throughout the entire financial year. In addition, supplementary capital of EUR 3.1m was recognised in 2025 (2024: EUR 3.4m). This relates to the recognition of an additional impairment loss (management overlay), which was categorised as supplementary capital within the meaning of Article 62c CRR.

On 10 March 2025, Österreichische Post AG undertook in a letter of comfort to bank99 AG to provide the company with additional capital of up to EUR 41.0m in the event of an imminent breach of regulatory capital requirements. As at 31 December 2024, the obligation amounted to EUR 6.0m under the 2021 letter of comfort.

## 24. Non-controlling Interests

The following table shows the breakdown of material non-controlling interests by company:

EUR m	Non-controlling interests		Interest in %	
	31 Dec. 2024	31 Dec. 2025	31 Dec. 2024	31 Dec. 2025
Aras Kargo Yurtici Yurtdisi Tasimacilik a.s., Istanbul	21.2	17.3	20.00	20.00
bank99 AG, Vienna	20.7	22.9	10.00	10.00
Other	1.8	1.3	n/a	n/a
<b>Non-controlling interests</b>	<b>43.7</b>	<b>41.6</b>		

The table below shows information on subsidiaries with significant non-controlling interests before intercompany eliminations:

### 2024 financial year

EUR m	Aras Kargo a. s.	bank99 AG
<b>Percentage of non-controlling interests</b>	<b>20.0%</b>	<b>10.0%</b>
Non-current assets	132.8	34.6
Financial assets from financial services	0.0	4,079.1
Current assets	117.9	8.3
Non-current liabilities	-34.8	-9.4
Financial liabilities from financial services	0.0	-3,820.3
Current liabilities	-111.8	-85.3
<b>Net assets</b>	<b>104.1</b>	<b>207.0</b>
Net assets of non-controlling interests	21.2	20.7
Revenue/income from financial services	514.0	158.9
Profit for the period	39.2	-4.4
Other comprehensive income	14.7	0.0
<b>Total comprehensive income</b>	<b>53.8</b>	<b>-4.4</b>
Profit attributable to non-controlling interests	7.8	-0.4
Other comprehensive income attributable to non-controlling interests	2.9	0.0
Cash flow from operating activities	68.8	-225.5
Cash flow from investing activities	0.7	-5.4
Cash flow from financing activities	-43.4	43.9
Currency translation differences in cash and cash equivalents	-3.6	0.0
Monetary loss on cash and cash equivalents	-13.5	0.0
<b>Change in cash and cash equivalents</b>	<b>9.1</b>	<b>-187.0</b>

## 2025 financial year

EUR m	Aras Kargo a. s.	bank99 AG
<b>Percentage of non-controlling interests</b>	<b>20.0%</b>	<b>10.0%</b>
Non-current assets	142.1	28.6
Financial assets from financial services	0.0	4,170.4
Current assets	92.6	23.0
Non-current liabilities	-45.5	-8.2
Financial liabilities from financial services	0.0	-3,906.3
Current liabilities	-101.2	-78.0
<b>Net assets</b>	<b>88.0</b>	<b>229.5</b>
Net assets of non-controlling interests	17.3	22.9
Revenue/income from financial services	476.5	143.3
Profit for the period	6.3	1.4
Other comprehensive income	-8.9	0.1
<b>Total comprehensive income</b>	<b>-2.6</b>	<b>1.5</b>
Profit attributable to non-controlling interests	1.3	0.1
Other comprehensive income attributable to non-controlling interests	-1.8	0.0
Cash flow from operating activities	50.3	-86.6
Cash flow from investing activities	-18.1	-1.3
Cash flow from financing activities	-34.5	19.6
Currency translation differences in cash and cash equivalents	-7.8	0.0
Monetary loss on cash and cash equivalents	-7.5	0.0
<b>Change in cash and cash equivalents</b>	<b>-17.7</b>	<b>-68.3</b>

Dividends of EUR 2.9m (2024: EUR 4.9m) were allocated to the non-controlling interests in Aras Kargo a.s. in the 2025 financial year.

## 25. Provisions

EUR m	31 Dec. 2024		Total	31 Dec. 2025		Total
	Due within 1 year	Due in more than 1 year		Due within 1 year	Due in more than 1 year	
Provisions for termination benefits	3.3	114.2	117.4	4.0	106.3	110.2
Provisions for jubilee benefits	8.4	47.9	56.4	8.2	42.9	51.2
Other employee provisions	128.0	131.7	259.7	114.2	107.6	221.8
Other provisions	157.3	0.8	158.0	129.4	0.3	129.7
	<b>296.9</b>	<b>294.6</b>	<b>591.5</b>	<b>255.8</b>	<b>257.1</b>	<b>512.9</b>

### 25.1 Share-based Payments

As at 31 December 2025, Management Board members Walter Oblin and Peter Umundum are participating in remuneration programmes 14 to 16, Management Board member Barbara Potisk-Eibensteiner is participating in remuneration programme 16, and former Management Board member Georg Pözl is participating in remuneration programmes 14 and 15.

The total sum of the requisite personal investment for participation in the existing share-based remuneration programmes as at 31 December 2025 amounted to 36,221 shares for Management Board members, 18,556 shares for the former Management Board member and 249,336 shares for participating executives. The Austrian Post shares must be held continuously until the end of the subsequent financial year following the expiration of the performance period of three years.

Remuneration is paid out on the basis of bonus shares as a unit of measure and depends on the degree to which the goal of predefined performance indicators (earnings per share, free cash flow, total shareholder return and ESG goals) has been achieved for the individual tranches. Target values for the performance indicators are defined at the beginning of each individual tranche, with each goal being equally weighted. The achievement of the goals is monitored over a period of three years. The total bonus is based on the overall achievement of the goals from the aforementioned parameters, the share price trend of Österreichische Post AG and the dividends paid during the three-year term. The total bonus for Management Board members and participating executives is limited. Management Board members are subject to an upper limit of 200% of the bonus specified upon 100% overall achievement of the agreed goals. Depending on the tranche, executives are subject to an upper limit of between 125% and 153% in the event of maximum goal achievement.

The number of bonus shares for 100% target achievement (notional amount) is allocated to the individual tranches on the respective reporting dates as follows:

Number of Bonus Shares per Tranche	31 Dec. 2024	31 Dec. 2025
Tranche 12	1,009	0
Tranche 13	254,641	14,118
Tranche 14	315,572	310,492
Tranche 15	285,488	280,150
Tranche 16	0	316,638
	<b>856,710</b>	<b>921,398</b>

The services acquired and the liability incurred are recognised at the fair value of the liability, in proportion to the extent to which the services have been rendered to date. The fair value of the liability is allocated to the individual tranches at the respective key dates as follows:

EUR m	31 Dec. 2024	31 Dec. 2025
<b>NET CARRYING AMOUNT OF PROVISION</b>		
Tranche 13	10.0	0.2
Tranche 14	8.4	12.6
Tranche 15	4.7	9.4
Tranche 16	0.0	3.7
	<b>23.1</b>	<b>25.9</b>

In the 2025 financial year, a total of EUR 9.8m was paid out entirely in cash for tranche 13. Tranche 12 is paid out in three instalments for employees who have left the company, with the last instalment paid in January 2025.

The total expense recognised for share-based remuneration in each reporting period is allocated to the individual tranches as follows:

EUR m	2024	2025
<b>TOTAL EXPENSE</b>		
Tranche 12	0.1	0.0
Tranche 13	2.5	0.0
Tranche 14	4.8	4.1
Tranche 15	4.7	4.7
Tranche 16	0.0	3.7
	<b>12.1</b>	<b>12.6</b>

## ACCOUNTING PRINCIPLES

Since 2009, there have been share-based, performance-related remuneration programmes (long-term incentive programmes) for members of the Management Board and executives with a three-year performance period and a one-time personal investment as a condition of participation. The performance period extends from 1 January of the year in which the particular tranche is issued until 31 December of the third-following year. The number of shares required for the personal investment is calculated based on a defined percentage of the gross fixed salary for members of the Management Board divided by the reference price for the fourth quarter of the respective prior year or based on the selected investment category for executives.

Remuneration is paid via bonus shares, which are paid out either in shares in Österreichische Post AG or in cash. The decision on the form of payment for the Management Board lies with the Remuneration Committee of the Supervisory Board, and with the Management Board for executives. Based on past practice, this remuneration is accounted for as cash-settled share-based payments.

The fair value of share-based payments is determined using an income-based model (present value technique) that takes into account performance indicators, past performance, expected target achievement (based on corporate planning), employee turnover, a share price forecast and a forecast of dividends paid during the three-year period. The inputs used correspond to Level 3 of the IFRS 13 fair value hierarchy. Until the liability is settled, the fair value is remeasured at each reporting date and on the settlement date and is reported under provisions. Changes are recognised in profit or loss under personnel expenses.

## 25.2 Provisions for Termination and Jubilee Benefits

### 2024 financial year

EUR m	Termination benefits	Jubilee benefits	Total
<b>Present value of the obligation as at 1 January 2024</b>	<b>121.8</b>	<b>62.7</b>	<b>184.5</b>
Current service cost	6.4	2.3	8.7
Interest expense	6.9	1.8	8.7
Actuarial gains (-) and losses (+) from the change in demographic assumptions	0.0	-0.7	-0.7
Actuarial gains (-) and losses (+) from the change in financial assumptions	-7.0	-3.2	-10.2
Experience adjustments	3.7	1.1	4.7
Actual payments	-13.0	-7.6	-20.5
Currency translation differences	-1.3	0.0	-1.3
<b>Present value of the obligation as at 31 December 2024</b>	<b>117.4</b>	<b>56.4</b>	<b>173.8</b>

### 2025 financial year

EUR m	Termination benefits	Jubilee benefits	Total
<b>Present value of the obligation as at 1 January 2025</b>	<b>117.4</b>	<b>56.4</b>	<b>173.8</b>
Current service cost	5.6	2.0	7.6
Interest expense	6.8	1.6	8.4
Actuarial gains (-) and losses (+) from the change in demographic assumptions	0.0	0.7	0.7
Actuarial gains (-) and losses (+) from the change in financial assumptions	-5.0	-2.1	-7.2
Experience adjustments	0.2	0.3	0.5
Actual payments	-11.0	-7.7	-18.7
Currency translation differences	-3.7	0.0	-3.7
<b>Present value of the obligation as at 31 December 2025</b>	<b>110.2</b>	<b>51.2</b>	<b>161.4</b>

Actuarial gains and losses arose from the adjustments to the parameters for the discount rate, salary increases and employee turnover rates as described under the accounting principles. Actuarial gains and losses as well as adjustments to termination benefits made from experience are recognised in other comprehensive income. Actuarial gains and losses as well as adjustments to jubilee benefits made from experience are recognised in staff costs. The effects of changes in the interest rate and changes in salary are included in the actuarial gains and losses from the change in financial assumptions.

Expenses for termination and jubilee benefits are included under staff costs in the consolidated income statement, with the exception of the interest expense, which is included in the financial result.

## ACCOUNTING PRINCIPLES

**Provisions for Termination Benefits** The Austrian Post Group's termination benefit obligations include both defined contribution as well as defined benefit systems.

Provisions for defined benefit obligations are recognised for statutory entitlements on the part of employees, in particular upon retirement or termination of employment by the employer. The amount of the entitlement is based on the number of years of service and the salary drawn at the time of termination or retirement. The calculation is based on the actuarial projected unit credit method. As a general rule, civil servants are not entitled to termination benefits.

There are defined contribution obligations with respect to salaried employees of Österreichische Post AG and employees working for Austrian subsidiaries whose employment commenced after 31 December 2002. These termination benefit obligations are settled through the regular payment of corresponding contributions to an employee pension fund. Except for this, there are no other further obligations on the part of the Austrian Post Group; hence there is no requirement to recognise a provision.

**Provisions for Jubilee Benefits** The Austrian Post Group is obliged to pay jubilee benefits to employees who have served the company for specified periods of time, particularly to employees of Österreichische Post AG. Civil servants and employees under the Service Regulation, are given jubilee benefits amounting to two monthly salaries after 25 years of service and four monthly salaries after 40 years. Similarly, four monthly salaries can be paid out when a civil servant retires after 35 years of service and is aged 65 or above. Salaried employees subject to the first part of the collective wage agreement receive jubilee benefits after 20, 25, 35 and 40 years of service, ranging from one to three and a half monthly salaries. Provisions for jubilee benefits are calculated based on the actuarial projected unit credit method analogous to the provisions for termination benefits.

**Termination plans and obligations to pay anniversary bonuses**, which are not outlined individually due to their minor significance for the Group, have been included in the table with their parameterisable values in accordance with their weighting within the Group.

**Actuarial Parameters** To calculate provisions for termination and jubilee benefits, the Austrian Post Group regularly reviews company-specific parameters in accordance with uniform Group guidelines to ensure the best possible estimation of actuarial parameters.

The following average weighted parameters were used as the basis for calculating provisions for termination and jubilee benefits:

	Termination benefits		Jubilee benefits	
	2024	2025	2024	2025
Discount rate	6.47%	7.61%	3.49%	4.24%
Salary/pension increase	6.29%	6.78%	3.46%	3.34%
Employee turnover rate	2.53%	2.19%	1.67%-16.88%	1.41%-15.83%

The retirement age used for the calculation is based on the statutory provisions of the country concerned:

Retirement age	2024	2025
Female employees	59-65	59-65
Male employees	60-65	60-65
Civil servants	65	65

The average weighted duration of the defined benefit obligation amounts to 10 years for termination benefits (2024: 11 years) and 12 years for jubilee benefits (2024: 12 years).

For discounting, an interest rate is derived from the Mercer Pension Discount Yield Curve based on the duration of the individual obligations.

The biometric assumptions are based, for the Austrian Group companies, on the "mortality tables" published by the Austrian Actuarial Association (Pensionstafeln AVÖ 2018-P). Similar actuarial calculation bases are used in other countries.

Salary increases are applied based on the expected future wage and salary increases. The calculation is carried out individually for each provision, taking into account the legal regulations and provisions under collective bargaining agreements, for example biannual salary increases for civil servants.

Employee turnover rates are based on length of service and experience from previous years.

The actuarial parameters used were also subjected to a sensitivity analysis. If all other parameters remain constant, a change in the discount rate, a change in salary increases and a change in the employee turnover rates of +/- 1 percentage point would have the following effects on the amount of the provisions shown in the table:

EUR m	Discount rate		Salary increase		Employee turnover rate	
	-1 pp	+1 pp	-1 pp	+1 pp	-1 pp	+1 pp
Termination benefits	10.3	-9.0	-8.7	9.8	-0.5	5.0
Jubilee benefits	2.6	-2.4	-1.9	2.1	2.8	-2.6

## 25.3 Other Employee Provisions

### 2024 financial year

EUR m	Underutilisation	Other employee-related provisions	Total
<b>Balance as at 1 January 2024</b>	<b>145.3</b>	<b>94.5</b>	<b>239.9</b>
Allocation	25.6	78.3	103.9
Use	-20.3	-48.4	-68.7
Reversal	-8.5	-9.6	-18.1
Accrued interest	3.4	0.0	3.4
Currency translation	0.0	-0.7	-0.7
<b>Balance as at 31 December 2024</b>	<b>145.5</b>	<b>114.1</b>	<b>259.7</b>

### 2025 financial year

EUR m	Underutilisation	Other employee-related provisions	Total
<b>Balance as at 1 January 2025</b>	<b>145.5</b>	<b>114.1</b>	<b>259.7</b>
Reclassification	0.0	0.7	0.7
Allocation	20.9	62.1	83.0
Use	-25.9	-56.9	-82.8
Reversal	-20.3	-19.0	-39.2
Accrued interest	3.5	0.0	3.5
Currency translation	0.0	-3.0	-3.0
<b>Balance as at 31 December 2025</b>	<b>123.8</b>	<b>98.0</b>	<b>221.8</b>

The change in provision for underutilisation mainly relates to provisions for employees whose contracts cannot be terminated and who are assigned to the Post Internal Labour Market organisational unit, and to provisions for civil servants who are in the process of entering into retirement for reasons of physical disability.

The new provision set up is mainly attributable to an allocation of EUR 18.5m for civil servants who are in the process of entering into retirement for reasons of physical disability. This is due to an increase in the estimated duration of proceedings for civil servants and the increase in the number of employees taken into account.

The utilisation of EUR 25.9m is mainly attributable to ongoing payments for employees assigned to the Post Internal Labour Market organisational unit.

Reversals of provisions totalling EUR 20.3m mainly relate to the premature termination of proceedings for retirement for reasons of physical disability and to employees leaving the Post Internal Labour Market.

Other employee-related provisions mainly encompass provisions for employee profit-sharing schemes and performance-related bonuses as well as provisions arising from crediting previous periods of service for (former) civil servants.

The provision for employee profit-sharing schemes and performance-related bonuses amounts to EUR 77.6m as at 31 December 2025 (31 December 2024: EUR 81.1m) and results, on the one hand, from allocations of EUR 60.0m (2024: EUR 68.2m) and, on the other, from payments of EUR 53.9m (2024: EUR 48.0m) and reversals of EUR 10.3m (2024: EUR 9.4m) in line with target achievement levels.

Other employee-related provisions also include provisions arising from crediting previous periods of service for (former) civil servants as at 31 December 2025 in the amount of EUR 10.2m (31 December 2024: EUR 16.8m).

The implementation of the amendment results in an adjustment to the provision relating to the additional payments resulting from the recalculated pay-related length of service. The provision is based on the following:

In a decision dated 11 November 2014, the European Court of Justice found, upon presentation by the Austrian Supreme Administrative Court, that the method for eliminating age discrimination in the civil servants' payroll system legally established in 2010 is in violation of EU law. Since the issue of crediting previous periods of service affected not only the civil servants allocated to Österreichische Post AG but all civil servants, the Austrian National Council reacted and undertook a comprehensive reform of the federal payroll system on 21 January 2015. This reform dealt with the main criticism of the ECJ and removed it. This pay reform was naturally also implemented for the civil servants employed by Österreichische Post AG. In a more recent preliminary ruling procedure before the European Court of Justice on the crediting of previous periods of civil service, the ECJ ruled on 8 May 2019 that the payroll reform of 2015 was insufficient. As a result, a further amendment was made to civil service law by the federal government, according to which the crediting of previous service periods before the age of 18 must be individually reassessed for each (former) civil servant. In its judgment of 20 April 2023, the European Court of Justice once again ruled that the national regulations on the salary classification of civil servants run contrary to Council Directive 2000/78/EC. With its amendment to the 2019 public-sector salary reform in November 2023, the legislator decided to revise the crediting of previous service periods for all civil servants who were affected by the 2019 public-sector salary reform. It became apparent, however, when implementing the 2023 reform, that it could result in unequal treatment. The legislator therefore introduced an amendment with the Austrian Federal Budget Accompanying Act 2025 (Budgetbegleitgesetz 2025), which is designed to prevent this potential unequal treatment when calculating pay-related length of service.

## ACCOUNTING PRINCIPLES

The provision for underutilisation mainly includes provisions for employees whose contracts cannot be terminated and who are assigned to the **Post Internal Labour Market** organisational unit, for **staff cost shortfalls** and for proceedings for **civil servants who are in the process of entering into retirement** for reasons of physical disability. The underlying employment relationships are categorised as onerous contracts within the meaning of IAS 37, as the service relationship is not balanced.

Provisions for employees assigned to the **Post Internal Labour Market** organisational unit are recognised for future staff costs of employees whose contracts cannot be terminated (primarily civil servants) who lose their jobs within the context of ongoing internal organisational processes for adaptation to changing market conditions and whose services can no longer be utilised by the company or who can only be utilised to perform minor duties, meaning that they are assigned to the Post Internal Labour Market organisational unit.

The provision for underutilisation is calculated as the present value of the expenses incurred up until the employee's retirement based on the application of an average level of underutilisation and in consideration of an employee turnover rate. If employees whose contracts cannot be terminated are leased internally or to external companies under terms that do not provide for a full recovery of associated staff costs, the percentage of cost under-absorption is factored into the calculation of the provisions, taking future developments into account. All parameters are evaluated at regular intervals. In the development of the provision for the Post Internal Labour Market, new provisions and reversals were netted.

Since 2024, the provision for the Post Internal Labour Market has been calculated actuarially by an external expert taking into account age-dependent turnover rates.

Provisions for **staff cost shortfalls** are set up for employees whose contracts cannot be terminated (primarily civil servants) and who are utilised within the company on a permanent basis on arm's length terms – under terms that do not provide for a full recovery of associated staff costs. The provision corresponds to the present value of the expected cost shortfall associated with the employees concerned until their retirement. All parameters are evaluated at regular intervals.

Provisions for future staff costs are set up for civil servants who are in the process of **entering into retirement** for reasons of physical disability. The provision corresponds to the present value of the expenses for the period the proceedings are expected to last for. All parameters are evaluated at regular intervals.

The present value of the provisions for staff cost shortfalls and employees who are in the process of retiring is calculated using a discount rate and the expected salary increase.

The amount of **provisions for underutilisation** depends on certain assumptions. The following parameters influence the amount of the provision for the Post Internal Labour Market – changes to these parameters led to the following changes in each case (ceteris paribus):

Post Internal Labour Market	2024	2025	Change EUR m
Discount rate	3.00%	3.25%	-0.7
Salary increase	3.50%	3.00%	-1.4
Employee turnover rate	4.30%–7.30%	4.40%–7.70%	-1.7
Rate of underutilisation	51.30%–100.00%	50.10%–100.00%	-0.3

The following parameters influence the amount of provisions for other underutilisation:

Other underutilisation	2024	2025
Discount rate	2.75%–3.25%	3.00%–3.50%
Salary increase	3.25%–3.50%	2.50%–3.00%

A sensitivity analysis on the actuarial parameters used resulted in the following effects on the amount of the provisions in the event of a change in the degree of underutilisation by +/- 10 percentage points each and a change in the employee turnover rate, the actuarial interest rate or salary increases by +/- 1 percentage point each, with all other parameters remaining constant:

EUR m	Rate of underutilisation		Employee turnover rate		Discount rate		Salary increase	
	-10 pp	+10 pp	-1 pp	+1 pp	-1 pp	+1 pp	-1 pp	+1 pp
Underutilisation	-14.9	13.8	4.8	-4.7	4.6	-4.3	-4.4	4.6

## 25.4 Other Provisions

### Other Provisions

EUR m	31 Dec. 2024	31 Dec. 2025
<b>Balance as at 1 January</b>	<b>168.4</b>	<b>158.0</b>
Allocation	25.6	7.2
Use	-17.4	-21.7
Reversal	-18.1	-12.4
Currency translation	-0.5	-1.5
<b>Balance as at 31 December</b>	<b>158.0</b>	<b>129.7</b>

Other provisions are designed in particular to cover expenses for potential compensation payments in the amount of EUR 99.6m (2024: EUR 99.6m). These compensation payments relate to the recovery of contributions from the payroll of civil servants and are based on the following: Österreichische Post AG and its legal predecessor paid contributions from the payroll for the civil servants assigned to them in the period from 1 May 1996 to 31 May 2008. However, based on a ruling handed down by the Austrian Administrative Court in 2015, there was no legal obligation to make these payments. As a result, Österreichische Post AG was awarded contributions totalling EUR 141.1m by the Austrian Federal Finance Court for the period of 2015 to 2019. However, in exchange for the total contributions awarded to date, Österreichische Post AG has obligations for possible compensation payments, which have been set aside based on payment requests issued by the Federal Chancellery. Based on the data available, there are differences of opinion between the Federal Chancellery and Österreichische Post AG regarding the amount of the compensation payments. Furthermore, provisions were made for litigation and legal expenses, auditing and consulting fees, damages, potential administrative criminal proceedings and civil proceedings for damage.

Provisions arising from administrative criminal proceedings and civil proceedings for damage were recognised by way of a best estimate and are presented as follows over time:

The Data Protection Authority has brought administrative criminal proceedings against Österreichische Post AG in the financial years since 2019 on grounds of the unlawful processing of data qualifying as personal and sensitive data and the violation of the rights of data subjects within the meaning of the GDPR. In its ruling of 27 December 2024, the Austrian Federal Administrative Court confirmed the Data Protection Authority's penalty notice with regard to allegations that data related to political party affinities and parcel frequencies had been processed. The Federal Administrative Court set the penalty at EUR 16.0m plus costs of EUR 1.6m, i.e. EUR 17.6m in total. The penalty was paid in January 2025, resulting in utilisation of the provision in the amount of EUR 17.6m. In 2025, Austrian Post also lodged appeals with the Constitutional Court and the Federal Administrative Court. The first of these has been dismissed.

In addition, Österreichische Post AG is a defendant in a number of proceedings. In the 2025 financial year, several pending civil proceedings were concluded, meaning that there is no longer any need for any significant provisions.

Provisions from previous years amounting to EUR 6.0m relating to the abuse of a dominant market position were reversed in full, as there are no longer any potential risks.

## 26. Financial Instruments, Related Risks and Risk Management

### 26.1 Financial Instruments

#### 26.1.1 FINANCIAL ASSETS AND LIABILITIES

The following tables show the carrying amounts of financial assets and liabilities by IFRS 9 measurement category as at 31 December 2024 and 31 December 2025:

#### 31 December 2024

EUR m	Recognised at amortised cost	At fair value through OCI (FVOCI) – recycling	At fair value through OCI (FVOCI) – no recycling	At fair value through profit or loss (FVTPL) – mandatory	Total at fair value	Total
<b>FINANCIAL ASSETS</b>						
Financial assets from financial services	4,055.0	0.0	0.0	33.1	33.1	4,088.1
Cash, cash equivalents and central bank balances	652.1	0.0	0.0	0.0	0.0	652.1
Receivables from banks	4.3	0.0	0.0	0.0	0.0	4.3
Receivables from customers	1,966.9	0.0	0.0	0.0	0.0	1,966.9
Mortgage loans	1,627.0	0.0	0.0	0.0	0.0	1,627.0
Consumer loans	328.7	0.0	0.0	0.0	0.0	328.7
Current accounts	11.2	0.0	0.0	0.0	0.0	11.2
Investments	1,422.0	0.0	0.0	0.0	0.0	1,422.0
Other receivables	9.7	0.0	0.0	33.1	33.1	42.8
Positive market values from hedge accounting	0.0	0.0	0.0	33.1	33.1	33.1
Other clearing receivables	9.7	0.0	0.0	0.0	0.0	9.7
Other financial assets	40.0	0.5	6.8	0.0	7.3	47.3
Money market investments	40.0	0.0	0.0	0.0	0.0	40.0
Sundry other financial assets	0.0	0.5	6.8	0.0	7.3	7.3
Trade and other receivables	437.4	0.0	0.0	0.0	0.0	437.4
Trade receivables	384.7	0.0	0.0	0.0	0.0	384.7
Receivables from financial assets accounted for using the equity method	2.5	0.0	0.0	0.0	0.0	2.5
Other receivables <sup>1</sup>	50.2	0.0	0.0	0.0	0.0	50.2
Cash and cash equivalents	78.5	0.0	0.0	0.0	0.0	78.5
<b>Total</b>	<b>4,610.9</b>	<b>0.5</b>	<b>6.8</b>	<b>33.1</b>	<b>40.4</b>	<b>4,651.3</b>

<sup>1</sup> Excluding prepayments and receivables from tax authorities and social security carriers

## 31 December 2024

EUR m	Recognised at amortised cost	At fair value through OCI (FVOCI) – recycling	At fair value through OCI (FVOCI) – no recycling	At fair value through profit or loss (FVTPL) – mandatory	Total at fair value	Total
<b>FINANCIAL LIABILITIES</b>						
Financial liabilities from financial services	3,855.2	0.0	0.0	22.8	22.8	3,878.0
Borrowings from banks	72.8	0.0	0.0	0.0	0.0	72.8
Liabilities to customers	3,769.7	0.0	0.0	0.0	0.0	3,769.7
Customer deposits	3,769.8	0.0	0.0	0.0	0.0	3,769.8
Portfolio fair value hedge	-0.1	0.0	0.0	0.0	0.0	-0.1
Other liabilities	12.7	0.0	0.0	22.8	22.8	35.5
Negative market values from hedge accounting	0.0	0.0	0.0	22.8	22.8	22.8
Other clearing liabilities	12.7	0.0	0.0	0.0	0.0	12.7
Other financial liabilities	672.5	0.0	0.0	1.3	1.3	673.7
Borrowings from banks	285.4	0.0	0.0	0.0	0.0	285.4
Lease liabilities	387.1	0.0	0.0	0.0	0.0	387.1
Sundry other financial liabilities	0.0	0.0	0.0	1.3	1.3	1.3
Trade and other payables	440.1	0.0	0.0	6.4	6.4	446.5
Trade payables	275.0	0.0	0.0	0.0	0.0	275.0
Liabilities from financial assets accounted for using the equity method	1.8	0.0	0.0	0.0	0.0	1.8
Liabilities from acquisition of financial assets accounted for using the equity method	0.0	0.0	0.0	6.4	6.4	6.4
Liabilities from obligation to acquire non-controlling interests	67.7	0.0	0.0	0.0	0.0	67.7
Other liabilities <sup>1</sup>	95.6	0.0	0.0	0.0	0.0	95.6
<b>Total</b>	<b>4,967.7</b>	<b>0.0</b>	<b>0.0</b>	<b>30.5</b>	<b>30.5</b>	<b>4,998.2</b>

<sup>1</sup> Excluding payments received in advance and liabilities to tax authorities and social security carriers as well as unused vacation

## 31 December 2025

EUR m	Recognised at amortised cost	At fair value through OCI (FVOCI) – recycling	At fair value through OCI (FVOCI) – no recycling	At fair value through profit or loss (FVTPL) – mandatory	Total at fair value	Total
<b>FINANCIAL ASSETS</b>						
Financial assets from financial services	4,094.3	0.0	0.0	40.4	40.4	4,134.7
Cash, cash equivalents and central bank balances	583.8	0.0	0.0	0.0	0.0	583.8
Receivables from banks	74.8	0.0	0.0	0.0	0.0	74.8
Receivables from customers	2,001.0	0.0	0.0	0.0	0.0	2,001.0
Mortgage loans	1,650.3	0.0	0.0	0.0	0.0	1,650.3
Consumer loans	335.4	0.0	0.0	0.0	0.0	335.4
Current accounts	15.2	0.0	0.0	0.0	0.0	15.2
Investments	1,426.2	0.0	0.0	0.0	0.0	1,426.2
Other receivables	8.6	0.0	0.0	40.4	40.4	49.0
Positive market values from hedge accounting	0.0	0.0	0.0	40.4	40.4	40.4
Other clearing receivables	8.6	0.0	0.0	0.0	0.0	8.6
Other financial assets	50.0	0.5	7.1	0.0	7.5	57.5
Money market investments	50.0	0.0	0.0	0.0	0.0	50.0
Sundry other financial assets	0.0	0.5	7.1	0.0	7.5	7.5
Trade and other receivables	413.1	0.0	0.0	0.0	0.0	413.1
Trade receivables	348.4	0.0	0.0	0.0	0.0	348.4
Receivables from financial assets accounted for using the equity method	1.0	0.0	0.0	0.0	0.0	1.0
Other receivables <sup>1</sup>	63.7	0.0	0.0	0.0	0.0	63.7
Cash and cash equivalents	154.1	0.0	0.0	0.0	0.0	154.1
<b>Total</b>	<b>4,711.5</b>	<b>0.5</b>	<b>7.1</b>	<b>40.4</b>	<b>48.0</b>	<b>4,759.4</b>

<sup>1</sup> Excluding prepayments and receivables from tax authorities and social security carriers

## 31 December 2025

EUR m	Recognised at amortised cost	At fair value through OCI (FVOCI) – recycling	At fair value through OCI (FVOCI) – no recycling	At fair value through profit or loss (FVTPL) – mandatory	Total at fair value	Total
<b>FINANCIAL LIABILITIES</b>						
Financial liabilities from financial services	3,951.6	0.0	0.0	8.4	8.4	3,959.9
Borrowings from banks	85.9	0.0	0.0	0.0	0.0	85.9
Liabilities to customers	3,759.9	0.0	0.0	0.0	0.0	3,759.9
Customer deposits	3,760.4	0.0	0.0	0.0	0.0	3,760.4
Portfolio fair value hedge	-0.4	0.0	0.0	0.0	0.0	-0.4
Debt securities issued	85.7	0.0	0.0	0.0	0.0	85.7
Other liabilities	19.9	0.0	0.0	8.4	8.4	28.3
Negative market values from hedge accounting	0.0	0.0	0.0	8.4	8.4	8.4
Other clearing liabilities	19.9	0.0	0.0	0.0	0.0	19.9
Other financial liabilities	665.6	0.0	0.0	0.4	0.4	666.0
Borrowings from banks	298.6	0.0	0.0	0.0	0.0	298.6
Lease liabilities	367.0	0.0	0.0	0.0	0.0	367.0
Sundry other financial liabilities	0.0	0.0	0.0	0.4	0.4	0.4
Trade and other payables	453.1	0.0	0.0	3.3	3.3	456.4
Trade payables	282.0	0.0	0.0	0.0	0.0	282.0
Liabilities from financial assets accounted for using the equity method	2.7	0.0	0.0	0.0	0.0	2.7
Liabilities from acquisition of financial assets accounted for using the equity method	0.0	0.0	0.0	3.3	3.3	3.3
Liabilities from obligation to acquire non-controlling interests	67.9	0.0	0.0	0.0	0.0	67.9
Other liabilities <sup>1</sup>	100.4	0.0	0.0	0.0	0.0	100.4
<b>Total</b>	<b>5,070.2</b>	<b>0.0</b>	<b>0.0</b>	<b>12.1</b>	<b>12.1</b>	<b>5,082.3</b>

<sup>1</sup> Excluding payments received in advance and liabilities to tax authorities and social security carriers as well as unused vacation

## 26.1.2 FINANCIAL ASSETS AND LIABILITIES MEASURED AT FAIR VALUE

The following tables show the financial assets measured at fair value by IFRS 13 fair value hierarchy level as at 31 December 2024 and 31 December 2025:

### 31 December 2024

EUR m	Level 1	Level 2	Level 3	Total
<b>FINANCIAL ASSETS</b>				
Financial assets from financial services	0.0	33.1	0.0	33.1
Other receivables	0.0	33.1	0.0	33.1
Positive market values from hedge accounting	0.0	33.1	0.0	33.1
Other financial assets	0.5	6.6	0.2	7.3
Securities	0.4	0.0	0.0	0.4
Other stakes	0.0	6.6	0.2	6.8
<b>Total</b>	<b>0.5</b>	<b>39.7</b>	<b>0.2</b>	<b>40.4</b>
<b>FINANCIAL LIABILITIES</b>				
Financial liabilities from financial services	0.0	22.8	0.0	22.8
Other liabilities	0.0	22.8	0.0	22.8
Negative market values from hedge accounting	0.0	22.8	0.0	22.8
Other financial liabilities	0.0	1.3	0.0	1.3
Sundry other financial liabilities	0.0	1.3	0.0	1.3
Trade and other payables	0.0	0.0	6.4	6.4
Liabilities from acquisition of financial assets accounted for using the equity method	0.0	0.0	6.4	6.4
<b>Total</b>	<b>0.0</b>	<b>24.1</b>	<b>6.4</b>	<b>30.5</b>

### 31 December 2025

EUR m	Level 1	Level 2	Level 3	Total
<b>FINANCIAL ASSETS</b>				
Financial assets from financial services	0.0	40.4	0.0	40.4
Other receivables	0.0	40.4	0.0	40.4
Positive market values from hedge accounting	0.0	40.4	0.0	40.4
Other financial assets	0.5	6.9	0.2	7.5
Securities	0.4	0.0	0.0	0.4
Derivative financial assets	0.0	6.9	0.2	7.1
<b>Total</b>	<b>0.5</b>	<b>47.3</b>	<b>0.2</b>	<b>48.0</b>
<b>FINANCIAL LIABILITIES</b>				
Financial liabilities from financial services	0.0	8.4	0.0	8.4
Other liabilities	0.0	8.4	0.0	8.4
Negative market values from hedge accounting	0.0	8.4	0.0	8.4
Other financial liabilities	0.0	0.4	0.0	0.4
Sundry other financial liabilities	0.0	0.4	0.0	0.4
Trade and other payables	0.0	0.0	3.3	3.3
Liabilities from acquisition of financial assets accounted for using the equity method	0.0	0.0	3.3	3.3
<b>Total</b>	<b>0.0</b>	<b>8.7</b>	<b>3.3</b>	<b>12.1</b>

In respect of other financial assets, the fair value at level 2 relates to the shares on the Vienna Stock Exchange. These shares are measured based on the exit price on the basis of the existing syndicate agreement and regular index-based value adjustments.

The measurement of market values from hedge accounting is carried out using the income approach. Accordingly, future cash flows are discounted to the measurement date, taking into account yield curves directly observable on the money and capital markets and measurement premiums for similar assets. In order to determine the fair value, an adjustment is also made in connection with the credit value adjustment (CVA). The CVA measurement adjustment is determined by the expected positive exposure and the counterparty's probability of default.

Sundry other financial liabilities are measured on the basis of forward yield curves observable on the capital market.

The fair value at level 3 relating to the liability from the acquisition of financial assets accounted for using the equity method concerns the contingent consideration from the acquisition of Agile Actors Single Member S.A. The future purchase price depends on EBIT in 2025. The fair value was allocated to level 3 and is calculated on the basis of current earnings projections, taking into account the WACC as at the measurement date as the discount rate.

The Group recognises reclassifications between different levels of the fair value hierarchy at the end of the reporting period in which the change occurred. No transfers were made between levels in the current financial year.

### 26.1.3 FINANCIAL ASSETS AND LIABILITIES NOT MEASURED AT FAIR VALUE

The fair value of the following financial assets and liabilities measured at amortised cost, taking into account the levels of the fair value hierarchy of IFRS 13, is as follows as at 31 December 2024 and 31 December 2025:

#### 31 December 2024

EUR m	Carrying amount	Fair value	Level 1	Level 3
<b>FINANCIAL ASSETS</b>				
Receivables from banks	4.3	4.3	0.0	4.3
Receivables from customers				
Mortgage loans	1,627.0	1,667.8	0.0	1,667.8
Consumer loans	328.7	369.2	0.0	369.2
Investments	1,422.0	1,390.6	1,390.6	0.0
<b>FINANCIAL LIABILITIES</b>				
Liabilities to customers	3,769.8	3,765.4	0.0	3,765.4
Liabilities from obligation to acquire non-controlling interests	67.7	64.4	0.0	64.4

#### 31 December 2025

EUR m	Carrying amount	Fair value	Level 1	Level 2	Level 3
<b>FINANCIAL ASSETS</b>					
Receivables from banks	74.8	79.1	0.0	0.0	79.1
Receivables from customers					
Mortgage loans	1,650.3	1,669.8	0.0	0.0	1,669.8
Consumer loans	335.4	374.7	0.0	0.0	374.7
Investments	1,426.2	1,392.0	1,392.0	0.0	0.0
<b>FINANCIAL LIABILITIES</b>					
Liabilities to customers					
Customer deposits	3,760.4	3,758.9	0.0	0.0	3,758.9
Portfolio fair value hedge	-0.4	-0.4	0.0	-0.4	0.0
Securitised liabilities	85.7	90.7	0.0	0.0	90.7
Liabilities from obligation to acquire non-controlling interests	67.9	80.7	0.0	0.0	80.7

**Financial Assets** The fair value of the financial assets listed in this table is determined using the present value method, taking into consideration credit risks and currently observable market data on interest rates.

**Financial Liabilities** Financial liabilities measured at amortised cost comprise the liabilities resulting from purchase obligations of non-controlling interests from options for the acquisition of the remaining 20% of the shares in Aras Kargo a.s. For further information, please refer to Note 21. Trade Receivables and Payables, as well as Other Receivables and Liabilities.

Liabilities to customers and securitised liabilities are measured using the present value method, taking into account currently observable market data on interest rates.

In the case of all other financial assets and liabilities, which are not measured at fair value, it is assumed that the fair values correspond to the carrying amounts due to the primarily short-term nature of these items.

## 26.1.4 OFFSETTING OF FINANCIAL INSTRUMENTS

The Austrian Post Group primarily makes use of offsetting according to IAS 32 with international postal providers, in which case the offset and correspondingly netted amounts are immaterial.

## 26.1.5 INFORMATION ON THE STATEMENT OF COMPREHENSIVE INCOME

The following table shows the net gains and losses from financial instruments, excluding interest and dividends, included in the statement of comprehensive income for the 2024 and 2025 financial years:

EUR m	2024		Total	2025		Total
	Income statement	Other comprehensive income		Income statement	Other comprehensive income	
<b>AT FAIR VALUE THROUGH PROFIT OR LOSS (FVTPL) – MANDATORY</b>						
Valuation results	-19.6	0.0	-19.6	22.4	0.0	22.4
	<b>-19.6</b>	<b>0.0</b>	<b>-19.6</b>	<b>22.4</b>	<b>0.0</b>	<b>22.4</b>
<b>AT FAIR VALUE THROUGH OCI (FVOCI) – EQUITY INSTRUMENTS</b>						
Valuation results	0.0	0.4	0.4	0.0	0.2	0.2
	<b>0.0</b>	<b>0.4</b>	<b>0.4</b>	<b>0.0</b>	<b>0.2</b>	<b>0.2</b>
<b>FINANCIAL ASSETS MEASURED AT AMORTISED COST</b>						
Valuation results	13.0	0.0	13.0	-26.5	0.0	-26.5
	<b>13.0</b>	<b>0.0</b>	<b>13.0</b>	<b>-26.5</b>	<b>0.0</b>	<b>-26.5</b>
<b>FINANCIAL LIABILITIES MEASURED AT AMORTISED COST</b>						
Valuation results	-19.7	0.0	-19.7	13.6	0.0	13.6
	<b>-19.7</b>	<b>0.0</b>	<b>-19.7</b>	<b>13.6</b>	<b>0.0</b>	<b>13.6</b>
	<b>-26.3</b>	<b>0.4</b>	<b>-25.9</b>	<b>9.4</b>	<b>0.2</b>	<b>9.6</b>

The total interest income and expenses for financial assets and liabilities calculated according to the effective interest rate method with the exception of financial instruments measured at fair value through profit or loss are presented below:

EUR m	2024	2025
<b>INTEREST INCOME</b>		
Recognised at amortised cost		
Financial assets from financial services	98.5	100.2
Other financial assets	1.0	1.0
Cash and cash equivalents	9.9	5.9
	<b>109.4</b>	<b>107.2</b>
<b>INTEREST EXPENSES</b>		
Recognised at amortised cost		
Financial liabilities from financial services	-45.2	-33.1
Other financial liabilities	-15.6	-18.3
Trade and other payables	-9.1	-10.3
	<b>-69.9</b>	<b>-61.7</b>

## 26.1.6 ACCOUNTING PRINCIPLES

### CLASSIFICATION

**Financial assets** are classified in the following measurement categories:

- At amortised cost
- At fair value through other comprehensive income (FVOCI) – debt instruments
- At fair value through other comprehensive income (FVOCI) – equity instruments
- At fair value through profit or loss (FVTPL)

Cash, cash equivalents and central bank balances, receivables from banks, receivables from customers, financial assets and other receivables from financial services, trade receivables, other receivables and money market investments are held as part of a business model that aims to collect the contractual cash flows. As the cash flow criterion is also met, measurement is at amortised cost.

The securities included in other financial assets are held as part a business model that aims both to collect the contractual cash flows and to sell the financial assets. As a result, they are measured at fair value through other comprehensive income (FVOCI).

The shares included in other financial assets represent equity instruments for which the FVOCI option was exercised in accordance with IFRS 9.4.1.4. Consequently, they are measured at fair value through other comprehensive income (FVOCI without recycling).

Derivative financial instruments must be assigned to the “fair value through profit or loss measurement” category (FVTPL).

**Financial liabilities** are generally measured at amortised cost. The liability held from the acquisition of financial assets accounted for using the equity method, however, falls under the exemption provided for in IFRS 9.4.2.1 and is to be measured at fair value through profit or loss (FVTPL).

### ASSESSMENT

**Determination of Fair Value in Accordance with IFRS 13** Financial instruments are measured at fair value in accordance with IFRS 13 using the fair value hierarchy:

- Level 1: Quoted prices in active markets for identical assets or liabilities
- Level 2: Market price quotations that are observable for the asset or liability, either directly or indirectly
- Level 3: Input factors that are not observable on the market

Depending on the financial instrument and the available inputs, market-based or income-based measurement approaches are used, with observable inputs being given the highest priority.

**Measurement at Initial Recognition** Financial assets and liabilities are generally recognised for the first time on the settlement date and are measured at fair value, which usually corresponds to the transaction price. In the event of measurement at amortised cost or at fair value through other comprehensive income (FVOCI), directly attributable transaction costs are also taken into account. Trade receivables are recognised in accordance with IFRS 15.

**Subsequent Measurement and Presentation** Financial instruments at amortised cost are measured using the effective interest method. Gains or losses on disposal and current income and valuation adjustments are recognised directly in the consolidated income statement. The result from the subsequent measurement of liabilities resulting from purchase obligations of non-controlling interests is recognised in the consolidated income statement, with the expenses/income from revised estimates of future results being recognised under other operating expenses/income. Foreign currency valuations, extraordinary inflation adjustments and the interest cost of liabilities are reported as part of the financial result.

Debt instruments measured at fair value through other comprehensive income (FVOCI) are recognised at fair value at the respective balance sheet date. Changes in fair value are recognised in other comprehensive income (OCI) or in the FVOCI reserve, with the exception of foreign currency valuation, which is shown in the consolidated income statement. Current income and valuation adjustments are also recognised there. Upon disposal, the amounts recognised in other comprehensive income are reclassified to the consolidated income statement.

Equity instruments recognised at fair value through other comprehensive income (FVOCI) are recognised at fair value at the respective balance sheet date. Changes in fair value are recognised in other comprehensive income (OCI) or in the FVOCI reserve – i.e. the same as foreign currency measurement. Upon disposal, the amounts recognised in other comprehensive income are not reclassified in the consolidated income statement; instead, associated amounts in the FVOCI reserve are reclassified to the revenue reserves. Current income is recognised under the financial result.

Financial instruments measured at fair value through profit or loss (FVTPL) are recognised at fair value through profit or loss on the reporting date. Changes in the carrying amount as well as current income are recognised directly under financial result for the logistics business and under other operating income for the financial services business.

Gains and losses resulting from the disposal of trade receivables in the “amortised cost measurement” category and impairment losses in accordance with IFRS 9 are to be listed as separate items in the consolidated income statement pursuant to IAS 1.82. Due to a lack of materiality, the impairment losses recognised in the financial result in accordance with IFRS 9, which relate to bank balances, money market investments and securities from the logistics business measured at fair value through other comprehensive income (FVOCI), are not reported as a separate item in the consolidated income statement.

## IMPAIRMENT LOSSES

Impairments losses in accordance with IFRS 9 include both impairments on financial assets/contract assets and income/expenses from provisions for off-balance sheet risk positions, such as loan commitments or guarantees in the context of the banking business.

Impairments are recognised within the Austrian Post Group in the amount of the expected credit losses in accordance with IFRS 9. The method depends on the type of asset as well as on the occurrence of a significant increase in credit risk. The following items are to be measured based on the expected credit loss model in accordance with IFRS 9:

- Central bank balances from financial services
- Receivables from banks resulting from financial services
- Receivables from customers from financial services
- Other financial assets from financial services, including long-term financial assets
- Off-balance sheet risk positions (financial services)
- Securities recognised at amortised cost
- Securities measured at FVOCI
- Money market investments
- Bank balances
- Trade receivables
- Other receivables incl. lease receivables
- Contract assets

**Financial Assets from Financial Services and Off-balance Sheet Risk Positions (summarised below as financial assets from financial services)** A distinction is made between three impairment levels for the purposes of calculating the expected credit losses on financial assets from financial services:

- Stage 1: Stage 1 relates to financial assets from financial services for which no significant increase in credit risk has been identified since initial recognition. Impairment losses are recognised in the amount of the 12-month expected credit losses. For investment grade securities, the low credit risk exemption pursuant to IFRS 9.5.5.10 is applied. As long as there is an investment grade rating, a low credit risk is therefore assumed and there is no transfer to stage 2.
- Stage 2: Financial assets from financial services in stage 2 show a significant increase in credit risk since initial recognition. Impairment losses are recognised in the amount of the expected credit losses over their term. Quantitative and qualitative criteria are used to check the significant increase in credit risk. Quantitative criteria are evident from a deterioration in the internal rating scale. Qualitative criteria are checked at account and customer level and include the setting of forbearance indicators, inclusion in the payment reminder process and assignment as an estate. In addition, all of a customer's receivables are transferred to stage 2 if a customer's receivables are overdue by more than 30 days.
- Stage 3: Financial assets from financial services in stage 3 are considered to be in default. Interest income is recognised in such cases using the effective interest rate on the amortised cost (net carrying amount). All client receivables are transferred to stage 3 when the default indicator is set in accordance with the Capital Requirements Regulation (CRR) (unlikely to pay and/or 90 days past due).

For financial assets from financial services in stages 1 and 2, the expected credit losses are calculated using standardised model parameters. For stage 3 financial assets from financial services, the calculation depends on the significance of the outstanding amount: if the outstanding amount is less than EUR 0.3m, the expected credit losses are determined using model parameters. If the outstanding amount exceeds EUR 0.3m, the expected credit losses are determined on the basis of an individual estimate. The amount of the impairment loss corresponds to the difference between the current carrying amount and the expected future cash flows. The cash flows are estimated on an individual instrument basis, taking into account the following scenarios, and are weighted based on their potential probability of occurrence:

- Contractual cash flows
- Going concern
- Gone concern

In the contractual cash flow scenario, it is assumed that clients comply with all of the contractual agreements for their financial instruments. This is why, in this scenario, all contractual cash flows are recognised until the end of the term.

The going concern scenario is based on the contractual cash flow scenario, although the individual cash flows applied themselves can be adjusted.

In the gone concern scenario, it is assumed that no further payments are expected from the client, meaning that the bank cannot expect any further income to cover the outstanding receivables, apart from possible collateral proceeds or sale/settlement proceeds for treasury products.

The recovery cash flows, as well as the probability of the three scenarios, are estimated on an individual instrument basis based on documented benchmarks and guidelines. The impairment loss is calculated as the difference between the carrying amount of the financial instruments and the probability-weighted average present value of the recoveries in the three scenarios. Discounting is based on the instrument's effective interest rate.

The following model parameters are used to calculate the expected credit losses:

- **Probability of default (PD):** The PD stands for the probability that a debtor will not fulfil the latter's financial obligations and will default. The PD calculated is used for non-defaulted receivables positions (stages 1 and 2) and is adjusted at least annually. A PD of one is used for defaulted receivables (stage 3).

The default probabilities for receivables from customers required to calculate the expected credit losses are calculated using internal rating models. The necessary input parameters are based primarily on historical empirical values of comparable business models that are obtained externally. The parameters used are validated once a year. If no sufficient history is available, expert estimates are used. External ratings are used to determine probabilities of default for calculating the expected credit losses for receivables from banks and other financial assets from financial services.

- **Loss-given default (LGD):** LGD embodies the expectation regarding the amount of loss on a defaulted receivable. As the current product landscape also includes collateral for mortgage loans, a distinction is made between unsecured LGD and secured LGD in the risk models. At present, not all products have a corresponding history for LGD modelling and validation. This results in different approaches to LGD depending on the product group. An LGD of 72.0% (2024: 72.0%), derived from historical data, is assumed for current accounts. For consumer loans, an LGD of 49.1% (2024: 51.5%) for performing loans and 68.9% (2024: 70.9%) for non-performing loans is derived from historical data. An LGD of 93.2% (2024: 100%) is applied for consumer loans in insolvency (rating 5D). The LGD for mortgage loans is separated into a secured and an unsecured portion. These amount to 10.0% (2024: 10.0%) for the secured part and 42.0% (2024: 42.0%) for the unsecured part of the financing.

- **Exposure at default (EAD):** EAD corresponds to the amount owed at the time of default. Repayment cash flows and carrying amounts are used to determine the amount of the current balance in order to map the EAD trend. The EAD can consist of an on-balance sheet and an off-balance sheet portion.

As current account products and credit cards do not have a predefined term, the modelled maturities from the liquidity maturity statement are used here. The repayment schedules and the contractual term are used for lending products. In cases involving off-balance sheet transactions, a credit conversion factor (CCF) is also used. This is defined individually depending on the type of product involved. In general, the account limits are deleted when the first default indicator is set.

For financial assets from financial services that are purchased or originated credit impaired (POCI), the expected credit losses over the term are initially recognised in the credit-adjusted effective interest rate. This is why no impairment loss is recognised to begin with. Changes in expected credit losses based on current cash flow estimates are then recognised in profit or loss as expenses or income in impairment losses.

**Trade Receivables** The simplified approach permitted under IFRS 9 is used to determine expected credit losses on trade receivables. Accordingly, impairment losses are determined in the amount of the credit losses expected over the term (stage 2 or stage 3) on the basis of an impairment matrix. Impairment losses are recognised by means of this matrix on the basis of historically observed default rates tiered according to (days past due) maturity. Forward-looking information is also evaluated and, if necessary, the default rates used are adjusted. In addition, trade receivables with a carrying amount of more than EUR 0.1m are considered on an item-by-item basis and scrutinised to recognise additional expected credit defaults over their term. Expected credit losses are determined separately for domestic and foreign customers as well as for international postal carriers.

**Lease Receivables** Impairment losses for lease receivables are measured in the amount of the lifetime expected credit loss (stage 2 or stage 3). Austrian Post applies the simplified approach permitted under IFRS 9. For lease receivables associated with a low default risk, an external rating is considered investment grade.

**Miscellaneous Financial Assets** Impairment losses on miscellaneous financial assets subject to the IFRS 9 impairment model are recognised in the amount of the 12-month expected credit loss (stage 1). If a

significant increase in credit loss occurs, impairment losses are recognised in the amount of the lifetime expected credit losses. Credit risk is assumed to have increased significantly when a trade receivable is more than 30 days overdue (stage 2). An exposure is considered non-performing or impaired (stage 3) if the following factors apply:

- The individual receivable is overdue > 90 days
- Insolvency proceedings have been initiated

The effective interest rate for stage 3 receivables is to be applied to the amortised cost (net carrying amount) as opposed to the gross carrying amount.

According to the method used, expected credit losses are determined for securities, balances with banks and money market investments based on the loan loss provisioning model. The expected credit loss is determined as the probability-weighted amount based on the probability of default (PD) and the loss given default (LGD). The company primarily relies on issuer-specific data supplied by Bloomberg to calculate the probability of default. To simplify things, global default rates such as those published by Standard & Poor's or Moody's are taken into account. For other receivables, practical simplifications will be applied in line with IFRS 9.B5.5.35 based on the type and scope of the receivables and to determine impairment losses by using an impairment matrix similar to the one used for trade receivables. The loss rates are derived partly based on historical empirical values and partly based on reasonable estimates. In addition, trade receivables with a carrying amount of more than EUR 0.1m are considered on an item-by-item basis and scrutinised to recognise additional expected credit defaults over their term. The expected credit losses are determined separately for claims for damages and other miscellaneous receivables.

**Modified Financial Assets** If the contractually stipulated cash flows are renegotiated or modified, an assessment is carried out as to whether the existing asset should be written off. If this does not result in derecognition, the gross carrying amount is recalculated based on the modified cash flows. An assessment is likewise made at the time of modification and at each balance sheet date as to whether there is a significant increase in the credit risk of the financial instrument.

**Forbearance Measures** In the event of modifications or renegotiations involving financial assets from financial services, a check also has to be performed to determine whether these constitute forbearance measures. Forbearance measures are concessions made to debtors who are at risk of no longer being able to meet their payment obligations. They include contract modifications such as deferrals, term extensions, interest rate reductions or debt waivers, as well as internal debt restructuring. Accordingly, a measure is deemed to constitute a forbearance measure if all of the following three criteria are met:

- This is a transaction that is objectively suitable for providing relief on the repayment terms.
- The transaction represents subjective relief for the debtor that would not have been granted to other debtors with comparable credit ratings and collateral.
- The relief related to a default that had already occurred or it was designed to prevent an impending default.

Forbearance measures are used for risk positions such as loans, debt securities, as well as irrevocable loan commitments. Positions held in the trading portfolio are excluded. Forbearance positions can be both performing and non-performing. Forbearance status is maintained at account level. All measures classified as forbearance must be recorded in the forbearance portfolio for at least two years. At the end of this probationary period, classification as forbearance can be reversed.

**Write-offs** Receivables and debt securities that are largely irrecoverable are derecognised in full or in part – for example, in the case of insolvency proceedings where the chances of success are less than 50%, unsuccessful enforcement proceedings, customers without a permanent residence or with non-attachable income. Write-offs are also used in the event of partial or complete debt waivers, e.g. as part of recovery or payment plans, proceedings for a levy on income, out-of-court settlements or advance payment arrangements.

## 26.1.7 HEDGE ACCOUNTING

The interest rate derivatives are concluded with Austrian banks under the Austrian master agreement for financial futures (incl. collateralisation annex) in euros.

The table below shows the nominal amounts, broken down by their remaining terms, and the market values of the hedging instruments as at 31 December 2024 and 31 December 2025:

### Nominal Value of Hedging Instruments as at 31 December 2024

EUR m	Nominal					Market value	
	<3 months	>3 months to 1 year	>1 year to 5 years	>5 years	Total nominal	Positive market value	Negative market value
<b>ASSETS</b>							
Interest rate derivatives – mortgage loans	0.0	0.0	69.0	700.5	769.5	27.6	16.9
Interest rate derivatives – investments	0.0	0.0	69.9	102.5	172.4	0.0	5.8
<b>LIABILITIES</b>							
Interest rate derivatives – liabilities to customers							
Fair value hedge	130.0	342.0	0.0	0.0	472.0	5.5	0.0
Portfolio fair value hedge	0.0	80.0	120.0	0.0	200.0	0.0	0.1

### Nominal Value of Hedging Instruments as at 31 December 2025

EUR m	Nominal					Market value	
	<3 months	>3 months to 1 year	>1 year to 5 years	>5 years	Total nominal	Positive market value	Negative market value
<b>ASSETS</b>							
Interest rate derivatives – receivables from banks	0.0	0.0	12.0	53.0	65.0	2.3	0.0
Interest rate derivatives – mortgage loans	0.0	0.0	150.0	596.0	746.0	33.7	3.7
Interest rate derivatives – investments	0.0	0.0	95.0	172.5	267.5	2.8	3.9
<b>LIABILITIES</b>							
Interest rate derivatives – liabilities to customers							
Fair value hedge	58.0	454.0	35.0	0.0	547.0	1.7	0.3
Portfolio fair value hedge	0.0	80.0	150.0	0.0	230.0	0.0	0.4

Positive market values from hedging instruments are recognised under financial assets from financial services. Negative market values from hedging instruments are recognised under financial liabilities from financial services.

The carrying amounts and the basis adjustments of the hedged items are as follows:

## Carrying Amount and Basis Adjustments From Hedged Items

EUR m	31 Dec. 2024			31 Dec. 2025			
	Carrying amount of hedged item	Basis adjustments included in the carrying amount	Adjustment to basis adjustment portfolio fair value hedge	Carrying amount of hedged item	Basis adjustments included in the carrying amount	Basis adjustments for terminated hedges	Adjustment to basis adjustment portfolio fair value hedge
<b>ASSETS</b>							
Receivables from banks	0.0	0.0	n/a	74.8	-2.3	n/a	n/a
Receivables from customers							
Mortgage loans – fair value hedge	1,287.9	-10.8	n/a	1,105.2	-30.0	-0.5	n/a
Investments – fair value hedge	179.8	5.4	n/a	271.8	-0.2	n/a	n/a
<b>LIABILITIES</b>							
Liabilities to customers							
Fair value hedge	525.6	1.0	n/a	581.6	-0.3	n/a	n/a
Portfolio fair value hedge	n/a	n/a	-0.1	n/a	n/a	n/a	-0.4

The following table shows the impact of hedge accounting on the income statement:

## Result of Hedging Relationship as at 31 December 2024

EUR m	Result of hedged items	Result of hedging instruments	Result of hedging relationship
<b>ASSETS</b>			
Receivables from customers			
Mortgage loans – fair value hedge	15.2	-15.2	0.0
Investments – fair value hedge	5.4	-4.8	0.6
<b>LIABILITIES</b>			
Liabilities to customers			
Fair value hedge	-1.0	1.0	0.0
Portfolio fair value hedge	0.1	-0.1	0.0

## Result of Hedging Relationship as at 31 December 2025

EUR m	Result of hedged items	Result of hedging instruments	Result of hedging relationship
<b>ASSETS</b>			
Receivables from banks	-2.3	2.3	0.0
Receivables from customers			
Mortgage loans – fair value hedge	-19.7	19.7	0.0
Investments – fair value hedge	-5.6	6.0	0.4
<b>LIABILITIES</b>			
Liabilities to customers			
Fair value hedge	1.3	-1.3	0.0
Portfolio fair value hedge	0.3	-0.3	0.0

Ineffectiveness is recognised under operating income in the event of a positive surplus and under other operating expenses in the event of a negative surplus.

## ACCOUNTING PRINCIPLES

In order to hedge interest rate risks arising from both fixed-rate and variable-rate financial assets and liabilities from financial services, part of the derivative financial instruments of the Austrian Post Group have been designated as hedging instruments. These hedges (hedge accounting) are generally accounted for in accordance with the provisions set out in IFRS 9 and, in the case of fixed-rate assets and liabilities, correspond to a fair value hedge as defined by IFRS 9.6.5.2a. Furthermore, from the 2024 financial year onwards, a portfolio fair value hedge will also be used to hedge current account deposits on the liabilities side as part of the EU IAS 39 carve-out. Interest rate risk is monitored and controlled as part of the management of market risk.

In cases involving fixed-rate financial instruments, a market price risk arises from the change in the relevant reference yield curve. By using interest rate derivatives as hedging instruments, the fixed interest rate on the hedged items is transferred to a variable interest rate linked to the reference interest rate.

The interest rate derivatives designated as hedging instruments have an economic relationship with the interest rate risk component of the hedged item. The non-interest-rate-related risk components (such as credit spreads) are not part of the hedge. This means that the hedged item and the hedging instrument are structured in such a way that the parameters relevant for measurement purposes oppose each other. In the case of fair value hedges, opposing effects are only recognised to the extent that there is an economic relationship, without creating artificial volatility in the income statement. Likewise, the underlying risk associated with the derivative is identical to the hedged risk component.

The Austrian Post Group uses a **fair value hedge** to hedge interest rate risk. Derivative financial instruments designated as fair value hedges are used to hedge recognised assets or liabilities against the risk of a change in fair value. As of the 2024 financial year, a **portfolio fair value hedge** is also used in accordance with the EU IAS 39 carve-out. Derivative financial instruments designated as portfolio fair value hedges are used to hedge a portfolio against the risk of a change in fair value.

A **fair value hedge** relationship in the form of a micro hedge exists if a hedged item (or a group of hedged items) can be clearly allocated to one or more hedging transactions. In the case of mortgage loans and liabilities to customers, the bottom layer hedge is used as a special form of micro hedge. The hedge ratio is 1:1. The detailed approach is as follows:

- From the fixed-rate mortgage loans, which are grouped according to maturity and fixed interest rate, a bottom layer is dedicated to hedge accounting as a base amount which, taking into account the expected and early repayments, will very likely still be available when the hedging instruments mature. This approach means that early repayments, other derecognition scenarios as well as impairment losses are always allocated to the unhedged amount that exceeds the defined base amount. This means that these amounts do not affect the measurement of hedge effectiveness unless they reach the bottom layer threshold that has been defined.
- To hedge the financial assets, a derivative (hedging instrument) is allocated to a financial asset (hedged item). This derivative matches the parameters of the financial asset in question in terms of nominal value, term and fixed interest rate.
- To hedge liabilities to customers, the individual fixed-term deposits are grouped by maturity; the fixed interest rates of all fixed-term deposits in each maturity band are identical. As with the mortgage loans, a base amount is dedicated to hedge accounting which, taking into account early termination, will very likely still be available when the hedging instruments mature. This means that early termination does not affect the measurement of hedge effectiveness unless they reach the bottom layer threshold that has been defined.

To test the effectiveness of the hedge, the change in the fair value of the hedged risk from the hedged items for mortgage loans and liabilities to customers is determined using hypothetical derivatives that largely correspond to the contractual terms of the hedging transactions. The market value is used for financial assets. The present values for the effectiveness tests are calculated in accordance with the Group's internal hedge accounting policies using both the dollar off-set method and a regression analysis.

In a **portfolio fair value hedge** in accordance with the rules of the EU IAS 39 carve-out, a portfolio is hedged in its entirety against interest rate risks. Current account deposits on the liabilities side are allocated to maturity bands in line with their expected withdrawal and due dates. An amount of liabilities to be hedged is determined from the portfolio as the hedged item. The potential hedging amount is also determined using the bottom layer approach. To test the effectiveness of the hedge, the change in the fair value of the hedged risk from the designated portfolio is determined using hypothetical derivatives. The present values for the effectiveness tests are also calculated using both the dollar off-set method and a regression analysis.

In the case of mortgage loans, liabilities to customers and the portfolio of current account deposits on the liabilities side, the hedging relationship can become ineffective if the nominal value of the hedged items falls below that of the derivative. In the case of financial assets, changes in the economic relationship or in the hedge ratio can lead to ineffectiveness. If a hedge is no longer effective, rebalancing has to be used to restore its effectiveness. In the 2025 financial year, one hedge was rebalanced (there was no rebalancing in the 2024 financial year).

At the inception of the hedges, both the hedge and the risk management objectives and strategies for the hedge are formally designated and documented. The documentation includes the identification of the hedging instruments, the hedged items and the nature of the risks being hedged. The documentation also sets out the method used for assessing whether the hedges meet the requirements for hedge effectiveness. A hedge is only accounted for if the criteria defined in IFRS 9/IAS 39 for portfolio hedges are met.

Both the changes in the fair values of the hedging instruments and the offsetting changes in the fair values of the hedged items, to the extent these are attributable to the hedged risks, are recognised in the consolidated income statement. Fluctuations in the value of the hedged items are generally offset by fluctuations in the value of the hedging instruments; any deviations (hedge ineffectiveness) are recognised in other operating income (in the event of a positive surplus) or in other operating expenses (in the event of a negative surplus).

The derivatives designated as hedging instruments are measured at fair value through profit or loss. Positive market values from the hedging instruments are reported under other financial assets from financial services, while negative market values are shown under other liabilities from financial services. The hedged items in the Austrian Post Group are all measured at amortised cost and adjusted to reflect the change in the fair value of the hedged risk in the context of the hedge (basis adjustments). The change in the fair value of the hedged risk from the portfolio is recognised as a separate item under financial liabilities from financial services. The hedged items assigned to the portfolio continue to be recognised in their assigned category.

Upon termination of fair value hedges, the adjustments recognised (basis adjustment) on the financial assets/financial liabilities designated as hedged items are reversed over the remaining term to maturity and are presented in the consolidated income statement under income/expenses from financial services. When portfolio fair value hedges are terminated, the recognised adjustments to the portfolio are reversed in full by the end of the corresponding interest rate adjustment date and are presented in the consolidated income statement under income/expenses from financial services.

## 26.2 Risks and Risk Management Related to Financial Instruments

The risks related to financial instruments are disclosed separately for logistics and the banking business, as additional (primarily regulatory) requirements and information are taken into account in the context of banking services.

Logistics encompass the entire business activities of Austrian Post, excluding its banking business. The banking business mainly comprises services provided by bank99 and represent a part of the Group's financial services. Other receivables from offsetting with postal partners, and liabilities from P.S.K. orders, are shown in the following disclosures in Logistics.

### 26.2.1 RISK MANAGEMENT

The finance and risk management policies of the Austrian Post Group are aimed at hedging profits against financial risks of all kinds. In managing its financial positions, the Group fundamentally takes a strategic approach to portfolio assessment and follows conservative risk policies.

The Austrian Post Group continually monitors potential concentrations of risk. This can arise in the case of financial instruments with similar features, terms and conditions, for example with respect to terms to maturity, counterparty structure and the implementation of the investment strategy, or with groups of connected clients or large-scale exposures. Concentration risks are counteracted, for example, by the investments of fixed-term deposits at different banks, the diversification of the issuers in the securities portfolio, maturity profile diversification or by setting limits.

Risk management is subject to a body of rules developed by the Management Board, which define the relevant objectives, principles, functions and responsibilities. In addition, these rules lay down standardised processes, so as to provide an assurance of reliable internal auditing. Furthermore, the organisational risks relating to treasury operations are kept to a minimum by structuring the processes involved in an appropriate manner (e.g. keeping the trading and accounting of financial transactions separate, backing up electronic data storage). Furthermore, additional risk management requirements are taken into account in the banking business. A separate risk management system has been set up for this purpose to control and monitor the risks arising from the banking business in an appropriate manner. This system features a multi-stage process that ensures the separation of functions that are incompatible with each other with regard to both organisational structures and processes. The clear separation between the front office and the back office is ensured up to the Management Board level. The aim is to identify, actively manage and limit risks at an early stage in order to ensure the creation of a consistent risk profile and the maintenance of adequate capital resources. One key aspect supplementing the ongoing risk management activities are stress tests, which highlight vulnerabilities and provide key impetus for limiting and managing significant risks.

A standardised reporting system is used to track risks relating to the current situation. In addition, the Austrian Post Group has clearly defined written strategies and operational guidelines for the management of all financial risks.

### 26.2.2 PRESENTATION OF TYPES OF RISK

#### Logistics

The following risks exist as a result of the financial instruments deployed by the Austrian Post Group:

- Credit risks
- Liquidity risks
- Market risks

## Credit Risks

Credit risk for the Austrian Post Group involves the possibility of contractual partners being unable to fulfil their obligations from the operating business and financial transactions. The amounts reported on the asset side of the balance sheet represent the maximum creditworthiness and credit risk. Where there are recognisable credit risks in respect to the financial assets, impairments are made to account for them.

The overall risk attached to receivables is low, as most of the customers have agreed to direct debit arrangements, have arranged for bank guarantees in risky cases or have paid in advance. In addition, most of the outstanding amounts are owed by contracting partners which have excellent credit ratings.

In order to minimise credit risk relating to securities, Austrian Post's portfolio of securities is restricted to papers from issuers with an investment grade rating or a comparable level of creditworthiness. Austrian Post only invests in investment funds managed by internationally reputable asset management companies. Particularly close attention is paid to the liquidity and low exposure to settlement risk of the financial products. Money market transactions are subject to fixed trading limits.

Using this as the basis, the gross carrying amounts of the main classes of credit risk within the Austrian Post Group as at 31 December 2024 as well as 31 December 2025 are as follows:

### Gross Carrying Amounts as at 31 December 2024

EUR m	Total gross carrying amount	General approach			Simplified approach	
		Stage 1	Stage 2	Stage 3	Stage 2	Stage 3
Trade receivables	387.6	-	-	-	382.6	4.9
Other receivables	51.5	44.2	0.5	3.9	2.8	-

### Gross Carrying Amounts as at 31 December 2025

EUR m	Total gross carrying amount	General approach			Simplified approach	
		Stage 1	Stage 2	Stage 3	Stage 2	Stage 3
Trade receivables	351.0	-	-	-	347.7	3.2
Other receivables	64.5	55.8	0.4	3.1	5.2	-

The overall credit risk of all bank balances, money market investments and other receivables from offsetting with postal partners in Austrian Post's portfolio is considered to be low, and is not presented here due to the immaterial amounts involved.

**Trade Receivables** As at 31 December 2024 and 31 December 2025, the following impairment losses arise for trade receivables:

### 31 December 2024

EUR m	Not overdue	Overdue			Total
		1-30 days	31-90 days	> 90 days	
Gross carrying amount	320.1	61.2	1.3	4.9	387.6
Expected loss rate in %	0.0%	0.2%	27.8%	47.3%	0.7%
<b>Impairment loss</b>	<b>0.1</b>	<b>0.1</b>	<b>0.4</b>	<b>2.3</b>	<b>2.9</b>

### 31 December 2025

EUR m	Not overdue	Overdue			Total
		1-30 days	31-90 days	> 90 days	
Gross carrying amount	327.4	17.3	3.1	3.2	351.0
Expected loss rate in %	0.0%	0.4%	8.3%	62.0%	0.7%
<b>Impairment loss</b>	<b>0.1</b>	<b>0.1</b>	<b>0.3</b>	<b>2.0</b>	<b>2.4</b>

**Other Receivables** The impairment losses for other receivables amount to EUR 0.8m as at 31 December 2025 (31 December 2024: EUR 1.2m). The expected credit losses for lease receivables and receivables from offsetting with postal partners are included in the expected credit losses for other receivables and are immaterial overall. In addition, there was no write-off in the reporting year of other receivables which are still subject to enforcement measures.

The impairment losses on the main credit risk classes developed as follows:

EUR m	Other receivables			Total	Trade receivables		Total
	Stage 1	Stage 2	Stage 3		Stage 2	Stage 3	
<b>Balance as at 1 January 2024</b>	<b>0.2</b>	<b>0.4</b>	<b>0.8</b>	<b>1.4</b>	<b>0.5</b>	<b>2.0</b>	<b>2.5</b>
Derecognitions	-0.1	-0.2	-0.3	-0.6	0.0	-0.1	-0.1
Revaluation	0.1	-0.1	0.4	0.4	-0.8	1.3	0.5
<b>Balance as at 31 December 2024</b>	<b>0.3</b>	<b>0.1</b>	<b>0.9</b>	<b>1.2</b>	<b>-0.3</b>	<b>3.2</b>	<b>2.9</b>

EUR m	Other receivables			Total	Trade receivables		Total
	Stage 1	Stage 2	Stage 3		Stage 2	Stage 3	
<b>Balance as at 1 January 2025</b>	<b>0.3</b>	<b>0.1</b>	<b>0.9</b>	<b>1.2</b>	<b>-0.3</b>	<b>3.2</b>	<b>2.9</b>
Derecognitions	0.0	0.0	-0.1	-0.2	0.0	-0.3	-0.3
Revaluation	0.1	0.0	-0.3	-0.2	-0.3	0.1	-0.2
<b>Balance as at 31 December 2025</b>	<b>0.4</b>	<b>0.0</b>	<b>0.4</b>	<b>0.8</b>	<b>-0.6</b>	<b>3.0</b>	<b>2.4</b>

**Money Market Investments** Money market investments exclusively include fixed-term deposits with Austrian banks. Money market investments are subject to the general approach pursuant to IFRS 9. Due to the low credit risk involved, an impairment loss was recognised to the amount of the expected 12-month credit loss. The impairment loss recognised as at 31 December 2025 involved immaterial amounts.

**Bank Balances** The calculation of the expected credit losses is carried out in accordance with the general approach according to IFRS 9 to the amount of the expected credit losses and the actual remaining term to maturity of the receivables. The impairment losses recognised as at 31 December 2025 involved immaterial amounts.

### Liquidity Risks

The purpose of Austrian Post's liquidity management procedures is to maintain the solvency of the Group at all times. The liquidity management system is based on a liquidity plan which is regularly subject to target/performance comparisons and adjusted as necessary. Net interest income is optimised by actively managing cash flows.

The following tables show the maturity analysis of the financial liabilities based on the remaining term to maturity:

## Gross Carrying Amounts as at 31 December 2024

EUR m	Carrying amount	Gross cash flow	Term to maturity		
			<1 year	1–5 years	>5 years
<b>FINANCIAL LIABILITIES</b>					
Other financial liabilities	672.5	708.9	144.2	444.1	120.6
thereof lease liabilities	387.1	423.5	85.1	217.8	120.6
Trade payables	275.0	275.0	275.0	0.0	0.0
Payables from financial assets accounted for using the equity method	1.8	1.8	1.8	0.0	0.0
Other liabilities	170.9	182.7	162.7	20.0	0.0
	<b>1,120.2</b>	<b>1,168.4</b>	<b>583.7</b>	<b>464.1</b>	<b>120.6</b>

## Gross Carrying Amounts as at 31 December 2025

EUR m	Carrying amount	Gross cash flow	Term to maturity		
			<1 year	1–5 years	>5 years
<b>FINANCIAL LIABILITIES</b>					
Other financial liabilities	665.6	713.3	169.6	433.1	110.6
thereof lease liabilities	367.0	414.7	91.6	212.4	110.6
Trade payables	282.0	282.0	282.0	0.0	0.0
Payables from financial assets accounted for using the equity method	2.7	2.7	2.7	0.0	0.0
Other liabilities	172.1	188.9	93.7	14.5	80.7
	<b>1,122.4</b>	<b>1,186.8</b>	<b>547.9</b>	<b>447.5</b>	<b>191.4</b>

### Market Risks

Market risks comprise the existing risks related to changes in market prices. The primary risks for the Austrian Post Group are from changes in interest rates and foreign exchange rates which could impact the company's assets, financial and earnings position.

**Interest Rate Risk** Interest rate risk represents the risk of changes in the value of financial instruments or interest payment flows as a result of movements in market interest rates. Interest rate risk includes the risk of changes in the present value of fixed interest balance sheet items and cash flow risk of variable interest balance sheet items. Interest rate risk exists particularly in case of receivables and payables with maturities of more than one year. Such long maturities are not of material importance in the operational area but do affect financial investments in securities and financial liabilities.

Management of interest rate risk is based on the portfolio approach. Normally, it is not individual positions but the entire portfolio that is managed, taking account of the underlying transactions. For this purpose, selective use is made of derivative instruments such as interest rate swaps and interest rate caps. The financial portfolio is compared with the benchmark on a daily basis.

Based on the portfolio composition, if all other parameters remained constant, a change in the market interest rate of +/- 1 percentage point would not have any material impact on the other financial result.

**Currency Risk** Currency risk refers to potential losses arising from the market changes in connection with movements in foreign exchange rates.

There are only limited risks on the asset side of the balance sheet arising from currency changes, as deliveries are almost entirely conducted on a euro basis and investments in securities and fixed-term deposits are also almost entirely carried out on a euro basis. Currency risk exists in part from service relationships with international postal operators settled on the basis of an artificial currency (special drawing rights or "SDR"). The special drawing rights price is determined by the IMF as a weighted average of the five most important global currencies. The fluctuation in the SDR price compared to the euro over the past three years was within a range of +/- 5%. Any change in the SDR/EUR price by +/- 1% compared to the reference rate on the balance sheet as at 31 December 2025 would lead to a valuation result of +/- EUR 1.3m.

With regard to the future receipt of the planned dividend distributed in Turkish lira used by Aras Kargo a.s., there is a risk that the Turkish lira will depreciate against the euro. Foreign currency forwards are concluded to hedge against the potential loss in value of the dividend payment in Turkish lira, depending on market expectations. There is no foreign currency forward as at 31 December 2025.

## Banking Business

The banking business is mainly conducted by bank99 AG. This primarily comprises payment transaction services, the acceptance of customer funds, account services, the distribution of the bank's own and third-party lending, insurance and investment products, the granting of consumer and mortgage loans, as well as securities investments. Both fixed-rate and variable-rate loans are granted, but no foreign currency loans are offered. The investment of securities is the sole responsibility of the customer, bank employees do not provide any advice on this.

**Risk Policy, Strategy & Appetite, Reporting** The risk strategy of the banking business defines the bank's key risk policy principles, which aim to create a consistent risk profile and to maintain adequate capital and liquidity resources. It was prepared on the basis of the overall bank strategy developed and adopted by the Management Board and determines all risk-related elements and explanatory information on the operationalisation of these elements.

The risk appetite or Risk Appetite Statement (RAS) forms a key part of the risk strategy. By defining the risk appetite, the Management Board and the Supervisory Board make a conscious decision about what constitutes the maximum tolerable risk. Risk appetite can be expressed in many ways. In addition to purely qualitative requirements, risk appetite can also be defined primarily through quantitative requirements (e.g. stringency of risk measurement, global limits, the definition of buffers for certain stress scenarios). This is achieved, in particular, by directly setting the level of certain operational and strategic limits so as to limit and manage risks within the context of the RAS. A traffic light system is used for all indicators to ensure that action is taken within the risk appetite that has been set as a target. Depending on the nature and status of the limit, various escalation processes are defined. The limits are also included in the reporting process.

Risk reporting is standardised and regular and ensures that all relevant bodies and decision makers have an adequate level of information on the key positions so that the risk associated with these positions can be assessed in a timely manner.

**Risk Management Process** Based on the risk strategy, the following process steps have been defined:

- Risk identification & materiality assessment
- Risk-bearing capacity analysis (ICAAP & ILAAP)
- Risk management
- Risk monitoring & reporting

Risk identification is the first step in the risk management process. As part of the risk identification and materiality assessment process, all material risks to which the Group is exposed in connection with its banking business are identified, evaluated and documented. The risk profile (risk taxonomy, materiality) is derived on the basis of this assessment. The risks arise primarily from the business policy focus and the transactions entered into within this context. Regulatory requirements can also have a significant impact on the way risks are addressed and managed. The risk identification and materiality assessment process is carried out at least every year or in the event of significant ad-hoc developments (significant changes in the macroeconomic environment and/or planned structural changes to the overall bank strategy, as well as banking supervisory law) and is presented and discussed in the Risk Committee.

Taken together, the Internal Capital Adequacy Assessment Process (ICAAP) and the Internal Liquidity Adequacy Assessment Process (ILAAP) form an integral part of risk management.

**Internal Capital Adequacy Assessment Process (ICAAP)** The ICAAP process evaluates adequate capital resources taking material risks into account from two different perspectives (normative and economic).

As part of the **normative perspective**, bank99 assesses its ability to meet all quantitative regulatory capital requirements over a period spanning several years. The normative perspective at bank99 comprises three different scenario calculations. Starting from a baseline scenario, two adverse scenarios are assessed in stress tests. This approach ensures that capital adequacy is maintained in the event of highly adverse but nevertheless plausible scenarios.

In the **economic perspective**, care is taken to ensure that all material risks according to the risk materiality assessment are covered by economic capital. The main control instrument for the economic perspective is the risk-bearing capacity analysis (RBCA). As part of the RBCA, the economic capital available to bank99 is compared with the risk potential (material risks according to the risk materiality assessment). bank99 uses its own definition of economic capital and has implemented its own (standard market) procedures for calculating risk potential.

**Internal Liquidity Adequacy Assessment Process (ILAAP)** Internal liquidity risk monitoring is carried out as part of risk management and initially involves the identification of liquidity risks within risk identification. Based on this, the liquidity risk model (liquidity maturity statements) is used to ensure the availability of sufficient counterbalancing capacity to close potential liquidity bottlenecks in various scenarios (normal scenario, institution scenario, market scenario, combined scenario). If limits are violated (or limit-based early warning indicators emerge) or significant deviations from targets arise within the context of risk monitoring, the liquidity contingency plan is triggered. This sets out provisions governing the procedure and decision-making authority that applies in the event of a liquidity emergency and sets out requirements for suitable measures.

**Stress tests** quantify the effects of possible adverse events, meaning that they help to monitor risks and classify the relative importance of risk types and factors correctly. As a rule, their overriding objective is to measure the consumption of equity in the event of stress, or to quantify the future extent of risk coverage potential and risk capital requirements. Their forward-looking perspective means that they serve as early warning indicators and facilitate the proactive management of risks. The stress tests are designed to reflect extreme but plausible events, allowing the bank to assess its capital and liquidity adequacy in crisis situations.

**Recovery and resolution plan** Based on the Austrian Act on Bank Recovery and Resolution (BaSAG), a recovery plan was prepared setting out suitable options for action or measures in order to restore financial stability in the event of a significant deterioration in the financial situation. The recovery plan is updated at least once a year and is approved by the Management Board and the Supervisory Board.

The following risks are considered to be material in the context of the banking business:

- Credit risk
- Liquidity risk
- Market risk
- Operational risk
- Other risks
  - Macroeconomic risk
  - Money laundering and terrorist financing
  - Business risk
  - Reputational risk
  - Risk of excessive indebtedness
  - Model risk
  - Outsourcing risk

## Credit Risk

Credit risk refers to the risk of a partial or full default on contractually agreed payments, regardless of the counterparty concerned.

The risk of incurring a partial or total loss due to default or a deterioration in the credit rating of the counterparty in lending transactions is referred to as counterparty risk and represents a significant risk in the context of the banking business. Lending transactions include both on-balance sheet and off-balance sheet transactions. Furthermore, the issuer risk, which, similarly to the above, describes the risk of incurring a partial or total loss due to default by the counterparty in cases involving issuers of securities, is also classified as material. In the banking business, transactions are settled exclusively by agreeing on safe settlement conditions, in particular DVP (delivery versus payment), meaning that there is basically no settlement risk. Concentration risk is also considered relevant in the context of the banking business. This refers to the risk of potential adverse effects arising from concentrations or interactions of similar and different risk factors or types of risk, such as the risk arising from lending to the same clients, to a group of connected clients, to clients in the same region or industry, to clients that offer the same services and goods, as well as from the use of credit risk mitigation techniques and, in particular, from indirect large-scale exposures.

The monitoring and management of credit risks from the banking business is the responsibility of Operational Credit Risk Management. Its remit encompasses all activities for reviewing, monitoring and managing risks associated with on-balance-sheet and off-balance-sheet transactions. The granting of loans, the valuation of collateral and the credit rating and collateral classification processes are subject to organisational and substantive regulations and are set out in various internal guidelines. As part of the internal credit check, external service providers are also consulted for payment and credit rating information on the relevant applicants for loans and current accounts, and an external appraisal of collateral values is obtained for mortgage loans. In addition, a default management system that is consistent with the Capital Requirements Regulation (CRR) and Capital Requirements Directive IV (CRD IV) is applied.

Credit risk (as part of the risk-bearing capacity analysis) is quantified on the basis of a model that is closely based on the Internal Ratings Based Approach (IRB approach). The risk potential corresponds to the unexpected loss from the lending and securities business.

In the case of the loan portfolio, a distinction is made between a healthy and a non-performing portfolio. A healthy portfolio (performing loan exposure) includes all transactions with a rating in categories 1–4, although transactions in rating category 4 are referred to as a watch-loan portfolio. Transactions in rating categories 1–3 with a forbearance indicator are also classified as being part of the watch-loan portfolio. All

transactions in rating category 5 are non-performing loans (NPL). Obligor default is defined in line with the general default definition pursuant to Article 178 CRR. According to the CRR, an obligor is considered to be in default if:

- the obligor is considered unlikely to pay its credit obligations in full, without recourse by the institution to actions such as realising security or
- the obligor is past due more than 90 days on any material credit obligation to the institution.

Furthermore, in addition to the CRR provisions, obligor default is considered to have occurred if the following events occur in the context of forbearance measures:

- 30 days of default on payment as part of a forbearance measure under observation or
- new forbearance measure for an individual borrower under observation.

Within the banking business, default is always defined at debtor level, meaning that in the event of a default, all of a debtor's claims are marked as defaulted at the same time. Default on a joint product requires all individual debtors or the joint product itself to default.

Further default criteria include the waiver of current interest, disposals of collateral, restructuring and insolvency. Default indicators set automatically (overdue indicators) are checked and confirmed by Operational Risk Management. The rating is also adjusted as part of this process. This is done automatically in the retail business.

All defaults are documented in a default database and are monitored on an ongoing basis. Default is resolved either by recovery or by final settlement. Recovery and, as a result, reclassification from the non-performing to the healthy portfolio occurs when no default indicator that was previously set is valid any more and the good conduct period that starts from the time as of which a default indicator is no longer valid has expired.

In the case of mortgage loans, the mortgage collateral furnished also has to be taken into account. When a mortgage application is submitted, these properties are valued using a suitable tool. For loans of more than EUR 0.25m, an external survey is also carried out. 120% of the loan amount is registered as a lien. Another valuation has to be performed after three years at the latest. If the market is subject to marked fluctuations or if there are indications that the property has lost significant value, the last valuation is also reviewed.

**Credit Risk-Relevant Portfolio** The credit risk-relevant portfolio comprises all positions from financial services that involve a credit risk in the narrower sense within the context of the banking business. These include both on-balance sheet and off-balance sheet items. The adjustments to the carrying amount recognised in the context of hedges (basis adjustments) are included in the gross carrying amount where applicable.

As at 31 December 2024 and 31 December 2025, the credit risk-relevant portfolio is as follows:

## Credit Risk-Relevant Portfolio as at 31 December 2024

EUR m	Net carrying amount	Risk provisions	Gross carrying amount
<b>CREDIT RISK-RELEVANT PORTFOLIO</b>			
Central bank balances and other sight deposits	550.7	0.0	550.7
Receivables from banks	4.3	0.0	4.3
Receivables from customers			
Mortgage loans	1,627.0	1.7	1,628.7
Consumer loans	328.7	22.2	350.9
Current accounts	11.2	3.2	14.4
Investments			
Recognised at amortised cost	1,422.0	0.3	1,422.4
Other clearing receivables	0.7	0.0	0.7
<b>Subtotal</b>	<b>3,944.6</b>	<b>27.4</b>	<b>3,972.0</b>
<b>OFF-BALANCE ITEMS</b>			
Liabilities from financial guarantee contracts	1.4	0.0	1.4
Loan commitments not yet drawn	21.7	0.0	21.7
<b>Subtotal</b>	<b>23.1</b>	<b>0.0</b>	<b>23.1</b>
<b>Credit risk-relevant portfolio</b>	<b>3,967.7</b>	<b>27.5</b>	<b>3,995.1</b>

## Credit Risk-Relevant Portfolio as at 31 December 2025

EUR m	Net carrying amount	Risk provisions	Gross carrying amount
<b>CREDIT RISK-RELEVANT PORTFOLIO</b>			
Central bank balances and other sight deposits	537.5	0.0	537.5
Receivables from banks	74.8	0.0	74.8
Receivables from customers			
Mortgage loans	1,650.3	2.6	1,652.9
Consumer loans	335.4	21.9	357.3
Current accounts	15.2	3.7	18.9
Investments			
Recognised at amortised cost	1,426.2	0.2	1,426.4
Other clearing receivables	0.3	0.0	0.3
<b>Subtotal</b>	<b>4,039.7</b>	<b>28.4</b>	<b>4,068.0</b>
<b>OFF-BALANCE ITEMS</b>			
Liabilities from financial guarantee contracts	0.9	0.0	0.9
Loan commitments not yet drawn	7.9	0.0	7.9
<b>Subtotal</b>	<b>8.8</b>	<b>0.0</b>	<b>8.8</b>
<b>Credit risk-relevant portfolio</b>	<b>4,048.4</b>	<b>28.4</b>	<b>4,076.8</b>

In line with previous years, an additional risk provision of EUR 3.1m (2024: EUR 3.4m) was recognised as part of a management overlay in order to take account of the ongoing macroeconomic uncertainties.

Financial assets are used primarily to manage liquidity and mainly consist of Austrian and European public-sector debt securities. The off-balance sheet risk positions mainly include the loan commitments for mortgage loans.

The credit risk-relevant portfolio by client segment is as follows:

## Credit Risk-Relevant Portfolio by Customer Segment as at 31 December 2024

EUR m	Retail customers	Financial institutions	Public sector	Total gross carrying amount
<b>CREDIT RISK-RELEVANT PORTFOLIO</b>				
Central bank balances and other sight deposits	0.0	550.7	0.0	550.7
Receivables from banks	0.0	4.3	0.0	4.3
Receivables from customers				
Mortgage loans	1,628.7	0.0	0.0	1,628.7
Consumer loans	350.9	0.0	0.0	350.9
Current accounts	14.4	0.0	0.0	14.4
Investments				
Recognised at amortised cost	0.0	64.8	1,357.6	1,422.4
Other clearing receivables	0.4	0.4	0.0	0.7
<b>Subtotal</b>	<b>1,994.3</b>	<b>620.1</b>	<b>1,357.6</b>	<b>3,972.0</b>
<b>OFF-BALANCE ITEMS</b>				
Liabilities from financial guarantee contracts	1.4	0.0	0.0	1.4
Loan commitments not yet drawn	21.7	0.0	0.0	21.7
<b>Subtotal</b>	<b>23.1</b>	<b>0.0</b>	<b>0.0</b>	<b>23.1</b>
<b>Total</b>	<b>2,017.4</b>	<b>620.1</b>	<b>1,357.6</b>	<b>3,995.1</b>

## Credit Risk-Relevant Portfolio by Customer Segment as at 31 December 2025

EUR m	Retail customers	Financial institutions	Public sector	Total gross carrying amount
<b>CREDIT RISK-RELEVANT PORTFOLIO</b>				
Central bank balances and other sight deposits	0.0	537.5	0.0	537.5
Receivables from banks	0.0	74.8	0.0	74.8
Receivables from customers				
Mortgage loans	1,652.9	0.0	0.0	1,652.9
Consumer loans	357.3	0.0	0.0	357.3
Current accounts	18.9	0.0	0.0	18.9
Investments				
Recognised at amortised cost	0.0	151.8	1,274.6	1,426.4
Other clearing receivables	0.2	0.1	0.0	0.3
<b>Subtotal</b>	<b>2,029.3</b>	<b>764.1</b>	<b>1,274.6</b>	<b>4,068.0</b>
<b>OFF-BALANCE ITEMS</b>				
Liabilities from financial guarantee contracts	0.9	0.0	0.0	0.9
Loan commitments not yet drawn	7.9	0.0	0.0	7.9
<b>Subtotal</b>	<b>8.8</b>	<b>0.0</b>	<b>0.0</b>	<b>8.8</b>
<b>Total</b>	<b>2,038.1</b>	<b>764.1</b>	<b>1,274.6</b>	<b>4,076.8</b>

An automated payment reminder process has been put in place for all banking services, with an overdue counter starting to run on the first day after the due date. This results in the following breakdown of the credit risk-relevant portfolio by days overdue:

## Credit Risk-Relevant Portfolio by Days Overdue as at 31 December 2024

EUR m	Not overdue	1–30 days	31–90 days	>90 days	Total gross carrying amount
<b>CREDIT RISK-RELEVANT PORTFOLIO</b>					
Central bank balances and other sight deposits	550.7	0.0	0.0	0.0	550.7
Receivables from banks	4.3	0.0	0.0	0.0	4.3
Receivables from customers					
Mortgage loans	1,626.8	0.2	1.3	0.4	1,628.7
Consumer loans	329.7	3.6	3.2	14.4	350.9
Current accounts	10.3	0.4	0.5	3.2	14.4
Investments					
Recognised at amortised cost	1,422.4	0.0	0.0	0.0	1,422.4
Other clearing receivables	0.7	0.0	0.0	0.0	0.7
<b>Subtotal</b>	<b>3,944.9</b>	<b>4.2</b>	<b>4.9</b>	<b>18.1</b>	<b>3,972.0</b>
<b>OFF-BALANCE ITEMS</b>					
Liabilities from financial guarantee contracts	1.4	0.0	0.0	0.0	1.4
Loan commitments not yet drawn	21.7	0.0	0.0	0.0	21.7
<b>Subtotal</b>	<b>23.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>23.1</b>
<b>Total</b>	<b>3,968.0</b>	<b>4.2</b>	<b>4.9</b>	<b>18.1</b>	<b>3,995.1</b>

## Credit Risk-Relevant Portfolio by Days Overdue as at 31 December 2025

EUR m	Not overdue	1–30 days	31–90 days	>90 days	Total gross carrying amount
<b>CREDIT RISK-RELEVANT PORTFOLIO</b>					
Central bank balances and other sight deposits	537.5	0.0	0.0	0.0	537.5
Receivables from banks	74.8	0.0	0.0	0.0	74.8
Receivables from customers					
Mortgage loans	1,649.4	0.1	1.5	1.9	1,652.9
Consumer loans	336.6	3.8	2.3	14.6	357.3
Current accounts	14.2	0.8	1.0	3.0	18.9
Investments					
Recognised at amortised cost	1,426.4	0.0	0.0	0.0	1,426.4
Other clearing receivables	0.3	0.0	0.0	0.0	0.3
<b>Subtotal</b>	<b>4,039.1</b>	<b>4.7</b>	<b>4.8</b>	<b>19.5</b>	<b>4,068.0</b>
<b>OFF-BALANCE ITEMS</b>					
Liabilities from financial guarantee contracts	0.9	0.0	0.0	0.0	0.9
Loan commitments not yet drawn	7.9	0.0	0.0	0.0	7.9
<b>Subtotal</b>	<b>8.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>8.8</b>
<b>Total</b>	<b>4,047.9</b>	<b>4.7</b>	<b>4.8</b>	<b>19.5</b>	<b>4,076.8</b>

The client rating consists of five rating categories 1–5 which are shown in the tables below. The five rating categories are broken down further into five subcategories, A–E. This means that clients as a whole are assigned to 25 rating categories.

On this basis, the credit risk-relevant portfolio, broken down by rating category, is as follows:

## Credit Risk-Relevant Portfolio by Rating Category as at 31 December 2024

EUR m	Rating 1	Rating 2	Rating 3	Rating 4	Rating 5	No rating	Total gross carrying amount
<b>CREDIT RISK-RELEVANT PORTFOLIO</b>							
Central bank balances and other sight deposits	548.3	2.4	0.0	0.0	0.0	0.0	550.7
Receivables from banks	4.3	0.0	0.0	0.0	0.0	0.0	4.3
Receivables from customers							
Mortgage loans	0.0	0.0	1,611.8	14.8	2.1	0.0	1,628.7
Consumer loans	0.0	0.0	287.0	46.3	17.7	0.0	350.9
Current accounts	0.0	0.0	9.5	1.0	3.8	0.0	14.4
Investments							
Recognised at amortised cost	1,105.7	263.4	53.3	0.0	0.0	0.0	1,422.4
Other clearing receivables	0.0	0.0	0.0	0.0	0.0	0.7	0.7
<b>Subtotal</b>	<b>1,658.2</b>	<b>265.8</b>	<b>1,961.5</b>	<b>62.1</b>	<b>23.6</b>	<b>0.8</b>	<b>3,972.0</b>
<b>OFF-BALANCE ITEMS</b>							
Liabilities from financial guarantee contracts	0.0	0.0	1.4	0.0	0.0	0.0	1.4
Loan commitments not yet drawn	0.0	0.0	21.7	0.0	0.0	0.0	21.7
<b>Subtotal</b>	<b>0.0</b>	<b>0.0</b>	<b>23.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>23.1</b>
<b>Total</b>	<b>1,658.2</b>	<b>265.8</b>	<b>1,984.5</b>	<b>62.2</b>	<b>23.6</b>	<b>0.8</b>	<b>3,995.1</b>

## Credit Risk-Relevant Portfolio by Rating Category as at 31 December 2025

EUR m	Rating 1	Rating 2	Rating 3	Rating 4	Rating 5	No rating	Total gross carrying amount
<b>CREDIT RISK-RELEVANT PORTFOLIO</b>							
Central bank balances and other sight deposits	537.3	0.1	0.0	0.0	0.0	0.0	537.5
Receivables from banks	0.0	74.8	0.0	0.0	0.0	0.0	74.8
Receivables from customers							
Mortgage loans	0.0	0.0	1,631.0	17.9	3.6	0.4	1,652.9
Consumer loans	0.0	0.0	291.0	46.3	20.0	0.0	357.3
Current accounts	0.0	0.0	11.0	3.8	4.2	0.0	18.9
Investments							
Recognised at amortised cost	1,054.9	371.5	0.0	0.0	0.0	0.0	1,426.4
Other clearing receivables	0.0	0.0	0.0	0.0	0.0	0.3	0.3
<b>Subtotal</b>	<b>1,592.3</b>	<b>446.4</b>	<b>1,933.0</b>	<b>68.0</b>	<b>27.8</b>	<b>0.7</b>	<b>4,068.0</b>
<b>OFF-BALANCE ITEMS</b>							
Liabilities from financial guarantee contracts	0.0	0.0	0.8	0.0	0.0	0.0	0.9
Loan commitments not yet drawn	0.0	0.0	7.9	0.0	0.0	0.0	7.9
<b>Subtotal</b>	<b>0.0</b>	<b>0.0</b>	<b>8.7</b>	<b>0.1</b>	<b>0.0</b>	<b>0.0</b>	<b>8.8</b>
<b>Total</b>	<b>1,592.3</b>	<b>446.4</b>	<b>1,941.7</b>	<b>68.0</b>	<b>27.8</b>	<b>0.7</b>	<b>4,076.8</b>

A breakdown of the credit risk-relevant portfolio by IFRS 9 stage is shown below:

## Credit Risk-Relevant Portfolio According to IFRS 9 Stage Allocation as at 31 December 2024

EUR m	Stage 1	Stage 2	Stage 3	POCI	Total gross carrying amount
<b>CREDIT RISK-RELEVANT PORTFOLIO</b>					
Central bank balances and other sight deposits	550.7	0.0	0.0	0.0	550.7
Receivables from banks	4.3	0.0	0.0	0.0	4.3
Receivables from customers					
Mortgage loans	1,611.9	14.3	2.1	0.4	1,628.7
Consumer loans	288.0	45.4	18.4	-0.9	350.9
Current accounts	8.4	2.1	3.8	0.0	14.4
Investments					
Recognised at amortised cost	1,422.4	0.0	0.0	0.0	1,422.4
Other clearing receivables	0.7	0.0	0.0	0.0	0.7
<b>Subtotal</b>	<b>3,886.4</b>	<b>61.8</b>	<b>24.4</b>	<b>-0.5</b>	<b>3,972.0</b>
<b>OFF-BALANCE ITEMS</b>					
Liabilities from financial guarantee contracts	1.3	0.0	0.0	0.0	1.4
Loan commitments not yet drawn	21.7	0.0	0.0	0.0	21.7
<b>Subtotal</b>	<b>23.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>23.1</b>
<b>Total</b>	<b>3,909.5</b>	<b>61.8</b>	<b>24.4</b>	<b>-0.5</b>	<b>3,995.1</b>

## Credit Risk-Relevant Portfolio According to IFRS 9 Stage Allocation as at 31 December 2025

EUR m	Stage 1	Stage 2	Stage 3	POCI	Total gross carrying amount
<b>CREDIT RISK-RELEVANT PORTFOLIO</b>					
Central bank balances and other sight deposits	537.5	0.0	0.0	0.0	537.5
Receivables from banks	74.8	0.0	0.0	0.0	74.8
Receivables from customers					
Mortgage loans	1,620.5	28.4	3.6	0.4	1,652.9
Consumer loans	300.4	37.4	20.8	-1.2	357.3
Current accounts	9.6	5.1	4.2	0.0	18.9
Investments					
Recognised at amortised cost	1,426.4	0.0	0.0	0.0	1,426.4
Other clearing receivables	0.3	0.0	0.0	0.0	0.3
<b>Subtotal</b>	<b>3,969.4</b>	<b>70.9</b>	<b>28.6</b>	<b>-0.8</b>	<b>4,068.0</b>
<b>OFF-BALANCE ITEMS</b>					
Liabilities from financial guarantee contracts	0.8	0.0	0.0	0.0	0.9
Loan commitments not yet drawn	7.9	0.0	0.0	0.0	7.9
<b>Subtotal</b>	<b>8.7</b>	<b>0.1</b>	<b>0.0</b>	<b>0.0</b>	<b>8.8</b>
<b>Total</b>	<b>3,978.1</b>	<b>71.0</b>	<b>28.6</b>	<b>-0.8</b>	<b>4,076.8</b>

The credit risk-relevant portfolio by rating category and default risk category can be summarised as follows:

### Credit Risk-Relevant Portfolio by Rating Category and Default Risk Category as at 31 December 2024

EUR m	Stage 1	Stage 2	Stage 3	POCI	Total gross carrying amount
<b>CREDIT RISK-RELEVANT PORTFOLIO</b>					
Rating 1	1,658.2	0.0	0.0	0.0	1,658.2
Rating 2	265.8	0.0	0.0	0.0	265.8
Rating 3	1,959.5	24.7	0.0	0.3	1,984.5
Rating 4	25.2	37.0	0.0	-0.1	62.2
Rating 5	0.0	0.0	24.4	-0.7	23.6
No rating	0.7	0.0	0.0	0.0	0.8
<b>Total</b>	<b>3,909.5</b>	<b>61.8</b>	<b>24.4</b>	<b>-0.5</b>	<b>3,995.1</b>

### Credit Risk-Relevant Portfolio by Rating Category and Default Risk Category as at 31 December 2025

EUR m	Stage 1	Stage 2	Stage 3	POCI	Total gross carrying amount
<b>CREDIT RISK-RELEVANT PORTFOLIO</b>					
Rating 1	1,592.3	0.0	0.0	0.0	1,592.3
Rating 2	446.4	0.0	0.0	0.0	446.4
Rating 3	1,914.6	27.0	0.0	0.1	1,941.7
Rating 4	24.6	43.6	0.0	-0.1	68.0
Rating 5	0.0	0.0	28.6	-0.8	27.8
No rating	0.3	0.4	0.0	0.0	0.7
<b>Total</b>	<b>3,978.1</b>	<b>71.0</b>	<b>28.6</b>	<b>-0.8</b>	<b>4,076.8</b>

**Collateral** The following collateral is available in the form of mortgages for mortgage loans as well as for credit risks from loan commitments not yet drawn down:

### Collateral in the Form of Mortgages

EUR m	31 Dec. 2024	31 Dec. 2025
<b>CREDIT RISK-RELEVANT PORTFOLIO</b>		
Receivables from banks	0.0	98.8
Receivables from customers		
Mortgage loans	1,622.3	1,661.9
<b>Subtotal</b>	<b>1,622.3</b>	<b>1,760.6</b>
<b>OFF-BALANCE ITEMS</b>		
Loan commitments not yet drawn	16.5	6.5
<b>Subtotal</b>	<b>16.5</b>	<b>6.5</b>
<b>Total</b>	<b>1,638.9</b>	<b>1,767.1</b>

**Non-Performing Portfolio** All receivables categorised as defaulted are grouped in the non-performing portfolio. The non-performing portfolio as at 31 December 2024 and 31 December 2025 is as follows:

## Non-Performing Portfolio as at 31 December 2024

EUR m	Total gross carrying amount	NPL	Impairment loss NPL	Collateral NPL	NPE ratio	NPE coverage ratio	NPE collateralisation ratio
<b>CREDIT RISK-RELEVANT PORTFOLIO</b>							
Central bank balances and other sight deposits	550.7	0.0	0.0	0.0	0.0%	0.0%	0.0%
Receivables from banks	4.3	0.0	0.0	0.0	0.0%	0.0%	0.0%
Receivables from customers							
Mortgage loans	1,628.7	2.1	0.2	2.0	0.1%	8.9%	95.9%
Consumer loans	350.9	17.7	13.8	0.0	5.0%	78.0%	0.0%
Current accounts	14.4	3.8	3.0	0.0	26.7%	79.2%	0.0%
Investments							
Recognised at amortised cost	1,422.4	0.0	0.0	0.0	0.0%	0.0%	0.0%
Other clearing receivables	0.7	0.0	0.0	0.0	0.0%	0.0%	0.0%
<b>Subtotal</b>	<b>3,972.0</b>	<b>23.6</b>	<b>17.0</b>	<b>2.0</b>	<b>0.6%</b>	<b>72.1%</b>	<b>8.5%</b>
<b>OFF-BALANCE ITEMS</b>							
Liabilities from financial guarantee contracts	1.4	0.0	0.0	0.0	0.0%	0.0%	0.0%
Loan commitments not yet drawn	21.7	0.0	0.0	0.0	0.0%	0.0%	0.0%
<b>Subtotal</b>	<b>23.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Total</b>	<b>3,995.1</b>	<b>23.6</b>	<b>17.0</b>	<b>2.0</b>	<b>0.6%</b>	<b>72.1%</b>	<b>8.5%</b>

## Non-Performing Portfolio as at 31 December 2025

EUR m	Total gross carrying amount	NPL	Impairment loss NPL	Collateral NPL	NPE ratio	NPE coverage ratio	NPE collateralisation ratio
<b>CREDIT RISK-RELEVANT PORTFOLIO</b>							
Central bank balances and other sight deposits	537.5	0.0	0.0	0.0	0.0%	0.0%	0.0%
Receivables from banks	74.8	0.0	0.0	0.0	0.0%	0.0%	0.0%
Receivables from customers							
Mortgage loans	1,652.9	3.6	0.3	3.6	0.2%	9.7%	99.3%
Consumer loans	357.3	20.0	15.7	0.0	5.6%	78.3%	0.0%
Current accounts	18.9	4.2	3.4	0.0	22.0%	80.6%	0.0%
Investments							
Recognised at amortised cost	1,426.4	0.0	0.0	0.0	0.0%	0.0%	0.0%
Other clearing receivables	0.3	0.0	0.0	0.0	0.0%	0.0%	0.0%
<b>Subtotal</b>	<b>4,068.0</b>	<b>27.8</b>	<b>19.4</b>	<b>3.6</b>	<b>0.7%</b>	<b>69.7%</b>	<b>12.9%</b>
<b>OFF-BALANCE ITEMS</b>							
Liabilities from financial guarantee contracts	0.9	0.0	0.0	0.0	0.0%	0.0%	0.0%
Loan commitments not yet drawn	7.9	0.0	0.0	0.0	0.0%	0.0%	0.0%
<b>Subtotal</b>	<b>8.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Total</b>	<b>4,076.8</b>	<b>27.8</b>	<b>19.4</b>	<b>3.6</b>	<b>0.7%</b>	<b>69.7%</b>	<b>12.9%</b>

The non-performing exposure ratio (NPE ratio) represents the share of the non-performing portfolio in relation to the total gross carrying amount of the credit risk-relevant portfolio. The NPE coverage ratio reflects the share of impairment losses for the non-performing portfolio in relation to the gross carrying amount of the non-performing portfolio. The NPE collateralisation ratio, on the other hand, shows the collateral for non-performing loans as a percentage of the total non-performing portfolio.

The non-performing portfolio developed as follows:

## Development of the Non-Performing Portfolio

EUR m	2024	2025
<b>Balance as at 1 January</b>	<b>17.5</b>	<b>23.6</b>
Additions due to reclassification	13.9	13.8
Disposal due to recovery	-0.7	-0.6
Disposal due to repayment and derecognition	-1.2	-7.0
Net repayment and other changes	-6.0	-2.1
<b>Balance as at 31 December</b>	<b>23.6</b>	<b>27.8</b>

As at 31 December 2025, receivables from customers that had already been written off in the amount of EUR 3.4m (31 December 2024: EUR 2.2m) were the subject of enforcement activities. These mainly relate to receivables from consumer loans that are unlikely to be recovered.

The table below summarises the credit risk-relevant and non-performing portfolio broken down by measurement category and days overdue:

### Credit Risk-Relevant and Non-Performing Portfolio by Measurement Category and Days Overdue as at 31 December 2024

EUR m	Gross carrying amount	Collateral	NPL	Collateral NPL	Impairment loss NPL
<b>RECOGNISED AT AMORTISED COST</b>					
Not overdue	3,944.9	1,620.4	3.9	1.2	1.9
Overdue					
1-30 days	4.2	0.2	0.4	0.0	0.3
31-90 days	4.9	1.3	1.3	0.4	0.8
> 90 days	18.1	0.4	18.1	0.4	14.0
<b>Total</b>	<b>3,972.0</b>	<b>1,622.3</b>	<b>23.6</b>	<b>2.0</b>	<b>17.0</b>

### Credit Risk-Relevant and Non-Performing Portfolio by Measurement Category and Days Overdue as at 31 December 2025

EUR m	Gross carrying amount	Collateral	NPL	Collateral NPL	Impairment loss NPL
<b>RECOGNISED AT AMORTISED COST</b>					
Not overdue	4,039.1	1,757.2	5.1	0.8	3.5
Overdue					
1-30 days	4.7	0.1	0.8	0.0	0.6
31-90 days	4.8	1.5	2.4	1.0	1.2
> 90 days	19.5	1.9	19.5	1.9	14.1
<b>Total</b>	<b>4,068.0</b>	<b>1,760.6</b>	<b>27.8</b>	<b>3.6</b>	<b>19.4</b>

**Impairment Losses** The following table shows the development in impairment losses on the credit risk-relevant portfolio:

## Development in Impairment Losses on the Credit Risk-Relevant Portfolio in 2024

EUR m	Stage 1	Stage 2	Stage 3	POCI	Total
<b>Balance as at 1 January 2024</b>	<b>3.5</b>	<b>5.5</b>	<b>12.9</b>	<b>-2.2</b>	<b>19.7</b>
Reclassification	-0.1	-1.6	2.1	-0.3	0.0
Additions – new acquisitions	0.5	0.0	0.0	0.0	0.5
Derecognition	-0.1	-0.1	-0.7	1.2	0.4
Revaluation	0.4	3.3	4.2	-0.9	7.0
Utilisation	0.0	0.0	-0.1	0.0	-0.1
<b>Balance as at 31 December 2024</b>	<b>4.2</b>	<b>7.1</b>	<b>18.4</b>	<b>-2.2</b>	<b>27.5</b>

## Development in Impairment Losses on the Credit Risk-Relevant Portfolio in 2025

EUR m	Stage 1	Stage 2	Stage 3	POCI	Total
<b>Balance as at 1 January 2025</b>	<b>4.2</b>	<b>7.1</b>	<b>18.4</b>	<b>-2.2</b>	<b>27.5</b>
Reclassification	0.0	-2.2	2.2	0.0	0.0
Additions – new acquisitions	1.1	0.0	0.0	0.0	1.1
Derecognition	-0.3	-0.5	-1.0	0.5	-1.3
Revaluation	-0.8	2.9	3.4	-0.9	4.6
Utilisation	0.0	0.0	-3.7	0.2	-3.5
<b>Balance as at 31 December 2025</b>	<b>4.2</b>	<b>7.3</b>	<b>19.3</b>	<b>-2.3</b>	<b>28.4</b>

The impairment losses for material credit risk positions are reconciled as follows:

## Development in Impairment Losses – Mortgage Loans in 2024

EUR m	Stage 1	Stage 2	Stage 3	POCI	Total
<b>Balance as at 1 January 2024</b>	<b>0.9</b>	<b>0.4</b>	<b>0.3</b>	<b>-0.1</b>	<b>1.6</b>
Reclassification	0.0	-0.1	0.1	0.0	0.0
Revaluation	0.1	0.3	-0.2	0.0	0.1
<b>Balance as at 31 December 2024</b>	<b>1.0</b>	<b>0.6</b>	<b>0.2</b>	<b>-0.1</b>	<b>1.7</b>

## Development in Impairment Losses – Mortgage Loans in 2025

EUR m	Stage 1	Stage 2	Stage 3	POCI	Total
<b>Balance as at 1 January 2025</b>	<b>1.0</b>	<b>0.6</b>	<b>0.2</b>	<b>-0.1</b>	<b>1.7</b>
Reclassification	0.1	-0.2	0.1	0.0	0.0
Additions – new acquisitions	0.1	0.0	0.0	0.0	0.1
Derecognition	0.0	0.0	0.0	0.0	-0.1
Revaluation	0.0	0.8	0.1	0.0	0.9
<b>Balance as at 31 December 2025</b>	<b>1.1</b>	<b>1.2</b>	<b>0.3</b>	<b>-0.1</b>	<b>2.6</b>

## Development in Impairment Losses – Consumer Loans in 2024

EUR m	Stage 1	Stage 2	Stage 3	POCI	Total
<b>Balance as at 1 January 2024</b>	<b>2.3</b>	<b>4.8</b>	<b>10.9</b>	<b>-2.1</b>	<b>15.8</b>
Reclassification	-0.1	-1.4	1.9	-0.3	0.0
Additions – new acquisitions	0.2	0.0	0.0	0.0	0.2
Derecognition	-0.1	-0.1	-0.6	1.1	0.3
Revaluation	0.5	3.1	3.1	-0.7	5.9
<b>Balance as at 31 December 2024</b>	<b>2.8</b>	<b>6.4</b>	<b>15.2</b>	<b>-2.1</b>	<b>22.2</b>

## Development in Impairment Losses – Consumer Loans in 2025

EUR m	Stage 1	Stage 2	Stage 3	POCI	Total
<b>Balance as at 1 January 2025</b>	<b>2.8</b>	<b>6.4</b>	<b>15.2</b>	<b>-2.1</b>	<b>22.2</b>
Reclassification	0.0	-2.0	2.0	0.0	0.0
Additions – new acquisitions	1.0	0.0	0.0	0.0	1.0
Derecognition	-0.3	-0.4	-0.7	0.5	-0.9
Revaluation	-0.8	1.9	1.9	-0.9	2.2
Utilisation	0.0	0.0	-2.8	0.2	-2.6
<b>Balance as at 31 December 2025</b>	<b>2.7</b>	<b>5.9</b>	<b>15.6</b>	<b>-2.3</b>	<b>21.9</b>

### Liquidity Risk

Liquidity risk is understood as the risk that current or future financial payment obligations can no longer be met in full or on time when they fall due without incurring substantial economic losses.

The Treasury division is responsible for liquidity management, whereas the Strategic Risk Management division is responsible for monitoring and limiting liquidity risk. In addition to proposing limits for liquidity-related risks, the Strategic Risk Management division is also responsible for monitoring compliance with these limits. The central body for liquidity management and the related strategic risk management is the Asset Liability Committee, ALCO. This Committee reviews the current status of the liquidity risk categories, in particular insolvency risk and market liquidity risk.

As part of the Internal Capital Adequacy Assessment Process (ILAAP), compliance with the strategy and an acceptable level of risk is ensured by a catalogue of limits and requirements. In addition to regulatory liquidity ratios (the liquidity coverage ratio, LCR, and the net stable funding ratio, NSFR), these also include the time-to-wall and survival horizon values in the liquidity stress test. The time-to-wall ratio indicates the duration in months until the cumulative liquidity gap in the liquidity maturity statement falls into negative territory under stress assumptions and taking the liquidity buffer into account. This also determines the period within which the liquidity requirements can be covered by the available liquidity potential.

The following tables show the liquidity coverage ratio (LCR) and the net stable funding ratio (NSFR):

## Liquidity Coverage Ratio

EUR m	31 Dec. 2024	31 Dec. 2025
Liquidity buffer	1,947.1	1,816.3
Net outflow of liquidity	298.3	210.8
<b>Liquidity coverage ratio</b>	<b>652.8%</b>	<b>861.6%</b>

## Composition of the Liquidity Buffer

EUR m	31 Dec. 2024	31 Dec. 2025
Central bank balances less minimum reserve	511.8	46.5
Cash	101.4	501.7
Eligible investments	1,334.0	1,268.0
<b>Liquidity buffer</b>	<b>1,947.1</b>	<b>1,816.3</b>

## Net Stable Funding Ratio

EUR m	31 Dec. 2024	31 Dec. 2025
Stable financing available	3,749.0	3,883.0
Stable financing required	1,440.2	1,695.8
<b>Net stable funding ratio</b>	<b>260.3%</b>	<b>229.0%</b>

The following tables show the contractual remaining terms of the financial liabilities from financial services and the off-balance sheet risk positions:

## Maturity Analysis Based on the Remaining Term to Maturity as at 31 December 2024

EUR m	Carrying amount	Gross cash flow	Due daily	Within 3 months	More than 3 months to 1 year	More than 1 year to 5 years	More than 5 years
<b>FINANCIAL LIABILITIES FROM FINANCIAL SERVICES</b>							
Borrowings from banks	15.1	15.1	0.0	15.1	0.0	0.0	0.0
Liabilities to customers	3,769.7	3,786.3	2,849.9	293.2	607.4	35.8	0.0
Other							
Negative market values from hedge accounting	22.8	22.8	0.0	0.0	1.1	3.1	18.6
Other clearing liabilities	12.7	12.7	12.7	0.0	0.0	0.0	0.0
<b>Subtotal</b>	<b>3,820.3</b>	<b>3,836.9</b>	<b>2,862.6</b>	<b>308.3</b>	<b>608.5</b>	<b>38.9</b>	<b>18.6</b>
<b>OFF-BALANCE ITEMS</b>							
Liabilities from financial guarantee contracts	n/a	1.4	0.0	1.4	0.0	0.0	0.0
Loan commitments not yet drawn	n/a	21.7	0.0	21.7	0.0	0.0	0.0
<b>Subtotal</b>	<b>n/a</b>	<b>23.1</b>	<b>0.0</b>	<b>23.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
<b>Total</b>	<b>3,820.3</b>	<b>3,860.0</b>	<b>2,862.6</b>	<b>331.4</b>	<b>608.5</b>	<b>38.9</b>	<b>18.6</b>

## Maturity Analysis Based on the Remaining Term to Maturity as at 31 December 2025

EUR m	Carrying amount	Gross cash flow	Due daily	Within 3 months	More than 3 months to 1 year	More than 1 year to 5 years	More than 5 years
<b>FINANCIAL LIABILITIES FROM FINANCIAL SERVICES</b>							
Borrowings from banks	32.4	32.4	0.0	32.4	0.0	0.0	0.0
Liabilities to customers	3,759.9	3,780.5	2,850.7	192.2	672.0	65.6	0.0
Securitised liabilities	85.7	99.5	0.0	0.0	3.6	95.8	0.0
Other							
Negative market values from derivatives	0.0	8.4	0.0	0.0	2.9	3.2	2.3
Negative market values from hedge accounting	8.4	19.9	19.9	0.0	0.0	0.0	0.0
Other clearing liabilities	19.9	0.0	0.0	0.0	0.0	0.0	0.0
<b>Subtotal</b>	<b>3,906.3</b>	<b>3,940.6</b>	<b>2,870.6</b>	<b>224.5</b>	<b>678.5</b>	<b>164.6</b>	<b>2.3</b>
<b>OFF-BALANCE ITEMS</b>							
Liabilities from financial guarantee contracts	n/a	0.9	0.0	0.9	0.0	0.0	0.0
Loan commitments not yet drawn	n/a	7.9	0.0	7.9	0.0	0.0	0.0
<b>Subtotal</b>	<b>n/a</b>	<b>8.8</b>	<b>0.0</b>	<b>8.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
<b>Total</b>	<b>3,906.3</b>	<b>3,949.4</b>	<b>2,870.6</b>	<b>233.3</b>	<b>678.5</b>	<b>164.6</b>	<b>2.3</b>

The calculation of gross cash flows for non-derivative financial liabilities includes estimated interest payments.

For liabilities arising from guarantees, as well as for credit risks from undrawn loan commitments, the maturity presentation is based on the earliest possible date of drawdown.

## Market Risk

Market risk is the risk of loss that may occur due to adverse changes in market prices and parameters derived from them. These changes in market value can appear in the income statement, in other comprehensive income or in hidden reserves/charges. In the context of the banking business, market risks mainly arise from the interest rate risk and the credit spread risk. There are no foreign currency risks or market risks from trading positions due to the business model.

**Interest Rate Risk in the Banking Book** Interest rate risk in the banking book is measured with regard to possible changes in the economic value of equity (EVE, present value perspective) as well as with regard to changes in net interest income (NII, periodical perspective).

The Treasury department is responsible for the operational management of interest rate risk. Monitoring and limiting interest rate risk is the responsibility of Strategic Risk Management.

As part of the present value management of interest rate risk (EVE perspective), the risk is limited, as part of the risk-bearing capacity analysis (ICAAP), by means of a value-at-risk (VaR) approach at a confidence level of 95% and 99.9%. VaR describes the maximum expected loss at a given probability (the confidence interval) during a given holding period based on a historically observed market environment. As at 31 December 2024 and 31 December 2025, the VaR is as follows:

## Value at Risk – EVE

EUR m	31 Dec. 2024	31 Dec. 2025
VaR EVE	-38.7	-39.4

The change in present value applying the six scenarios according to EBA/GL/2022/14 is shown in the following table:

## EBA Scenarios According to EBA/GL/2022/14 – EVE

EBA scenario	2024	2025
Parallel up	-10.10%	-10.47%
Parallel down	-4.21%	-6.93%
Steeper shock	3.67%	1.02%
Flattener	-11.56%	-6.87%
Short rate up	-13.00%	-8.45%
Short rate down	3.58%	0.95%

Earnings-based interest rate risk (NII) is managed using a dynamic simulation in accordance with EBA/RTS/2022/10, assuming a constant balance sheet. The NII simulation is carried out using two scenarios (+/- 200 bps). The results of the two scenarios are as follows:

## EBA Scenarios According to EBA/RTS/2022/10 – NII

EBA scenario	NII	
	2024	2025
Parallel up	-5.86%	-3.27%
Parallel down	-3.99%	-4.47%

**Credit Spread Risk** Credit spread risk is the risk of a negative change in the market value of financial instruments due to deteriorations in the issuer's credit rating as perceived by the market. The credit spread risk relates exclusively to the bond portfolio, the value of which can be influenced by a change in the issuer's credit rating. In line with the current investment strategy, only bonds from customers with strong credit ratings are purchased.

The quantification of credit spread risk is based on the modified duration approach. This measures the change in the value of the product in the event of a change in the credit spread. The risk is limited and controlled both through capital adequacy as part of the risk-bearing capacity analysis and through sensitivity analyses.

On this basis, the credit spread risk as at 31 December 2024 and 31 December 2025 is as follows:

## Credit Spread Risk

EUR m	2024	2025
Credit spread risk	12.1	14.7

## Operational Risk

Operational risk is the risk of loss resulting from the inadequacy or failure of internal processes, people, systems or external events, as well as the associated legal risks. This includes, for example, wilful and negligent misconduct, conflicts of interest, losses as a result of inadequate or failed internal processes, cyberattacks, system failures etc. The business model also includes a number of outsourced activities. The resulting risk is also subsumed under operational risk.

Operational risks arise in the context of the banking business as a whole and, unlike other risks such as market or credit risks, cannot be determined and managed on the basis of specific, defined portfolios. Although operational risks can be minimised using an adequately designed internal control system (ICS) that is consistent with market standards, they cannot be completely eliminated. As a result, operational risk in the banking business is assessed as material and is monitored and managed by Non-Financial Risk Management in close cooperation with Strategic Risk Management and the outsourcing officer.

Operational risk is managed in line with the principles Prevent – Detect – Mitigate, i.e. avoid operational risks as far as possible, recognise and measure them as early on as possible and take targeted measures to manage and mitigate them. The tools used in this process include the following:

- **Risk Materiality Assessment:** At least once a year or on an ad hoc basis, Strategic Risk Management works closely with Non-Financial Risk Management and the relevant departments to identify potential risks and assess their materiality. A risk is considered to be material if both its probability of occurrence and the potential loss from that risk are considered to be sufficiently high.
- **Risk and Control Self-Assessment:** Non-Financial Risk Management updates process-related risks and controls in the relevant departments at least once a year or on an ad hoc basis. The aim is to raise awareness of operational risks in the departments and to create a systematic inventory of potential or existing risks so as to improve processes and evaluate the effectiveness of controls. The self-assessment is supported by the ADONIS system.
- **Key Risk Indicators:** Key risk indicators are early warning systems that indicate latent operational risks at an early stage. This involves monitoring various areas with high potential on a regular basis using defined key figures.

The evaluation of the loss history from the loss database by Non-Financial Risk Management also provides indications that help to identify potential new operational risks.

The standardised approach according to Article 313 CRR is used to quantify the unexpected loss from operational risk.

## Other Risks

The other risks that have been classified as relevant in the context of the banking business include:

- **Macroeconomic Risk:** The potential losses caused by macroeconomic risk factors – in particular changes in real GDP growth, the unemployment rate or the inflation rate – are analysed and quantified using standardised stress tests.  
In order to actively manage macroeconomic risks, developments in the macroeconomic indicators relevant to the Bank's portfolio (unemployment rate, GDP growth, etc.) are continuously monitored, analysed and discussed in the Asset Liability Committee (ALCO). Further explanatory information can be found in Note 4. Future-related Assumptions and Estimation Uncertainties.
- **Risk of Money Laundering and Terrorist Financing:** Risk of the credit institution being abused for money laundering and terrorist financing purposes.
- **Business Risk:** Negative effects on equity and earnings resulting from business policy decisions, changes, incorrect entrepreneurial action given the economic environment and poor decision-making.
- **Reputational Risk:** Potential adverse effect arising from a negative opinion about the bank or a bad reputation in terms of expertise, trust, integrity, etc.
- **Risk of Excessive Indebtedness (Leverage Risk):** Risk to the institution's stability arising from its actual or potential indebtedness.
- **Model Risk:** Potential losses resulting from the consequences of decisions based on the results of internal approaches that are due to errors in the development, implementation and application of such approaches.
- **Outsourcing Risk:** Outsourcing risk refers to the risk of losses resulting from the commissioning of third parties to provide systems or services.

Organisational and procedural measures, in particular, have been implemented to manage other risks. A conservative buffer has been set up for these risks in the risk-bearing capacity analysis.

## Environmental, Social and Governance (ESG) Risks

In the context of banking operations, sustainability risks can be defined as events or conditions relating to the environment (e.g. changes in climatic conditions), social matters or corporate governance, the occurrence of which could have an actual or potential material adverse impact on the assets, financial and earnings position, as well as the reputation, of a company/bank.

Sustainability risks have been fully integrated into all stages of the risk management process. In accordance with the Guide for Managing Sustainability Risks published by the Austrian Financial Market Authority (FMA), these are not considered as a separate risk category, but are mapped in existing risk categories (e.g. credit risk, operational risk).

A comprehensive set of KPIs has been implemented to manage sustainability risks (e.g. financed emissions per square metre for residential loans, percentage of taxonomy-eligible financing, increase in the average energy efficiency class for residential financing). These are reported to the Management Board on a monthly basis. The aim is to continuously improve the KPIs.

Further explanatory information can be found in Note 4. Future-related Assumptions and Estimation Uncertainties.

## 27. Other Disclosures

### 27.1 Consolidated Cash Flow Disclosures

**Cash Flow Relating to the Acquisition and Disposal of Subsidiaries** The cash flow arising from the acquisition and disposal of subsidiaries is comprised of the following:

EUR m	2024	2025
<b>ACQUISITIONS OF SUBSIDIARIES</b>		
<b>CASH OUTFLOW FOR ACQUISITIONS</b>		
Acquisition date in the current financial year (purchase price)	0.0	-0.2
<b>Cash and cash equivalents acquired</b>	<b>0.0</b>	<b>0.0</b>
	<b>0.0</b>	<b>-0.2</b>

**Other Non-cash Transactions** The other non-cash transactions neutralised in the operating cash flow are comprised of the following:

EUR m	2024	2025
Results from the disposal of property, plant and equipment	-8.8	-10.7
Measurement of securities and stakes at fair value through profit and loss	-5.2	-1.0
Net interest income/expense	-61.2	-58.8
Valuation of receivables	8.5	1.9
Changes without effect in profit and loss	4.6	8.2
Liabilities from obligation to acquire non-controlling interests	18.8	0.1
Other	-2.5	-0.5
	<b>-45.8</b>	<b>-61.0</b>

Other non-cash transactions mainly include currency effects recognised in profit or loss and subsequent measurement in connections with leases.

**Financial Assets/Liabilities from Financial Services** The cash-effective change in financial assets and liabilities from financial services is shown in detail as follows:

EUR m	2024	2025
Receivables from banks	0.0	-75.8
Receivables from customers	-167.0	-54.4
Investments	-742.0	8.0
Other	0.6	1.5
<b>Financial assets from financial services</b>	<b>-908.3</b>	<b>-120.8</b>
Borrowings from banks	-2.8	13.2
Liabilities to customers	679.5	1.2
Securitised liabilities	0.0	84.8
Other	-5.9	7.2
<b>Financial liabilities from financial services</b>	<b>670.7</b>	<b>106.5</b>
<b>Financial assets/liabilities from financial services</b>	<b>-237.6</b>	<b>-14.3</b>

**Loans Granted** In the 2025 financial year, loans granted included cash inflows and outflows of less than EUR 1.0m, as in the previous period (2024: EUR 1.0m).

**Change in Short-term Financial Liabilities** The change in short-term financial liabilities includes cash inflows and outflows from short-term revolving items which are netted in the reported amounts pursuant to IAS 7.22 (a) as well as cash inflows and outflows from cash advances which are netted in the reported amounts pursuant to IAS 7.22 (b).

**Reconciliation of Other Financial Liabilities** The reconciliation from 1 January to 31 December, taking account of the cash flow from financing activities, is as follows:

## 2024 financial year

EUR m	Borrowings from banks	Lease liabilities	Other financial liabilities	Other financial liabilities – total
<b>Balance as at 1 January 2024</b>	<b>228.3</b>	<b>389.6</b>	<b>1.4</b>	<b>619.3</b>
Cash flow from financing activities	57.3	-73.8	0.0	-16.5
Other non-cash inflows and outflows	-0.2	71.3	-0.1	71.0
<b>Balance as at 31 December 2024</b>	<b>285.4</b>	<b>387.1</b>	<b>1.3</b>	<b>673.7</b>

## 2025 financial year

EUR m	Borrowings from banks	Lease liabilities	Other financial liabilities	Other financial liabilities – total
<b>Balance as at 1 January 2025</b>	<b>285.4</b>	<b>387.1</b>	<b>1.3</b>	<b>673.7</b>
Cash flow from financing activities	13.6	-81.0	0.0	-67.4
Acquisition of subsidiaries	0.0	0.1	0.0	0.1
Other non-cash inflows and outflows	-0.4	60.9	-0.9	59.6
<b>Balance as at 31 December 2025</b>	<b>298.6</b>	<b>367.0</b>	<b>0.4</b>	<b>666.0</b>

The cash and cash equivalents presented in the consolidated cash flow statement can be reconciled to the cash and cash equivalents in the consolidated balance sheet as follows:

EUR m	31 Dec. 2024	31 Dec. 2025
<b>Cash and cash equivalents</b>	<b>730.6</b>	<b>737.9</b>
Financial assets from financial services	652.1	583.8
Cash, cash equivalents and central bank balances	652.1	583.8
Receivables from banks – of which payment transactions	0.0	0.0
<b>Cash and cash equivalents</b>	<b>78.5</b>	<b>154.1</b>

Impairment losses are not recognised separately due to the immaterial amounts involved.

## ACCOUNTING PRINCIPLES

**Presentation of Financial Services in the Consolidated Cash Flow Statement** In this cash flow statement, cash flows resulting from the deposit, lending, investment and issuing business are reported within cash flow from operating activities in the items financial assets/liabilities from financial services, interest received from financial services and interest paid from financial services.

The item financial assets/liabilities from financial services shows the change in these items with the exception of cash, cash equivalents and central bank balances.

The items interest received from financial services and interest paid from financial services comprise interest cash flows resulting from the deposit, lending, investment and issuing business.

Cash flows not relating to these forms of business, which also include inflows and outflows of commission and fees are shown in the appropriate other items.

**Interest paid, interest received** The option provided by IAS 7 regarding the classification of interest received and interest paid is exercised to the effect that interest received is recognised as cash flow from investing activities and interest paid is recognised as cash flow from financing activities.

**Cash and cash equivalents** and balances with central banks are included in the item cash and cash equivalents. In accordance with IAS 7, cash and cash equivalents encompass cash in hand, demand deposits and current, liquid financial investments, which can be converted into specified cash amounts at any time and are only subject to immaterial movements in value. As a rule, financial investments with a remaining time to maturity as calculated from the acquisition date of not more than three months are classified as cash equivalents.

**Currency Translation Differences** Cash flows of subsidiaries whose functional currency is not the euro are directly converted into euros for reasons of simplification. Currency effects relating to the cash flows of the subsidiary Aras Kargo a.s., whose functional currency is the Turkish lira, however, are calculated separately and adjusted at the individual item level. The effects appear in the consolidated cash flow statement under "Currency translation differences in cash and cash equivalents". Possible currency effects of other non-euro subsidiaries are considered to be immaterial.

## 27.2 Related Party Transactions

The Republic of Austria holds a 52.8% share in Österreichische Post AG through Österreichische Beteiligungs AG (ÖBAG). This means that the Republic of Austria and the companies that it controls or significantly influences are considered related parties of the Austrian Post Group, along with all subsidiaries, joint venture companies and associates of Österreichische Post AG. Related parties include the members of the management bodies, namely the Supervisory Board and Management Board, of Österreichische Post AG as well as their close family members.

Balances and business transactions between Österreichische Post AG and its subsidiaries are eliminated within the context of consolidation and correspondingly no explanations are provided. Outstanding items with related parties at the balance sheet date are recognised under trade receivables and trade payables.

Business transactions with related parties only exist within the service portfolio of the Austrian Post Group and are provided or purchased at standard market rates. In the current financial year, Österreichische Post AG took out a five-year loan from bank99 AG at standard market conditions. The intercompany loan has a volume of EUR 44.0m.

The following table shows the extent of business transactions with joint venture companies, associates and other related companies and persons:

## 2024 financial year

EUR m	Associates	Other related companies	Total
Total operating income	0.1	222.2	222.3
Total operating expenses	4.2	24.2	28.4
Outstanding receivables	2.5	26.2	28.7
Outstanding payables	1.8	1.1	3.0

## 2025 financial year

EUR m	Associates	Other related companies	Total
Total operating income	0.0	197.1	197.1
Total operating expenses	6.7	20.3	27.1
Outstanding receivables	1.0	20.5	21.4
Outstanding payables	2.7	1.4	4.1

The operating income in 2024 and 2025 relates mainly to services provided by BBG Bundesbeschaffung GmbH. There is an agreement in the name of and for the account of the federal government for the delivery of postal items for federal agencies. In the 2025 financial year, delivery services valued at EUR 152.7m (2024: EUR 179.5m) were provided for the federal agencies stipulated in the agreement. Operating expenses mainly refer to IT services and telephone services from A1 Telekom Austria AG amounting to EUR 7.3m (2024: EUR 11.8m) and energy purchases from the OMV Group of EUR 4.9m (2024: EUR 4.8m).

The following table shows the remuneration, including changes in provisions, which was paid to members of the Supervisory Board and the Management Board:

## 2024 financial year

EUR m	Supervisory Board	Management Board	Total
Short-term employment benefits	0.4	4.1	4.5
Post-employment benefits	0.0	0.3	0.3
Allocation to share-based remuneration programme	0.0	3.5	3.5
	<b>0.4</b>	<b>7.9</b>	<b>8.3</b>

## 2025 financial year

EUR m	Supervisory Board	Management Board	Total
Short-term employment benefits	0.4	3.7	4.1
Post-employment benefits	0.0	0.2	0.2
Allocation to share-based remuneration programme	0.0	2.2	2.2
	<b>0.4</b>	<b>6.1</b>	<b>6.5</b>

## 27.3 Audit Fees

The fees paid to the auditor BDO Assurance GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft for the 2024 and 2025 financial years are as follows:

### Audit Fees

EUR thousand	2024	2025
Audit of individual and consolidated financial statements as at 31 December	641.7	819.0
Other audit-related services	89.2	70.5
Other services	59.2	109.9
	<b>790.1</b>	<b>999.4</b>

## 27.4 Events After the Reporting Period

Events after the reporting period that are material for assessment on the balance sheet date as at 31 December 2025, such as pending court cases or claims for damages and other obligations or impending losses, which have to be recognised in accordance with IAS 10 have been included in the consolidated financial statements.

Furthermore, **Agile Actors Hellas Single Member S.A.** will be included in the consolidated financial statements as a fully consolidated company as of 1 January 2026. The Austrian Post Group has held an 80% stake in the Greek IT service provider since February 2023. These shares were, however, included in the consolidated financial statements of Österreichische Post AG using the equity method pursuant to IAS 28 until 31 December 2025 on the basis of the agreed corporate governance. Since 1 January 2026, the Austrian Post Group has had control over the company based on the provisions of the Shareholders' Agreement dated 22 February 2023. The initial consolidation of the company will only slightly increase the Austrian Post Group's total assets.


There are reciprocal options on the remaining 20% of the shares, which will remain with the previous owner. Accordingly, Austrian Post has the obligation (put option) to acquire 10% or 20% of the shares in 2028 and 2029 respectively and the right (call option) to acquire the remaining 20% of the shares in the same years. The exercise price depends on the company's results (EBIT multiple) A corresponding liability has been recognised against equity (revenue reserves) for the obligation to purchase these shares.

On 26 January 2026, the agreement governing the sale of **AEP GmbH** was signed. This company is a subsidiary of **ADELHEID GmbH**, which is accounted for using the equity method in the consolidated financial statements of Österreichische Post AG pursuant to IAS 28.

On 17 February 2026, the Management Board of Austrian Post approved the consolidated financial statements for the financial year ending on 31 December 2025, for submission to the Supervisory Board. The Supervisory Board is responsible for reviewing and approving the audited consolidated financial statements.

Vienna, 17 February 2026

The Management Board



**Walter Oblin**  
CEO



**Peter Umundum**  
Deputy CEO  
Parcel & Logistics (COO)



**Barbara Potisk-Eibensteiner**  
Member of the Management Board  
Chief Financial Officer (CFO)

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# Audit Opinion

## Report on the Consolidated Financial Statements

### Audit Opinion

We have audited the consolidated financial statements of Österreichische Post Aktiengesellschaft, Vienna, and its subsidiaries (the Group) consisting of the consolidated balance sheet as at 31 December 2025, the consolidated income statement, the consolidated statement of comprehensive income, the presentation of the components of equity and their development, the consolidated statement of cash flows for the financial year ending on this date, and the Notes to the Consolidated Financial Statements.

In our opinion, the consolidated financial statements comply with legal requirements and give a true and fair view of the financial position of the Group as at 31 December 2025 and of its financial performance and its cash flows for the financial year ending on this date, in accordance with the IFRS Accounting Standards issued by the International Accounting Standards Board (IASB) as adopted by the EU and the additional requirements of Section 245a of the Austrian Commercial Code (UGB).

### Basis for the Audit Opinion

We conducted our audit in accordance with Regulation (EU) No 537/2014 (hereafter: EU Regulation) as well as generally accepted accounting principles in Austria. These standards require the application of International Standards on Auditing (ISA). Our responsibilities under those standards and additional guidelines are further described in the "Auditor's Responsibilities for the Audit of the Consolidated Financial Statements" section of our report. We are independent of the Group in accordance with the requirements of Austrian commercial law and the rules of professional conduct, and we have fulfilled our other ethical responsibilities applicable in Austria in accordance with these requirements. We believe that the audit evidence we have obtained up until the date of the audit opinion is sufficient and appropriate to provide a basis for our audit opinion on this date.

### Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements for the financial year. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, but we do not provide a separate opinion on these matters.

Below, we present the key audit matters:

1. Valuation of receivables from customers from financial services
2. Valuation of the provisions for underutilisation

## 1. VALUATION OF RECEIVABLES FROM CUSTOMERS FROM FINANCIAL SERVICES

### Audit Matters and Reference to Further Information

Credit risk is a significant risk for banking and financial services and is primarily reflected in the item receivables from customers. Receivables from financial services customers amounted to EUR 2,001m (around 30.5% of total assets) as at the 31 December 2025 reporting date.

Loans and advances to customers consist of broadly diversified housing and consumer financing to private customers and, to a small extent, overdraft facilities from current accounts.

The valuation of loans and the determination of risk provisions are carried out based on the expected credit loss model. Under this methodology, in the event of a significant increase in credit risk (Level 2) or in the event of a default (Level 3), the expected credit loss (ECL) is calculated on the basis of the entire remaining term.

For non-defaulted receivables without an increase in credit risk, an allowance is also recognised for the expected credit loss (ECL), generally using the twelve-month ECL (Level 1).

In order to take account of the impacts of the expected economic development, the impairment losses determined in the ECL model (management overlay) are increased based on external economic forecasts.

The risk to the financial statements arises from the fact that the calculation of risk provisions is based to a significant extent on estimates and assumptions.

### Reference to Further Information

For more information, please refer to Notes 22.1. and 26. In particular, the risks associated with financial instruments and risk management are discussed in Note 26.2 in the notes on the banking business.

### Our Audit Approach

We analysed the credit monitoring process and the process for the recognition of risk provisions for residential construction and consumer financing, and retraced these as part of a walk-through. We evaluated the design and implementation of selected key controls relevant to our audit and tested their effectiveness on a sample basis.

We determined the selection of the sample on a risk-oriented basis. The following factors were taken into account when selecting the sample: rating level or default status, collateral, forbearance labelling. In addition, a fixed number of loans were randomly selected from the remaining population.

For the selected sample in the performing portfolio, we examined whether there were any indicators of increased credit risk or default. In the case of construction financing, we verified the existence and value of collateral on the basis of corresponding evidence (e.g. extracts from the land register, indicative valuations, etc.).

For transactions selected for the sample that were already in default, we examined the Group's risk provisions in terms of their conclusiveness and consistency. In doing so, we reviewed the current situation of the loan relationship, the borrower and the approaches for the valuation of collateral.

With regard to the calculation of expected credit losses, we analysed the parameters, taking into account the validation reports and the bank's model documentation, and assessed whether it was suitable for determining appropriate provisions for the lending business.

We consulted credit risk specialists to assist us in assessing the appropriateness of the models used to determine default probabilities and loss rates.

We verified the arithmetical accuracy of the value adjustments on a sample basis.

We assessed the definition and justification of the management overlay and the underlying assumptions with regard to their appropriateness

## 2. VALUATION OF THE PROVISIONS FOR UNDERUTILISATION

### Audit Matters and Reference to Further Information

Other provisions include provisions for underutilisation with a carrying amount of EUR 123.8m.

The valuation of these provisions is based on forward-looking estimates and assumptions of the legal representatives regarding the degree of underutilisation of the respective employees, future salary increases and employee turnover, and the appropriate discount rate. The valuation is therefore associated with uncertainty, especially since changes in these parameters have substantial effects on the amount of these provisions and the net income for the period.

For the consolidated financial statements, there is a risk of an incorrect valuation of the provisions for underutilisation.

### Reference to Further Information

For more information, please refer to Note 25.3.

### Our Audit Approach

As part of our audit procedure, we gained an understanding of the processes and controls the Company has in place, which ensure the appropriate valuation of the provisions for underutilisation.

We reviewed these processes and evaluated selected controls with respect to their organisation, implementation and effectiveness.

We discussed the parameters and assumptions used for the valuation with the employees responsible for the valuation and the expert consulted by the company for the calculations, critically assessed them and evaluated their appropriateness. For a statistically selected number of employees, we examined whether the level of underutilisation underlying the valuation was determined in a comprehensible manner. Material changes regarding individual employees were analysed and the reasons for the changed valuation were examined. Where employees were newly included in the provisions or where employees were no longer included in the provisions, we examined the reasons for this and acknowledged the explanations given. Based on the sensitivity calculations performed by the Company, we analysed the effects of any changes or deviations in the relevant parameters. Furthermore, we verified the sensitivity analyses presented in the disclosures in the consolidated financial statements. We ultimately satisfied ourselves that the results of the valuations had been properly accounted for.

### Other Disclosures

The legal representatives are responsible for the other disclosures. Other disclosures comprise all information in the Annual Report with the exception of the consolidated financial statements, the Group Management Report and the audit opinion.

We obtained the consolidated Corporate Governance Report and the Statement of Legal Representatives before the date of the audit opinion. The other parts of the Annual Report are expected to be made available to us after this date.

Our audit opinion on the consolidated financial statements does not extend to these other disclosures, and we will not provide any kind of assurances on this information.

In connection with our audit of the consolidated financial statements, it is our responsibility to read these other disclosures and to assess whether they are materially inconsistent with the consolidated financial statements or the knowledge obtained in the course of our audit, or whether they otherwise seem to represent a material misrepresentation.

If, based on the work we have performed on the other disclosures obtained prior to the date of this audit opinion, we should conclude that there is a material misstatement of these other disclosures, we are required to report the fact. We have nothing to report in this regard.

## Responsibilities of the Management Board and the Audit Committee of the Supervisory Board for the Consolidated Financial Statements

The Management Board of Austrian Post is responsible for the preparation of the consolidated financial statements which comply with the IFRS Accounting Standards as adopted by the EU and the supplementary requirements of Section 245a of the Austrian Commercial Code and give a true and fair view of the net assets, financial position and financial performance of the Group. Furthermore, the Management Board is responsible for such internal control as the Management Board determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the legal representatives are responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the legal representatives either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

The Audit Committee of the Supervisory Board is responsible for overseeing the Group's financial reporting process

## Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an audit opinion that includes our opinion on the same. Reasonable assurance is a high level of assurance but not a guarantee that an audit conducted in accordance with the EU Regulation and with the generally accepted accounting principles in Austria for the audit of financial statements requiring compliance with ISA will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken based on these consolidated financial statements.

As part of an audit in accordance with the EU Regulation and generally accepted accounting principles in Austria requiring compliance with ISA, we exercise professional judgment and maintain professional scepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement, whether due to fraud or error, in the consolidated financial statements, design and plan the carrying out of audit procedures responsive to those risks and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.
- Obtain an understanding of the internal controls relevant to the audit in order to design audit procedures that are appropriate in the circumstances, however not for the purpose of giving an opinion on the effectiveness of the Group's internal controls.
- Evaluate the appropriateness of accounting policies used by the Management Board and the reasonableness of its accounting estimates and related disclosures.
- Draw conclusions on the appropriateness of the legal representatives' use of the going concern basis of accounting and, based on the audit evidence obtained, also conclude whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our audit opinion to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our audit opinion. However, future events or conditions may cause the Group to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that gives a true and fair view.
- Plan and carry out the Group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business areas within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the audit activities performed for the purpose of the Group audit. We remain solely responsible for our audit opinion.
- We communicate with the Audit Committee, amongst others, on the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in the internal controls that we identify during our audit.
- We also provide the Audit Committee with a statement that we have complied with relevant ethical requirements regarding independence and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or protective measures applied.
- From the matters communicated with the Audit Committee, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current financial year and are therefore the key audit matters. We describe these matters in our report on the audit of the consolidated financial statements unless laws or regulations preclude public disclosure about the matter or, in extremely rare cases, we determine that specified circumstances are not to be disclosed in our audit opinion, because it can be reasonably assumed that the negative consequences of such a disclosure would outweigh the advantage for public interest.

## Other Legal and Regulatory Requirements

### Report on the Group Management Report

Pursuant to Austrian commercial law regulations, the Group Management Report is to be audited as to whether it is consistent with the consolidated financial statements and whether it complies with valid legal stipulations.

With regard to the consolidated non-financial statement included in the Group management report, our responsibility is to check whether it has been prepared, to read it and to assess whether this other information shows material discrepancies with the consolidated financial statements or the knowledge obtained in the course of our audit, or whether it otherwise seems to represent a material misrepresentation.

The Management Board is responsible for the preparation of the Group Management Report in accordance with Austrian commercial law regulations.

We carried out our audit in compliance with accepted professional standards governing the audit of a Group Management Report.

#### AUDIT OPINION

In our view, the Group Management Report complies with valid legal regulations, provides accurate information pursuant to the stipulations of Section 243a of the Austrian Commercial Code and is consistent with the consolidated financial statements.

#### DECLARATION

In the light of the knowledge and understanding of the Group and its environment obtained in the course of the audit of the consolidated financial statements, we did not detect any material misstatements in the Group Management Report.

## ADDITIONAL DISCLOSURES PURSUANT TO ARTICLE 10 OF THE EU REGULATION

We were selected by the Annual General Meeting on 9 April 2025 to serve as auditors. We were engaged by the Supervisory Board on 8 July 2025. We have been auditors without interruption since 2021.

We declare that the audit opinion in the section "Report on the Consolidated Financial Statements" is consistent with the additional report submitted to the Supervisory Board pursuant to Article 11 of the EU Regulation.

We also declare that we have not performed any impermissible non-audit services (Article 5(1) of the EU Regulation) and that we have maintained our independence in carrying out the audit.

## Responsible Auditor

The certified public accountant responsible for carrying out the audit is Mr Gerhard Posautz.

Vienna, 18 February 2026



**BDO Assurance GmbH**

Wirtschaftsprüfungs- und Steuerberatungsgesellschaft

**Gerhard Posautz**

Certified Public Accountant

**Johannes Waltersam**

Certified Public Accountant

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# Auditor's Report on the Consolidated Non-financial Statement

## Report on the Independent Audit of the Consolidated Non-financial Statement of Österreichische Post Aktiengesellschaft for the Financial Year 2025

We have performed a limited assurance engagement on the consolidated non-financial statement of Österreichische Post Aktiengesellschaft (hereinafter: "Company") for the financial year ended 31 December 2025, as included in section 4. "Consolidated Non-financial Statement" of the Group management report.

### Summary Judgement on the Basis of a Limited Assurance Engagement

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that would cause us to believe that the consolidated non-financial statement included in section 4. "Consolidated Non-financial Statement" of the Group management report has not been prepared, in all material respects, in accordance with the requirements set out in Sections 243b and 267a of the Austrian Commercial Code (UGB), including

- compliance with the European Sustainability Reporting Standards (hereinafter: ESRS),
- the performance of the process to identify the information to be reported under the ESRS (hereinafter: "double materiality assessment process") and its presentation in the disclosure pursuant to ESRS 2 IRO-1, and
- compliance with the reporting requirements under Article 8 of Regulation (EU) 2020/852 (hereinafter: EU Taxonomy Regulation).

## Basis for the Summary Judgement

We conducted our limited assurance engagement in accordance with the statutory provisions and the Austrian Standards on Other Assurance Engagements (KFS/PG13) and additional expert opinions (KFS/PE28). An independent assurance engagement with the purpose of expressing a conclusion with limited assurance is substantially less in scope than an independent assurance engagement with the purpose of expressing a conclusion with reasonable assurance, thus providing reduced assurance.

Our responsibilities under those provisions and standards are further described in the "Auditor's Responsibilities for the Audit of the consolidated non-financial statement" section of our report.

We are independent of the Company in accordance with the Austrian rules of professional conduct and Art. 22 et seq. AP-RL, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Our audit firm is subject to the provisions of KSW-PRL 2022 (Ordinance of the Austrian Chamber of Tax Advisors and Certified Public Accountants on the Performance of Auditing Activities), which essentially corresponds to the requirements of ISQM 1, and applies a comprehensive quality management system, including documented policies and procedures for compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained up to the date of the report is sufficient and appropriate to provide a basis for our summary assessment as of that date.

### EMPHASIS OF MATTER REGARDING DISCLOSURES ON THE DOUBLE MATERIALITY ASSESSMENT

We refer to the disclosures in the consolidated non-financial statement on the double materiality assessment process in accordance with ESRS 2 IRO-1 and the associated disclosures in accordance with ESRS 2 SBM-3. As stated by the Company, this information is based on an ongoing process. This means that the results of the double materiality assessment are influenced by changing stakeholder expectations, regulatory requirements, changes in risk management and adjustments to the business model and strategy. As a result, the consolidated non-financial statement may not cover all impacts, risks and opportunities or company-specific information that each individual group of stakeholders of the Company could consider material in their own assessment.

Our summary judgement has not been modified in this context.

### EMPHASIS OF MATTER REGARDING SCOPE 3 GREENHOUSE GAS EMISSIONS

We refer to the description of the Company in the consolidated non-financial statement regarding disclosure requirement "BP-2 – Disclosures in relation to specific circumstances" in the section "Value chain estimates". As explained in this section, indicators for Scope 3 greenhouse gas emissions are based to a considerable extent on extrapolations and assumptions. This applies in particular to "Disclosure requirement E1-1 – Transition plan for climate change mitigation", "Disclosure requirement E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions" and the associated "Disclosure requirement E1-3 – Actions and resources in relation to climate change policies" and "Disclosure requirement E1-4 – Targets related to climate change mitigation and adaptation". The considerable reliance on extrapolations and assumptions associated with these disclosure requirements means that the statements made are less reliable, despite application of entrepreneurial due diligence.

Our summary judgement has not been modified in this context.

## Other Information

The statutory representatives are responsible for the other information. The other information comprises all information included in the 2025 Annual Report but does not include the consolidated non-financial statement and our independent assurance report.

We obtained the consolidated annual financial statements and the other parts of the Group management report, the consolidated corporate governance report and the declaration of the statutory representatives before the date of our report, and the remaining parts of the annual report are expected to be made available to us after this date.

Our conclusion on the consolidated non-financial statement does not cover the other information and we will not express any form of assurance conclusion thereon. In connection with our limited assurance engagement on the consolidated non-financial statement, our responsibility is to read the other information when available and, in doing so, consider whether the other information is materially inconsistent with the consolidated non-financial statement or our knowledge obtained in the limited assurance engagement or otherwise appears to be misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this context.

## Responsibilities of the Statutory Representatives

It is the statutory representatives of the Company who are responsible for the proper compilation of the consolidated non-financial statement in alignment with the applicable requirements. This responsibility includes:

- identifying actual and potential impacts, risks and opportunities relating to sustainability aspects and assessing the materiality of these impacts, risks and opportunities,
- preparing the consolidated non-financial statement in accordance with the requirements set out in Sections 243b and 267a UGB, including compliance with the ESRS,
- including disclosures in the consolidated non-financial statement in accordance with the EU Taxonomy Regulation, and
- designing, implementing and maintaining internal controls that the legal representatives consider relevant to enable the preparation of consolidated non-financial statement that is free from material misstatement, whether due to fraud or error; and to enable the double materiality assessment process to be carried out in accordance with the requirements of the ESRS.

This responsibility includes also the selection and application of appropriate methods for non-financial reporting and the making of assumptions and estimates for individual sustainability disclosures that are reasonable in the circumstances.

The Supervisory Board is responsible for monitoring the preparation of the consolidated non-financial statement.

## Inherent Limitations in the Preparation of the Consolidated Non-Financial Statement

When reporting forward-looking information, the Company is obliged to prepare this forward-looking information based on disclosed assumptions regarding events that could materialise in the future and possible future actions by the Company. Actual results are likely to differ, as expected events often do not materialize as assumed.

When determining the disclosures in accordance with the EU Taxonomy Regulation, the legal representatives are obliged to interpret undefined legal terms. Undefined legal terms can be interpreted differently, also regarding the legal conformity of their interpretation, meaning that they are subject to uncertainties.

## Responsibilities of the Auditor of the Consolidated Non-Financial Statement

Our objectives are to plan and perform a limited assurance engagement to obtain limited assurance as to whether the consolidated non-financial statement, including the double materiality assessment process described therein and the reporting in accordance with the EU Taxonomy Regulation, is free from material misstatement, whether due to fraud or error, and to issue a report that includes our summary judgement. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken based on the consolidated non-financial reporting.

In a limited assurance engagement, we exercise professional judgement and maintain professional scepticism throughout the assurance engagement.

Our responsibilities include

- performing risk-based assurance procedures, including obtaining an understanding of internal controls relevant to the engagement, to identify disclosures where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of expressing a summary judgement on the effectiveness of the Company's internal controls; and
- developing and performing assurance procedures in relation to disclosures in the consolidated non-financial statement where material misstatements are likely to arise. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.

## Summary of the Work Performed

A limited assurance engagement involves performing procedures to obtain evidence regarding the consolidated non-financial statement. The nature, timing and extent of the assurance procedures selected depend on professional judgment, including the identification of disclosures likely to be materially misstated in the consolidated non-financial statement, whether due to fraud or error.

In performing our limited assurance engagement on the consolidated non-financial statement, we proceed as follows:

- We obtain an understanding of the Company's processes relevant to the preparation of the consolidated non-financial statement.
- We assess whether all relevant information identified as part of the double materiality assessment process has been included in the consolidated non-financial statement.
- We assess whether the structure and presentation of the consolidated non-financial statement is in accordance with the ESRS.
- We interview relevant staff members and conduct analytical procedures on selected disclosures in the consolidated non-financial statement.
- We perform results-oriented procedures, on a random sample basis, on selected disclosures in the consolidated non-financial statement.
- We reconcile selected disclosures in the consolidated non-financial statement with the corresponding disclosures in the annual (consolidated) financial statements and the other sections of the Group management report.
- We obtain evidence regarding the methods presented for developing estimates and forward-looking information.
- We obtain an understanding of the process for identifying Taxonomy-eligible and Taxonomy-aligned economic activities and for preparing the corresponding disclosures in the consolidated non-financial statement.

## Limitation of Liability and Publication

The limited assurance engagement on the consolidated non-financial statement is a voluntary assurance engagement.

We issue this report based on the assurance contract concluded with the client, which is also based, with effect on third parties, on the "General Conditions of Contract for the Public Accounting Professions" issued by the Chamber of Tax Advisors and Auditors (AAB 2018).

With regard to our responsibility and liability arising from the contractual relationship, Section 275 UGB shall apply analogously instead of point 7 of the AAB 2018.

The report on the independent audit may only be made available to third parties together with the consolidated non-financial statement contained in the Group management report in section 4. "Consolidated Non-financial Statement", and only in complete and unabridged form. As our report is prepared exclusively on behalf of and in the interest of the Company, it does not form the basis for any reliance by third parties on its contents. As a result, no third party claims can be derived from this report.

## Responsible Auditor

Mr. Gerhard Posautz, Certified Auditor, is responsible for the proper performance of the assignment.

Vienna, 18 February 2026



**BDO Assurance GmbH**

Wirtschaftsprüfungs- und Steuerberatungsgesellschaft

**Gerhard Posautz**  
Auditor

**Johannes Waltersam**  
Auditor

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# Statement of Legal Representatives Pursuant to Section 124(1)(3) of the Austrian Stock Exchange Act

As the legal representatives of Österreichische Post AG, we declare, to the best of our knowledge, that the consolidated financial statements as at 31 December 2025, which were prepared in accordance with the applicable financial reporting standards, present a fair and accurate picture of the assets, financial and earnings position of the Group, and that the Group Management Report including the non-financial statement for the 2025 financial year presents the business performance, results and situation of the Group such that an accurate view of the assets, financial and earnings position of the Group is given, and that the Group Management Report including the non-financial statement describes the fundamental risks and uncertainties to which the Group is exposed.

Vienna, 17 February 2026

The Management Board

**Walter Oblin**  
CEO  
Chair of the Management Board

**Peter Umundum**  
Deputy CEO  
Parcel & Logistics (COO)

**Barbara Potisk-Eibensteiner**  
Member of the Management Board  
Chief Financial Officer (CFO)

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# Overview of Key Indicators 2016–2025

## Earnings Indicators

		2016 <sup>1</sup>	2017	2018	2019	2020 <sup>2</sup>	2021	2022	2023	2024	2025
<b>REVENUE</b>	EUR m	2,030.5	1,938.9	1,958.5	2,021.6	2,192.0	2,519.6	2,522.0	2,740.8	3,123.1	3,043.3
Other operating income	EUR m	70.1	112.7	96.2	131.5	64.1	95.2	107.3	100.3	104.1	119.7
Raw materials, consumables and services used	EUR m	-495.2	-409.9	-441.2	-495.7	-596.2	-715.7	-750.1	-832.4	-920.6	-907.5
Expenses from financial services	EUR m	0.0	0.0	0.0	0.0	-2.8	-5.4	-11.3	-21.6	-51.4	-38.8
Staff costs	EUR m	-1,035.2	-1,020.1	-1,008.7	-976.7	-1,041.4	-1,160.1	-1,144.2	-1,215.4	-1,405.5	-1,391.1
Other operating expenses	EUR m	-294.1	-325.0	-295.7	-361.3	-314.4	-363.8	-352.3	-387.4	-437.2	-421.4
Results from financial assets accounted for using the equity method	EUR m	0.9	-1.9	-3.6	-0.6	1.5	0.6	-0.3	2.1	3.1	4.4
Net monetary gain	EUR m	0.0	0.0	0.0	0.0	0.0	0.0	1.8	5.1	7.1	4.7
<b>EBITDA</b>	EUR m	277.1	294.6	305.4	318.7	302.8	370.4	372.7	391.6	422.7	413.3
Depreciation, amortisation and impairment losses	EUR m	-74.8	-86.8	-94.5	-118.1	-142.2	-165.6	-184.3	-201.3	-215.5	-216.4
<b>EBIT</b>	EUR m	202.3	207.8	210.9	200.6	160.6	204.7	188.4	190.2	207.3	196.9
Financial result	EUR m	-0.7	12.8	-13.1	10.7	1.4	11.7	-24.7	-3.0	-10.5	-15.9
<b>PROFIT BEFORE TAX</b>	EUR m	201.5	220.6	197.8	211.3	162.1	216.4	163.7	187.2	196.7	181.0
Income tax	EUR m	-48.8	-55.6	-53.6	-66.8	-46.8	-58.0	-35.6	-48.5	-50.8	-47.0
<b>PROFIT FOR THE PERIOD</b>	EUR m	152.7	165.0	144.2	144.5	115.3	158.4	128.1	138.7	145.9	134.0
Earnings per share	EUR	2.26	2.45	2.13	2.17	1.75	2.25	1.86	1.96	2.04	1.96
Employees (average for the period)	FTE	21,695	20,524	20,545	20,338	22,966	27,275	27,132	27,254	27,802	28,081

<sup>1</sup> Change in reporting of gains and losses from the disposal of financial assets accounted for using the equity method, now recognised as other operating income or other operating expenses.

<sup>2</sup> The presentation of financial services in the consolidated income statement has been adjusted. Income from financial services is recognised under revenue, while expenses for financial services are recorded separately (previously, income and expenses from financial services were shown in net terms under revenue).

## Cash Flow and Investments

		2016	2017 <sup>1</sup>	2018	2019	2020 <sup>2</sup>	2021	2022	2023	2024	2025
Gross cash flow	EUR m	274.7	316.6	352.9	333.7	328.3	442.4	330.6	320.6	395.5	349.3
Cash flow from operating activities	EUR m	223.6	255.7	295.9	327.4	732.6	493.3	-80.0	254.5	121.7	362.4
Cash flow from investing activities	EUR m	-105.1	-109.1	-137.5	-290.7	7.0	255.1	-190.4	-95.7	-150.5	-127.1
Free cash flow	EUR m	118.5	146.6	158.4	36.7	739.6	748.4	-270.3	158.8	-28.8	235.2
<b>OPERATING FREE CASH FLOW<sup>3</sup></b>	EUR m	156.8	171.4	161.9	150.5	125.7	217.9	183.1	221.6	253.9	280.1
Dividends paid <sup>4</sup>	EUR m	135.1	138.5	140.5	140.5	108.1	128.4	118.2	120.2	123.6	123.6

<sup>1</sup> Reclassification of taxes paid – reported separately in cash flow from operating activities

<sup>2</sup> Change in the presentation of financial services: Interest received and interest paid from financial services will be presented separately under cash flow from operating activities from financial year 2021 onwards. The cash flow statement for the 2020 financial year has been adjusted accordingly.

<sup>3</sup> Free cash flow before acquisitions / securities / money market investments, growth CAPEX and core banking assets; 2019: excl. payments of EUR 32.8m from the Neutorgasse real estate project and credited repayment claims for social security contributions on pay for previous periods of service amounting to EUR 65.7m; 2018: excl. special effect of EUR 70.0m (BAWAG P.S.K. special payment of EUR 107.0m minus financial services provided amounting to EUR 37.0m); 2017: CAPEX of new corporate headquarters and excl. temporary customer cash holdings not yet remitted to them of EUR 6.9m

<sup>4</sup> Payment of the dividend in the following year, 2025: Proposal to the Annual General Meeting on 15 April 2026

## Balance Sheet Figures

		2016	2017	2018	2019 <sup>1</sup>	2020	2021	2022	2023	2024	2025
<b>TOTAL ASSETS</b>	EUR m	<b>1,541.8</b>	<b>1,674.2</b>	<b>1,681.2</b>	<b>2,042.9</b>	<b>2,680.2</b>	<b>4,792.6</b>	<b>5,383.9</b>	<b>5,677.1</b>	<b>6,491.9</b>	<b>6,559.3</b>
Non-current assets	EUR m	921.0	973.1	978.2	1,387.9	1,445.3	1,501.3	1,630.2	1,664.9	1,694.2	1,675.8
Financial assets from financial services	EUR m	0.0	0.0	0.0	50.9	589.5	2,715.8	3,125.1	3,345.6	4,088.1	4,134.7
Current assets	EUR m	618.4	701.1	702.8	604.0	644.9	575.4	628.5	666.6	709.6	748.7
Assets held for sale	EUR m	2.4	0.0	0.3	0.1	0.5	0.1	0.0	0.0	0.0	0.0
<b>EQUITY</b>	EUR m	<b>670.0</b>	<b>698.8</b>	<b>699.1</b>	<b>700.7</b>	<b>655.0</b>	<b>672.2</b>	<b>710.4</b>	<b>716.7</b>	<b>761.6</b>	<b>767.6</b>
Non-current liabilities	EUR m	395.2	428.9	421.7	657.8	694.4	724.5	881.1	932.0	858.3	858.3
Financial liabilities from financial services	EUR m	0.0	0.0	0.0	0.0	532.9	2,543.5	2,965.6	3,181.1	3,878.0	3,959.9
Current liabilities	EUR m	475.6	546.5	560.4	684.3	797.9	852.4	826.8	847.3	994.0	973.5
Liabilities classified as held for sale	EUR m	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Financial debt (+)/cash (-)	EUR m	-337.3	-367.5	-359.2	-292.1	-188.7	-46.5	60.0	121.8	167.7	94.5
Financial debt (+)/cash incl. IFRS 16 (-)	EUR m	-333.1	-363.8	-355.5	16.3	132.7	287.2	459.9	511.3	554.8	461.5

<sup>1</sup> Change in the presentation of financial services (maturity)

## Financial Performance Indicators

		2016	2017	2018	2019 <sup>1</sup>	2020	2021	2022	2023	2024	2025
<b>EQUITY RATIO</b>	%	<b>43.5</b>	<b>41.7</b>	<b>41.6</b>	<b>34.3</b>	<b>24.4</b>	<b>14.0</b>	<b>13.2</b>	<b>12.6</b>	<b>11.7</b>	<b>11.7</b>
Return on equity (ROE)	%	30.0	30.9	25.8	25.9	20.6	29.5	23.9	23.5	24.7	21.1
Capital employed <sup>2</sup>	EUR m	567.9	616.4	607.9	915.7	1,053.1	1,126.9	1,310.9	1,362.2	1,385.3	1,280.2
Return on capital employed (ROCE) <sup>2</sup>	%	35.3	35.1	34.4	27.5	19.4	21.0	16.7	14.1	14.7	14.0

<sup>1</sup> Change in the presentation of financial services

<sup>2</sup> bank99 was not included in the calculations as the content of these indicators is only relevant for the logistics business

## Share Indicators

		2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Share price at the end of December	EUR	31.89	37.42	30.02	34.00	28.70	37.80	29.40	32.70	28.80	31.10
<b>DIVIDENDS PER SHARE</b>	EUR	<b>2.00</b>	<b>2.05</b>	<b>2.08</b>	<b>2.08</b>	<b>1.60</b>	<b>1.90</b>	<b>1.75</b>	<b>1.78</b>	<b>1.83</b>	<b>1.83<sup>1</sup></b>
Total shareholder return (annual performance incl. dividends)	%	0.6	23.6	-14.3	20.2	-9.5	37.3	-17.2	17.2	-6.5	14.3
<b>TOTAL SHAREHOLDER RETURN SINCE IPO</b>	%	<b>164.2</b>	<b>203.8</b>	<b>175.6</b>	<b>207.5</b>	<b>190.6</b>	<b>246.9</b>	<b>212.7</b>	<b>239.3</b>	<b>151.6</b>	<b>249.8</b>
Market capitalisation at the end of December	EUR m	2,154.2	2,527.8	2,027.9	2,296.8	1,938.8	2,553.5	1,986.0	2,209.0	1,945.5	2,100.9

<sup>1</sup> Proposal to the Annual General Meeting on 15 April 2026

# Glossary Terms

## Capital employed

Non-interest-bearing assets less non-interest-bearing debt.

## Capital expenditure (CAPEX)

Investment expenditure for long-term fixed assets, i.e. investments in property, plant and equipment and investment property.

## CO<sub>2</sub>e emissions vs carbon emissions

Carbon emissions are calculated in accordance with the requirements of the Greenhouse Gas Protocol. They are calculated by multiplying output values (e.g. kWh) with emission factors. All emission factors are CO<sub>2</sub> equivalents that take into account other greenhouse gases over and above CO<sub>2</sub>. The terms CO<sub>2</sub>e, carbon and CO<sub>2</sub> are used synonymously and refer to CO<sub>2</sub> equivalents.

## CO<sub>2</sub>e per shipment volume

Scope 1, 2 and 3 CO<sub>2</sub>e emissions (kg) in relation to shipment volumes (m<sup>3</sup>).

## Core banking assets (CBA)

Core banking assets include the balance sheet items financial assets from financial services and financial liabilities from financial services excluding cash, cash equivalents and central bank balances.

## Customer Satisfaction Index

The Customer Satisfaction Index (CSI) is measured on a quarterly basis by the market research institute market using representative surveys with a sample size of n = 2,000 per wave. The index is made up of customer satisfaction and customer loyalty. On the CSI scale, a score below 50 is considered critical, with scores between 51 and 60 points considered moderate. Scores above 61 are good. Scores of 70 and above are very good. Scores of 81 up to the maximum of 100 points are outstanding.

## Dividend yield

Percentage share of dividends paid out on the share price.

## Earnings before interest and taxes (EBIT)

Earnings before financial result and income tax: corresponds to the result from operating activities plus the result from financial assets accounted for using the equity method and net monetary gains or losses.

## EBIT margin

Ratio of EBIT to total revenue.

## Earnings before interest, taxes, depreciation and amortisation (EBITDA)

Earnings before financial result, income tax, depreciation and amortisation: corresponds to EBIT plus depreciation and amortisation.

## Earnings per share

Profit for the period attributable to shareholders of the parent company divided by the average number of shares.

## EBITDA margin

Ratio of EBITDA to total revenue.

## Equity

Funds raised by the owners of a company to finance it or retained by the company as generated profit (share capital, reserves, net profit or loss).

## Equity ratio

Ratio of equity to total capital (balance sheet total).

## ESRS

The European Sustainability Reporting Standards (ESRS) are a set of rules for standardised and transparent reporting on sustainability criteria. They apply to companies in the EU that are subject to the Corporate Sustainability Reporting Directive (CSRD). The ESRS comprise various categories of standards, including cross-cutting and topical standards that cover information on environmental, social and governance matters.

## Fair value hedge

A fair value hedge is a hedging relationship. Derivative financial instruments designated as fair value hedges are used to hedge recognised assets or liabilities against the risk of a change in fair value.

## Financial debt/cash

Other financial liabilities excl. IFRS 16 less cash and cash equivalents and other current financial assets, which mainly include money market investments.

## Free cash flow

Cash flow from commercial activities plus cash flow from investment activities. The free cash flow indicates the extent to which liquid funds are available to service the interest-bearing debt.

## Free float

Proportion of shares that are in circulation and distributed among a large number of investors.

## IAS

International Accounting Standards.

## IFRS

International Financial Reporting Standards.

## Market capitalisation

Describes the trading value of a company. This is calculated by multiplying the number of the company's shares traded on the stock market by its current share price.

## Operating free cash flow

Free cash flow before acquisitions/securities/money market investments, growth CAPEX and core banking assets.

## Price/earnings ratio (PE)

Indicates how often the earnings per share are included in the share price or how often these earnings per share need to be paid out in order to refinance the current purchase price.

## Return on capital employed (ROCE)

Ratio of EBIT to average capital employed.

## Return on equity (ROE)

Indicates the ratio of net profit for the period to equity as at 1 January, minus any dividend payments; expresses the company's profitability.

## Total shareholder return (TSR)

Performance of a share over a specific period of time, taking into account price changes and dividends.

## WACC

Weighted average cost of capital: weighted average cost of equity and interest-bearing debt capital, taking sector-specific and country-specific risks into account.



# Financial Calendar 2026

15 April	2026 Annual General Meeting
24 April	Ex-date (dividend)
27 April	Record date (dermination of entitled stocks in connection with dividend payments)
29 April	Dividend payment day
8 May	Interim report for the first quarter of 2026
7 August	Half-year report for 2026
12 November	Interim report first three quarters 2026

## Basic Information

ISIN	AT0000APOST4
Trading symbol (Vienna Stock Exchange)	POST
Reuters code	POST.VI
Bloomberg code	POST AV
Total outstanding shares as at 31 December 2025	67,552,638 shares
Listing	Vienna Stock Exchange
Issue price	EUR 19.00
First day of trading	31 May 2006
Minimum trading unit (smallest tradable number of shares)	1
Type of share	Non-par value shares
Stock split	None

We have prepared this report and checked the figures with the greatest possible care. Nevertheless, rounding, typographical and printing errors cannot be ruled out. The aggregation of rounded amounts and percentages may result in rounding differences due to the use of automated computational aids.

This report also contains forward-looking assumptions and statements based on the information currently available to us. These are usually indicated by expressions such as "expect", "anticipate", "estimate", "plan" or "calculate".

We wish to note that a wide variety of factors could cause actual circumstances – and thus actual results – to deviate from the forecasts contained in this report.

This Financial Report is also available in German. In case of doubt, the German version takes precedence.

Editorial deadline: 11 March 2026

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<sup>1</sup>For Austria

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# PULS

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