

Sustainability Report 2022  
ÖBB-Holding AG

Excerpt from the  
Annual Report 2022  
of ÖBB-Holding AG  
including measures

100ÖBB

#RICHTUNGZUKUNFT

TOWARDSTHEFUTURE

TODAY. FOR TOMORROW. FOR US.

# Sustainability indicators

## Key Facts & Figures – the most important sustainability indicators

	2021	2022
<b>Key economic figures</b>		
Total assets (in EUR million)	35,555	37,968
Equity ratio (in %)	9.1	9.3
Gross investments (in EUR million)	3,688	3,920
Total revenues (in EUR million)	6,986	7,398
EBT (in EUR million)	170	193
<b>Key performance indicators</b>		
Passengers (in millions)	322.9	446.9
Net tons (in million t)	94.1	88.4
Total gross ton kilometers (in billion gtkm)	78.7	82.2
ÖBB R&D project volume (total ÖBB expenditure incl. subsidies in EUR million)	25.0	29.4
<b>Environmental indicators</b>		
CO <sub>2</sub> savings through ÖBB transport services (rail & bus) in Austria (in million t)	3.0 <sup>1</sup>	4.0
Total greenhouse gas emissions in the mobility sector in Austria (Scope 1, 2 and 3; CO <sub>2</sub> equivalent in t)	276,945 <sup>1</sup>	288,366
Greenhouse gas emissions in the mobility sector in Austria (Scope 1 and 2; CO <sub>2</sub> equivalent in t)	212,258 <sup>1</sup>	226,215
CO <sub>2</sub> emissions in g/pkm – passenger rail transport in Austria	9.5 <sup>1</sup>	5.7
CO <sub>2</sub> emissions in g/pkm – passenger transport Postbus in Austria	76.7 <sup>1</sup>	59.8
CO <sub>2</sub> emissions in g/tkm – rail freight transport in Austria	2.9 <sup>1</sup>	2.9
Total energy consumption of ÖBB (all energy sources, excluding external) in GWh in Austria	3,032 <sup>1</sup>	3,068
Percentage of renewable energy sources in ÖBB traction power in Austria	100	100
Hazardous waste (in thousand tons) <sup>2</sup>	25	29
Non-hazardous waste (in thousands of tons) <sup>2</sup>	5,481	6,712
Investments in noise abatement on existing lines (in million EUR)	5.6	4.7
Amount of glyphosate used (in tons)	5.3	0
<b>Social indicators</b>		
Employees	43,673	44,369
<i>thereof apprentices</i>	1,775	1,766
Female quota (in %)	14.2	15.1
Female apprentice ratio (in %)	19.9	20.9
Operational Safety Index (BSX)	65	70
Occupational accident rate (accidents per 1,000 employees)	17.4	17.6
Education and training (participant hours in millions)	0.90	0.92

<sup>1</sup> Affected by pandemic-related impacts.

<sup>2</sup> For more information, see Management Report page MR80 (Waste).

**FIND OUT MORE**  
starting on page 6 | MR59

## Highlights 2022

# 4 mil. t

CO<sub>2</sub> are saved annually by ÖBB in Austria's environment through its rail and bus transport services. This makes ÖBB the **largest climate protection company in the country in the field of mobility.**

# 100%

**Percentage of renewable energy sources in ÖBB traction power in Austria.** All of ÖBB's electric trains have been running exclusively on electricity derived from renewable sources since 2018.

# 6,715

**female members of staff** were employed by ÖBB in 2022 (as of 31.12.2022). This brings the **current proportion of female employees at ÖBB to 15.1 %**, an increase of 0.9 % compared to the previous year.

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**ÖBB SUSTAINABILITY REPORT 2022.** Since 2006 ÖBB has been providing transparent and regular information on its sustainability performance, and since 2019 it has been voluntarily reporting on sustainability based on the **17 building blocks of the ÖBB Sustainability Strategy.** This year, ÖBB is publishing the audited **sustainability report as part of the management report for the first time.** Here you will find a “compiled” sustainability report. This report contains the sustainability part of the management report included in the Annual Report 2022 of ÖBB-Holding AG, supplemented by an excerpt of the measures relating to the 17 sustainability building blocks. The auditor’s report on the Group management report can be found in the annual report.



**DIGITAL.** The Sustainability Report 2022 is available as a PDF at: [konzern.oebb.at/nhb2022\\_en](https://konzern.oebb.at/nhb2022_en)



In preparation for **upcoming legal changes**, ÖBB has been **reporting voluntarily** according to the EU Taxonomy Regulation since 2021.

# SUSTAINABILITY REPORT 2022

## Foreword

**State of the art.** For the reporting year 2022, ÖBB has integrated the sustainability report into the management report of the ÖBB-Holding AG annual report for the first time. On the following pages you will find the sustainability report as well as an excerpt of the measures relating to the 17 sustainability building blocks. A brief introduction.

Sustainability means successful business combined with ecological and social compatibility, and is the basis for a successful long-term corporate management. For ÖBB, this has been the top priority for several years now in order to not only communicate sustainability but also to live it and integrate it into all Group processes. Sustainability and climate protection have become central issues and concerns of the population, customers and business partners. And the financial sector in Europe is also driving this sustainability development with the EU Taxonomy Regulation and the Corporate Sustainability Reporting Directive (CSRD), which came into force at the end of 2022. From an entrepreneurial point of view, intensive interactions arise here, especially between economy and ecology. "Green sustainability" is very closely linked to the sustainable safeguarding of ÖBB's corporate success, not least because of the expected increase in the monetisation of ecological effects.

In preparation for these legal changes, ÖBB has been reporting voluntarily according to the EU Taxonomy Regulation since the financial year 2021. And for the financial year 2022 further changes in sustainability reporting have been made: for the first time, ÖBB has integrated the sustainability report into the Group's management report. The Group has been doing this on a voluntary basis for several years before it became a requirement by the legal directives (e.g. CSRD).

### **ÖBB Sustainability Strategy**

One of the most important steps towards incorporating these foreseeable changes in corporate governance and transparency into sustainability reporting was already taken in 2020 with the update of the ÖBB Sustainability Strategy. After all, a sustainability strategy that has its finger on the pulse of the time and looks to the future is essential for the very dynamic legal changes currently taking place. With the 17 building blocks of the ÖBB Sustainability Strategy and by defining ambitions, goals and thrusts, the basis for setting targeted measures and transparent, structured reporting was created.

The structuring and development of the ÖBB Sustainability Strategy was based on the "three-pillar model of sustainability" (economic, ecological and social), the United Nations Sustainable Development Goals (SDGs) and on the results of a targeted stakeholder survey. In the course of a so-called materiality analysis ÖBB stakeholders were asked what they consider to be the main topics of ÖBB. The ÖBB Group's sustainability experts defined the 17 building blocks of the ÖBB Sustainability Strategy based on external feedback and an internal opportunity and risk assessment.



URBAN ARROW



## Towards comprehensive sustainability

**ÖBB DEMONSTRATES COMMITMENT** in all areas of the 17 building blocks and is continuously improving its sustainability performance.

As in previous years, the ÖBB Sustainability Report 2022 is based on the 17 building blocks of the ÖBB sustainability strategy and provides insights into management approaches as well as the key goals, directions and measures. The 17 building blocks form the foundation of ecological, economic

and social sustainability in the ÖBB Group.

### **First integrated report**

In preparation for the mandatory implementation of the Corporate Sustainability Reporting Directive (CSRD), which will come to apply to the ÖBB Group as

of the reporting year 2025, the 2022 sustainability report was voluntarily included, for the first time, in the management report of the ÖBB-Holding AG annual report. Below you will find the audited sustainability report, which was published as part of the management report. The related audit certificate can be found on page 317 in the annual report. Starting on page 108 you will also find detailed documentation of the ÖBB Group's implemented, continued and completed measures related to the individual sustainability building blocks. This part is a supplement to the official report and has not been audited.

## G. Sustainability Report GRI 3-3

### Excerpt from the Group management report in the Annual Report 2022 of ÖBB-Holding AG

#### Sustainability reporting GRI 2-3, 2-14

The ÖBB Group has been publishing sustainability reports since 2006 and provides transparent and regular information on the group-wide sustainability performance. This report is the first integrated sustainability report as part of the management report in the financial report of ÖBB-Holding AG. In doing so, the ÖBB Group is preparing for new legal requirements for reporting in accordance with the "Corporate Sustainability Reporting Directive" (CSRD). The report is part of the management report and is discussed by the Audit Committee of the Supervisory Board. The executive board members and managing directors of the ÖBB companies are involved in the preparation of the report. The structure of the sustainability report is based on the 17 building blocks of ÖBB's sustainability strategy and provides an insight into the main sustainability activities in 2022. The key figures included for the respective sustainability topics are generally listed for the year 2022 and, for better comparability, also for the year 2021.

This report was prepared voluntarily on the basis of the austrian Nachhaltigkeits- und Diversitätsverbesserungsgesetz (NaDiVeG, EU NFRD – Non Financial Reporting Directive) and in accordance with the GRI Universal Standards (Global Reporting Initiative) and with information on the EU Taxonomy Regulation (EU 2020 / 852). Moreover, ÖBB is committed to the United Nations Sustainable Development Goals (SDGs) and is an active driver for the realisation of global development goals in the field of sustainability through its business activities. This is also the first time that ÖBB reports on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The information on the TCFD, as well as the GRI content index with the fulfilled GRI standards are presented from page 148 onwards.

The respective GRI standards are listed directly next to the relevant text passages for a better overview. The documentation generally covers the entire ÖBB Group (ÖBB-Holding AG as the parent company and all fully consolidated subsidiaries), unless explicitly stated otherwise. GRI 2-2

#### Structure and organisation of sustainability management in the ÖBB Group

##### Achieving economic success through sustainability GRI 2-23, 3-3

Those who understand sustainability holistically lead their company to success in the long term. Successful business management, combined with ecological compatibility and social responsibility, results in a sustainable corporate orientation in line with the precautionary principle, which brings the individual building blocks into a balanced relationship. The ÖBB Group is focusing on the opportunities that social-ecological change makes possible. Given the medium and long-term horizon, an increase in the monetisation of ecological measures can be expected. This, in combination with an appropriate risk analysis, gives ÖBB economic resilience.

Entrepreneurial action within the ÖBB Group is forward-looking, which is also reflected in the longevity of ÖBB assets such as infrastructure facilities or rolling stock. In addition, ÖBB is aware of its role in society and accepts its social responsibility. Measures are developed and implemented on an ongoing basis to achieve our goals in order to continually develop as a company.

##### Management, structure and decisions GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-17, 2-20, 3-3

#### Management structure of the highest governing boards

The governance structure of the ÖBB Group is derived from the applicable legal provisions (AktG, GmbHG, Bundesbahngesetz) and the requirements of the federal government as owner. The highest governing bodies are the supervisory board as the monitoring body and the members of the executive board or the executive management as the managing body. The highest controlling body (= supervisory board) is not composed of members of the executive board of the same company at the same time. The members of the Supervisory Board are independent and are elected for a maximum term of five years. Prior to the election, all members of the Supervisory Board are obliged to disclose their other board functions. A balanced composition of women and men within the meaning of the Gender Equality Act is ensured and, in accordance with the Public Corporate Governance Code of the Confederation, is fulfilled or aspired to by most of the Group companies. There is also a balanced line-up of persons from the most diverse areas of society and business. General disclosures on the structure of the decision-making bodies is available in the excerpt from the Corporate Governance Report in the Annual Report 2022.



The appointment of the highest governing bodies (executive boards / managing directors) is subject to an obligatory publication procedure in accordance with the Staffing Act (Stellenbesetzungsgesetz). Decisions are made by nomination/personnel committees of the supervisory boards and hearings with the participation of external consultants who draw up a shortlist. Criteria such as stakeholder viewpoints (incl. shareholders), diversity, independence and professional competencies are taken into account.

### **Sustainability management**

As a company, the ÖBB Group is guided by the three pillars of sustainability: Ecology, economy and social issues. Ongoing reporting on sustainability activities takes place in the supervisory bodies and vis-à-vis the owner in order to inform all key decision-making bodies about sustainability issues.

Additionally, a sustainability board was also established in 2021. At this level, Executive Board members and managing directors have the opportunity to exchange and discuss the most important sustainability issues several times a year and to define the strategic direction of the Group. In addition, a group-wide sustainability platform has been established, where the respective sustainability contact persons from ÖBB-Holding AG and the subgroups meet on a quarterly basis. Participants discuss group-wide sustainability issues and implementation measures for the ÖBB sustainability strategy and the 17 building blocks. These internal structures and controls facilitate the systematisation of professional sustainability management and pave the way for corporate sustainability.

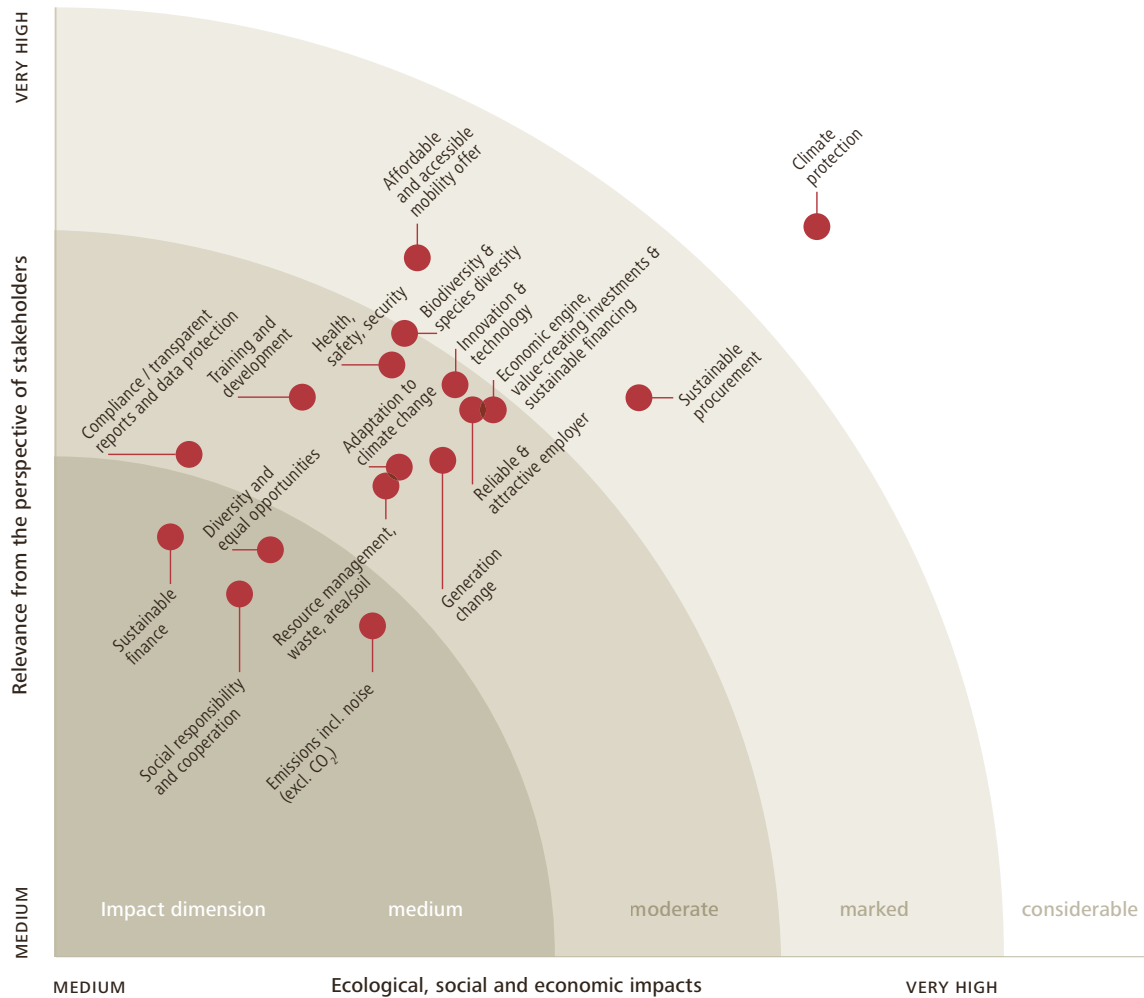
As early as 2008, a dedicated coordination unit was implemented at ÖBB-Holding AG for the Group-wide management of sustainability agendas. ÖBB-Holding AG sets the Group's goals and thrusts on sustainability issues. Nevertheless, a regular exchange of information with the respective contact persons of the subgroups is essential. This makes it possible to cover the diversity of a mobility and infrastructure company on the topic of "sustainability" as broadly as possible and to define focal points and current key topics of the ÖBB Group. The subgroups are responsible for developing effective measures and their implementation in a targeted manner. Sustainability performance is effectively monitored and controlled with the help of monitoring key performance indicators.

### **Key topics GRI 3-1, 3-2, 3-3**

In addition to other tools, materiality analysis is a method that ÖBB can use at regular intervals to both identify and prioritise the issues it considers essential and to set priorities in the development of measures. In addition, in accordance with the guidelines of the Global Reporting Initiative, the focus of sustainability reporting is on materiality. This means that the informing companies increasingly focus their reporting on those topics that are of high importance to them and to their stakeholders.

In 2021, ÖBB's materiality analysis was evaluated on the basis of the 17 building blocks of the ÖBB sustainability strategy. The relevance and importance of the individual building blocks were surveyed in the stakeholder survey (internal and external) launched in the autumn of 2021. Around 2,700 people were consulted as internal and external stakeholders in order to update the significance of the individual sustainability modules. In order to also assess the impact of the company's activities on the economy, environment and social issues, an expert survey was also conducted in the autumn of 2021. Responsible persons from different business areas of ÖBB evaluated the sustainability components with regard to the positive and negative orientation of the company. The result is the ÖBB Materiality Matrix 2021 and the impact analysis starting on page 135. ÖBB's materiality matrix was reviewed in 2022 and there were no relevant changes compared to the previous year. Another complete update of the materiality matrix is planned for 2024.

## The ÖBB materiality matrix



The aim is to identify and prioritise those topics that are of essential importance for ÖBB as well as for the stakeholders. At the same time, this procedure facilitates contact with the most important internal and external stakeholders and consult them on the current relevance of the respective sustainability issues.

### ÖBB's most important stakeholders GRI 2-29

ÖBB is Austria's largest mobility service provider and also a public interest entity. Their transport services move many people and goods in Austria and Europe. For this reason, there are many points of contact with topics relevant to the stakeholders, such as climate protection, affordable and reliable infrastructure, financial market, etc.

For ÖBB, the term stakeholder encompasses many different interest groups. Part of the stakeholder groups (namely the employees) are located within the ÖBB Group. In addition, there are external stakeholders. Involvement, close contact and active dialogue with stakeholders are important criteria for long-term success, especially for a public company like ÖBB that is particularly relevant for the economy and the population.

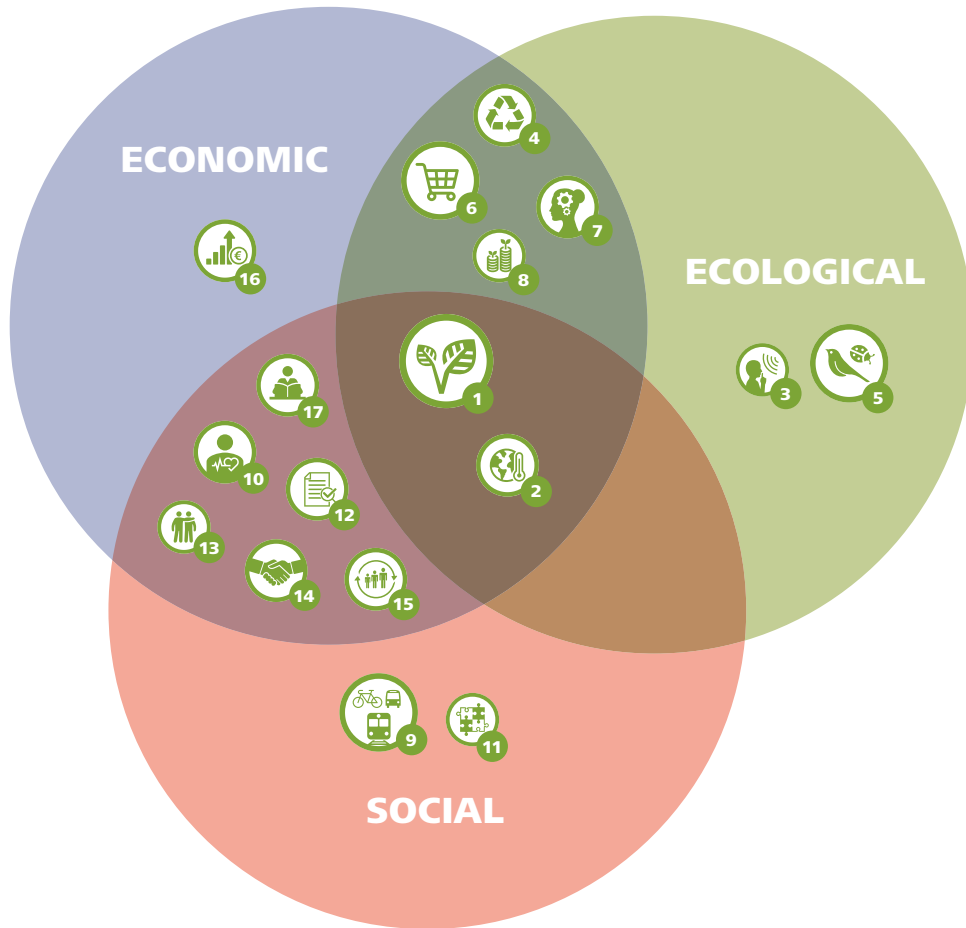
- ÖBB's important external stakeholders include passengers, business customers, investors, owner representatives, politicians and regulators, suppliers, representatives of Austrian business and industry, other railway, mobility and transport/logistics companies, and representatives of the interests of specific customer groups (e.g. bicycles, etc.).
- ÖBB's key internal stakeholders are employees, managers and supervisory board members, works councillors and employees' representatives.

A regular, transparent and open exchange with as many stakeholders as possible is the basis for trust, which in turn is a prerequisite for joint sustainable action. ÖBB actively promotes exchange and uses a variety of dialogue platforms and initiatives to maintain contact with its stakeholders. Special attention is paid to addressing the most relevant aspects for each stakeholder group in order to promote open dialogue. The more intensive the contact, the earlier the views of the stakeholders can be perceived, the better ÖBB can coordinate its planning and actions and reconcile the different interests. Exchange creates the basis for mutual understanding. This consensus is in turn conducive to social acceptance of entrepreneurial activity. ÖBB is open to new external impulses that enable it to act sustainably in line with its strategy.

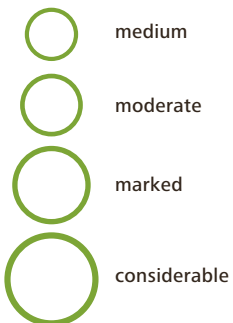
### The ÖBB sustainability strategy and its 17 building blocks GRI 2-22

In 2020, the 17 sustainability building blocks of the ÖBB Group were defined. Based on the results of the materiality analysis 2018 and the Sustainable Development Goals of the United Nations (SDGs), 17 building blocks for the new ÖBB sustainability strategy were derived and defined.

The figure on the ÖBB sustainability strategy provides an overview of the interlinking of the 17 sustainability modules within the "three-pillar model". The different sizes of the circles show the impact dimensions of the building blocks for ÖBB and illustrate the current materiality (data basis is the updated materiality analysis of 2021) of the respective sustainability topics for the ÖBB Group, especially in the context of opportunities and risks. The presentation of the interrelationships of the 17 ÖBB sustainability building blocks with the topics of the materiality analysis is shown in the GRI Content Index (from 148).



**Dimensions of impact**



- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>1. Climate protection</li> <li>2. Adaptation to climate change</li> <li>3. Emissions incl. noise (excl. CO<sub>2</sub>)</li> <li>4. Resource management, waste, land / soil</li> <li>5. Biodiversity &amp; species diversity</li> <li>6. Sustainable procurement</li> <li>7. Innovation &amp; technology</li> <li>8. Sustainable finance</li> <li>9. Affordable and accessible mobility services (PV)</li> <li>10. Health / safety / security</li> </ul> | <ul style="list-style-type: none"> <li>11. Diversity &amp; equal opportunities</li> <li>12. Compliance / transparent reports and data protection</li> <li>13. Social responsibility &amp; collaborations</li> <li>14. Reliable &amp; attractive employer</li> <li>15. Generational change</li> <li>16. Economic driver, value-adding investments &amp; sustainable financing</li> <li>17. Training and development</li> </ul> |
|---|---|

ÖBB Sustainability Strategy | 17 building blocks with their impact dimensions in the three pillars of sustainability.

## Highlights 2022

In the reporting year 2022, a number of important measures were also taken to achieve the goals of the 17 building blocks of ÖBB's sustainability strategy.

### First wind turbine for traction current

In November 2022, the world's first traction current wind turbine of ÖBB-Infrastruktur AG was commissioned in Lower Austria. ÖBB is thus taking the next important step towards increasing self-sufficiency through renewable energy and is pioneering sustainable traction current generation from wind power. The wind turbine supplies energy for up to 1,400 train journeys on a route from Vienna to Salzburg with an output of around three megawatts per year.

### Energy-saving measures and ÖBB's internal awareness-raising campaign

The omnipresent energy crisis has also left its mark on ÖBB. In addition to various measures to reduce energy consumption that were driven forward at all ÖBB locations, an internal ÖBB awareness-raising campaign was launched in September 2022. The focus was on tips and tricks for employees on how to save energy at work and at home.

### New Ways of Working

The New Ways of Working project, including the Green Office, was driven forward with a focus on social combined with ecological sustainability. The many social, technical and economic developments are also changing our working world. The pilot project "ÖBB Arbeitswelt - New Ways of Working" (ÖBB Working World - New Ways of Working), which was launched in 2022, aims to create a future-oriented working environment at ÖBB and improve the way people work (together). The focus is on the requirements and needs of employees and customers. In the course of the project, the project team deals with topics such as collaboration (flexible team settings, agile working methods), the use of digitalisation and modern workplace design and use. In addition, the Green Office Initiative promotes a wide range of projects and offers with a focus on sustainability for employees. These range from offers for climate-friendly travel for employees to "green" food in the ÖBB staff restaurants.

### ÖBB Bike:pool

Many ÖBB employees not only travel by bus and train, but also by bicycle, which is climate-friendly. In April 2022, the pilot project "ÖBB Bike:pool" was launched as an e-bike sharing system for all employees of the ÖBB Group. The aim is to create an attractive offer for our #TeamÖBB on the subject of bicycles and thus to offer a supplement to the existing CarPool, especially for short journeys. The service is available to ÖBB employees at more than ten locations throughout Austria for both business and private use.

### Glyphosate phase-out

Another highlight in 2022 was the phase-out of glyphosate. ÖBB is therefore fulfilling the promise it made in 2017 and will no longer apply glyphosate on railway lines from the 2022 season onwards. Approved plant protection products are used as substitutes. Nevertheless, research into alternative methods of vegetation control continues, as it has in the past. The aim is to use a mix of chemical, mechanical and physical (thermal/electrical) methods in the future in order to meet the legal requirements to keep the plants in a safe condition.

### Second place at ASRA

The early submission of the 2021 report marked the first time in several years that an ÖBB sustainability report was submitted for the "Austrian Sustainability Reporting Award" (ASRA). This enabled ÖBB to achieve an excellent second place for its 2021 Sustainability Report in the category "Non-capital-market-oriented companies that produce a sustainability report on a voluntary basis" in November 2022.

## G.1. Climate Protection

### Management approach

The EU “Green Deal” has set the goal of a carbon-neutral economy by 2050. In Austria, climate neutrality is already a defined goal as from 2040. ÖBB, as a company focused on sustainability and climate friendliness, sees great potential for the future through these orientations - especially for shifting traffic to rail.

Transport is the second largest contributor to greenhouse gas (GHG) emissions in Austria. Road transport is by far the largest source of CO<sub>2</sub> emissions within the Austrian transport sector. Add to this the fact that emissions from transport increased by 74% from 1990 to 2019 - just before the corona crisis. In comparison, most other sectors were able to reduce their emissions over the same period. The pandemic brought a short-term decline in mobility services in Austria as well as worldwide, with growth resuming in 2022. Road traffic in particular, however, seems to be increasing disproportionately. Appropriate countermeasures are needed here to force a shift to rail. Rail and public transport are an important part of the solution for more climate protection and for achieving Austria's climate targets. In 2019 (before the start of the pandemic), ÖBB's transport services by train and bus saved the domestic environment rd. 4.0 million tonnes of greenhouse gases per year. This not only makes ÖBB an important climate protection company for the country, it also makes a significant contribution in the future to keeping potential penalties or compensation payments low in the event of non-compliance with Austria's 2030 climate targets.

ÖBB sees strong growth potential in a focus on a climate-neutral economy and is striving for a further shift from road and air traffic to climate-friendly rail or public transport. ÖBB intends to continue to reduce the remaining self-generated GHG emissions in order to further secure ÖBB's significant role in climate protection. ÖBB is planning its gradual reduction measures with clearly defined decarbonisation paths - also beyond the mobility sector. The strategic focus of the ÖBB climate protection strategy is nevertheless primarily on reducing the national CO<sub>2</sub> footprint of the transport and mobility sector in Austria.

Key figures at a glance (focus AT)	2021	2022
Share of electrified lines (%)	74	74
CO <sub>2</sub> eq emissions of the mobility sector (Scope 1 and 2) (t)	212,258	226,215
CO <sub>2</sub> eq emissions of ÖBB rail transport (t)	79,084	79,301
Number of e-cars in the internal fleet	200	229
Share of renewable energy in traction current (%)	100	100
Energy consumption of ÖBB (GWh) GRI 302-1, 302-4	3,032	3,068
CO <sub>2</sub> eq savings through ÖBB transport services (million t)	3.0 <sup>1)</sup>	4.0

<sup>1)</sup> reduced due to corona-related decrease in ÖBB transport services. Value in 2019 (before the impact of the corona pandemic): 4.2 million t

### Objectives

#### CO<sub>2</sub>-neutral ÖBB mobility sector by 2030 (Scope 1 and 2 - excluding buildings)

##### Mobility

- Electrification of lines: Increase electrification rate to 85% by 2030 and to 89% by 2035.
- Alternative drives – railways: Gradual conversion of the remaining diesel fleet to alternative drive technologies
- Alternative drives – roads:
  - The postal bus fleet is gradually being converted to electric and hydrogen buses in coordination with the clients of the transport services (service providers).
  - The remainder of ÖBB's road vehicle fleet (service and commercial vehicles) will be successively converted to alternative drive systems: Car fleet ≤ 3.5 t 100% electrified by 2030 and ÖBB total fleet 61% electrified by 2030.
- Renewable energies: Increase ÖBB's own supply (own production + partner power plants) to 80% in the traction current sector by 2030.
- Energy efficiency: Raising defined energy saving potentials: Savings potential by 2030 in the area of mobility amounting to ≈ 180,000 MWh (planning status at the end of 2022).
- Increasing the load factor in traffic: Promotion of measures to increase capacity utilisation in ÖBB passenger and freight traffic

## CO<sub>2</sub> neutrality in the Group 2040 - 2050 (Scope 1, 2 incl. buildings as well as Scope 3 in different application depths)

### Building

- Creation of a first version of the decarbonisation path "Buildings" by the end of the 2nd quarter of 2023 - including consideration of the directional impetus already developed throughout the Group in 2022.
- Preparation of Building Optimisation Plan Group 2030/2040 consisting of Building Use Plan and Building Investment/Refurbishment Plan (first version of the plan by the end of 2023).
- Phase out oil-fired heating systems by 2030.
- Phase out fossil gas heating systems by 2034.

### Scope 3

- Targeted expansion or further development of the accounting of ÖBB's Scope 3 emissions (basis for decarbonisation)
- Definition of Group-wide coordinated directional impetus to address the reduction of Scope 3 emissions in a structured manner (decarbonisation pathway) by 2023

## Further modal shifts by making the system more attractive and by increasing capacity - both by conventional expansion and by using new technologies (doubling capacity by 2040)

### Infrastructure

ÖBB intends to double the performance of the rail by 2040 to enable the necessary shift of traffic to rail.

### Passenger transport

- Mobility chain: further promote integrated mobility (first and last mile, ÖBB 360 ...).
- Further improve quality: e. g. facilitate travel timereductions, trainsimilarities.

### Freight transport

- Mobility chain: Improve solutions for the entire mobility chain
- Optimise availabilities and provide sufficient capacities
- Simplify access to the rail system in freight transport as well

ÖBB is taking a step-by-step approach to decarbonisation along the following three lines: Mobility, buildings and Scope 3 emissions (decarbonisation pathways).

### Mobility Sector

Mobility services by train and bus are ÖBB's core business and the central focus of the climate protection strategy is on them. The aim is to reduce GHG emissions from the energy sources used for rail and bus transport in particular to such an extent that climate neutrality is achievable in this area by 2030. The end of the natural life of individual vehicle types, which are replaced by modern and low-emission vehicles, is also to be taken into account here. Whether a transition phase is necessary for individual vehicle types for use beyond 2030 will be examined in the course of the assessment/update of the decarbonisation pathway mobility in the coming years.

Implementation takes place with six directions of impetus in the area of mobility. In this context, a multi-stage electrification plan is to be applied to increase the degree of electrification of the ÖBB rail network to 85% by 2030 and to 89% by 2035, provided that the further technological development of alternative drive technologies does not lead to higher economic efficiency on these lines from a system point of view. Over 90% of ÖBB rail transport services are currently already performed with electric traction on the electrified lines of the ÖBB network. For branch lines and shunting areas where electrification is not feasible for economic reasons, the current diesel fleet is to be gradually replaced by alternative drive technologies. Also off-rail, ÖBB wants to switch to alternative drive systems both in internal transport and in the bus sector. The conversion of the bus fleet of Österreichische Postbus AG in particular requires coordination with the clients of the transport services (service providers). The switch to electricity from renewable sources in 2018 marked a significant milestone in the directional impetus towards renewable energy. A changeover was effected in 2019 for three-phase alternating current for operating facilities such as buildings, workshops or point heating systems. Electricity from renewable sources is the central pillar of the railway's climate friendliness. However, the cost of renewable energy is expected to continue to rise. ÖBB's own production of electricity from renewable energy sources (sun, wind, water...) is therefore to be further increased in order to be able to act even more independently of the market in the future. Energy that is not consumed saves costs and CO<sub>2</sub>. The focus of energy efficiency in the ÖBB Group is on optimising the operational management of trains and on the more efficient use of electricity and diesel. The sixth and final direction of impetus in the area of mobility is to expedite an increase in the utilisation of transport capacity. The focus here is on using vehicle fleets more intelligently and efficiently to transport more people and goods in trains and buses. The optimal utilisation of the transport vehicles using the required forms of energy is an essential measure for making transport climate-friendly.

The development of the decarbonisation pathway "Mobility", which started in 2021, was completed in 2022 with an initial version at the end of the first half of the year. The status as of June 2022, with the measures fixed until 2030, shows - starting from the base year 2019 with CO<sub>2</sub>eq emissions of approx. 222,000 t - initial savings plans amounting to approx. 71,000 t CO<sub>2</sub>eq emissions. The current status of the decarbonisation pathway for mobility in the area of rail and internal transport shows a reduction of almost 70% in GHG emissions. In total, the current portfolio of measures results in a reduction of GHG emissions by 32%. These defined reduction measures are not yet sufficient for a (realistically affordable) decarbonisation of the mobility sector in 2030 (= zero CO<sub>2</sub> after compensation) - further reduction measures are therefore necessary. The ÖBB rail sector is currently closer to decarbonisation in 2030 than the bus sector, which has to cope with a more difficult initial situation (dependence on service providers). There is also a lack of suitable framework conditions in the bus sector (e.g. financing, technological solutions, ...) - though in particular also specifications by purchasers or tendering bodies. The decarbonisation pathway for mobility is evaluated annually and supplemented with new measures.

These measures also benefit the Climate Active Pact of the Ministry of Climate Protection (BMK), in which ÖBB and ten other large companies have participated since 2021. The collective goal is to at least halve CO<sub>2</sub> emissions by 2030 compared to 2005.

### Highlights 2022

A lot has happened in the conversion to alternative drives in 2022. 11 e-buses went into operation in the southern Weinviertel (wine region) in the summer. In Villach, the first five hydrogen-powered buses are underway in daily service. The tender launched in 2022 for the procurement of new eHybrid shunting locomotives will also contribute to the switch to alternative drives in the "last mile" of rail transport.

In autumn, the world's first 16.7 Hz prototype wind turbine with approx. 3 MW and a production of 6.75 GWh was commissioned, which feeds directly into the overhead line of the eastern railway (Vienna - Budapest). The expansion program in the 50 Hz photovoltaic facilities area, launched in 2020, was systematically continued. By the end of 2022, the number of facilities was increased to a total of 23 50 Hz installations with an annual electricity production of approx. 2,600 MWh.

2022 was not an easy year, however, especially in the energy sector, because the energy crisis and the resulting price increases are also affecting ÖBB. This makes it all the more important to use the valuable resource of energy efficiently and to save energy where possible. In addition to the medium and long-term priorities of ÖBB's energy efficiency programme, various measures to reduce energy consumption have been expedited at all locations since September 2022, taking into account quality and safety standards, such as reducing the room temperature in offices and workshops - but also the heating temperature in trains and buses, and much more. These were accompanied by an ÖBB-internal awareness-raising campaign, which is to continue into early 2023. In addition to this, ÖBB has also prepared itself for possible energy steering measures by the federal government.



The Rail Cargo Group has been calculating transport-specific CO<sub>2</sub>eq with EcoTransIT for many years now. In 2022, the Rail Cargo Group, in cooperation with EcoTransIT, has expanded the basic calculation tool, which uses real production data from transports to retroactively calculate the CO<sub>2</sub> emissions of customers. This means that customised evaluations of emissions are available for customers to study. This information will be offered to customers in the form of a TÜV-Süd stamped certificate from the end of 2022.

### Outlook for 2023

In 2023, the "Decarbonisation Pathway Mobility" will also be further developed and updated with measures including an assessment of the GHG reduction potentials. In this context, the substitution of 56 high-performance maintenance vehicles, 6 control cars as well as 18 rescue trains and 90 ballast wagons is planned for the years 2023-2028. In both Tyrol and Vorarlberg, more zero-emission buses have been ordered by the transport associations for the coming years. In 2023, the new ÖBB energy strategy will be adopted, which sets the ambitious goal of increasing the share of self-supply (own production + partner power plants) to 80% by 2030. In addition to an expansion and a re-powering project in hydropower and the continuation of the photovoltaic expansion program, ÖBB is also committed to wind power. By 2030, an additional 277 GWh is to be produced from renewable energy. Based on the findings of 2022, achieving the goal of climate neutrality in the area of mobility in 2030 is challenging, but manageable. The prerequisite is that other necessary framework conditions (financing, funding, Postbus tender, ...) are created. In addition, the consequences of the energy crisis that emerged in 2022 (availability - especially of renewable energies, massive additional costs due to energy prices, ...) are not to have too negative an impact.

### Buildings Sector

In addition to mobility as ÖBB's core business, buildings are another major area for defining specific measures to reduce GHG emissions and leverage potential in a targeted manner. In addition to the energy supply of the buildings (electricity, heating, cooling ...) and its optimisation (for example by switching to alternative energy sources), building optimisation (location concepts) and building refurbishment (in terms of heat technology) are the central topics here. The clear aim in this sector is climate neutrality by 2040 to 2050.

### Highlights 2022

In May 2022, fundamental issues regarding decarbonisation in the area of buildings were discussed with the involvement of the subgroup companies that are significantly affected. In addition to the clarification of fundamental basic data on the topic of buildings, Group-wide directions of impetus were developed in order to address the reduction of GHG emissions from the area of buildings in a structured manner. The need for a Group-wide policy on the choice of energy sources for buildings was also identified.

ÖBB-Infrastruktur AG was commissioned in autumn 2022 to develop this policy on the choice of energy source for buildings. The current developments on the energy market, and in particular on the natural gas market, have a significant influence on the selection of energy sources for new and converted ÖBB heating systems - with a focus on ÖBB locations in Austria. Current geopolitical developments (security of supply) play a role, as does national law - such as the "Renewable Heat Act" (decommissioning of gas heating systems by 2040) - as well as the ÖBB sustainability strategy with its climate protection strategy and decarbonisation paths. The aim of the policy is to specify that, in addition to economic criteria, strategic and ecological criteria must also be taken into account when selecting an energy source.

In 2022, the phase-out of oil-fired heating systems continued with the conversion of 35 oil-fired heating systems to alternative heating systems (starting point FY 2019 256 systems, end FY 2022 221 systems). In view of the political situation and rising gas prices, the withdrawal from heating oil is followed by the planned withdrawal from natural gas. Legislation and subsidies that support the phase-out of fossil gas are expected to continue. There are significant opportunities for centralising heating systems and switching to low-temperature systems. Furthermore, given the certifications of grid electricity and the relatively high greenhouse gas emissions from the combustion of natural gas, significant potential savings of greenhouse gas emissions can be expected with a corresponding change of energy source.

The "Grüne Immobilien" (Green Real Estate) potential analysis, which had already been launched in 2021, was also demonstrated in 2022. Three pilot projects in Bad Aussee, Graz and Wörgl will develop a methodology for the holistic assessment of the inventory. Relevant key figures are defined and processes for the selection of energy efficiency measures are created. The redevelopments of the three sites started in their planning phase in 2021 and are now close to construction in late 2022 or early 2023. The COVID 19 situation and the very high workload of the implementing companies, as well as the supply bottlenecks, meant that the implementation deadlines for the pilot projects could not be met and there was therefore a project delay. The pilot location Bad Aussee could be completed in 2022, Wörgl and Graz are scheduled for 2023.

### Outlook for 2023

A corresponding Group project will be launched under the leadership of ÖBB-Immobilienmanagement GmbH in order to set up a long-term overall building optimisation plan 2030 /2040 for a well-founded decarbonisation path in the building sector.

The first version of the building optimisation plan should be available in 2023 (extrapolation basis based on the results of the pilot sites - including a summary of the current status of the phase-out of heating oil and natural gas as a basis for the initial version of the decarbonisation pathway for the buildings sector). Further conversions for the phase-out of oil-fired heating systems will also be expedited in 2023 and work will be done to finalise the design for the phase-out of fossil gas heating systems by 2034.

### Scope 3 emissions

This area includes those GHG emissions of ÖBB that are caused in the so-called upstream chain (e.g. through the provision of fuels, motor fuels and electricity) or along the value chain. These are emissions that occur during the production of products and services procured by ÖBB (e.g. construction of rail infrastructure, procurement of rail vehicles and buses) or during business trips or waste disposal. The reduction of Scope 3 emissions requires a coordinated approach at national and European level, as only some of these emissions can be directly influenced by ÖBB with targeted measures (e.g. business trips).

In other areas, ÖBB is dependent on the European and national market and/or technological developments. This applies in particular to the procurement of construction services, infrastructure facilities, and new trains and buses. Therefore, different application depths and target claims are defined for the ÖBB climate neutrality target 2040 to 2050 in this area, depending on the expected framework conditions.

### Highlights 2022

In Scope 3, the focus was on identifying the significant GHG drivers from ÖBB's procurement. Out of over 1,200 commodity groups of the ÖBB purchasing department, the relevant GHG drivers from the purchased/procured commodity groups (capital goods, consumer goods and services) were determined in a project. The GHG relevance and the procurement volume of the last few years were taken into account. The list of results of the most significant GHG drivers will be used in 2023 to start identifying necessary data or information. This data collection serves to define targeted GHG reduction measures in the future. The project was implemented under the leadership of ÖBB-Holding AG and with the involvement of the subgroup companies. The TCO CO<sub>2</sub> model and the ÖBB Toolbox were also transferred to the line in 2022 or expedited further; more detailed information is available in chapter G.6.

As in previous years, approx. 300 t of CO<sub>2</sub>eq emissions were offset retrospectively throughout ÖBB in 2022 as a result of air travel required for business purposes in 2021. A small part of this was done directly through compensation offers from certain airlines, the majority of the compensation was done specifically through a climate protection project of the University of Natural Resources and Applied Life Sciences Vienna (reforestation, forest protection and agroforestry in Nepal).

There will also be compensation for the GHG emissions of business-related air travel in 2022. Air kilometers in 2022 increased by more than 2.5 times (+275%) compared to 2021. However, compared to 2019 air kilometers (before Corona), the 2022 figures are only approx. 35%, despite the 2021 increase to 2022. The complete offsetting of GHG emissions from air travel in 2022 is to take place in spring 2023.

### Outlook for 2023

The gradual and long-term transition from finance-based GHG accounting of Scope 3 emissions from ÖBB Purchasing to specific quantities/masses will begin in 2023. In 2023, work will be undertaken on targeted data collection for Scope 3 from procurement; in addition, initial reduction measures are to be defined. In addition to the start of the development of an ÖBB circular economy strategy, the definition of Group-wide directions of impetus for the reduction of Scope 3 emissions and the decarbonisation path for Scope 3 will also be initiated.

### Shift of traffic GRI 203-1

In addition to decarbonisation, further modal shifts to climate-friendly rail are a major goal of the climate protection strategy. ÖBB thus underlines its role in climate protection in Austria. The modal shift is the central driver and also the most essential lever of ÖBB's climate protection strategy. With its transport services (rail and bus), ÖBB already saves the domestic environment approx. four million tons of GHG emissions in a normal operating year. That's why it's important to shift as much traffic as possible from air and road to rail in the future. This is also an important goal in the Mobility Master Plan 2030 for Austria.

ÖBB aims to double rail performance by 2040 - by making the system more attractive and by conventional expansion and the use of new technologies. In doing so, ÖBB-Infrastruktur AG is relying on the conventional expansion of lines, stations and terminals, but also on the use of new technologies in operations management. This then enables further modal shifts based on smart capacity as well as travel time reduction. The declared aim of ÖBB-Personenverkehr AG and Österreichische Postbus Aktiengesellschaft is to inspire even more people to take the train and bus. The focus is on the entire mobility chain and further quality improvements for customers. This is rounded off with an improved offer for freight transport by rail. Here, too, attractive solutions for the entire mobility chain are essential in order to handle more transport by climate-friendly rail. Waste disposals are also to be increasingly transported by rail in the future.

### Highlights 2022

The annual investment program will be expanded by 5% per year, building on the National Energy and Climate Plan. This is also reflected in the current framework plan 2023 to 2028 - adopted by the Federal Government - with a total volume of EUR 19.0 billion for the next six years.

The Nightjet to Genoa and La Spezia is ÖBB's latest addition to its range of climate-friendly travel services. There were also innovations in the Rail Cargo Group in 2022, because TransNET, the network of TransFER connections, combinations and individual routes from Europe to Asia, is constantly being expanded - not only with new connections, but also with new functions. As a new feature, in addition to the departure and destination locations, it is also possible to optionally search by type of cargo and to display transported dangerous goods (RID) consignments. Another new feature is the emissions comparison for regular TransFER connections, which shows how much CO<sub>2</sub> is saved by rail transport on the route compared to road. This provides stakeholders and customers with an easy overview of transport options and emission savings with the RCG.

### Outlook for 2023

Investments in the (re)construction of infrastructure will continue with the largest railway infrastructure package ever (framework plan 2023 - 2028 see chapters C.4, C.5 and G.17) and despite challenging framework conditions.

ÖBB360 is also working on the expansion of attractive mobility services in the passenger transport sector (see chapter G.9).

Increasing interest is also expected in freight transport in the coming years, which means more traffic on the railways. Reasons for this include an amendment to the Waste Management Act and a revised subsidy system for connecting railways to companies. The 2023 to 2028 framework plan has earmarked funds for the construction and adaptation of freight loading points, among other measures, in order to further optimise the infrastructural conditions required for this purpose. This makes the transfer of transports between road and rail even more attractive. The general medium-term trend is that the rail freight market in Europe is transforming rapidly - new sectors, new customers, focus on digitalisation, innovation and sustainability. As part of this, Rail Cargo Group continues to drive digitisation and innovation in rail freight. Automating processes, making them simpler and faster, and replacing analog, complex and expensive processes with digital solutions in order to improve in the areas of costs, transparency and efficiency - these are the declared RCG goals. In the coming years, this and door-to-door solutions will primarily address medium-sized customers with consignments ranging in size from one container to a group of wagons. The client does not necessarily need its own rail connection.

### Greenhouse gas emissions of ÖBB 2022 (GHG balance)

ÖBB's GHG balance is calculated annually by the Federal Environment Agency. Scope 3 emissions are also listed in addition to Scope 1 and Scope 2. Particularly in the areas of procurement of capital and consumer goods and services, the data currently available is not yet sufficient for a detailed calculation of the Scope 3 emissions, so an estimate (with ranges) is made in the form of an extrapolation based on a rough calculation by external experts in 2018 (2017 data basis). The detailed preparation or calculation of these Scope 3 subcategories is done step by step. In the Scope 3 categories fuel and energy-related emissions, waste, business travel (air travel) and employee commuting, a detailed calculation could already be made.

GHG emissions of the international (fully consolidated) ÖBB companies are also included. Nevertheless, the strategic focus of ÖBB's climate protection strategy is primarily on reducing the national CO<sub>2</sub> footprint in Austria. With this in mind, a detailed consideration of national emission levels is provided. This GHG balance was calculated on the basis of the emission factors currently available from the German Federal Environment Agency. In the calculation of the 2022 GHG balance for ÖBB national (AT), transmission losses were also taken into account in the generation of traction current.

### Total CO<sub>2</sub> footprint of ÖBB (national AT and international) in 2022 GRI 305-1 to 3, GRI 305-5

Representation based on Scopes 1, 2 and 3 (market-based view <sup>1)</sup> ) in CO <sub>2</sub> eq in t	Scope 1	Scope 2	Total Scope 1 + 2	Scope 3 <sup>2)</sup>	Comparison to 2021
					Total Scope 1 + 2
ÖBB national (AT)	259,114	16,355	275,469	1,700,000 –	261,751
ÖBB international	35,550	52,848	88,398	2,400,000	95,150
<b>Total</b>	<b>294,664</b>	<b>69,203</b>	<b>363,867</b>	<b>1,700,000 –</b> <b>2,400,000</b>	<b>356,901</b>

#### EXPLANATION:

Scope 2: ÖBB national (AT) and ÖBB international: Consideration market-based<sup>1)</sup>, note on ÖBB international: currently different data availability/data quality in the respective European countries - work is being done to improve data quality - to cushion inaccuracies in data collection, a risk premium of 20 % was taken into account for ÖBB international

<sup>1)</sup> market-based: The market-based method reflects emissions from electricity that companies have deliberately chosen - by means of contractually regulated instruments. The location-based method reflects the average emission intensity of an energy source in the respective region (use of average emission factors - e.g. of a country). ÖBB specifically procures electricity from renewable energy sources - and does so for operations in Austria and, in part, also for operations internationally. Therefore, the market-based method was chosen for the GHG balance. In comparison, the Scope 2 location-based values (emission factors for electricity) for ÖBB national are AT: 198,964 t (market-based: 16,355 t) and ÖBB international: 79,969 t (market-based: 52,848 t)

<sup>2)</sup> specification of a bandwidth: Scope 3 emissions from the procurement of capital and consumer goods and services currently projected for 2022 based on a rough calculation from 2017. Value varies annually depending on actual procurement volume (especially construction infrastructure, vehicle procurement). Detailed baseline data and also GHG emissions for 2022 are already available for the following subcategories: fuel and energy-related emissions, waste (hazardous waste), business travel (air travel), employee commuting.

Note: Work is already underway to collect baseline data to further detail the remaining Scope 3 emissions. The presentation of further essential Scope 3 subcategories is done step by step.

### Energy use

List of energy sources used in 2022. A total ÖBB energy demand of approx. 3,620 GWh (ÖBB-national + ÖBB-international) in 2022 is the basis for the GHG balance presented.

### Energy consumption ÖBB national and international in 2022 GRI 302-1

Energy use in Gigawatt hours (GWh)	ÖBB national (AT)		ÖBB international <sup>1)</sup>	
	2021	2022	2021	2022
Traction current (incl. losses) <sup>2)</sup>	1,670.73 <sup>3)</sup>	1,657.5	426.1	404.4
Three-phase current	288.5	296.7	7.8	8.2
Natural gas	130.3	135.1	18.1	14.2
District heating and cooling	121.2	123.1	0.1	0.1
Solid and liquid fuels	20.9	18.8	not specified	not specified
Fuel (rail and road vehicles) <sup>1)</sup>	800.73 <sup>3)</sup>	836.4	95.9	127.3
<b>Total energy demand</b>	<b>3,032.3</b>	<b>3,067.6</b>	<b>548.0</b>	<b>554.2</b>

#### NOTES

<sup>1)</sup> ÖBB international was surveyed for the first time for 2021 - therefore 20% risk premium on values for 2021 and 2022 to cushion possible inaccuracies in the data collection. Work is in progress to improve data quality.

<sup>2)</sup> Due to the operation of the traction power infrastructure in Austria, transmission losses occur within the system boundary of the ÖBB Group.

<sup>3)</sup> Also includes small amounts of energy for internal transport (e.g. for special vehicles for rail maintenance), which have not yet been included in the 2021 GHG balance. The 2022 GHG balance sheet has been expanded/taken into account.

### Decarbonisation along three strategic areas

ÖBB is taking a three-pronged approach to its climate targets and decarbonisation: Mobility (ÖBB's core business), buildings and Scope 3 emissions. Solid data bases are available for the decarbonisation paths of the areas of mobility and buildings (Scope 1 and 2) - the development of reduction measures for achieving the strategic objectives of the ÖBB climate protection strategy for these areas is underway. In the area of Scope 3 emissions, the first strategic goal is to first establish the data basis for the development of a specific decarbonisation pathway. Detailed data on the first Scope 3 subcategories are already available, and more are being developed. The following detailed information on the CO<sub>2</sub> footprint of ÖBB in Austria (ÖBB national) in 2022 describes the GHG emissions for these three areas and the developments compared to 2021:

## CO<sub>2</sub> footprint of ÖBB national (AT) in 2022 GRI 305-1 to 3, 305-5

### Representation based on Scopes 1, 2 and 3 (market-based view<sup>1)</sup>)

(CO <sub>2</sub> eq in tonnes)	Scope 1	Scope 2	Scope 3	Total 2022	Total 2021
PV rail	48,003	36		48,039	48,005
GV rail	31,243	19		31,262	31,079
Refrigerant losses rail	7,946			7,946	8,578
Postbus	117,142			117,142	104,935
Refrigerant losses Postbus	4,474			4,474	5,293
Intra-company transport (incl. company vehicles, own trucks, ...) <sup>2)</sup>	17,348	4		17,352	14,268
<b>Total mobility</b>	<b>226,156</b>	<b>59</b>		<b>226,215</b>	<b>212,158</b>
Electricity		197		197	172
Heat (fossil)	31,998	15,087		47,085	47,340
Heat (renewable)	3			3	4
Cold		1,012		1,012	980
Cold loss buildings	957			957	997
<b>Total buildings</b>	<b>32,958</b>	<b>16,296</b>		<b>49,254</b>	<b>49,493</b>
<b>Total mobility and buildings</b>	<b>259,114</b>	<b>16,355</b>		<b>275,469</b>	<b>261,751</b>
Fuel and energy-related emissions mobility <sup>3)</sup>			62,151	62,151	64,687
Fuel and energy-related emissions buildings <sup>3)</sup>			21,268	21,268	21,671
Waste <sup>4)</sup>			58,411	58,411	48,909
Business travel (air travel)			1,057	1,057	265
Commuting of employees <sup>5)</sup>			27,991	27,991	27,891
Remaining subcategories such as procurement of capital and consumable goods or services upstream transportation ... <sup>6)</sup>			1,500,000 – 2,200,000	1,500,000 – 2,200,000	1,500,000 – 2,300,000
<b>Total Scope 3 emissions</b>			<b>1,700,000 – 2,400,000</b>	<b>1,700,000 – 2,400,000</b>	<b>1,700,000 – 2,500,000</b>
<b>Total</b>	<b>259,114</b>	<b>16,355</b>	<b>1,700,000 – 2,400,000</b>	<b>1,975,469 – 2,675,469</b>	<b>1,961,751 – 2,761,751</b>

#### NOTES:

<sup>1)</sup> Scope 2 – market-based: The market-based method reflects emissions from electricity that companies have deliberately chosen - by means of contractually regulated instruments. The location-based method reflects the average emission intensity of an energy source in the respective region (use of average emission factors - e.g. of a country). ÖBB specifically procures electricity from renewable energy sources - and does so for operations in Austria and, in part, also for operations internationally. Therefore, the market-based method was chosen for the GHG balance. In comparison, the Scope 2 location-based values (emission factors electricity) for ÖBB national (AT) mobility and buildings are: 198,964 t (market-based: 16,355 t).

<sup>2)</sup> In-house company transport includes GHG emissions from: Passenger cars and commercial vehicles (own trucks), special vehicles rail, factory transports, operation of forklifts (forklift ÖBB-Technische Services GmbH incl. 10% risk surcharge), ...

<sup>3)</sup> Scope 3 from Mobility and Buildings.

<sup>4)</sup> GHG assessment of hazardous waste.

<sup>5)</sup> Evaluation of GHG emissions via model calculation by the Federal Environment Agency.

<sup>6)</sup> Specification of a bandwidth: Scope 3 emissions from the procurement of capital and consumer goods and services currently projected for 2022 based on a rough calculation from 2017. Value varies annually depending on actual procurement volume (mainly construction infrastructure, vehicle procurement). Detailed baseline data and also GHG emissions for 2022 are already available for the following subcategories: fuel and energy-related emissions, waste (hazardous waste), business travel (air travel), employee commuting.

Note: Work is already underway to collect baseline data to further detail the remaining Scope 3 emissions. The presentation of further essential Scope 3 subcategories is done step by step.

## CO<sub>2</sub> offset

GHG emissions from business-related air travel (Scope 3 emissions from business travel) and Scope 1-3 emissions from Rail Cargo Austria's warehouses in Lenzing and Freudenau generated in the reporting year 2022 will be offset retrospectively in 2023.

### Development of emissions in 2022.

The greenhouse gas emissions (Scope 1, 2) of the ÖBB mobility sector in Austria increased slightly to approx. 226,000 tons in 2022 (2021: approx. 212,000). The reduction in GHG emissions in 2021 was primarily due to lower traffic volumes resulting from the corona crisis. Rail transport managed to keep greenhouse gas emissions at a similar level to 2021 - despite a large increase in passenger transport services. The increase in CO<sub>2</sub>eq emissions in the area of mobility is primarily due to increased transport services at Österreichische Postbus AG and the fact that more diesel buses are still being used on behalf of service providers. GHG emissions in 2022 in the buildings sector decreased slightly from approx. 49,500 t in 2021 to approx. 49,300 t. In particular, there has been a larger decrease in emissions for heat (fossil). The phase-out of heating oil already launched in 2019/2020 is showing initial successes in this regard. Some of the GHG emissions shown for Scope 3 subcategories have already been calculated and some are still estimated. A development from 2022 to 2021 is therefore only possible for subcategories that have already been specified. The discernible slight increase in emissions is mainly due to higher emissions from waste disposal.

### Development of specific emission factors and total CO<sub>2</sub> savings effect of ÖBB transport services in Austria.

The total CO<sub>2</sub> savings effect of ÖBB transport services (rail and bus) in Austria amounts to approx. 4.0 million t in 2022 (2021: approx. 3.0 million t). This figure could be improved again due to the increase in ÖBB transport services in the reporting year 2022. The pre-Corona level in 2019, with a CO<sub>2</sub> savings effect of approx. 4.2 million tons, has thus almost been reached again. The values for 2020 and 2021 still show the effects of the pandemic. The lower load utilization in these years owing to the pandemic, especially during the "lockdown periods" and the phases of restricted cross-border traffic, resulted in a deterioration of the values for the specific CO<sub>2</sub> footprint in passenger transport (rail and bus) compared to 2019.

### Specific CO<sub>2</sub> footprint of rail and bus in Austria

Specific CO <sub>2</sub> emissions in the mobility sector (incl. shunting)	2021	2022
Passenger transport rail (CO <sub>2</sub> eq in g / Pkm)	9.5	5.7
Freight transport rail (CO <sub>2</sub> eq in g / tkm)	2.9	2.9
Postbus (CO <sub>2</sub> eq in g/Pkm)	76.7	59.8

#### NOTES:

Comparative values 2020 according to the Federal Environment Agency: Passenger cars 217.7 g / pkm, aeroplane (incl. RFI): 607.7 g / pkm, truck: 88.4 g / tkm.

According to the Federal Environment Agency, comparative values from the current Austrian Air Pollution Inventory (OLI) for 2021 will probably not be available until May 2022.

### Other significant measures. Climate protection (excerpt)

**Integrated mobility services are further expanded** | ÖBB was also able to further expand its ÖBB 360° service in 2022. In addition to additional communities in which first and last mile offerings were established, the B2B area was also further expanded.

**Offsetting of Rail Cargo Group storage sites** | Since 2021, CO<sub>2</sub> emissions generated at the Lenzing and Vienna Freudenau sites have been offset.



## G.2. Adaptation to Climate Change GRI 201-2

### Management approach

Climate change is one of the world's greatest challenges. ÖBB is pursuing a variety of initiatives to contribute to decarbonisation. Even so, we need to acknowledge that climate change is already happening. Climate-related changes affect a range of sectors, systems, and institutions. In the case of ÖBB, this relates in particular to the company's infrastructure and assets, and subsequently to the scope and quality of its mobility services. In addition, ÖBB must consider possible adverse effects of climate change on both its customers and its employees.

Safe railway operations, optimum route availability and minimisation of system and vehicle disruptions are a basic prerequisite for ÖBB to be able to offer its mobility services. Protecting ÖBB rail infrastructure and assets is therefore a top priority. At the same time, disruptions for customers and employees should be kept to a minimum. The establishment of monitoring and early warning systems is of great importance in addition to the implementation of preventive measures in order to create an effective adaptation to climate change in the best possible way.

The establishment of a monitoring and early warning system serves to identify emerging hazards and negative impacts at an early stage. ÖBB's preventive measures counteract the negative impact on the infrastructure and its assets. The focus is for example on protection against natural hazards, restrictions on power generation and adverse effects on customers and employees. ÖBB's catastrophe management and climate change-adapted products in passenger and freight transport are further measures that support adaptation to climate change.

## Objectives

- Targeted development and expansion of suitable preventive measures regarding the effects of climate change.
- Introduce monitoring and early warning systems to identify hazards early and quickly and provide information efficiently
- Implementation of the already defined uniform procedure for repair and maintenance work in the track at high temperatures.
- Preservation and maintenance of the area of managed protection forest
- Demand-driven asset management for rockfall and avalanche control structures

<b>Key figures at a glance</b>	2021	2022
Rockfall and avalanche barriers (total km)	202	204
Cultivated protective forest (ha)	3,370	3,370
Trees in the tree cadastre (nr.)	10,423	10,246
Different tree species	205	203

ÖBB attaches great importance to implementing only the most necessary measures to adapt to climate change in order not to negatively affect nature and its existing protective function. These are, for example, rockfall and avalanche barriers, as this always means an intervention in nature. Compared to 2021, the total length of rockfall and avalanche barriers was increased to 204 km, i.e. by 2 km.

In the future, more damage to railway facilities and line disruptions as a result of storms are to be expected. In addition, heat and water stress or pests may impair the protective capacity of forests. A functional and stable protective forest is of great importance in order to safeguard the railway infrastructure against landslides, mudslides or avalanches. ÖBB is therefore focusing on preserving the area of managed protected forest, which remains constant at 3,370 hectares.

Extreme weather events repeatedly pose major challenges to the availability of the rail infrastructure and consequently also to punctuality. The geographical terrain in Austria means that there are only very long diversionary routes for trains, so appropriate rail substitution services are provided. To ensure that these weather-induced damage events can be reduced or avoided as best as possible, the "clim\_ect" project, among others, was launched in 2019 and successfully completed in 2021. With the help of the project results, statements can be made about the probability of occurrence of a weather-related damage event. This is accomplished with the overlap of meteorological data including weather observations and a concrete small-scale reference level. This makes it possible to identify hazard corridors on the rail infrastructure in the future and take preventive action.

In the coming years, further steps in natural hazard management are to be taken with the continued work on the "INGEMAR" project (Intelligent Natural Hazard Management and Risk Assessment). Combining forecasts, technical measures, and local knowledge during natural events should allow for more efficient and proactive responses.

### Travel with comfort

ÖBB-Personenverkehr AG attaches considerable importance to offering customers a pleasant travel experience even in hot summers. This includes, among other factors, a well-equipped fleet that enables a pleasant journey in comfortably air-conditioned trains and buses. In connection with numerous upgrades, more and more trains have been equipped with air conditioning over the years. This is already a standard feature when procuring new interiors.

In the case of new procurements, the main consideration is to look to the future. The applicable standards in the EU for air conditioning of rail vehicles already take into account increasing requirements and high performance due to more frequent increased outside temperatures in summer.

### Flood vulnerability of railway facilities

In the interests of operational safety and line availability, plans are drawn up showing those sections of line where the railway lines in Austria are potentially affected by flooding. A technical concept of measures (feasibility study) is available for the specifically affected sections of line, which forms the basis for medium- and long-term planning projects. The contents of the flood impact assessment also form an essential basis for the evaluation of flood protection projects by third parties that may have an influence on the railway. For example, the plans are used when negotiating contribution payments with third parties.

In the coming years, further steps in natural hazard management are to be taken with the continued work on the "INGEMAR" project (Intelligent Natural Hazard Management and Risk Assessment). Combining forecasts, technical measures, and local knowledge during natural events should allow for more efficient and proactive responses.

## Highlights 2022

In 2022, a climate risk and vulnerability analysis (see Chapter G.8. - EU Taxonomy Regulation) was conducted for the first time, which is to be refined in the coming years. In addition, the natural hazard information map was completed in 2022, which shows the results of the nationwide standardised and objectively surveyed potential hazard areas due to natural hazards, in particular rockfall and torrents, along the ÖBB route network.

A total of up to approx. 120 km of low-level railway forest was created in both 2021 and 2022 in order to best reduce tree falls or tree breakages in the direction of the overhead line and track during storms and thunderstorms. This means that trees that could fall onto the line during storms or even thunderstorms were removed on an as-needed basis. The same amount of railway lowland forest is also to be implemented in 2023. This continues to make a significant contribution to increasing safety, punctuality and route availability.

### Current precipitation data as an important basis for the dimensioning of drainage systems

The climatic changes may also affect the entire railway body as well as the surroundings close to the railway (embankments, leaning areas, torrents and avalanche catchment areas, etc.) and thus ultimately the railway operation. These can be changes in the precipitation pattern (more intense precipitation, rain, snow, etc. in a certain time interval, which tends to be shorter), the increase in average temperatures, the increase in wind speeds or the change in terms of frequency and intensity of weather events. Precipitation data that is as current as possible and also continuously updated is therefore used for the dimensioning of drainage systems. These precipitation data are obtained from the Federal Ministry of Agriculture, Forestry, Regions and Water Management via internet retrieval.

Small-scale, heavy precipitation events in particular may increasingly lead to floods, mudslides or landslides, depending on regional and local conditions. It is very difficult however to make specific statements on climate related changes, as it is especially difficult to predict these localised extreme weather events, which result in major consequential damage. The aim of using this precipitation data is to use the most up-to-date basis possible for dimensioning drainage systems.



## Outlook for 2023

Rehabilitation of protective forests is undertaken to be able to continue to guarantee the stability of the forests and therefore the protective function against natural hazards and soil erosion. The primary objective is to rejuvenate the forests through planting and to promote a mixed forest culture.

As in previous years, protection facilities against natural hazards are built as a result of the natural hazard information map or reinvested as needed due to the current condition of the facilities.

### Other significant measures. Adaptation to Climate Change (excerpt)

**Flood vulnerability** | Planning basis for the assessment of third party flood protection projects.

**Preventive tree removal - "railway low forest"** | Preventive tree removal is intended to reduce impairments to the railway caused by branches or falling trees during storms and thunderstorms as much as possible.

**Planting fruit trees** | Creating natural shade areas and serving as a CO<sub>2</sub> sink.

**Tree sponsorships** | A customer promise to save emissions.



## G.3. Emissions (excl. CO<sub>2</sub> / greenhouse gases)

### Management approach

In Austria, the transport sector is responsible for about 16% of dust emissions and for about 55% of nitrogen oxide emissions (part of the classic air pollutants) - the main polluter is road traffic. Noise emission is another environmental impact that the population feels most affected by because of its direct perceptibility. The main source of noise pollution is traffic, with road traffic also dominating as the main noise generator.

Rail is by far the most climate-friendly mode of transport, yet rail also causes emissions. In addition to greenhouse gas emissions (note: for GHG emissions, see Chapter G.1. Climate protection), classic air pollutants such as nitrogen oxide (NO<sub>x</sub>) or nitrogen dioxide (NO<sub>2</sub>). These arise in rail, bus and internal transport with diesel as well as in heating systems in the stationary sector. Furthermore, noise emissions and vibrations, dust and fine dust as well as light pollution and electromagnetic smog occur during the operation of trains and buses.

In line with the company's sustainable orientation, ÖBB aims to reduce all types of emissions that can pose a burden on people and the environment. This is all the more true as these will increase due to the planned expansion of rail transport. With effective measures, ÖBB aims to minimise the potential impact of emissions on local residents and nature, while at the same time maximising comfort and safety for its customers.

The main ÖBB areas for reducing emissions are:

- Acoustic emissions / vibrations
- Classical air pollutants (note: GHG emissions are specifically reported on in the climate protection module)
- Light pollution / electromagnetic fields

### Reduction of noise emissions and protection against shocks/vibrations

Rail transport is an essential part of climate-friendly mobility. Rail noise is the "Achilles heel" in acceptance as a climate-friendly means of transport, especially in the freight wagon sector. Quiet trains" therefore increase the acceptance of the railway among the adjacent population. It is ÖBB's declared aim to further reduce the impact of noise emissions and vibrations on those resident near railway lines and to further increase passenger comfort (e.g. on night trains). Achieving this objective requires a system view consisting of the interaction of infrastructure and vehicles.

### Infrastructure measures

- Further acceleration of stationary noise protection
- Construction of further modern noise barriers and dams (almost 1,000 km of new and existing lines are already covered)
- Efficient noise abatement, together with states, cities and municipalities - by promoting noise barriers and installing soundproof windows and doors in highly polluted areas.
- Implementation of the European requirements of the TSI Noise ("quieter routes") in Austria with a focus on all railway undertakings or wagon keepers operating on the ÖBB network: from 08.12.2024, only quiet freight wagons (i.e. appropriately converted to low-noise brakes) may operate on so-called "quiet routes". Their pass-by level needs to be approx. 10dB quieter than before the retrofit.
- Noise reduction measures through ongoing maintenance measures of the rail network (e.g.: rail grinding).
- Annual report "Monitoring Schallemissionen Eisenbahnverkehr Wörthersee" with reference to railway noise emissions of the double-track southern line in the central region of Kärnten (together with the federal state of Kärnten).
- Research and development - to promote new and innovative measures to further reduce railway noise as well as shocks and vibrations (a selection of research projects can be found within the framework of the "Leise Gleise" initiative at <https://konzern.oebb.at/de/leise-gleise/forschung-entwicklung>).
- Measures to minimise shocks / vibrations (condition of rails, structure / stratification of soil on the transmission path...)

### Vehicle related measures

- Rail Cargo Group is fully committed to achieving quieter rail freight transport. To achieve this, all their freight wagons currently in operation are fitted with new quiet brake pads. The running surfaces remain smoother and the rolling noise is as a result decisively quieter. Freight trains then sound almost half as quiet as conventional wagons. The conversion began in March 2018 and is scheduled to be completed in 2023. Currently, 96% of the RCG fleets in Austria are already underway with quiet brakes. By the end of 2023, 100% will be equipped with silent brake pads.
- Further application of applicable technical norms / standards with regard to noise reduction in the procurement of new rail vehicles for passenger and freight transport and buses for passenger transport by road
- Implementation of on-board measures to minimise shocks / vibrations (condition of rolling stock, weight / speed and composition of trains...)
- Noise reduction in railway operations through targeted training and information of employees for noise-reducing operational management (noise protection instructions for shunting and operation).

### Classic air pollutants

Note: CO<sub>2</sub> emissions are dealt with in chapter G.1 Climate protection.

Classic air pollutants (NO<sub>2</sub>, NO<sub>x</sub>,...) are emitted at ÖBB, similar to greenhouse gas emissions, to a large extent in combustion processes. This occurs both in transport (e. g. diesel use in rail / bus and internal transport) as well as in stationary systems (heating systems). Dust and particulate pollution at ÖBB often originate from other sources as well - especially from construction and maintenance projects.

### Objective

Further reduce air pollutants from traffic and stationary sources and also keep dust and particulate matter pollution low.

This will be addressed by dealing with the following areas:

- Air pollutants in traffic - e.g. reduction of emissions from combustion (especially nitrogen oxides and carbon monoxide), for example through engine technology (exhaust standards, Euro classes, etc.) and tire and brake abrasion (especially dusts) Note: Decarbonisation measures from Building Block 1 - Climate Protection (e.g. replacement of diesel) not only have a reduction effect on GHG, but also reduce classic air pollutants accordingly.
- Air pollutants from stationary combustion (e. g. oil heating systems)
- Dust and particulate pollution caused by ÖBB construction and maintenance projects (primarily expansion and optimisation of rail infrastructure)

## Light pollution and electromagnetic fields

Light sources such as train station lights and illuminated billboards are artificial light sources and sometimes have a significant impact on animal, plant, and human life. Sufficiently illuminated traffic areas however are also crucial for the safety of our customers, employees and for rail operations. A sensitive approach is required when it comes to reducing light pollution, and the same applies to the reduction of electromagnetic fields, taking all interests into account.

The use of electrical energy for traction power supply and the operation of electrical systems (e. g. 16.7 Hz systems, transformer stations, overhead line systems) can cause electromagnetic emissions. Protective and compensatory measures may be necessary to protect employees, customers and neighbours. The effects of electromagnetic fields can be present in many occupational situations at ÖBB - even in office workplaces. ÖBB is affected by this topic in many ways - minimising and protecting against electromagnetic fields is therefore an important goal.

### Objectives

- Minimisation of light pollution - taking into account the safe operation of railways
- Reduction of the impact of electromagnetic fields on affected persons (employees, customers and neighbours)

#### *Light pollution*

- Optimal use of lighting - taking into account safe railway operation
- Use of suitable light sources (e. g. replacement of mercury high-pressure lamps) and sensible planning / implementation of lighting (e. g. no direct light emissions upwards) - brings additional opportunity to save energy
- Use of insect-friendly light sources (colour temperature less than 3000K) in non-safety-relevant areas.
- Use of lamps with protection class of IP 65 and higher. This prevents insects from coming into direct contact with the light source.

#### *Electromagnetic fields*

- Keeping the effects of electromagnetic fields on affected persons (employees, customers, neighbours) to a minimum, especially in the case of installations for the supply of traction current or the operation of electrical installations.
- In other processes (construction and maintenance processes up to office work processes)

In the context of new buildings and large-scale conversions, EMC assessments (EMC = electromagnetic compatibility) or EMC investigations are conducted in order to examine the effects on the environment and minimise them with suitable measures.

Return conductors are used as standard in new buildings and conversions to minimise electric fields. In areas of sensitive use, project-specific specifications are made to minimise electric fields (e.g. public park at Schedifka Square).

<b>Key figures at a glance</b>	2021	2022
<b>Noise</b>		
Noise barriers (km)	948.0	960.0
Noise dams (km)	65.0	65.0
Infrastructure-related investments in noise protection (EUR million)	5.6	4.7
Freight wagons with LL soleplate (low-noise brake pads) in the RCA stock (pcs.)	15,256	16,476
Freight wagons with LL soleplate (low-noise brake pads) in the RCH stock (pcs.)	3,319	4,584
<b>Emissions</b>		
Number of Euro2 and Euro3 norm class buses (units)	4	2
Number of Euro4 norm class buses (units)	41	8
Number of buses of lower emission norm classes Euro5 / EEV and Euro6 (units)	2,447	2,511
Amount of nitrogen oxides (NO <sub>x</sub> ) caused by diesel consumption in Austria (t) <sup>*)</sup>	1,080	1,147

<sup>\*)</sup> Rough calculation approach using a NO<sub>x</sub> average value per litre of diesel according to the Federal Environment Agency; NO<sub>x</sub> emission factor for diesel 2022 currently not yet available, NO<sub>x</sub> for 2022 was calculated on the basis of the 2021 emission factor.

## Highlights 2022

### Strategic noise mapping

Rolling wheels generate sound due to physical laws which cannot be overridden. ÖBB is, however, making every effort to contain and reduce noise emissions from rail traffic. The European Strategic Noise Mapping included the Austria-wide noise maps which are scheduled for submission every five years (cf. [www.laerminfo.at](http://www.laerminfo.at) - Noise Maps / Rail Transport). The uniform Europe-wide calculation method was used for the first time. The action plans, which are to be submitted to the European Commission by 2024, will be drawn up in the coming year on the basis of the strategic noise mapping in accordance with Article 8 of the EU Environmental Noise Directive and its national implementation.

### Effective protective measures

Noise barriers and soundproof windows are erected and subsidised in the course of noise remediation on existing lines. Noise protection measures are taken into account and implemented from the outset for new and upgraded lines. As a result, in 2022 there were 1,025 km of noise barriers and noise protection dams on 4,935 km of track in the ÖBB-Infrastruktur AG network. In the 2022 reporting year, an additional 12 kilometers of noise barriers were erected.

### Postbus: Further promotion of low-emission buses.

2,511 buses of the lower-emission norm classes Euro 5 / EEV and Euro 6 will be in the fleet of Österreichische Postbus Aktiengesellschaft at the end of 2022. That is 64 more than at the end of 2021.

Compliance with applicable technical norms and standards for the new acquisition of combustion vehicles such as buses is the essential basic prerequisite for reducing or limiting, for example, classic air pollutants (NO<sub>2</sub>, NO<sub>x</sub>) in traffic.

## Outlook for 2023

### The future of quiet tracks

Future topics for reducing railway noise are being developed within the framework of research projects at ÖBB-Infrastruktur AG: These concern both the systematic and long term testing of superstructure components and the mutual dependencies between vehicle and track in terms of noise. Furthermore, forecasts are prepared in terms of noise, which take into account future developments such as traffic forecasts (cf. VPÖ 2040+) or transport policy plans (cf. Mobility Master Plan 2030).

### Heating oil phase-out

Implementation of further conversions for the phase-out of oil-fired heating systems by 2030, see Chapter G.1.

## G.4. Resource management GRI 413-1

### Management approach

The quantities of resources that humans consume on average per year are considerably greater than what the earth "makes available" to us in the same year. Sustainable coverage of human consumption would require "1.75 Earths" to be available each year. At present, Austria's current resource consumption would require as much as 3.5 Earths. The mindful and sustainable use of resources must therefore be a clear focus - and this also applies to ÖBB. Water and many other raw materials are required for the construction and maintenance of railway infrastructure as well as for its operation. Land is also a valuable resource; the land consumption of public transport is efficient. Public transport takes up only seven square metres of space per person transported, far less than private motorised transport, which takes up 100 square metres.

ÖBB's overriding goal is to keep the use of its raw materials and materials low, to save resources and above all to save costs. In particular, ÖBB wants to reduce chemicals and pollutants as much as possible. Waste should largely be avoided and a circular economy promoted. In terms of land use, ÖBB also aims to limit this to the most necessary extent.

ÖBB would like to systematically incorporate the recycling capability of products and services into its procurement and investment strategies step by step. Key topics are the reduction of primary raw materials, active material conservation and the extension of useful life. By applying circular economy principles, ÖBB can reduce costs, secure resources in the long term, and promote its contribution to sustainability. This is implemented through targeted raw material and resource management. The use of sustainable materials is to be intensified in order to produce as little waste as possible. Wherever possible, unavoidable waste is reused and recycled/disposed of in a sustainable manner that complies with the law.

## Objectives

- ÖBB wants to be a pioneer in the field of an effective circular economy and support Austria's transformation to a sustainable economy.
- ÖBB wants to push ahead with secondary raw materials management in order to deal optimally with the available waste
- Raw materials, materials and products should be used efficiently and sustainably as far as possible and chemical substances / pollutants should be reduced to a feasible minimum.
- ÖBB wants to push ahead with secondary raw materials management in order to deal optimally with the available waste
- Water consumption is to be kept constant in the future and reduced where possible.
- Reducing soil sealing and land consumption is an important environmental goal for the ÖBB Group.

## Resource conservation and circular economy GRI 301-1, 306-2

The finite nature of natural resources and the social and ecological consequences of raw material extraction make decoupling economic growth from resource consumption and developing an effective circular economy a key sustainability issue. This saves resources and also costs.

### Resource management in the subgroup companies.

In the area of ÖBB-Technische Services-Gesellschaft mbH, which is responsible for the maintenance of rail vehicles, the use of resources plays an essential role. In 2022, 31% more environmentally relevant substances were generated than in the previous year (2022: 1,744 t, 2021: 1,332 t). For example, careful handling or a reduction in the amount of adhesives or coatings used is being promoted. In addition, ÖBB-Technische Services-Gesellschaft mbH is focusing on the subject of component reconditioning. In the process, numerous components are reprocessed and reused to reduce the volume of waste and conserve resources. For example, seats, toilets, parking heaters, electrical elements, as well as towing and bumping devices and much more are carefully "refurbished".

The Rail Cargo Group also pays attention to resource conservation with regard to its freight wagons. These are completely scrapped and reused for the production of new steel at the end of their life cycle. In 2022, the Rail Cargo Group in Austria recycled around 6,085 t (previous year: 6,372 t) of wagon material in this way. The TransANT freight wagon innovation also conserves resources by reducing material consumption per wagon by 20 %.

The careful handling of resources and the efforts to avoid waste and reuse materials play an essential role within ÖBB-Infrastruktur AG. This is also evident, for example, in the form of mechanical cleaning of track ballast and its reinstallation in the ballast bed, as well as in subsoil rehabilitation with excavation machines (AHM). In the process, the upper section of the ballast bed is broken up, mixed with new material and reinstalled in the track as a base course. The remaining track ballast material is excavated together with the subsoil and disposed of or recycled accordingly. This results in reuse in the sense of resource conservation and a reduction in the amount of waste.

Resource conservation and circular economy	2021	2022
<b>ÖBB-Technische Services-Gesellschaft mbH - component reprocessing in pieces</b>		
Pneumatic and brake components	37,406	42,168
Diesel engines / transmissions	196	199
Air-conditioning units	1,228	1,110
Windows	2,575	2,935
<b>ÖBB-Infrastruktur AG - Recovery of track ballast in tons</b>		
Recovery of track ballast by cleaning machines	320,000	247,000
Recovery of track ballast by mechanical subsoil rehabilitation	23,000	22,000

### Waste 306-1, 306-2

Waste will be another key driver as part of the structuring around the circular economy in order to make the best use of available resources. To this end, the development of a raw materials management system at ÖBB is being driven forward. More than 99% of the ÖBB Group's waste volume is generated by ÖBB-Infrastruktur AG as the owner of large construction projects in the course of investments (renewal / new construction / expansion), but also during maintenance (inspection / maintenance / fault clearance / repair). In 2022, about 6.74 million tonnes of waste were generated, 18% more than in 2021 (previous year: about 5.51 million tonnes). At around 6.72 million tonnes, non-hazardous waste (hazardous waste: 0.03 million tonnes) accounts for the largest share of the ÖBB Group's total waste volume. Approximately 98% of the non-hazardous waste quantities are accounted for by waste from construction activities, which increased by 22% compared to the previous year and currently amounts to approx. 6.59 million tonnes (previous year: approx. 5.38 million tonnes). The amount of landfilled material has to do with the intensive construction activities in the field of infrastructure. In 2022, about 53% of construction waste is sent for disposal, with 74% being sent to off-site landfills. Around 99% of this relates to excavated material produced in the course of rail infrastructure construction activities. The amount of hazardous waste in the ÖBB Group recorded an increase of around 12% compared to the previous year.

Part of the disposal of construction and operational waste of the ÖBB Group is handled by Rail Cargo Logistics - Environmental Services GmbH (RCL-ES) as an "in-house" waste collector. The waste generated is handed over exclusively to authorised waste collectors or handlers via the contracts / agreements concluded with the RCL-ES for the entire ÖBB Group. Environmentally sound recycling or disposal of municipal waste at centrally managed properties is mainly conducted by ÖBB-Immobilienmanagement GmbH (e.g. railway stations, bus stops or office locations). The majority of construction waste from large infrastructure projects of ÖBB-Infrastruktur AG is disposed of via separate construction contracts (individual contracts). Data collection is handled separately for each calendar year via various internal processes and systems (ÖBB-Infrastruktur AG: procedural and work instructions, environmental information system; RCL-ES: waste management platform, waste balance or other electronic data management (EDM) reports, reports under the Act on the Remediation of Contaminated Sites (ALSAG), etc.).

The company-owned landfills of ÖBB-Infrastruktur AG are of particular importance in this respect. These are essential components of infrastructure projects (e.g. Semmering Base Tunnel or construction of the Koralm Railway) in the public interest (EB / EIA procedure). These landfills are used to dispose of construction waste, such as excavated earth, tunnel spoil, etc., taking into account the best possible reduction of transport routes and hence emissions.

## ÖBB Group waste indicators GRI 306-3 bis 5

Type of waste in tonnes (t) <sup>1)</sup>	Construction project waste		Operational waste		Scrap		Municipal waste		Total	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
Other recycling: mechanical, biological and chemical-physical processes	598	448	2,014	2,179	136	39	0	2	2,749	2,668
Other recovery: energy recovery	17,603	21,138	3,774	3,493	0	0	0	0	21,377	24,631
<b>Utilisation</b>	<b>18,201</b>	<b>21,586</b>	<b>5,789</b>	<b>5,672</b>	<b>136</b>	<b>39</b>	<b>0</b>	<b>2</b>	<b>24,126</b>	<b>27,299</b>
Off-site landfills	1,155	855	0	418	0	9	0	0	1,155	1,282
<b>Elimination</b>	<b>1,155</b>	<b>855</b>	<b>0</b>	<b>418</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>1,155</b>	<b>1,282</b>
<b>Hazardous waste</b> <sup>3)</sup>	<b>19,356</b>	<b>22,441</b>	<b>5,789</b>	<b>6,090</b>	<b>136</b>	<b>48</b>	<b>0</b>	<b>2</b>	<b>25,281</b>	<b>28,581</b>
Recycling (handover to recycler)	659,591	1,334,057	10,662	32,008	58,905	61,801	3,551	3,829	732,708	1,431,694
Other recycling: Reuse in the construction project	250,989	1,626,438	0	0	0	0	0	0	250,989	1,626,438
Other recycling: Reuse outside construction	211,004	107,707	2	706	0	0	0	0	211,006	108,413
Other recycling: mechanical, biological and chemical-physical processes	88	56	3,813	5,934	0	0	0	0	3,901	5,990
Other recovery: energy recovery	2,292	586	8,479	3,286	0	0	9,831	10,347	20,602	14,219
<b>Utilisation</b>	<b>1,123,963</b>	<b>3,068,844</b>	<b>22,956</b>	<b>41,933</b>	<b>58,905</b>	<b>61,801</b>	<b>13,382</b>	<b>14,176</b>	<b>1,219,207</b>	<b>3,186,754</b>
Off-site landfills	2,394,192	2,616,703	2,798	4,183	152	132	114	239	2,397,256	2,621,257
Company-owned landfills:	1,864,858	903,852	0	0	0	0	0	0	1,864,858	903,852
<b>Elimination</b>	<b>4,259,050</b>	<b>3,520,555</b>	<b>2,798</b>	<b>4,183</b>	<b>152</b>	<b>132</b>	<b>114</b>	<b>239</b>	<b>4,262,114</b>	<b>3,525,109</b>
<b>Non-hazardous waste</b>	<b>5,383,013</b>	<b>6,589,399</b>	<b>25,754</b>	<b>46,116</b>	<b>59,057</b>	<b>61,933</b>	<b>13,496</b>	<b>14,415</b>	<b>5,481,321</b>	<b>6,711,863</b>
<b>Total waste</b>	<b>5,402,369</b>	<b>6,611,840</b>	<b>31,543</b>	<b>52,206</b>	<b>59,193</b>	<b>61,981</b>	<b>13,496</b>	<b>14,417</b>	<b>5,506,602</b>	<b>6,740,444</b>
<i>thereof utilisation</i>	<i>1,142,164</i>	<i>3,090,430</i>	<i>28,745</i>	<i>47,605</i>	<i>59,041</i>	<i>61,840</i>	<i>13,382</i>	<i>14,178</i>	<i>1,243,333</i>	<i>3,214,053</i>
<i>thereof elimination</i>	<i>4,260,205</i>	<i>3,521,410</i>	<i>2,798</i>	<i>4,601</i>	<i>152</i>	<i>141</i>	<i>114</i>	<i>239</i>	<i>4,263,269</i>	<i>3,526,391</i>

<sup>1)</sup> No distinction was made between on-site / off-site recovery / disposal, as this is not relevant at the site, except in the case of reuse in the construction project and the company's own landfills, which are listed as categories. Small deviations occur due to rounding of the decimal places of the tonnes to whole numbers.

<sup>2)</sup> There is a small deviation of approx. 0.05% in the 2021 data due to a system changeover in FY 2022.

<sup>3)</sup> Hazardous waste is subjected to a mechanical, biological and chemical-physical process before recycling.

## Water GRI 303-1, 303-5

A key component in preventing resource waste and excessive water consumption is improving the efficiency of water use in all sectors. Most of the water (drinking and process water) used by the ÖBB Group comes from municipal supplies. In addition, ÖBB-Infrastruktur AG has 137 springs that are located on railway land and are used on the basis of existing water rights. The Österreichische Postbus Aktiengesellschaft has six springs. In general, ÖBB does not operate water treatment plants for municipal waste water, but discharges it into the central, public sewer system.

In 2022, water consumption was reduced by 5% compared to the previous year; water consumption in 2022 was around 2.2 million m<sup>3</sup> (previous year: around 2.3 million m<sup>3</sup>).

An essential point for the guarantee of a long-term safe and stable track system is the sustainable track drainage of the track of railways. Regular railway operations generally produce no contamination that exceeds legal limits. However, it is essential to ensure that water bodies are not negatively affected not only during operation, but also during the construction phase. This is ensured by performing chemical analyses of the water during the individual construction phases. Water is discharged in accordance with the requirements of the Water Act only in compliance with the relevant water law permits.

Wastewater is generated around the railway track - from rainwater and from water flowing in from embankments. These are not discharged directly into the body of water (e.g. streams, rivers, groundwater, etc.), but always undergo appropriate purification.

Water from possible incidents (e.g. in the tunnel) is collected separately. The discharges are always equipped with gates that are closed immediately in the event of a malfunction. This prevents the discharge of polluted water into bodies of water.

## Surfaces and ground

The construction length<sup>70</sup> of the ÖBB route network in 2022 is approx. 4,935 km (2021: approx. 4,965 km), the land area rd. 189.4 km<sup>2</sup> (2021: approx. 189.6 km<sup>2</sup>). This means that both the route length and the plot area have decreased minimally compared to the previous year. The railway's performance is all the more remarkable given that it requires less space year after year to handle traffic, which, on the other hand, is increasing every year. A study by VCO has shown that roads including parking spaces require 18 times more space than rail infrastructure. Rail only needs a third to a sixth of the space compared to road for the same transport performance. In 2020, the Pro-Rail Alliance calculated that 100 square meters of space per person transported should be assumed for private motorised transport. Rail requires only seven square metres per person. Rail travel is therefore not only more climate-friendly, but also has a much lower land requirement than road transport. Whereas road surface areas have grown steadily in recent years (increase in 2021: 4.4 km<sup>2</sup>), railways, in contrast, have seen a considerable decline (source: UBA). This is partly due to the reclassification of land cover (e. g. forest located on railway land used to be attributed to transport infrastructure), but it is also due to transport policy decisions. As a result, certain branch lines were abandoned and inner-city logistics areas were given up for urban development.

In 2021, a project was completed that should make it possible to better estimate the land cover and utilisation potential of all railway land owned by the ÖBB-Infrastruktur subgroup. The project was conducted with the Institute for Landscape Development, Recreation and Nature Conservation Planning, Department of Space, Landscape, Infrastructure at the University of Natural Resources and Applied Life Sciences, the project "Potential Area Analysis". ÖBB-Infrastruktur AG owns in total, more unsealed forest and meadow areas than sealed traffic areas (for more information, please refer to chapter G.3. of the Management Report of ÖBB-Infrastruktur AG). The ÖBB Infrastruktur sub-group has launched a programme to further reduce soil sealing by evaluating unsealing measures in the regulations and framework plan and launching the first pilot projects.

In 2022, work began at ÖBB-Produktion AG on one of five particularly old historic ÖBB production diesel bases to check for possible contamination of the soil. The aim is to prevent groundwater pollution. In 2022, the Wr. Neustadt site was tested by taking soil samples. This revealed a possible degradation of the soil. Further investigations were conducted jointly with the authorities. At a low water level, no groundwater impairment was found; currently, no final results are available until the groundwater level has risen. Should there be no more impairment even then, the base is considered to be closed and the next one is examined.

## Résumé and outlook 2023

The process towards an effective and economical circular economy in the ÖBB Group is currently underway. In 2023, several initiatives will be taken to improve the circular economy. Firstly, this area will be better staffed and, secondly, new methods will be applied and further potential identified and raised through cooperation and research projects. The main guideline for this will be the Austrian circular economy strategy, which was published in December 2022.

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<sup>70</sup>Operational length changed to construction length due to more accurate calculation methods (operational length 2021: 4,871 km; 2022: 4,843 km).



### Other significant measures. Resource management (excerpt)

**Recycling management ÖBB-Immobilien GmbH** | During the demolition of Gedersdorf station (2022), the recycling of suitable materials was given greater consideration for the first time. An evaluation will take place in 2023.

**e-frachtbrief@** | Conversion of the classic paper consignment note to a digital solution, saves around 35 tonnes of paper.

**No more shunting notices for national transports** | Rail Cargo Group has been informing its service providers digitally (unless otherwise required by law) about load-related restrictions and special consignments since August 2022. This is beneficial for the environment while at the same time making the processes more efficient.

**Remotely readable water meters** | Installation of remotely readable water meters to obtain more accurate data for water withdrawal from ÖBB-Technische Services GmbH.

**Sand silos at ÖBB production bases** | Sand silos were installed at the bases in Innsbruck, Linz and Villach to reduce particulate matter, protect employees and reduce plastic. This project will continue at all major sites over the next five years.



## G.5. Biodiversity and diversity of species GRI 413-1

### Management approach

ÖBB operates around 10,000 km of railway tracks on a network of almost 5,000 km, which run through and into nature, in order to be able to offer its customers a comprehensive range of rail services throughout Austria. This encroachment is offset by the fact that railway lines are (in the meantime) also important habitats and refuges for plants and animals. Moreover, ÖBB is convinced that an intact living space ensures a good quality of life for all people.

ÖBB, as a climate protection company, also wants to contribute to the preservation of biodiversity in the country. Negative impacts on the environment should be minimised to preserve natural habitats.

Nature conservation and species protection are already taken into account in the planning of construction and conservation measures on the basis of the relevant federal and state laws. Necessary interventions in nature and the landscape are implemented in such a way that as few negative impacts as possible occur through avoidance, mitigation, compensation and replacement measures. In addition, ÖBB supports numerous nature and species conservation projects that promote the preservation of biodiversity. The topic of "biodiversity and species diversity" is also the subject of awareness-raising training and continuing education.

### Objectives

- ÖBB wants to further reduce the use of chemical herbicides in vegetation control on railway tracks.
- ÖBB wants to raise awareness among its employees on the topic of "species diversity and biodiversity".
- To create and improve habitats on and around the railway, ÖBB intends to implement targeted initiatives as far as possible.
- Species and nature conservation measures should be implemented in harmony with the operational requirements of the railway.

To increase biodiversity along the route, emphasis is placed on special design of the railway embankments and slopes. The design and construction of the facilities are already coordinated to promote different types of vegetation along the railway embankment in order to further push the diversity of fauna and flora. Due to their extensive cultivation, the railway areas function as a refuge and migration corridor for rare animal and plant species as well as a connecting element between diverse habitats in Austria. However, railway lines with their predominantly near-natural, non-intensively used and extensively managed areas also offer suitable habitats, retreats and migration corridors for many animal and insect species. In addition, intact, near-natural and species-rich habitats provide a multitude of ecosystem services and thus promote people's quality of life.

Consideration of the respective Red Lists of endangered species is to be ensured for all new construction and expansion projects. For this purpose, in addition to the approval procedures, which are planned and implemented in accordance with nature conservation and species protection law, specific regulations related to the environment and nature conservation are also used (guidelines and regulations for roads, RVS, or guidelines and regulations for railways, RVE).

In 2022, 8,340 track kilometres were checked for existing vegetation (cf. 2021: + 6.3 %) and treated with plant protection products if necessary. Around 1.2 t of active substances (flumioxazine, flazasulfuron, iodosulfuron, diflufenican) were used, 4.2 t less than in the previous year (cf. 2021: -78 %). The large difference is related to the glyphosate phase-out. The alternative plant protection products are used in much lower rates of application. When comparing the actually treated track area and the controlled track area, it becomes apparent that compared to 2021, 1% fewer controlled areas than in the previous year actually required treatment. When interpreting the key figures, it is important to bear in mind that both plant growth on the track surface is influenced by different environmental factors, such as rain or heat. The same applies to the use of spraying equipment.

<b>Key figures at a glance</b>	2021	2022
Amount of active substance used per year (kg)	5,397	1,168
Track kilometers inspected for vegetation (km)	7,847	8,340
Areas controlled for vegetation (ha)	5,290	5,642
Areas actually treated (ha)	1,710	1,775
Treated proportion of controlled area (%)	32	31

## Highlights 2022

ÖBB-Infrastruktur AG's participation in the project EU Life - Danube Free Sky resulted in more than 22 km of railway line being equipped with insulation caps in areas that are highly sensitive for bird protection in 2022. This protects the birds from electrocution.

In 2021, the Blühwiese (flowering meadow) project was rolled out across Austria following the implementation of a pilot project for sustainable and natural green space management in two Kärnten municipalities. A total of around 13,000 m<sup>2</sup> of green areas in the immediate vicinity of the station were transformed into nature and insect oases. Each individual area is to achieve the optimum for nature and biodiversity. A wide variety of flowering meadows were planted for this purpose. And with success: the flowering meadows not only serve as an important food source for different bee and insect species, but are also a habitat and refuge for numerous birds and small animals.

Another highlight of 2022 was winning the IENE Project Award at the conference in Cluj / Romania. IENE stands for Infrastructure and ecology network Europe and is an institution that was established back in 1996 by the Dutch Ministry of Transport, Public Works and Water Management. It serves as a global networking, knowledge and experience exchange platform for all actors in the transport infrastructure sector (administration, business, science, NGOs). A large international conference is organised every two years. At this year's event in Cluj, ÖBB-Infrastruktur AG won the "project award" with the Wildbrücke Aich / Mittlern on the Kärntner Koralm railway. The wildlife bridge, built on site, impresses with a greatly reduced material use of reinforcing steel (-65%) and concrete (-50%) compared to a conventional frame structure. This was achieved by using a free-form shell for the first time in the world, consisting of pneumatically inflated concrete slabs. The efficient use of materials results in a reduction of precursor emissions in the amount of 1,300 t CO<sub>2</sub>. This construction method was developed and implemented in close cooperation with the Vienna University of Technology and the Koralm railway project management "2". This project has therefore pursued the goals of nature conservation and climate protection in an exemplary manner and presented this innovation to an international audience of experts from all over the world.

In 2022, it was also possible to complete the "Reverse" project, which was operated within the framework of cooperation in the International Union of Railways (UIC), with the active participation of ÖBB-Infrastruktur AG. Reverse dealt with the negative, ecological effects of the railway on biodiversity and has produced two publications on this subject. For the first time, internationally agreed guidelines for the conservation and promotion of biodiversity in the railway environment are now available.

World Bee Day was the occasion for the Rail Cargo Group to raffle off 20 bee packages - each consisting of an ÖBB bee hotel and an ÖBB rail honey - within the entire subgroup. More than 80 employees registered for the competition. Delivery of the prizes to the employees in Austria, Germany, Hungary, Bulgaria and Italy arrived punctually on 20.05.2022.

## Outlook for 2023

In December 2017, the EU Commission extended the possible use of glyphosate by five years. At the beginning of 2022, ÖBB-Infrastruktur AG achieved its goal of not applying glyphosate on ÖBB tracks and instead replacing pesticides containing this active ingredient with alternatives. There was a switch to alternatively available plant protection products. In addition, ÖBB-Infrastruktur AG continues to participate intensively in research projects. In future, a mix of methods - chemical, mechanical, physical (thermal/electrical) - will be used. However, until other methods have achieved effectiveness and track suitability, the treatment of the tracks with plant protection products - in the course of chemical vegetation control, to control the growth in the track area - remains the most important measure. ÖBB-Infrastruktur AG is also involved in an international exchange with other railway operators in order to find solutions to this problem, which is similar for the entire railway sector. GRI 304-2

The designation of further eco-forest islands in the ÖBB railway forest is planned for 2023. In addition, the rail bee colony should continue to grow in 2023. Green space management around railway stations and stops involves further extensification of green cuttings in order to create refuge areas for insects and to better equip the areas against the extreme weather conditions of climate change. The Life project "Danube Free Sky" plans to secure another 13 km of railway line with bird protection measures in 2023.

### Other significant measures. Biodiversity and diversity of species (excerpt)

**Greentracker** | ÖBB is 100% glyphosate-free for the first time in 2022.

**ÖBB Schienenbienen** | In 2022, the project (railway line bees) launched last year will be expanded by four additional areas.

**Handbook Nature Conservation Specialist** | State of the Art in Nature and Species Conservation for Construction Sites, Industrial Sites and Infrastructure.

**Mixed fruit "meadow" in Györszemere** | Logistics Center Györszemere (Hungary) of the Rail Cargo Group grows 20 trees at the site in 2022.

**Protection of sand lizards** | Sand lizards were discovered in daily operations at the base of ÖBB-Produktion Gesellschaft mbH in Salzburg, and a species-appropriate habitat was built for them in 2022.



## G.6. Sustainable Procurement

### Management approach

Economic and ecological criteria as well as social principles determine ÖBB's purchasing strategy as a foundation for shaping the mobility of tomorrow.

ÖBB's procurement contributes to important strategic goals such as climate protection and the circular economy. Security of supply also plays a major role, not only today but also in the future. The global crises of the past years created a challenging environment that ÖBB was able to successfully master through innovative approaches. ÖBB is one of the most important clients for the domestic economy and industry. ÖBB, as a reliable partner, ensures stability and predictability.

For ÖBB, sustainability is an integral element of its procurement strategy. An increased focus on ecological sustainability (green procurement) and security of supply in purchasing is ÖBB's approach to making a significant contribution to shaping a sustainable, secure future and to fulfilling its role as a role model and important client for Austria as a business location.

When procuring services and products, ÖBB takes into account social principles and ecological criteria, which are individually tailored and incorporated into tender components in a legally secure manner. The evaluation of bids is predominantly based on the best bidder principle rather than the lowest bidder principle. In addition, the TCO-CO<sub>2</sub> model offers the possibility to consider not only the total costs (Total Cost of Ownership or TCO) but also the CO<sub>2</sub> emission costs over the entire life cycle.

In addition, ÖBB Purchasing is involved in international rail industry initiatives such as "Railponsible" or the "European Railways Purchasing Conference (ERPC)" for internationally uniform, high-quality and sustainable procurement. GRI 2-6, 2-22, 2-24

## Objectives

- ÖBB's multi-layered sustainability measures for suppliers, such as the use of the TCO CO<sub>2</sub> model, the code of conduct for suppliers and the sustainability assessment, provide important impetus in the encouragement and support of suppliers on their path to greater sustainability.
- By participating in the "Railponsible" initiative and by chairing the European Railways Procurement Conference (ERPC), ÖBB also aims to make a significant contribution to making the entire supply chain of the rail industry more sustainable. The resulting cross-border uniformity offers advantages in particular for small and medium-sized enterprises, which are then more easily able to take advantage of international opportunities.
- ÖBB intends to actively promote its strategic goals towards a sustainable future, such as climate neutrality and recycling management, with the help of additional tender criteria that cover specific sustainability topics.

<b>Key figures at a glance</b>	2021	2022
Order volume (EUR bn per year)	3.95	3.95
Creditors (number)	9,100	9,350
Order volume from contractors based in Austria (%) GRI 204-1	90.0	80.5
Procurement volume assessed for sustainability (%) GRI 414-1	48	53

## Highlights 2022

In 2022, a special focus was placed on expanding competences in the area of sustainable procurement. Responsibilities for sustainable procurement have been defined in all lead buyer organisations that share responsibility for different commodity groups. Know-how is jointly developed, shared and sharpened in regular working groups and workshops. The results are made available to all buyers. The sustainable procurement officers support the buyers in all questions concerning sustainability issues in procurement projects in theory and practice.

The newly developed Sustainable Procurement Guide specifies which tender criteria are considered sustainability criteria. The customised ÖBB Toolbox has also created a cross-company option for quickly and easily identifying legally verified sustainability criteria for a wide range of product groups and integrating them into tenders. Finally, the ProVia tender platform made it possible to track which sustainability criteria were applied in which tenders. GRI 2-6, 308-1

As a further measure, the Supplier Code of Conduct introduced last year was applied across all procurements included in the ProVia procurement system. The acceptance of the Code of Conduct by the suppliers is mandatory prior to the cooperation. In 2022, the procurement volume subject to an independent CSR assessment was further increased from 48% to 53%. In addition, ÖBB companies conduct risk-based supplier audits that are continuously developed and adapted to new requirements. Since 2021, it has also been possible to be classified via ÖBB's own questionnaire. This free option is aimed in particular at small and medium-sized enterprises.

## Outlook for 2023

Plans to push the circular economy are to be finalised in 2023. In the course of this, a more specific analysis of the value chain will also be pursued in the coming years. It also aims to achieve important milestones on the road to climate neutrality. Another important focus in this regard is the continuous expansion of the information database. Innovative procurement projects are also planned for the coming year, which will serve as landmark projects for the circular economy and climate neutrality. The topic of "audits" will also be intensified. International exchange with other companies in international initiatives plays a major role here, among other factors. A highlight for 2023 will also be the procurement conference for a sustainable future of ÖBB. Around 400 participants will devote a day to the topics of "sustainability" and "security of supply in purchasing". GRI 2-6

### Other significant measures. Sustainable procurement (excerpt)

**Sustainable Procurement Guide** | Development of the sustainable procurement guide. This defines the sustainability criteria to be used in procurement processes.

**ÖBB Toolbox** | Development of the customised ÖBB Toolbox with legally verified sustainability criteria.

**Expand data collection** | Expand technical possibilities to track the use of sustainability criteria.

**Sustainable procurement management** | Appointment of contact persons for sustainable procurement in all lead buyer organisations; cross-societal exchange of experience and workshops on topics such as expanding the data basis for sustainable procurement; support for buyers in choosing suitable sustainability criteria for tenders in practice.

**TCO CO<sub>2</sub>** | Expansion of the use of the TCO CO<sub>2</sub> model and training of staff in its application

**Railsponsible** | Participation in various working groups, e.g. decarbonisation of the supply chain, supply chain due diligence, etc.

**European Railways Purchasing Conference (ERPC)** | Chair and organisation of working groups, for example on sustainable procurement.



## G.7. Innovation and Technology

### Management approach

In order to achieve the ambitious national and international climate targets, it is necessary to get even more people and goods onto the railways. However, this requires an optimisation of the railway system, which is only achievable with the use of partially new technologies. The ongoing further development of the overall system of mobility, logistics and infrastructure and related research and development activities is therefore of central importance in the ÖBB Group. The strategic framework for F&E activities in the area of asset technologies is provided by the ÖBB technology strategy adopted in spring 2020. In its content, ÖBB defined its technological priorities as well as its R&E role understanding. A strictly demand-oriented approach is used by ÖBB to implement projects that make a significant contribution to the strategic goals and to increasing capacity, quality and productivity with a high degree of maturity of the applied technology.

ÖBB basically distinguishes between Asset/technology innovations and product/service innovations. Asset/technology innovations aim at optimising the railway system on the technical-operational level. Product/service innovations should increase customer benefits and appeal to new customers and markets.

### Objectives

- ÖBB aims to use innovative and digital technologies to increase the capacity, quality and productivity of the rail system, thereby enabling a further shift of traffic to rail and enhancing the competitiveness of the rail system.
- ÖBB wants to use innovations to increase customer satisfaction, attract new customers and achieve cost savings and revenue increases.
- ÖBB aims to identify relevant innovation options through regular market monitoring and to test and prioritise them with the help of structured validation.
- ÖBB not only wants to develop innovative products and services, but also new business models. The focus is on the needs of users and collaboration with start ups.
- ÖBB wants to communicate successful innovation projects even more strongly to the outside world and further institutionalise and expand the "Community creates Mobility" network.

<b>Key figures at a glance</b>	2021	2022
<b>Asset innovations</b>		
Currently ongoing research projects (number)	112	64 <sup>*)</sup>
Project volume ÖBB (EUR million)**)	25.0	29.4 <sup>*)</sup>
Total project volume (EUR million)***)	-	106.0 <sup>*)</sup>
Research project partners (number)	-	32 <sup>*)</sup>
Industry project partners (number)	-	38 <sup>*)</sup>
SME project partners (number)	-	68 <sup>*)</sup>
<b>Service innovations</b>		
Ideas submitted via internal platforms (number)	1,445	1,410

<sup>\*)</sup> An FT-I tool was created at the end of 2022 to provide an improved overview of the ÖBB Group's FTI activities. Data inaccuracies may still occur in some cases due to the innovative nature of the tool.

<sup>\*\*)</sup> Project volume ÖBB comprises the total ÖBB expenses incl. subsidies.

<sup>\*\*\*)</sup> Total project volume comprises the entire expenditure incl. subsidies of all project partners; excl. ÖBB participation ER JU.

## Asset innovations

### Highlights 2022 and Outlook 2023

The year 2022 was dominated by Europe's Rail Joint Undertakings (ER JU). The programme, was founded in 2021 by 25 partners from the European Union together with railways, industry and R&D institutions. It is an institutionalised partnership in the new EU research framework programme "Horizon Europe" and pursues an outcome-oriented and systemic innovation focus for the rail sector in Europe. The programme runs for a total of eight years and has a total budget of approx. EUR 1.2 billion. The ÖBB Group has decided to participate as a founding member in Europe's Rail Joint Undertaking, as this offers the opportunity to help shape the technological priorities of the rail system in Europe and in so doing contribute to strengthening the competitiveness of the rail system. The initiative should lead to an increase in productivity, capacity and quality. As a large number of transports cross borders, the joint further development of the European rail system together with the European partners is a necessity. The main objective of participation in the projects of the ER JU is to realise implementation-oriented R&D projects in essential areas of the railway system that make a significant contribution to automation and digitalisation.

At national level, the final project phase of the Towards Automated Railway Operations (TARO) project has begun. The main objective of the TARO project is to realise R&D projects in various areas of the railway system that make a significant contribution to the automation and digitalisation of the railway system. By the end of the project in 2023, tangible results are expected in a total of three thematic fields in the areas of Digital Twin Vehicle, Digital Twin Infrastructure, tests of the Digital Automatic Coupler, optimised shunting and optimised empty wagon dispatching as well as regional rail. The aim is for the results to be successively integrated into operations and partly further developed in the ER JU.

### The Digital Automatic Coupler (DAC) - The revolution in rail freight transport

As part of Europe's Rail Joint Undertaking, the DAK technology and associated DAK applications have been further developed in the TRANS4M-R project since mid-2022. The aim is to demonstrate the reliability and performance of the technology, the positive effect on the operating processes and the general conditions of economic viability by 2025 through large-volume demonstrators and thus create the basis for the start of retrofitting in Europe. Other focal points of the TRANS4M-R project are the automation of shunting and "seamless freight". A significant contribution to increasing the reliability of trans-European rail freight traffic is to be made in the area of "seamless freight" - this includes, among other things, the standardisation of train running checkpoints and the optimisation of the operation of interchange stations. In total, more than 71 European partners are involved in the project, which has a volume of approx. 100.0 million euros and runs until 2026.

The TRANS4M-R project builds on the results of the DAC4EU project, which is scheduled to run until 2024. As part of the European research project DAC4EU (funded by the German Ministry for Digital Affairs and Transport), in which the freight railways DB Cargo, SBB-Cargo and Rail Cargo Austria as well as wagon keepers are participating, the use of the DAK was tested on the basis of a demonstrator train in Germany, France, Luxembourg, Austria, Poland, Switzerland and the Czech Republic. The tests in Austria focused on the use under real winter conditions as well as the topographical challenges in the alpine region.

As open and efficient cooperation is necessary for a successful implementation of DAK in European rail freight, the TRANS4M-R and DAC4EU projects as well as other DAK initiatives are merged under the umbrella of the European DAC Delivery Programme (EDDP). The EDDP currently focuses on the migration/deployment plan and thus forms the open platform to enable a successful DAK migration.

## Outlook for 2023

In the year 2023, ÖBB's asset and technology innovation area will be dominated by Europe's Rail Joint Undertaking. All six projects submitted with ÖBB participation received positive funding approval in the first call for proposals for this European programme. The focus of these six projects includes digital solutions for the implementation of a Europe-wide standardised traffic management system, digital and automated rail operations, integrated asset solutions for improved maintenance, sustainable and green solutions for rail vehicles, demonstrator projects for the testing of digital automatic coupling, implementation projects for Europe-wide simplified cross-border rail freight transport and the development of cost-effective infrastructure solutions for regional railways.

The focus of ÖBB's participation in these projects is on the further development of digital automatic coupling, pilot projects in the area of seamless cross-border operation for rail freight transport and automated rail operations. The focus will also be on automated shunting, simulations in the digital twin, standardised train running checkpoint solutions, additive manufacturing for rail vehicles, air quality in passenger coaches, in addition to cost-effective solutions for regional railways. The first results of these six large-volume flagship projects of approx. EUR 552.0 million (of which approx. EUR 232.0 million is co-financed by the European Union) of the ER JU are expected as early as 2023.

## Service innovations

### Highlights 2022 and Outlook 2023

In the Innovation Year 2022, the Ideas Workshop received 1,410 ideas from ÖBB employees. In 2023, the Ideas Workshop will be further developed to support ÖBB colleagues in implementing their ideas. Moreover, the Open Innovation team identified numerous innovation options and supported departments selectively on strategically important topics (e.g. inclusion, logistics or catering at the station) or over the entire year in the group-wide innovation programme (regional rail, travelling with luggage).

Numerous online events and network meetings of the "Community creates Mobility" took place on the topic of "Sustainable Mobility of the Future", e.g. on the topics of city streets or sustainable holidays. A new space for exchange has been created for internal and external innovators in the shape of the Open Innovation Factory, which is to open in spring 2023. It will become the meeting place and workplace of an active and diverse community ca. the mobility of the future and for sustainable mobility. Also planned for summer 2023 are the first ÖBB Innovation Days under the name "Platform Tomorrow", with the aim of making ÖBB's innovative strength visible to internal and external stakeholders.

In spring 2023, the Group-wide innovation strategy will be published, providing guidelines for future innovative work through its areas of innovation research. The innovation portfolio is also being expanded by broadening the focus from service and product innovation to include business model innovation.

### Innovation programme under the motto of customer satisfaction in rail travel

The innovation programme celebrated its fifth birthday in 2022. The team took this as an opportunity to revise the format and adapt it to the needs of the users. In 2022, the programme's motto was to improve the customer satisfaction of rail passengers. To this end, three specific projects have been launched, revolving ca. the topics of customer service (AI-supported e-mail classification in customer service), customer information (customer information at the station) and the ÖBB customer world (customer relationship management with the help of a customer account).

### Postbus Shuttle

People's mobility needs are changing. They demand individual, flexible and digitised mobility solutions in public transport. In order to meet these needs in the best possible way, a new service was created especially for rural and suburban areas with the Postbus Shuttle. The Postbus shuttle complements the existing public service and provides a service where there is currently none with smaller buses (usually 9-seater) and completely without a timetable, i.e. on demand.

After an intensive period of preparation 2021 the first pilots of the Postbus shuttle successfully go into operation. People's interest in and need for on-demand mobility is enormous. The Postbus shuttle started its next operation on December 1, 2021, with the Mödling mobile region in one of the largest on-demand areas in Europe. Whereas the Postbus shuttle was established in 30 municipalities in 2021, the service could be expanded in 10 more municipalities in 2022. The Postbus shuttle is in operation in Kärnten (Techelsberg am Wörthersee and Ossiacher See) and Upper Austria (Zukunftsraum Donau Gusen, Donau-Ameisberg), among others. Further projects and the expansion of the existing range are already being planned.

### Other significant measures. Innovation and Technology (excerpt)

**Rail4Future** | Development of simulation models for automated operation and improvement of maintenance through predictive maintenance for infrastructure.

**H2Railtube** | Development of a container suitable for combined transport for hydrogen transport with special consideration of the logistics chain.

**AM4Rail** | In the AM4Rail project, the specific application area of additive manufacturing for the rail vehicle sector is being further developed.

**MIKE** | the digital assistant for freight transport | Digital solutions for more efficient and transparent handling of rail freight transport through appropriate tracking, ordering and capacity planning functions.

**Vipes** | Machine learning will be used to develop a method that enables efficient and at the same time robust deployment plans for train drivers and vehicles.

**Postbus Driver Cockpit** | The digital driver cockpit offers digital services that make the entire bus operation - from ticket sales to deployment planning - more efficient.

**"Community creates Mobility (CcM)"** | In this open community, people interested in mobility from all over Austria meet to exchange ideas and develop joint sustainable (mobility) solutions.



## G.8. Sustainable Finance

### Management approach

Five core messages and 17 Sustainable Development Goals (SDGs) were already defined in the "2030 Agenda for Sustainable Development" adopted by the UN member states in 2015. The financial market was also given a crucial role in the implementation of this global plan. As a result, regulations ensure that the fulfilment of sustainability becomes a key factor for investments and the necessary capital flows. Such regulations include the Principles of Responsible Banking adopted by the world's leading financial institutions in 2019 or the EU taxonomy launched in 2020 and legally binding since January 2022. The aim is to clarify which investments and capital flows can be classified as "sustainable" or "green" by developing clear criteria at EU level. At the same time, this is also intended to counteract the marketing of "green" investment products that do not meet environmental or sustainability standards (green washing). The relevant key taxonomy figures are: CapEx, OpEx and sales. CapEx takes on a particularly important position from a financing perspective. Another quality feature recognised by the financial market for the sustainability of a company is an ESG rating. Criteria from the areas of environment, social affairs and governance are used for this purpose.

ÖBB is committed to the sustainable orientation of its business activities. The ÖBB sustainability strategy ensures a balanced relationship between all three pillars (ecology, economy and social issues). Accordingly, the "Sustainable Finance" building block is given an important status. This is attributable to the fact that the sustainability performance of the Group companies operating on the capital market is very closely linked to the sustainable safeguarding of the respective economic success of the company. The reason for this is not least an increasing capital intensification of ecological effects as well as the linking of sustainability standards with forms of financing.



## Objectives

- Obtaining independent assessments of sustainability performance (ESG ratings) for the Group companies appearing on the capital market.
- The Group companies operating on the capital market and with an ESG rating will, if possible, align a major part of their financing logic with the topic of "sustainability" by 2025 and secure their financing through sustainable finance products (sustainable / behaviour-linked (general corporate purpose) and for green / social financial instruments (use of proceeds)).
- Implementation of a Sustainable Finance Framework with the aim of linking the sustainability components with the relevant financing instruments of the Group companies in order to sustainably strengthen the transparency towards investors, banks and other stakeholders regarding the credibility of the sustainable financing of the Group companies.

## Directions of impact

Regarding regular ESG ratings for the companies operating on the capital market, it is necessary to ensure an annual revolving rating check by at least one rating agency - in coordination between Group Finance, additionally involved specialist departments of ÖBB Holding AG and the respective companies.

The Group Finance division manages sustainable forms of financing for the Group companies that appear on the capital market and have a sustainability rating. If specifically required parameters (e. g. information on sustainability or ESG performance, on special orientations and goals of the companies concerned) are necessary for any financing, these are developed and reported by the respective Group companies in consultation with the relevant specialist departments of ÖBB-Holding AG. It is essential to observe and comply with strategies, policies and standards that apply throughout the Group.

The implementation of sustainable forms of financing requires that all eligible financing partners (counterparties in the broader sense) be defined in future in line with the sustainable orientation of the companies' respective business models.

Corporate Rating	2021	2022
ESG Rating ÖBB-Personenverkehr AG (from 100 points) <sup>1)</sup>	78	82
ESG Rating Österreichische Postbus Aktiengesellschaft (from 100 points) <sup>1)</sup>	77	81
ESG Rating Rail Cargo Group (from 100 points) <sup>1)</sup>	77	79
ESG Rating ÖBB-Technische Services-Gesellschaft mbH (from 100 points) <sup>1)</sup>	82	85
ESG Rating ÖBB-Produktion GmbH (from 100 points) <sup>1)</sup>	80	83
ESG Rating ISS-oekom ÖBB-Infrastruktur AG (from A+ Rating) <sup>2)</sup>	B- (2020)	-

<sup>1)</sup> solicited Rating

<sup>2)</sup> non-solicited Rating

## Highlights 2022

The rating for the Group companies operating on the capital market, which was established for the first time in 2021, was subjected to a rating check in the middle of 2022. All companies have improved and are still rated "very good".

First placement of an ESG-linked promissory note loan for ÖBB-Personenverkehr AG was successfully implemented in 2022. At the end of Q2, a capital market transaction with a volume of EUR rd. 550.0 million was placed for the company.

In addition, a green loan for Österreichische Postbus Aktiengesellschaft was concluded in 2022. For the first time, use-of-proceeds financing was concluded for the acquisition of eleven e-buses.

## Résumé 2022 and outlook 2023

Subsequent to the successful implementation of the rating logics for the relevant ÖBB companies in 2021, the rating process was evaluated for the first time in the current financial year and an improvement was achieved in and for all companies. Furthermore, the consistently ambitious targets in the rating development in 2022 could be used as a basis for the largest capital market transaction for ÖBB-Personenverkehr AG in the form of a placement of a EUR 550.0 million ESG linked promissory note loan.

In 2023, the continuation of the annual revolving rating process for obtaining ESG ratings for the companies already subject to a rating is to be continued. In addition, the first implementation of an ESG rating for Rail Equipment GmbH & CO KG is targeted for 2023. The partial application of sustainable finance products for Group companies with an ESG rating is also to be pursued further.

The final conceptualisation of a Sustainable Finance Framework in the 2023 financial year will create a document for ÖBB as a group that integrates sustainability parameters into the forms of financing used by the Group. It is to apply to the ÖBB companies that are active on the capital market and have an ESG rating and are yet to be equipped with one. Transparency and openness regarding sustainable finance products help to sustainably strengthen their credibility vis-à-vis the relevant capital providers.

In addition, the fundamental strategy concerning future financing partners will be further developed in 2023 with regard to their respective approach to the topic of sustainability in order to establish standards in the further cooperation with all partners on the financial market.

## Voluntary implementation of the EU Taxonomy Regulation in the ÖBB Group

### Disclosure pursuant to Article 8 EU Taxonomy Regulation

Major investment is needed to make an effective shift towards sustainability. The OECD estimates that rd. EUR 6.4 trillion<sup>71</sup> would be needed annually worldwide to achieve the Paris climate targets. The states cannot finance this on their own; additional private investment is needed. These findings have given rise to the EU Action Plan with ten measures to mobilise private capital for sustainable activities. These measures also include the introduction of a classification system for environmentally sustainable business activities - the so-called EU Taxonomy Regulation (EU Taxonomy Regulation). This should promote the channelling of capital flows into environmentally sustainable investments and activities and avoid greenwashing. The EU Taxonomy-Regulation (Reg.) is therefore a transparency instrument for investors and companies. In this way, investors will in future be able to assume a uniform basis when investing in projects and economic activities that have a significant positive impact on the climate and the environment.

In July 2020, the EU Taxonomy Regulation (2020/852) was published, according to which economic activities are environmentally sustainable if they make a significant contribution to achieving at least one environmental objective and do not significantly compromise any other environmental objective and comply with the minimum protection criteria. The EU Taxonomy-Reg. contains a total of six environmental objectives (Art. 9 EU Taxonomy-Reg.) - climate change mitigation, adaptation to climate change, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, protection and restoration of biodiversity and ecosystems.

The regulation was applied throughout Europe for the first reporting year 2021 for those companies affected in a simplified implementation (facilitation provision). In the first year of reporting, the non-financial companies concerned only had to conduct an evaluation of the taxonomy eligibility (Article 8 of the EU Taxonomy Regulation) of their economic activities on the basis of the first two environmental objectives (climate protection and adaptation to climate change) and publish the shares of turnover, CapEx and OpEx attributable to the taxonomy-eligible and non-taxonomy-eligible activities. From the 2022 financial year onwards, the shares of taxonomy-compliant and non-taxonomy-compliant economic activities are to be disclosed in the form of key performance indicators. For this reason, comparative figures for the previous financial year are only given for tax-allowable and non-tax-allowable economic activities respectively. These KPIs were determined in the financial year 2022 using the same methodology as in the previous year.

The ÖBB Group is a sustainable, climate and environmentally friendly group of companies. The ÖBB Group therefore wants to take advantage of the opportunities offered by the EU Taxonomy Regulation and thus be in a position to implement sustainable forms of financing in the future. Although in the ÖBB Group only ÖBB-Infrastruktur AG is currently a public interest entity and thus obliged to comply with the first provisions arising from the EU Taxonomy Regulation, in this report, as in the previous year, a voluntary assessment is made from the Group perspective by the parent company ÖBB-Holding AG and its fully consolidated subsidiaries. Note: ÖBB-Infrastruktur AG reports on its obligations under the EU Taxonomy Regulation in a non-financial statement that is part of the Group Management Report of the ÖBB-Infrastruktur consolidated financial statements.

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<sup>71</sup> Source: <https://www.klimaaktiv.at/bauen-sanieren/gebaeuedeklaration/eu-taxonomie-immobilien-klimaaktiv-gebaeudebewertung.html>.

### Procedure for identifying taxonomy & compliant economic activities in the ÖBB Group

After the publication of EU Taxonomy-Reg., a project team was formed to deal with EU Taxonomy and its implications. Due to the currently still developing legal situation, there may still be changes in the future with regard to classifications / valuations and disclosures.

A list of the "taxonomy-eligible" economic activities of the ÖBB Group has been drawn up to determine the relevant financial ratios; this list is evaluated annually and updated if necessary. The 360-degree screening process for evaluation is divided into the following steps:

- Screening of NACE codes classified by "applicable", "maybe", and "not applicable".
- Comparison of the NACE codes with those of the respective economic activities per company in the "EU Taxonomy Compass" of the European Commission.
- Conducting an "impact analysis" based on the processes and business activities in the ÖBB Group.
- Unclear or ambiguous economic activities were examined in more detail in coordination meetings with experts.
- Checking the key figures for relevant economic activities. The financial ratios analysed are in accordance with the consolidation principles applicable to the Group's financial reporting under the applicable accounting standards (IFRS).
- Based on this list of relevant economic activities, the existing reporting system was supplemented with an input mask containing individual measures that can be assigned to the framework in order to enable standardised, appropriate data collection.
- Elevation of the significant contribution to one of the two published environmental goals and assurance of compliance with the technical assessment criteria as well as the "Do No Significant Harm" criteria (DNSH criteria) by technical experts of the subsidiaries. A climate risk and vulnerability analysis is also conducted in the course of the analysis. For this purpose, physical climate risks that are essential for some economic activities were subjected to a robust climate risk and vulnerability analysis. This was followed by an assessment of existing adaptation measures and whether additional adaptation solutions will be needed in the future to reduce significant physical climate risks. In a final step, the required minimum protection standards for the ÖBB Group were surveyed.

The overlap of the results of the technical assessment criteria and the fulfilment of the DNSH criteria, as well as the positive conclusion of the analysis of the minimum protection standards, results in the outcome presented below for the taxonomy compliance of the ÖBB Group. As is shown in the tables, not all taxonomy-eligible economic activities are taxonomy-compliant at the present time, as the technical assessment criteria or the DNSH criteria are not met in certain areas.

### Taxonomy-compliant economic activities in the ÖBB Group

The very broad structure of the ÖBB Group's business activities means that 15 of the economic activities currently listed in the EU Taxonomy Regulation are relevant to the environmental goal of "climate protection" and therefore eligible for taxonomy.

The following taxonomy-eligible economic activities have been identified from the current perspective:

Activity number	Activity	Process description
3.3.	Manufacture of low carbon technologies for transport	Services in the field of maintenance of rail vehicles, further development of rail vehicles at home and abroad, modular maintenance (light or heavy maintenance of rail vehicles in sub-steps / maintenance modules), services along the most important railway corridors, material management and mobile maintenance.
4.1.	Electricity generation using solar photovoltaic technology	Operation of and marketing of the generation of photovoltaic facilities
4.3.	Electricity generation from wind power	Operation of and marketing of the generation of wind power facilities
4.5.	Electricity generation from hydropower	Operation and marketing of the generation of the hydropower plants
4.9.	Transmission and distribution of electricity	Transport of traction current from connection to 50Hz grid or power plant to end user (traction unit)
4.10.	Storage of electricity	Construction and operation of pumped storage power plants
4.15.	District heating/cooling distribution	Distribution of district heating/cooling and operation of associated networks (main supply) from public connection to consumer
6.1.	Passenger interurban rail transport	Conception and implementation of a mobility offer, the marketing as well as the distribution and also the financing of passenger transport services

6.2.	Freight rail transport	Rail transport with additional forwarding services through an environmentally friendly transport and logistics system in 18 European countries by its own and third-party traction
6.3.	Urban and suburban transport, road passenger transport	Conception and implementation of a mobility offer, the marketing as well as the distribution and also the financing of passenger transport services
6.5.	Transport by motorbikes, passenger cars and light commercial vehicles	Offering a demand-oriented and ecological mobility offer, including the necessary systems and services (Rail & Drive, Car:pool)
6.14.	Infrastructure for rail transport	Planning, construction (renewal and expansion), maintenance, ownership and operation of rail infrastructure
7.2.	Renovation of existing buildings	The building renovation complies with the current requirements for major renovations
7.3.	Installation, maintenance and repair of energy efficient equipment	Individual renovation measures consisting of the installation, maintenance or repair of energy-efficient equipment
7.7.	Acquisition and ownership of buildings	Acquisition of real estate and exercise of ownership

In the course of the impact analysis conducted in the financial year 2021, the ÖBB-Infrastruktur Group identified capital expenditure for the development of construction projects for residential and non-residential buildings as a taxonomy-eligible economic activity and allocated it to economic activity 7.1 "New construction". The FAQs on the EU Taxonomy Regulation published by the EU Commission in February and December 2022 and the clarifications and explanations contained therein regarding the allocation to economic activities result in capital expenditure on buildings constructed after 31 December 2020 being reported under economic activity 7.7 "Acquisition and ownership of buildings" from the 2022 financial year onwards.

Furthermore, compared to the previous year, the activity of ÖBB-Produktion GmbH was reclassified from the economic activity 6.14. "Rail infrastructure" to the activities 6.1. "Passenger transport in long-distance rail traffic", 6.2. "Freight transport in rail traffic" and 6.3. "Passenger transport in local and short-distance traffic, passenger road transport". The changed allocation of the ratios to the economic activities has no effect on the taxonomy capability of the ratios.

The reported ratios on taxonomy-eligible and taxonomy-compliant turnover, capital expenditure (CapEx) and operating expenses (OpEx) have been calculated in accordance with the requirements of Article 8 of the Delegated Act of the EU Taxonomy Regulation.

An assessment of the EU Taxonomy Regulation, which is still under development, with regard to the four further environmental objectives to be published and the further economic taxonomy-eligible activities already announced by the EU Commission is currently not possible.

### Key figures on the EU Taxonomy Regulation

#### Sales revenue associated with taxonomy-compliant economic activities (KPI sales revenue)

Based on the requirements of the EU Taxonomy Regulation, the sales ratio shows the sales generated from taxonomy-compliant economic activities in relation to the Group's total net sales in accordance with IFRS.

The KPI sales revenue for the financial year 2022 is as follows:

**KPI Turnover**

Economic Activities	Turnover in million EUR	Proportion of Turnover in %	Substantial Contribution Criteria		DNSH-criteria („Do No Significant Harm“)							Minimum Safeguards Taxonomy aligned (A.1) or eligible (A.2) proportion of turnover 2022 in %	Category “Enabling Activity” E	Category “Transitional Activity” T	
			Climate Change Mitigation in %	Climate Change Adaptation in %	Climate Change Mitigation Y/N	Climate Change Adaptation Y/N	Water Y/N	Circular Economy Y/N	Pollution Biodiversity and ecosystems Y/N	Y/N	Y/N				
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>															
<b>A.1. Environmentally sustainable activities (Taxonomy-aligned)</b>															
3.3. Manufacture of low carbon technologies for transport	61,9	1,3%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	1,3%	E	
4.1. Electricity generation using solar photovoltaic technology	0,0 <sup>1)</sup>	0,0%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	0,0%		
4.3. Electricity generation from wind power	0,0 <sup>1)</sup>	0,0%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	0,0%		
4.5. Electricity generation from hydropower	4,6	0,1%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	0,1%		
4.9. Transmission and distribution of electricity	27,2	0,6%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	0,6%	E	
6.1. Passenger interurban rail transport	727,2	15,6%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	15,6%		T
6.2. Freight rail transport	1.362,8	29,2%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	29,2%		T
6.3. Urban and suburban transport, road passenger transport	1.010,8	21,6%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	21,6%		T
6.14. Infrastructure enabling low-carbon road transport and public transport	41,5	0,9%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	0,9%		
<b>Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>	<b>3.236,0</b>	<b>69,3%</b>											<b>69,3%</b>	<b>1,9%</b>	<b>66,4%</b>
<b>Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned)</b>															
3.3. Manufacture of low carbon technologies for transport	9,2	0,2%													
4.15. District heating/cooling distribution	2,2	0,0%													
6.2. Freight rail transport	469,5	10,0%													
6.3. Urban and suburban transport, road passenger transport	587,0	12,6%													
6.5. Transport by motorbikes, passenger cars and light commercial vehicles	0,0 <sup>1)</sup>	0,0%													
6.14. Infrastructure enabling low-carbon road transport and public transport	5,0	0,1%													
7.7. Acquisition and ownership of buildings	63,1	1,4%													
<b>Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned) (A.2)</b>	<b>1.136,0</b>	<b>24,3%</b>											<b>0,0%</b>		
<b>Sum (A.1 + A.2)</b>	<b>4.371,9</b>	<b>93,6%</b>											<b>69,3%</b>		
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>															
<b>Turnover of Taxonomy-non-eligible activities</b>	<b>299,3</b>	<b>6,4%</b>													
<b>Total (A+B)</b>	<b>4.671,2</b>	<b>100,0%</b>													

\*) The delegated acts for the other environmental objectives of the EU taxonomy are not yet available and therefore economic activities can only make a significant contribution to the environmental objective "climate protection" or "adaptation to climate change", the other environmental objectives are not listed in the presentation.

<sup>1)</sup>Smallest amount.

Abbreviations:

- Y/N Yes / No
- n/a not applicable
- E Enabling activity
- T Transitional activity

The Taxonomy-aligned share of turnover is calculated as the part of net turnover in goods or services, including intangible goods, associated with Taxonomy-aligned economic activities (= numerator) divided by net turnover (= denominator), in each case for the reporting period 01.01.2022 to 31.12.2022.

The above-mentioned revenues per economic activity mainly consist of revenues from contracts with customers according to IFRS 15 in the sense of the Delegated Acts of the EU Taxonomy Regulation.

In the 2022 financial year, around 93.6% of the reported revenue is accounted for by taxonomy-eligible economic activities. The Taxonomy-aligned revenues account for approximately 69.3% of the consolidated revenues in the amount of approximately EUR 4,671.2 million (see note 4 in the notes to the consolidated financial statements) reported in the income statement and break down as follows: Income from passenger and baggage traffic and freight traffic of around 63.9%, income from rents and leases of around 1.7% and other income of around 3.6%.

In the previous year, the share of Group turnover from taxonomy-eligible economic activities was around 94.0%.

#### **Capital expenditure on assets related to Taxonomy-aligned economic activities (KPI CapEx)**

The calculation of the CapEx ratio is based on the total additions (before depreciation, amortisation, revaluations, impairments and before deduction of cost contributions) of property, plant and equipment and intangible assets as well as additions of rights of use in accordance with IFRS 16, additions to investment property and additions in connection with business combinations in accordance with the consolidated fixed asset movement schedules. Not relevant are investments via joint ventures, investments in financial instruments, advance payments made as well as leases not resulting in recognition of a right of use.

The KPI CapEx for the financial year 2022 is as follows:

Economic Activities	KPI CapEx		Substantial Contribution Criteria		DNSH-criteria („Do No Significant Harm“)										Taxonomy aligned (A.1) or eligible (A.2) proportion of CapEx 2022	Category *Enabling Activity	Category *Transitional Activity	T
	CapEx	Proportion of CapEx	Climate Change Mitigation	Climate Change Adaptation	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity and ecosystems	Minimum Safeguards	Taxonomy aligned (A.1) or eligible (A.2) proportion of CapEx 2022						
	in million EUR	in %	in %	in %	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	in %					
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																		
<b>A.1. Environmentally sustainable activities (Taxonomy-aligned)</b>																		
3.3. Manufacture of low carbon technologies for transport	42,3	1,1%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	1,1%	E				
4.1. Electricity generation using solar photovoltaic technology	2,4	0,1%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	0,1%					
4.3. Electricity generation from wind power	3,8	0,1%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	0,1%					
4.5. Electricity generation from hydropower	83,6	2,1%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	2,1%					
4.9. Transmission and distribution of electricity	27,2	0,7%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	0,7%	E				
4.10. Storage of electricity	75,9	1,9%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	1,9%	E				
6.1. Passenger interurban rail transport	23,2	0,6%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	0,6%			T		
6.2. Freight rail transport	123,8	3,1%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	3,1%			T		
6.3. Urban and suburban transport, road passenger transport	232,7	5,9%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	5,9%			T		
6.14. Infrastructure enabling low-carbon road transport and public transport	2.447,6	61,9%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	61,9%					
<b>CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>	<b>3.062,6</b>	<b>77,4%</b>											<b>77,4%</b>	<b>3,7%</b>	<b>9,6%</b>			
<b>Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned)</b>																		
3.3. Manufacture of low carbon technologies for transport	2,8	0,1%																
6.2. Freight rail transport	13,7	0,3%																
6.3. Urban and suburban transport, road passenger transport	126,8	3,2%																
6.5. Transport by motorbikes, passenger cars and light commercial vehicles	3,7	0,1%																
6.14. Infrastructure enabling low-carbon road transport and public transport	242,5	6,1%																
7.2. Renovation of existing buildings	45	1,1%																
7.3. Installation, maintenance and repair of energy efficiency equipment	2,2	0,1%																
7.7. Acquisition and ownership of buildings	199,8	5,0%																
<b>CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned) (A.2)</b>	<b>636,5</b>	<b>16,1%</b>											<b>0,0%</b>					
<b>Sum (A.1 + A.2)</b>	<b>3.699,0</b>	<b>93,5%</b>											<b>77,4%</b>					
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																		
<b>CapEx of Taxonomy-non-eligible activities</b>	<b>257,8</b>	<b>6,5%</b>																
<b>Total (A+B)</b>	<b>3.956,8</b>	<b>100,0%</b>																

\*) The delegated acts for the other environmental objectives of the EU taxonomy are not yet available and therefore economic activities can only make a significant contribution to the environmental objective "climate protection" or "adaptation to climate change", the other environmental objectives are not listed in the presentation.

Abbreviations:

- Y/N Yes / No
- n/a not applicable
- E Enabling activity
- T Transitional activity

The CapEx share is calculated on the basis of the capitalised investments for assets related to economic activities from the EU Taxonomy Regulation (= numerator) divided by the total additions to fixed assets according to the fixed assets schedule (= denominator), in each case for the reporting period 1 January 2022 to 31 December 2022.

In the 2022 financial year, around 93.5% of the reported capital expenditure is attributable to taxonomy-eligible economic activities. Taxonomy-aligned investments account for approx. 77.4% of the additions shown in the consolidated fixed-asset movement schedule amounting to approx. EUR 3,956.8 million (see Notes 14, 15 and 16 in the notes to the consolidated balance sheet and break down as follows: Investments in property, plant and equipment amounting to approx. 75.0%, investments in intangible assets amounting to approx. 0.4% and capitalised rights of use amounting to approx. 2.0%.

In the previous year, the share of Group investments for taxonomy-eligible economic activities amounted to approximately 95.1%.

The additions shown in the numerator are related to taxonomy-eligible economic activities, of which around 16.8% of the additions were made under a CapEx plan and around 3.1% are not associated to turnover-related economic activities.

#### *CapEx-Plan*

The economic activity 6.14. "Rail transport infrastructure" was examined in the course of determining the KPI CapEx by means of a detailed analysis to determine whether the framework plan of ÖBB-Infrastruktur AG, which concerns the actual and future electrified lines 2022 to 2027 with a volume of approximately EUR 18.2 billion, meets the requirements for a CapEx plan pursuant to Delegated Regulation (EU) 2021/2178, Annex I, point 1.1.2.2. The criteria could be affirmed on the basis of a detailed analysis.

The framework plan is adopted annually by the Republic of Austria in the Council of Ministers and approved by the Supervisory Board of ÖBB-Infrastruktur AG. The framework plan puts key aspects of the government's rail programme on track and makes an important contribution to achieving climate neutrality. The main basis for the preparation of the ÖBB framework plans is formed by the target network of ÖBB-Infrastruktur AG, which anchors the main transport policy objectives. Among other aspects, the complete decarbonisation of rail transport by 2040 is an important focus and aims at an economically optimal mix of electrification of lines and the use of vehicles with alternative propulsion technologies based on the electrification strategy. The current and future electrification of the lines in accordance with the framework plan forms the basis for the additions in accordance with Art. 8 of the EU Taxonomy Regulation to economic activity 6.14. "Rail transport infrastructure". The expansion of the electrification of the rail transport infrastructure makes a significant contribution to the environmental goal of climate protection. There are no relevant research, development or innovation activities. The electrification of further sections of the line is to take place by 2035. The overall capital expenditure in the 2022 financial year, which will be incurred during the reporting period, amounts to approx. EUR 2,571.2 million.

#### **Non-capitalised direct operating expenses in accordance with the EU Taxonomy Regulation associated with Taxonomy-aligned economic activities (KPI OpEx)**

Operating expenses as defined by the EU Taxonomy Regulation are, in addition to non-capitalisable expenses for research and development, expenses for short-term leases, all maintenance and repair expenses as well as other directly attributable costs relevant to the ongoing maintenance and preservation of the functionality of intangible and tangible assets.



The KPI OpEx for the financial year 2022 is as follows:

Economic Activities	OpEx in million EUR	Proportion of OpEx in %	Substantial Contribution Criteria		DNSH-criteria („Do No Significant Harm“)							Minimum Safeguards	Taxonomy aligned (A.1) or eligible (A.2) proportion of OpEx 2022 in %	Category “Enabling Activity” E Category “Transitional Activity” T
			Climate Change Mitigation	Climate Change Adaption	Climate Change Mitigation	Climate Change Adaption	Water	Circular Economy	Pollution Biodiversity and ecosystems	Y/N	Y/N			
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>														
<b>A.1. Environmentally sustainable activities (Taxonomy-aligned)</b>														
3.3. Manufacture of low carbon technologies for transport	38,9	4,1%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	4,1%	E
4.1. Electricity generation using solar photovoltaic technology	0,0 <sup>1)</sup>	0,0%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	0,1%	
4.5. Electricity generation from hydropower	10,5	1,1%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	1,1%	
4.9. Transmission and distribution of electricity	15,4	1,6%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	1,6%	E
6.1. Passenger interurban rail transport	41,6	4,4%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	4,4%	T
6.2. Freight rail transport	51,5	5,4%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	5,4%	T
6.3. Urban and suburban transport, road passenger transport	12,5	1,3%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	1,3%	T
6.14. Infrastructure enabling low-carbon road transport and public transport	304,2	32,0%	100%	0%	n/a	Y	Y	Y	Y	Y	Y	Y	32,0%	
<b>OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>	<b>474,6</b>	<b>49,9%</b>				Y	Y	Y	Y	Y	Y	Y	<b>49,9%</b>	<b>5,7%</b> <b>11,1%</b>
<b>Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned)</b>														
3.3. Manufacture of low carbon technologies for transport	14,3	1,5%												
4.15. District heating/cooling distribution	0,1	0,0%												
6.2. Freight rail transport	18,3	1,9%												
6.3. Urban and suburban transport, road passenger transport	35,2	3,7%												
6.14. Infrastructure enabling low-carbon road transport and public transport	166,8	17,5%												
7.7. Acquisition and ownership of buildings	46,9	4,9%												
<b>OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Sum (A.1 + A.2))</b>	<b>281,5</b>	<b>29,6%</b>											<b>0,0%</b>	
	<b>756,2</b>	<b>79,5%</b>											<b>49,9%</b>	
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>														
<b>OpEx of Taxonomy-non-eligible activities</b>	<b>195,6</b>	<b>20,5%</b>												
<b>Total (A+B)</b>	<b>951,7</b>	<b>100,0%</b>												

\*) The delegated acts for the other environmental objectives of the EU taxonomy are not yet available and therefore economic activities can only make a significant contribution to the environmental objective "climate protection" or "adaptation to climate change", the other environmental objectives are not listed in the presentation.

<sup>1)</sup>Smallest amount.

Abbreviations:

- Y/N Yes / No
- n/a not applicable
- E Enabling activity
- T Transitional activity

Operating expenditure is determined on the basis of the respective expense items in accordance with the IFRS Consolidated Income Statement. The relevant factors for determining the OpEx ratio are, in the denominator, the non-capitalised operating expenses from the categories of research and development, building refurbishment, short-term leasing expenses, maintenance and repairs, as well as all other direct expenses in connection with the daily maintenance of tangible and intangible assets (= denominator).

The calculation of the numerator is analogous to that of the CapEx ratio for non-capitalised expenses (= numerator), in each case for the reporting period 01.01.2022 to 31.12.2022.

In the 2022 financial year, taxonomy-eligible economic activities account for approx. 79.5% of the other operating expenses reported. The Taxonomy-aligned operating expenses account for approx. 49.9% of the total of the above-mentioned operating expenses in the Group amounting to approx. EUR 951.7 million. This also includes directly attributable personnel expenses (e.g. personnel expenses due to maintenance) from the areas mentioned in the amount of approx. 16.7% as well as expenses for maintenance and repairs in the amount of approx. 23.7% and other expenses in the amount of approx. 9.5%.

In the previous year, the share of Group-wide operating expenses for taxonomy-eligible economic activities was approx. 83.9 %.

No other economic activities were identified from the Group's perspective for the reporting year 2022 with which individual expenditures for the reduction of greenhouse gas emissions were achieved and which make a significant contribution to one of the two environmental goals valid in the reporting year 2022. All operating expenses reported as taxonomy aligned are linked to a turnover-related economic activity from the EU Taxonomy Regulation.

#### *Avoidance of double counting*

The identified taxonomy-eligible economic activities in the ÖBB Group were all allocated 100 % to the first environmental objective (climate protection), taking into account the specifications in Annex I of the EU Taxonomy Regulation. A potential significant contribution of turnover, CapEx and/or OpEx from these activities to the second environmental goal (adaptation to climate change) in accordance with the requirements of Annex II was therefore not reported separately in order to avoid double counting. Double counting has also been avoided by allocating the activities of the individual companies in the group to a specific activity from the EU Taxonomy Regulation. Individual audit steps ensured that the economic activities in the area of turnover, CapEx and OpEx are distinguishable from each other and that double counting is avoided.

#### *Materiality*

The basic population was considered and analysed when deriving the values for determining the taxonomy-relevant key figures.

#### *Codes*

A production type code (differentiation between diesel traction, e-traction or internal combustion engines on electrified lines) is applied for the economic activities "3.3. production of low-CO<sub>2</sub> transport technologies", "6.1. long-distance passenger transport by rail", "6.2. freight transport by rail" and "6.3. local and short-distance passenger transport, road passenger transport". Diesel rail vehicles running under overhead contact line are classified as taxonomy-eligible but not Taxonomy-aligned, as the emission limits according to Annex II of Regulation (EU) 2016/162 are not fulfilled. As a result, only e-traction rail vehicles in the ÖBB Group are currently Taxonomy-aligned.

A freight transport code (distinction between transports with and without loading of fossil fuels) is applied for the economic activity "6.2. carriage of goods by rail". Fossil fuel freight transports are to be designated as non-taxonomy aligned. In countries outside Austria, mixed service provision for freight transport (own and third-party traction) is not ruled out. For the time being, therefore, the domestic data of the ÖBB Group were used as a basis for calculating international conformity due to not yet sufficiently accessible and consistently available verifiable information from (non-Group) third parties, after it is assumed that the framework conditions in freight transport in the countries of operation outside Austria are comparable. This determination has no effect on the taxonomy capability.

A train-kilometre code based on train-kilometres travelled is applied in individual cases (e.g. on measurement train journeys or auxiliary train journeys) if no clear allocation to a single economic activity of the three rail transport activities (6.1., 6.2. and 6.3.) is feasible. A proportional allocation of turnover, CapEx and/or OpEx that fall into one of the two economic activities concerning "passenger transport" and is not clearly divisible into long-distance transport (6.1.) or local transport (6.3.) was also conducted using a plausible distribution key in order to avoid double counting, especially when allocating to economic activities.

In the area of repair and maintenance of ÖBB-Technische Services-Gesellschaft mbH for the economic activities "3.3. production of low-CO<sub>2</sub> transport technologies" and "6.14. rail transport infrastructure", it was determined to calculate a production type code by productive hours for maintenance services for the Taxonomy-aligned key figures. The productive working hours are recorded per order and are therefore precisely assignable to the products diesel locomotive or electric locomotive.

## G.9. Affordable and accessible mobility services

### Management approach

As Austria's largest mobility service provider, ÖBB has a responsibility to make its services as attractive as possible for all customers in passenger and freight transport. Financial affordability as well as accessibility to services are top priorities.

As a total mobility service provider, ÖBB aims to get travellers from A to B by train and bus in a sustainable manner, and to provide them with a sustainable alternative to private motorized transport for the first and last mile. For this reason, ÖBB is constantly expanding its mobility services and focusing on the needs of its customers. The aim is to provide a suitable mobility solution at any time and in any place. The accessibility of information, offers, tickets and journeys is essential, as is access that is as self-explanatory as possible at every stage of the travel chain.

### Objectives

- Further improve, simplify and expand mobility services in both passenger and freight transport.
- Successively expand and improve the range of barrier-free mobility. By 2027, 90% of travellers will be able to travel without barriers.
- Number of passengers (on buses and trains) to increase to approx. 500.0 million by 2030.
- Maintain punctuality at a consistently good level (target 2030: 89% in long-distance traffic).
- Drive internationalisation and double passenger numbers in international traffic by 2050
- Further expand integrated mobility offerings in Austria's municipalities and tourism regions and tap into new business areas through innovation and digitisation
- Continue to improve integration of active mobility (by bicycle and on foot) in the travel chain.

At the beginning of the year, the number of ÖBB passengers was still declining - due to the corona pandemic. They normalized in the second quarter, and the summer months finally saw an absolute record of plus 17.7% (compared to 2019) in long-distance traffic. This upward trend is to be further promoted by massive investments in the entire train fleet. The aim is to create even more comfortable travel on local and long-distance services by means of new modern trains, additional connections and a denser frequency - both for commuters and tourist travellers. The Climate Ticket Austria, which was introduced in autumn 2021, also celebrated its first birthday in 2022 with approx. 200,000 owners.

On 11th December 2022, the first Nightjet to Genoa and La Spezia celebrated its premiere. Since then, daily overnight trips to the Italian Riviera have been climate-friendly. Thanks to the cooperation with ÖBB Partner, the European night train network continues to grow and you are now able to travel directly to Liguria and the Cinque Terre region with the Nightjet from Vienna and Munich. This is intended to make a further contribution to the expansion of the European night train network and consequently to the further shift of air traffic to climate-friendly rail. Since July 2022, 11 battery-electric buses have been in operation in the southern Weinviertel region in the regular service put out to tender by the VOR.

Last year, approx. EUR 476.7 million was invested in the modernization of the vehicle fleet to increase capacity, vehicle comfort and make passenger services more attractive.

## Barrier-free upgrade of train stations

The redesign of stations and stops should ensure barrier-free access to trains and buses for everyone. Currently, 437 stations of the total of 1,037 stations (passenger stations) in the ÖBB-Infrastruktur AG network in Austria are barrier-free. As a result, over 86% of all travellers are able to use a barrier-free railroad infrastructure in Austria. In the 2022 reporting year, approx. 40 stations were modernized or completely rebuilt or completed. Examples are Lustenau Unterfeld (V), Rum and Thal (both T), Steinfeld bei Straßwalchen (S), Fehring (St), Mattighofen and Traunkirchen (both OÖ), Ternitz and Breitensee (both NÖ), Köttmannsdorf Lambichl and Mallnitz-Obervellach (K) as well as Wiesen-Sigleß (B).

In practice, barrier-free transport means transport facilities and means of transport that are accessible without steps, but also includes barrier-free communication and information. The offer of barrier-free mobility to be gradually expanded and improved in accordance with ÖBB's implementation plan. A Group-wide platform manages the coordinated implementation of all accessibility measures on the basis of applicable legal, technical, organizational and economic framework conditions. In addition to the expansion and new construction of barrier-free train stations, barrier-free equipment elements such as ticket vending machines, height-adjustable sales facilities in the ÖBB travel centers as well as the preparation of important information in easy-to-understand language according to the two-senses principle are continuously improved. ÖBB is very concerned to reach not only customers in the larger urban centers, but also in rural areas with barrier-free and up-to-date infrastructure.

Key figures at a glance	2021	2022
<b>ÖBB-Personenverkehr sub-group</b>		
Passengers (million per year)	322.9	446.9
Train passengers (million per year)	187.6	252.5
<i>thereof in local transport (million per year)</i>	163.2	210.7
<i>thereof long-distance transport (million per year)</i>	24.4	41.8
Capital expenditure (EUR million)	1,414.4	476.7
<b>Punctuality of trains</b>		
Punctuality ÖBB local transport (%)	97.1	96.1
Punctuality ÖBB long-distance transport (%)	87.8	81.4
<b>Österreichische Postbus Aktiengesellschaft   ČSAD AUTOBUSY České Budějovice a.s.</b>		
Kilometers driven (million km per year)	141.6   9.0	152.2   13.0
Kilometers driven (per day)	388,037   23,619	417,046   35,616
Bus stops	20,080   1,429	17,966   2,236
Lines	639   139	812 <sup>1)</sup>   240
Buses <sup>2)</sup>	2,433   170	2,503   299
<i>of which barrier-free (percent)</i>	99   42	99   57
Sales (EUR million)	410   14	455   25
Market share in regional scheduled services (%)	42   40	42   65
Supplied communities	1,769   276	1,609   463
Share of communities served (%)	85   44	76   74
<b>Mikro ÖV Postbus Shuttle INLAND</b>		
Projects	5	9
Supplied communities	31	52
Average micro-public transport occupancy rate	1.3	1.2
<b>ÖBB-Infrastruktur AG</b>		
Number of Bike & Ride parking spaces	48,881	50,791
New construction / maintenance of Bike & ride parking spaces per year (as per contracts)	2,622	1,775
<b>Barrier-free accessibility</b>		
Stations with modern, barrier-free stations	398	430
<b>Rail Cargo Group</b>		
Number of TransFER connections (total)	59	61

<sup>1)</sup> Lines reported for the first time in 2022, not number of concessions.

<sup>2)</sup> Average over the year 2022.

## Expansion of TransFER connections

TransNET, RCG's network, includes over 60 network TransFER connections and over 700 combinations and individual routes from Europe to Asia. TransNET is constantly being expanded- not only with new connections, but also with new functions. After all, user-friendliness and a positive user experience are decisive criteria for success and popularity. Since November 2022, it has been possible to optionally search and filter by type of cargo in addition to departure and destination locations. In addition, for every connection or combination, further information is provided as to whether shipments are possible with the TransFER Dangerous Goods (RID) selected. Another new feature is the emissions comparison for regular TransFER connections, which shows how much CO<sub>2</sub> is saved by rail transport on the route compared to road. This provides stakeholders and customers with an easy overview of transport options and emission savings with the RCG.

### Rail&Drive expands offer

Comfortably and flexibly to your destination with ÖBB Rail&Drive thanks to e-mobility service. In total, 44 stations in 35 cities are equipped with 380 vehicles. Electric charging stations with a total of 53 electric vehicles are currently available at 21 locations throughout Austria. They enable a sustainable mobility chain and an environmentally friendly solution for the first and last mile.

The ÖBB Rail&Drive car sharing service makes it easier for customers to switch to public transport as an integrated individual transport solution for the first and last mile. This new car fleet is also available to all ÖBB colleagues via the CarPool booking portal for business and private use and is therefore very easy to book. At present, 534 vehicles are available to employees at over 90 stations for business trips.

The "ÖBB Bike:pool" pilot project launched in April also provides ÖBB employees with an internal e-bike sharing service at selected locations throughout Austria - this is intended to make both business and private trips even more climate-friendly in the future.

This and many other measures are intended to further strengthen ÖBB's position as a total mobility service provider in Austria. The aim of ÖBB 360° is to offer integrated mobility services in municipalities and tourist regions and thus to provide uncomplicated and seamless connections for daily journeys. ÖBB's wegfinder app is the central component of this, ensuring that all available sharing services are able to be booked. Existing ÖBB services such as the Postbus Shuttle or Rail&Drive are made available to customers and continuously expanded to include external services such as (e-)bikes, e-scooters or cargo bikes.

As a result of the positive development, the ÖBB Rail&Drive car-sharing service is being continuously developed, including the addition of further e-locations. The ÖBB Rail&Drive car-sharing service now includes, for example, a seventh location in the Steiermark region and makes it easier for customers to switch to public transport. ÖBB handles both the provision and maintenance of the vehicles. In addition, access to rail is facilitated through more bike & ride facilities at transit stations.

The Postbus Shuttle also offers a sensible alternative to the private car and is conveniently bookable on-demand. It is already available in seven regions: Leogang, Liesingtal, Mödling, Techelsberg am Wörthersee, Donau Gusen and Ossiacher See. Since August 2022, it has also been serving 369 stops in seven municipalities in the Mondseeland region.

### Bicycle transport

In January 2022, the bicycle zone was introduced on Railjet trains and now offers even more comfort for passengers with bicycles. Both the "analogue" design of the trains and the symbols in the ÖBB app make it easier to choose a seat and keep an eye on your bike throughout the journey. ÖBB also recommends its passengers make a seat reservation in addition to a mandatory bicycle reservation. Folded bikes with the dimensions 110 x 80 x 40 cm are even stowed as free "hand luggage" in the specially marked luggage compartments of the ÖBB Railjet.

### Punctuality

Safe, punctual and reliable rail operations are the foundation of the ÖBB Group's performance promise. Whereas punctuality in 2022 for local and freight traffic was stable within the defined target range, long-distance traffic declined compared to 2021. In 2022, punctuality of ÖBB trains in local traffic was 96.1% and in long-distance traffic 81.4%. Rail Cargo Group trains operated on the ÖBB-Infrastruktur AG network with a punctuality rate of 79.8%.

Compared to the two COVID-19-affected previous years, 2022 has again brought significantly increasing numbers of travellers. Train traffic was once again unrestricted, both across borders and domestically. However, this fundamentally pleasing development has also brought with it a sporadic rush of travellers, especially in long-distance traffic. As a result, stopping times were also exceeded, which had a negative impact on punctuality. The targeted use of customer guides was able to remedy this situation in the short term.

In 2022, the unsatisfactory performance of individual neighbouring railways in international long-distance traffic will also have a negative impact on the punctuality of the long-distance lines - much more so than in previous years. Unfortunately, even the close cooperation with neighbouring railways - including intensive performance dialogues and stabilisation measures taken - could not directly prevent this negative impact on the ÖBB-Infrastruktur AG network. Additional challenges are the controls still in place at some borders, which have occurred at varying times and durations.

An additional challenge was a large number of road works in both the spring and summer months, which had a negative impact on punctuality in long-distance and freight traffic. Although negative influences on punctuality could be mitigated by the targeted use of deviation timetables, among other methods, the effects were felt in the ÖBB network. In particular, the construction site at the "Deutsches Eck" from 20.05.2022 to 02.08.2022 has had a massive negative impact on the stability of long-distance traffic on the western axis. Further targeted measures are necessary here for the next few years in order to be able to keep the impact on punctuality correspondingly low.

The issues of construction work, border delays and stopping time overruns will continue to be a major driver of unpunctuality in subsequent years. Proactive measures must be taken here to keep operations stable. This includes, for example, high availability of equipment and vehicles and precise operational management as well as effective border management. This will be one of the core tasks in punctuality management in the coming year.

### Outlook for 2023

ÖBB is responding to the historically high numbers of passengers with historically high investments in new, modern and electrified trains. A total of approx. EUR 4.1 billion is to be invested in ÖBB wagon stock over the next few years. This will make it possible to cope with the development of top-quality rail travel and to increase long-distance seating capacity by 30% by 2030, and also to increase local seating capacity more significantly.

The expansion in night travel will in future add attractive destinations to the range of services in Austria and Europe and also increase the frequency. By 2025, a total of 33 new-generation Nightjets will be on the rails. Among other aspects, passengers will then be able to travel comfortably and sleep soundly to the Italian Riviera and, in the future, even more frequently to the Croatian Adriatic coast.

This expansion of services is supported by an upgrade of the ÖBB app so that services become even more accessible. In addition to a new design, there is also the new additional SimplyGo! function. The system will recognize the routes traveled between locations within Austria and determine the appropriate public transportation fare for each destination on the following day.

ÖBB 360° and the wegfinder app also continuously expand the regional mobility offer in communities by means of Postbus Shuttle and Rail&Drive to seamlessly close the gap from the first to the last mile.

ÖBB Güterverkehr continues to work on efficient and multimodal end-to-end logistics solutions through the targeted use of digitalization and innovation. Among other things, this involves measures to optimise active customer management, wagon deployment and wagon stock.

The modernisation of stations and stops will continue intensively in 2023.

In 2023, the focus of the conversion measures for accessibility will be on stations with a frequency of 1,000 travellers/day or more. The clear aim is to make the ÖBB infrastructure network of barrier-free stations ever more closely meshed and to continue to set regional priorities (school and educational locations, healthcare centers, hospitals and the like).

### Other significant measures. Affordable and accessible mobility service (excerpt).

**ÖBB 360°** | Further development of integrated mobility solutions in communities and tourism regions.

**Baden Mobil** | Since the end of September 2022, locals and guests of the city of Baden have been benefiting from the wide range of mobility services offered by ÖBB 360°.

**Postbus Shuttle** | On Demand Shuttle for rural or suburban areas to supplement existing public services.

**Postbus Shuttle Mondsee** | Since August 1, 2022, the Postbus Shuttle has been in operation in Mondseeland, offering a sensible alternative to the private car with 369 stops.

**SimplyGo!** | SimplyGo! is designed to simplify and automate ticket purchasing.

**File to train** | Control of announcements and texts remotely directly into the trains.

**New LED displays on platforms** | A new generation of platform displays with a larger display area to improve customer information.

**Attractiveness of Meidling station** | Modernization of the waiting area and station concourse 2022.

**Digital transport solutions for Bundesforste** | Together with the customer, the entire rail logistics process for timber transport was digitalized and could thus be sustainably optimized and simplified.

**Smart Cargo** | Since 2019, Smart Cargo has enabled efficient GPS maintenance coordination of freight wagons. In 2022, the number of freight cars equipped with "Smart Cargo" was further expanded.



## G.10. Health, safety and security

### Safety und Security

ÖBB sees itself as a local, regional, national and international mobility and logistics service provider. The obligation to jointly meet safety and quality targets and thus strengthen the rail system and public transport in Austria unites all parts of ÖBB. Safety is the business basis for daily operations. Safety therefore forms the foundation of all activities in the ÖBB Group. It is a daily promise of performance and quality to all customers, to all employees and their families, and also to our service providers and third parties. Safety is consequently part of the "ÖBB identity".

#### The four ÖBB safety areas - the Management approaches GRI 102-16, 418-1

Focused safety management at ÖBB is composed of four defined "safety areas":

- **Operational safety:** Operational safety is intended to ensure safe railway operations. Plant safety and operational safety are essential components here.
- **Occupational safety:** Occupational safety refers to the efforts to ensure that no ÖBB employees are exposed to dangers or hazards in the course of their work.
- **Public safety:** Public safety includes protection against criminal activities that holistically affect customers, employees, the company, or corporate operations. This is also associated with protection against criminal activities affecting objects, facilities and assets, as well as transported goods. In addition, it includes the subjective feeling of safety of employees and customers.
- **Information security:** The aim of information security is to protect information and the information and communication technologies required for its processing in an appropriate manner in the interest of the ÖBB Group, its employees, business partners and customers.

The four safety areas are supplemented by the cross-cutting issue of safety culture. The central building block for the safety culture is the corporate value "Living Safety" with its three standards of conduct and nine key elements. The corporate value targets the human factor and supports the further development of a positive safety culture. A positive safety culture is understood at ÖBB as part of a broader corporate culture. It is based on values and standards of conduct. It is shaped by awareness, attitudes and beliefs, and becomes evident as a result of actions and decisions taken.

A number of basic safety tools (tools & methods) are available for the further development of the safety culture in the ÖBB Group. These safety tools help managers and employees develop sustainable safety awareness and behaviour. In this respect, one of the security tools is the confidential reporting system. This reporting system enables employees and, subsequently, the responsible managers to report unsafe actions and other situations on a confidential basis. This makes it possible - if necessary - to point out the need for improvement of a situation even without confronting the parties involved. GRI 2-25

No Group-wide safety management system is used in the ÖBB Group, however certification in accordance with ISO 45001 is implemented in the subsidiaries. More than 90% of employees (excluding leasing) in the ÖBB Group are covered by this management system. GRI 403-1

### Ambitious safety targets

The overall target of the ÖBB Group is to sustainably rank among the top 5 safest railways in Europe. Ambitious strategic safety targets are defined for the Group to ensure that this is achieved, which are to be extended in 2023 to the target year 2030. In the next few years, for example, the main safety indicators (e.g. train accidents, shunting accidents, accidents at work) are to be enhanced even further. With the sharpening of the safety strategy, the strengthening of cross-Group cooperation and the ambition to further develop the safety culture in a positive way, the course was set for achieving the medium-term safety targets. GRI 403-1, 2

### Targets in the area of safety

- **Occupational safety:** ÖBB aims to achieve a reduction in occupational accidents in the area of occupational safety over the next few years.
- **Operational safety:** In terms of operational safety, the aim is to reduce the key indicators of train collisions, train derailments, signal overruns, as well as shunting collisions and shunting derailments.
- **Public safety:** Public safety is seeking a reduction in "assaults on employees resulting in injury."
- **Information security:** Information Security has set itself the target of increasing the efficacy level of information security to such an extent that ÖBB continues to occupy a good European midfield position in the future.

### Conclusion and highlights 2022

#### Operational safety

The Group-wide operational safety index BSX showed a slight increase in 2022 compared to 2021, yet continued to be better than the target set. The slight deterioration is due, among other factors, to an increase in signal overruns as well as train collisions (+2, 2022: 3/2021: 1) and train derailments (+1, 2022: 9/2021: 8). Both train collisions and train derailments were within the range of the definitive five-year average. A positive development was seen in the area of personal injuries on trains and in operations. The number of personal injury claims remained at a positive, very low level (-6, 2022: 14/2021: 20), well below the relevant five-year average.

The event of "signal overruns" (train running) as a precursor to train collisions continues to be a central issue at ÖBB Group companies. It is consistently prioritized through appropriate measures in the ongoing safety program. The aim is to achieve a significant reduction in "signal overruns". For example, investments were made in the further development of the warning app. The app supports train drivers in cognitively challenging situations when starting against a signal indicating a stop. In the future, train drivers will also be warned when approaching a signal that indicates a stop. This support system is intended to prevent signal overruns and therefore train collisions. GRI 403-7



### Master plan for the reduction of signal overruns

Achieving the aim - the significant reduction of signal overruns - requires an overriding, holistic approach. This is being undertaken by means of a "Master Plan for Signal Overruns". The master plan is intended to be an integrative presentation of the analyses, findings and measures in the ÖBB Group to reduce signal overruns. It is to be consistently pursued until the European Train Control System (ETCS) is fully developed. GRI 403-7

Key figures at a glance	2021	2022
<b>ÖBB rail network in Austria<sup>1)</sup></b>		
Operational safety index "BSX"	65	70
Collisions <sup>1)</sup>	1	3
Train derailments	8	9
Personal injury on the train / operational sequence	20	14
Shunting derailments (INFRA, PR, TS)	64	61
Shunting collisions (INFRA, PR, TS)	95	92
Collisions on railway crossings	60	66
<b>Abroad<sup>2)</sup></b>		
Collisions abroad	1	3
Train derailments abroad	4	1

<sup>1)</sup> Incidents caused by ÖBB companies.

<sup>2)</sup> Incidents caused by Rail Cargo Group outside Austria.

### Occupational safety

There were two fatal accidents involving ÖBB employees in 2022. Among employees working in Austria, 1,143 (+13 | 2021: 1130) work-related injuries were documented. The ASVG occupational accident rate remained at the previous year's level of 17.6 (+0.2 | 2021: 17.4) in 2022, as did the rate of documentable work-related injuries at 18.7 (+0.1 | 2021: 18.6).

Among employees working abroad, 60 (+/-0 | 2021: 60) work-related injuries were documented. This results in a rate of 8.6 for documentable work-related injuries. The injury types "Fall/Falling" and "Twisting/Twisting an ankle" were the most common in the ÖBB Group in 2022, followed by "Pinching/Crushing". GRI 403-9

In 2022, the fields of action identified in previous years were supplemented in the area of occupational safety to include injury patterns and injury areas. Based on the evaluations, further targeted measures were taken by the companies to reduce occupational accidents in the ÖBB Group. GRI 403-2

In addition, the development of a uniform Group-wide methodology for determining the underlying causes was started in 2022. In the future, standardised parameters in the areas of information processing, operational management, as well as preconditions that pose a risk to safety and organisational influences are to be queried by means of targeted processing. The methodology is to be established in the coming years as a Group-wide minimum standard and as part of the processing of occupational accidents. This should support the development and implementation of targeted and effective measures to improve safety performance in occupational safety. GRI 403-2

Mentoring and sponsoring approaches have now been expanded in two companies. Employees are accompanied by experienced staff members over a period of several months at the beginning of their employment. This trains rule-compliant and safe courses of action and creates an awareness of the safety culture. GRI 403-2, 403-7

As in the previous year, the impact of the COVID-19 pandemic was also a major issue in the area of worker protection in 2022.

Occupational medical and psychological care has been provided for many years by the ÖBB partner "Wellcon Gesellschaft für Prävention und Arbeitsmedizin GmbH" and is available to all employees. Occupational physicians work closely with the Group's own safety experts and together check compliance with health and safety regulations as part of regular inspections. Counselling topics include both psychological and physical stresses and strains. In cooperation with the Insurance Institution of Public Employees, Railways and Mining (BVAEB), WELLCON offers an occupation-oriented health examination (GUB). More on this in the Health section. GRI 403-2, 403-3, 403-6

<b>ÖBB employees and leasing employees on behalf of ÖBB (domestic)</b>	2021	2022
Occupational accidents ASVG absolute (number) <sup>1)</sup>	694	708
Occupational accident rate ASVG (per 1,000 employees) <sup>2)</sup>	17.4	17.6
LTIR occupational accidents (number) <sup>3)</sup>	835	827
Rate of LTIR occupational accidents (per 1 million hours worked) <sup>3)</sup>	13.8	13.6
Number of hours worked (per 1,000 employees) <sup>3)4)</sup>	60,663	60,978
<i>Employees / Leasing</i>	<i>59,761 / 901</i>	<i>59,822 / 1,156</i>
Fatal occupational accidents (number) <sup>3)4)</sup>	1	2
<i>Employees / Leasing</i>	<i>1 / 0</i>	<i>2 / 0</i>
Rate of fatalities due to work-related injuries <sup>4)</sup>	0.016	0.033
<i>Employees / Leasing</i>	<i>0.016 / 0</i>	<i>0.033 / 0</i>
Serious work-related injuries (number) <sup>3)4)</sup>	18	8
<i>Employees / Leasing</i>	<i>17 / 1</i>	<i>8 / 0</i>
Rate of work-related injuries with serious consequences <sup>3)4)</sup>	0.30	0.13
<i>Employees / Leasing</i>	<i>0.28 / 1.11</i>	<i>0.13 / 0</i>
Documented work-related injuries (number) <sup>3)4)</sup>	1,130	1,143
<i>Employees / Leasing</i>	<i>1,069 / 61</i>	<i>1,079 / 64</i>
Rate of documented work-related injuries <sup>3)4)</sup>	18.6	18.7
<i>Employees / Leasing</i>	<i>17.9 / 67.7</i>	<i>18.0 / 55.4</i>

<sup>1)</sup> Occupational accidents of ÖBB employees in Austria resulting in more than three days of absence (according to ASVG), commuting accidents are not taken into account.

<sup>2)</sup> ASVG occupational accident rate: Occupational accidents per thousand ÖBB employees in Austria.

<sup>3)</sup> Lost Time Injury Rate (LTIR) occupational accidents with lost days.

<sup>4)</sup> Complies with GRI Standard 403-9, serious occupational accidents >180 lost days.

#### **ÖBB employees and leasing employees on behalf of ÖBB (Foreign countries – survey since 2022)**

	2022
Number of hours worked (per 1,000 employees) <sup>1)2)</sup>	6,990
<i>Employees / Leasing</i>	<i>6,858 / 132</i>
Fatal occupational accidents (number) <sup>1)2)</sup>	0
<i>Employees / Leasing</i>	<i>0 / 0</i>
Rate of fatalities due to work-related injuries <sup>2)</sup>	0
<i>Employees / Leasing</i>	<i>0 / 0</i>
Serious work-related injuries (number) <sup>1)2)</sup>	1
<i>Employees / Leasing</i>	<i>1 / 0</i>
Rate of work-related injuries with serious consequences <sup>1)2)</sup>	0.14
<i>Employees / Leasing</i>	<i>0.15 / 0</i>
Documented work-related injuries (number) <sup>1)2)</sup>	60
<i>Employees / Leasing</i>	<i>58 / 2</i>
Rate of documented work-related injuries <sup>1)2)</sup>	8.6
<i>Employees / Leasing</i>	<i>8.5 / 15.1</i>

<sup>1)</sup> Lost Time Injury Rate (LTIR) occupational accidents with lost days.

<sup>2)</sup> Complies with GRI Standard 403-9, serious occupational accidents >180 lost days.

## **Public Safety**

The focus of public safety is the protection of employees and customers from criminal actions. Assaults against ÖBB employees remained at the same level as the previous year. Assaults among clients area recorded an increase in 2022.

The increased number of passengers as well as the potential for conflict due to the control of the mask requirement were also special challenges for our employees in 2022, although the situation has eased considerably compared to previous years.

Various measures were taken to counteract the assaults, such as the further acquisition of body cams (+4% for service and control team members / +23% for train attendants in 2022), police focus actions, increased deployment of train attendants and service and control team members on the trains, as well as training in the area of awareness raising, de-escalation, self-perception and the perception of others, and support for employees affected. GRI 403-7

<b>Key figures at a glance</b>	2021 <sup>*)</sup>	2022
Public Safety Index "ÖSX"	121.9	130.9
Assaults / assaults against train attendants / service and control team employees as well as ÖBB-Operative Services employees	347	348
<i>without injury</i>	264	273
<i>with injury</i>	83	75
Thefts from customers / travelers	1,343	2,264
Damage to property ÖBB	2,852	3,748

<sup>\*)</sup> Figures may differ from the previous year due to subsequent reporting in the current year.

Note: Property damage instead of non-ferrous metal thefts, as these are already at a negligible level.

Damage to property (graffiti and vandalism) showed an increase of about 30% in 2022 compared to the previous year. This is due to the sensitisation of the staff and the quality of reporting having been significantly expanded and improved. The damage to property and the resulting "idle time" of the vehicles cause considerable financial losses. As a result, the focus remains on combating damage to property. Reporting, processing and prosecution of incidents should take place as soon as possible. This enables response times to be shortened. In addition to the use of surveillance techniques and priority actions together with the police, further measures are constantly being evaluated and expedited. In 2022, research was undertaken in this area and successes were achieved.

An increasing trend is also evident in the area of thefts from travellers in trains and stations. This is partly due to the increase in passenger numbers, but also to the fact that the police report thefts directly to ÖBB in the context of reports and video evaluations and are thus included in the overall statistics. This additional reporting source and the knowledge of the thefts enables the police to initiate appropriate countermeasures in close cooperation with ÖBB's public safety department. Specific special patrols and focus operations were conducted by the police at selected stations and trains. The deployment of security personnel on trains and at stations was also increased on an ad hoc basis. Video surveillance systems at railway stations and on trains are also an important component in combating this area of crime.

### Information security

Group Information Security works to ensure that the overall goal in the area of information security is achieved by working on the protection goals of confidentiality (protection against access by unauthorised persons), integrity (protection against unauthorised modification) and availability (access when needed and protection against loss).

One of the core tasks is to define the information security strategy and establish guidelines across the entire group. This is designed to create the framework conditions for a uniform approach to information security throughout the Group.

The Target Operating Model (TOM) of information security involves the successive onboarding of key resources.

<b>Key figures at a glance<sup>*)</sup></b>	2021	2022
Number of spam e-mails (million)	122.9	87.5
Number of virus attacks	4,526	8,189

<sup>\*)</sup> Incidents in Austria and international subsidiaries.

### Outlook for 2023

In the area of operational safety, the warning app will be further developed in order to further reduce signal overruns. At the same time, more intensive work is to be done to reduce incidents in the shunting area as well as in the precursor events that facilitate train accidents. In addition to a consistent expansion of technology and an effective further development of processes and procedures, the focus is on the further increase of the safety awareness of the employees in the ÖBB Group. Consequently, in 2023, the topic of "being attentive" will be increasingly incorporated into the safety campaign as part of the corporate value "living safety". Potential hazards should also be recognised in good time and accidents proactively avoided. To this end, the topic of "recording and analysing near misses" will be expedited throughout the Group from 2023 onwards. The improvement of the circumstances surrounding the assaults on staff members is also to be the focus of the set of measures. Information security is developing a new, adapted Group-wide information security strategy. In addition, projects that increase the maturity of information security will be continued. As a result of the new "Target Operating Model" agreed throughout the Group, additional staff are to be recruited internally and internal resources increasingly supported by external know-how. GRI 403-4, 403-2

## Work ability and health

The employees are ÖBB's most important resource. For this reason, an agreement on workplace health promotion measures was reached with the Works Council in 2007.

Their goal is to maintain and promote the ability to work and the health of all ÖBB employees. To this end, working conditions are to be continuously improved, personal resources optimised and stress reduced. This makes a significant contribution to increasing the attractiveness of the company as an employer and contributes value to the company's success.

The implementation is conducted by the occupational health management (OHM), which underwent a structural relocation in 2022. The tasks of occupational health and safety management were consolidated in the newly created Work Ability and Health Solution Centre at ÖBB-Business Competence Center GmbH (ÖBB-BCC GmbH). In future, the centre is considered to be an in-house counselling service for managers on the topics of work ability and health. Management of the content is provided by a multi-professional team consisting of the Chief Medical Officer and experts from the disciplines of psychology, case management, health promotion and data science. The measures will be implemented in future by a regional team of advisors on work ability and health throughout Austria. The consultants are available to the managers in ÖBB's domestic market with their expertise on a "one-face-to-customer" basis or provide them with proactive support.

The mission of the new Work Ability and Health Solution Centre is summarised as follows:

- **Innovation:** The support of the experts of the Solution Centre "Work Ability and Health", applying data- and evidence-based occupational health management, ensures that work is designed so as to be healthy and that people, technology and organisation are harmonised accordingly. This also requires an active exchange with the safety experts in the ÖBB Group.
- **Creating trust and building relationships:** The regional organisation of the Work Ability and Health Solution Centre enables a high presence and visibility in the area and allows the diverse services and offers geared to the needs of the target groups. This promotes the competence of ÖBB managers and employees in the health domain.
- **High level of competence in counselling:** The regional contact persons on site, in close cooperation with the multi-professional team, provide support in maintaining, promoting and restoring the ability to work and health of employees. This ensures that all managers in the ÖBB Group have direct and competent access to advice.

The content is based on the quality criteria of the "Network for Workplace Health Promotion". The focus topics are maintaining, promoting and restoring the ability to work as well as the strategic and operational integration of health management in the ÖBB Group. GRI 403-1, 403-6

Key figures at a glance	2021	2022
Participants healthy leadership and addiction prevention	117	168
Number of employees who have made use of company reintegration (BWE)	832	797

### Goals in the area of health

- ÖBB strengthens the working ability and health of all employees by further developing working conditions, building up work-related resources and reducing potentially health-endangering stresses.
- Another task of health management is the technical and organisational managing of issues arising from the interface function with Wellcon / occupational medicine. This includes the organisation of vaccinations as well as planning and reporting, accounting and the clearing of annual prevention periods and ÖBB32 fitness examinations. GRI 403-3

### Implementation priorities in 2022

In 2022, a comprehensive range of offers was again made available to employees in the area of occupational health management. In parallel, the transformation into the new Work Ability and Health Solution Centre took place, which will provide its services from the beginning of 2023.

The following measures were implemented in 2022 based on the four focus topics:

### **Maintain ability to work**

Implementation of the five risk checks in cooperation with the BVAEB in nine departments with 691 participants. Birthmark screenings at four locations with 237 participants in cooperation with the Austrian Cancer Aid, 33 webinars with about 900 participants on the topics of prevention, women's and men's health, cancer prevention, raising awareness of exercise, attitude and mental health. GRI 2-23

### **Promote ability to work**

Roll-out of presence management, through regular exchange of experience and obligatory talks presence dialogue) between employees and their managers, at ÖBB-Personenverkehr AG and additional training of new managers in the ÖBB Group on a voluntary basis. Bundling of psycho-social counselling under one hotline incl. consideration of future uniform documentation as well as coordination of TBE and flu vaccinations.

A special focus was placed on promoting the health literacy of ÖBB employees in the context of developing the low-threshold, ÖBB-specific prevention program Health on Rail. The aim is to achieve a sustainable improvement in lifestyle with a special focus on the requirements of the respective everyday working life. The three modules stress, attitude and irregular service were developed for this purpose. The modules are based on the occupation-oriented examination program of the BVAEB, Health and Occupation (GUB), which became operational in 2022. ÖBB's Health on Rail program provides for a three-day stay at one of three external health facilities. Part of the program is a medical entry and exit interview as well as specific workshops and active sessions. This is followed by a six-month online aftercare program with the aim of transferring what has been learned into everyday life, both professionally and privately. Special attention is paid to different learning types as well as the high proportion of company-specific occupational groups within ÖBB. Three pilot projects with 72 participants were conducted in the first half of the year as part of product development. The first bookable dates (November and December) were accepted with 60 participants.

In addition, ÖBB supports the BVAEB prevention program Resilienzpark Sitzenberg Reidling. This specialises in sustainable lifestyle optimisation. This health promotion offer comprises a basic stay of 15 calendar days and a separate follow-up stay of eight calendar days. ÖBB supports the participation of its employees in the health promotion and prevention measures offered in Sitzenberg Reidling by granting special leave for parts of the stay. In the period from January to October 2022, 134 employees participated and completed at least their first attendance unit. GRI 403-2, 403-6

### **Restore work ability**

The focus was on the further development of the process of reintegration into the workplace according to the case management method (demand-oriented management), taking into account employees returning to work from rehabilitation measures.

### **Strategic and operational integration of health management in the ÖBB Group**

Group-wide implementation of training courses on health management and addiction prevention, compulsory for all managers in the ÖBB Group. In 2022, 168 managers were trained, and the remaining managers will be offered these trainings again in 2023. Likewise, addiction prevention for apprentices underwent an adjustment of the intervention chain.

Based on the results of the 2021 employee survey on the new Work Ability Index, 42 measures were implemented across the Group to increase the ability to work - especially with a focus on coping with work. These measures range from management coaching and management training to qualitative analyses, for example in the context of focus groups, to target group-specific offers for teams and employees. The managers were advised in the 1st half of the year by the health managers of the respective Group companies. The documentation of all measures was in the Work Ability and Health Solution Centre from the 2nd half of 2022.

ÖBB-Infrastruktur AG, ÖBB-Personenverkehr AG, Rail Cargo AG and ÖBB-Produktion Gesellschaft mbH have been recertified with the quality seal for workplace health promotion (BGF) for the years 2022-2024, and recertification applications have already been submitted for ÖBB-Technische Services GmbH and ÖBB-Business Competence Center GmbH for 2023. GRI 403-5, 403-6, 404-2

## Résumé 2022

The year 2022 was characterised by extensive implementation of measures based on the four focus themes, as well as the implementation of the transformation into the new Work Ability and Health Solution Centre. The focus was on the definition of the new counselling processes, the description and implementation of the technical support, the professional assessment of the staff members as well as their further qualification and the entire scope of an accompanying change management. Furthermore, the focus was placed on the recruitment of experts in the multi-professional team as well as on the regional management of the solution centre and still missing resources in regional counselling.

## Outlook for 2023

The year 2023 is considered to be the implementation year in which the new services of the Work Ability and Health Solution Centre are offered for the first time. The task here is to consult issues with managers in the most substantive way possible, to draw the right conclusions and to design the counselling offer according to the respective individual needs. Special emphasis is also to be placed on the prevention program Health on Rail. The aim is to inspire as many participants as possible to take up the offer. The 2023 employee survey will again include the Work Ability Index, which was collected for the first time in 2021. The aspiration is to maintain the result in view of the positive result in 2021 and the growing challenges for the employees.

### Other significant measures. Health, safety and security (excerpt)

#### Further development of WARN app (approaching a stop) |

Technical support for train drivers when "approaching a stop" to reduce signal overruns.

#### Identification and elimination of underlying causes after occupational accidents |

Ensure systematic processing of occupational accidents in order to analyse or sustainably eliminate errors and deviations that have occurred.

**Increasing video surveillance** | Increased video surveillance in parking facilities to record property damage and graffiti.

**The PROTEC** | PROTECT program increases the annually measured maturity level of information security for the entire Group.

**Target Operation Model (TOM)** | The implementation of the Target Operation Model of information security enables the internal know-how in ÖBB to be further developed and expanded and future topics to be advanced.



## G.11. Diversity and equal opportunities

### Management approach

The ÖBB Group is not only active in a mobility market that is socially diverse, but also covers a wide range of professions with its more than 40,000 employees, from manual shunting to highly complex financial management. ÖBB is one of the largest employers in the country and thus also serves as a role model with regard to equal opportunities for all employees, the promotion of diversity and inclusion and the compatibility of work and family. In addition, diversity and equal opportunities increase the attractiveness of companies for new skilled workers and promote their innovative strength.

Equal opportunity is a feature of modern corporate management and a prerequisite for sustainable business success. ÖBB assumes social responsibility and wants to be a role model for other companies. They therefore advocate for comprehensive equal opportunities - regardless of language, gender and gender identity, of age, sexual orientation, origin or religion. They treat everyone with respect and no discrimination of any kind is tolerated. This is particularly true for people with disabilities, who are targeted not only as customers but also as future employees. Diversity management goes beyond equal opportunities and uses the diversity of employees to the benefit of all stakeholders, consequently making ÖBB more diverse and thus more productive as well as more resilient.

Diversity measures & Equal opportunities are implemented as part of diversity management in accordance with the objectives set out in the Diversity Charter 2026. The Equality Policy forms the basis for ensuring equal treatment and equal opportunities for employees. With the Charter of Inclusion, ÖBB is committed to designing a barrier-free and inclusion-oriented working environment.

## Objectives by 2026

- ÖBB aims to increase the proportion of women in the entire Group (domestic and international) to 17% by 2026. The proportion of women in management positions is to be successively increased.
- The aim is to increase the proportion of women in apprenticeship training (domestic) incl. foundation apprentices to at least 20% and beyond.
- ÖBB wants to increase the share of women in continuing education programs (domestic) at ÖBB akademie to 25%.
- ÖBB creates an inclusive working environment for people with disabilities and aims to achieve a 4 percent share of employees with disabilities in Austria by 2026.

Numerous measures are planned to achieve these goals, e.g. cooperation and training programs (e.g. with AMS, ÖIF and various NPOs), qualification offers in diversity management and disability awareness training. The existing career development programs were offered in digitalised form and were used more frequently than average. These include the cross-sectoral Cross-Mentoring program and the ÖBB networking events as well as online coaching for women. In addition, following the successful Group-wide implementation of the Women's Career Index (FKI), further steps were taken (including in-depth exploration and the creation of a catalogue of measures for the advancement of women in the sub-companies). By achieving the goal of increasing the proportion of women in further education programs at ÖBB akademie in Austria to 25%, it is evident that the measures taken are achieving the desired success. The measures taken are explained in more detail in the Highlights 2022.

### Key figures at a glance Reporting date 31.12. GRI 405-1

	2021		2022		diverse
	Woman	Man	Woman	Man	
Supervisory board members (headcount) / share (%) (all group companies excl. employee representatives)	18 / 58.1	13 / 49.1	18 / 58.1	13 / 41.9	0 / 0.0
Supervisory board members (headcount) / share (%) (all group companies excl. employee representatives)	8 / 29.6	19 / 70.4	8 / 28.6	20 / 71.4	0 / 0.0
Employees: ÖBB Group total (headcount) / share (%) <sup>1)</sup>	6,199 / 14.2	37,474 / 85.8	6,715 / 15.1	37,653 / 84.9	1 / 0.0
Managers (headcount) / share (%) <sup>1)</sup>	115 / 15.4	632 / 84.6	136 / 18.0	618 / 82.0	0 / 0.0
Apprentices (headcount) / share (%) <sup>2)</sup>	398 / 19.9	1,599 / 80.1	414 / 20.9	1,564 / 79.1	0 / 0.0
Number of external admissions (headcount) / share (%)	757 / 24.4	2,351 / 75.6	1,021 / 25.7	2,954 / 74.3	1 / 0.0
<i>thereof under 30 years of age</i>	370	1,186	500	1,432	1
<i>thereof 30 to 50 years of age</i>	326	911	445	1,179	0
<i>thereof over 50 years of age</i>	61	254	76	343	0
Employees ÖBB akademie (headcount) / share (%)	334 / 21.5	1,217 / 78.5	295 / 38.6	470 / 61.4	0 / 0.0
Percentage of employees with disabilities <sup>1)</sup>	3.0		2.8		
Number of employees with disabilities	82	644	75	603	0

<sup>1)</sup> Domestic and abroad.

<sup>2)</sup> incl. Foundation apprentices.

## Age structure in the Supervisory Boards

In 2022, there were no persons under 30 years of age on the supervisory boards of all Group companies excluding employee representatives, eleven persons were between 30 and 50 years of age and 18 persons were over 50 years of age. None of the members of the Supervisory Board of the Group's limited liability companies (excluding employee representatives) were under 30 years of age, 14 were between 30 and 50 years of age and 14 were over 50 years of age.

GRI 405-1

## Highlights 2022

### Equal treatment

In 2022, the series of workshops - between regional equality officers and apprentices on the topic of equal treatment - was continued in equality management and dialogue events were also organised with the youth confidants in order to identify relevant topics / problems and exchange experiences.

### Advancement of women

#### Women's Career Index (in-depth interviews and measures in sub-societies)

The Women's Career Index (FKI) is the management tool for more women in leadership. As the first measurement tool for the development of successful women's careers, it also provides support for ÖBB in the areas of new leadership, diversity and transformation.

In-depth interviews were conducted (after the successful Group-wide indexing and implementation) to identify tailor-made measures for the sub-sites, and the implementation of the measures in the sub-sites started in autumn.

The existing career development programs were again offered in digitalised form and were used more frequently than average. These include online coaching for women, the cross-sectoral cross-mentoring program and the ÖBB networking events. In the latter, relevant topics such as personal branding, job sharing or "SHE goes digital" were discussed. Topics that also help us in the company and have provided some highlights (organisation of a meeting with the networks of DB and SBB; workshop with Female Founders on "Personal Branding" or opening of some network meetings for employees / colleagues).

#### New compatibility offers (company kindergarten and "Alles Clara")

An important factor of employer attractiveness is the compatibility of work and private life. For this purpose, ÖBB offers childcare throughout Austria during holidays and on window and national holidays, kindergartens close to the company, Nannies4ÖBB-Kids and the RailMap\* work-life balance. For instance, another kindergarten close to the company (TIMI'S MINI MINTS at the "Las-salle5" site) was opened in September 2022. Furthermore, a pilot project was launched with "Alles Clara" (digital platform for care and relief counselling) to support ÖBB employees in caring for a close relative.

Parent network meetings were again organised at regular intervals to keep in touch and provide information on relevant / current reconciliation offers (e.g. "Familiäre Fürsorge und elterliche Erwerbstätigkeit im Wandel" or "As ÖBB we Care - Vereinbarkeit von Beruf und Privat").

#### Diversity Charter 2026 (target-performance comparison)

The goals until 2026 deal with increasing the proportion of women and the advancement of women (equality plan). Compared to 2021, the proportion of women in the ÖBB Group as a whole increased to 15.1% (+0.9% yoy), but also the proportion of women in management positions to 18.0% (+2.6% yoy). This is also reflected in the share of women newly admitted to the company; the share of women in external admissions (domestic) increased to 25.7% in 2021 (+1.3% yoy). An increase of 1.0% compared to the previous year resulted in the share of female apprentices with 20.9%. GRI 405-1



## Landmark projects

In the course of various cooperations/initiatives, girls, women and women who have changed over were again specifically approached in 2002:

### SHE GOES DIGITAL

The SHE goes DIGITAL 2022 project invites girls, women returning to work and women 50+ to discover the opportunities of digitalisation. They immersed themselves in the corporate world of ÖBB and thus gained a practical insight into the extensive subject area of digitalisation. Many well-known companies (e.g. A1, ASFINAG, Coca Cola, ORF) have responded to their call and are participating in the initiative. ÖBB also wants to contribute to making digital professions more attractive for girls and women and, in addition, to removing or demonstrating fear of contact. Furthermore, it should be shown that digitalisation has already arrived and is omnipresent in all professional fields (in operational areas as well as in the administrative sector). Accordingly, ÖBB was also part of the SHE goes Digital initiative and contributed with a variety of activities (insights into jobs and careers at ÖBB, networking with IT role models or panel discussion).

### Inclusion

Another initiative to further increase diversity and make the best use of company resources is the successful introduction of the program "Employees with disabilities." The implementation of disability management at ÖBB-Holding AG marks a fundamental step towards the successful implementation of the programme. This is accompanied by disability awareness training for managers as well as training on accessible communication. 678 employees in the ÖBB Group have health-related limitations with a degree of disability of more than 50%. A specialist in disability management and accessibility at the workplace as well as the group's disability liaison officers are available to provide personal support. The focus in 2021 was once again placed on competence development in the field of communication accessibility. The practical transfer of knowledge took place by means of webinars and the design of an e-learning program. In addition, the Diversity-Charter 2026 also sets a target of increasing the proportion of employees with disabilities to 4%.

The further steps set out in the Charter for Inclusion have been successfully completed. In December 2021, the Action Plan 2026 was presented and with it the implementation of fundamental measures to increase the proportion of employees with disabilities in the Group in Germany. Basic measures include the checklist for evaluating accessible workplaces or cooperation with the my ability-jobbörse so that as many people with disabilities as possible apply for suitable jobs.

As an inclusive mobility service provider, ÖBB is in regular contact with representatives of organisations for people with disabilities and politicians on the topic of "accessibility and barrier-free travel". Current projects, needs and approaches to solutions are discussed with them. Among other measures, a dialogue event was also held in April 2022 at the ÖBB headquarters. The top management discussed mobility needs and the current status of barrier-free travel with ÖBB with representatives from politics, the Austrian Disability Council (ÖBR) and the Ombud for the Disabled.

ÖBB once again set a special example at Innsbruck and Klagenfurt station in 2022 under the motto "Accessibility benefits everyone" on the occasion of the European Day of Inclusion (05.05) and the International Day of Sign Language (23.09.). Barriers are to be identified and removed in collaboration with representatives of authorities and organisations such as the Association for the Blind and Visually Impaired, the Association for the Deaf, Caritas and travellers.

### "It works II"

In the film "It works II", ÖBB-Infrastruktur employee Michael Hagleitner shows how inclusion works in everyday life. The film is the sequel to a documentary from 1998 about three people with physical disabilities. More than twenty years later, the director asks himself how the three boys - who have become men in the meantime - have fared on their journey. The impressive film by Fridolin Schönwiese celebrated its premiere in November 2022 and in December 2022 ÖBB invited to a special dialogue event. Around 200 employees and several representatives of organisations for people with disabilities accepted the invitation and were able to enjoy a diverse program of events: After an opening speech by CEO Andreas Matthä, all guests had the opportunity to discuss what they had seen as well as programs and initiatives at ÖBB to promote inclusion. Colleagues from Equality / Diversity Management, the Works Council, director Fridolin Schönwiese and representatives of ÖBB's partner organisations were on hand for discussions.

### Intercultural competencies

ÖBB is facing a generational change in the company and Austria in the midst of a socio-demographic population trend. In this context, tapping the potential of the labour force with a multicultural background is a key challenge and economic goal. This applies equally to the composition of the workforce and to the handling of the mobility market. Improvements to our intercultural fitness are being addressed at various different levels. These include cooperations such as with Volkshilfe, the Austrian Integration Fund, but also internal discussion events (such as "Austria and Turkey" in the run-up (17.05.) to the World Day of Cultural Diversity for Dialogue and Development or also the ÖBB Language Learning Exchange. The apprenticeship training of unaccompanied refugee youths with asylum status is also particularly noteworthy. This initiative has already been driven forward since 2012 with the Lobby.16 association and since 2016 also with the support of the AMS. The focus is also placed on female young people with asylum status.

### Active community building (pilot project in cooperation with Volkshilfe)

Employees and travelers from different cultures are a great enrichment for ÖBB: The discussion among the passengers and with the staff of the ÖBB are the motivation to start the program "Safe & Respectful - Together on the Road". The aim of this program is to enter into exchange with gatekeepers in the individual communities and to promote dialogue. More than 3,100 colleagues from more than 80 countries working in the ÖBB Group are involved - and the trend is on the rise. This diversity of cultures and languages is now to be actively used. The language learning exchange makes it possible to find language learning partners and organise a free language exchange (tandem) with them in their free time.

### Outlook and Summary 2022

A strategic goal throughout the Group is to increase the proportion of women. The Women's Career Index (FKI) was surveyed to promote this goal consistently and sustainably. An action catalogue for the sub-societies was drawn up with interviews following in-depth exploration, and preparations for implementation and monitoring were taken forward. In addition, cooperation and training programs (e.g. with AMS, ÖIF and various NPOs) contribute to empowerment. These include qualification offers in diversity management, existing career development programs in digitalised form, online coaching for women, the cross-sector cross-mentoring program and the ÖBB networking events.

The establishment of the Inclusion & Diversity Solution Centre at ÖBB-Business Competence Center GmbH in December 2022 is another important step towards modern models of work, generation change and the future. The Solution Centre harmonises the inclusion and diversity work at ÖBB and aims to further anchor the development and creation of a respectful, open working culture with equal opportunities for all employees in the ÖBB Group in the coming years.

#### Other significant measures. Diversity and equal opportunities (excerpt)

**Compass - 100 women, 100 opportunities** | Cooperation with the Austrian Integration Fund to support women in entering the labour market and building a professional network.

**Health campaign 2.0** | Entry of gender medicine into company health management.

**Trainbow Europe Conference** | ÖBB and QBB host the annual meeting of LGBTIQ+ Association of European Railways.



## G.12. Compliance | Transparency | Data Protection | Human Rights

ÖBB is one of the largest companies in Austria and is publicly owned. This results in a special responsibility in the areas of compliance / transparency, data protection and human rights. The Group Compliance department has been centrally installed at ÖBB-Holding AG to ensure consistent and uniform prevention of economic crime and corruption in particular. Similarly, the topic of "data protection" is centrally located in the Group Law department at ÖBB-Holding AG.

Key figures at a glance	2021	2022
Number of employees who have completed the training "EU General Data Protection Regulation 2018" and comparable e-learnings	3,545	2,767
Number of employees who have completed the "EU General Data Protection Regulation 2018" training course	811	2,037
Date protection in practice for managers (NEW 2021)	70	9
Date protection in practice for employees (NEW 2021)	2,664	721
Reports based on data breach notification duty (ÖBB Group) (number) GRI 418-1	3	3
Completion rate of the e-learning compliance, which is made available to employees with IT access and is also established in the onboarding process, among other areas.	>90%	>90%

### Data Protection

A public company such as ÖBB attaches great importance to acting responsibly and preventively. The absolute confidentiality of information must be ensured, especially for business partners, employees and customers.

ÖBB employees and managers need effective and adequate support in complying with data protection in this respect. For this reason, the ÖBB Group has set up a comprehensive data protection management system (DSMS) based on a multi-level structure consisting of the data protection policy (policy document), the corporate directive on data protection, data protection documentation and a data protection manual.

The DSMS is also geared towards a continuous improvement process in line with the international standards ISO 9001 and ISO / IEC 27001. This is done according to the basic idea of the Plan-Do-Check-Act model (PDCA - Plan, Do, Check, Act). In each ÖBB Group company, a data protection officer is entrusted with monitoring compliance with legal and internal regulations and advises both management and employees on all data protection issues. Mandatory training sessions are held to familiarise employees with the basics and new developments in data protection. In addition, data protection audits are performed to subject the existing system to regular review. GRI 2-26

### Highlights Data Protection 2022

In the course of half-day training sessions, which - as far as possible due to the pandemic - were held in person, more than 200 employees were informed, sensitised and kept up to date on the topic of data protection in 14 sessions.

### Risk assessment update on data protection

The reorientation of the risk assessment on data protection was launched in 2020. The system was set up at the end of 2021, the risk assessments in the companies started in the 1st quarter 2022. More than half of the total number of entries in the registers of processing activities were subject to a risk assessment.

### Outlook Data Protection 2023

#### Certification of the DSDM

The prerequisites for certification of the DSMS (data protection management system) in accordance with ISO 27701 are to be evaluated in 2023 at ÖBB-Holding AG in conjunction with the IT department. A prerequisite for this is a certification of the ISMS (information management system) in accordance with ISO 27001.

#### Revision of the data protection information for employees

Data protection information has been available on the HR portal for employees since the entry into effect of the GDPR, which discloses essential aspects of data processing within the scope of the employment relationship. This information is to be fundamentally revised in 2023.

## Transparency.

In the design and communication of its corporate governance, the ÖBB Group is guided by international standards and best practice methods as well as the Public Corporate Governance Code of the Federal Government. A key tool is transparent, timely and detailed reporting on many of ÖBB's subject areas, as well as their assessment and certification by external bodies.

The ÖBB Group has functioning control bodies or mechanisms that perform their tasks. The duties of the Supervisory Board are defined by law, the Articles of Association and the Rules of Procedure for the Supervisory Board. The highest supervisory body (Supervisory Board), which holds ordinary meetings five times a year and additional extraordinary meetings as required, is regularly provided with standardised reports on the topics of human resources, compliance, auditing, data protection, risk management, internal control system, security, sustainability and diversity in particular - in addition to the financial and activity reports as part of the Executive Board's report to the Supervisory Board submitted at almost every Supervisory Board meeting. Critical issues are also addressed with ad hoc reports to the Supervisory Board and information to the owner. GRI 2-15, 2-16

## Compliance

Effective, efficient and transparent design of business processes is of great importance to the ÖBB Group. To implement them, an organisation is needed that takes appropriate measures and thus makes a significant contribution to the sustainable success of the company. For this reason, a comprehensive compliance management system has been implemented in the ÖBB Group that is based on internationally recognised standards.

All corporate bodies and employees of the ÖBB Group are included in the definition of public officials in the Criminal Code, which means that the stricter provisions of the Criminal Code on Corruption apply. Accordingly, behaviour with integrity is indispensable. The Code of Conduct of the ÖBB Group serves as the core of the compliance approach. This binding Code of Conduct describes the ethical principles and general principles on which the ÖBB Group bases its business activities. ÖBB employees are obliged to inform their employer immediately and demonstrably as soon as they become aware that a conflict of interest could arise. The higher the official function of the person, the more critical the assessment standards need to be in avoiding conflicts of interest. The ownership structure of the ÖBB Group also necessitates compliance with the Federal Public Corporate Governance Code, which also lays down measures for the avoidance and disclosure of conflicts of interest. GRI 2-24, 2-15

Long-term and sustainable awareness-raising on compliance-related topics is achieved through regular training sessions tailored to the respective target group and corresponding risks. These training courses are supplemented by a comprehensive, Group-wide e-learning program. In addition, individual consultations are offered to management and all employees.

Compliance consistently follows up on every compliance-relevant tip. Whistleblowers report facts with a suspicion of white-collar crime or corruption to the compliance organisation at any time. This process of communication takes place by telephone, by post, by e-mail and also in person, but in any case confidentially. Anonymous reporting is also a possibility. In addition, an electronic whistleblower system was introduced. GRI 2-24, 2-25, 2-26

In addition, audits and risk analyses are performed independently of events. Furthermore, Compliance supports the legal departments of the ÖBB Group in the area of competition law. The ÖBB Group endeavors to evaluate the compliance management system on an ongoing basis and to further develop it in consideration of new legal requirements. In this context, the Chief Compliance Officer's participation in the working group "Transparency International - Austrian Chapter" contributes, among other aspects, to ensuring that compliance methods and measures are always in line with current best practice approaches. The participation of Compliance in the Integrity Officer Network of the Austrian Federal Office for the Prevention of and Fight against Corruption also serves this purpose.

### Highlight Compliance 2022

As one of the core tasks of Compliance is to raise awareness of the contents of the Code of Conduct among employees of the ÖBB Group in the long term and on a sustainable basis, a newly designed e-learning program was rolled out in 2022. This raises the awareness of ÖBB Group employees for compliance risks that can arise in specific situations in everyday working life.

## Outlook Compliance 2023

In 2023, an English-language version of the redesigned e-learning is to be rolled out in the foreign subsidiaries. This raises the awareness of ÖBB Group employees for compliance risks that can arise in specific situations in everyday working life. The ever tightening regulatory environment emphasises the increasing relevance of a strong compliance awareness.

## Human rights

The ÖBB Group acts in accordance with legal requirements in Austria, in Europe and at all company locations outside Europe. The fundamental rights granted under the Constitution, in particular the principle of equality under the Federal Constitutional Law, as well as the European Convention for the Protection of Human Rights and Fundamental Freedoms (ECHR) apply. Independent courts monitor compliance with these rights. The ÖBB Group, as a member of the Chamber of Commerce, is also committed to its principles of "human rights, environmental standards, social standards" and is aware of its own social responsibility.

In addition, there are further tangible requirements and measures in the area of human resources with regard to equal opportunities, diversity and inclusion (see Chapter G.11).

ÖBB-Operative Services GmbH & Co KG, a subsidiary of ÖBB-Infrastruktur AG, is an internal service provider primarily responsible for cleanliness and safety at railway stations. It is of particular importance that all people interacting with the company - both employees and customers - are treated with dignity and respect. It is based on respect of human rights. All employees at ÖBB-Operative Services GmbH & Co KG are trained to withdraw from dangerous situations and to regard de-escalation as the most important premise for action. The internal work instructions and the internally developed standards of conduct also reflect this approach.

The Rail Cargo Group employs approx. 5,900 people in 15 countries. The Management Boards of Rail Cargo Group and the respective Managing Directors signed the "Children's Rights, Human Rights and Forced Labour Policy" in 2019. Accordingly, the human rights policy introduced in 2019 is intended to ensure the human rights of all employees at all sites and to rule out labour practices that violate human rights.

This includes four focal areas:

- Employees are to have the right to agree without coercion to the General Terms and Conditions of Employment and they may voluntarily terminate their employment at any time with reasonable notice.
- Child labour, human trafficking and forced labour is in no way practiced, supported or tolerated in the activities of Rail Cargo Group.
- The unwilling service of an employee, the exploitation of children as well as their use for dangerous work, corporal punishment or abuse is not tolerated.
- Employees in their positions are, without exception, legally employed. Ensuring compliance with local laws for employment, study, internship or apprenticeship.

A risk analysis for human rights violations was carried out in the Rail Cargo Group in 2020 to further develop the policy and translate it into measures. Where priorities were identified, measures were also defined. One of the measures, sensitisation and training on human rights within the company, was rolled out in 2021 and will be followed up in the coming years. GRI 2-23

## Human rights in the supply chain

In addition to the existing GTCs, a new Code of Conduct for Suppliers was implemented in 2021 as part of the Strategic Group Procurement project. As a result of this commitment, 100% of new contracts with suppliers have been concluded via the ÖBB procurement platform since 2022, in compliance with ethical principles and general principles. These include the prevention of corruption and anti-competitive behaviour, respect for human rights and the promotion of diversity and equal treatment, as well as the prohibition of forced labour. In addition, as part of the independent CSR assessment, evidence is gathered from our strategic suppliers and information is shared to improve the management approach.

Other significant measures. Compliance | Transparency |  
Data Protection | Human Rights (excerpt)



#### DATA PROTECTION

**Risk assessment update on data protection**

#### COMPLIANCE

**Optimisation Behaviour & Rule Conformity**

Compliance as a component of ÖBB's corporate culture

**Regulations and Procedures** | Detailed explanations of the Code of Conduct and related external legislation.

**Face-to-face trainings** | Conducting comprehensive face-to-face trainings and video conferences for employees (incl. apprentices) in the ÖBB Group.

**E-learning Compliance** | The partially complex matter of preventing white-collar crime and corruption is explained in a practical manner using examples from everyday professional life. E-learning is made available to employees and is also established in the onboarding process.

**Hazard analysis** | Identification of risks such as corruption, white-collar crime, breaches of competition and antitrust law, or conflicts of interest.

**Consultations** | Ongoing consultation of management and employees on compliance-relevant topics.

#### HUMAN RIGHTS

**Human rights in the Rail Cargo Group** | Risk analyses and measures for companies outside the EU.

**Further training on sustainability and human rights in the supply chain** | Offer for voluntary further training on the topics of sustainability and human rights in the supply chain on the ILO core labour standards<sup>1)</sup> for managers / directors and employees in the area of QSE / CSR<sup>2)</sup> was created.

<sup>1)</sup>The ILO (International Labour Organization) core labour standards are social standards within the framework of the world trade order, which are intended to ensure decent working conditions and adequate labour protection.

<sup>2)</sup>QSE... Quality, Safety and Environment, CSR... Corporate Social Responsibility.

## G.13. Social Responsibility

### Management approach

ÖBB is not only one of the largest employers and training providers in Austria, it is also the country's most important mobility provider and a significant economic factor. Nevertheless, ÖBB is convinced that success is not to be measured solely in economic terms and that companies, as part of a society, are also required to accept a social responsibility for its development.

ÖBB is committed to this social obligation with its integrated sustainability strategy and stands for ethical and responsible cooperation. ÖBB's commitment is to strengthen people, the environment and the economy in the region in order to make a positive contribution to society together with trustworthy partners.

ÖBB fulfills its social responsibility with a wide variety of projects (internal and external) and helps its employees in specific areas where they are needed. The commitment ranges from the support of associations and groups of people to fundraising campaigns and the investment of employee resources for charitable purposes. In addition to its own projects, ÖBB supports cultural and social institutions as well as initiatives and activities through donations.

## Objectives

- ÖBB stands for ethical and responsible cooperation between all people and for prudent dealings with its partners.
- ÖBB also intends to push its support for social projects in the future.
- ÖBB wants to make a positive contribution to society and create an awareness of social responsibility among its employees through targeted cooperation and partnerships.

Key figures at a glance	2021	2022
Donations collected by ÖBB for „Licht ins Dunkel“ (Light in the Darkness)	27,952	60,150

## Solidarity all year round.

ÖBB has been a partner and supporter of LICHT INS DUNKEL since 2009. As a major highlight action this year, an apprentice project of ÖBB-Postbus AG was auctioned off for the benefit of the association. Specifically, it was a Puch 500, built in 1971, which was professionally dismantled and restored by the Postbus apprentices from the western region. LICHT INS DUNKEL auctioned the classic car for EUR 34,000 for a good cause on 17.12.2022 as part of the live broadcast "ORF III Weihnachtszauber" (ORF III Christmas Magic). In 2022, a total amount of approx. EUR 60,150 was donated to LICHT INS DUNKEL through this auction and other internal and external measures. Over the past 14 years, donations totalling approx. EUR 1.4 million have been collected through a wide range of activities by ÖBB employees and customers. The cooperation with LICHT INS DUNKEL therefore represents the ÖBB Group's largest social engagement that transcends the social area.

In 2022, ÖBB and its employees again provided help where help was needed. After the severe weather events in Kärnten at the beginning of July, among other measures, a fundraising campaign was launched for the stricken region of Gegendtal. The donations received from the employees were finally doubled by the ÖBB Group, making it possible to donate a total of EUR 45,000 to the people in the crisis area.

The conflict in Ukraine that erupted in February 2022 presented many with unexpected challenges. ÖBB supports Ukraine and refugees arriving in Austria with transport and logistics services - not only to help those affected, but also to keep the industrial motor running. Since the war began, people fleeing from Ukraine have been able to use ÖBB trains and buses throughout Austria free of charge with the "Emergency Ticket Ukraine". In November 2022, it was substituted by the "First Arrival Ukraine Ticket". The successor version of the ticket also ensures onward travel to a place of safety for displaced persons arriving for the first time.

In addition to waiting rooms, the ÖBB Lounge at Vienna Central Station was converted into an emergency shelter and a supervised play corner for children was set up. Together with Caritas, displaced persons were assisted at the train station and provided with drinks, food and warm soup as well as hygiene articles.

## Sustainability for everyone

One of the internal highlights of 2022 was the "ÖBB Climate Week" in cooperation with the start-up Glacier. For a whole week, female employees were able to deal more intensively with the topics of climate protection and sustainability at fascinating live lectures, as well as internal and external network meetings. The highlight of the week was the ÖBB cinema evening where the rail movie "Generation Change - Wer rettet die Welt?" (Who will save the world?) was presented by the Südwind NGO. There was also a special focus on sustainable nutrition in the BahnBistros that week.

The Climate Week also saw the release of the first module of the online sustainability training for all ÖBB employees. Six 20-minute modules uncover myths, clarify unanswered questions and raise awareness of climate protection and sustainability. The six learning units deal with the topics of climate change, introduction to sustainability, sustainability policy, sustainability at companies, in everyday life and at ÖBB. GRI 2-17

In autumn 2022, another 11 ÖBB employees were trained as designated Climate Rangers at Glacier's Climate Academy. The expansion of the "Green Community" within ÖBB also forced interdisciplinary cooperation between employees from the different companies and departments in order to further develop the idea of sustainability within the company. A sustainable day of action was organised under the motto "something different today", during which the menu in all 35 BahnBistros throughout Austria was completely vegan or vegetarian.

### Think sustainable marketing

In June 2022, the "Green Marketing Award" - co-initiated by ÖBB Advertising - was held for the first time as the first Austrian advertising award for sustainable marketing. The awards were given to products and services that have a tangible positive impact on people's lives and the planet. In the three categories "think different", "be aware" and "innovate", a jury of experts for the first time also awarded prizes to the best marketing campaigns for sustainable products and services. The awards in gold, silver and bronze in the respective categories were presented to the winning teams at a gala in the ÖBB factory halls in Simmering.

The entire event was organised in compliance with the guidelines of the Austrian Eco-label for Green Meetings and Green Events by the ÖBB advertising department. This also successfully completed its licensing for the Austrian Ecolabel for Green Meetings and Green Events.

The year 2022 brought even more brand successes. ÖBB is once again Austria's most valuable brand this year, taking first place in the "Sustainable Brand" study. ÖBB has now also secured first place in the "Transport" category.

### Sustainability also on track in 2023

In 2023, ÖBB is again planning a whole week dedicated to sustainability in order to continue to raise the awareness of its employees in this area. The ÖBB bee and flower cycling event is also planned again in cooperation with "Österreich radelt". On this bike tour, cycling enthusiasts not only contribute to environmental protection and the preservation of biodiversity, but also have the opportunity to do their health some good. After the success of the first edition of the "Green Marketing Award" with a total of 83 submissions, it will be awarded again in 2023. In addition to the already established categories, two more will be added with "b-2-be" and "New Momentum". In addition to the already established categories, two more will be added with "b-2-be" and "New Momentum". In 2023, there are plans, among other initiatives, for the apprentices of ÖBB Postbus Aktiengesellschaft to again restore a vintage car and auction it off for the benefit of LICHT INS DUNKEL.

### Cooperations and memberships (excerpt)

International Union of Railways (UIC), Community of European Railways (CER), Xrail, respACT, Greenpeace, RailSponsible, Rail Freight Forward, Institutional Shareholder Services (ISS ESG), klimaaktiv, WOMEN, CEOs FOR FUTURE, Caritas Wien, Licht ins Dunkel, Glacier, CombiNet,... GRI 2-28



### Other significant measures. Social Responsibility (excerpt)

**"Donate warmth" for the homeless** | In-kind donations for Caritas Vienna's "Give warmth" fundraising campaign are accepted at two ÖBB locations in Vienna.

**Donation packages for the needy** | Goods left behind from completed customs procedures at the Rail Cargo Terminal in Budapest are donated as packages to civil society organisations.

**"MOVE" - Knowledge transfer on mobility and transport** | Integrated, modular workshop program for schoolchildren supports age-group-specific awareness-raising on climate-friendly mobility.

**World Clean Up Day** | ÖBB employees take part in the world's largest bottom-up citizens' movement and collect rubbish in Vienna for a cleaner environment.

**ÖBB Bienen- und Blumenradeln (bee and flower cycling)** | Cycling enthusiasts cycle to the 14th ÖBB Blühwiese (flower meadow) for more biodiversity and species diversity during the intensive campaign in association with "Österreich radelt" (Austria cycles).

**CEOs FOR FUTURE** | ÖBB present small photovoltaic chargers for smartphones developed by apprentices and augmented reality applications for apprenticeship training at the C4F Apprentice Day.



## G.14. Reliable and Attractive Employer

### Management approach

At ÖBB, more than 42,000 dedicated employees and around 1,800 apprentices ensure that ÖBB trains and buses reach their destinations every day. This makes ÖBB one of the largest employers and an important stimulus for the job market in Austria with additional locations abroad. ÖBB is aware of the central importance of its employees. As even in times of increasing digitalisation and automation, the team's initiatives and know-how are the company's most important assets.

ÖBB is taking on thousands of new staff over the next few years as the generations retire. ÖBB wants to be a reliable and attractive employer in order to attract the best talent to the company. A unique corporate culture is designed to help employees develop as best they can within the company.

A wide range of exciting and meaningful jobs in over 130 professions make ÖBB one of the top employers in the country. The company has put together an all-inclusive package for its employees to ensure that this remains the case, and this package is continually being further developed. Many offers for training and further development, work-life balance or health promotion are available. Diversity in practice as well as long-term career prospects and very good social benefits make ÖBB interesting for job seekers beyond the borders of the company.

### Objectives

- ÖBB's focus on sustainable mobility means that it offers meaningful jobs (green jobs) for employees and for society as a whole. The clear goal is to remain among the top 10 employers in Austria by 2030.
- ÖBB wants to take on approx. 3,000 new employees per year by 2027, and in doing so strongly increase the proportion of women throughout the Group.
- The work culture is characterised by respect and trust, and employee satisfaction is to be kept above 70 points until 2030.
- ÖBB wants to keep the early fluctuation rate<sup>72</sup> (in Austria) below 15% by 2030.
- All generations should be offered both a diverse, interesting and exciting working environment and a wide range of development opportunities. This increases the quality and productivity of work as well as competitiveness.

<sup>72</sup> Fluctuation within two years of service.

Employees according to employment contract Reporting date 31.12. GRI 2-7, 405-1	2021			2022		
	Woman	Man	diverse <sup>1)</sup>	Woman	Man	diverse <sup>1)</sup>
<b>Number of employees at the ÖBB Group<sup>2)</sup></b>	<b>43,673</b>			<b>44,369</b>		
Total number of employees by employment contract						
Employees	4,128	10,719	-	4,580	11,588	0
Workers	1,090	9,405	-	1,172	10,210	1
Tenured employees	674	15,882	-	637	14,415	0
Apprentices	307	1,468	-	326	1,440	0
Early fluctuation rate (%)	18.5			17.9		

<sup>1)</sup> This classification was only introduced in FY 2022.

<sup>2)</sup> ÖBB Group total (domestic and international)

### Leasing employees

In the financial year 2022, an average of 577.5 py: 600.3) external leasing staff (FTE) were employed in the ÖBB Group (domestic and international). The two largest occupational groups are "vehicle technology - rail" and "cleaning and security". GRI 2-8

### Full and part time

In 2022, 32,713 (py: 32,816) men and 4,355 (py: 3,954) women were employed full-time in the ÖBB Group in Austria, and 1,534 (py: 1,452) men and 1,155 (py: 1,034) women were employed part-time. GRI 2-7

Employees according to employment contract Reporting date 31.12. GRI 2-7	2021			2022		
	Woman	Man	diverse <sup>1)</sup>	Woman	Man	diverse <sup>1)</sup>
<b>Number of employees at the ÖBB Group<sup>2)</sup></b>	<b>43,673</b>			<b>44,369</b>		
Employees - ÖBB Group <sup>2)</sup>	6,199	37,474	-	6,715	37,653	1
Employees	2,917	7,513	-	3,375	8,182	0
Workers	1,090	9,405	-	1,172	10,210	1
Tenured employees	674	15,882	-	637	14,415	0
Apprentices	307	1,468	-	326	1,440	0
<b>Employees - domestic</b>	<b>4,988</b>	<b>34,268</b>	<b>-</b>	<b>5,510</b>	<b>34,247</b>	<b>1</b>
Employees	669	1,293	-	817	1,368	0
Workers	331	3,186	-	341	3,406	1
Tenured employees	0	0	-	0	0	0
Apprentices	307	1,467	-	326	1,440	0
<b>Employees – domestic under 30 years of age</b>	<b>1,307</b>	<b>5,946</b>	<b>-</b>	<b>1,484</b>	<b>6,214</b>	<b>1</b>
Employees	1,780	5,046	-	2,042	5,496	0
Workers	515	4,783	-	562	5,130	0
Tenured employees	130	2,065	-	87	1,383	0
Apprentices	0	1	-	0	0	0
<b>Employees – domestic between 30 and 50 years of age</b>	<b>2,425</b>	<b>11,895</b>	<b>-</b>	<b>2,691</b>	<b>12,009</b>	<b>0</b>
Employees	468	1,174	-	516	1,318	0
Workers	244	1,436	-	269	1,674	0
Tenured employees	544	13,817	-	550	13,032	0
Apprentices	0	0	-	0	0	0
<b>Employees – domestic over 50 years of age</b>	<b>1,256</b>	<b>16,427</b>	<b>-</b>	<b>1,335</b>	<b>16,024</b>	<b>0</b>

<sup>1)</sup> This classification was only introduced in FY 2022.

<sup>2)</sup> ÖBB Group total (domestic and international)

ÖBB's four corporate values - "We before I", "Convincing services for our customers", "Taking the initiative" and "Living safety" - are to be implemented and lived by the employees.

Over 130 different professions are united under the umbrella of ÖBB. The job world is as big as it is versatile. ÖBB is the largest climate protection company in the field of mobility in Austria and stands for meaningful jobs in a future-oriented industry. In addition to the classic railway-specific jobs such as train driver, train attendant, shunter or dispatcher, specialists are now urgently sought in all areas of the company throughout Austria. ÖBB sees this as an opportunity to actively shape generation change. A special focus is therefore also on job profiles such as postal bus drivers, construction and electrical engineers, mechatronics technicians, skilled workers, economic jobs, various positions in the real estate sector and, of course, all those who further advance the digitalisation of our company with their IT jobs.

The high demand for personnel is also being met by an increased external presence on the labour market. The "Introduce yourself" campaign had already set a first signal on the labour market before the summer in May / June 2022. The focus was specifically on occupational profiles from the bulk of the company's operational functions.

The campaign was then enlarged under the title "Today is your day (to apply for a job at ÖBB)" to 360 degrees from October. The various job profiles at ÖBB were advertised on all possible media channels, from TV to cinema, radio, print on ÖBB's own outdoor advertising spaces and, of course, on all relevant online channels. This was where resources were pooled across the Group in order to paint the broadest possible picture of ÖBB via various advertising media. The aim is to continue this campaign in 2023 in order to always be present and visible to potential applicants on the labour market.

Women are promoted at ÖBB with specific coaching and mentoring programs. The ÖBB akademie actively supports them in reaching management positions through special offers, for example in the area of leadership or team coordination. Special additional offers are also available for participants in the trainee program. Various gender and diversity training courses throughout the Group raise awareness among the entire team. The Women's Career Index (FKi) is then used to evaluate how the readiness for change and women's careers are actually doing and what can still be optimised.

Admitted employees ÖBB Group (number / turnover rate) <sup>3)</sup> GRI 401-1	2021			2022		
	Woman	Man	diverse <sup>1)</sup>	Woman	Man	diverse <sup>1)</sup>
<b>Employees<sup>2)</sup></b>		<b>3,764 / 8.6</b>		<b>4,691 / 10.6</b>		
Employees	380 / 13.0	578 / 7.7	0 / 0.0	597 / 17.7	797 / 9.7	0 / 0.0
Workers	270 / 24.8	1,349 / 14.3	0 / 0.0	291 / 24.8	1,725 / 16.9	1 / 100.0
Tenured employees	0 / 0.0	3 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0
Apprentices	107 / 34.9	421 / 28.7	0 / 0.0	133 / 40.8	432 / 30.0	0 / 0.0
<b>Employees - domestic</b>		<b>3,108 / 7.9</b>		<b>3,976 / 10.0</b>		
Employees	164 / 24.5	252 / 19.5	0 / 0.0	265 / 32.4	326 / 23.8	0 / 0.0
Workers	99 / 29.9	513 / 16.1	0 / 0.0	102 / 29.9	674 / 19.8	1 / 100.0
Tenured employees	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0
Apprentices	107 / 34.9	421 / 28.7	0 / 0.0	133 / 40.8	432 / 30.0	0 / 0.0
<b>Employees – domestic under 30 years of age</b>		<b>1,556 / 21.5</b>		<b>1,933 / 25.1</b>		
Employees	195 / 11.0	283 / 5.6	0 / 0.0	302 / 14.8	406 / 7.4	0 / 0.0
Workers	131 / 25.4	628 / 13.1	0 / 0.0	143 / 25.4	773 / 15.1	0 / 0.0
Tenured employees	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0
Apprentices	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0
<b>Employees - domestic between 30 and 50 years of age</b>		<b>1,273 / 8.6</b>		<b>1,624 / 11.0</b>		
Employees	38,463	43 / 3.7	0 / 0.0	39,598	65 / 4.9	0 / 0.0
Workers	40 / 16.4	208 / 14.5	0 / 0.0	46 / 17.1	278 / 16.6	0 / 0.0
Tenured employees	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0
Apprentices	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0
<b>Employees – domestic over 50 years of age</b>		<b>315 / 1.8</b>		<b>419 / 2.4</b>		

<sup>1)</sup> This classification was only introduced in FY 2022. <sup>2)</sup> ÖBB Group total (domestic and international)

<sup>3)</sup> The rate of new admissions was determined using a simple calculation of the data (cut-off date: 31.12.). Number of employees who joined the ÖBB Group / number of employees by employment contract \* 100.

### A high-performance HR organisation as a problem solver for generation change and labour market challenges

In 2022 alone (as of November 2022), more than 5,271 (incl. apprentices) domestic positions have already been filled. In 2022, a total of more than 48,000 candidates applied to Austria's number 1 mobility service provider. In order to accompany the change in a targeted manner, ÖBB needs a modern and even more powerful HR organisation. The HR 2025 transformation program was therefore launched in March 2021 and successfully transferred to the respective line organisations in October 2022. Four key dimensions were defined: Organisation and processes, attractive employer and diversity, workability and sustainability, recruiting and sourcing and onboarding. In 2022, human resources development was added as the fifth dimension. The core component was the implementation of the business partnering model in the group.

Also in October 2022, the entire recruiting process was finally bundled in ÖBB-Business Competence Center GmbH. The aim of this bundling is, firstly, to master the challenges of the generation change within the Group and, secondly, to tackle the challenges on the labour market with united strength and focus.

An essential part of not only managing these feats of strength, but also making them sustainable, is the use of defined standards in recruiting. They ensure efficient processing, professional support, compliance with standards, regulations and equal opportunities for all throughout the application process, both for applicants and for the Group as a whole. In addition, a fixed component of ÖBB's modern recruiting is the increased admission of women. Furthermore, the high quality standards in the establishment of the standards with the best possible staffing should make a significant contribution to counteracting (early) fluctuation.

Employees who have left the ÖBB Group (number / rate of departure) <sup>3)</sup> GRI 401-1	2021			2022		
	Woman	Man	diverse <sup>1)</sup>	Woman	Man	diverse <sup>1)</sup>
<b>Employees<sup>2)</sup></b>	<b>3,792 / 8.7</b>			<b>3,983 / 9.0</b>		
Employees	229 / 7.9	324 / 4.3	0 / 0.0	290 / 8.6	451 / 5.5	0 / 0.0
Workers	139 / 12.8	835 / 8.9	0 / 0.0	164 / 14.0	990 / 9.7	0 / 0.0
Tenured employees	45 / 6.7	1,550 / 9.8	0 / 0.0	38 / 6.0	1,478 / 10.3	0 / 0.0
Apprentices	20 / 6.5	57 / 3.9	0 / 0.0	26 / 8.0	82 / 5.7	0 / 0.0
<b>Employees - domestic</b>	<b>3,199 / 8.1</b>			<b>3,519 / 8.9</b>		
Employees	90 / 13.5	105 / 8.1	0 / 0.0	111 / 13.6	156 / 11.4	0 / 0.0
Workers	47 / 14.2	332 / 10.4	0 / 0.0	55 / 16.1	338 / 9.9	0 / 0.0
Tenured employees	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0
Apprentices	20 / 6.5	57 / 3.9	0 / 0.0	26 / 8.0	82 / 5.7	0 / 0.0
<b>Employees – domestic under 30 years of age</b>	<b>651 / 9.0</b>			<b>768 / 10.0</b>		
Employees	106 / 6.0	144 / 2.9	0 / 0.0	137 / 6.7	210 / 3.8	0 / 0.0
Workers	61 / 11.8	347 / 7.3	0 / 0.0	66 / 11.7	437 / 8.5	0 / 0.0
Tenured employees	1 / 0.8	17 / 0.8	0 / 0.0	0 / 0.0	13 / 0.9	0 / 0.0
Apprentices	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0
<b>Employees - domestic between 30 and 50 years of age</b>	<b>676 / 4.7</b>			<b>863 / 5.9</b>		
Employees	33 / 7.1	75 / 6.4	0 / 0.0	42 / 8.1	85 / 6.4	0 / 0.0
Workers	31 / 12.7	156 / 10.9	0 / 0.0	43 / 16.0	215 / 12.8	0 / 0.0
Tenured employees	44 / 8.1	1,533 / 11.1	0 / 0.0	38 / 6.9	1,465 / 11.2	0 / 0.0
Apprentices	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0	0 / 0.0
<b>Employees – domestic over 50 years of age</b>	<b>1,872 / 10.6</b>			<b>1,888 / 10.9</b>		

<sup>1)</sup> This classification was only introduced in FY 2022.

<sup>2)</sup> ÖBB Group total (domestic and international)

<sup>3)</sup> The rate of departures was calculated with a simple calculation of the data (cut-off date: 31.12). *Number of employees who left the ÖBB Group / number of employees by employment contract \* 100.*

### Collective tariff agreements

The percentage of employees covered by collective agreements is 62% (previously: 59%). This low percentage is largely explainable by the historical situation in terms of employment law. Admissions from 2005 onwards are 99% subject to collective agreements. GRI 2-30

### Appraisal interview (MAG)

Around 45.5% of employees had the option of an MAG in 2022, the implementation rate was approx. 77%. GRI 404-3

### Résumé and outlook 2023

In view of the "100 years of ÖBB" anniversary, the course was set in the summer of 2022 for the strategic orientation of the Group-wide employer branding. This will drive a closer integration with Group Recruiting and the defined interfaces within the ÖBB Group. This creates the conditions to act resource-efficiently, to use synergy effects at an early stage and to avoid duplication. In this way, measures for targeted recruitment are better aligned with the challenging developments on the Austrian labour market. As a result of Group-wide coordinated and overarching measures, a uniform external image is achieved and ÖBB's attractiveness as an employer is further strengthened - as an Employer of Choice. Measures taken are made known transparently within the Group. This should create a common understanding of the employer image internally and communicate this to the outside world through the existing employees. The package of measures is coordinated by a strategically controlled employer branding. Group-wide activities are designed to be as uniform as possible and as individual as necessary, in line with the Group's objectives, and are carried out with the support of the responsible colleagues from the specialist departments. In this way, it should be possible to find the perfect fit in terms of the target group in order to bind people to ÖBB in the longer term.

## G.15. Generational change

### Management approach

In the next few years, about one fifth of the employees will leave ÖBB for reasons of age. That is why ÖBB is looking for approx. 3,000 new employees every year. This generational shift brings many challenges, but also opportunities.

At ÖBB, the safeguarding of knowledge critical to success and the efficient transfer of knowledge within the company are of central importance. At the same time, generational change can be used for the ongoing modernisation of the Group. A dedicated knowledge management team within the ÖBB Group is responsible for successfully managing this change. Its wide range of services ensures that the comprehensive expertise within the company is retained and made available to the team of the future.

In addition, ÖBB fundamentally wants to offer all generations working for the company an attractive and productive working environment. In the near future, up to four generations will be working in the company at the same time - from baby boomers to generations X, Y and Z. They bring different expectations and demands to their workplace. And for all of them, ÖBB must position itself as a top employer in the long term - this is an essential prerequisite for being able to fulfill all tasks optimally as the number 1 mobility service provider.

ÖBB has developed professional, strategic tools and offers for this massive change in values. The aim is to attract as many employees as possible to the company and retain them in the long term. This is intended to improve the quality and productivity of work and thereby increase competitiveness. Because the company has to be fit for the leap into a digitalised professional world and a fully liberalised market.

## Objectives

- Since 2019, ÖBB has been conducting an annual survey of all employees who possess knowledge critical to the company's success. These identified employees are referred to as "employees with specialised knowledge".
- The focus of knowledge transfer is particularly on supporting employees with specialist knowledge who leave the company. So-called knowledge transfer tandems were implemented for this purpose. Internally trained knowledge transfer coaches are available to plan and support the structured transfer of knowledge as needed.
- A particular focus in 2022 was on internal communications around the topic of "knowledge transfer" in the Group. This has two main objectives: The first, is to raise awareness of the issue and the second, to provide a simple toolbox for the independent transfer of knowledge worthy of protection.
- In 2022, a basic ÖBB knowledge transfer toolbox was also offered throughout the Group in addition. The toolbox enables work teams to plan and implement knowledge transfer independently. It will subsequently be continually expanded and adapted to meet demand.
- The model of "age-appropriate part-time work" is intended to enable as many employees as possible to make a slow transition while retaining knowledge within the company.

Age-appropriate part-time work enables older employees to remain healthy and productive in working life for longer. This also extends the time span for them to pass on their knowledge to the next generation. Age-appropriate part-time work is currently available to men at either 54 or 56 years of age and to women at 52.5 years of age. GRI 402-2

Key figures at a glance	2021	2022
Knowledge transfer tandems completed	22	16
Employees who took advantage of the statutory option of partial retirement under § 27 AIVG GRI 402-2	502	498
Number of applications processed	42,387	57,421
<i>Share of female applicants (%)</i>	27	28
<i>Share of applications from diverse / inter / not specified (%)</i>	73	71
<i>Share of male applicants (%)</i>	0	1

### Preserving valuable knowledge.

The know-how and extensive knowledge of long-serving employees is a valuable resource that should be safeguarded. In 2022 alone, approx. 3,200 employees in Austria left the company. 502 employees though, made use of the option of partial retirement. They are all to receive targeted support in passing on their knowledge to the next generation in an orderly manner - for example, with the help of the knowledge transfer tandems.

Since 2019, employees have been trained as knowledge transfer coaches. The training programme comprises three modules over a period of 4.5 days. There are now approx. 45 coaches working throughout the Group. They provide advice to managers and support knowledge transfer processes with their know-how on the subject of knowledge management and knowledge transfer. The community of knowledge transfer coaches, employees with specialised knowledge and affected managers is constantly being expanded and the know-how is further developed and deepened through regular networking. ÖBB can retain expertise and many years of experience that are critical to success and transfer them to modern structures with measures such as these.

In addition, a dedicated knowledge transfer toolbox has been in use since the end of 2022.

### Hybrid und flexible

Around 3,200 positions were filled at ÖBB in 2022 alone. In total, over 40,000 interested people applied to ÖBB in 2022, more than a quarter of them were women. The younger generations, starting with the "millennials," have already grown into a digital and flexible working world. Hybrid working is just as natural for them as optimal conditions to reconcile family and job, as well as to pursue leisure interests or to be able to continue their education.

Time off and creative changes in the area of responsibility should not be the exception for the employees of tomorrow, but the norm. For example, ÖBB has been offering its employees significantly more flexible working time models since 2021, among other things with a new company agreement on teleworking.

## Outlook for 2023

The community of ÖBB knowledge transfer coaches is continually being expanded. In 2023, more knowledge transfer coaches will be trained, and Group-wide networking and the deepening of expertise will also be further expanded.

Newly available to managers and work teams from 2023 is the so-called "Knowledge Management Self-Check". This short questionnaire focuses on key areas of knowledge management. Fields of action are systematically identified on the basis of a self-assessment. The Knowledge Management Toolbox as a supplement to the Self-Check supports the derivation of measures.

## G.16. Economic driver, value-creating investments and sustainable financing

### Management approach

Every euro spent on rail expansion generates two euros for the national economy. Investments in the rail system and in ÖBB are therefore a particularly sustainable form of infrastructure development with positive effects for economic growth and employment. The companies directly commissioned benefit from the investments, as do the domestic suppliers and their employees, who in turn boost consumption. Better development of regions also means greater prosperity for them and an upgrading as a business location. And finally, ÖBB is making a contribution to the energy transition with its sustainable mobility offering.

ÖBB is therefore focusing on making the railways and public transport more attractive, with the aim of creating added value for the environment, society and the economy. By 2040, the performance of public transport in Austria is to be doubled by expanding the rail infrastructure, digitising rail operations and using modern vehicles. The essential tool for implementation is the framework plan. The framework plan, as a planning and financing instrument of the federal government, contains the presentation of all projects including their investment sums as well as the planned expenses for the maintenance of the rail network and the infrastructure. The framework plan covers a period of six years and is supplemented and adjusted annually on a rolling basis by one year. More detailed information on the corporate strategy is provided in chapter C.5.

### Objectives

- ÖBB's goal is to remain the clear number 1 in Austria as a mobility and logistics provider and to be one of the major players in Europe.
- The goal is to also double the performance of the rail system by 2040.

Key figures at a glance	2021	2022
ÖBB Group investments (EUR bn)	3.69	3.92
Investments of the ÖBB-Infrastruktur subgroup (EUR bn)	2.86	3.26
Investments of the ÖBB Personenverkehr subgroup (EUR bn)	1,414.4	476.7
Investments of the Rail Cargo Austria subgroup (EUR bn)	110.7	141.6

## Highlights 2022

### Double the performance of the rail.

In its strategic orientation, ÖBB envisages doubling the performance of the rail system by 2040. This is to be achieved on the one hand by expansion on the infrastructure side with the expansion in accordance with the framework plan and the continuation of the future target network 2040. In addition to this, innovative technological measures such as digitisation and automation will be relied on, but the use of residual capacities already available today will also be fully exploited. The rolling stock aims for longer and more efficiently loaded trains as well as higher seat occupancy. As a further step, the timetable is also being adjusted accordingly in order to achieve a doubling of the target.

The framework plan is the primary tool for the implementation of the goals. The new framework plan 2023 to 2028 foresees an annual investment of approx. EUR 3.0 billion in the rail infrastructure. A large number of projects will already be completed by the early 2030s. The success stories also include the extension of the western line and the expansion of the infrastructure in the Lower Inn Valley. A success that is to be continued with the construction of the Brenner Base Tunnel or the southern route with Semmering Base Tunnel and Koralm railway, currently undergoing expansion. This enables a significant increase in capacity. Investments and financing measures in the respective subgroup companies are broken down in more detail in chapter C.4. GRI 201-4

### ÖBB secures locations and regions

The framework plan is not only shaping the railways of tomorrow; the local economy is already benefiting from the investments today. Especially in economically difficult times like the current ones, ÖBB is a very important economic engine that creates value and jobs. In total, every euro invested in the framework plan generates an overall economic benefit of just under two euros. The fact that investments in ÖBB's railway infrastructure are a particularly sustainable form of investment was confirmed by independent rating agencies in 2020, with ÖBB-Infrastruktur AG ranked first in an international industry comparison for the fifth time in a row.

About EUR 1.0 billion in rail investments will create or secure about 15,000 to 17,000 jobs in Austria. In addition, two jobs at ÖBB create and secure another job outside the railway. Every year, ÖBB brings about five billion euros in added value to the country. This means that better access to regions means more growth and prosperity for them, as well as an upgrading of the business location. Austria's railway industry is among the absolute top internationally and celebrates great success in exports. This is also a result of the commitment to rail in Austria and the associated financial expenditure. In this way, the tax funds made available to ÖBB for the expansion of the railway in Austria are well invested. Investments in railways are valuable long-term investments that are a turbocharge for the economy in the regions through improved infrastructure as well as mobility routes. In addition, the railway expansion means secure orders for the economy and thus secure jobs, which goes hand in hand with an enormous relief for the environment. GRI 2-23, 201-1, 203-1

### Österreichische Postbus Aktiengesellschaft

Postbus significantly contributes to value creation in the regions as a reliable employer at its 200 locations. Österreichische Postbus Aktiengesellschaft provides about 76% of Austria's communities with public mobility.

### Outlook for 2023

In the coming year, the focus will again be on the expansion and modernisation of the regional railways as valuable feeder lines for a better infrastructure in rural areas. Infrastructure facilities for freight transport will also continue to be expanded in 2023, thus creating the preconditions for a sustainable economy. These investments are considered both a climate saver and an economic driver for the domestic and regional economy. In the Target Network 2040 (BMK together with SCHIG mbH and ÖBB), which is currently being elaborated, the strategic course for a future-proof railway network until the year 2040 is to be set. The planned expansion steps and service increases are an essential building block and an important basis for fulfilling the goals of the Mobility Master Plan 2030. ÖBB's forecasts for both passenger and freight transport have been included in the calculations of the Mobility Master Plan 2030.

## G.17. Training and further development

### Management approach

The people of Austria are the most diligent rail passengers in the European Union. ÖBB is thus one of the most successful rail companies internationally. At the same time however, dynamic, technical and societal changes are underway that present special challenges. The best possible training and further education of employees is the deciding factor in ÖBB's continued success. Only a highly trained and motivated team is able to offer customers an optimum range of mobility services. For this reason, ÖBB attaches great importance to sound apprenticeship training as well as to target group-specific training and development measures.

### Objectives

- Comprehensive and precise personnel development is of central importance to the ÖBB Group.
- It pursues the goal of offering all employees professional and personal development opportunities - oriented to the needs of ÖBB customers.
- **In addition, Human Resources Development (in cooperation with Strategic Corporate Development) also focuses on promoting and developing "New Work" competences.**
- Female workers are to be promoted to a greater extent.



<b>Key figures at a glance</b>	2021	2022
Number of ÖBB employees attending training courses at the ÖBB akademie GRI 404-2	1,551	765
<i>Women / Men GRI 404-2</i>	<i>334 / 1,217</i>	<i>295 / 490</i>
Number of ÖBB employees attending ÖBB education courses (education catalogue) GRI 404-2	5,612	6,915
Number of course titles offered in the ÖBB education catalogue	130	115
Participant hours in education and training (total excl. railway-specific training) GRI 404-1	896,653	918,772 <sup>1)</sup>
<i>of which women GRI 404-1</i>	<i>6,205</i>	<i>107,282<sup>2)</sup></i>
Number of participant days in railway-specific training <sup>1)</sup>	122,219	115,606
Number of different apprenticeships in the ÖBB Group	27	27
Retention rate (%)	85	80

<sup>1)</sup> Excluding audit hours and modified data basis compared to previous year's report.

<sup>2)</sup> The figure aligns with the figures from 2019 (before corona crisis).

## Personnel Development

ÖBB lives by the maxim "An employer is only attractive if it offers its employees professional and personal development opportunities". Accordingly, ÖBB attaches great importance to challenging and promoting employees. This includes apprenticeship training as well as strategically relevant and target group-specific training and development measures through the ÖBB akademie and ÖBB bildung personnel development catalogue). Human resource development has experienced an additional boost in the direction of digitalisation as a result of the corona pandemic. In addition to e-learning, the offers of the ÖBB akademie and ÖBB bildung personnel development catalogue) were converted to other virtual learning formats - such as webinars or apps. This conversion remains sustainable: In future, classroom training will be offered as digital concepts or concepts known as blended learning. Attendance units are combined with digital learning, depending on the target group and didactic criteria.

### Virtual world

In 2021, the virtual world of further training for train drivers and train dispatchers was opened. The aim of this offer is to use various devices (laptop, PC, mobile phone) to get to know the desired occupation better and to obtain a feeling for the training, irrespective of time and place. In 2022, the virtual world was expanded to include the job profiles of shifters and train attendants (service staff and control team).

### Training and further education offered at the ÖBB Business Competence Center.

The part of the training and further education offer is coordinated in the ÖBB Business Competence Center GmbH. The ÖBB akademie, which is located there, offers comprehensive strategically relevant learning and development opportunities for all areas of personnel development. The range extends from offers for newcomers to management level - whether it is to deepen specialist knowledge or to learn leadership skills. 765 py: 1,551) participants took advantage of the extensive offer in 2022, 470 of them male and 295 female. In 2022, a total of 31 courses and 15 trainings or workshops were held - for managers, team coordinators, working group leaders, experts, specialists and other employees. This corresponds to approx. 918,772 participant hours.

### Targeted securement of junior specialists

In September 2022, 13 university graduates started the second round of the "TRAINees4mobility" trainee program. In the course of this program, they are specifically prepared for their future specialist and expert functions - not least as a contribution to the generation change. The share of women is particularly gratifying. This amounts to more than 50 % in this round of the program cycle. Almost simultaneously - i.e. in October 2022 - 15 (of the original 16) trainees successfully completed the one-year program and started their new job in their target position.

ÖBB bildung personnel development catalogue) offers a comprehensive and flexibly bookable range of approx. 115 py: 130) courses. These are tailored to the needs of the individual occupational profiles and with a strong practical orientation. The ÖBB bildung personnel development catalogue) was able to support a total of 6,915 participants in 2022 py: 5,612).

### Digitisation for the top training of the future.

Technological progress is changing rail-specific professions and thus also ÖBB's training and further education programs. More and more parts of training and further education are now performed via e-learning, which can greatly reduce the need for travel

120 new e-learnings, trainings and learning apps were available in 2022. Technical training will continue to be implemented in electronic formats where appropriate. This not only contributes to a sustainable use of resources, but it also promotes the development of skills and abilities in the use of digital media as well as self-directed learning.

In addition, the use of a mobile app to promote language competence was piloted. The focus here is on language practice, in six languages. The Group's learning management systems are also constantly evaluated and further developed, with a focus on the learning experience of employees.

In 2021, the transport geography learning app was piloted and rolled out for train crew applicants. In 2022, an evaluation took place with the result that the use in preboarding is recommended as a learning preparation for persons aspiring to a railway profession.

Extended-Reality (XR) technology as a combination of real and virtual environments and human-machine interaction plays a significant role in future education and training, especially in the railway-specific field. Human Resources Development is preparing for this development as a didactic/pedagogical advisor and launched a pilot in the field of communication in 2022.

### New work

Today's world of work is changing. Employees and managers should be supported and assisted in these developments. In 2021, "New work at ÖBB - experiencing and shaping New Work" was initiated and in 2022 rolled out as a pilot program. A total of 213 employees took part in the individual modules of the program, 50% of whom were women. The program is an innovative, comprehensive and flexible offer. It aims on the one hand to make the mindset behind the new way of working understandable while at the same time conveying the methods and techniques of agile working. In addition, it pursues the vision of increasingly contributing to cross-interface working.

### Women in focus

Female employees play a particularly important role in the company's strategy for the future. Their share of the workforce is expected to further increase - from the current 13.5% to 17.0% percent by 2026. For this reason, training and development measures also focus on the advancement of women. The fact that the share of women in the further education programs of the ÖBB Academy increased in 2022 compared to 2021 shows that this is the right direction. This was 38.6% (2021: 22.0%). Nevertheless, the quota of women in the courses themselves decreased, amounting to 33.6% (2021: 34.0%). Nevertheless, evaluations and surveys show that women at ÖBB benefit from specific training and coaching opportunities.

### Railway-specific education and training

Railway-specific training and further education is organised by the Training and Further Education Department of ÖBB-Infrastruktur AG as a Group-wide competence centre. In 2022, 115,606 (2021: 122,219) participant days were taken by ÖBB employees. More than 100 specialist training staff organise and conduct out in-company training and further education in railway professions. In this context, around 140 different training and continuing education courses are provided in the three tracks (1) operations management and shunting, (2) traction technology training and (3) safety in the track area. GRI 403-5, 403-7

Additional specific training and education is also provided by other Group companies, subsidiaries and business units. To round off its range of in-service training courses, ÖBB also cooperates with external educational institutions. GRI 404-2

Young technicians can also join ÖBB-Infrastruktur AG through the 12-month rotation program "infra:techrotation". In October 2022, the second round started with 14 participants in order to cover the personnel requirements in the technical area in a targeted manner and to make them fit for their future tasks in line with requirements.

### Apprenticeship program in the ÖBB Group

The ÖBB Group is one of the largest technical apprentice instructors in Austria and offers 27 apprenticeship professions nationwide. ÖBB is currently training approx. 2,000 young people to become highly qualified specialists. The subgroups ÖBB-Personenverkehr AG and Rail Cargo Austria mainly offer apprenticeships in commercial apprenticeships. In contrast, ÖBB-Infrastruktur AG and Österreichische Postbus Aktiengesellschaft primarily train apprentices in technical vocational fields. GRI 2-7, 401-1

The training is international and state-awarded. In 2022, for example, ÖBB-Infrastruktur AG was awarded the "VET Excellence Award" by the European Commission. ÖBB-Infrastruktur AG also holds the seal "state-awarded apprenticeship company" at national level, the Viennese quality seal "TOP apprenticeship company" since 2015, and the designation "excellent apprenticeship company" in Tyrol and Vorarlberg. The graduates regularly win numerous prizes and awards at vocational competitions each year. For example, apprentices from the Vienna training workshop took first place in the "Industry 4.0" category at SkillsAustria and successfully participated in the WorldSkills.

The apprenticeships in the ÖBB portfolio are currently becoming "greener" and more digital. In the future lab of the apprenticeship training at the Vienna site, a virtual reality training designed by apprentices and trainers was implemented. It reproduces Vienna's main railway station and enables virtual training on railway technology there. In addition, augmented reality is also used in apprenticeship training. This enables, among other things, virtual representations of complex technical components, e.g. electric motors. For example, instructors at the Graz training workshop have programmed an application in which ÖBB train components and facilities can be displayed virtually in real size or on a scale independent of location. Young skilled workers at ÖBB are also currently being introduced to new manufacturing technologies in a forward-looking manner, e.g. in the area of additive manufacturing. The first apprentice groups are currently producing their own 3D printer. In this way, they make themselves fit for the future and in particular have access to cost-saving and more flexible options in maintenance and servicing.

ÖBB also promotes the "Apprenticeship with Matura" and thus open up an opportunity for apprentices to gain further qualifications. In addition to professional training, the promotion of social competence is also of great importance. Under the motto "Women & Girls into Technology!" the apprenticeship training is committed to making technical training even more attractive for women and girls. It is showing an effect. In 2022, the share of women in the new intake of apprentices was 24.2%. The new "Next Level Apprenticeship" apprenticeship campaign and the accompanying redesigned website [www.nasicher.at](http://www.nasicher.at) are designed to get young people excited about ÖBB. A newly structured application process enables online-based applications for apprenticeships at ÖBB. Currently, investments are also being made in new buildings and conversions in the area of apprenticeship training: In 2020, the new training workshops in Bludenz and Knittelfeld were opened. The Innsbruck training workshop was renovated and extended by an additional building. In St. Pölten, the local apprentice residence was also newly built and opened in 2021. At present, the Attnang-Puchheim training workshop is still being renovated and extended by an annex. Approx. EUR 44.0 million was made available for this purpose.

### Résumé and outlook 2023

After the corona-related slump in participation in training and further education in 2020, the number of participants in education and training will continue to rise in 2021 and 2022. This upward trend is probably also due to the increasingly flexible design of access to education through e-learning and hybrid learning opportunities.

ÖBB will continue to focus on digital and hybrid learning formats in 2023. This is in line with the idea of the ongoing digitalisation of the education sector and the promotion of self-directed learning. The focus continues to be on targeted competence development and maintaining the employability of all staff members. The establishment of agile learning in our development ecosystem in conjunction with Learning 4.0 - i.e. the corresponding technology behind it - is to contribute to the creation of a smart learning environment. The Group's learning management systems are also constantly being evaluated and further developed, with the focus in future being on the learning experience for employees.

The digitalisation of the Group-wide ÖBB bildung personnel development catalogue) will therefore continue to progress. The fact that about 150,000 training hours per year are already completed virtually via e-learning validates our plans.

In the area of "New Work" and "Agile Working", preparations for the new way of working will also be stepped up in 2023. The initial feedback shows how valuable these offers are for ÖBB Group employees. The participants benefit from a broadening of knowledge and understanding, which comes about in addition to the training courses in the course of networking across the Group. Projects and initiatives on the topic of New Work are highlighted. The participants learn where to find support and in which topics their own involvement is needed. Furthermore, internal ÖBB experts, who share their knowledge and practical experience as trainers and multipliers, are also utilised in this context. It is particularly crucial for New Work that theoretical knowledge gets successfully transferred into ÖBB practice. This is the only way to learn as an organisation. Individual modules of the ÖBB akademie program "New work at ÖBB" will be offered more frequently and on a rotating basis from 2023 onwards.

ÖBB is particularly proud of the increase in the share of women in strategically relevant development programs at ÖBB akademie to over 38%. Furthermore, additional initiatives and measures are planned to further increase the female participation rate. Not least as the participants benefit from a group composition that is as diverse as possible.

### **Management development - goal-oriented, flexible and self-determined**

The results of the 360° Leadership Feedback 2021 were used as a basis for defining focus topics for general and Group-wide management development in the first half of 2022. At the end of 2022, the implementation of the development offers started on three levels under the banner of "Leadership Impulses": (1) Topic-specific bundled e-learnings, (2) Lead and Learn for mutual support and therefore use of the swarm knowledge of ÖBB managers and (3) Strategy Circles to promote strategic thinking and action.

## **H. Non-financial opportunities and risks GRI 2-23, 3-3**

As an important corporate management tool, opportunity and risk management accompanies all relevant business processes and financial positions of the main Group companies. To this end, it is necessary to identify opportunities and risks in good time and to manage them proactively by means of suitable measures in order to safeguard existing and future potential for success and growth.

All identified opportunities and risks are subjected to ongoing qualitative and quantitative assessment with regard to their potential impact and probability of occurrence on the basis of updated valuations or empirical values. This is the prerequisite for taking targeted management measures, whether to safeguard opportunities or counteract risks.

### **Opportunity and risk management process**

The ÖBB Group defines opportunities and risks generally as events or developments that might cause a positive or negative deviation of results from the assumptions made during planning. The revision of the opportunity and risk portfolio is therefore performed synchronously with the planning processes. The binding Group policy and the opportunity/risk management manual, which is also binding throughout the Group, define the rules, scope and minimum requirements of opportunity and risk management for all business units involved.

The first and foremost objective of the risk policy is unrestricted safeguarding of business operations. Consequently, risks may only be taken if they are calculable and associated with an increase in income and in the company value. This process is supported by risk management software. Individual risks are reviewed and consolidated in the Group-wide opportunity and risk platform. In this context, a report is prepared for the Executive Board of ÖBB-Holding AG, which depicts the most important risks as well as corresponding countermeasures or opportunities. This ensures that the Supervisory Board and Audit Committee of ÖBB-Holding AG and of the Group companies are provided with detailed information regarding the current opportunity and risk situation.

### **Impact assessment of business activity**

ÖBB is Austria's largest mobility and logistics service provider. It builds and operates infrastructure on behalf of the Republic, is one of the largest clients for the domestic economy, is a major employer and one of the largest apprentice trainers in the country. As a result, its operations have an impact on both financial and non-financial concerns of those surrounding it. The following table shows the main risks to the impact of business activities and the measures taken. This view is supplemented in the following pages with those risks and measures that are relevant for the economic success of the company.

**Presentation of the main risks and risks and opportunities of business activities (Sustainability area) and measures taken to minimise impacts on economic, environmental and social concerns**

Impact	Risks	Measures (excerpt)	Opportunities	Building block of the ÖBB sustainability strategy
Economy Ecology Social topics	Non-achievement of set climate protection targets	<ul style="list-style-type: none"> <li>– Implementation of the ÖBB climate protection strategy to reduce the CO<sub>2</sub> footprint in the three areas of mobility, buildings and Scope 3</li> <li>– Implementation of the decarbonisation strategy</li> </ul>	Reduction of CO <sub>2</sub> emissions	<ol style="list-style-type: none"> <li>1. Climate protection</li> <li>7. Innovation and Technology</li> <li>8. Sustainable Finance</li> </ol>
Economy Ecology Social topics	Increased CO <sub>2</sub> emissions due to increased cooling or heating of buildings and rail vehicles due to periods of extreme cold and heat	<ul style="list-style-type: none"> <li>– Thermal renovation of buildings Group Building Renovation Plan 2030 / 2040</li> <li>– Efficient use of air-conditioning systems, but also pushing alternative solutions (vertical and horizontal forms of greenery - natural shading)</li> </ul>	Reduction of CO <sub>2</sub> emissions	<ol style="list-style-type: none"> <li>1. Climate protection</li> <li>2. Adaptation to Climate Change</li> <li>8. Sustainable Finance</li> </ol>
Economy Ecology Social topics	Short- and long-term pollution of the environment by diesel-driven traction units	<ul style="list-style-type: none"> <li>– Implementation of the ÖBB climate protection strategy to reduce the CO<sub>2</sub> footprint in the area of mobility</li> <li>– Implementation of the decarbonisation strategy</li> </ul>	<ul style="list-style-type: none"> <li>– Switching to renewable drives</li> <li>– Reduction of CO<sub>2</sub> emissions</li> <li>– More independency from diesel fuel price increases</li> </ul>	<ol style="list-style-type: none"> <li>1. Climate protection</li> </ol>
Social topics	Exposure to noise and emission pollution	<ul style="list-style-type: none"> <li>– Promotion of fixed noise barriers and dams</li> <li>– Continuous on-board retrofitting of all ÖBB (existing) freight wagons in operation with low-noise brake pads</li> <li>– Incentive for railway undertakings (RUs) to switch to low-noise freight wagons on the ÖBB rail network with the noise bonus on the infrastructure usage charge (IBE)</li> <li>– Continuous on-board retrofitting of all ÖBB (existing) freight wagons in operation with low-noise brake pads</li> <li>– Targeted training and information for employees on noise reduction in rail operations and maintenance (e.g. during rail grinding)</li> </ul>	<ul style="list-style-type: none"> <li>– Reduction of negative impact on the health of local residents</li> <li>– Noise and emission impairments are no longer perceived as a "problem"</li> </ul>	<ol style="list-style-type: none"> <li>3. Emissions</li> </ol>
Ecology Social topics	Accidents with personal injury or environmental damage	<ul style="list-style-type: none"> <li>– Regular safety briefings and training for traction unit drivers</li> <li>– Further development Warn App</li> <li>– Master plan for the reduction of signal overruns</li> <li>– Conducting dangerous goods checks in accordance with RID</li> <li>– 24h on call for dangerous goods</li> <li>– Emergency management and emergency exercises</li> <li>– Advice and training of employees on dangerous goods regulations</li> </ul>	<ul style="list-style-type: none"> <li>– Safety for customers, employees and neighbours</li> <li>– Preservation of biodiversity and "clean" water and land / soil / air</li> </ul>	<ol style="list-style-type: none"> <li>3. Emissions</li> <li>4. Resource management</li> <li>5. Biodiversity &amp; species diversity</li> <li>10. Health, safety and security</li> </ol>

Impact	Risks	Measures (excerpt)	Opportunities	Building block of the ÖBB sustainability strategy
Ecology Social topics	Increased emissions of classic air pollutants (NO <sub>2</sub> , NO <sub>x</sub> , ...) in transportation	<ul style="list-style-type: none"> <li>– Ongoing renewal of the bus fleet and thus a switch to lower-emission buses</li> <li>– Alternative drive systems for buses, testing of hydrogen buses</li> <li>– Gradual conversion of diesel vehicles on the rails</li> <li>– Further electrification of lines</li> </ul>	Reduction of emissions of NO <sub>2</sub> , NO <sub>x</sub> ,...	3. Emissions
Ecology Social topics	Increased light pollution and its negative impact on humans, animals and plants	<ul style="list-style-type: none"> <li>– Use of lighting alternatives</li> <li>Optimal use of lighting, through sensible planning / implementation</li> </ul>	Light emissions do not constitute an impairment	3. Emissions
Ecology Social topics	Exposure to electromagnetic fields	<ul style="list-style-type: none"> <li>– Laying of return conductors during the construction of overhead contact line system</li> <li>– Compliance with the necessary distances e.g.: for traction current transmission lines</li> </ul>	Electro-smog does not constitute an impairment	3. Emissions
Economy Ecology Social topics	Inefficient use of resources such as raw materials, water, land / soil	<p>Resource-efficient approach to the use of raw materials, water, land / soil, for example, through:</p> <ul style="list-style-type: none"> <li>– Component preparation and reuse</li> <li>– Resource-saving approach</li> <li>– Multiple uses of washing water</li> <li>Promotion of the circular economy</li> </ul>	Saving resources	4. Resource management
Economy Ecology Social topics	Reduction of biodiversity and species diversity due to construction activities and operation of railway facilities	<ul style="list-style-type: none"> <li>– Sensible planning of targeted measures to avoid, reduce or compensate for negative environmental impacts</li> <li>– Consideration of specific environmental and nature conservation regulations in new construction and expansion projects to ensure additional protection of endangered species in addition to approval procedures</li> <li>– Biological monitoring of areas of interest</li> <li>– Placing bird caps and guards in front of the isolator</li> </ul>	Biodiversity and diversity of species.	4. Resource management
Economy Ecology Social topics	Reduction of biodiversity and species diversity through plant protection products	<ul style="list-style-type: none"> <li>– Continuous optimisation measures of the spraying equipment through optical green detection</li> <li>Research projects for the replacement of glyphosate or other plant protection products with efficient chemical, physical and mechanical alternatives.</li> </ul>	Reduction of chemicals (less environmental impact)	5. Biodiversity and diversity of species

Impact	Risks	Measures (excerpt)	Opportunities	Building block of the ÖBB sustainability strategy
Economy Ecology	Inefficient use of energy and especially renewable energy	<ul style="list-style-type: none"> <li>– Lever five of the ÖBB climate protection strategy (energy efficiency) as well as the decarbonisation path in the area of buildings</li> </ul>	Efficient use of already limited energy resources	<ol style="list-style-type: none"> <li>1. Climate protection</li> <li>3. Emissions</li> </ol>
Economy Ecology Social topics	No or too little consideration of sustainability criteria in ÖBB's procurement (jeopardising ÖBB's sustainability goals from the supply chain)	<ul style="list-style-type: none"> <li>– Promotion of sustainable production suppliers</li> <li>– Consideration of sustainability criteria in the procurement process.</li> <li>– Supplier assessment through supplier management system</li> <li>– Commitment to the international sustainability initiatives Railsponsible and those of the ERPC</li> <li>– Transparency in the award criteria using TCO models (life cycle assessment)</li> </ul>	Conserving resources (raw materials, energy,...)	<ol style="list-style-type: none"> <li>1. Climate protection</li> <li>6. Sustainable Procurement</li> </ol>
Economy Ecology Social topics	Outdated technologies cause resource inefficiency and environmental damage	<ul style="list-style-type: none"> <li>– Europe's Rail Joint Undertaking</li> <li>– Digital automatic coupling</li> <li>– Rail4Future project</li> <li>– MIKE</li> <li>– Alternative drives</li> </ul> Innovation Program Regional Railway Technology	Efficient use of resources and avoidance / reduction of environmental damage	<ol style="list-style-type: none"> <li>1. Climate protection</li> <li>7. Innovation and Technology</li> </ol>
Economy Social topics	Violation of human rights	Protect and demand respect for human rights from employees, partners and suppliers	Fair treatment of people and partners	<ol style="list-style-type: none"> <li>6. Sustainable Procurement</li> <li>11. Diversity and Equality of Opportunity</li> </ol>
Economy Social topics	Increased impediment to innovation and progress	<ul style="list-style-type: none"> <li>– Introduction of appropriate tools and platforms to increase innovation potential, for example through idea workshops, innovation program, community creates mobility, open innovation platform, three-country camp</li> <li>– Creation of priority topics for the implementation of specific measures (integrated mobility, digitalisation of customer information, services at the station)</li> <li>– Digitalisation, other ways of communicating and obtaining information</li> </ul>	Conserving resources Encourage inventiveness	<ol style="list-style-type: none"> <li>7. Innovation and Technology</li> <li>14. Generational change</li> </ol>
Economy Ecology Social topics	Inefficient use of public funds	Objective assessment of the sustainability performance of contractors through the use of external rating agencies; requirement of sustainability certificates in the context of award procedures.	Transparent use of public funds	<ol style="list-style-type: none"> <li>6. Sustainable Procurement</li> <li>8. Sustainable Finance</li> <li>16. Economic Driver</li> </ol>
Economy Ecology Social topics	Lack of affordable and accessible mobility services	<ul style="list-style-type: none"> <li>– Creating accessibility at the train station, trains and buses</li> <li>– Stakeholder dialogues and customer journeys to improve accessibility or convenience (usability)</li> <li>– Discounts and offers on trains and buses</li> </ul> Development of integrated mobility offers	Affordable and accessible mobility offer, with the resulting environmental aspects (less resources, emissions,...).	<ol style="list-style-type: none"> <li>9. Affordable and accessible mobility services</li> <li>11. Diversity and Equality of Opportunity</li> </ol>

Impact	Risks	Measures (excerpt)	Opportunities	Building block of the ÖBB sustainability strategy
Economy Social topics	<ul style="list-style-type: none"> <li>– Increased risk of accidents (operational safety and occupational safety)</li> <li>– Increased number of occupational accidents</li> </ul>	<ul style="list-style-type: none"> <li>– Ongoing implementation of the “Safety on Rail” program</li> <li>– Further development Warn App</li> <li>– Master plan for the reduction of signal overruns</li> <li>– Further development of the safety culture (group wide safety campaign) and introduction of a new corporate value “Living Safety”</li> </ul>	Healthy and productive employees	7. Innovation and Technology 10. Health, safety and security 14. Reliable and Attractive Employer
Social topics	Increased safety risk in the area of public safety	<ul style="list-style-type: none"> <li>– Use of bodycams</li> <li>– Targeted deployment of security personnel and double staffing of train attendants</li> <li>– Training on “self-perception and perception of others”</li> </ul>	Safety for customers and employees	10. Health, safety and security 14. Reliable and Attractive Employer 17. Training and further development
Economy Social topics	<ul style="list-style-type: none"> <li>– Harmful effect on health</li> <li>– Increased number of early retirements due to physical/mental overloads</li> </ul>	<ul style="list-style-type: none"> <li>– Targeted health promotion for employees</li> <li>– COVID-19 prevention concept incl. testing and vaccination campaign</li> <li>– Creation of framework conditions to promote work capability, for example through healthy leadership and addiction prevention, consulting on work capability</li> <li>– Occupational reintegration</li> <li>– Respective consulting</li> </ul>	Healthy and productive employees	7. Innovation and Technology 10. Health, safety and security 14. Reliable and Attractive Employer 15. Generational change
Economy Social topics	Intercultural challenges in business	<ul style="list-style-type: none"> <li>– Equal opportunities regardless of language, gender and gender identity, age, sexual orientation, origin and religion</li> <li>– Ensuring equal treatment</li> <li>– Increase intercultural competence through ÖBB language learning exchange, intercultural theme events, ...</li> <li>– Disability-Management</li> <li>– Communication measures and further training programs</li> </ul>	Promoting diversity and equal treatment	11. Diversity and Equality of Opportunity. 14. Reliable and Attractive Employer
Economy Social topics	Unfair competition and corruption in business operations and the supply chain	<ul style="list-style-type: none"> <li>– Comprehensive compliance management system established</li> <li>– Compliance officer for prevention and early detection</li> <li>– Code of conduct as a binding code of conduct with behavioural guidelines</li> </ul>	Fair business practices and partnerships	12. Data Protection   Compliance   Transparency   Human Rights
Social topics	Highly stressful work environment	<ul style="list-style-type: none"> <li>– Cultural development and corporate values of ÖBB</li> <li>– Management development; in-house consulting for managers on the topics of work ability and health</li> </ul>	Fair and reliable employer	14. Reliable and Attractive Employer



Impact	Risks	Measures (excerpt)	Opportunities	Building block of the ÖBB sustainability strategy
Ecology Social topics	Increased threat to the business location	Further efficiency improvement programs in production (quality, attractiveness)	Safeguarding the business location	7. Innovation and Technology 14. Reliable and Attractive Employer 15. Generational change 17. Economic Driver

**Presentation of the main risks for the economic success of the company (area of sustainability) and measures taken / planned to counter risks**

Type the risk	Law Measure (excerpt)	Chance	Cross-reference to topics of the materiality matrix	Group company
Reduction of the CO <sub>2</sub> rail system advantage compared to other modes of transport	<ul style="list-style-type: none"> <li>– Improvement of the ÖBB CO<sub>2</sub> balance through the ÖBB climate protection strategy in the three areas of mobility, buildings and Scope 3</li> <li>– Implementation of the decarbonisation strategy</li> </ul>	<ul style="list-style-type: none"> <li>– Increasing the CO<sub>2</sub> rail and bus advantage and as such making the rail system more attractive</li> <li>– Positioning of ÖBB as a climate protection company (growth opportunity, prerequisites for future financing and investments)</li> </ul>	1. Climate Protection	ÖBB Group
Growth opportunity through climate protection is not being utilised	Further modal shifts from road and air transport to rail are the major levers for reducing CO <sub>2</sub> emissions in the Austrian transport sector. For this purpose are necessary: Making the rail system more attractive and expanding capacity, both through conventional expansion and the use of new technologies	<ul style="list-style-type: none"> <li>– Attractiveness of the railway system</li> <li>– Increasing passenger numbers (rail and bus)</li> <li>– Increasing goods transportation by rail</li> <li>– Positioning of ÖBB as a climate protection company (growth opportunity, prerequisites for future financing and investments)</li> </ul>	1. Climate Protection 7. Innovation and Technology 8. Affordable and Accessible Mobility	ÖBB Group
Fair competitive conditions between rail, road and air transport not achieved (especially in connection with higher costs for climate-neutral mobility solutions)	Targeted awareness raising and advocacy (national / international)	<ul style="list-style-type: none"> <li>– Level playing field with other sectors</li> <li>– Increasing the attractiveness of the railway system</li> </ul>	1. Climate Protection 8. Sustainable Finance 16. Economic Driver	ÖBB Group
Loss of credibility and trust in	<ul style="list-style-type: none"> <li>– Climate protection established as a top strategic issue</li> </ul>	Increasing credibility and trust	1. Climate Protection	ÖBB Group

Type the risk	Law Measure (excerpt)	Chance	Cross-reference to topics of the materiality matrix	Group company
The climate protection effect of ÖBB	(sustainability / climate protection strategy) – Topic of climate protection prepared in a structured way (ambition / goals, thrust directions with first measures (also demands) defined) – Refining the quality of key figures as a basis for sustainability performance measurement			
Amendments to the legal framework (environmental aspects)	– Continued minimisation of light pollution – Pushing ahead with localised noise protection – Retrofitting rolling stock – Further reduce dust and fine particulate pollution – Further reduce the use of chemical herbicides	Long-term positioning as a sustainable company	1. Climate Protection 3. Emissions (excl. CO <sub>2</sub> ) 5. Biodiversity and diversity of species 4. Resource management	ÖBB Group
Price increases for renewable energies (increased demand)	One third of ÖBB's traction power already comes from its own production (ÖBB hydropower plants). The goal is to expand in-house production to 40 percent in order to be able to operate more independently of the market	Increase in the amount of electricity from own production (competitive advantage)	1. Climate Protection	ÖBB-Infrastructure AG
Rising energy prices resulting from the Ukraine conflict	Increase ÖBB's own productivity (quality, attractiveness) e.g. through efficiency enhancement programs	Increase in the amount of electricity from own production (competitive advantage)	1. Climate Protection 16. Economic Driver	ÖBB Group
Cost drivers due to lack of Improving energy efficiency	Increase ÖBB's own productivity (quality, attractiveness) - e.g. through efficiency enhancement programs	– Cost savings through efficient use – Ensure the availability of energy: Efficient use of already limited energy resources (renewable energy)	1. Climate Protection	ÖBB Group
Impairment of business operations due to a supra-regional, prolonged power failure (blackout)	– Development of a blackout contingency plan – Development of company-specific procedural instructions for the blackout  Development of action plans for behaviour in the event of a blackout	– Maintain the need for mobility within the company (emergency service) – Ensure safety of action in the phases "shutdown - blackout - start-up". – Ensure clear and efficient communication structures – Clear regulations for customer safety and customer information	9. Affordable and accessible mobility services 10. Health, safety and security	ÖBB Group
Damage and breakdowns due to Natural forces and	– Research project INGEMAR (intelligent natural hazard management and risk assessment) in order to	– High route availability and maintain punctuality – Cost savings	2. Adaptation to Climate Change 4. Resource Management	ÖBB-Infrastructure AG

Type the risk	Law Measure (excerpt)	Chance	Cross-reference to topics of the materiality matrix	Group company
Extreme weather events	<p>Ability to respond more efficiently and proactively to events of nature</p> <ul style="list-style-type: none"> <li>– infra.wetter: Warnings, e.g. heavy rain, thunderstorms, snow amounts, etc., in different intensity levels via mail or SMS, which enable the best possible preparation and planning for the predicted weather scenarios based on user settings</li> <li>– The design of water-permeable surface sealants on forecourts and P &amp; R facilities is intended to reduce heating. This means that less heat is released into the environment and rainwater can be absorbed or released more quickly during the increasingly frequent heavy rainfall events</li> </ul>		7. Innovation and Technology	ÖBB-Immobilien GmbH
Dependence on intact infrastructure (system resilience)	Completed climate risk and vulnerability analysis to better monitor and manage potential hazards and expected damage.	High route availability and maintenance of punctuality	2. Adaptation to Climate Change	ÖBB Group
Cost drivers due to higher standards for air conditioning of buildings and vehicles	Efficient use of air-conditioning systems, but also pushing alternative solutions (vertical and horizontal forms of greenery - natural shading)	<ul style="list-style-type: none"> <li>– Further positioning of ÖBB as a climate protection company (growth opportunity, prerequisites for future financing and investments)</li> <li>– Cost savings</li> <li>– Increasing the well-being and work ability of employees</li> </ul>	1. Climate Protection 2. Adaptation to Climate Change	<ul style="list-style-type: none"> <li>– ÖBB-Personenverkehr AG</li> <li>– ÖBB-Immobilien GmbH</li> </ul>
Restriction of railway operation (capacity and speed) due to noise pollution	Set further noise protection measures or continue noise protection programs. The focus is clearly on infrastructure and rolling stock measures (e.g. quiet brake pads on freight wagons). Conduct targeted research and development to include testing of new technological approaches. In addition, push for stakeholder management	Prerequisite for further growth	3. Emissions (excl. CO <sub>2</sub> )	ÖBB Group

Type the risk	Law Measure (excerpt)	Chance	Cross-reference to topics of the materiality matrix	Group company
High raw material prices and shortage of materials as well as associated rising costs (e.g. due to Ukraine conflict)	<p>Resource-efficient approach to the use of raw materials, water, land / soil, for example, through:</p> <ul style="list-style-type: none"> <li>– Component preparation and reuse</li> <li>– Resource-saving approach</li> <li>– Multiple uses of washing water</li> <li>– Promotion of the circular economy</li> <li>– Higher independence from suppliers</li> </ul>	Cost savings through circular economy	4. Resource management 6. Sustainable Procurement	ÖBB Group
Impairment of the environment due to the spreading or leakage of harmful substances	<ul style="list-style-type: none"> <li>– Special freight wagons for the transport of dangerous goods and procedural instructions</li> <li>– Development of a contingency plan</li> <li>– Development of procedural instructions with clear procedures in case of danger</li> <li>– Where possible, replacement of harmful substances in company operations (e.g. replacement of glyphosate).</li> </ul>	<ul style="list-style-type: none"> <li>– Image gain / reputation</li> <li>– Increase credibility</li> <li>– Role model effect</li> </ul>	4. Resource management 5. Biodiversity & Species Diversity	ÖBB Group
Lengthy approval procedures by authorities	<ul style="list-style-type: none"> <li>– Sensible planning of targeted measures to avoid, reduce or compensate for negative environmental impacts</li> <li>– Consideration of specific environmental and nature conservation regulations in new construction and expansion projects to ensure additional protection of endangered species in addition to approval procedures</li> <li>– Biological monitoring of areas of interest</li> <li>– Placing bird caps and guards in front of the isolator</li> </ul>	<ul style="list-style-type: none"> <li>– Image gain / reputation</li> <li>– Faster authority procedures</li> </ul>	5. Biodiversity & Species Diversity	ÖBB-Infrastructure AG
No or too little consideration of sustainability criteria in ÖBB's procurement (jeopardising ÖBB's sustainability goals from the supply chain)	<p>Promotion of sustainable production suppliers</p> <p>Consideration of sustainability criteria in the procurement process. Moreover, ÖBB is a member of the industry-specific procurement platform</p>	<ul style="list-style-type: none"> <li>– Unique selling proposition (credibility)</li> <li>– Leading the way</li> <li>– Transparency in investments</li> <li>– Efficient circular economy</li> <li>– Scope 3 carbon balance</li> </ul>	6. Sustainable Procurement	ÖBB Group

Type the risk	Law Measure (excerpt)	Chance	Cross-reference to topics of the materiality matrix	Group company
Credibility of the sustainability performance From contractor	Objective assessment of sustainability performance of contractors by using external rating agencies Requirement of sustainability certificates within the framework of the tender procedure.	<ul style="list-style-type: none"> <li>– Credibility</li> <li>– Leading the way</li> <li>– Prerequisite for financing / subsidies</li> </ul>	6. Sustainable Procurement	ÖBB Group
Price increases through procurement of sustainably produced goods and products	Transparency in the award criteria using TCO models (life cycle assessment)	<ul style="list-style-type: none"> <li>– Credibility</li> <li>– Leading the way</li> <li>– Efficient use of resources</li> <li>– Cost savings</li> </ul>	6. Sustainable Procurement	ÖBB Group
Capacity constraints	<ul style="list-style-type: none"> <li>– Automation of rail transport (TARO project)</li> <li>– Digital automatic coupling</li> <li>– Conventional expansion of the rail infrastructure</li> <li>– Modernisation of the fleet</li> </ul>	<ul style="list-style-type: none"> <li>– Leading the way</li> <li>– Increase in productivity, capacity, quality and safety</li> </ul>	7. Innovation and Technology	ÖBB Group
Non-utilisation of existing technological possibilities (effects on productivity, safety and quality)	<ul style="list-style-type: none"> <li>– Projekt Greenlight</li> <li>– Projekt Raileye 3D</li> <li>– Alternative drives</li> <li>– New regional service</li> <li>– Train preparation and shunting of the future</li> </ul>	<ul style="list-style-type: none"> <li>– Leading the way</li> <li>– Increase in productivity, capacity, quality and safety</li> </ul>	7. Innovation and Technology	ÖBB Group
Loss of technology leadership in the rail sector	<ul style="list-style-type: none"> <li>– Participation in national as well as international research projects</li> <li>– Europe's Rail Joint Undertaking</li> </ul>	<ul style="list-style-type: none"> <li>– Leading the way</li> <li>– Increase in productivity, capacity, quality and safety</li> </ul>	7. Innovation and Technology	ÖBB Group
<ul style="list-style-type: none"> <li>– Increased risk of accidents (operational safety and occupational safety)</li> <li>– Increased number of occupational accidents</li> </ul>	<ul style="list-style-type: none"> <li>– Implementation of the "Safety on Rail" program</li> <li>– Master plan for the reduction of signal overruns</li> <li>– Support for train drivers when starting against a signal indicating a stop via a warning app</li> <li>– Implementation of technical improvements, e.g. further expansion using 500 Hz magnets</li> <li>– Further development of the safety culture (group wide safety campaign) and introduction of a new corporate value "Living Safety"</li> </ul>	Safeguarding the ÖBB Group as a safe, reliable and attractive employer	10. Health, safety and security 7. Innovation and Technology 14. Reliable and Attractive Employer	ÖBB Group

Type the risk	Law Measure (excerpt)	Chance	Cross-reference to topics of the materiality matrix	Group company
Increased safety risk in the area of public safety	<ul style="list-style-type: none"> <li>– Use of bodycams</li> <li>– Targeted deployment of security personnel and double staffing of train attendants</li> <li>– Training on "self-perception and perception of others"</li> </ul>	<ul style="list-style-type: none"> <li>– Safe (mobility) service provider for customers</li> <li>– Safe and attractive employer</li> </ul>	10. Health, safety and security 14. Reliable and Attractive Employer 17. Training and further development	ÖBB Group
ÖBB finds too few adequately qualified employees	<ul style="list-style-type: none"> <li>– Job offensive: Presence at various target group-specific recruiting events</li> <li>– Employer-Branding</li> </ul>	<ul style="list-style-type: none"> <li>– Qualified and motivated employees</li> <li>– Promoting innovation by the different generations</li> </ul>	14. Reliable and Attractive Employer 17. Training and further development	ÖBB Group
Employee fluctuation	<ul style="list-style-type: none"> <li>– Extensive range of internal and external training opportunities</li> <li>– Wide range of career opportunities within the company thanks to the possibility of moving within the Group</li> <li>– Fairness and flexible working time models</li> <li>– Measures to reconcile work and family: flexible working hours, teleworking, ÖBB child care</li> <li>– Mentoring programs for diverse target groups</li> <li>– Women's advancement programs</li> </ul>	<ul style="list-style-type: none"> <li>– Know-how retention within the Group</li> <li>– Qualified and motivated employees</li> <li>– Promoting innovation by the different generations</li> </ul>	14. Reliable and Attractive Employer 17. Training and further development	ÖBB Group
Loss of know-how or specific expert knowledge is not optimally used or is lost	<ul style="list-style-type: none"> <li>– Making more effective use of the interplay between old and young to combine long-standing knowledge with new ideas in the interests of the company's success and to further develop the Group</li> <li>– Knowledge transfer tandems: departing employee with specialised knowledge and successor work in parallel for three to twelve months</li> <li>– Knowledge coaches: internal training program of knowledge transfer coaches</li> <li>– Age-appropriate part-time work models: transitional retention of expert knowledge by taking time out of working life</li> </ul>	<ul style="list-style-type: none"> <li>– New values</li> <li>– New ways of working</li> <li>– Reorganise selected processes and structures</li> <li>– Promoting innovation by the different generations</li> <li>– Knowledge transfer</li> </ul>	14. Reliable and Attractive Employer 15. Generational change 17. Training and further development	ÖBB Group
Not well trained employees	Appropriate and targeted training and development opportunities	<ul style="list-style-type: none"> <li>– Increasing the qualification of employees</li> </ul>	17. Training and further development	ÖBB Group

Type the risk	Law Measure (excerpt)	Chance	Cross-reference to topics of the materiality matrix	Group company
		<ul style="list-style-type: none"> <li>– Increasing the versatility of employees</li> <li>– Increase in productivity / promotion of innovative strength</li> </ul>		
Less Investment volume available	<ul style="list-style-type: none"> <li>– Raise awareness of the specific impact on the capacity of the rail system and the potential for modal shift.</li> <li>– Further efficiency improvement programs in production (quality, attractiveness)</li> </ul>	<ul style="list-style-type: none"> <li>– Increase in productivity, capacity and quality</li> <li>– Credibility and existing financing</li> </ul>	1. Climate Protection 8. Sustainable Finance 9. Affordable and Accessible Mobility 16. Economic Driver	ÖBB Group
Worse conditions for ÖBB in future financing due to suboptimal Sustainability assessments	Financial market aligns financing with sustainability criteria. ÖBB pushes its sustainability performance in a targeted manner and plans proactive ESG ratings. See also Sustainable Finance module	<ul style="list-style-type: none"> <li>– Credibility</li> <li>– Growth opportunity, prerequisites for future financing and investment</li> </ul>	8. Sustainable Finance 16. Economic Driver	ÖBB Group
Investments do not bring the expected benefits	CAPEX, Manual of Profitability Calculations	Credibility and handling of funding	8. Sustainable Finance 16. Economic Driver	ÖBB Group

### I. I. Taskforce on Climate-related Financial Disclosures (TCFD)

ÖBB reports for the first time on the recommendations of the Task Force on Climate-related Financial Disclosures, better known as TCFD. This is an initiative launched in December 2015 by the Financial Stability Board (FSB), an international body established with the support of G20 members to promote international financial stability. The purpose of the TCFD is to help identify the information needed by investors, lenders and insurance companies to appropriately assess and evaluate climate-related risks and opportunities. The TCFD published its conclusive recommendations on behalf of the FSB in 2017. These recommendations provide a framework for developing more effective climate-related financial information through existing reporting processes.

This report provides general climate-related information from ÖBB at the following points:

- Impact of climate change on ÖBB - see chapter G.2. Adaptation to Climate Change
- Climate resilience and climate scenarios - see Chapter G.8. Sustainable Finance / EU Taxonomy
- Key measures for adaptation to climate change in the ÖBB Group:
  - Strategic measures: Climate protection and adaptation to climate change are building blocks of ÖBB's sustainability strategy (with goals, impetus, indicators and portfolio of measures) - see chapters G.1., G.2., H.
  - The ÖBB subgroups affected by climate change (first and foremost ÖBB-Infrastruktur AG) are also implementing various operational measures - see chapters G.1, G.2., H.

## Specific recommendations of the TCFD on disclosure

The TCFD is an advocate for the disclosure of information on climate-related opportunities and risks of companies. They are required to demonstrate how they are positioned in terms of governance, strategy, risk management and measurable objectives to take advantage of key climate-related opportunities as well as mitigating risks.

ÖBB Group supports the recommendations of the TCFD on reporting specific climate-related information, discloses this information in accordance with the TCFD and also refers to relevant pages in the report with further more detailed information:

Department	TCFD-relevant detailed information	Chapter
Responsibilities and embedding in the company	Supervision / Controlling:	
	Supervisory Board ÖBB-Holding AG and controlling ÖBB top management	G.
	Process / Tools:	
	Risk and opportunity management	H.
Strategy	Sustainability management	G.
	Sustainability strategy	G.
	Group strategy (environment analyses)	C.5.
	Sustainability strategy	G.
	Climate protection strategy / decarbonisation pathways	G.1.
Climate-relevant risk management	Risk and opportunity management	H.
	Climate protection strategy / decarbonisation pathways (annual target comparison, monitoring, adaptation measures)	G.1.
Indicators und Objectives	Objectives Sustainability strategy Building Block 1 – Climate Protection	G.1.
	Objectives Sustainability Strategy Building Block 2 - Adaptation to Climate Change	G.2.
	CO <sub>2</sub> footprint (greenhouse gas balance of ÖBB)	G.1.
	Key figures for Building Block 1 - Climate Protection	G.1.
	Key figures for Building Block 2 - Adaptation to Climate Change	G.2.



## J. GRI Index of Contents

The following GRI Content Index lists the standard disclosures, notes, sustainability building blocks, materiality matrix topics and related Sustainable Development Goals (SDGs) reported by the ÖBB Group for the reporting year 2022 (01.01. to 31.12.2022). Reference to the relevant section of the group management report makes it easier for readers to find the information.

<b>Application Declaration</b>	ÖBB-Holding AG reports in accordance with the GRI standards for the period from 01.01.2022 to 31.12.2022.
<b>GRI 1 used</b>	GRI 1: Basis 2021
<b>Applicable GRI industry standard(s)</b>	Currently not applicable.

GRI	Standard	Building Block	SDG	Notes	Reference/Page
<b>GENERAL STANDARDS</b>					
<b>GRI 1: Foundation 2021</b>					
<b>GRI 2: General disclosures</b>					
<b>The organization and its reporting practices</b>					
2-1	Organizational details				MR A. (P. 1-3)
2-2	Entities included in the organization's sustainability reporting			The scope of consolidation of the management report 2022 of the ÖBB Group as part of the management report of ÖBB-Holding AG corresponds to that of the consolidated financial statements of ÖBB-Holding AG.	MR A. (P. 1-3)
2-3	Reporting period, frequency and contact position			Reporting year 2022 (1.1.22 - 31.12.22), annually, <a href="mailto:nachhaltigkeit@oebb.at">nachhaltigkeit@oebb.at</a>	MR A. (P. 1), G. (P. 59)
2-4	Restatement of information			TCFD reporting was included for the first time for the reporting year 2023.	MR I. (P. 146f)
2-5	External assurance			The Sustainability Report 2022 in the management report of the Annual Report 2022 was subjected to an independent external limited assurance review by Ernst & Young Wirtschaftsprüfungsgesellschaft m.b.H..	Attachment
<b>Activities and workers</b>					
2-6	Activities, value chain and other business relationships	6 – Sustainable Procurement	12		MR A. (P. 1-3), B.3. (P. 12), G.6. (P. 86ff),
2-7	Employees	14 – Reliable and Attractive Employer 17 - Training and Further Education	5, 8, 10		MR E. (P. 46), G.14. (P. 125f), G.17. (P. 134)
2-8	Workers who are not employees	14 – Reliable and Attractive Employer	5, 8, 10		MR E. (P. 46), G.14. (P. 125f)

GRI	Title of disclosure	Building Block	SDG	Notes	Reference/Page
<b>GRI 2: General disclosures</b>					
<b>Governance</b>					
2-9	Governance structure and composition				Corporate Governance Report, MR G. (P. 59f)
2-10	Nomination and selection of the highest governance body				Corporate Governance Report, MR G. (P. 59f)
2-11	Chair of the highest governance body			Legal regulations in Austria stipulate that the chairperson of the highest governance body is not permitted to be an executive in the same company.	Corporate Governance Report, MR G. (P. 59f)
2-12	Role of the highest governance body in overseeing the management of impacts				MR G. (P. 59f)
2-13	Delegation of responsibility for managing impacts				MR G. (P. 59ff)
2-14	Role of the highest governance body in sustainability reporting				MR G. (P. 59f)
2-15	Conflicts of interest	12 – Compliance   Transparency   Data Protection   Human Rights			MR G.12. (P. 119)
2-16	Communication of critical concerns	12 – Compliance   Transparency   Data Protection   Human Rights		An exact number of critical issues is not reported across the Group.	MR G.12. (P. 119)
2-17	Collective knowledge of the highest governance body				MR G. (P. 59), G.14. (S.132)
2-18	Evaluation of the performance of the highest governance body				MR Note 32
2-19	Remuneration policy				Corporate Governance Report, MR Note 32
2-20	Procedure to determine remuneration				Corporate Governance Report, MR Note 32

GRI	Title of disclosure	Building Block	SDG	Notes	Reference/Page
<b>GRI 2: General disclosures</b>					
<b>Company management (Governance)</b>					
2-21	Annual total compensation ratio			Due to the extensive evaluation of the actual salary data to determine the median level of annual remuneration for employees, it is not possible to show the data for the 2022 financial year with a reporting deadline in mid-March 2023. A report will be programmed for 2023, which will enable the evaluation of the average level (median) in order to be able to show the ratios in the 2024 report (for 2023).	
<b>Strategy, policies and practices</b>					
2-22	Statement on sustainable development strategy		8		MR C.5. (P. 39ff), G. S. 62
2-23	Policy commitments	10 – Health, safety and security 12 – Compliance   Transparency   Data Protection   Human Rights			MR G. (P. 59), G.10. (P. 112), G.12. (P. 120), G.16. (P. 131), H. (P. 135ff)
2-24	Embedding policy commitments	12 – Compliance   Transparency   Data Protection   Human Rights			Corporate Governance Report, MR G.6. (P. 87), G.12. (P. 119)
2-25	Processes to remediate negative impacts	10 - Health, Safety, Security 11 – Diversity and Equal Opportunity 12 – Compliance   Transparency   Data Protection   Human Rights			MR G.10. (P. 107) G.12. (P. 119)
2-26	Mechanisms for seeking advice and raising concerns	12 – Compliance   Transparency   Data Protection   Human Rights			MR E. (S.143), F. (P. 57), G.11. (S.48), G.12. (P. 118)

GRI	Title of disclosure	Building Block	SDG	Notes	Reference/Page
<b>GRI 2: General disclosures</b>					
<b>Strategy, policies and practices</b>					
2-27	Compliance with laws and regulations			In 2022, there were no significant contraventions of laws and regulations in the ÖBB Group.  The ÖBB Group does not report on fines due to anti-competitive behaviour, cartel monopolies, as this information is subject to specific confidentiality constraints (see Exception: Confidentiality Constraints).	
2-28	Membership in associations	13 – Social Responsibility	17		MR G.13. (P. 123)
<b>Stakeholder engagement</b>					
2-29	Approach to stakeholder engagement		17		MR B.2. (P.9ff), G. S. 62
2-30	Collective bargaining agreements	14 – Reliable and Attractive Employer	8		MR G.14. (P. 128)
<b>GRI 3: Material topics</b>					
<b>Disclosures on material topics</b>					
3-1	Process to determine material topics				MR G. (S.60ff)
3-2	List of material topics				MR G. (S.60ff)
3-3	Management of material topics			"Team goal dialogue" to define Group-wide goals and focal points for the respective year (initial date at the beginning of the year + review date in the middle of the year)	MR G. (total) Beginning of each chapter; H. (P. 135ff)
<b>KEY TOPICS</b>					
<b>GRI 200: Economic topics</b>					
<b>GRI 300: Ecological topics</b>					
<b>GRI 400: Social topics</b>					
<b>Building block 1: Climate protection</b>					
<b>Key topic</b>					
3-3	Management of material topics	1 - Climate protection			MR G. (P. 59ff), G.1. (P. 65ff), H. (P. 135ff)
<b>302 Energy</b>					
302-1	Energy consumption within the organisation	1 - Climate protection	7, 11, 12, 13		MR G.1. (P. 65, S. 71)
302-4	Reduction of energy consumption	1 - Climate protection	7, 12		MR G.1. (P. 65)

GRI	Title of disclosure	Building Block	SDG	Notes	Reference/Page
<b>305</b>	<b>Emissions</b>				
305-1	Direct GHG emissions (Scope 1)	1 - Climate protection	7, 11, 12, 13		MR G.1. (P. 71ff)
305-2	Energy indirect GHG emissions (Scope 2)	1 - Climate protection	7, 11, 12, 13		MR G.1. (P. 71ff)
305-3	Other indirect GHG emissions (Scope 3)	1 - Climate protection	7, 11, 12, 13		MR G.1. (P. 71ff)
305-5	Reduction of GHG emissions	1 - Climate protection	7, 11, 12, 13		MR G.1. (P. 71ff)
<b>203</b>	<b>Indirect Economic Impacts</b>				
203-1	Infrastructure investments and services supported	1 - Climate protection 16 – Economic driver	5, 9, 11		MR C.1. (P. 18ff), C.4. (P. 31ff), G.1. (P. 69), G.16. (P. 131)
<b>Building block 2: Adaption to Climate Change)</b>					
<b>Key topic</b>					
3-3	Managment of material topics	2 – Adaptation to Climate Change			MR G. (P. 59ff), G.2. (P. 73ff), H. (P. 135ff)
<b>201</b>	<b>Economic Performance</b>				
201-2	Financial implications and other risks and opportunities due to climate change	2 – Adaptation to Climate Change		Climate change-related costs are not currently reported.	Chapter G.2 (P. 73ff)
<b>Building block 3: Emissions (excl. CO<sub>2</sub> / greenhouse gases)</b>					
<b>Key topic</b>					
3-3	Managment of material topics	3 - Emissions (excl. CO <sub>2</sub> / greenhouse gases)			MR G. (P. 59ff), G.3. (P. 76ff), H. (P. 135ff)
<b>Building block 4: Resource management, waste, area / soil, water</b>					
<b>Key topic</b>					
3-3	Managment of material topics	4 – Resource management			MR G. (P. 59ff), G.4. (P. 79ff), H. (P. 135ff)
<b>303</b>	<b>Water and Effluents</b>				
303-1	Interactions with water as a shared resource	4 – Resource management	6, 12		MR G.4. (S.82f)
303-5	Water consumption	4 – Resource management	6, 12		MR G.4. (S.82f)

GRI	Title of disclosure	Building Block	SDG	Notes	Reference/Page
<b>306</b>	<b>Waste</b>				
306-1	Waste generated and significant waste-related impacts	4 – Resource management	6, 12		MR G.4. (S.81f)
306-2	Management of significant waste-related impacts	4 – Resource management	6, 12		MR G.4. (S.81f)
306-3	Waste generated	4 – Resource management	6, 12		MR G.4. (S.82)
306-4	Waste diverted from disposal	4 – Resource management	6, 12		MR G.4. (S.82)
306-5	Waste directed to disposal	4 – Resource management	6, 12		MR G.4. (S.82)
<b>413</b>	<b>Local Communities</b>				
413-1	Operations with local community engagement, impact assessments, and development programs	4 – Resource management 5 – Biodiversity and diversity of species.	6, 12, 14, 15	Based on the legal requirement associated with the approval of the construction and operation of the facilities, this point is guaranteed.	MR G.4. (P. 79f), G.5. (P. 84f)
<b>Building block 5: Biodiversity &amp; species diversity</b>					
<b>Key topic</b>					
3-3	Management of material topics	5 – Biodiversity and diversity of species.			MR G. (P. 59ff), G.5. (P. 84ff), H. (P. 135ff)
<b>304</b>	<b>Biodiversity</b>				
304-2	Significant impacts by activities, products and services on biodiversity	5 – Biodiversity and diversity of species.	14, 15		MR G.5. (P. 86)
<b>413</b>	<b>Local communities</b>				
413-1	Operations with local community engagement, impact assessments, and development programs	4 – Resource management 5 – Biodiversity and diversity of species.	6, 12, 14, 15	Based on the legal requirement associated with the approval of the construction and operation of the facilities, this point is guaranteed.	MR G.4. (P. 79f), G.5. (P. 84f)
<b>Building Block 6: Sustainable Procurement</b>					
<b>Key topic</b>					
3-3	Management of material topics	6 – Sustainable Procurement			MR G. (P. 59ff), G.6. (P. 86ff), H. (P. 135ff)
<b>203</b>	<b>Procurement Practices</b>				
204-1	Proportion of spending on local suppliers	6 – Sustainable Procurement	12		MR G.6. (P. 87)

GRI	Title of disclosure	Building Block	SDG	Notes	Reference/Page
<b>308</b>	<b>Supplier Environmental Assessment</b>				
308-1	New suppliers that were screened using environmental criteria	6 – Sustainable Procurement	12		MR G.6. (P. 87)
<b>414</b>	<b>Supplier Social Assessment</b>				
414-1	New suppliers that were screened using social criteria	6 – Sustainable Procurement	12		MR G.6. (P. 87)
<b>Building block 7: Innovation &amp; technology</b>					
<b>Key topic</b>					
3-3	Managment of material topics	7 - Innovation & technology			MR G. (P. 59ff), G.7. (P. 88ff), H. (P. 135ff)
<b>Building Block 8: Sustainable Finance</b>					
<b>Key topic</b>					
3-3	Managment of material topics	8 – Sustainable Finance			MR G. (P. 59ff), G.8. (P. 91ff), H. (P. 135ff)
<b>Building Block 9: Affordable &amp; accessible mobility services</b>					
<b>Key topic</b>					
3-3	Managment of material topics	9 - Affordable & accessible mobility services			MR G. (P. 59ff), G.9. (P. 102ff), H. (P. 135ff)
<b>Building block 10: Health, safety, security</b>					
<b>Key topic</b>					
3-3	Managment of material topics	10 - Health, Safety, Security			MR G. (P. 59ff), G.10. (P. 106ff), H. (P. 135ff)
<b>403</b>	<b>Occupational Health and Safety (2018)</b>				
403-1	Occupational health and safety management system	10 - Health, Safety, Security			MR G.10. (P. 107, 111)
403-2	Hazard identification, risk assessment and incident investigation	10 - Health, Safety, Security			MR G.10. (P. 108, 110)
403-3	Occupational health services	10 - Health, Safety, Security			MR G.10. (P. 108, 111)
403-4	Workers participation, consultation and communication on occupational health and safety	10 - Health, Safety, Security			MR G.10. (P. 110)
403-5	Worker training on occupational health and safety protection	10 - Health, Safety, Security 17 – Training and Further Education			MR G.10. (P. 112), G.17. (P. 133)

GRI	Title of disclosure	Building Block	SDG	Notes	Reference/Page
403-6	Promoting of worker health	10 - Health, Safety, Security			MR G.10. (P. 108, 111f)
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	10 - Health, Safety, Security 17 - Training and Further Education			MR G.10. (P. 109), G.17. (P. 133)
403-9	Work-related injuries	10 - Health, Safety, Security			MR G.10. (P. 108f)
<b>404</b>	<b>Training and Education</b>				
404-2	Programs for upgrading employee skills and transition assistance programs	10 – Health 15 – Generation Change 17 – Training and Further Education	4		MR G.10. (P. 112), G.15. (P. 129), G.17. (P. 132f)
<b>418</b>	<b>Customer Privacy</b>				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	10 – Security		In 2022, there were 3 cases of personal data contraventions that required reporting to the Austrian data protection authority. The incidents were dealt with by ÖBB Information Security and, in cooperation with the specialist departments concerned, numerous further steps were taken to prevent similar incidents in the long term.	MR G.10. (P. 106), G.12. (P. 118)
<b>Building Block 11: Diversity and equal opportunities</b>					
<b>Key topic</b>					
3-3	Management of material topics	11 – Diversity and Equal Opportunity			MR G. (P. 59ff), G.11. (P. 113ff), H. (P. 135ff)
<b>405</b>	<b>Diversity and Equal Opportunities</b>				
405-1	Diversity of governance bodies and employees	11 – Diversity and Equal Opportunity	5		MR G.11. (S.114)
<b>Building Block 12: Compliance   Transparency   Data Protection   Human Rights</b>					
<b>Key topic</b>					
3-3	Management of material topics	12 – Compliance   Transparency   Data Protection   Human Rights			MR G. (P. 59ff), G.12. (P. 118ff), H. (P. 135ff)
<b>205</b>	<b>Anti-corruption</b>				
205-1	Operations assessed for risks related to corruption		8	The compliance audits performed throughout the Group are recorded in the Compliance Annual Activity Report.	MR G.12. (P. 118ff)



GRI	Title of disclosure	Building Block	SDG	Notes	Reference/Page
<b>206</b>	<b>Anti-competitive Behaviour</b>				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		8	The ÖBB Group does not report on the total number of proceedings and their results, as this information is subject to special confidentiality constraints (see Exception: Confidentiality Constraints).	MR G.12. (P. 118ff)
<b>417</b>	<b>Marketing and Labelling</b>				
417-3	Incidents of non-compliance concerning marketing communications		8	At the time of the preparation of the Sustainability Report 2022 of the ÖBB Group as part of the management report of ÖBB-Holding AG, no indications of non-conformities in this area are known within the ÖBB Group.	
<b>Building block 13: Social Responsibility and Cooperation</b>					
<b>Key topic</b>					
3-3	Management of material topics	13 – Social Responsibility			MR G. (P. 59ff), G.13. (P. 121ff), H. (P. 135ff)
<b>Building Block 14: Reliable and attractive employer</b>					
<b>Key topic</b>					
3-3	Management of material topics	14 – Reliable and Attractive Employer			MR G. (P. 59ff), G.14. (P. 124ff), H. (P. 135ff)
<b>401</b>	<b>Employment</b>				
401-1	New employee hires and employee turnover	14 – Reliable and Attractive Employer	8		MR G.14. (P. 126f)
<b>404</b>	<b>Training and Education</b>				
404-3	Percentage of employees receiving regular performance and career development reviews	14 – Reliable and Attractive Employer	4		MR G.14. (P. 128)

GRI	Title of disclosure	Building Block	SDG	Notes	Reference/Page
<b>Building block 15: Generational change</b>					
<b>Key topic</b>					
3-3	Management of material topics	15 – Generation Change			MR G. (P. 59ff), G.15. (P. 128ff), H. (P. 135ff)
<b>404 Training and Education</b>					
404-2	Programs for upgrading employee skills and transition assistance programs	10 – Health 15 – Generation Change 17 – Training and Further Education	4		MR G.10. (P. 112), G.15. (P. 129), G.17. (P. 132f)
<b>Building Block 16: Economic engine, value-adding Investments &amp; Sustainable Financing</b>					
<b>Key topic</b>					
3-3	Management of material topics	16 - Economic driver, value-adding investments & sustainable financing			MR G. (P. 59ff), G.16. (P. 130ff), H. (P. 135ff)
<b>201 Economic Performance</b>					
201-1	Direct economic value generated and distributed	16 - Economic driver, value-adding investments & sustainable financing	8		MR G.16. (P. 131)
201-4	Financial assistance received from government	16 - Economic driver, value-adding investments & sustainable financing	8		MR B.2. (P. 9), C.1. (P. 18ff), G.16. (P. 130ff)
<b>203 Indirect Economic Impact</b>					
203-1	Infrastructure investments and services supported	1 - Climate protection 16 – Economic driver	5, 9, 11		MR C.1. (P. 18ff), C.4. (P.31ff), G.1. (P. 69), G.16. (P. 131)
<b>Building Block 17: Training and further development</b>					
<b>Key topic</b>					
3-3	Management of material topics	17 – Training and Further Education			MR G. (P. 59ff), G.17. (P. 131ff), H. (P. 135ff)
<b>404 Training and Education</b>					
404-2	Programs for upgrading employee skills and transition assistance programs	10 – Health 15 - Generation Change 17 – Training and Further Education	4		MR G.10. (P. 112), G.15. (P. 129), G.17. (P. 132f)

## K. Notes on the Management Report

This Management Report contains statements and forecasts referring to the future development of the Group and the operational economic environment. Any and all forecasts were based on the information available at the time of consolidation. Actual developments may therefore differ from the expectations described in the Management Report.

Vienna, dated 23.03.2023

The Board of Management

Ing. Mag. (FH) Andreas Matthä mp

Mag. Arnold Schiefer mp

**Note:** The above excerpt from the Group management report has been taken from the Annual Report 2022 of ÖBB-Holding AG. The auditor's report can be found in the annual report.



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## Measures relating to the sustainability building blocks

**A SUSTAINABILITY STRATEGY** is only as good as its implementation, and ÖBB is continuously working on its sustainability measures.

On the following pages you will find detailed documentation about the measures taken, continued and completed by the ÖBB Group in 2022 for the individual sustainability components. There are some changes compared to recent years. In 2022 the sustainability

report of ÖBB-Holding AG was voluntarily included, for the first time, in the management report of the ÖBB-Holding AG annual report in preparation for the application of the Corporate Sustainability Reporting Directive (CSRD). On the preceding pages 6 to 105 you will find

the content of the 2022 sustainability report extracted from the management report which has been audited.

### **Implementing the strategy**

This part, which has been taken from the annual report, does not contain detailed documentation of the sustainability measures. You can read about them on the following pages. It should be noted that this part of the report with the detailed descriptions of the measures was not subject to the audit of the 2022 sustainability report.

# Measures Relating to the Sustainability Building Blocks

**STRATEGY IMPLEMENTATION.** The ÖBB Sustainability Strategy is founded on 17 building blocks. On the following pages you will find an excerpt of the measures relating to the individual building blocks.



## 1 Climate Protection (excerpt) page MR65

### ÖBB 360°: Integrated Mobility Services are being further expanded

In September 2022, the starting signal was given for the ÖBB 360° services in Baden. At an EU-wide tender, the bidding consortium "ÖBB 360 Baden", consisting of the partners ÖBB-Personenverkehr AG, Rail Equipment GmbH & Co KG, Österreichische Postbus AG and Inn-Bike, was able to prevail against the competitors. **With this new offering, the city of Baden is taking on a pioneering role in designing future "Mobility as a Service" (MaaS) packages.**

April 2022 saw the start of the pilot phase for an in-house e-bike sharing programme for all employees of the ÖBB Group. **Spread over a total of 12 locations, 70 e-bikes were available to employees for free business trips and low-cost private rides in 2022.**

There were also some innovations in the B2B sector in 2022. After a successful pilot phase, **the digital 360° mobility solutions "ÖBB 360° Travel Management" and "ÖBB 360° Mobility Budget" for companies and their employees were launched in October 2022.** As part of the innovative service customers will have the opportunity to use the versatile mobility app "wegfinder" for the booking and billing of business trips and/or for the award of mobility budgets in a private context (e.g. as a salary component or attractive employee-goodie). By taking advantage of the climate-friendly mobility alternatives, companies and their employees also make a significant contribution to climate protection. For this reason, **ÖBB also provides each partner company with access to reports on the CO<sub>2</sub> savings achieved.**

This measure works in the modules:  
Climate Protection.

Affordable and Accessible Mobility Services.



### Compensation of emissions in warehouses of the Rail Cargo Group (RCG)

All Scope 1, Scope 2 and Scope 3 emissions of the warehouse locations in Lenzing and Wien-Freudenau are captured, continuously reduced and, since 2021, all unavoidable emissions (780,42 t) are also being compensated for. The compensation enables the support of climate protection projects of ClimatePartner GmbH. Since then, **both warehouse locations are carrying the label "climate-neutral"**, which is awarded independently. ClimatePartner and its process for calculating emissions is audited annually by TÜV. Hence, two of RCG's three sites in Austria are currently climate neutral.

This measure works in the modules:  
Climate Protection.





## 2 Adaptation to Climate Change (excerpt) page MR73

### Flood impact

Sections of **railway lines in Austria potentially affected by floods** are being identified on the basis of plans, which show the flood vulnerability of the rail network of the ÖBB-Infrastruktur AG. This is done to ensure operational safety and line availability. For the areas which are especially affected, a technical concept of measures (feasibility study) is deposited, which is available as a basis for medium- and long-term planning projects. The contents of the flood impact assessment also form **an essential basis for the evaluation of flood protection projects of third parties, which can have an impact on the railway.**

**This measure works in the modules:**  
Adaptation to Climate Change.



### Preventive tree removal – Railway-coppice

The goal of the preventive tree removal is to reduce the **adverse effects of the rail trough branches or falling trees during storms and thunderstorms as far as possible and thus further increase availability and safety.** By evaluating clearance scanner data, those sections of the railway where trees are close to the tracks can be detected. Lastly, areas are being chosen, in which the **trees are felled and in which the “railway-coppice” will be realised** in the following year after taking into account the current condition of the trees. In terms of size, approximately 120 kilometres of railway coppice were implemented in 2022.

**This measure works in the modules:**  
Adaptation to Climate Change.



### The ÖBB Sustainability Strategy

The structuring of the ÖBB Sustainability Strategy was based on the **“three-pillar model of sustainability”** (economic, environmental and social), the Sustainable Development Goals of the United Nations and on the results of a targeted stakeholder survey. In the course of a so-called **materiality analysis** ÖBB stakeholders were asked what they considered to be ÖBB’s key issues. The sustainability experts of the ÖBB Group used the external feedback and an internal opportunity and risk assessment to form the **17 building blocks of the ÖBB Sustainability Strategy.**

### Planting of fruit trees

**To create natural shade areas and serve as a CO<sub>2</sub> sink,** fruit trees were planted at the ÖBB production site in Wiener Neustadt in 2022. The project will also be continued in 2023.

**This measure works in the modules:**  
Climate Protection.  
Adaptation to Climate Change.  
Biodiversity and Diversity of Species.



### Tree sponsorships

In 2021 and 2022, a subsidiary of RCG in Germany will sponsor around 1,000 trees in order to **reduce emissions and fulfil a customer promise.** A tree will be planted for each round. This will **motivate customers even more to travel by rail** and thus to avoid emissions.

**This measure works in the modules:**  
Climate Protection.  
Adaptation to Climate Change.





## 4 Resource Management (excerpt) page MR79

### Circular economy ÖBB-Immobilienmanagement GmbH

With the aim of taking a more holistic view of the circular economy, ÖBB-Immobilienmanagement GmbH (Real Estate) started a cooperation with the company “Material-nomaden” as a first step in 2021. The aim is **to consider the circular economy in all its facets and to promote both the reuse and recycling of materials**. In a first joint process, the potential of reusing and recycling resources in real estate demolition projects was established. As part of a **pilot project, the Gedersdorf train station was deconstructed in 2022** and suitable materials were kept in circulation. The results obtained will be subject to evaluation in 2023.

**This measure works in the modules:**  
Resource Management.



### e-frachtbrief@ (consignment note) saves almost 35 tons of paper – and that's in the year of 2021 alone

Each shipment requires a consignment note, which serves as proof of the conclusion and the content of the contract of carriage and the taking over of the goods by the carrier. Since 2008, the RCG no longer uses the classic paper consignment note in national and bilateral traffic where possible. Exceptions are customs, dangerous goods or accompanying documents. **The digital solution not only saves paper, but also saves costs and minimises bureaucracy many times over.** The e-services not only simplify logistics processes, but **the entire logistics process is carried out completely paperless**. At the same time, it enables **customers and partners alike to access information about the status of their shipments in real time**. And ultimately, it helps to save environmental resources.

**This measure works in the modules:**  
Climate Protection.  
Resource Management.



- In terms of numbers, the RCG service e-frachtbrief@ was able **to save 34,9 tons of paper** in 2021.
- This results in a **saving of approximately two million litres of water**, that is the same amount that a 50-metre swimming pool with 20 metres width and two metres depth contains.
- In addition, around **187 KWh of energy was saved**, which is equivalent to 187 washing machine cycles.
- And last, but not least: **wood. 105 tons of it, to be exact**. That corresponds to 156 spruces, which would be a forest the size of a soccer field.

And all of that **in just one year**.

### No more shunting slip for national transport

Since August 2022, shunting slips have been a thing of the past for national transports. Unless the RID Act or other instructions state otherwise, **RCG informs its service providers of load-related restrictions and exceptional shipments in digital form**. The notification is now made via the electronic collection or provision order or via the INFRA.TIS system. In 2021, 56,765 wagons had a shunting restriction and had to be labelled accordingly. Taking 2021 as the base year, this would amount to annual savings in printing costs of around EUR 3,130 net. This is good for the environment, protects our forests and makes processes more efficient at the same time. Since the **international railway association UIC prefers the general renunciation of shunting slips**, a further roll-out, also internationally, will take place in the coming years.

**This measure works in the modules:**  
Resource Management.





## Remotely read water metres at all locations

In order to provide **up-to-date water consumption statistics, ensure more precise internal control** and obtain a more accurate database for **external audits and comparisons** in the future, the installation of remotely readable water metres was started at all ÖBBTrain Tech locations in 2022.

**This measure works in the modules:**  
Resource Management.



## Sand silos at ÖBB production bases

In order to **reduce particulate matter, protect employees and reduce plastic, sand silos were erected at the bases in Innsbruck, Linz and Villach**. This project will continue over the next five years at all major sites.

**This measure works in the modules:**  
Emissions.  
Resource Management.



## 5 Biodiversity and Diversity of Species (excerpt) page MR84

### Greentracker

ÖBB is obliged by railway law to keep the tracks as free of vegetation as possible. Signals and railway crossings must be clearly visible, and employees must be able to move freely on edge paths and shunting platforms – and so must passengers in an emergency. **In order to avoid frost breaks, the gravel bed must be permeable to air and water and thus free of plants** that accumulate water. The tracks themselves must be stable and load-bearing.

To ensure this, the tracks are treated with pesticides once a year. In recent years, it has already been possible to significantly reduce the quantities of glyphosate used so far. From the 2022 season onwards, glyphosate was completely omitted. For the first time, **the spray train was 100 per cent glyphosate-free and made its way in the new green design as a Greentracker**. Through the optical, digital green detection, the **Greentracker uses the alternative means extremely sparingly and precisely**. It sprays where its sensors indicate “green” – i.e. only in places where plants actually grow. Thus, only a quarter of the route travelled is actually treated. In total, **almost 8,000 kilometres of track are inspected annually. The Greentracker covers more than 6,000 kilometres**. This marks another step on the journey of making rail travel even more environmentally friendly.

**This measure works in the modules:**  
Biodiversity and Diversity of Species.



### ÖBB Rail Bees (“ÖBB Schienenbienen”)

The ÖBB Rail Bees “ÖBB Schienenbienen”) project was launched in 2021 and four more flowering areas were added in 2022. **The ÖBB Rail Bees provide an important contribution to the pollination of plants, biodiversity and the efficient use of unused but valuable railway green spaces**. In addition, a sustainable, enjoyable natural product is created for rail customers, which they can enjoy in the Rail and Nightjets.

**This measure works in the modules:**  
Biodiversity and Diversity of Species.



## Handbook Nature Conservation Specialist

In 2022, after almost three years of preparatory work, Fraunhofer IRB Verlag published the "Handbook of Nature Conservation Specialists – Practical Nature Conservation for Construction Sites, Company Premises and Infrastructures". It is a reference book that depicts **the state of the art in the field of nature and species conservation in connection with construction and raw materials management, water management, the management of traffic routes and company premises as well as public infrastructures**. The chapter about nature and species protection in the railway context was written by an employee of ÖBB-Infrastruktur AG.

**This measure works in the modules:**  
Resource Management.  
Biodiversity and Diversity of Species.



## Orchard "Meadow" in Györszemere

In 2022, 20 trees were planted at the company's Logistics Centre in Györszemere (Hungary). On the one hand, this ensures **more biodiversity in the region and, on the other hand, more well-being among employees** through more nature in the vicinity of the workplace and fresh fruit from our own harvest. **Orchard "meadows" can be home to between 2,000 and 5,000 animal species** or they can find their food there. Insects such as beetles, wasps, bumblebees and bees make up the largest share. There is also a great variety of arachnids and centipedes.

**This measure works in the modules:**  
Biodiversity and Diversity of Species.



## Protection of sand lizards

At the ÖBB-Produktion GmbH (ÖBB production) site in Salzburg, **sand lizards were discovered** during ongoing operations. In order not to affect them in the future through daily operations, **a species-appropriate habitat was built for them in 2022**.

**This measure works in the modules:**  
Biodiversity and Diversity of Species.



## 6 Sustainable Procurement (excerpt) page MR86

### Guide to sustainable procurement

The newly developed guide for sustainable procurement defines **which tender features are considered sustainability criteria**.

**This measure works in the modules:**  
Sustainable Procurement.



### ÖBB Toolbox

In 2022, the tailor-made ÖBB Toolbox created a cross-company opportunity **to quickly and easily identify legally verified sustainability criteria for a wide variety of product groups and integrate them into tenders**. For example, aspects of the implementation of the circular economy have been added. Depending on the respective tender, ÖBB's lead buyers set relevant requirements such as energy efficiency, ISO standards (e.g. ISO 14001) or measures to reduce the amount of transports.

**This measure works in the modules:**  
Climate Protection.  
Sustainable Procurement.



### Expanding data collection

Since 2022, **the ProVia tender platform has made it possible to track which sustainability criteria have been applied in which tenders**.

**This measure works in the modules:**  
Sustainable Procurement.



## Steering sustainable procurement

In 2022, **contact persons on the topic of sustainable procurement were appointed in all lead buyer organisations**, which share responsibility for different product groups. In regular working groups and workshops, know-how is jointly developed, shared and sharpened. The results are made available to all buyers. Those responsible for sustainable procurement **provide buyers with theoretical and practical support on all questions relating to sustainability issues in procurement projects**.

**This measure works in the modules:**  
Sustainable Procurement.



## Expansion of use of the TCO-CO<sub>2</sub> model

In the 2022 reporting year, further procurements were carried out in all sub-companies using the TCO CO<sub>2</sub> model (TCO = Total Cost of Ownership). The ÖBB Purchasing Department is still a pioneer here in Europe. **This year, too, our best bidders had the lowest CO<sub>2</sub> footprint**. In 2023, the application of the TCO-CO<sub>2</sub> approach will be further accelerated in order to achieve almost nationwide implementation in the following years.

**This measure works in the modules:**  
Climate Protection.  
Sustainable Procurement.



## Railponsible and European Railways Purchasing Conference (ERPC)

The ÖBB Purchasing Department attaches great importance to sustainability. To express this commitment, the ÖBB Procurement Department is **involved in the international rail industry initiative "Railponsible"**, for example through its involvement in various working groups, such as on the decarbonisation of the supply chain (supply chain due diligence) and others. The members of the initiative pursue **the common goal of making the entire supply chain of the rail industry more sustainable**. In order to be able to promote this concern even more broadly, the ÖBB Purchasing Department is also active in the European Railways Purchasing Conference (ERPC). In 2022, ÖBB chaired the ERPC and was responsible for organising various working groups, for example on the topic of sustainable procurement.

**This measure works in the modules:**  
Sustainable Procurement.



## 7 Innovation and Technology (excerpt) page MR88

### Rail4Future

The aim of the **Rail4Future project is to enable a more cost-efficient and reliable assessment of the existing rail infrastructure**. To achieve this, a validation platform for large-scale simulations of entire railway lines is being developed for the first time. In this way, **existing rail infrastructure can be optimised and the foundations for automated rail operations can be created**, thus shaping the rail system of the future. The project, with the participation of ÖBB-Infrastruktur AG, runs from April 2021 to September 2024 and is supported by the Austrian Federal Ministry for Climate Action, Environment, Energy, Mobility, Innovation and Technology as well as the Austrian Research Promotion Agency (FFG).

**This measure works in the modules:**  
Innovation and Technology.



## H<sub>2</sub>Railtube

The aim of the project is to develop a container suitable for **“combined transport” (CT) for hydrogen transport** and the associated cross-sectoral logistics. The container is intended to be used to supply hydrogen to customers, but is also intended to be suitable for industrial companies and public hydrogen filling stations with and without rail sidings **in order to enable a nationwide switch to hydrogen as an energy carrier**. The project is researching the use of steel containers, which are more environmentally friendly, but also significantly heavier than previously used carbon containers. Therefore, **the reduction of the container’s weight plays an important role** for all project partners **while maintaining high safety standards**. The project started in 2021 and is funded by the FFG.

**This measure works in the modules:**

Climate Protection.  
Innovation and Technology.



### Sustainability leads to economic success

If you understand sustainability holistically, you can lead your company to long-term success. Through successful management, combined with ecological compatibility and social responsibility, **a sustainable corporate orientation in the sense of the precautionary principle** is achieved, which brings the individual building blocks into a balanced relationship. The ÖBB Group is focusing on the opportunities offered by **socio-ecological change**. Given the medium and long-term horizon, an increase in the monetisation of environmental measures can be expected. This, together with an appropriate risk analysis, gives ÖBB **economic resilience**.

## AM4Rail

The use of **additive manufacturing (AM)** offers a range of potentials in logistics in the rail vehicle sector. Among other things, **the costs for warehousing, transport and packaging can be reduced**. The AM4Rail project therefore **aims at identifying meaningful areas of application for the additive manufacturing of spare parts in post-series supply** for rail vehicle operators. The project, with the participation of ÖBB-Technische Services GmbH, will run until mid-2024 and is funded by the Federal Ministry for Climate Action and the FFG.

**This measure works in the modules:**

Climate Protection.  
Resource Management.  
Innovation and Technology.



## MIKE, the digital assistant for freight traffic

The digital assistant MIKE **supports the customers of the ÖBB Rail Cargo Group with digital services related to the transport of goods**. MIKE is constantly offering new functionalities that make the handling of transports – from transport enquiries to billing – **simpler, more efficient and more transparent, and includes the functions of tracking, ordering and capacity planning**. Thanks to tracking, customers always know where their shipments are. This means that RCG customers are always up to date from the time of dispatch to the estimated time of arrival. In order to avoid bottlenecks and overcapacities in the freight wagon fleet, MIKE can use **capacity planning based on production plans of RCG customers to calculate how many wagons are needed at what times**. The ordering function allows customers to order empty wagons. From the entry of an order with just a few clicks to the overview and status tracking, the ordering function offers a transparent basis for daily use.

**This measure works in the modules:**

Innovation and Technology.



## VIPES

Existing plans for personnel and vehicle deployment already show a high level of efficiency. In practice, however, delays in operations often mean that plans cannot be adhered to. In the **VIPES project, machine learning is therefore to be used to develop a method that enables efficient and at the same time robust deployment plans.** The project, in which ÖBB-Produktion GmbH is involved, is funded by the Federal Ministry for Climate Action and the FFG and will run until 2025.

**This measure works in the modules:**  
Innovation and Technology.



## Postbus driver's cockpit

The digital driver's cockpit is **a milestone for high-performance and competitive bus transport in Austria.** It is the digital assistant for Postbus drivers that not only **makes operations more modern and digital, but also supports drivers in their everyday work.** The driver's cockpit offers digital services that simplify the entire bus operation and at the same time make it more efficient. For example, drivers' rosters, ticket sales (depending on the federal state) and relevant information, such as changes in operations, are controlled via the digital assistant. **Drivers receive the information relevant to them easily, on a daily basis and digitally at the push of a button.** As a result, passengers will benefit from an even more reliable bus service.

**This measure works in the modules:**  
Innovation and Technology.  
Reliable and Attractive Employer.



## Community creates Mobility (Ccm)

CcM is an open ecosystem around the mobility of the future. It connects committed mobility thinkers in Austria and beyond under a common vision: **"mobility as a common good"**. The main topics were **forced mobility, sustainable travel and the paradigm shift from Stadtstraße (city road) to Statt-Straße (instead of a road).** The community supported Post AG on the topic of "reusable packaging". Interested parties can get involved online at <http://mobility.community> and become part of the community.

**This measure works in the modules:**  
Innovation and Technology.



## 9 Affordable and Accessible Mobility Services (excerpt) page MR102

### ÖBB 360°

In passenger transport, the focus continues to be on the topic of "integrated mobility". An **important addition to the existing public transport for the first/last mile** is the development and integration of further mobility services (e.g., e-car sharing, e-scooters, e-bike sharing, etc.) that are already in use in Baden near Vienna, Korneuburg or around the cultural capital Bad Ischl in the Salzkammergut.

**In 2022, the ÖBB 360° team also worked on solutions that enable customers to make the mobility of their employees more sustainable.** For example, companies now have two digital products at their disposal: the Mobility Budget and Travel Management. The Mobility Budget in "wegfinder" makes employees sustainably mobile for private purposes with all forms of mobility available in the app. **The Travel Management enables uncomplicated booking and billing of all business trips.** For both, ÖBB 360° also offers an overview and monthly report on the CO<sub>2</sub> balance of the journeys made (via admin tool).

**This measure works in the modules:**  
Affordable and Accessible Mobility Services.



## Baden Mobile

Since 26 September 2022, locals, spa guests, holidaymakers and commuters in the city of Baden have been benefiting from the wide range of ÖBB 360° mobility offers.

**With a mix of e-scooters, Rail&Drive e-cars, various (e-)bike models and the guest shuttle ÖBB Transfer, the entire journey from the first to the last mile is covered for travellers.** The offer can be booked via the wegfinder app. In addition to Korneuburg, Leoben, Bad Ischl and Waidhofen an der Ybbs, Baden is now the fifth city to rely on the innovative and integrated mobility solutions of ÖBB 360°.

### This measure works in the modules:

Climate Protection.

Affordable and Accessible Mobility Services.



## Postbus Shuttle – the demand-driven public transport

People are demanding individually adaptable, flexible and digitised mobility solutions in public transport. In order to be able to respond to these changing mobility needs in the best possible way, **a new service was created specifically for rural as well as suburban areas with the Postbus Shuttle.** The Postbus Shuttle complements the existing public range. A public service is created where none currently exists. **With smaller buses (usually 9-seaters) and completely without a timetable, i.e. on-demand:** regardless of whether it concerns the last mile, a better connection to the public transport network or the only public offer in a community – the Postbus Shuttle is always a perfect solution.

**The Postbus Shuttle is booked by the passengers themselves via the Postbus Shuttle app tailored to the market.** With the shuttle interface, businesses and institutions in the region can book directly for their customers. Intelligent software works in the background with a bundling algorithm – and this is the essential difference to a cab. **The goal is that passengers always share a part of the route,** so that the occupancy rate is significantly higher than that of a car. All of this makes the Postbus Shuttle a sustainable transport service so that people in rural areas leave their cars at home more often.

The Postbus shuttle started on 1 April, 2021 and has since been established in over 46 communities. In addition to projects in Carinthia (Techelsberg am Wörthersee and Ossiacher See), Upper Austria (Zukunftsraum Donau-Gusen, Postbus Shuttle Mondseeland), event services in Lower Austria (Fels am Wagram, Kulturshuttle Semmering-Rax-Reichenau) and projects in Styria (Liesingtal) and the first service in Salzburg (Leogang), the Postbus Shuttle has been expanded to include several communities in the Mödling mobile region.

Further projects in various provinces and the **expansion of the existing service are already being planned.** People's interest and need for on-demand mobility is enormous.

### This measure works in the modules:

Climate Protection.

Innovation and Technology.

Affordable and Accessible Mobility Services.



## Postbus Shuttle Mondsee

Since 1 August 2022, the Postbus Shuttle has been in operation in Mondseeland as a sensible alternative to the private car. **Around 17,000 residents of the seven Upper Austrian communities of Innerschwand am Mondsee, Mondsee, Oberhofen am Irrsee, Oberwang, St. Lorenz, Tiefgraben and Zell am Moos** as well as holidaymakers and day visitors benefit from the new on-demand service offered by Österreichische Postbus AG. **The Postbus Shuttle serves 369 stops in the seven communities, which can be reached on foot after a maximum of 300 metres.** The trips can be booked easily and conveniently using the Postbus shuttle app.

### This measure works in the modules:

Climate Protection.

Innovation and Technology.

Affordable and Accessible Mobility Services.



## SimplyGo!

Complex tariff structures and ticket modalities are still among the biggest access barriers in public transport today. SimplyGo! addresses precisely this issue and will offer customers **the option of automatic ticketing in the ÖBB app in the future**. Buying tickets has never been easier: as an additional function, **SimplyGo! recognises the routes travelled between locations within Austria and determines the appropriate public transport fare for each of them on the following day**. It's perfect for all those who like to travel flexibly and spontaneously by train, bus, subway and tram. The productive beta phase for a selected group of customers started in October 2022.

**This measure works in the modules:**

Climate Protection.  
Innovation and Technology.  
Affordable and Accessible Mobility Services.



## File to Train

File to Train (F2T) is the further development of Voice2Train (V2T), but the principle remains the same: **control of announcements remotely, directly into the trains**. So, for example, if there is a line disruption, the traffic management (PV-VLS) can make an announcement in the corresponding train to inform the passengers about it. **In addition, F2T enables the sending of information in written form, which is visualised on the monitors in the train.**

V2T, however, requires the train radio GSM-R of ÖBB-Infrastruktur AG, which is not available on all but primarily on main lines in Austria. With F2T, communication with the vehicle takes place via mobile radio, which means **that F2T can basically be used both anywhere in Austria and abroad**. Furthermore, F2T also provides a visual display of the special information on the monitors in the vehicle. Currently, work is being done on the F2T pilot operation.

**This measure works in the modules:**

Innovation and Technology.  
Affordable and Accessible Mobility Services.



## Sustainability Board

In order to inform all key decision-making bodies of the ÖBB Group about sustainability issues, ongoing reporting on sustainability activities takes place in the supervisory bodies and to the owner. **In 2021, a sustainability board was implemented** in the ÖBB Group for the first time. At this level, members of the Board of Management and managing directors can exchange and discuss the most important sustainability issues several times a year and determine the strategic direction of the Group.

## New LED displays on the platforms

ÖBB customers appreciate visual information about their trains that shows them the current status dynamically and in real time: what is the status of my train today? Are there delays or where can I find my car? These expectations can be optimally met with electronic displays. The new displays have several advantages: they offer **a significantly larger, active display area, providing more space for customer information**, and at long-distance stations, for example, they also show the train's carriage order. The technical basis of the new displays is **LED technology, which makes them more energy-efficient by one third** compared to the previous LCD displays. They also offer more information in colour as well as **a higher resolution and cost around 30 per cent less** than the previous models.

The latest generation of platform displays were put into operation in 2022 in Vienna Matzleinsdorf, Strebersdorf, Lauterach and Hohenems. They have already been installed in Salzburg Hbf, Graz Hbf, Vienna Heiligenstadt, Baden, the City of Tulln, Puch bei Hallein, Golling-Abtenau, Rankweil and St. Michael.

**This measure works in the modules:**

Innovation and Technology.  
Affordable and Accessible Mobility Services.



## Making Meidling train station more attractive

**Waiting areas and station concourse were extensively modernised**, creating a pleasant atmosphere for our guests. With around 78,000 passengers per day, Meidling is one of the most important transportation hubs in Vienna.

Following the WC facilities, **the appearance of the entire inner passenger area has been improved and the waiting areas and station concourse extensively modernised**. The waiting room includes a large departure monitor, and most of the seats are equipped with small tables and sockets – including WIFI, of course.

**Energy-saving LED technology not only ensures bright rooms, but also modern lighting accents**. A plant wall with irrigation leads to an improvement of the room climate. In addition, a green plant was planted directly in the middle of the hall as a central point. These measures are supplemented by an **easy-to-understand wayfinding system and monitors for optimal customer information**.

**This measure works in the modules:**  
Affordable and Accessible Mobility Services.



## Digital transport solutions for the Austrian Federal Forests

**Rail Cargo Group sets digital standards in timber transport** with the Austrian Federal Forests (Bundesforste). Together with the customers, **the entire rail logistics process for timber transport was digitised** – from the electronic consignment note to the empty wagon order to future transport status messages and information on the estimated time of arrival. Thanks to the digital data transfer and the elimination of media discontinuities **in rail logistics, processes have been sustainably optimised and simplified**. As a result, it is now possible to see at the push of a button where every tree felled in the forests of the Federal Forests comes from and where it will be delivered.

**This measure works in the modules:**  
Resource Management.  
Affordable and Accessible Mobility Services.



### Steering sustainability

The basis for this is the Sustainability Board, plus the establishment of a **Group-wide sustainability platform**, where the respective sustainability contact persons from ÖBB-Holding AG and the subgroups meet on a quarterly basis. **Group-wide sustainability topics as well as implementation measures for the ÖBB Sustainability Strategy and its 17 building blocks** are discussed. These internal structures and controls facilitate the systematisation of professional sustainability management and pave the way for corporate sustainability.

## Smart Cargo

To ensure that Rail Cargo customers always have their **goods in view**, since 2019 **all freight cars have been equipped with SmartCargo, a position, motion and impact sensor**, in cooperation with A1 and A1 Digital. The state-of-the-art telematics solution for GPS monitoring enables the development of new services for customers as well as significantly improved and even more efficient maintenance coordination. **In 2022, the 11,000 mark for freight cars equipped with SmartCargo was reached in Austria**. The target is around 12,000, approximately 80 per cent of the active Rail Cargo Austria wagon fleet.

**This measure works in the modules:**  
Innovation and Technology.  
Affordable and Accessible Mobility Services.







## 10 Health, Safety and Security (excerpt) page MR106

### Advancement in the development of the Warn-App (approaching against a stop)

The Warn-App is a support system that assists train drivers in cognitively challenging situations when “approaching against a signal indicating a stop”. The further development of the Warn-App as a digital support system for train drivers when “approaching against a stop” was accelerated in 2022.

This measure works in the modules:  
Health, Safety and Security.



### Identification and elimination of underlying causes after accidents at work

To analyse the underlying causes, a corresponding minimum standard has been developed in the Group for occupational accidents with a potential duration of absence of more than 24 days. In the future, this should ensure that occupational accidents are systematically reviewed in order to analyse and permanently eliminate any errors and deviations that have occurred as well as their underlying causes.

This measure works in the modules:  
Health, Safety and Security.  
Reliable and Attractive Employer.



### Pushing video surveillance

The increased use of video surveillance towers in parking facilities to record damages or graffiti is intended to achieve a significant reduction in damage to property.

This measure works in the modules:  
Health, Safety and Security.



### The “PROTECT” programme

The “PROTECT” programme increases the maturity level of information security measured annually for the entire Group.

This measure works in the modules:  
Health, Safety and Security.



### Target-Operating-Model (TOM)

Equipping the Group with the necessary resources, roles and responsibilities should ensure that the level of maturity targeted in the “PROTECT” programme and thus the associated level of security can be increased throughout the ÖBB Group. By implementing the target operating model for information security, internal know-how within ÖBB can be further developed and expanded and future topics can be driven forward.

This measure works in the modules:  
Health, Safety and Security.  
Reliable and Attractive Employer.





## 11 Diversity and Equality (excerpt) page MR113

### Compass – 100 Women, 100 Chances

In order to bring the diverse career paths and job opportunities closer to immigrant women, we also cooperate with the Austrian Integration Fund (ÖIF) as part of the project “Compass – 100 Women, 100 Opportunities”. During the project, relevant insights into the diverse job opportunities in the ÖBB Group were given and information was shared in order to **support immigrant women in starting their careers and building a professional network**, as well as to use their qualifications for the Austrian labour market in a targeted manner.

**This measure works in the modules:**

Diversity and Equality.  
Reliable and Attractive Employer.



### Health campaign 2.0: gender medicine introduced into occupational health management

In 2021, the first health campaign on women’s and men’s health laid the foundation for the introduction of gender medicine into occupational health management. **Many symptoms of diseases are different in women and men, as they have different courses of the disease** and are also differently susceptible to specific diseases. **During the Health Campaign 2.0, these differences were again addressed** with online events, podcasts, webinars and the Group-wide campaign “No Shave Movember & Red Lips November” **and were widely communicated.**

**This measure works in the modules:**

Health, Safety and Security.  
Diversity and Equality.  
Reliable and Attractive Employer.



### Trainbow Europe Conference

The annual meeting of Trainbow Europe, the LGBTIQ+ association of European railways, took place in Vienna in 2022, with ÖBB and QBB as hosts. **Around 40 representatives of LGBTIQ+ organisations of European railways** travelled to Vienna from Germany, Switzerland, Belgium, the Netherlands, France and Great Britain for the annual meeting, which always takes place in a different country.

**This measure works in the modules:**

Diversity and Equality.



## 12 Compliance | Transparency | Data Protection | Human Rights (excerpt) page MR118

### Update of risk assessment on data protection

**DATA PROTECTION.** The realignment of the risk assessment of data protection was launched in 2020. The system setup was completed at the end of 2021, and risk assessments in the Group companies started in Q1 of 2022. **Of the total number of entries in the records of processing activities, more than half have been subject to a risk assessment.**

**This measure works in the modules:**

Compliance | Transparency | Data Protection | Human Rights.



### Rules and procedures

**COMPLIANCE.** In order to create framework conditions that encourage all managers and employees to deal with **the topic of compliance sustainably and conscientiously, the Compliance department draws up clear guidelines and rules of conduct.** Since these explain the Code of Conduct and the associated external legislation to employees in detail and thus provide important guidance, they are **continuously updated by the Compliance team with findings from consulting and case tracking practice.**

**This measure works in the modules:**

Compliance | Transparency | Data Protection | Human Rights.  
Training and Further Education.



## Individual training

**COMPLIANCE.** Compliance describes the obligation to actively ensure that all business is conducted in accordance with the applicable rules and regulations. For example, **one of the core tasks of the Compliance department is to sensitise the employees of the ÖBB Group to the 15 topics addressed in the Code of Conduct and in the Group Guideline in the long term and in a sustainable manner.** Therefore, it is particularly important to make all employees (including apprentices) aware of the specific situations in which a compliance risk may exist in everyday work. For example, in the period from 1 November 2021 to 31 October 2022, Compliance offered comprehensive face-to-face training and training via video conferencing at the ÖBB Group.

**This measure works in the modules:**  
Compliance | Transparency | Data Protection | Human Rights.  
Training and Further Education.



## E-Learning compliance

**COMPLIANCE.** In addition to the in-person training courses offered on an ongoing basis, the “E-Learning Compliance” developed by the Compliance department is a measure of great importance that explains the **sometimes complex subject matter of preventing white-collar crime and corruption as simply and practically as possible, also using examples from everyday working life.** This ensures a quick and flexible transfer of learning content as well as a sustainable sensitisation of the employees reached. The e-learning is made available to employees and is also established in the onboarding process, among other things.

**This measure works in the modules:**  
Compliance | Transparency | Data Protection | Human Rights.  
Training and Further Education.



## Hazard analyses

**COMPLIANCE.** Compliance conducted risk analyses in various Group companies in 2022. As part of the risk analysis, risks, such as **corruption and white-collar crime, violations of competition and antitrust law or conflicts of interest,** are determined based on expert surveys (management, executives) regarding the **probability of occurrence and impact on the company.**

**This measure works in the modules:**  
Compliance | Transparency | Data Protection | Human Rights.  
Training and Further Education.



## Compliance consulting

**COMPLIANCE.** Another essential component of prevention is the **ongoing consultation of management and all employees on compliance-relevant topics.** All employees of the ÖBB Group can contact Compliance at any time if they have any questions or uncertainties regarding the Code of Conduct and **receive detailed advice from the specially trained employees of the Compliance Office.**

**This measure works in the modules:**  
Compliance | Transparency | Data Protection | Human Rights.



## Human rights in the Rail Cargo Group

**HUMAN RIGHTS.** Risk analyses and targeted measures have been set up especially for companies of the Rail Cargo Group outside the EU in order to reduce potential risks.

**This measure works in the modules:**  
Compliance | Transparency | Data Protection | Human Rights.



## Training, sustainability and human rights in the supply chain

**HUMAN RIGHTS.** In 2022, an offer for voluntary training on the topic of “Sustainability and Human Rights in the Supply Chain” was created. **Executives and managing directors, as well as employees, receive information about the ILO core labour standards<sup>1</sup> in the field of QSE / CSR<sup>2</sup>.**

**This measure works in the modules:**  
Compliance | Transparency | Data Protection | Human Rights.  
Training and Further Education.



<sup>1</sup> The ILO core labour standards (International Labour Organization) are social standards within the framework of the world trade order, which are intended to ensure humane working conditions and adequate occupational health and safety.

<sup>2</sup> QSE = Quality, Safety and Environment, CSR = Corporate, Social and Responsibility



## 13 Social Responsibility (excerpt) page MR121

### “Giving warmth” to the homeless

Homeless people struggle on the streets not only with wetness, cold and hunger, but also with rejection and exclusion. The winter months and cold temperatures are particularly challenging. For this reason, **ÖBB supported Caritas Vienna 2022 in its fundraising campaign for the homeless** and made it possible to make donations at the ÖBB headquarters at Vienna Central Station and in the ÖBB building at Praterstern. Among other things, **donations in kind such as warm clothes, winter shoes, sleeping bags, sleeping mats and blankets for Caritas were received there.**

**This measure works in the modules:**  
Social Responsibility.



### Donation packages for those in need

Together with the local district administration and **with the help of mainly local civil society organisations, donations were delivered at the Rail Cargo Terminal in Budapest to those in need.** The parcels sent were filled with household and consumer goods, textiles such as towels or tea towels and toys. The donations consisted of products that customers had left behind at the terminal for a variety of reasons after the customs procedure had been completed and were distributed to a total of seven different organisations – **including an association for large families, an animal rescue association, a maternity protection foundation, an association for the disabled, the Red Cross and Caritas.**

**This measure works in the modules:**  
Social Responsibility.



### Implementation of the ÖBB Sustainability Strategy

As early as 2008, ÖBB-Holding AG implemented its own **coordination office for the group-wide management of sustainability agendas.** ÖBB-Holding AG sets the **Group's goals and directions** for sustainability issues. This makes it possible to cover the diversity of a mobility and infrastructure company on the topic of “sustainability” as broadly as possible and **to define focal points and current key topics** of the ÖBB Group. Both the development of effective measures and their targeted implementation are carried out independently by the subgroups. Sustainability performance is effectively monitored and controlled by means of **key performance indicators.**

### MOVE – Knowledge transfer on mobility and transport

MOVE – short for mobility and traffic (Mobilität und Verkehr) – is a **joint project of the Tyrolean Transport Association, ÖBB, the Innsbruck Transport Authority and the Climate Alliance Tyrol, which is aimed at pupils in Tyrol.** It includes an integrated, modular workshop programme for all school levels. The workshops MOVE Elementary School, MOVE Lower School and MOVE Upper School **focus on age-group-specific awareness raising considering climate-friendly mobility.** In turn, MOVE Praxis teaches **the necessary skills for using public transport.** A special focus is on the safety of the children, which is why correct behaviour both at the bus stops and on the bus is trained in a safety training course. The children and young people should realise that **independence and freedom does not begin with a car key, but with a ticket for public transport and the bicycle.** At the VCÖ Mobility Award 2022, the project even made it to the top 5.

**This measure works in the modules:**  
Social Responsibility.



## World Clean Up Day

Worldwide, around 60 million volunteers take part in the World Clean Up Day every year. This year, **ÖBB was also there with a team of 14 people – mostly employees of the Rail Cargo Group** – and walked around in Vienna in mid-September to search for garbage. The result: **almost 33 kilograms of garbage were collected on the Danube Island and in the water park.** These were bags of packaging, plastic and glass bottles and six cans of cigarette butts. After this success, the RCG team plans to participate again next year.

**This measure works in the modules:**

Resource Management.  
Social Responsibility.



## ÖBB Bee and Flower Cycling

Between 3 and 5 June 2022, together with the Austria Cycles initiative, we pedalled diligently for more biodiversity and species diversity. **During the campaign period, cycling enthusiasts cycled a total of 314,250 kilometres at the ÖBB Bee and Flower Cycling.** This not only exceeded the previously set target of 200,000 kilometres by far, but also ensured that the **14<sup>th</sup> ÖBB Blühwiese (flowering meadow) – this time in Pusarnitz in Carinthia – could be realised.**

**This measure works in the modules:**

Climate Protection.  
Affordable and Accessible Mobility Services.  
Social Responsibility.



## CEOs FOR FUTURE

Since 2020, ÖBB has been a **member of the CEOs FOR FUTURE (C4F) association, which is committed to promoting the transformation of the economy and society.** On 15 November 2022, the first CEOs FORFUTURE Apprentice Day took place as part of the membership, sending a **strong signal towards sustainability.** The focus was on the question of how the topic of sustainability with a **focus on climate protection, biodiversity and the circular economy** can be integrated even more strongly into apprenticeship training. In addition, as a practical example, ÖBB presented small photovoltaic chargers for smartphones developed by apprentices as well as augmented reality applications for apprenticeship training as part of the event.

**This measure works in the modules:**

Social Responsibility.



## 17 Training and Further Education (excerpt) page MR131

### E-Learning Sustainability

Due to the climate crisis, we are facing major challenges. In an **internal sustainability training course for all ÖBB employees published in autumn, myths were uncovered, open questions clarified, and awareness of climate protection and sustainability further sharpened in six modules of 20 minutes each.**

**This measure works in the modules:**

Reliable and Attractive Employer.  
Training and Further Education.





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## Disclaimer

Excerpt from the Group management report in the Annual Report 2022 of ÖBB-Holding AG including an excerpt and explanations of the measures taken in the reporting year 2022, which were listed in the sustainability report as part of the Group management report.

The information in this report relates to fiscal 2022 (unless otherwise stated).

The information contained in this report has been prepared to the best of our knowledge and checked for accuracy with great care and attention. Typographical and printing errors reserved.

This sustainability report is also made available online as a PDF at: [konzern.oebb.at/nhb2022\\_en](http://konzern.oebb.at/nhb2022_en)

# #RichtungZukunft

A comparison of important key figures on the occasion of ÖBB's 100<sup>th</sup> anniversary.

1923	2022
<b>120</b> Train passengers in millions*	<b>252,5</b> Train passengers in millions
<b>23</b> Transport volume in millions of tonnes*	<b>88</b> Transport volume in millions of tonnes
<b>6,002</b> Total network length (kilometers)	<b>4,843</b> Total network length (kilometers)
<b>431</b> Length of electrified track*	<b>3,622</b> Length of electrified track
<b>7%</b> Degree of electrification	<b>75%</b> Degree of electrification
<b>112,740</b> Members of staff**	<b>42,603</b> Members of staff**

\* Values from 1924, as no figures from 1923 are available.

\*\* Not including apprentices.