

ESG LEADERSHIP AT AUSTRIAN POST



July 2025





1. OVERVIEW & STRATEGY

- 2. Governance
- 3. Environment
- 4. Social



AUSTRIAN POST AT A GLANCE



Mail

- Letter Mail
- Direct Mail
- Newspapers & Magazines

Revenue:
EUR 1,240m



Parcel & Logistics

- Parcels & Express
- Fulfilment & Cash Transport
- E-Commerce Services

Revenue:
EUR 1,713m



Retail & Bank

- Branch & Financial Services
- Customer Services

Revenue:
EUR 202m



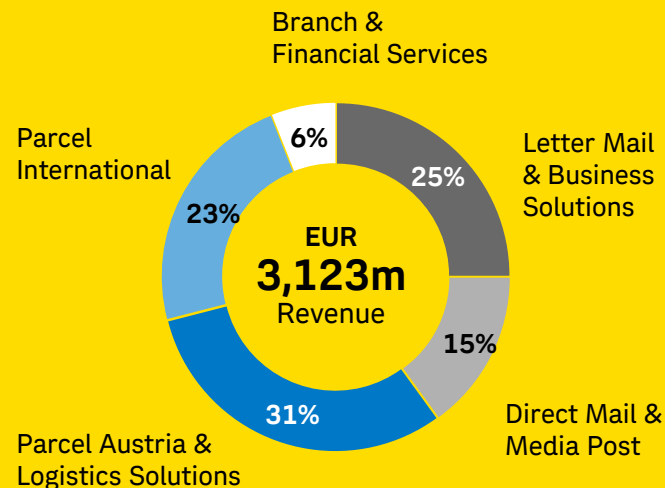
Group

Revenue: EUR 3,123m

EBITDA: EUR 423m

EBIT: EUR 207m

Revenue mix FY 2024



AMBITION 2030: LEADING LOGISTICS & SERVICES GROUP REACHING MORE THAN 150M PEOPLE IN AUSTRIA, CEE/SEE, TÜRKIYE & BEYOND



1



POST & BEYOND IN AUSTRIA

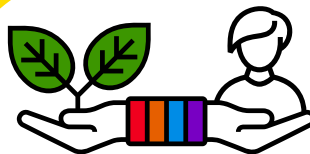
Leading provider of key services – post, bank & more

2



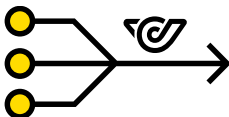
INTERNATIONAL E-COMMERCE

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



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

3



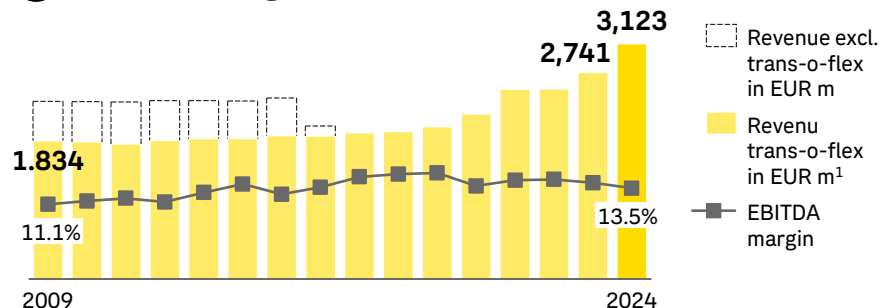
ONE GROUP – OPERATIONALLY EXCELLENT

Efficiency- and technology-focused integrated group

SUCCESSFUL POSITIONING ON THE CAPITAL MARKET

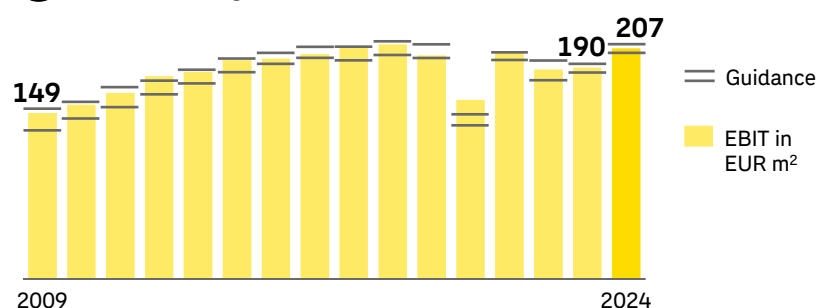


1 Profitable growth business model



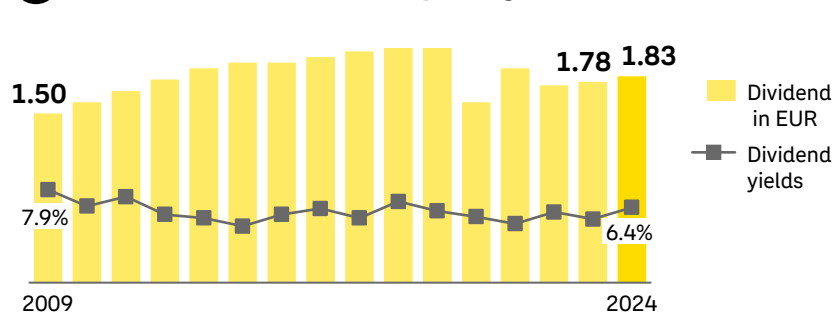
¹ 2014: Adjusted reporting of revenue

2 Reliability ("Promise & Deliver")

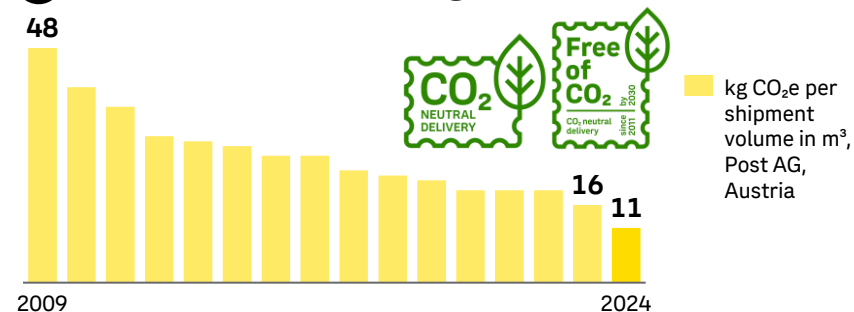


² 2015: EBIT adjusted for special effects

3 Attractive dividend policy



4 Decarbonisation of logistics



MASTERPLAN SUSTAINABILITY 2030



TARGET PICTURE & GUIDING PRINCIPLE

STRATEGIC DIRECTION

ENVIRONMENT

We are striving to continuously and economically viably decarbonise our services, thereby offer ecological solutions and secure our future as a successful company.

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

SOCIAL

We want to be a top employer and attract the best employees, and focus on corporate culture, diversity and equal opportunities, health and safety, and fair working conditions.

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

GOVERNANCE

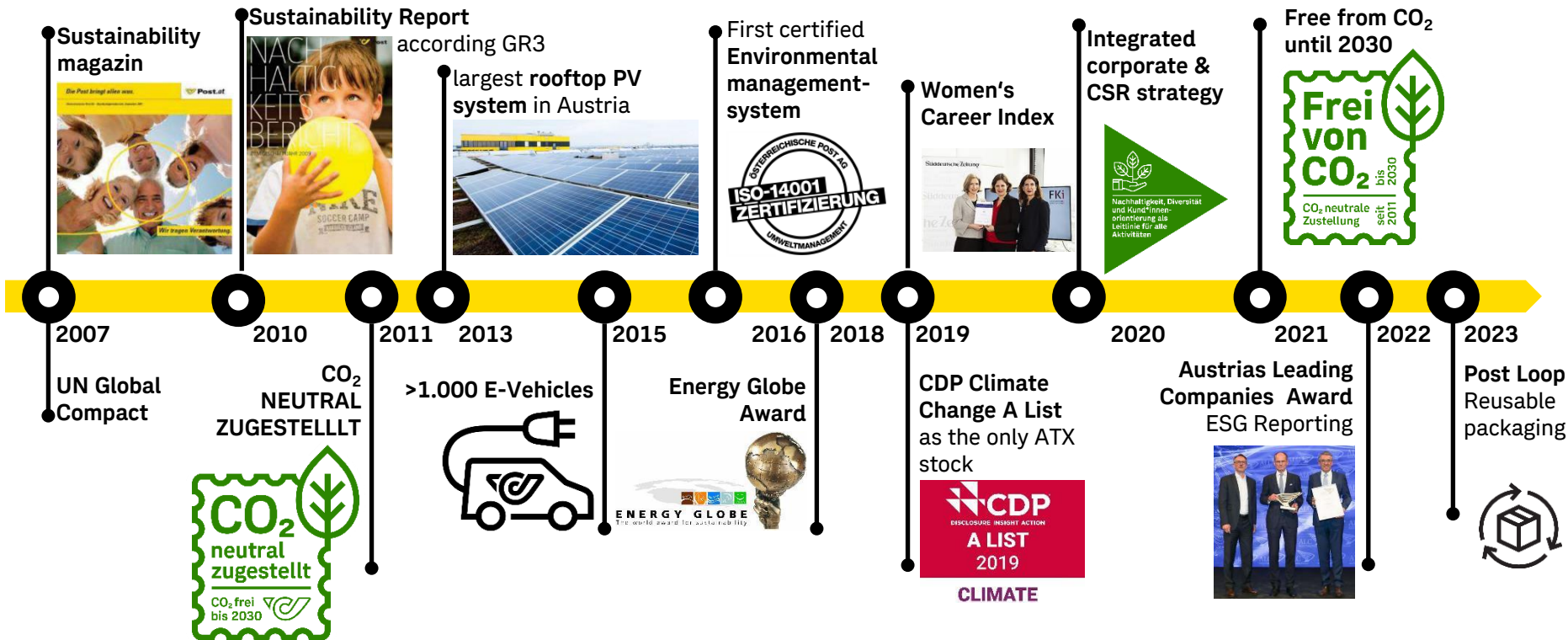
We aim to be the preferred partner for our customers connecting people, markets, and companies. We create value for our customers and stakeholder in the short, medium and long term on the foundation of our responsible structures and processes.

- 9 Sustainable governance & compliance
- 10 Sustainable procurement
- 11 Digital responsibility
- 12 Customer & Stakeholder Value

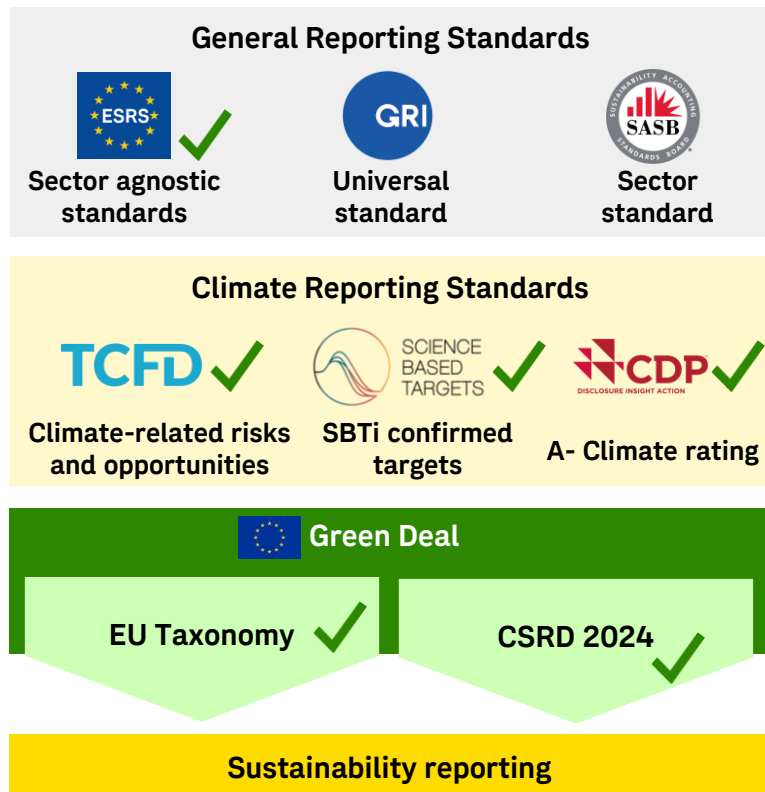


**SUSTAINABILITY,
CUSTOMER & CULTURE**
Sustainability-oriented,
customer-driven,
and people-focused
company


SUSTAINABILITY MILESTONES



OUR ESG REPORTING IS "EXCELLENT"



KEY FIGURES IN ACCORDANCE WITH THE EU TAXONOMY REGULATION

● Eligibility (%)
 ● Alignment (%)
 

Revenue EUR m

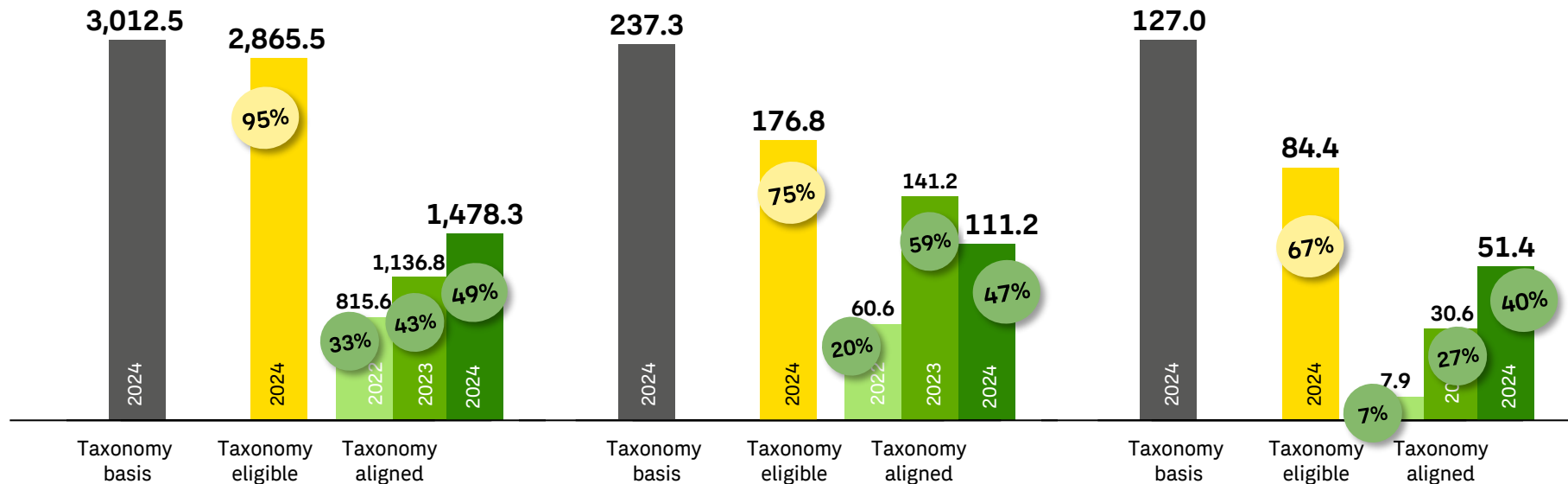
- Increase: primarily through compliant e-vehicles
- Potential: expansion of e-mobility in own and external vehicle fleet

CapEX EUR m

- Decrease due to: Completion of investment programme and lower IFRS 16 long-term rents
- Potential: logistics buildings abroad

OpEx EUR m

- Increase: mainly due to maintenance of buildings and vehicles



ESG INDICATORS



		2023	2024	Δ	
Environmental indicators¹					
Logistics-related GHG emissions (Scope 1–3, Post AG, Austria) ²	t CO ₂ e	84,955.7	66,834.6	-21.3%	Use of HVO in transport logistics & expansion of e-vehicles
Logistics-related GHG emissions (Scope 1–3, Group) ²	t CO ₂ e	231,771.4	221,321.8	-4.5%	Group target: -33% from 2021 to 2030
GHG emissions total, incl. bank ⁹⁹ (Scope 1-3, Group) ³	t CO ₂ e	–	619,654.6	–	2024 bank ⁹⁹ emissions from financing activities (investments, loans) for the first time included
E-vehicle fleet (Post AG, Austria)	Number	3,976	4,924	+23.8%	Target 2030: 100% of vehicles in Austria
E-vehicle fleet (Group)	Number	4,148	5,215	+25.7%	
Employee indicators (Group)					
Employee turnover ⁴	%	17.1%	16.6%	-0.5pp	Slight decrease in staff turnover in the reporting period
Occupational Accidents	Number	1,096	1,013	-83	Target Post AG, Austria: 40% by 2030
Percentage of female employees	Headcount in %	30.6%	29.8%	-0.8pp	
Women in leadership positions	%	35.0%	35.4%	+0.4%	Increase in the number of women in leadership positions

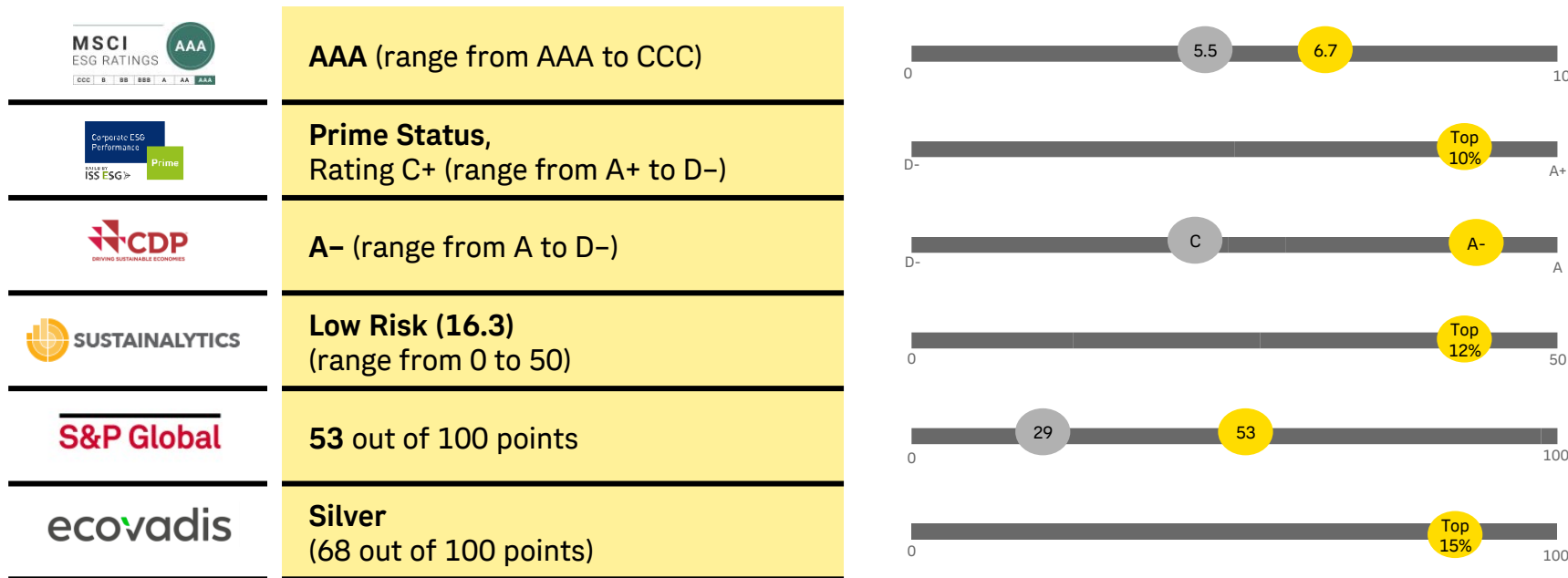
¹ Calculation based on the Greenhouse Gas Protocol A Corporate Accounting and Reporting Standard

² Logistics-related CO₂e emissions Scope 1, Scope 2 and Scope 3 upstream transport and distribution

³ Scope 1, Scope 2 and all relevant 15 Scope 3 categories

⁴ Percentage of permanent employees with an employment contract longer than 180 days who have left the company in the last 12 months.

AUSTRIAN POST'S ESG RATINGS CONSISTENTLY AT A HIGH LEVEL





1. Overview & Strategy

2. GOVERNANCE

3. Environment

4. Social



GOVERNANCE – OVERVIEW



53% Core Shareholder ÖBAG
(Österreichische Beteiligungs AG)

Supervisory Board very
experienced and well balanced

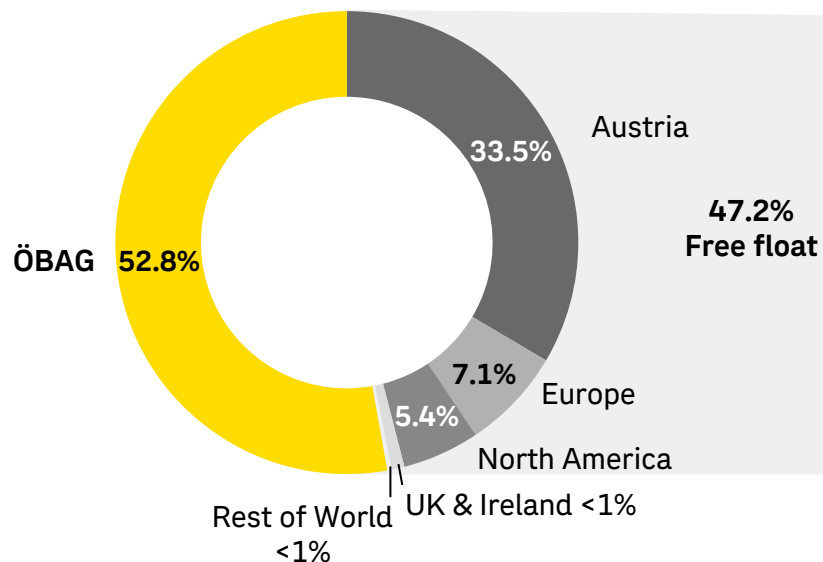
Performance and sustainability
based remuneration



Experienced team to trigger ESG-
activities and ESG-reporting
(EU Taxonomy,
NaDiVeG/NFRD/CSRD)

Group wide sustainability structure

AUSTRIAN POST SHAREHOLDER STRUCTURE



Top Shareholders of Austrian Post

As of July 2024	No. of shares	% of total
ÖBAG	35,700,000	52.8%
Erste Asset Management GmbH	1,668,500	2.5%
The Vanguard Group, Inc.	970,800	1.4%
BlackRock Fund Advisors	938,400	1.4%
Norges Bank Investment Management (Norway)	814,200	1.2%
Pensionskasse der Victorinox AG	570,000	0.8%

Source: IHS markit Shareholder ID 07/2024

THE REPUBLIC OF AUSTRIA AS A CORE SHAREHOLDER



Austrian Government / Ministry of Finance

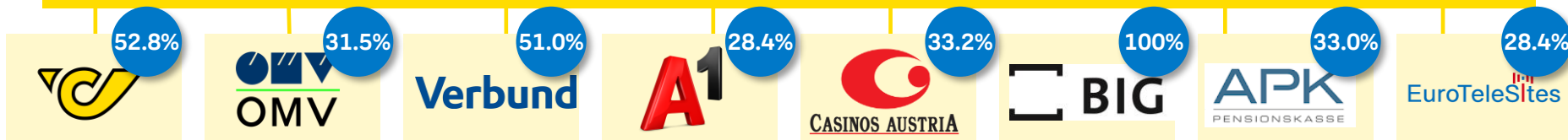
ÖBAG Extended Management Board

Edith HLAWATI	CEO
Stefan FÜRNSINN	Executive Director
Robert STAJIC	Executive Director

ÖBAG Supervisory Board

Günther OFNER	Chairman of the Supervisory Board
Susanne HÖLLINGER	Deputy Chairman of the Supervisory Board
Karl OCHSNER	Deputy Chairman of the Supervisory Board
Sabine HERLITSCHKA	Board Member
Michael HÖLLERER	Board Member
Iris ORTNER	Board Member
Gerhard BAYER	Employee Representative
Richard KÖHLER	Employee Representative
Nicole SCHACHENHOFER	Employee Representative

Österreichische Beteiligungs AG (ÖBAG)



BOARD STRUCTURE 2025, ESG GOVERNANCE INTEGRATED





Elisabeth Stadler

Education

Actuarial Mathematics

Professional Career

Executive positions in various Austrian insurance companies:

- Vienna Insurance Group (CEO) from 2016-2023
- Donau Versicherung AG (CEO), ERGO Austria International AG (CEO), Raiffeisen Versicherung AG, UNIQA Personenversicherung AG

Current Supervisory Board Mandates

- Österreichische Post AG: Chair of the Supervisory Board, since 2023
- Andritz AG: Deputy Chair of the Supervisory Board, since 2024
- OMV AG: Member of the Supervisory Board, since 2019
- Voestalpine AG: Member of the Supervisory Board, since 2019

01 Composition of the Supervisory Board

- Broad spectrum of experienced and qualified leaders
- Diversity in all aspects (competencies, gender, background)
- Independence as a foundation and requirement

02 Working methods of the Supervisory Board

- Efficiency through in-depth committee work
- Open and trustful cooperation
- Ongoing training in various formats

03 Interaction with management

- Clear division of roles and responsibilities
- Constructive feedback culture as a basis for consensus building
- Engagement with the leadership level below the Management Board

04 Transparency

- Increasing focus on ESG reporting
- Target group-oriented information with a focus on the essentials
- Active communication with shareholders (Annual General Meeting, reporting)

8 SHAREHOLDER REPRESENTATIVES WITH BROAD EXPERTISE



Member	Main Job	Nationality	Competence	End of term	Other Mandates	Independence C-53 ¹	Independence C-54 ²
Elisabeth STADLER Chair	Ex CEO Vienna Insurance Group	Austrian	Strategy, Corporate Governance, Finance	2027	Andritz AG, OMV AG, Voestalpine AG	✓	✓
Stefan FÜRSINN Deputy Chair	Executive Director ÖBAG	Austrian	Digitalisation, Strategy, Business Development	2026	Telekom Austria AG	✓	
Huberta GHENEFF	Lawyer	Austrian	Legal, Regulation	2027		✓	✓
Felicia KÖLLIKER	CRO PostFinance AG, Bern	Swiss	Financial Services	2026		✓	✓
Eric MALITZKE	Reichmuth & Co, Zürich Operating Partner, Chief Restructuring Officer	German	Parcel & Logistics, International markets	2027		✓	✓
Bernhard SPALT	Member of the Board of Managing Directors of Commerzbank AG	Austrian	Risk Management & Financial Services (Financial expert)	2026		✓	✓
Christiane WENCKHEIM	CEO Ottakringer Holding AG	Austrian	Logistics, Human Resources, Organizational Development	2028		✓	✓
Maria ZESCH	Senior Advisor, Arthur D. Little	Austrian	Marketing, Customer Management, E-Commerce	2026		✓	✓

SKILLS MATRIX FOR SHAREHOLDER REPRESENTATIVES



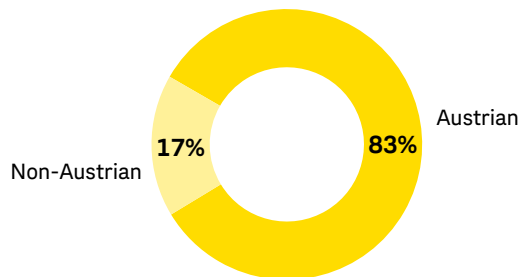
Internationality	International Experience	●
	Logistics	●
Industry Expertise	E-Commerce	●
	Financial Services / Banking	●
Technical Expertise	Corporate Governance	●
	Strategy	●
	M&A	●
	Finance / Accounting / Auditing	●
	Risk Management	●
	Legal / Regulatory / Governance	●
	Human Resources, Organisation and Culture	●
	Technology, IT & Digitalisation	●
	Innovation, New Business Development	●
	ESG / Sustainability	●
	Investors / Capital Market	●
	Communication / Stakeholder Management	●
	Operations / Production	●
	Marketing / Sales	●

- Broad Expertise
- 1-2 Experts
- No/Little Expertise

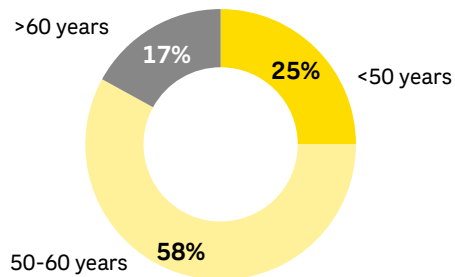
DIVERSITY IN THE SUPERVISORY BOARD



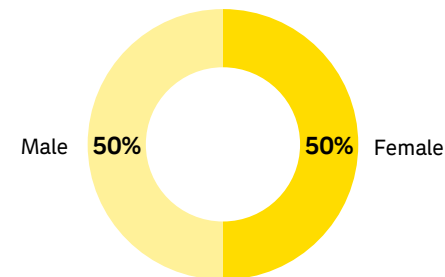
Nationality



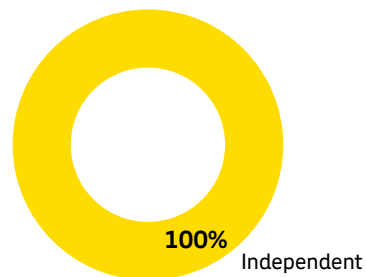
Age



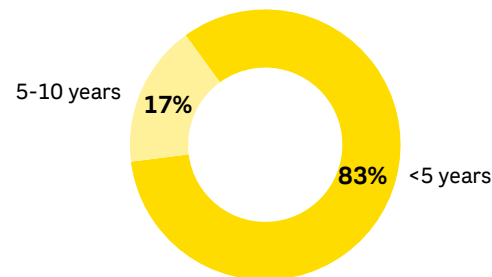
Gender



Independence¹



Tenure



¹ 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.

SUPERVISORY BOARD COMMITTEES



Nomination Committee	Remuneration Committee	Audit Committee	Financial Services Committee
Responsible for: <ul style="list-style-type: none"> – Recommending candidates to the Supervisory Board for vacant Management Board positions – Proposal of candidates for election to the Supervisory Board 	Responsible for: <ul style="list-style-type: none"> – The structure of the remuneration system and employment contracts of the Management Board – Defining key remuneration KPIs 	Responsible for: <ul style="list-style-type: none"> – Monitoring the accounting process – Examining the effectiveness of the internal control and risk management system 	Responsible for: <ul style="list-style-type: none"> – Dealing with issues relating to the Financial Service Business – Monitoring the business development of bank99
<ul style="list-style-type: none"> – Elisabeth Stadler, Chair – Stefan Fürnsinn – Richard Köhler 	<ul style="list-style-type: none"> – Elisabeth Stadler, Chair – Stefan Fürnsinn – Christiane Wenckheim 	<ul style="list-style-type: none"> – Bernhard Spalt, Chair – Stefan Fürnsinn, Deputy Chair – Huberta Gheneff – Maria Zesch – Richard Köhler – Andreas Schieder 	<ul style="list-style-type: none"> – Bernhard Spalt, Chair – Felicia Kölliker – Richard Köhler
Majority independent of company and core shareholders	Majority independent of company and core shareholders	Majority independent of company and core shareholders	Majority independent of company and core shareholders

MANAGEMENT BOARD OF AUSTRIAN POST



Walter Oblin

CEO

Chairman of the Management Board

- Group Management/Central Functions
- Responsibility for Mail and Direct Mail, Branch Network and Bank
- First appointed: 1 July 2012
- CFO until 30 September 2024
- Appointment as CEO from 1 October 2024 until 30 September 2029*



Peter Umundum

Deputy CEO

Parcel & Logistics (COO)

- Logistics Infrastructure
- Responsibility for Parcel & Logistics
- First appointed: 1 April 2011
- Current term of office expires: 31 March 2026



Barbara Potisk-Eibensteiner

Member of the Management Board

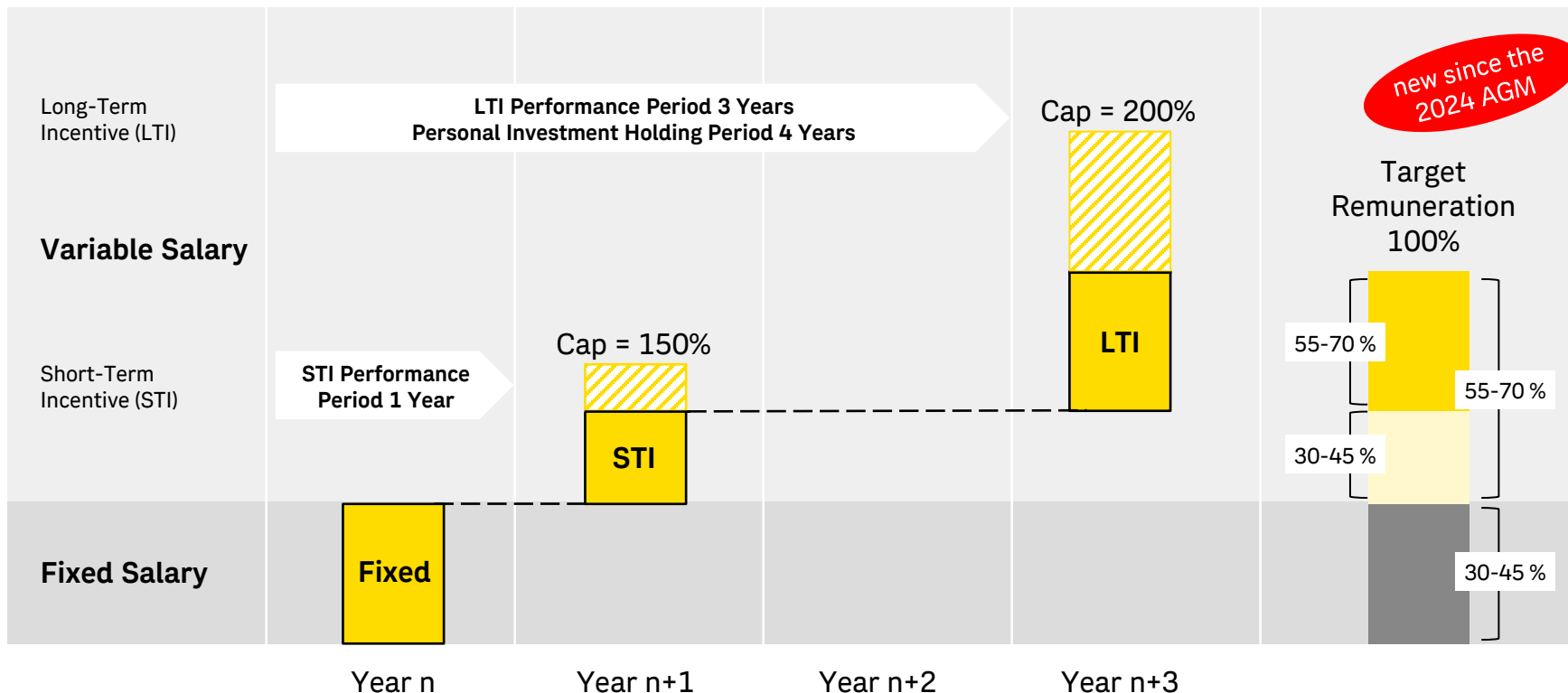
Finance (CFO)

- Group Finance
- Responsibility for Group IT, Group Procurement, Group Legal
- First appointed: 1 January 2025
- Current term of office expires: 31 December 2029*

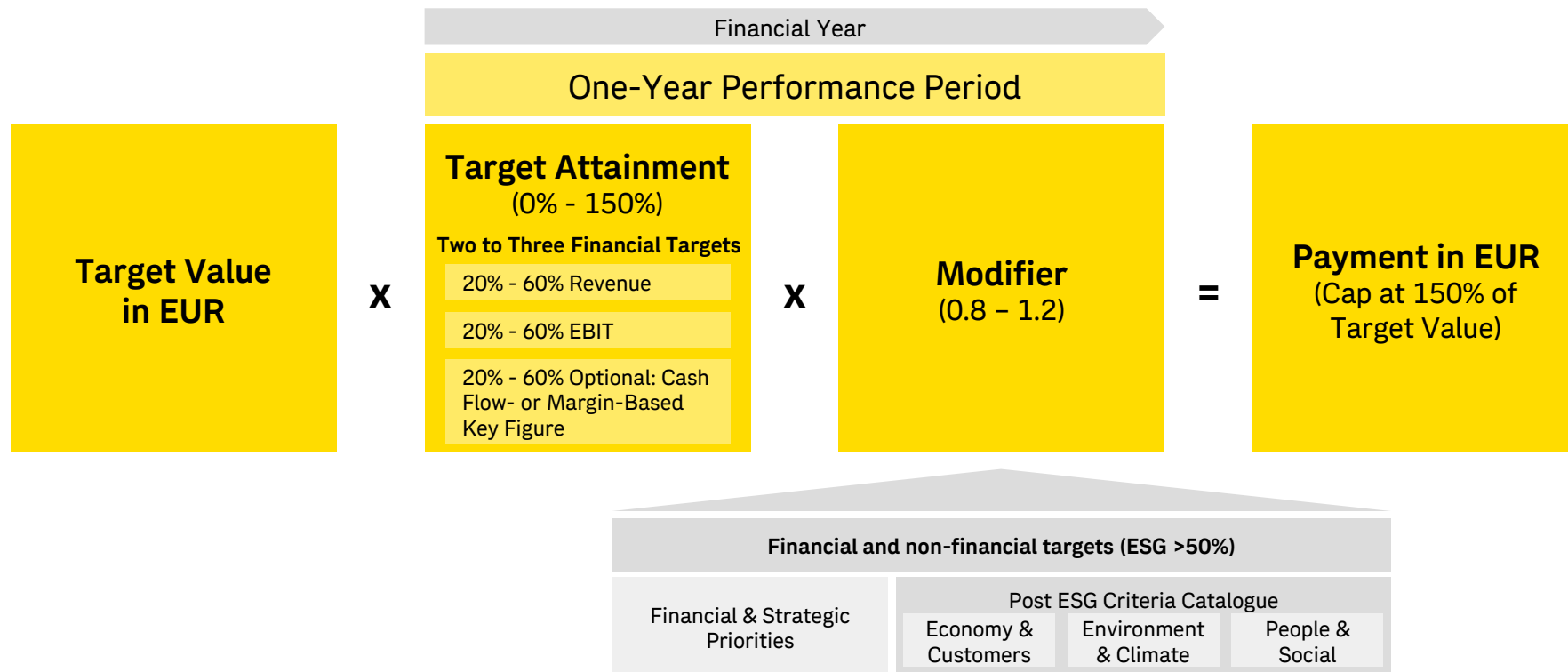
REMUNERATION SYSTEM OF THE MANAGEMENT BOARD



(Resolved at the 2024 AGM)



REMUNERATION – SHORT-TERM INCENTIVES



POST ESG CRITERIA CATALOGUE



Economy & Customers	Environment & Climate	People & Social
Customer Satisfaction	Climate Change - CO ₂ Emissions and Adaptation Measures	Corporate Culture
Quality of Service	Resource Consumption	Occupational Safety
Reliability of Supply	Energy Efficiency	Occupational Health
Sustainable Procurement / Supply Chain	Electric Vehicles	Data Protection and Data 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)
Increase in Value and Innovations of the Company	Circular Economy	Social Engagement

REMUNERATION – LONG-TERM INCENTIVES



Same model for second-tier management (>100 employees)

Mandatory personal investment and 4-year holding period for the Management Board

Personal Investment
(60% - 80% of fixed salary)

Holding Period
(4 years)



Share Price Development



Target Value
in EUR

÷

Ø Share Price
Q4_{n-1}

=

Number of
Performance
Share Units

X

Target Attainment (0% - 200%)

Two to Three Financial Targets

15% - 40% Earnings Per Share

15% - 40% Operating Free Cash Flow

15% - 40% Optional: Relative TSR or Strategic Target

ESG-Target

20% - 33%

=

Final Number
of Performance
Share Units

Ø Share Price
Q4_{n+2}
+ Dividend Paid

=

**Payment in
Shares or Cash**
(Cap at 200% of
Target Value)

Performance Period (3 Years)

X

Indicators in line with capital market positioning

Up to three targets from the Post ESG Criteria Catalogue

Economy & Customers

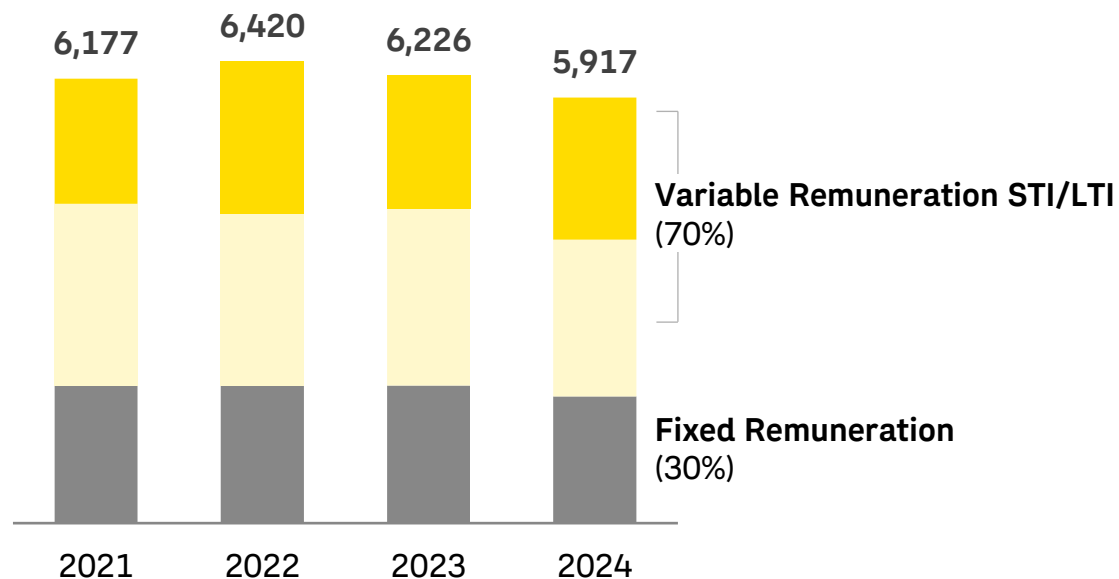
Environment &
Climate

People & Social

REMUNERATION OF THE MANAGEMENT BOARD



Total remuneration of the Management Board EUR k



Change 2023/2024

Economic performance indicators

Revenue	+13.9%
EBITDA	+8.0%
EBIT	+9.0%

Remuneration other employees

Civil servants	+9.1%
Salaried employees	
General Service Regulation/Special contract	+9.7%
New collective labour agreement	+9.8%

SUPPLIER COMPLIANCE AT AUSTRIAN POST AND BEYOND



Commitment to act in accordance with the highest standards regarding ethical behaviour and integrity

Our CODE OF CONDUCT and ETHICS

#bringtogether



- Basis for business activities
- Values and guiding principles
- Valid throughout the Group

The Austrian Post's Declaration of Principles on Human Rights

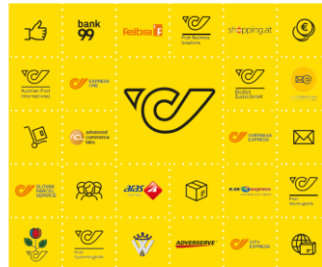
#bringtogether



- Supplement to the Code
- Focus on labour-related human rights
- Valid throughout the Group

Code of Conduct for Contractors

#bringtogether



- Values and Guiding Principles for suppliers
- Mandatory component of all contracts

The **business compliance guideline** and the **supplier compliance guideline** as well as **procurement guidelines** are derived from these and concretise the framework requirements

Obligation to uphold and respect human rights with particular regard to



International Labour Organization





1. Overview & Strategy

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ENVIRONMENT – OVERVIEW



Sustainability activities since 2010
(e.g., CO₂ Neutral Delivery in Austria)

Ambitious Group targets:

- 45% reduction of Scope 1 & 2 CO₂-emissions (2021-2030)
- 25% reduction of Scope 3 CO₂-emissions (2021-2030)



Leading development in Austria

- Specific CO₂-reduction from 48 kg/shipment volume in 2009 to 11 kg/shipment volume in 2024
- On the way to net zero by 2040

~5,000 e-vehicles (48% of the entire fleet) in use – 100% per 2030 latest in Austria

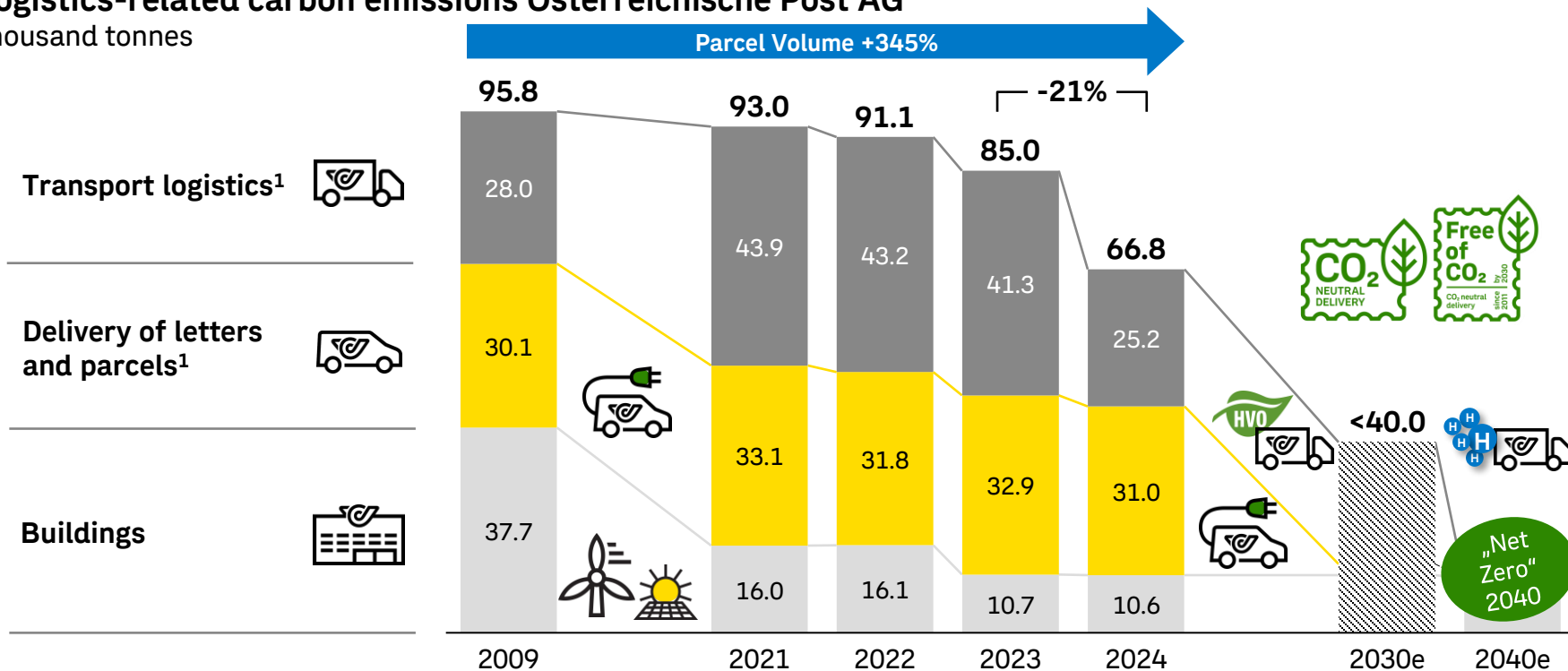
Bridging technologies: Trucks powered by fossil-free HVO fuel in operation

► DECARBONISATION – ROADMAP AUSTRIA



Logistics-related carbon emissions Österreichische Post AG

thousand tonnes



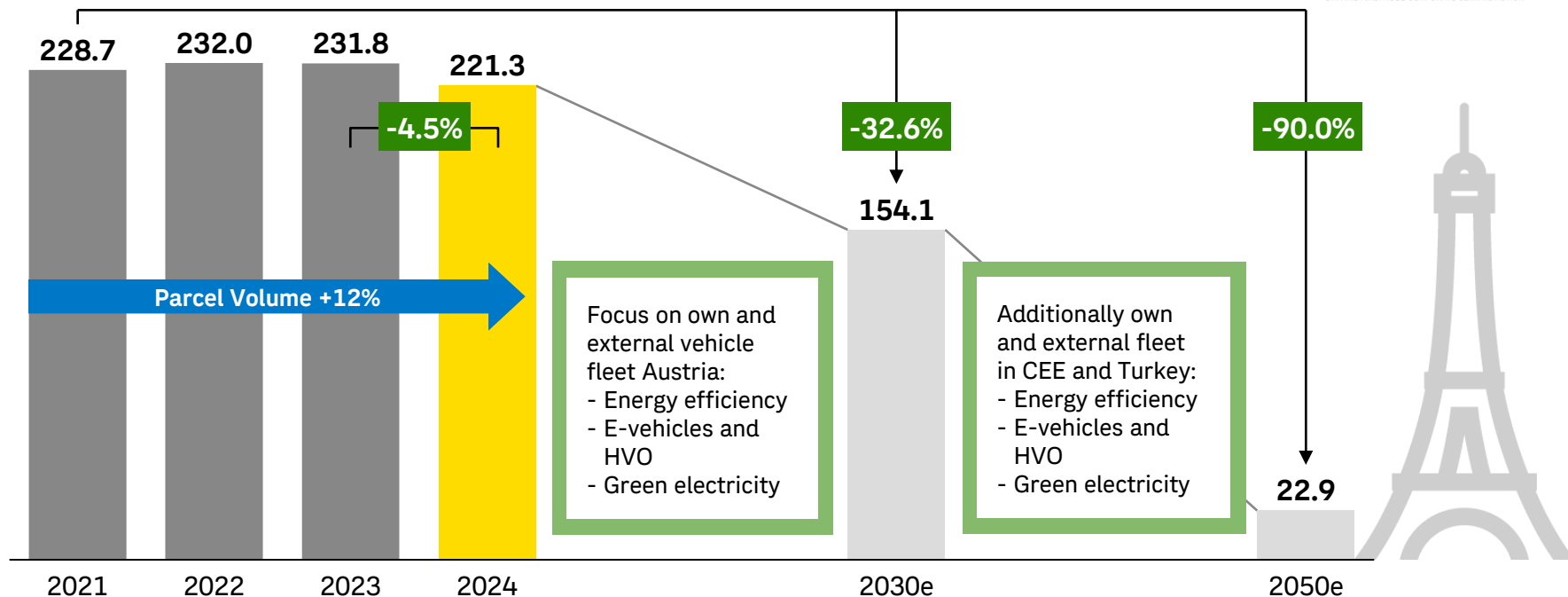
¹ Own and external vehicle fleet

▶ AUSTRIAN POST GROUP – ON THE ROAD TO PARIS



Logistics-related Decarbonisation plan Austrian Post Group

Scope 1–3, thousand tonnes



DETAILED ROADMAP TO NET ZERO



Carbon emissions Austria (Scope 1-3) tonnes

Direct emissions (Scope 1 and 2)
Indirect emissions (Scope 3)

Achieving CO₂ Neutral Delivery

Achieving fossil free Delivery

Scaling up to Net Zero

95,800

18,100

77,700

Improved energy efficiency

- New sorting technology
- Efficient thermal heating systems
- Certified environmental management systems
- Awareness raising among employees

Alternative technologies

- LED-lighting systems
- Use of green electricity
- Installation of company PV systems
- Switch fleet to e-vehicles

Compensation

- Offsetting residual emissions through climate protection projects (nature and technology based solutions)

2009

93,000

36,700

56,300

Improved energy efficiency

- New sorting centres
- Certified environmental management systems
- Switch to renewable thermal energy systems

Alternative technologies

- 100% e-fleet in last mile delivery
- E-vehicles for suppliers/business partners
- Use HVO and pilot projects for e-fuel, hydrogen and electric trucks

2021

<40,000

Improved energy efficiency

- Scale renewable thermal energy systems

Alternative technologies

- 100% e-fleet in own and external last mile delivery
- Use HVO, e-fuel, hydrogen and electric trucks

2030e

Net
Zero

2040e

ROLLOUT CARBON-FREE LAST MILE

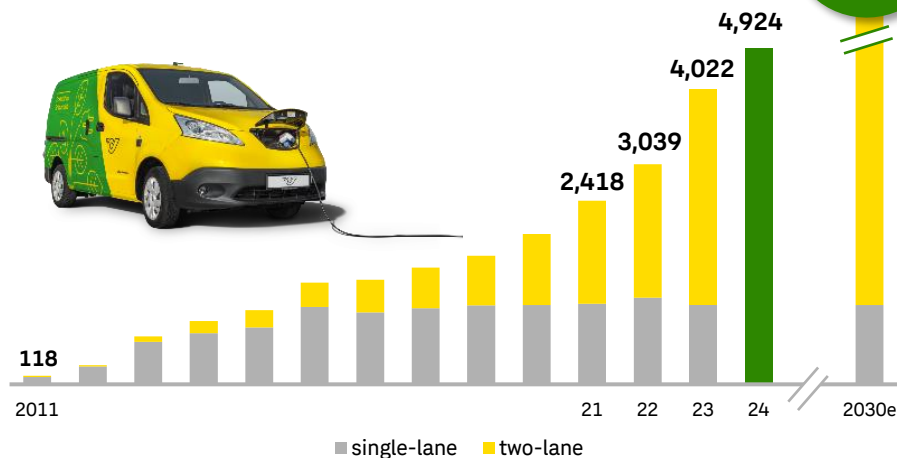


E-vehicle fleet ramp up curve (vehicles in Austria)

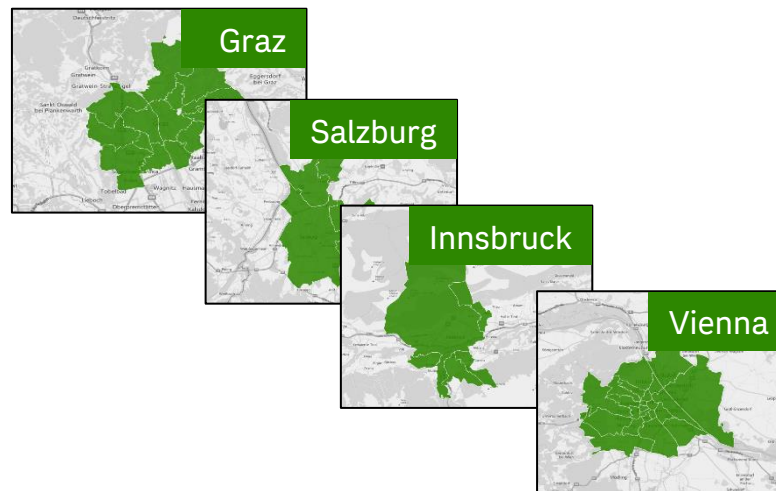
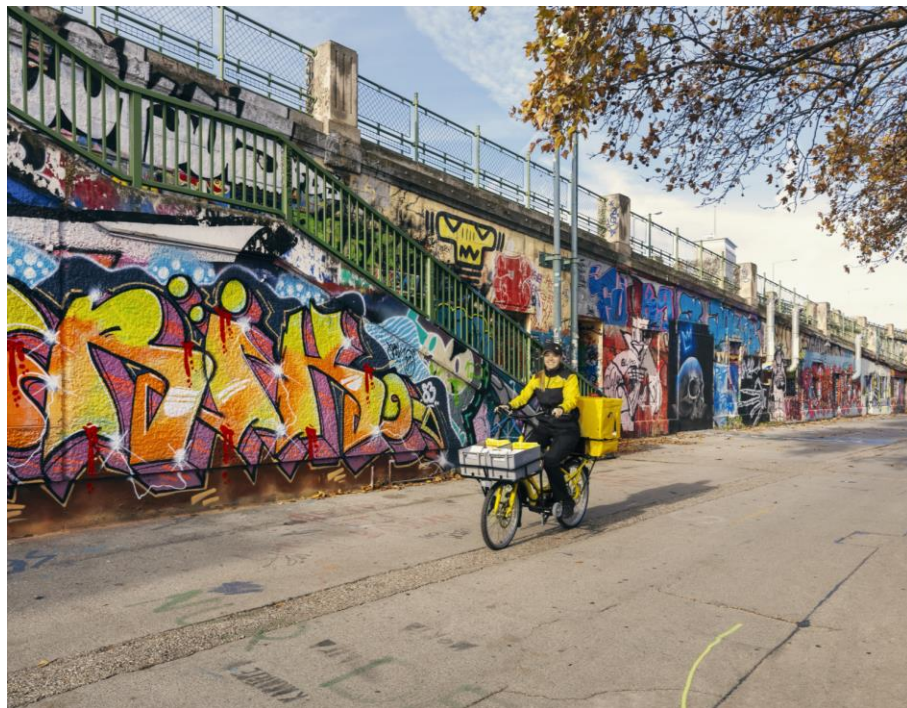
~5,000 e-vehicles in operation



+ 1,000 e-vehicles in 2025



100% EMISSION-FREE IN LARGE CITIES



- Graz 100% emission-free deliveries since October 2021
- **Focus on large cities:** Salzburg and Innsbruck emission-free delivery since Q1 2024
- **Ramp up Vienna in several steps** planned to be 100% emission-free by the end of 2025

▶ ENTIRE TRUCK FLEET CONVERTED TO FOSSIL-FREE FUEL



- **All Austrian Post trucks in Austria operate with HVO100**
 - Conversion from diesel to hydrotreated vegetable oils (HVO)
 - Savings of up to 90% in CO₂
- **2 electric-powered lorries in use**
Shuttle service between Vienna Airport and the Vienna Logistics Centre

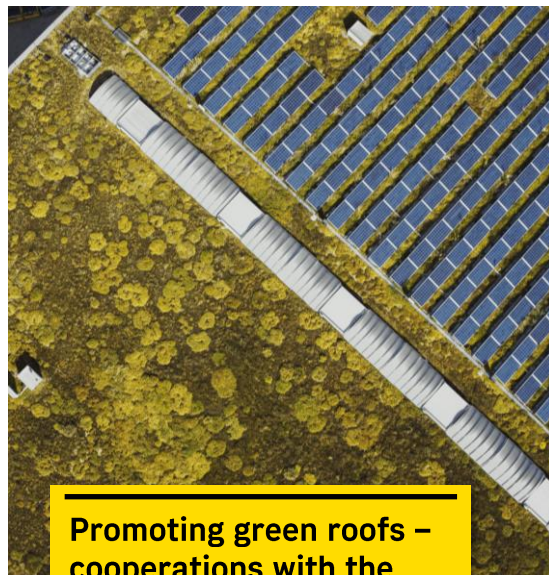


GREEN & EFFICIENT BUILDINGS

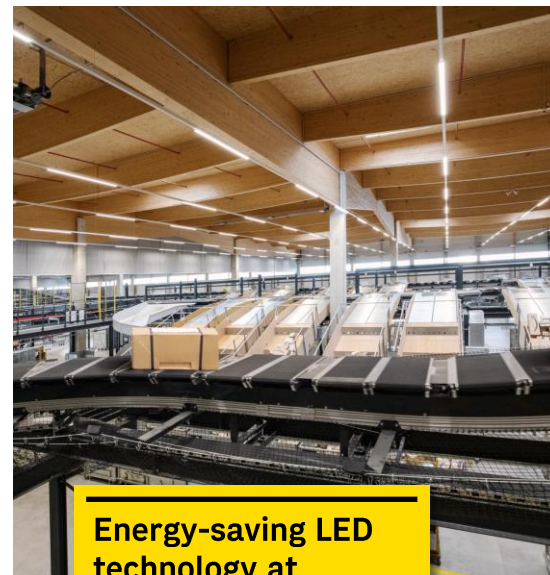
Develop and operate our facilities with a focus on eco-efficiency



**Green space plans at
our logistics centres**



**Promoting green roofs –
cooperations with the
University of Innsbruck
and beekeepers**

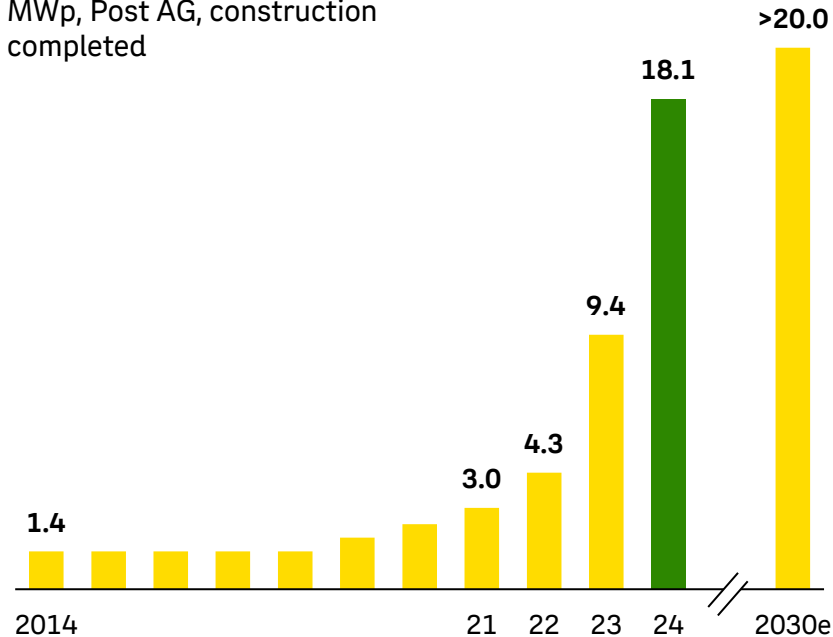


**Energy-saving LED
technology at
our logistics centres**

ENERGY: EXPANSION & CONVERSION AS A MAJOR PROJECT



Photovoltaic facilities in Austria
MWp, Post AG, construction
completed



WE EXPECT TRANSPARENCY AND REDUCTION OF CO₂-EMISSIONS FROM OUR SUPPLIERS AND BUSINESS PARTNERS



We will engage with our partners in long and short haul transportation as well as delivery to further improve certified environmental data and CO₂-tracking



Therefore we will share our knowledge in direct collaborations and through relevant associations and movements



Offer solutions to suppliers to switch to green electricity and alternative vehicles based on electricity, e-fuels and hydrogen



CIRCULAR ECONOMY:

Post Loop service turns the linear ordering process into a sustainable cycle



ORDER

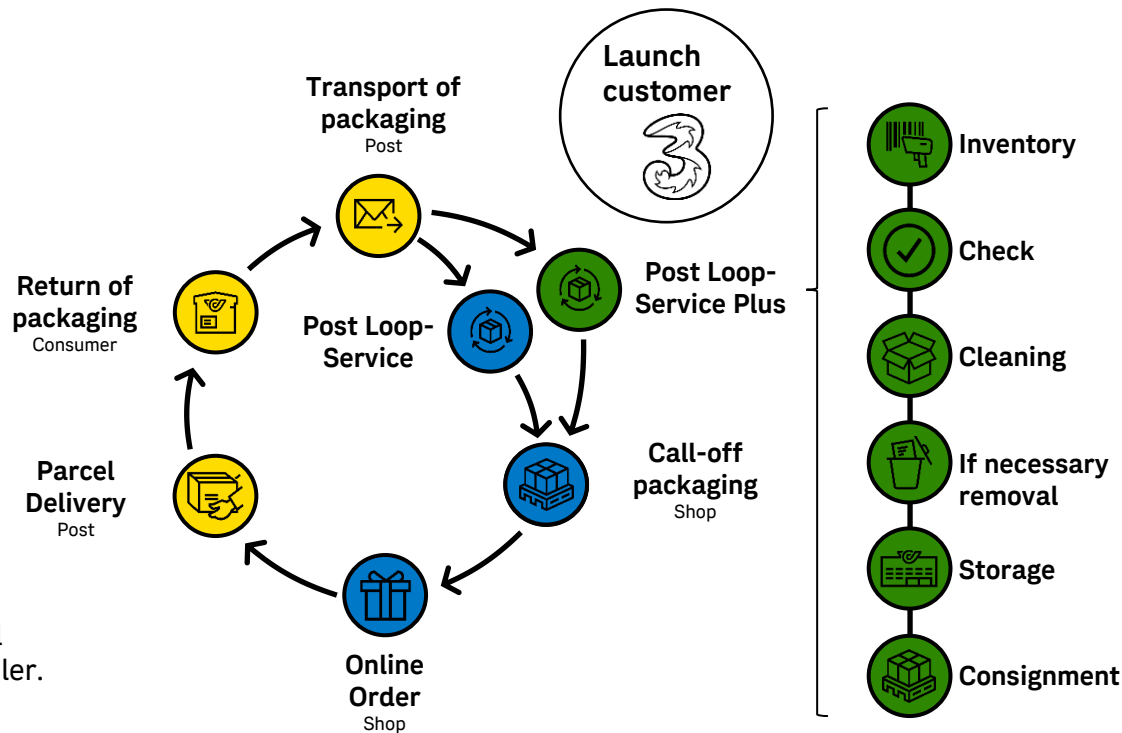
Consumers select the sustainable option "reusable packaging" and pay a deposit.

RETURN

After receiving the goods, consumers can fold the packaging to letter size and return it to letterboxes, post offices or self-service zones. They will receive their deposit back as a voucher for the next order.

PREPARATION

Austrian Post prepares the packaging and stores it until the next call-off by the retailer. The retailer can also carry out the preparation himself.





-
1. Overview & Strategy
 2. Governance
 3. Environment
 - 4. SOCIAL**



SOCIAL – OVERVIEW



AMBITIOUS TARGETS BY 2030



40% of all management positions to be held by women

Employee satisfaction - Increase employee engagement from 76% to 82%

No fatal accidents during the delivery of letters or parcels

15% reduction in the frequency of occupational accidents



MAIN SOCIAL TOPICS FOR AUSTRIAN POST



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**.

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**.

PERFORMANCE

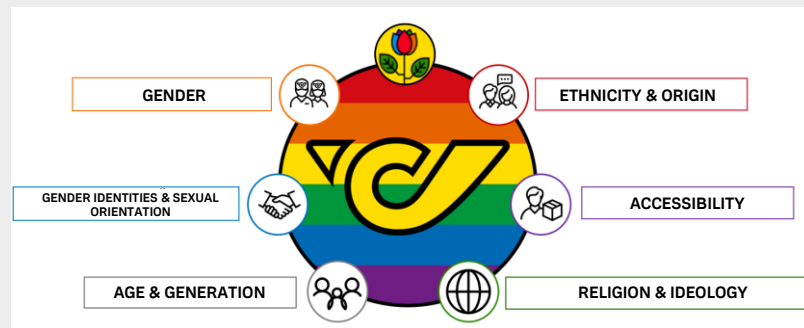
Together we deliver **top performance and sustainable results**. For us, this means approaching our tasks with motivation. Managers shape the **work environment through commitment and empathy in a way that positively promotes the achievement of goals**. We all strive to make our contribution to **joint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

DIVERSITY AT AUSTRIAN POST

means focusing on the differences and similarities of all employees, customers and stakeholders and making targeted use of the associated opportunities for Austrian Post



EMPLOYEES DIVERSITY NETWORK



ESG LEADERSHIP AT AUSTRIAN POST, July 2025

SUCCESSES AND MEASURES



Mehr Infos in der Team Post-App.
In deiner Sprache.

World Women's Week, language cafés in LZ, childcare, accessibility of services, ...


OCCUPATIONAL HEALTH & SAFETY



2024 ~90
Locations
visited

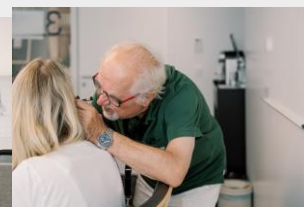


Post health bus

Low-threshold health services directly
at the workplace 



Health check-ups




Health consultations

First Aid




Ergonomics

training, workplace design, testing of work
equipment and aids ... 




Seal of approval:
exemplary implementation
of **workplace health
promotion**



Expansion of the
company **vaccination program** 



6 logistics centers 
successfully certified



ESG LEADERSHIP AT AUSTRIAN POST, July 2025

EXTENSIVE PORTFOLIO OF OFFERINGS TO SUPPORT THE WELL-BEING OF OUR EMPLOYEES



Flexible working patterns



- Flexible Working
- Attractive leave policies

Certainty in Old Age



- Occupational health department
- Direct insurance policy

Directly Profiting from the Company's Success



- Company Performance Bonus

Happy & healthy



- On site medical services
- Occupational health management
- Various counselling services
- Company-wide sports activities

Well Taken Care Off



- Free meal vouchers
- Various discounts
- Postal loan apartments
- Postal holiday homes

Kids & Caring



- Parental Leave
- Parent-Child Room
- Holiday Programme for Children

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