

CORPORATE GOVERNANCE _____

442%

of the Supervisory
Board members
are women

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**#
ALWAYS
DELIVER A
SOLUTION**

DIVERSITY makes us strong.
It is our belief that diverse teams
are more innovative, agile and
economically successful. Austrian
Post benefits from this diversity
in the range of solutions it offers.
Find out more on page 8

CORPORATE GOVERNANCE REPORT

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

Compliance with the principles of good corporate governance constitutes the basis for the trust of our employees, shareholders, customers, suppliers and the general public in the management and supervision of the company based on long-term value creation.

1. Commitment to the Austrian Corporate Governance Code

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

Austrian Post is unreservedly committed to complying with the current and valid version of the Austrian Corporate Governance Code and considers maintaining and further developing the company's high internal standards to be a top priority. In the 2020 financial year, Austrian Post complied with all rules and recommendations of the Austrian Corporate Governance Code.

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

In accordance with Rule 62 of the Austrian Corporate Governance Code, Austrian Post's compliance with the code and the accuracy of its related public reporting

is evaluated externally on a regular basis. The most recent evaluation carried out by the auditing firm KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft for the 2019 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 2021 financial year.

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

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

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

A compliance management system (CMS) was launched in 2010 and has been continuously expanded since then. The Code of Conduct and Ethics of Austrian Post serves as the basis for the CMS. It provides the framework and guidelines for employees' interactions with one other and with stakeholders. The focal points of Austrian Post's CMS are business compliance and capital market compliance. The business CMS has been certified to ISO 37001 and the capital market CMS has been certified to ISO 19600 since 2018.

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2. Composition of the Management Board

The Management Board of Austrian Post consists of three individuals:



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

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

Georg Pölzl was first appointed Chairman of the Management Board and Chief Executive Officer of Austrian Post in October 2009. The Supervisory Board extended his Management Board mandate for the second time in November 2018, and also reappointed Georg Pölzl as Chairman of the Management Board until 30 September 2022, with a subsequent extension option for a further two years.

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

Peter Umundum was first appointed as the member of the Management Board responsible for Parcel & Logistics in April 2011. The Supervisory Board reappointed Peter Umundum as the member of the Management Board responsible for Parcel & Logistics in May 2020. Peter Umundum's current term of office will last until 31 March 2021, and will be extended thereafter for a period of three years with a subsequent extension option for a further two years.

The distribution of tasks among the Management Board has been defined in the by-laws for the Management Board adopted by the Supervisory Board in December 2018. Information on the individual members of the

Management Board including their professional careers is presented in the next sub-section.

Professional Careers and Areas of Responsibility

GEORG PÖLZL

Georg Pölzl studied and received his PhD from the University of Leoben. He started his professional career as a corporate consultant for McKinsey & Company. Subsequently, he was appointed to the Management Board of the mechanical engineering and plant building company Binder+Co AG. Georg Pölzl then served as the Managing Director of T-Mobile Austria, based in Vienna, for a total of nine years. After that, he moved to Germany, where he assumed the position of special deputy of the Management Board of Deutsche Telekom and was the Spokesperson for the Executive Management of T-Mobile in Germany until 2009.

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

Executive and supervisory role in major Group companies: Member of the Supervisory Board of bank99 AG, member of the Supervisory Board of Aras Kargo a.s.

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

WALTER OBLIN

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

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

Executive and supervisory role in major Group companies: Deputy Chairman of the Supervisory Board of bank99 AG

PETER UMUNDUM

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

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

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

Additional roles: Member of the Supervisory Board of Steiermärkische Krankenanstaltengesellschaft m.b.H.

3. Composition of the Supervisory Board

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

In the 2020 financial year, the following changes were made within the Supervisory Board: Jochen Danninger was sworn in as a Member of the Provincial Parliament by the Lower Austrian Provincial Parliament on 27 February 2020 and resigned from his mandate with effect from this date. Edeltraud Stiftinger and Herta Stockbauer resigned from the Supervisory Board at the end of the Annual General Meeting held on 17 June 2020¹.

Felicia Kölliker, Maximilian Schnödl and Sigrid Stagl were nominated for election as members of the Supervisory Board by Österreichische Beteiligungs AG (ÖBAG). After consideration of the proposed resolution by the Nomination Committee, and approval by the Supervisory Board, the three candidates were elected to the Supervisory Board at the 2020 Annual General Meeting. Due to the individual specialist knowledge of the new members of the Supervisory Board, the company's expertise in the areas of financial services, digitalisation and sustainability/CSR in particular was strengthened. ÖBAG has to comply with the strict independence and incompatibility criteria set out in the Austrian Corporate Governance Code when nominating/appointing individuals as members of the Supervisory Board of its affiliated companies.

The terms of office of Felicia Kölliker and Sigrid Stagl will end at the Annual General Meeting that grants discharge to the members of the Supervisory Board for the 2021 financial year. Maximilian Schnödl was elected until the end of the Annual General Meeting that grants discharge to the members of the Supervisory Board for the 2022 financial year.

At the constituent Supervisory Board meeting held on 17 June 2020, Maximilian Schnödl was elected as the Deputy Chairman.

¹ The Annual General Meeting scheduled for 16 April 2020 had to be postponed until 17 June 2020 due to the COVID-19 pandemic and was held as a "virtual Annual General Meeting" in accordance with the Austrian COVID-19 Company Law Act (COVID-19-GesV, Austrian Federal Law Gazette II no. 140/2020).

Name (year of birth)	Nationality	Main job	Area of competence as member of the Supervisory Board	Term of office	Positions in listed companies
SHAREHOLDER REPRESENTATIVES					
 EDITH HLAWATI (1957) Chairwoman	Austria	Lawyer	Legal, Capital Market, Corporate Governance and Remuneration	26 April 2007 until 2023 AGM	Telekom Austria AG
 MAXIMILIAN SCHNÖDL (1983) Deputy Chairman	Austria	Director of Österreichische Beteiligungs AG (ÖBAG)	Finance, IT & Digitalisation	17 June 2020 until 2023 AGM	
 HUBERTA GHENEFF (1964)	Austria	Lawyer	Legal	19 April 2018 until 2023 AGM	
 FELICIA KÖLLIKER (1977)	Switzerland	Member of the Executive Board of PostFinance Ltd (Switzerland)	Financial Services	17 June 2020 until 2022 AGM	
 PETER E. KRUSE (1950)	Switzerland	Corporate consultant	Parcel & Logistics, International Markets	24 April 2014 until 2023 AGM	
 CHRIS E. MUNTWYLER (1952)	Switzerland	CEO of Conlogic AG (Switzerland)	Parcel & Logistics, International Markets	22 April 2010 until 2023 AGM	Descartes Systems Group (Canada)
 SIGRID STAGL (1968)	Austria	Professor at the Vienna University of Economics and Business	Ecological Economics, Sustainability	17 June 2020 until 2022 AGM	
 STEFAN SZYSZKOWITZ (1964) Financial expert	Austria	Spokesperson of the Management Board of EVN AG	Capital Market, Finance	19 April 2018 until 2023 AGM	Burgenland Holding AG, Verbund AG
EMPLOYEE REPRESENTATIVES					
 MARIA KLIMA (1980)	Austria	Central Works Council		since 30 October 2018	
 HELMUT KÖSTINGER (1957)	Austria	Central Works Council (Chairman)		since 14 April 2005	
 MARTIN PALENSKY (1963)	Austria	Central Works Council (Deputy Chairman)		since 22 February 2002	
 MANFRED WIEDNER (1963)	Austria	Central Works Council		since 3 March 1999	

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 Group companies 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 Group companies 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.

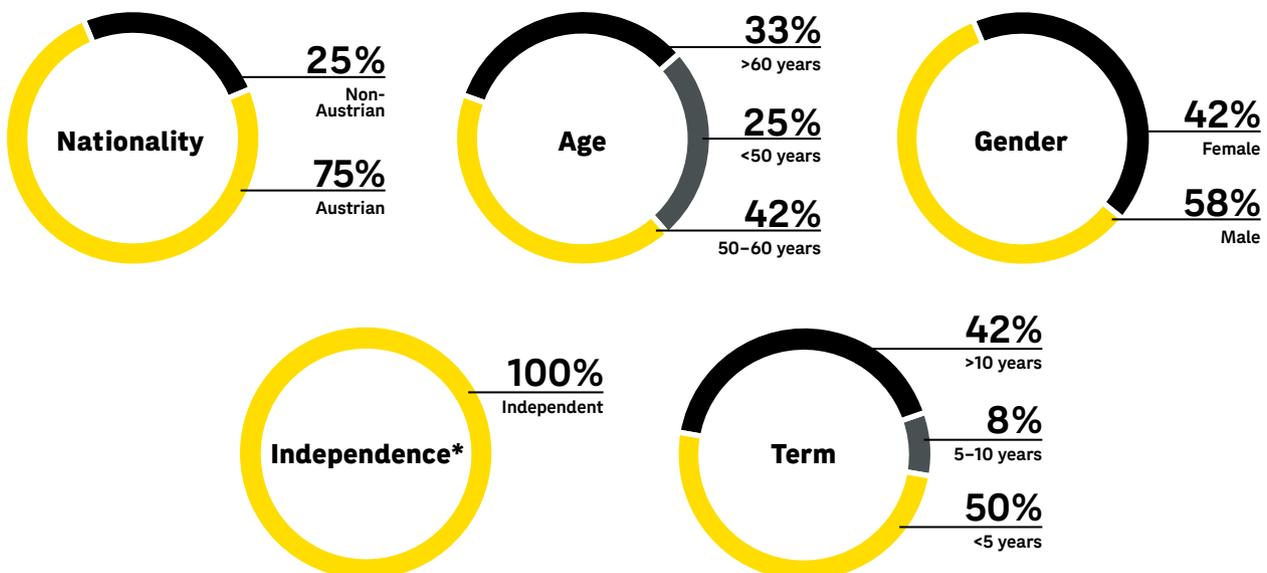
4 — The member of the Supervisory Board shall not be a member of the Management Board of another company in which a member of the Management Board of this company is a member of the Supervisory Board.

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 meet the independence criterion set out in C-Rule 54 (no representation of a shareholder with a stake of more than 10%): Edith Hlawati, Huberta Gheneff, Felicia Kölliker, Peter E. Kruse, Chris E. Muntwyler, Sigrid Stagl and Stefan Szyszkowitz. This means that both of the independence quotas required by Rules 53 and 54 of the Code are complied with.

G 09 Diversity in the Supervisory Board



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

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

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

The members of the Supervisory Board show a balanced age structure ranging from 37 to 70. Three members are not Austrian nationals. As a whole, the Supervisory Board covers the entire spectrum of fields which are important for the company such as finance and expertise in the fields of logistics and financial services. Business management skills and legal knowledge, expertise in the fields of digitalisation and ecological economics, as well as long-standing management experience and competence complete the profile of the Austrian Post Supervisory Board. **G 09**

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

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

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

A Strategic Executive Management Council provides support to the Management Board in the running of the company. This leadership team consists of approximately 20 top-level employees and plays an advisory and supporting role with respect to all operational and strategic issues affecting Austrian Post.

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

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

Five Supervisory Board meetings were held in the 2020 financial year. The focus of the ordinary meetings of the Supervisory Board was on monitoring the ongoing business development of Austrian Post and its Group companies as well as various transactions requiring Supervisory Board approval. The implementation of the company's strategy and the status of ongoing strategic development projects were discussed in detail at all sessions.

The other priorities of the work carried out by the Supervisory Board in 2020 are summarised in the Report of the Supervisory Board to the Annual General Meeting.

In accordance with the stipulations of the Austrian Corporate Governance Code (ÖCGK, Rule C-36), the Supervisory Board carried out a self-evaluation of its work in the 2020 financial year on the basis of a questionnaire. The evaluated results were extensively discussed by the Supervisory Board, and will be integrated into the future work of the Supervisory Board.

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

Committees

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

Executive Committee

Edith Hlawati (Chairwoman), Maximilian Schnödl

Nomination Committee

Edith Hlawati (Chairwoman), Maximilian Schnödl, Helmut Köstinger

Remuneration Committee

Edith Hlawati (Chairwoman), Maximilian Schnödl

Audit Committee

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

Parcel & Logistics Committee

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

Banking Committee

Maximilian Schnödl (Chairman), Felicia Kölliker, Helmut Köstinger

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

The Nomination Committee submits recommendations to the Supervisory Board with respect to filling vacant positions on the Management Board, and also deals with issues relating to succession planning. The Nomination Committee or the entire Supervisory Board submits specific proposals to the Annual General Meeting with respect to filling vacant positions on the Supervisory Board. In the 2020 financial year, two sessions of the Nomination Committee dealt with filling the position of the "Parcel & Logistics" member of the Management Board.

The Remuneration Committee deals with the content of employment contracts with members of the Management Board and is responsible in particular for any remuneration issues. It ensures implementation of the remuneration rules contained in the Austrian Corporate Governance Code, and regularly evaluates the policies governing remuneration of members of the Management Board. The Remuneration Committee held four meetings in the 2020 financial year. The Committee took an in-depth look at the establishment of the remuneration policy for the Management Board and the Supervisory Board, which was presented to the Annual General Meeting on 17 June 2020. Furthermore, the goal achievement level of the Management Board for the 2019 financial year was evaluated and the target criteria for the variable remuneration components (Short-Term Incentive 2020 and Long-Term Incentive 2020–2022) were defined.

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 five meetings in the 2020 financial year. In addition to reviewing and preparing approval of the annual financial statements and consolidated annual financial statements for 2019, great importance was attached to supervising the financial reporting process, the internal control system, and the audit and risk management system. In the 2020 financial year, the Audit Committee also dealt with the selection of the auditor for the 2021 financial year and made a corresponding recommendation to the Supervisory Board for the nomination proposal to be made to the Annual General Meeting.

The Parcel & Logistics Committee supports the Management Board in preparing complex decisions on fundamental strategic issues impacting the Parcel & Logistics Division. The committee discussed in detail increasing the company's stake in the Turkish parcel company Aras Kargo a.s. to 80% and various measures for expanding infrastructure.

The Banking Committee was established at the constituent meeting of the Supervisory Board on 17 June 2020 to monitor Austrian Post's financial services business. At the two meetings held in 2020, the committee took an in-depth look at the structure, ongoing business development and key control parameters of bank99.

The table below shows the attendance of the Supervisory Board members active as at 31 December 2020 at meetings in 2020.

	Supervisory Board	Nomination Committee	Remuneration Committee	Audit Committee	Parcel & Logistics Committee	Banking Committee
EDITH HLAWATI	5/5	2/2	4/4			
HUBERTA GHENEFF	5/5			5/5		
FELICIA KÖLLIKER	3/3 ¹					2/2
PETER E. KRUSE	5/5			3/3 ¹	4/4	
CHRIS E. MUNTWYLER	5/5				4/4	
MAXIMILIAN SCHNÖDL	3/3 ¹			3/3 ¹		2/2
SIGRID STAGL	3/3 ¹					
STEFAN SZYSZKOWITZ	5/5			5/5		
MARIA KLIMA	5/5					
HELMUT KÖSTINGER	5/5	2/2		5/5	4/4	2/2
MARTIN PALENSKY	5/5					
MANFRED WIEDNER	5/5			5/5		

¹ First appointment / new composition of the Supervisory Board and committees as at 17 June 2020

Remuneration of the Management Board and Supervisory Board

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

In accordance with the new Sections 78a and 78b of the Austrian Stock Corporation Act, the remuneration policy for the members of the Management Board and the Supervisory Board of Austrian Post was prepared by the Supervisory Board and approved by the Annual General Meeting held on 17 June 2020. The remuneration policy is published on the company's website (available at post.at/ir).

Information on the remuneration of the Management Board and the Supervisory Board in 2020 is provided in the Remuneration Report to be prepared in accordance with Sections 78c and 98a AktG. The Remuneration Report will be presented for the first time for a resolution to be passed at the Annual General Meeting held on 15 April 2021 and will then be published on the company's website at post.at/ir. This 2020 Corporate Governance Report no longer contains the information previously published on the remuneration paid to the corporate bodies.

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

Equal opportunities at work and equal treatment of employees without regard to gender and age are self-evident for Austrian Post as well as its Group companies.

Positions on the corporate bodies of 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 the representation of all genders, a balanced age structure and the internationality of the members are to be taken into account. Within this context, it is important to report that five women and three non-Austrian citizens are members of the Supervisory Board. The members of the Supervisory Board are aged between 37 and 70.

No woman currently serves on the Management Board of Austrian Post. However, women occupy managerial roles in numerous first and second-tier reporting divisions. The proportion of female managers was 26%, while the proportion of women in the Group's entire workforce amounted to 30%. In order to conceivably fill vacant Management Board positions from the company's own ranks, the strategic objective is to achieve the best possible diversity at the highest management level and to gradually increase the proportion of women in executive positions.

With the Elly gender balance project, Austrian Post is using targeted measures to facilitate the needed cultural and structural change within the company. In 2018, Austrian Post became the first Austrian company to use the Women's Career Index (FKi) as a management and benchmarking tool. Using this independent measuring instrument, which has already been established in Germany, the company is studying how women at various levels of management can advance in their careers. In its second year of participation, Austrian Post achieved the most substantial year-on-year improvement among the 42 companies participating in the 2019 FKi (75 out of a possible 100 points). Austrian Post is currently being indexed as part of the 2020 FKi.

In 2020, measures aimed at achieving cultural and structural change were implemented at all levels of the Elly gender balance project. These include agreements on the achievement of goals for women in leadership positions, as well as the incorporation and implementation of unconscious bias training for managers. The initiatives also included measures aimed at raising awareness and reducing unconscious bias in recruitment processes, and the decision to adopt a gender-inclusive language standard within Austrian Post. This standard recognises more than two genders and gender identities, meaning that it reflects the diversity of gender expressions and bodies and helps to prevent discrimination. The measures listed will play a key role in the gradual establishment of gender balance in Austrian Post's standard processes and the associated change in organisational culture, in which all genders enjoy equal opportunities for access and advancement.

Austrian Post takes its role as a family-friendly company seriously, helping to promote the balance between work and family life through a variety of measures and programmes. In 2019, Austrian Post was once again given the "Career and Family Certificate" by the Austrian Federal Ministry of Labour, Family and Youth. The existing measures will be continued and implemented for a further three years and further targets will be set on the basis of agreements.

Vienna, 23 February 2021

The Management Board



GEORG PÖLZL
CEO
Chairman of the
Management Board



WALTER OBLIN
Deputy CEO
Mail & Finance



PETER UMUNDUM
Member of the Management Board
Parcel & Logistics

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